

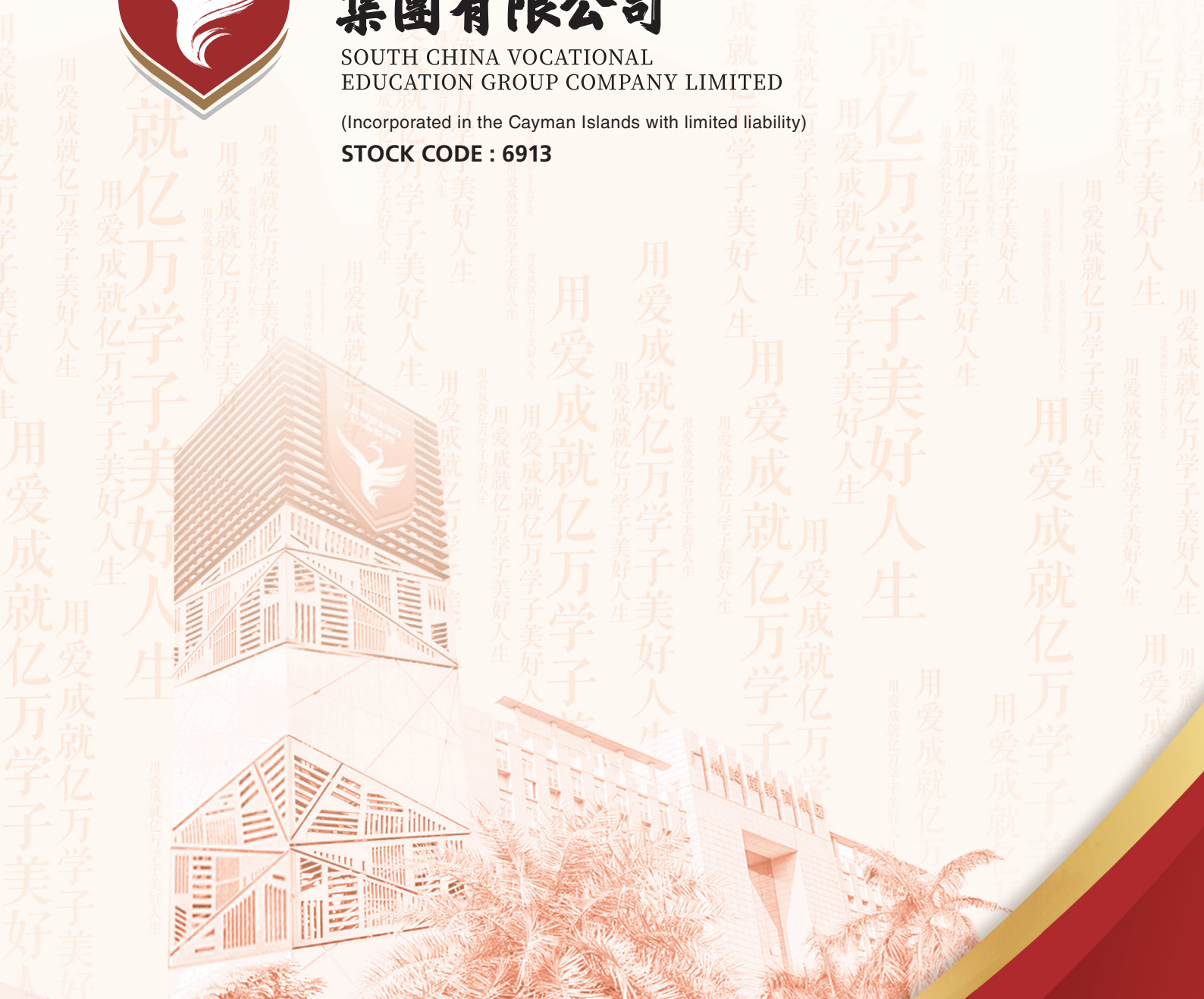


中國華南職業教育集團有限公司

SOUTH CHINA VOCATIONAL EDUCATION GROUP COMPANY LIMITED

(Incorporated in the Cayman Islands with limited liability)

STOCK CODE : 6913



2025

Environmental, Social and Governance Report

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1. ABOUT THE REPORT

South China Vocational Education Group Company Limited and its subsidiaries (the “Group” or “We”) are pleased to release the 2025 Environmental, Social and Governance Report (the “Report”). The Report aims to disclose the Group’s performance in environmental, social and governance in relation to sustainable development.

Reporting Standard

The Report has been prepared in accordance with the requirements of Mandatory Disclosure Requirements and “Comply or Explain” as set out in Appendix C2 “Environmental, Social and Governance Reporting Code” (the “Code”) of the Main Board Listing Rules on The Stock Exchange of Hong Kong Limited (the “Stock Exchange”), and abided by the four reporting principles of the Code, including:

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

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

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

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

Reporting Period and Scope

The Report covers detailed information on ESG-related policies, regulation compliance, measures implementation and relevant performance of the two colleges operated by the Group in the Greater Bay Area, namely Guangdong Lingnan Institute of Technology and Guangdong Lingnan Modern Technician College (collectively, the “Colleges”) during the period from 1 January 2025 to 31 December 2025 (the “Year”).

Language

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

Approval and Availability

The Report was considered and approved by the Board of Directors (the “Board”) on 30 March 2026 after being confirmed by the management of the Group. The electronic version of the Report is available on the Stock Exchange’s website (<https://www.hkexnews.hk>) and under the column “Investor Relations” of the Group’s website (www.scvedugroup.com).

Report Feedback

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

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Email: ir@scvedugroup.com

2. ABOUT US

Group Overview

South China Vocational Education Group Company Limited, with its subsidiaries, is a comprehensive skilled talent cultivation service provider integrating academic vocational education, vocational training, technician training, competition preparation, skills assessment, employment services, and entrepreneurship incubation. The Group operates Guangdong Lingnan Institute of Technology and Guangdong Lingnan Modern Technician College in the Greater Bay Area, offering over 70 programs covering TMT industries such as internet, e-commerce, telecommunications, software and animation, as well as emerging industries including the big health industry.

College Overview

Guangdong Lingnan Institute of Technology (廣東嶺南職業技術學院) is a Guangdong Province demonstrative higher vocational institution, recognized consecutively as a Guangdong Provincial Model University for Innovation and Entrepreneurship Education, and approved as the first “Industry-Education Integration Demonstration Park” project among higher education institutions in Guangdong Province. The Institute offers over 40 programs, among which Pharmacy, Software Technology, Mold Design and Manufacturing, Animation Production Technology, and Chinese Materia Medica are provincial key programs. It also has five provincial high-level program clusters: Nursing, Chinese Materia Medica, Software Technology, Mold Design and Manufacturing, and Animation Production Technology. The Institute has received four Guangdong Provincial Teaching Achievement Awards in recent years and has cultivated over 100,000 high-quality technical and skilled talents since its establishment.

Guangdong Lingnan Modern Technician College (廣東嶺南現代技師學院) is dedicated to cultivating technical and skilled talents, offering over 30 programs including Mechatronics, Unmanned Aerial Vehicles (UAVs), Automobile Inspection and Maintenance, Fire Engineering Technology, Chinese Materia Medica, Rehabilitation, Nursing, Advertising Design, Computer Network Applications, and Computer Programming. For many consecutive years, the College has been honored with prestigious awards such as “National Advanced Vocational Education Unit (全國職業教育先進單)”, “Excellent Research Unit of the China Association of Staff Education and Vocational Training (中國職工教育和職業培訓協會優秀科研單位)”, “Guangdong Province Advanced Vocational Education Collective (廣東省職業技術教育工作先進集體)”, and “Excellent Research Unit of the Guangdong Provincial Vocational Training and Technical Education Association (廣東省職業培訓和技工教育協會優秀科研單位)”.

3. SUSTAINABILITY MANAGEMENT

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

Statement of the Board

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

ESG Governance Structure

The Group has established an ESG governance structure, covering the decision-making level, the organizational level and the executive level. Within this structure, the Board, the Working Group and all departments play their respective roles.

Decision-making level:

The Board assumes full responsibility for the Group's ESG strategy and reporting, which is responsible for:

- resolving the Group's ESG management principles, strategies, objectives and annual work;
- receiving regular reports from the Working Group;
- reviewing the performance and progress of ESG work;
- reviewing climate related risks and opportunities and overseeing countermeasures.

Organizational level:

A working group comprises senior management, the office of the Board and all relevant departments, which is responsible for:

- identifying and evaluating the Group's ESG issues and its risks and opportunities, and formulating and implementing ESG strategies, annual work and objectives;
- understanding stakeholders' views on ESG issues through communicating with them;
- coordinating, facilitating and monitoring the implementation of ESG plans by all departments;
- reporting regularly to the Board on each ESG-related performance and making recommendations for enhancement.

Executive level:

It is composed of functional departments of the Group, which is responsible for:

- executing all ESG-related work;
- collecting KPIs data and reporting to the Working Group regularly.

Stakeholder Engagement

The Group's development is closely related to the opinions of stakeholders. To this end, we have built a variety of communication platforms to facilitate interaction with our stakeholders. Over the past year, we have conducted extensive communication with various stakeholders to deeply understand their expectations, needs and concerns.

Main Stakeholders	Major Communication Channels
Investors/shareholders	Annual general meeting Interim report and annual report Corporate communications Results communications
Government/regulators	Audit Private colleges annual inspection Consultations/lectures Compliance reports On-site inspections
Students/parents	After-class feedback Questionnaires Regular visits Online platform Phone calls Lectures/open days
Employees	Performance appraisals and interviews Seminars/workshops/lectures Intranet Communication groups Questionnaires
Alumni	Alumni Home “Lingnan Alumni Association” Mini Program Media information School websites
Suppliers	On-site inspections Supplier management procedures Supplier evaluation systems

Main Stakeholders

Partners

Community

Public

Major Communication Channels

Exchange activities
Cooperation projects
Conferences/visits

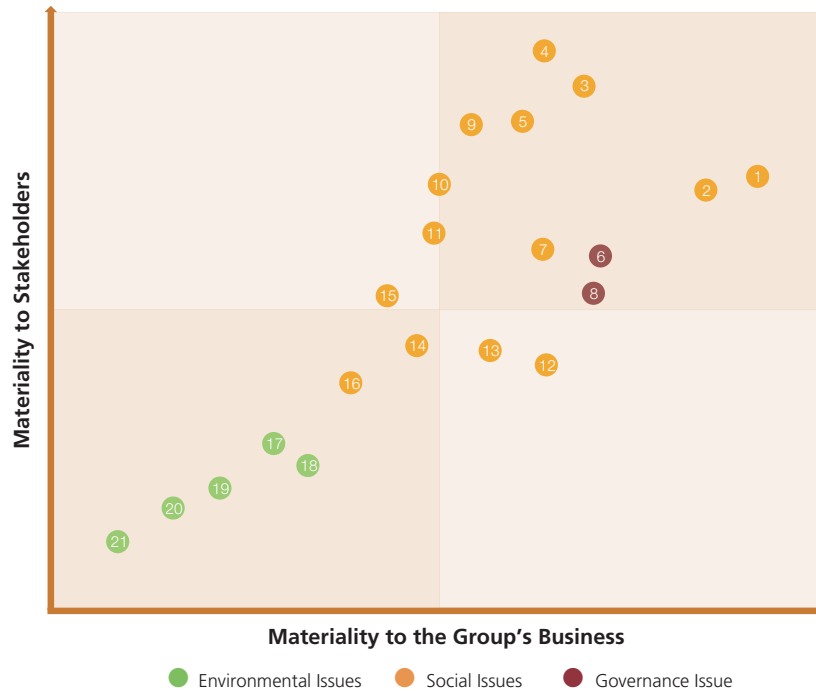
Community college
Rural revitalization
Youth public welfare literacy education
Care for special groups
Volunteer activities
Education fund/scholarship
Donation

Media information
School websites
Social media account
Open events

Materiality Assessment

The Group has conducted a materiality assessment and analysis in accordance with the materiality principle to identify issues that have a significant impact on the Company. For the Year, with reference to the Code, the materiality issue database of the Sustainability Accounting Standards Board (SASB), the industry materiality map of MSCI, and common issues among peers, we completed the materiality assessment by organizing stakeholders to fill out an online questionnaire survey among stakeholders within organization and in conjunction with the Group's operational conditions. During the reporting period, we identified and selected 21 key ESG issues and results of relevant assessments were fully considered and approved by the Board. Based on materiality, we classified such issues into three levels, being issues of high materiality, issues of moderate materiality and issues of general materiality.

ESG Management Structure:



Issues of high materiality

1. Student health and safety
2. students' satisfaction
3. Employment rights and welfare protection
4. Information safety assurance
5. Employee health and safety

Issues of moderate materiality

6. Compliance operation
7. Employee training and development
8. Anti-corruption
9. Intellectual property rights protection
10. Innovative teaching
11. Student employment rate
12. Supply chain management brand
13. Brand publicity and management
14. Teaching quality control
15. Mechanism for handling and response to complaints

Issues of general materiality

16. Community investment and charitable activities
17. Energy consumption and efficiency
18. Water resource consumption and efficiency
19. Waste management
20. Coping with climate change
21. Greenhouse gas emissions management

Section in the ESG Report

4. Quality service system
4. Quality service system
5. Compliance operation
6. Improvement of employee management
6. Improvement of employee management

Section in ESG Report

6. Improvement of employee management
6. Improvement of employee management
- 5 Compliance operation
5. Compliance operation
4. Quality service system
4. Quality service system
5. Compliance operation
5. Compliance operation
4. Quality service system
4. Quality service system

Section in ESG Report

8. Community investment
- 7.Environmental protection
7. Environmental protection
7. Environmental protection
7. Environmental protection
7. Environmental protection

4. QUALITY SERVICE SYSTEM

Teaching Quality Control

In order to continuously improve the quality of teaching, we, based on the constitution have developed management systems such as the “Measures for the Management of High-level Major Group Construction Projects” (《高水平專業群建設項目管理辦法》), the “Measures for the Management of Classroom Teaching” (《課堂教學管理辦法》), the “Measures for the Comprehensive Evaluation of Teachers’ Teaching Quality” (《教師教學質量綜合評價辦法》) and the “Management Measures for Teaching Supervision Work” (《教學督導工作管理方法》), and established a consistent teaching quality management model of “Assessment, Diagnosis, Guidance and Improvement” (評診導改), aiming at maintaining a good teaching order and quality. We have adopted a ‘Comprehensive Teaching Quality Evaluation and Diagnostic Analysis System’ to build an integrated evaluation and feedback information platform involving teachers, supervisors, and students, thereby systematically improving the quality of education and teaching as well as management efficiency. At the same time, we have obtained the ISO 9001 Quality Management System certification, continuously advancing the standardization process of quality management.

Secondly, we have launched a monthly teaching quality inspection program, which adopts a variety of methods to rate and guide teachers’ classroom performance and teaching progress, focusing on students’ learning outcomes and teachers’ educational progress. In addition, we arrange regular spot checks by supervisors to attend classes, grade teachers and provide feedback. Teachers are required to submit their teaching summary for this semester as well as teaching plans and arrangements for the next semester at the end of each semester for the school to review and assess. Moreover, we regularly hold various training activities, teaching observation competitions, and so on to improve teachers’ ability, comprehensively improving the educational level. Our teaching satisfaction rating is 93% in the Year.

Student Employment Assistance

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

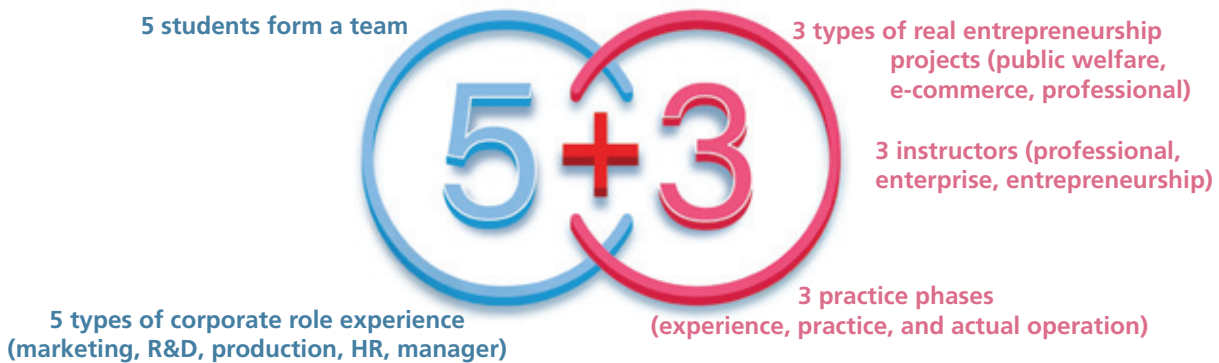
The Colleges have formulated the “Measures for the Management of Internship and Employment” (《實習就業工作管理方法》), “Implementation Measures for Graduates' Employment” (《畢業生就業工作實施辦法》), “Implementation Measures for Students' Employment Guidance and Education” (《學生就業指導教育工作實施辦法》), etc., and adopted a number of measures to promote the employment of students, including providing off-campus internship employment opportunities, holding several job fairs. We invite industry experts and distinguished alumni to deliver lectures and provide students with employment information consulting services. During the year, we organized 6 offline campus job fairs, 2 online job fairs, and 145 corporate information sessions, offering a total of 58,000 job opportunities. For key target groups, the Colleges assist graduates from financially disadvantaged families in applying for “job-seeking and entrepreneurship subsidies.” Furthermore, we arrange for relevant students to participate in specialized recruitment events, such as job fairs for disabled graduates and job fairs for retired military personnel.

In addition, we offer career plans and career guidance courses, explaining employment rights, policies and regulations to enhance students' understanding of rights and regulations; concurrently, we provide contents on career awareness, resume writing, interview skills, occupational safety, and other areas that enhance employment capabilities. Every year, we conduct a graduate employment intention survey and a graduate employment follow-up survey to understand graduates' employment status, intentions and feedback on employment services. Based on the information, we adjust policies and strategies to help students successfully find jobs more effectively.

Regarding the employment situation of graduates in the Year, the employment rates of graduates from Guangdong Lingnan Institute of Technology and Guangdong Lingnan Modern Technician College were 93% and 92%, respectively. In terms of career guidance, the satisfaction levels of graduates from the two institutions regarding the schools' employment and entrepreneurship guidance were 93% and 96%, respectively.

Innovation and Entrepreneurship

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



“5+3” Innovation and Entrepreneurship Talent Cultivation Model

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

During the Year, students of Guangdong Lingnan Institute of Technology have won 1 Silver Award and 1 Bronze Award at the National Finals of the 2nd National College Students’ Career Planning Competition. In the China International College Students’ Innovation Competition, they have been awarded 1 National Bronze Prize, 1 Provincial Gold Prize, 1 Silver Prize, 1 Bronze Prize, as well as 1 Innovation and Entrepreneurship Mentor Award. Guangdong Lingnan Modern Technician College won the Third Prize in the Excellent Employment Service Team Exhibition and Selection Activity of Technical Colleges in Guangdong Province. In addition, the college has injected RMB188,000 through the College Students’ Entrepreneurship Fund to support 9 entrepreneurship projects. These projects have achieved 20 patents, 8 software copyrights, and 37 competition awards.

Industry-Education Integration

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

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

At present, Guangdong Lingnan Institute of Technology has established over 15 industry colleges and training bases in collaboration with enterprises such as Meituan and XPeng Motors. Guangdong Lingnan Modern Technician College has built industry colleges in partnership with JD, Huawei, and Siemens.

Student Mental Health

We attach great importance to and have taken several measures to support students' mental health. These include the development of the "Regulations on the Administration of Psychological Consultation" (《心理諮詢工作管理規定》) and the "Guidelines for the Work System of Psychological Centers and Psychological Crisis Handling" (《心理中心工作制度及心理危機處理工作指引》), the establishment of a four-tier psychological early warning network covering the "University – College – Class – Dormitory" levels, the implementation of the psychological status census of new students to ensure a comprehensive understanding of students' needs, a series of group counselling activities and thematic seminars aimed at improving mental health awareness and coping ability, and through innovative ways such as student psychological stage play to discuss and present mental health issues. On a daily basis, health science content is disseminated via platforms such as campus radio and official WeChat public accounts, and health knowledge quiz activities are organised to guide students in developing health awareness. In addition, we have provided professional psychological crisis intervention training for head teachers to ensure that they are able to provide timely and effective support in the face of students' mental health challenges.

During the Year, the Colleges organized freshmen psychological adaptation programs, "5.25" college student mental health month campaigns, psychology carnival activities and campus youth theater competition. During the "5.25" college student mental health month, an "Enjoy Time, Nourish the Heart and Move Forward" psychological garden party was held; and eight thematic seminars on life education were organized during the campus life education month.

During the Year, the mental health education of the Colleges has been fully recognized, the Mental Health Education and Development Center of Guangdong Lingnan Institute of Technology won the title of "Advanced Group of Mental Health Education and Consultation of Colleges in Guangdong Province in 2024-2025"; teacher of the Colleges won the title of "Ten-year Dedication Award for Mental Health Education in Colleges in Guangdong Province" and "Advanced Individual of Mental Health Education and Consultation". Guangdong Lingnan Modern Technician College won one first prize and one second prize in the Guangdong Province Technical Colleges "Mental Health Activity Month" Excellence Recommendation and Exhibition Event. We will continue to adhere to professional technology and attitude, comprehensively strengthen the mental health education, and promote the further development of mental health education, consultation and service.

Strictly Guarding Campus Safety

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

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

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

In order to strengthen the fire safety management on campus, we have formulated a series of fire prevention codes in accordance with the “Regulations on Fire Safety Management in Organizations, Enterprises and Institutions” (《機關團體、企業、事業單位消防安全管理規定》), including the “Fire Series System” (《消防安全制度》), the “Special Emergency Response Plan for Fire Safety Incidents” (《消防安全事故專項應急預案》) and the “Safety Incident Reporting System and Emergency Response Plan for Training (Laboratory) Room” (《實訓(驗)室安全事故報告制度及應急預案》), and set up a special emergency response team. We regularly conduct investigation and rectification of fire hazards on campus to ensure the safety of the environment. We regularly organize fire prevention drills and training, these activities not only teach teachers and students how to take the right actions when a fire occurs, but also strengthen their awareness of fire prevention in daily life. Through these integrated measures, we strive to create a safe and guarded campus environment.

During the Year, the Colleges conducted fire safety knowledge training, emergency drills for hazardous chemicals safety, and fire safe evacuation exercises. Evacuation exercises enhance fire safety awareness among faculty and students, improve emergency response capabilities for fire incidents, embed the principle of preventing before occurrence and foster a sound campus culture where “everyone values fire safety and everyone participates in fire prevention”. We will keep conducting fire safety education campaigns to strengthen campus safety defenses and consolidate the foundation of campus security.



2025 Annual Fire Evacuation Drill

In order to deeply integrate first aid skills into campus life, AEDs and first aid kits have been deployed in key areas, establishing a campus “first responder” network. During the year, we conducted cardiopulmonary resuscitation (CPR) and AED hands-on training for all new students, and organized specialized training for faculty and staff. A cumulative total of 100 participants have obtained the “Red Cross First Aider” certificate after training, injecting professional strength into campus safety protection.

To enhance the safety awareness and legal literacy of teachers and students, we regularly conduct legal education and awareness activities. During the year, we organized a legal safety thematic seminar entitled “Be Your Own Chief Safety Officer — Safety on Campus”. The seminar invited the Publicity Team of the Qingyuan Municipal Public Security Bureau to deliver sessions on cybersecurity, national security and traffic safety, with the aim of strengthening the safety awareness and legal literacy of incoming students and creating a safe campus environment.

Complaint Mechanism

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

In terms of teachers' grievances, we have formulated the "Provisional Measures for Handling Grievance from Faculty on Campus" (《教職工校內申訴處理暫行辦法》), which standardizes the exercise of management functions and powers by units at all levels of the Colleges and earnestly safeguards the legitimate rights and interests of the faculty. For grievances involving privacy, a confidentiality mechanism is implemented on the basic information. After accepting the grievance, the Grievance Committee shall, after examining the written application and relevant materials provided by both parties to the grievance, form a final opinion on the grievance handling within 30 working days in accordance with relevant laws, regulations and rules.

In terms of students' grievances, we have formulated the "Administrative Measures for the Protection of Students' Rights and Interests and Handling of Students' Grievance" (《學生權益保障與訴求處理工作管理辦法》) to require a confidentiality system to be implemented on grievance handling, prohibit unauthorized disclosure of appellants' private information and confidential information and adapt a recusal system for interested parties throughout the process. Upon completion of the grievance issue, the undertaking unit shall reply to the students themselves in written form within 2 working days. For grievances that cannot be resolved temporarily due to objective reasons, the undertaking unit shall, within 2 working days, make explanations to the students. Moreover, we have established diversified communication channels, including president's mailbox, official college website, WeChat official account, academic management system online platform, hotline services, among others. These initiatives effectively enhance and expand student communication avenues with dedicated efforts to build a student rights protection mechanism and continuously improve service quality standards.

During the Year, we received 2 complaints about teaching services in total, all of which were responded to promptly and resolved, with a resolution rate of 100%.

5. COMPLIANCE OPERATION

Combating Corruption and Upholding Integrity

The Group is committed to maintaining a clean operation mode and strictly complies with the requirements of laws and regulations such as the Company Law of the PRC (《中華人民共和國公司法》), the Audit Law of the PRC (《中華人民共和國審計法》), the Supervision Law of the PRC (《中華人民共和國監察法》), the “Basic Standards for Enterprise Internal Control” (《企業內部控制基本規範》), the Anti-Unfair Competition Law of the PRC* (《中華人民共和國反不正當競爭法》) and the PRC Tendering and Bidding Law (《中華人民共和國招標投標法》).

In order to prevent any form of fraud and strengthen compliance governance, we have formulated the “Anti-fraud Management System” (《反舞弊管理制度》) and “Audit Management System” (《審計管理制度》). These systems explicitly prohibit all kinds of fraud including illegally accepting bribes, illegal possession, theft or misappropriation of Group’s property, falsification of accounting records, misrepresentation of information and records, collusion in false tenders. At the same time, all co-operative suppliers are required to sign an “Integrity Cooperation Undertaking” (《廉潔合作承諾書》) to prevent fraud in business co-operation. The Supervision and Audit Office under the Group is responsible for internal supervision and audit. Its duties include setting up a sound supervising and auditing system, deploying supervising and auditing work and promoting the effective implementation of auditing work.

During the Year, we conducted integrity and anti-fraud training for Board members, leading cadres and all faculty. We launched a training programme to visit the Guangdong Provincial Anti-Corruption and Integrity Education Base and provided training on clean practices to our onboarded teaching staff, which effectively strengthened their awareness of clean practices and safety risk prevention. Besides, We make use of important festivals and holidays to carry out integrity warning publicity such as “Eight Forbiddances and Eight Prohibitions” (《八不准八不得》) and “Integrity Festivals” (《廉潔過節》) through the Company’s office systems, in order to remind all the staff of the Company in the festivals and holidays of the awareness of anti-corruption, and consciously comply with the Company’s discipline.

We have formulated the “Whistleblowing and Complaint Management System” (《信訪舉報管理制度》) and established a confidential whistleblowing system. The system implements a hierarchical acceptance mechanism, covering three levels: general employees, middle-level management and senior management. Once the complaint is substantiated after investigation, we will be accountable in accordance with the regulations, and transfer the case involving violations of the law to the judiciary authorities for handling.

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

Intellectual Property Rights Protection

The Group is well aware of the high importance of intellectual property protection and strictly abides by the Patent Law of the PRC (《中華人民共和國專利法》) and the Copyright Law of the People's Republic of China (《中華人民共和國著作權法》) and has formulated the “Interim Measures for Patent Management” (《專利管理暫行辦法》) and “Software Genuinisation Management System” (《軟件正版化管理制度》) to manage and protect intellectual property rights in a systematic manner and ensure that all intellectual property rights are protected.

We set up Science and Technology Office to manage the Colleges' inventions, including invention patents, utility model patents, design patents and software copyrights created by virtue of their duties. In addition, we also actively encourage cooperation and entrepreneurship with enterprises to promote the transformation of patent achievements. Patent transfer must be carried out through formal contracts, and any illegal licensing or private transfer is prohibited. In order to stimulate the spirit of innovation, we formulated the “Incentive Measures for High-quality Achievements” (《高水平業績成果獎勵措施》) and the “Measures for the Recognition of Achievement Levels” (《成果級別認定辦法》), and set up a special fund to provide financial support to qualified patent projects, including various fees such as application fees, examination fees, registration fees, annual fees, change fees, certificate fees, etc.

During the Year, the Group had 411 patents registered and copyrights, of which 127 were new patents and copyrights.

Information Security Management

The Group strictly abides by laws and regulations related to information security, such as the Network Security Law of the PRC (《網絡安全法》), the Data Security Law of the PRC (《數據安全法》), the Personal Information Protection Law of the PRC (《個人信息保護法》), the Advertising Law of the PRC (《中華人民共和國廣告法》) and the Trademark Law of the People's Republic of China (《中華人民共和國商標法》). In order to ensure network security and the safe maintenance of computer equipment, we have formulated a series of management systems, such as the Information Technology Security Management System (《信息技術安全管理制度》), the Data Management System (《數據管理制度》) and the Data Centre Server Room Management System (《數據中心機房管理制度》).

At the same time, in our promotional activities, we strictly comply with the Education Law of the People's Republic of China (《中華人民共和國教育法》), the Higher Education Law of the People's Republic of China (《中華人民共和國高等教育法》) and other relevant laws and regulations. We have established a series of policies, including the Admissions System (《招生制度》), the Campus Publicity and News Release Management Regulations (《校內宣傳及新聞發佈管理規定》), the Campus New Media Management Measures (《校園新媒體管理辦法》), and the Media Information Release Management System (《媒體信息發佈管理制度》), to conduct full-process brand publicity management, thereby ensuring the authenticity and accuracy of information released.

Information center, as the core management department, implements a strict authorization mechanism for information release, requiring all departments and individuals to release information only through certified accounts and strictly prohibiting the use of the campus network to engage in illegal activities or affairs unrelated to teaching and operation. In addition, information center assumes responsibility for the development and maintenance of the anti-virus system and regularly carries out system operation and maintenance, data backup and recovery and disposal.

For the release of information, we strictly implement the audit system, all content must be reviewed and approved by the department head before release, and to ensure that the information is timely. The release of official information is managed by the Propaganda Department of the Party Committee and the Administrative Office, and it is strictly prohibited to release any content that violates regulations, sensitive data and personal privacy. At the same time, we will conduct regular inspections of media accounts to ensure the standard implementation of all departments.

In order to safeguard data security and privacy of all students and staff, we have implemented unified collection standards to avoid duplication of data collection, as well as categorized data storage, encrypted transmission and multiple backup mechanisms. The use of data is limited to the scope of authorization, and illegal access by third parties is prohibited. We have also established a mechanism for periodic verification of data quality, making it clear that losses resulting from illegal operations are to be borne by the responsible parties.

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

Supply Chain Management

In order to optimize the supplier management, the Group has formulated the “Supplier Management System” (《供應商管理制度》), the “Procurement Management System” (《採購管理制度》), focusing on improving the quality of suppliers and consolidating the cooperative relationship with them. In the admittance process, we strictly review the qualifications of suppliers, not only requiring qualification documents including certification of social responsibility systems and environmental management systems, but also implementing on-site evaluation of suppliers. The evaluation is carried out by relevant members of the supervision office, finance department, demand department and centralized management department, focusing on the evaluation of the supplier’s overall operation, business performance, staffing and cooperation intention and other key aspects. Through these comprehensive assessments, suppliers that meet the standards are included in the “Qualified Supplier Database” (合格供應商庫). Taking such measures enables us to ensure more effectively the high-quality standards of the supply chain and establish stable and reliable long-term cooperative relationships with suppliers, thus promoting the continuous growth and optimization of the business while ensuring the quality of supply.

At the same time, we have implemented an annual supplier performance evaluation mechanism to ensure the quality and efficiency of our supply chain, and to identify environmental and social risks along the supply chain. Every year, we comprehensively score suppliers based on their performance in product quality, project performance, cooperation, after-sales service and other aspects, and prepare the “Annual Comprehensive Evaluation Report of Suppliers” (《年度供應商年度綜合評價報告》) to record and report these evaluation results in detail. The supplier qualification will be terminated for any enterprise that fails to meet the standards in the comprehensive evaluation, engages in fraudulent acts or participates in unfair competition, is rated as having a poor grade in environmental credit evaluation in the “Measures for Environmental Credit Evaluation of Enterprises (Trial)” (《企業環境信用評價辦法(試行)》), or subjected to administrative penalties or fails to make rectification in accordance with the deadline for violating environmental, labor and other laws and regulations. We prioritize raw materials, products and services that are environmentally friendly and energy-efficient, so as to promote environmental protection and the realization of social responsibility, while enhancing business sustainability. Through these measures, we aim to build an efficient, responsible and environmentally friendly supply chain system.

During the Year, the Group had a total of 223 suppliers, with a regional distribution of 202 in Guangdong, 11 in Beijing, 3 in Hong Kong, and 1 in each of Hubei, Anhui, Zhejiang, Fujian, Chongqing, Hunan, and Henan. The equipment and services provided by the suppliers cover the areas of property support, teaching instruments, teaching consumables, teaching software, engineering and construction, logistics management and teaching systems. All suppliers of the Group during the year are subject to the aforementioned measures implemented by the Company.

6. IMPROVEMENT OF EMPLOYEE MANAGEMENT

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

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

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

Fair Employment Process

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

The recruitment process starts with each department’s annual personnel demands, which are approved by the personnel department. This process includes posting positions, searching for candidates, screening resumes, scheduling interviews, following up on hires, conducting background checks and handling onboarding procedures. We conduct rigorous background checks on all applicants to ensure that there is no child labor nor forced labor.

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

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

Employee Compensation and Benefits

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

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

On the basis of complying with legal provisions, the Group provides comprehensive welfare protection for employees, including “five insurances and one housing fund” and statutory annual leave. We also provide leave subsidies including sick leave, marriage leave, maternity leave and bereavement leave. Employees can also enjoy commercial insurance, annual medical check-ups and holiday gratuities and other benefits. In addition, we also formulate systems including the “Implementation Measures for the Consolation Subsidy for Trade Union Members” (《工會會員慰問補助實施辦法》), “Measures for the Administration of Welfare Benefits and Subsidies” (《福利及津補貼發放管理辦法》) and “the Implementation Measures for the Faculty and Staff Care Fund” (《教職工關愛基金實施辦法》), to clarify the scope and standards of the consolation subsidies provided due to maternity, sick or accidents, and help the employees to solve their problems, showing our care and concerns for them. During the Year, Faculty Care Foundation has provided a total of RMB102 thousand in financial assistance to 28 faculties.

We have implemented a performance bonus system. The academic year performance award is part of the school's profit sharing, and is awarded according to the employee's assessment results in the current academic year. These incentives are designed to reward employees for their efforts and achievements, while also encouraging them to maintain efficient and outstanding performance in the future.

Employee Career Development

In order to ensure the transparency and fairness of faculty assessment, the Group has formulated the “Appraisal Management System” (《考核管理制度》), the “Cadre Management and Appraisal Measures” (《幹部管理及考核辦法》), the “Guidelines on Faculty Performance Management” (《教職工業績管理指導意見》), the “Faculty Transfer and Promotion System” (《教職工調任晉升制度》), and the “Measures for the Administration of Rank Appraisal” (《職稱評審管理辦法》), which carries out systematic, comprehensive and objective assessment of employees' work performance, comprehensive quality and ability based on the principles of fairness, openness and impartiality. Each department is responsible for the assessment of its subordinate staff, with special emphasis on the evaluation of teaching quality, including student evaluation, classroom effect and classroom monitoring as important criteria for faculty evaluation.

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

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

Focusing on Employee Growth

In order to meet the long-term development goals of the Group and the career development needs of employees, we have implemented the “Training Management System” (《培訓管理制度》), the “Pre-service Training Programme for University Teachers” (《高校教師崗前培訓方案》) and the “Measures for Strengthening Teachers’ Moral and Ethical Building” (《加強師德師風建設實施辦法》) to optimize the training process of employees.

Our training system consists of three parts: internal training, external training and self learning. Internal training involves pre-service training for new employees, on-the-job skills upgrading training as well as professional training on specific topics, while external training provides short-term or long-term assignments training programs through cooperation with third-party agencies. In addition, we encourage faculty to actively participate in various continuing education activities for updating their knowledge and skills and expanding their working abilities, including degree and non-degree education and training, and set up a special fund for teacher education to support the completion of continuing education for faculty. After the training, employees will be evaluated, and the results will also serve as an important basis for future performance evaluation and promotion.

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

- Pre-service Training for University Teachers
- Specialised Online Training on the Cultivation of Teachers’ Moral and Ethics
- Training on Professional Course Teachers’ Curriculum Implementation Capability Improvement

- Training on the Cultivation and Application of Teaching Achievement Awards
- Training on New Quality Productivity and Modernization Industrial System
- Training on New Media Professional Skill Level Certificate
- Training on AI Enables High-Quality Development of the Manufacturing Industry
- Focused Study Session on Psychological Crisis Identification and Intervention Skills Improvements
- Training on the Improvement of Digital Literacy and of AI Innovative Application Ability

Enriching Staff Life

During the Year, we organized cultural performances, festive greetings and sports events on Teachers' Day, Women's Day, as well as regularly held collective birthday parties, and held a variety of interest classes for faculty such as cooking and sports activities on campus, aimed at relieving employees' work pressure and promoting their mental health. These activities not only help employees relax, but also help foster corporate culture and strengthen the atmosphere of teamwork among employees, thus enhancing their sense of belonging to the organization. Through these well-planned activities, we aim to create a supportive workplace with a pleasant working environment to enhance the overall well-being and job satisfaction of our employees.



2025 Track and Field Sports Meet cum Sports Carnival for Faculty

7. ENVIRONMENTAL PROTECTION

The Group firmly adheres to the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》), the Energy Conservation Law of the PRC (《中華人民共和國節約能源法》) and the Water-Saving Regulations (《節約用水條例》), is committed to promoting sustainable development, and integrates the concept of green environmental protection into our operations and education system. In order to effectively manage our environmental performance, we have formulated related management systems such as the “Typhoon Emergency Plan” (《防颱風應急預案》), “Flood Control Emergency Plan” (《防汛防洪應急預案》) and “Water and Electricity Conservation Management System” (《節水節電管理制度》), and actively cooperate with all parties to promote education for sustainable development.

We actively promote the construction of green campus, establish a green school construction working group, clearly define the division of responsibilities and management structure, and orderly promote the construction of new green buildings and the green transformation of existing buildings. Several buildings in Qingyuan Campus of Guangdong Lingnan Institute of Technology have reached the one-star green building design standard.

We also carry out the infiltration teaching of ecological civilization education. We use online and offline publicity platforms to spread knowledge of ecological civilization, launch environmental knowledge competitions and seminars, and encourage teachers and students to make green science and technology inventions. At the same time, we have established green management systems such as energy saving, water saving and garbage sorting, formulated development goals, safeguard measures and mechanisms of green schools, used intelligent technology to improve the management of campus buildings and equipment, monitored the measurement of energy resources, and regularly publicized the consumption of energy resources.

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

Climate Risk Management

In order to effectively respond to the potential impact of climate change on the Group, we have formulated a series of contingency plans, including the “Public Emergency Plan for Campus Emergencies” (《校園突發事件公共應急預案》), “Typhoon Emergency Plan” (《防颱風應急預案》) and “Flood Control Emergency Plan” (《防汛防洪應急預案》), to establish a mechanism to protect the safety of teachers and students, as well as the normal operation of the campus through the assessment of the risk of climate change. The Group has established a management process for identifying and assessing climate-related risks. In accordance with the climate-related disclosure requirements under the Code and IFRS S2 Climate-related Disclosures, the Group has integrated climate-related risk management into its overall risk management framework. The specific procedures for risk identification and assessment are set out below:

Risk Identification	The ESG Working Group conducts an annual review and report of climate-related risks and opportunities associated with the Group’s operations, focusing on those that could reasonably be expected to have a business or financial impact on the Group over the short, medium or long term.
Assessment	Identified climate risks are classified into physical risks (e.g., impact of extreme weather events such as typhoons and rainstorms) and transition risks (e.g., impact of policy changes, etc.).
Prioritization	The Group performs risk rating using the risk matrix approach based on “likelihood of occurrence × magnitude of impact”. Based on an analysis of the Group’s principal business activities, industry practices and geographical locations, the Group’s climate-related risks are primarily physical risks, with priority given to the potential impact of extreme weather events such as typhoons or rainstorms on campus facilities and operations.
Control	The ESG Working Group collects energy consumption data and operational status on an annual basis, regularly updates the climate risk assessment, and promptly incorporates emerging climate-related risks and events into the management process for monitoring and control.

By referencing TCFD Recommendations and considering the Group's business operations, we define the time horizons for the impacts of climate risks and opportunities as follows: short-term from 2026 to 2030; medium-term from 2030 to 2050; and long-term beyond 2050.

- *Climate-related physical risks*

Type of Risk	Duration of Impact	Impact on Business and Finance	Response
Extreme weather like typhoons, rainstorms, and floods	Short-term	Disrupting the smooth running of campus business, leading to potential financial losses, increased operating costs and decreased efficiency of value chain	<ul style="list-style-type: none"> • Improvement of early warning and emergency response mechanisms for disaster prevention. • Response drills of working and learning in extreme weather. • Promotion of paperless office to reduce the risk of data loss. • Regular safety inspections of the buildings and equipment.
High temperature	Short-term	Disrupting the smooth running of campus business and increasing energy consumption costs	<ul style="list-style-type: none"> • Raising awareness and developing preventive measures against heat-related diseases. • Adjust the timing and format of outdoor teaching activities.
Long-term climate pattern change such as increases in average temperature, changes in rainfall patterns	Long-term	Building energy consumption grows with increased reliance on cooling equipment, and increased expenditure on equipment and energy consumption costs	<ul style="list-style-type: none"> • Promote energy-saving and emission reduction retrofits to enhance climate resilience and sustainability of campus facilities. • Strengthen environmental education to raise awareness and capacity to tackle climate change.

• *Climate-related transition risks*

Type of Risk	Duration of Impact	Impact on Business and Finance	Response
Addressing regulatory risks from climate change-related policies and standards	Short-term	Increasing compliance cost and investment in environmental protection	<ul style="list-style-type: none"> Ongoing attention to policy requirements, enhanced management and disclosure.
Increased stakeholder concerns or negative feedback	Short-term	Impact on the reputation of the Group	<ul style="list-style-type: none"> Strengthening environmental management, raising environmental awareness and enhancing the image of the College.

• *Climate-related opportunities*

Type of Risk	Duration of Impact	Impact on Business and Finance	Response
Improvement of resource utilization	Short-term	Increasing investment in environmental protection and saving on operating costs	<ul style="list-style-type: none"> Promote energy and water-saving upgrades on campus, such as the installation of renewable energy facilities like solar panels. Improve environmental education and awareness-raising initiatives to enhance awareness of environmental issues.

The Group has conducted a comprehensive assessment of the materiality and historical occurrences of climate-related risks and opportunities in accordance with the Code and IFRS S2 Climate-related Disclosures. Based on this assessment, we reasonably expect that climate-related risks will not have a material impact on the Group's operations or assets.

The Group has continued to assess and enhance its climate resilience through the following measures:

- Integrating extreme weather events into its existing risk management system, with emergency response plans activated in a timely manner upon issuance of weather warnings such as typhoons and rainstorms;
- Conducting regular safety inspections and maintenance of campus facilities and equipment to ensure normal operation under extreme weather conditions;

- Taking regional climate risk factors into consideration when constructing new campuses or expanding existing ones, avoiding long-term asset placement in climate-sensitive areas.

These measures can reasonably enhance the Group's resilience to climate change, thereby providing corresponding flexibility in the Group's strategy and business model against climate-related uncertainties. Based on an analysis of the Group's industry background and geographical location, the Group does not have any material climate-related transition risks associated with its business model or value chain, and possesses corresponding capacity to withstand climate-related uncertainties. In light of the above, the Group has not conducted scenario analysis with respect to extreme climate scenarios. At present, the Group has not applied internal carbon pricing or remuneration policies in its decision-making. Looking ahead, the Group will continue to monitor climate-related developments, progressively improve data collection and monitoring, and conduct climate scenario analysis to strengthen climate-related management.

Environmental Policies and Objectives

Greenhouse gas emissions objective	By identifying the sources of emissions in our operations, the Group will continue to implement paperless office, green campus construction and green commuting to practice the concept of green operations. We plan to further reduce per capita GHG emissions over the FY2026 period, using FY2025 as the base year.
Water consumption objective	Continuously improve the water conservation system and promote publicity and education on water conservation. By water conservation retrofitting of campuses, we plan to achieve a 3% year-on-year reduction in per capita water consumption over a period of 2026 to 2028 years.
Energy consumption objective	Continuously improve the energy conservation system and promote energy conservation publicity and education. By energy-saving renovation of campuses and construction of clean energy facilities such as photovoltaic power generation, we plan to further reduce per capita energy consumption during FY2026, with FY2025 as the base year.
Waste objective	Promotion of waste separation, raising awareness of waste separation and using waste separation bins in public areas of the campus. We will promote the plate cleaning campaign, continuously monitor the total amount of food waste on campus to reduce food waste. We will ensure full compliance and complete safety in hazardous waste management throughout the entire process.

Water Resources Management

During the Year, the Group's water consumption was 1,152,689.59 cubic meters. The Group's water resources come from municipal water supply and there is no problem with sourcing water that is fit for purpose. The Group's management of water resources has been recognized by many parties. Guangdong Lingnan Institute of Technology has been awarded the title of "Water saving College" in Guangdong Province, "Guangzhou Drainage Compliance Unit" (廣州市排水單元達標單位) and "Water-saving Public Institution of Qingyuan City".

We have taken a number of measures to promote and implement water-saving actions on campus, including:

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

This will help raise the environmental awareness of teachers and students, effectively promote the conservation of water resources, and continue to promote the construction of a sustainable campus.

Emissions Management

During the Year, the Group's greenhouse gas emissions were 12,657.12 tonnes of carbon dioxide equivalent (CO₂e)¹, with per capita emissions of 0.32 tonnes of CO₂e. Direct emissions (Scope 1) mainly from the emissions of mobile sources, indirect emissions (Scope 2) mainly from purchased electricity, and other indirect emissions (Scope 3) include purchased goods and services, business travel, and employee commuting. During the Year, we planted 5,617 trees on campus to help reduce campus emissions.

Indicators	Unit	FY2025
Scope 1 Greenhouse Gas Emissions	tonne of CO ₂ e	1,308.56
Scope 2 Greenhouse Gas Emissions	tonne of CO ₂ e	9,984.31
Scope 3 Greenhouse Gas Emissions ²	tonne of CO ₂ e	1,493.44

We have implemented the official vehicle application process in the OA office system to monitor the use of official vehicles, and at the same time, we have opened shuttle bus routes between campuses to promote green commuting. We implemented various measures to mitigate the environmental impact, including:

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

To achieve low-carbon operation goals, we encourage the use of video conferencing to reduce carbon emissions. In addition, we promote the use of solar streetlights on campus and actively implement tree-planting programs. These measures aim to reduce reliance on traditional electricity, thereby decreasing carbon emissions.

¹ The method for calculating greenhouse gas emissions refers to ISO 14064-1 and the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

² The method for calculating for Corporate Value Chain (Scope 3) Accounting and Reporting Standard of the Greenhouse Gas Protocol.

Energy-efficient Campus Practices

During the Year, the Group's electricity consumption was 16,365.05 MWh. The Colleges have formulated the "Water and Electricity Conservation Management System" (《節水節電管理制度》) to promote awareness of energy conservation and reduction of consumption among teachers and students, and to develop the habit of saving electricity. According to the System, teachers and students are encouraged to turn off lamps in time when they are not needed to avoid unnecessary energy waste. In terms of temperature control, the air-conditioning should be set at 26 degrees in the summer. In addition, we regularly clean air conditioning filters to maintain air conditioning efficiency and reduce energy consumption.

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

We constructed a new photovoltaic power generation project on campus, utilizing clean energy facilities to reduce our reliance on traditional energy sources. In the future, we will simultaneously implement new construction and renovation projects for energy-efficient buildings, use energy-efficient building materials to reduce energy consumption, and support an energy consumption monitoring platform to optimize energy efficiency management through real-time data collection.

Waste Management

During the Year, the Group produced a total of 2,911.40 tonnes of non-hazardous waste. We have formulated the "Regulations on the Use of Office Automation System" (《辦公室自動化系統使用管理辦法》) to promote the construction of a digital campus. We have also formulated a series of systems under the "Safety Management Measures for Training (Laboratory) Room" (《實訓(驗)室安全管理辦法》), which require the implementation of classified storage of wastes in practical training rooms and their regular delivery to the corresponding collection points for recycling and disposal by qualified third parties, so as to ensure that hazardous wastes are handled in a compliant and safe manner throughout the entire process.

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

These measures not only reduce waste generation, but also educate and motivate students to participate in environmental activities, thus promoting the green school construction.

8. COMMUNITY INVESTMENT

The Group is actively involved in community development and assumes social responsibility accordingly. We not only focus on our own success, but also endeavour to make a positive and lasting impact on the community, demonstrating our sense of responsibility and commitment as a corporate citizen.

Over the years, the Group has made use of its accumulated resources and advantages in the field of vocational education to form a unique education and public welfare model with sustainable empowerment in education as the core, rural revitalization and innovation and entrepreneurship as the pivot, and vocational education + public welfare as the characteristic to fulfil its corporate social responsibility. In 2011, the Group donated and initiated the Guangdong Lingnan Educational Charity Foundation to promote the sustainable development of Lingnan public welfare. We held multiple charity events, and over 7,000 students and staff participated in community activities during the Year.

During the Year, the fourth Public Welfare Project Innovation Competition was successfully held, with a total of 12 project teams competing. The projects covered areas such as rural revitalization, health promotion, and cultural heritage, stimulating students' innovative potential and enthusiasm for public welfare. Since the launch of the first competition, over 100 projects have registered to participate, more than 150 volunteer activities have been carried out, and a total of 7,600 volunteer hours have been accumulated in communities and primary and secondary schools.



The fourth “Tree of Happiness” (幸福树) Public Welfare Project Innovation Competition

In order to actively serve community education, Guangdong Lingnan Institute of Technology has organized over 20 training programs in Qingyuan City for 2025, including Professional Training Program for Social Workers of the “Double Hundred Project” in Qingyuan City in 2025 (2025年清遠市「雙百工程」社會工作專業培訓), “Qingyuan City Youth Lecturer Group” Intensive Training Course (「清遠市青年講師團」集中培訓班), Training Program on Language and Cultural Policies and Skills for Ethnic Minority Migrant Workers in Qingyuan City in 2025 (2025年清遠市少數民族進城務工人員語言文化政策技能培訓), 2025 Training Program on Child Welfare and Minor Protection (2025年兒童福利保障和未成年人保護工作培訓), Training Program for Private Economy Entrepreneurs in Qingyuan City (清遠市民營經濟企業家培訓), Training Program on Law Enforcement Capacity Enhancement in Medical Insurance Administration in Qingyuan City in 2025 (2025年清遠市醫保行政執法能力提升培訓班), Training Program on General Road Maintenance, Emergency Response and Safety Enhancement by Qingyuan City Road Affairs Center (清遠市公路局事務中心普通公路養護應急安全提升班), Capacity Enhancement Training Course for Campus Safety Officers in Qingxin District, Qingyuan City (清遠市清新區校園安全專幹能力提升培訓班) and Qingcheng District Registered Formerly Poor Households Rural E-Commerce Skills Enhancement Thematic Training Course (清城區建檔立卡脫貧戶農村電商技能提升專題培訓班). These programs have cumulatively trained over 8,000 participants.



Professional Training Program for Social Workers of the “Double Hundred Project” in Qingyuan City in 2025

In order to extend first aid knowledge to the wider community and establish a new paradigm for first aid education in higher vocational colleges, Guangdong Lingnan Institute of Technology (廣東嶺南職業技術學院) has conducted over 38 first aid science popularization and service activities both on and off campus during the Year, reaching more than 13,500 members of the public, as well as primary and secondary school students. We are actively developing a new paradigm for first aid education in higher vocational colleges characterized by “full coverage, grid-based response, and social empowerment (全員覆蓋 • 網格響應 • 社會賦能)”, laying a solid foundation for establishing the Colleges as a national model school for first aid education.



First aid education teaching and training sessions

During the Year, as the opening ceremony of the 15th National Games of China was grandly held at the Guangdong Olympic Sports Center, the teachers and students from the Image Design program of Guangdong Lingnan Modern Technician College (廣東嶺南現代技師學院) contributed their services to the opening ceremony. Using paintbrushes as their blades and colors as their shields, they created stunning makeup looks for the performers. In recognition of their efforts, they received an official commemorative certificate from the Organizing Committee.



The Volunteer Team for the Opening Ceremony of the 15th National Games of China

APPENDIX I: SUSTAINABILITY DATA SUMMARY

Environmental Aspect	Unit	2025
Air Pollution Emissions		
Nitrogen Oxide	kg	368.69
Sulfur Oxide	kg	0.47
Particulate Matter	kg	29.16
Greenhouse Gas Emissions		
Scope 1 – Greenhouse Gas Emissions	tonne of CO ₂ e	1,308.56
Greenhouse Gas Emissions Removals from Planted Trees	tonne of CO ₂ e	129.19
Scope 2 – Greenhouse Gas Emissions	tonne of CO ₂ e	9,984.31
Scope 3 – Greenhouse Gas Emissions	tonne of CO ₂ e	1,493.44
Total Greenhouse Gas Emissions	tonne of CO ₂ e	12,657.12
Greenhouse Gas Emissions Intensity	tonne of CO ₂ e/m ²	0.02
Greenhouse Gas Emissions per Capita	tonne of CO ₂ e/person	0.32
Energy Consumption		
Purchased Electricity Consumption	MWh	16,365.05
Purchased Electricity Consumption Intensity	MWh/m ²	0.02
Purchased Electricity Consumption per Capita	MWh/person	0.42
Gasoline Consumption	liter	32,025.02
Diesel Consumption	liter	375
Water Consumption		
Total Water Consumption	m ³	1,152,689.59
Water Consumption Intensity (per square meter)	m ³ /m ²	1.33
Water Consumption per Capita	m ³ /person	29.59
Paper Consumption		
Total Paper Consumption	kg	2,532.01
Paper Consumption Intensity per Capita	kg/person	0.07
Waste Generation		
Total Non-hazardous Waste Produced	tonne	2,911.40
Total Non-hazardous Waste Collected	tonne	88
Non-hazardous Waste Produced per Capita	tonne/person	0.07
Total Hazardous Waste Produced (laboratory waste)	tonne	0.85
Total Hazardous Waste Collected (laboratory waste)	tonne	0.85
Total Hazardous Waste Produced per Capita	tonne/person	0

Social Aspect	Unit	2025
Employee Data		
Total Employees	person	2,078
Number of Employees by Gender		
Female Employees	person	1,251
Male Employees	person	827
Number of Employees by Category		
Permanent Employees	person	561
Temporary/Fixed-term Employees	person	1,517
Number of Employees by Grade		
Junior Employees	person	1,898
Middle Management	person	150
Senior Management	person	30
Number of Employees by Age		
Employees Aged below 30	person	710
Employees Aged 31-40	person	646
Employees Aged 41-50	person	424
Employees Aged above 50	person	298
Number of Employees by Region		
Employees in Mainland China	person	2,074
Employees in Hong Kong	person	4
Employees Turnover Data		
Total Employees Turnover Rate	%	10.9%
Turnover Rate by Gender		
Turnover Rate of Female Employees	%	9.4%
Turnover Rate of Male Employees	%	13.2%
Turnover Rate by Age		
Turnover Rate of Employees Aged below 30	%	16.8%
Turnover Rate of Employees Aged 31-40	%	9.3%
Turnover Rate of Employees Aged 41-50	%	5.0%
Turnover Rate of Employees Aged above 50	%	8.7%

Social Aspect	Unit	2025
Turnover Rate by Region		
Turnover Rate of Employees in Mainland China	%	10.9%
Turnover Rate of Employees in Hong Kong	%	0
Occupational Health and Safety		
Number of Work-related Fatalities in Each of the Last Three Years (Including the Year)	person	0
Percentage of Work-related Fatalities in Each of the Last Three Years (Including the Year)	%	0
Number of Working Days Lost Due to Work-related Injuries	working day	0
Employee Training Data		
Percentage of Employees Trained by Gender		
Female Employees	%	59.76%
Male Employees	%	40.24%
Percentage of Employees Trained by Category		
Junior Employees	%	90.58%
Middle Management	%	8.24%
Senior Management	%	1.18%
Average Training Hours of Employees by Gender		
Female Employees	hour	83.33
Male Employees	hour	57.05
Average Training Hours of Employees by Category		
Junior Employees	hour	69.50
Middle Management	hour	103.75
Senior Management	hour	62.30

APPENDIX II: THE STOCK EXCHANGE ESG REPORTING CODE INDEX

KPI		Related Sections
A. Environmental Aspect		
A1. Emissions	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.
	A1.1	The types of emissions and respective emissions data.
	A1.2	Repealed 1 January 2025
	A1.3	Total hazardous waste produced and intensity
	A1.4	Total non-hazardous waste produced and intensity.
	A1.5	Description of emission target(s) set and steps taken to achieve them.
	A1.6	Description of how hazardous and nonhazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.
		7. Environmental Protection
		Appendix I: Sustainability Data Summary
		Appendix I: Sustainability Data Summary
		Appendix I: Sustainability Data Summary
		7. Environmental Protection
		7. Environmental Protection

KPI			Related Sections
A2. Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	7. Environmental Protection
	A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Appendix I: Sustainability Data Summary
	A2.2	Water consumption in total and intensity.	Appendix I: Sustainability Data Summary
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	7. Environmental Protection
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	7. Environmental Protection
	A2.5	Total packaging material used for finished products and, if applicable, with reference to per unit produced.	Not applicable to the Group's business
A3. Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	7. Environmental Protection
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	7. Environmental Protection
A4. Climate Change	A4.1	Repealed 1 January 2025	

KPI

Related Sections

B. Society

Employment and Labor Practices

B1. Employment	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, antidiscrimination, and other benefits and welfare.	6. Improvement of Employee Management
	B1.1	Total employees by gender, employment type (for example, full – or part-time), age group and geographical region.	Appendix I: Sustainability Data Summary
	B1.2	Employee turnover rate by gender, age group and geographical region.	Appendix I: Sustainability Data Summary
B2. Health and Safety	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	4. Quality Service System 6. Improvement of Employee Management
	B2.1	Number and percentage of work-related fatalities in each of the last three years (including the reporting year).	Appendix I: Sustainability Data Summary
	B2.2	Number of working days lost due to work – related injuries.	Appendix I: Sustainability Data Summary
	B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	4. Quality Service System 6. Improvement of Employee Management

KPI

B3. Development and Training

General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.

B3.1 The percentage of employees trained by gender and employee category (e.g. senior management, middle management).

B3.2 The average training hours completed per employee by gender and employee category.

Related Sections

6. Improvement of Employee Management

Appendix I: Sustainability Data Summary

Appendix I: Sustainability Data Summary

B4. Labor Standards

General Disclosure Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labor.

B4.1 Description of measures to review employment practices to avoid child and forced labor.

B4.2 Description of steps taken to eliminate noncompliance practices when discovered.

6. Improvement of Employee Management

6. Improvement of Employee Management

6. Improvement of Employee Management

Operational Practice

B5. Supply Chain Management

General Disclosure Policies on managing environmental and social risks of the supply chain.

B5.1 Number of suppliers by geographical region.

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.

B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.

B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.

5. Compliance Operation

5. Compliance Operation

5. Compliance Operation

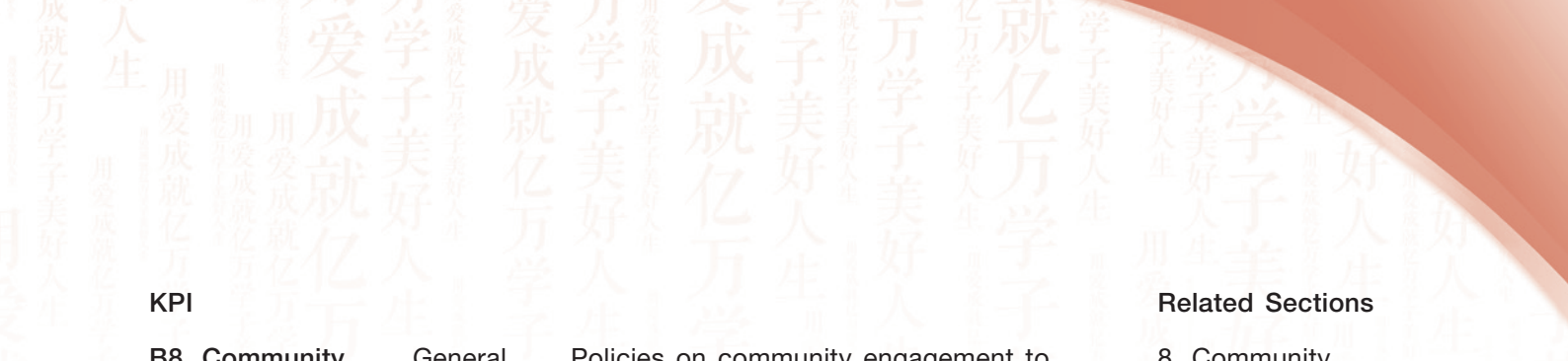
5. Compliance Operation

5. Compliance Operation

KPI

Related Sections

B6. Product Responsibility	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	4. Quality Service System 5. Compliance Operation
	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. Quality Service System
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	5. Compliance Operation
	B6.4	Description of quality assurance process and recall procedures.	4. Quality Service System
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	5. Compliance Operation
B7. Anti-corruption	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	5. Compliance Operation
	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. Compliance Operation
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	5. Compliance Operation
	B7.3	Description of anti-corruption training provided to directors and employees.	5. Compliance Operation



KPI

B8. Community Investment

General Disclosure	<p>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.</p>
B8.1	<p>Focus areas of contribution (e.g. education, environmental concerns, labor needs, health, culture, sport).</p>
B8.2	<p>Resources contributed (e.g. money or time) to the focus area.</p>

Related Sections

- 8. Community Investment
- 8. Community Investment
- 8. Community Investment