



中國銀杏教育集團有限公司

China Gingko Education Group Company Limited

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1851



2024

Environmental, Social and
Governance Report

Environmental, Social and Governance Report

CONTENT

ABOUT THE REPORT	2
SCOPE OF THE REPORT	2
REPORTING FRAMEWORK	2
REPORTING PRINCIPLES	2
SUGGESTIONS AND FEEDBACK	2
ABOUT THE GROUP	3
ESG MANAGEMENT	3
ESG GOVERNANCE	3
STAKEHOLDER ENGAGEMENT	4
MATERIALITY ASSESSMENT	5
STUDENT-ORIENTED	5
PROVISION OF QUALITY COURSES AND DIVERSIFIED ACTIVITIES	5
TEACHING PERFORMANCE MANAGEMENT	6
CAMPUS SECURITY AND FIRE SAFETY	6
CATERING SERVICE AND FOOD SAFETY	7
STUDENTS' PHYSICAL AND MENTAL HEALTH	7
STUDENT COMPLAINT AND SATISFACTION	7
EMPLOYMENT AND LABOUR STANDARDS	8
EMPLOYMENT POLICIES	8
HEALTH AND SAFETY	13
DEVELOPMENT AND TRAINING	13
OPERATING PRACTICES	15
ANTI-CORRUPTION	15
SUPPLY CHAIN MANAGEMENT	16
ADVERTISING MANAGEMENT	16
PROTECTION OF STUDENT DATA AND PRIVACY	17
PROTECTION OF INTELLECTUAL PROPERTY RIGHTS	17
ENVIRONMENTAL MANAGEMENT	18
EMISSION MANAGEMENT	18
WASTE MANAGEMENT	19
RESOURCES CONSERVATION	20
RESPONDING TO CLIMATE CHANGE	21
COMMUNITY INVESTMENT	22
SHOW CONCERN FOR THE VULNERABLE GROUPS	22
VOLUNTEERING ACTIVITIES	23
SCHOLARSHIP	23
AWARDS AND RECOGNITION	24
VERIFICATION STATEMENT	25
APPENDIX: THE STOCK EXCHANGE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX	28

ABOUT THE REPORT

China Gingko Education Group Company Limited (the “**Company**”) and its subsidiaries (including the consolidated affiliated entities) (collectively known as the “**Group**” or “**we**”) is pleased to publish the Environmental, Social and Governance (“**ESG**”) Report covering the period from 1 January 2024 to 31 December 2024 (the “**Reporting Period**”). The ESG Report not only outlines our commitments and strategies but also summarises our contributions and accomplishments on corporate social responsibility and sustainable development.

Scope of the Report

The ESG Report details the Group’s overall environmental and social policies when operating its businesses (namely the provision of higher education service provider business) in the People’s Republic of China (the “**PRC**”). During the Reporting Period, the environmental and social key performance indicators (“**KPIs**”) as disclosed are based on the performance of the Group’s major operating activities of Gingko College of Hospitality Management (formerly known as Yinxing Hospitality Management College of CUIT) (“**Yinxing College**”) in the PRC. The scope is determined based on whether the Group has operational control over the entity, and whether the entity has a material influence on the Group’s performance or assets.

Reporting Framework

The ESG Report is prepared by the Group in accordance with the Environmental, Social and Governance Reporting Guide as set out in Appendix C2 of Rules Governing the Listing of Securities issued by the Stock Exchange of Hong Kong Limited (the “**Hong Kong Stock Exchange**”) and in compliance with the “comply or explain” provisions thereof.

Reporting Principles

The content of the ESG Report is determined through stakeholder engagement and materiality assessment process, which includes identifying ESG-related issues, collecting and reviewing the management and stakeholders’ opinions, assessing the relevance and materiality of the issues and preparing and validating the information reported. The ESG Report addresses all critical issues of concern to various stakeholders.

Quantitative environmental and social KPIs are disclosed in the ESG Report so that stakeholders are able to have a comprehensive understanding of the Group’s ESG performance. Information of the standards, methodologies, references and source of key emission and conversion factors used on these KPIs are stated wherever appropriate. To ensure the comparability of the ESG Report across different years, the Group adopts consistent reporting and calculation methodologies to the greatest extent feasible. In the event of any changes to methodologies or specific standards, explanations are provided in the relevant sections to aid in the interpretation of the information.

Suggestions and Feedback

Our continuous improvement relies on your valuable opinions. Your opinions will be highly valued. Should you have any advice or suggestions, please feel free to email us at justin@gingkoeducn.com.

ABOUT THE GROUP

The Group is a higher education service provider which has been offering multifarious education programmes in Sichuan Province since 2002. Upholding our fundamental educational philosophy of “Bringing Excellence to Students and Serving Society (成就學生 · 服務社會)” and adhering to our motto of “Cultivating Service Awareness and Achieving the Unity of Knowledge and Action (服務養成 · 知行相濟)”, we are committed to offering a variety of comprehensive programmes and training talents with practical skills applicable to the modern service industry.

Our college currently has 10 departments, which provide a wide range of courses spanning six disciplines, namely management, literature, engineering, education, economics and arts. Our college offers 29 bachelor’s degree programmes and 24 junior college diploma programmes, among which the hospitality management programme is the leading programme, providing students with practical training courses taught by teachers with relevant industry experience and various internship opportunities in high-end hotels. Since the founding of our college, our diverse programmes, quality and experienced teachers as well as the active school-enterprise cooperation have gained recognitions and won many accolades from both national authorities and enterprises of the industry. Since its establishment, the school has trained and delivered over 30,000 outstanding talents to society. As at 31 December 2024, approximately 21,870 students were registered in our college.

ESG MANAGEMENT

ESG Governance

The Group believes that sound ESG principles and practices will increase investment value and provide long-term returns to stakeholders. In a bid to ensure the establishment of appropriate and effective ESG risk management measures and internal control system, the Board of Directors (the “**Board**”) is responsible for overseeing the Group’s ESG strategies and performance, as well as assessing and identifying ESG-related risks.

To mitigate risks related to sustainability and ESG-related issues, the Board keeps a close watch on the risk evaluation process. Meanwhile, the Group would review the stakeholder communication channels regularly to ensure effective communication between the Group and its stakeholders. During the Reporting Period, the Board has assigned an independent consulting firm to conduct a materiality assessment for better identifying potential and material ESG issues to the business and its stakeholders. The issues would be prioritised and those with high significance to the Group and stakeholders are considered as material. The Board would review the issues regularly and ensure appropriate ESG management policies are in place, so as to make response to the stakeholder expectations in a timely manner.

In an effort to enhance ESG performance of the Group, the Group endeavours to review plans and performance regarding its operation and sustainable development. Besides, the Group monitors the frequency and quality of ESG-related training for employees and develops ESG-related targets based on the material issues concerned by the business and stakeholders. The Board would keep tracking and review the execution of the related work with respect to the proposed plans and targets, for the purpose of formulating future plans on the Group’s ESG development.

Stakeholder Engagement

With the goal to strengthen the sustainability approach and performance of the Group, we highly value the feedback and opinions from stakeholders. Through active engagements, we gain a better understanding on stakeholders' requirements, expectations and concerns towards our business, which is one of the key factors that shape our success. We have therefore established multiple engagement channels and proactively engaged our internal and external stakeholders so as to identify the material topics that we should focus on.

Stakeholders	Expectations and requirements	Means of communication and response
Government and regulators	<ul style="list-style-type: none"> Compliance with national policies, laws and regulations Tax payment in full and on time 	<ul style="list-style-type: none"> Regular information reporting
Shareholders	<ul style="list-style-type: none"> Operational compliance 	<ul style="list-style-type: none"> Annual General Meeting (Annually) Annual Report/Interim Report (Annually/Semi-annually) Press Release/Announcement (Irregularly) Direct Communication (Irregularly)
Business partners	<ul style="list-style-type: none"> Operation with integrity Fair competition Performance of contracts Mutual benefits 	<ul style="list-style-type: none"> Review and assessment meetings Business communication Discussion and exchange of opinions
Students and parents	<ul style="list-style-type: none"> High-quality education Safe learning environment Health and safety of students 	<ul style="list-style-type: none"> Student service centre and hotlines Student feedback surveys
Environmental Regulatory Department	<ul style="list-style-type: none"> Energy saving and emission reduction Implementation of green education 	
Industry	<ul style="list-style-type: none"> Enhancement of industrial development 	<ul style="list-style-type: none"> Participation in industry forums
Employees	<ul style="list-style-type: none"> Protection of rights Occupational health Remunerations and benefits Career development Equal employment opportunity and diversified development 	<ul style="list-style-type: none"> Employee meetings Employee mailbox Training and workshop

Materiality Assessment

In view of the relevance and validity of the ESG Report with the Group's environmental and social performance, the Group has conducted a materiality assessment to identify ESG issues that are material to the business of the Group and its stakeholders. The assessment is based on stakeholder surveys, materiality maps provided by well-known external institutions¹, as well as professional opinions from the third-party ESG professional. The material ESG issues as identified are shown as follows:

Material Issues

Privacy and Data Security
Health and Safety of Students and Teachers
Training and Development
Remuneration and Benefits
Quality Management
Compliance Management
Anti-corruption

STUDENT-ORIENTED

Adhering to the motto of "Cultivating Service Awareness and Achieving the Unity of Knowledge and Action (服務養成 · 知行相濟)", The Group is committed to providing industry-leading higher education to students through career-focused teaching strategies and methods. We have continually improved teaching quality through innovation and strived to provide a safe and healthy learning environment for students, allowing all our students to thrive in Yinxing College.

Provision of Quality Courses and Diversified Activities

The Group strictly complies with the laws and regulations regarding private education, including but not limit to the Education Law of the PRC<中華人民共和國教育法>, the Law for Promoting Private Education <民辦教育促進法>, the Implementation Rules for the Law for Promoting Private Education <民辦教育促進法實施條例> and other normative documents. As an education service provider, we are dedicated to offering comprehensive and diversified programmes and curriculum to students in order to cultivate talents who are equipped with practical skills applicable to the modern service industry. In order to ensure the quality of courses, we have the Regulation on Course Planning and Course Management in place which sets out the principles of course planning, course objectives, assessment methods, etc. when launching a new course. Also, all new courses are required to pass the review from the Academic Registry to ensure course quality.

1. The materiality maps referenced in the materiality assessment include the ESG industry Materiality Map and the SASB Materiality Map produced respectively by MSCI and the Sustainability Accounting Standards Board (SASB).

Apart from traditional in-class teaching and online education platform, we have established a workplace simulation training platform in each department to simulate the workplace environment and conduct situational teaching. For example, our Hospitality Management Department has established a platform that simulates the operation of a star rated hotel, through which teachers can demonstrate the operational details in a workplace setting. Besides, we cooperate with renowned enterprises to provide our students with extensive practical training to enhance their competitiveness. In addition, students are also provided with overseas exchange opportunities and participated in different competitions to broaden their horizons.

Teaching Performance Management

The satisfying performance of our teachers is essential for us to deliver high quality education services. In order to regulate and monitor the performance of our teachers, we have established the Basic Guidelines for Teaching Performance pursuant to relevant laws such as the Teachers Law of the PRC to guide their daily teaching activities. Regular performance reviews on our teachers are conducted based on different criteria, such as course design, course contents, teaching skills, interaction with students, and application of new technologies and media, by their supervisors, students and peers so as to ensure that they have followed our guidelines and met our standards. In case of serious teaching issues, we will strictly follow relevant procedures to carry out investigations and formulate resolution plans.

Campus Security and Fire Safety

The health and safety of students have always been the Group's top priority, and we are dedicated to providing a safe environment that facilitates their studies. A series of safety policies have been formulated for both the campus and dormitories, with our Department of Safety and Security responsible for maintaining campus security and implementing safety measures. At the main entrances, our security guards will examine and record the entry and exit of visitors, prohibiting unauthorized access. Additionally, regular patrols are conducted, and 24/7 surveillance cameras are installed in various areas of the campus to prevent crimes or incidents.

In terms of fire safety management, we strictly adhere to the Administrative Measures of Campus Fire Safety, which was prepared in accordance with the Fire Protection Regulation of the PRC and the Provisions on the Administration of Fire Safety at Institutions of Higher Learning. To ensure that our fire service installations and equipment meet the latest standards, we annually formulate a fire safety work plan and budget plan, while regularly organizing fire safety meetings and inspections. Immediate rectification will be carried out if any potential hazards are detected. Furthermore, the code of conduct for student dormitories clearly states that behaviours posing a high fire risk, such as using high-voltage electrical appliances, are strictly prohibited. Additionally, we regularly organize drills and provide training on fire safety and natural disasters to students, teachers, and other staff to enhance their ability to handle emergency situations.

Catering Service and Food Safety

The Group attaches great importance to food safety during the provision of catering service and strictly complies with relevant laws and regulations such as the Food Safety Law of the PRC and the Measures for Food Safety Management in School Canteens in Sichuan Province. We have formulated the Management System of Food Safety to provide standard operation guidelines for staff working in canteens. In addition to maintaining high cleanliness and hygiene standards of both kitchen and food warehouse, we constantly inspect the food supplies and standardise the storage methods and duration of different types of food. In the event that food poisoning occurs, we will suspend the operation of canteens immediately and report to the authority in a timely manner. Investigation and remedial actions will be taken to prevent recurrence of similar incidents.

Students' Physical and Mental Health

We recognize that our students may experience varying levels of stress due to academic or non-academic factors. As a result, we place significant emphasis on their physical and mental well-being. In addition to offering a variety of student activities, sports centres, and leisure spaces designed to enrich their college experience and alleviate stress, we have established a medical centre on campus. This centre provides routine medical services as well as emergency treatment. Moreover, we arrange medical check-ups for new students to identify those who may require special care and attention.

To promote the importance of mental health, we have appointed counsellors to serve as a bridge between students and our college. Along with providing support and guidance to students, counsellors also regularly visit the student dormitories and help students with socialising and behavioural issues. Apart from counsellors, teachers are also advised to pay attention to the psychological conditions of students and provide timely support to students in need. Furthermore, psychological courses, psychological counselling services and psychological support activities are provided to students so as to raise the awareness of mental health. To protect students' privacy, all records of counselling and consultation are kept in strict confidence.

Student Complaint and Satisfaction

In order to improve administration management and enhance education quality, as well as to safeguard student rights, we have formulated the Administrative Measures of Complaints, under which various complaints channels are set up, including telephone, visit, mailbox and school website. All complaints received will be recorded and further investigated in a timely, fair and objective manner. During the Reporting Period, the Group did not receive any complaint regarding our education service.

EMPLOYMENT AND LABOUR STANDARDS

The Group is convinced that teachers are the core driving force for the success of an educational institution. In view of this, we not only safeguard the legal right of our teachers and other staff, but also make best efforts to satisfy their needs and offer a board development platform for every one of them.

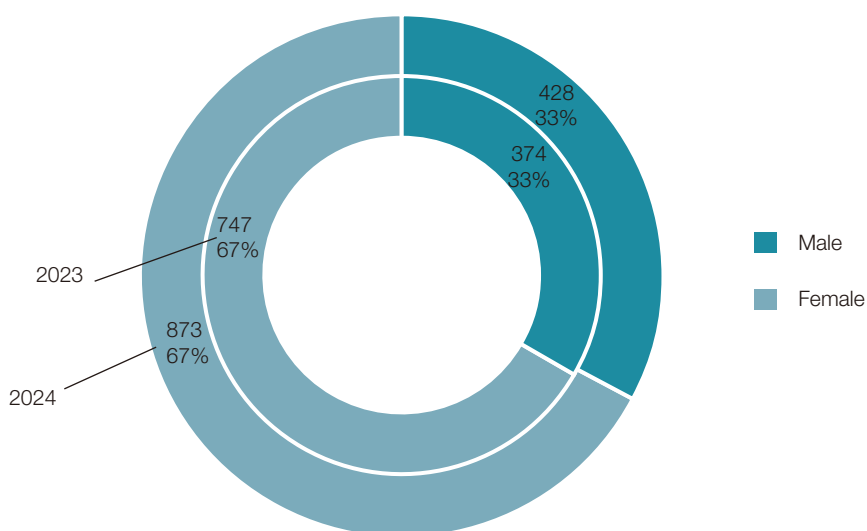
Employment Policies

We have compiled our employment policies in accordance with the laws and regulations such as the Labour Law of the PRC, the Labour Contract Law of the PRC, the Teachers Law of the PRC, and the Education Law of the PRC. During the Reporting Period, we were not aware of any non-compliance with relevant laws and regulations in regard to employment matters.

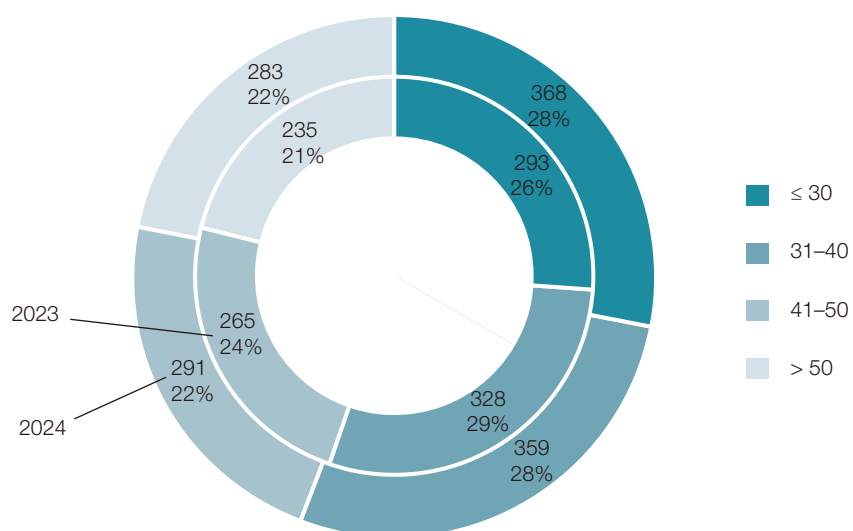
Equal employment opportunities

To expand our education service business and to improve our education quality, we adopt strict standards in recruiting our teachers. Before hiring each teacher, we consider his or her prior teaching experience, academic background and qualification as well as his or her performance in the interview and trial classes. Background checks are also conducted during the recruiting process. Apart from the above-mentioned criteria, we undertake to provide equal employment opportunities to candidates and will treat everyone equally irrespective of gender, sexual orientation, age, disability, race, marital status, religion, etc. Besides, we embrace inclusive employment by recruiting people with disabilities. We have modified the work counter to facilitate the use of wheelchair and provided a mentor to coach the staff on relevant job skills in a bid to help them adapt to the working environment.

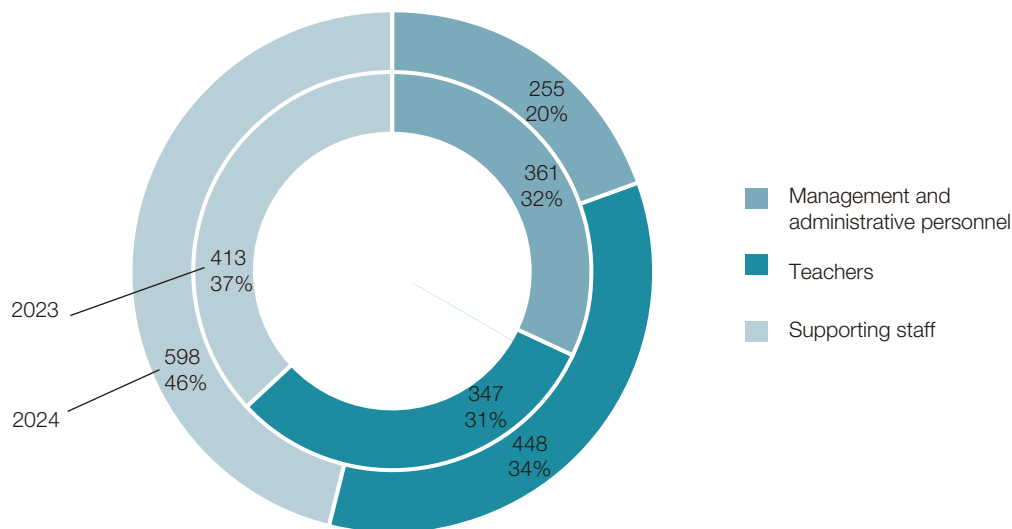
Total Workforce By Gender



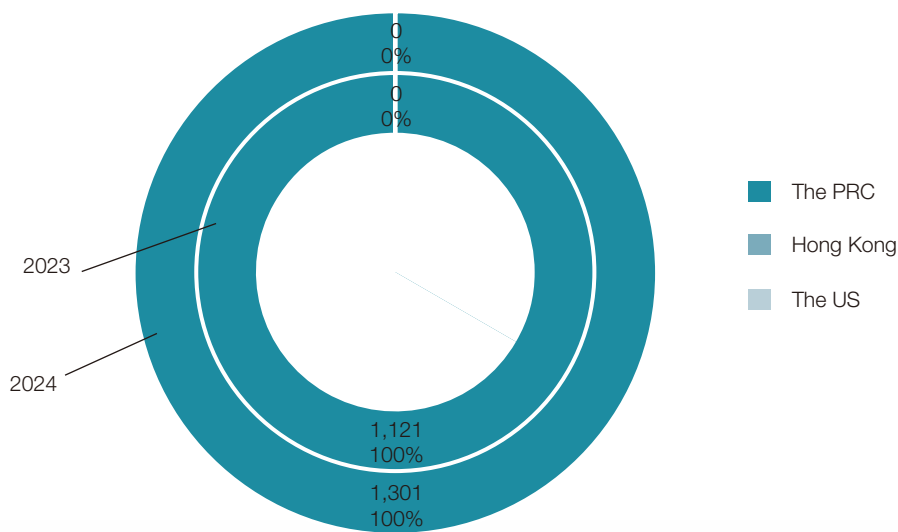
Total Workforce by Age



Total workforce by Type



Total Workforce by Geographical Region



Remuneration and benefits

In a bid to attract and retain talents, we offer competitive remuneration packages to our employees according to external and internal salary benchmark, which typically includes a base salary and a performance-based bonus. The Group values employees' wellbeing by providing a series of benefits and subsidies, such as holiday and birthday gifts, lunch subsidies, festive bonus, transportation service, dormitories and free parking. Employees are also entitled to statutory holiday, paid annual leave, marital leave, maternity leave, paternity leave and compassionate leave. Besides, we have in place a comprehensive insurance policy to provide our staff and teachers with endowment insurance, medical insurance, unemployment insurance, child birth insurance, work-related injury insurance, group employee accident insurance and Chengdu critical illness supplemental insurance, etc. During the Reporting Period, we have organised a series of activities for our employees, such as Teacher's Day celebration, public speaking activities, singing contest and so on, in order to support a better work-life balance for employees.

Promotion and dismissal

We believe that maintaining high-quality education services requires continuous teacher performance reviews. Therefore, we have established a rigorous evaluation system that directly links the overall performance of teachers to their promotion opportunities, professional titles, and salary. In addition to performance reviews, we also consider other criteria, such as length of service, academic attainment, and management skills. We prefer to promote talents with excellent work performance and potential from within rather than recruit from outside. When a resignation is received, we will arrange an exit interview to understand the reasons for leaving and identify areas for improvement.

Environmental, Social and Governance Report

During the Reporting Period, a total of 262 employees left the Group (turnover rate: 22%). All of them are full-time employees from the PRC (2023: a total of 172 PRC employees; turnover rate: 16%). The employee turnover rate of the Group by different categories is as follows:

Turnover Rate*	2024	2023
By Gender		
Male	23%	22%
Female	21%	13%
By Age Group		
Below 30	25%	23%
31–40	16%	11%
41–50	17%	11%
51 or above	29%	23%
By Geographical Region		
The PRC	22%	16%
Hong Kong	0%	0%

* Turnover rate of part-time teachers is not considered in the calculation

Labour practices

The Group has strictly observed the Labour Law of the PRC against practices of employing child labour and forced labour. To comply with relevant laws and regulations, our human resources department will verify the identity card of the candidates to ensure they have reached the legal working age. The Group would immediately terminate his/her work and look into the causes once discovering any employment of child labour. In the meanwhile, we would review on the current practices and policies to avoid similar cases on child and forced labour. In light of our business nature, we have implemented two working hour systems, under which a standardised 8 hours working time is applied to normal employees, while a flexible working hour system is applied to the teaching staff. Overtime work is not encouraged by the Group unless it is mutually agreed by both the employee and supervisor in order to ward off forced labour, while the Group would provide compensation leave or allowance for employees working overtime.

Health and Safety

We undertake to provide a safe and healthy working environment to our employees and comply with relevant laws and regulations such as the Law of the PRC on the Prevention and Control of Occupational Diseases. In addition to health insurance and annual medical check-ups, we also pay attention to the physical health of our employees by organising different activities.

To reduce safety risks, on the one hand we provide suitable personal protection equipment to the staff working for high risk duties and provide them with guidance and training before performing the duties. On the other hand, we constantly examine potential safety hazards and rectify all problems immediately to protect the safety of our employees. During the Reporting Period, there were 21 days due to injury among our employees.

In the past three years, the number and rate of work-related fatalities occurred were as follows:

Health and Safety	2024	2023	2022
Number of fatalities	0	0	0
Rate of fatalities (%)	0	0	0

Development and Training

We believe that maintaining a high-calibre teaching team with extensive experience is able to ensure the quality of our programmes and help us achieve long-term sustainable growth. Hence, we strive to improve our teachers' performance by providing them with extensive opportunities to receive continuing education and training.

Environmental, Social and Governance Report

We encourage participation in both on-campus and off-campus training programmes for our teachers. Various methods of on-campus training are provided by our college's Teacher Development Centre, including orientations and on-the-job training for new teachers, e-Learning resources for existing teachers, and lectures featuring renowned guest speakers who share their insights and experiences. Additionally, teachers are motivated to engage in off-campus training. For example, during the Reporting Period, our teachers took part in online and face-to-face training from various fields, such as human resources management, accounting and finance, big data, and industry training offered by external organisations. The percentage of employees trained and average training hours of employees during the Reporting Period is shown as below.

Indicator		2024	2023
Percentage of employees trained*		%	%
By gender	Male	48	34
	Female	54	55
By employment category	Management and administrative personnel	42	47
	Teachers	95	100
	Supporting staff	24	5
Average training hours completed per employee*		hours	hours
By gender	Male	16	13.2
	Female	24	22.0
By employment category	Management and administrative personnel	17.7	24.9
	Teachers	43.3	34.8
	Supporting staff	6.3	0.8

* Training of part-time teachers is not included in the calculation.

OPERATING PRACTICES

During our business development, we not only maintain mutually beneficial relationships with business partners and strive to develop our business in an upright and ethical manner, but also spare no efforts in protecting the rights of our students with a view to charting a course for long-term prosperity.

Anti-corruption

The Group understands that corruption could be a source of risk that weakens a business's stability and hampers its development. Thus, we strictly abide by relevant laws such as the Criminal Law of the PRC and the Anti-Unfair Competition Law of the PRC. The Group has complied with the Implementation Measures on Corruption Risk Management for detecting, evaluating and mitigating corruption within the Group. A set of internal rules and policies have also been formulated for governing the conduct of our employees. Besides that, a monitoring system is in place to identify misconduct such as (i) acceptance or payment of bribes or rebates, (ii) illegal use, embezzlement or misappropriation of the Group's assets; and (iii) forgery or alteration of our accounting records.

To prevent corruption during the student admission process, all employees involved are required to maintain the principles of integrity and fairness. Strict prohibitions are in place against all corrupt and cheating behaviours. To eliminate conflicts of interest, an avoidance system has been established, which bars employees whose immediate family members are applying for admission from participating in the admission process. The Group has also developed relevant channels for reporting suspected incidents of anti-corruption or misconduct. Whistle-blower identities will be protected. During the Reporting Period, the Group was not aware of any breach of laws and regulations that had a significant impact on the Group in relation to bribery, extortion, fraud and money laundering.

To enhance employees' knowledge and raise their awareness of anti-corruption regulations and relevant professional conduct, the Group has strengthened related training through departmental levels and branch committees of the Party, which all existing and new employees are required to attend. The focus of the training was on supervision in student enrolment, and employees have signed a letter of integrity agreement. Throughout the Year, the Group arranged various anti-corruption training sessions and awareness reinforcement for our teaching staff. The content of the learning included theoretical study, clean culture, role model behaviour, and discipline according to the Group's policy.

Supply Chain Management

As an education services provider, we primarily engage suppliers to supply us with office supplies, teaching devices, teaching materials, electronic resources, and food. To ensure the quality of our suppliers and establish a safe and stable supply chain, we have developed the Supplier Management System, which offers guidance on supplier evaluation and approval. Before forming business relationships, we conduct background checks and quality assessments on potential suppliers, ensuring they possess all necessary operating permissions and licenses.

Besides, we also integrate environmental and social considerations into the supplier selection process that suppliers with proximity to our campus are first considered so that carbon emissions from transportation can be minimised. During the Reporting Period, all our 71 major suppliers are located within Mainland China. To ensure the stability of our supply chain, we avoid engaging with suppliers who have high corruption risks. We would also regularly identify and monitor the environmental and social risks associated with the supply chain. To ensure sustainable business practices, we give priority to suppliers with certification on ISO50001 Energy Management Systems, ISO14001 Environmental Management Systems, and those follow internationally recognised standards regarding social risk management. Moreover, the Group also advocates green procurement, such as purchasing or selecting products and services with high energy efficiency or minimal impact on the environment.

Performance evaluations for all current suppliers will be conducted regularly, focusing on aspects such as service quality, product quality, pricing, delivery schedules, and credibility. Suppliers who do not meet the assessment criteria will be disqualified from further cooperation. Throughout the Reporting Period, all suppliers were managed according to the aforementioned supplier management procedures.

Advertising Management

The Group is committed to carrying out our advertisement in an objective manner and strictly abides by relevant laws and regulations, such as the Education Law of the PRC and the Advertising Law of the PRC. A team has been designated in Yinxing College to be responsible for student recruitment, which promotes our programmes and services among high school students. All advertising materials must be assessed by relevant department to ensure there are no misleading or exaggerated information in order to allow students to make fully informed decision.

Protection of Student Data and Privacy

During our operations, we have to handle an enormous amount of personal data collected from our students, and therefore, we attach great importance to the protection of student privacy pursuant to the Archives Law of the PRC and the Administrative Measures for Archives of Institutions of Higher Education. To achieve this goal, we have set up an Archives Centre for collecting, sorting, storing and monitoring the usage of restricted information, including student personal data. All employees are required to protect student information and are forbidden to divulge the information to any third parties during or after their employment.

Protection of Intellectual Property Rights

To establish a good academic morality and consciously maintain academic nobility and seriousness, we always emphasise the importance of academic honesty and are committed to protecting the intellectual property rights of Yinxing College and its students and staff in accordance with the Patent Law of the PRC and the Rules for Implementation of the Patent Law of the PRC.

The Group has complied with the Administrative Measures on Intellectual Property Rights as well as the Scientific Research and Academic Ethics. Our Scientific Research Office is responsible for operating and monitoring the relevant measures. The terms regarding the duty of confidentiality are clearly outlined in our labour contract, obligating all employees to protect the intellectual properties of Yinxing College, which includes teaching materials and administrative documents. Furthermore, all teaching materials and software installed on our computers must be purchased from legal sources and should not infringe upon the intellectual property rights of others.

We adopt a policy of “zero tolerance” on academic dishonesty. Plagiarism, tampering, forging, or buying or selling of graduation dissertation or research publication is regarded as a major misconduct and will lead to disciplinary actions including termination of studies.

ENVIRONMENTAL MANAGEMENT

Despite the fact that our business operations do not pose significant impacts to the environment, we still shoulder the responsibility to improve our performance in terms of energy conservation and emission reduction. We have strictly complied with all environment-related laws and regulations, such as the Environmental Protection Law of the PRC, the Law of the PRC on the Prevention and Control of Environmental Pollution by Solid Wastes, and the Energy Conservation Law of the PRC. We will continue to push forward green initiatives and promote the awareness of environmental protection among teachers and students so as to build a green and environmentally-friendly campus.

Emission Management

During our operations, the sources of greenhouse gas (GHG) emissions include direct emissions (scope 1) from fuel consumption in school canteen, gardening, refrigerants and vehicle use, and GHG removals from newly planted trees; energy indirect emissions (scope 2) from purchased electricity; and other indirect emissions (scope 3) from business travel by employees, fresh water and wastewater treatment, and disposal of waste paper at landfills. Vehicles, such as passenger cars and school buses, consuming gasoline and diesel also produce pollutants, which include nitrous oxides, sulphur oxides, and particulate matter.

Indicators	2024	2023
GHG Emissions		
Total emission (tCO ₂ e)	8,142	6,539
Scope 1 – Direct emissions (tCO ₂ e) (Note i)	244	259
Scope 2 – Energy indirect emissions (tCO ₂ e) (Note ii)	7,701	6,030
Scope 3 – Other indirect emissions (tCO ₂ e) (Note iii)	197	251
Emission per number of employees and students (tCO ₂ e)	0.35	0.32
Air Pollutants (Note iv)		
Nitrogen oxides (kg)	382.11	277.33
Sulphur oxides (kg)	0.54	0.50
Particulate matter (kg)	22.59	19.81

Notes:

- (i) The Group's GHG inventory includes carbon dioxide, methane and nitrous oxide. The global warming potential (GWP) used are referenced from Climate Change 2021: The Physical Science Basis, The Working Group I contribution to the Sixth Assessment Report. For the ease of reading and understanding, GHG emissions data is presented in carbon dioxide equivalent (CO₂e). Scope 1 is calculated based on the "Guidelines for Accounting and Reporting of Greenhouse Gas Emissions of Road Transport Corporation (Trial)" issued by the National Development and Reform Commission of the PRC and "Appendix 2: Reporting Guidance on Environmental KPIs" published by the Hong Kong Stock Exchange.
- (ii) Calculated based on the "2021 Average Carbon Dioxide Emission Factors for Regional Power Grids in China" issued by the National Development and Reform Commission of the PRC.
- (iii) Calculated based on the data provided by Shenzhen Water (Group) Co., Ltd. and the "Appendix 2: Reporting Guidance on Environmental KPIs" published by the Hong Kong Stock Exchange.
- (iv) The calculation and conversion factors for vehicle emissions are based on the "Appendix 2: Reporting Guidance on Environmental KPIs" published by the Hong Kong Stock Exchange.

In the face of climate change, the Group is mindful of its obligation to reduce emission during its operation. To address this, we have developed the Administrative Measures for Company Vehicles to prevent the misuse of company vehicles and consequently, the overconsumption of energy. Generally, we encourage our staff to use public transportation and engage in carpooling for their commutes. When planning events, we prefer locations that are easily accessible by public transport. Additionally, we promote the use of telephones and video calls as substitutes for unnecessary overseas business or academic trips. Furthermore, we are committed to tree planting on campus, which not only enhances the aesthetic appeal of the environment but also helps reduce GHG emissions. As the Group primarily provide education services, which produce insignificant amount of greenhouse gases, no specific target has been set to reduce emissions.

During the Reporting Period, the Group was not involved in any case of non-compliance with relevant laws and regulations that have a significant impact on the Group relating to emissions.

Waste Management

The Group strives to properly manage and dispose of wastes produced by our business activities, which can be classified into non-hazardous waste and hazardous waste. The non-hazardous waste mainly consists of daily garbage, wastepaper, yard waste as well as food waste, waste cooking oil and residue from grease traps in school canteen. We have engaged a qualified professional agency to collect, transport and properly dispose of all canteen wastes. In terms of hazardous waste, it consists of general office supplies, such as light bulbs, light tubes, batteries and medical waste, which are collected by qualified collectors to avoid polluting the environment.

Indicators	2024	2023
Total non-hazardous waste generated (tons) (Note i)	9,560 ⁱⁱ	1,836
Non-hazardous waste per number of employees and students (kg)	412.56	88.60
Total hazardous waste generated (kg) (Note iii)	624 ^{iv}	214
Hazardous waste per number of employees and students (g)	26.94	10.32

Notes:

- (i) Calculated based on the actual weight of non-hazardous waste generated. The daily office garbage was calculated based on the "Research on Solutions to Domestic Solid Waste in Cities of China" issued by the Beijing Environmental Sanitation Administration.
- (ii) The amount of teachers and students across the two campuses has increased by 3,039, leading to a corresponding rise in the amount of non-hazardous waste generated.
- (iii) Calculated based on the actual weight of hazardous waste generated.
- (iv) The reason of the increase in the amount of hazardous waste generated is the upgrade and replacement of some old lighting tubes and batteries for teaching equipment in multimedia classrooms.

In order to properly handle the waste generated, we have formulated the Administrative Measures for Waste Separation, which provide a clear guidance in sorting daily garbage, recyclable waste, hazardous waste, and food waste, along with their corresponding handling methods to avoid land contamination. We will continue to promote producing less waste by adopting a pragmatic approach to reduce waste at source in office by encouraging our employees to use reusable products instead of disposable and non-recyclable products. For example, we encourage employees to reuse office supplies like envelopes, files and other stationery, and procure reusable toner cartridges, so as to reduce the use of non-recyclable products. For paper consumption, in addition to paper recycling and reminding employees to print on both sides of paper, we disseminate information by electronic means wherever possible to reduce paper consumption and the use of ink. Also, regular evaluations on the usage of materials are conducted to avoid overstock and wastage.

Resources Conservation

Energy and water are the major resources consumed during our operations. Energy consumption can be divided into direct energy consumption, which includes fuel consumption in school canteen and the use of vehicles, and indirect energy consumption, which is primarily the consumption of purchased electricity.

Indicators	2024	2023
Total energy consumption (MWh)	14,181	11,801
Direct energy consumption (MWh) (Note i)	350	332
Indirect energy consumption (MWh) (Note ii)	13,831	11,470
Energy consumption per number of employees and students (MWh)	0.61	0.57
Total water consumption (m ³) (Note iii)	540,210	501,890
Water consumption per number of employees and students (m ³)	23.31	24.21

Notes:

- (i) Calculated based on the “Guidelines for Accounting and Reporting Greenhouse Gas Emissions of Other Industrial Enterprises (Trial)” and “Guidelines for Accounting and Reporting of Greenhouse Gas Emissions of Road Transport Corporation (Trial)” issued by the National Development and Reform Commission of the PRC.
- (ii) Calculated based on the actual purchased electricity consumption of the Group.
- (iii) Calculated based on the actual water consumption of the Group.

Since students and teaching activities are the primary sources of resource consumption, the Group has implemented various energy-saving and water-saving measures in offices, classrooms, and student dormitories. For instance, independent light switches have been installed for different lighting zones. We ensure that computers are set to standby mode when not in use and that all unnecessary electrical appliances and lights are turned off during non-business hours. Regular cleaning of air conditioners is conducted to maintain their efficiency, and casual attire is permitted when formal meetings are not taking place. Additionally, the Group has adopted environmentally-friendly and energy-saving air conditioners that cool the air through water evaporation and heat absorption. These devices are non-toxic, pollution-free, energy-efficient, and enhance air ventilation. Furthermore, the latest LED backlight displays have been implemented, which can save 40% to 50% of energy. During the Reporting Period, the Group did not establish specific energy use efficiency targets but will continue to implement the aforementioned energy-efficient measures. To enhance energy efficiency, we compile monthly electricity statistics to monitor power consumption and make necessary improvements accordingly.

In terms of water conservation, we have posted water-saving reminder labels in toilets and carried out regular inspection to check for water leakage. Dripping taps will also be fixed immediately. The Group has also installed the induction faucet and thermostatic faucet to prevent water wastage from water temperature testing. In student dormitories, we set monthly water and electricity consumption quota for students in a bid to prevent water and energy wastage. Students have to pay for the extra fee if their consumption exceeds the limited quota. During the Reporting Period, the Group did not face any issue in sourcing water and did not set specific water efficiency targets but will continue to adopt water-efficient measures as described above.

Since we are not involved in any production procedures, no significant amount of packaging materials were used during the Reporting Period.

Responding to Climate Change

In recent years, issues related to climate change and greenhouse gas emissions have been widely discussed at an international level. The Group has also strengthened its management of climate-related risks to better prepare for the possible impacts on the Group's operations. Increased severity of extreme weather events and changes in precipitation patterns and extreme variability in weather patterns are the issues that the Group will likely be facing in the near future. In order to combat possible severe extreme weather events, the Group has stepped up publicity about the prevention of extreme weather such as typhoons, rainstorms and droughts. The Group has also provided relevant emergency guidelines for staff and students on the arrangement under different extreme weather conditions. In addition, the Group has put great effort into flood control. We have dredged the rooftop and river channels as well as rainwater pipes to drain the rainwater. We also initiated channel inspections during the flood season and cleared out river debris, in order to prevent channel blockage.

COMMUNITY INVESTMENT

Upholding our fundamental educational philosophy of “Bringing Excellence to Students and Serving Society (成就學生 · 服務社會)”, the Group has always placed emphasis on the all-round development of its students and advocate social and community contribution as part of the education. During the Reporting Period, our teachers and students have participated in various volunteering activities and assisted in social development in underdeveloped regions in order to help the people in need and build a better community.

Show concern for the vulnerable groups

In order to effectively improve the living situations of the vulnerable groups in society, we regularly conducts seminars focused on the needs of these vulnerable groups and conducts in-depth visits and expressions of sympathy in their living areas. Over the past period of time, we have placed special emphasis on the group of the elderly living alone. We have been actively providing them with assistance in their daily lives and necessary financial support. By doing so, we aim to enable these vulnerable groups to truly integrate into society and experience warmth and respect.

The Social Practice Activity of “Goes to the Countryside”

We carried out the social practice activity of going to the countryside this year.

This measure aims to encourage the elderly in the countryside to contribute their wisdom and experience to rural development by paying them a visit during the activity. It is a commendable initiative that can narrow the gap and promote rural revitalization.

Volunteering Activities

Yinxing College founded the Youth Volunteering Association, which arranges and provides various voluntary services, including those related to poverty alleviation and healthcare. In the Reporting Period, it worked with various societies and held a wide range of volunteering events.

Enhancing the mental health of teenagers

As an educational institution, we recognize the significance of ensuring access to high-quality education. Besides academic learning, we also prompt our students and faculty to gain knowledge about teenage mental health.

This year, we arranged training on Youth Internet Behaviour and a Psychological Counselling Training Course for our staff. The attendees learned about the latest youth development trends and mastered effective communication skills with young people, which they can apply in their work.

Promoting Healthy Lifestyle

To pique public interest in a healthy lifestyle and enhance public quality of life and health, we organized diverse community activities during the Reporting Period. These aimed to promote drug abuse and AIDS prevention and advocate healthy living. Our students, for instance, arranged promotional events on and off campus and distributed brochures via online platforms. This attracted many participants, enabling more people to understand and care for AIDS patients, recognize drug abuse harms and relevant laws, and foster an anti-drug environment on campus.

Scholarship

The Group understands that students from low-income families may face difficulties in affording the tuition fee. As higher education is considered as a ticket out of poverty, we believe that grants and scholarships open doors for students from low-income families and make education accessible and affordable. Hence, we are committed to providing financial aid for the students in need. A scholarship committee, comprising of a wide range of representatives, has been established for the approval of scholarship based on the principle of openness, impartiality and fairness. Upon approval of the scholarship, a financial assistance will be provided in accordance with the students' performance in school and the financial conditions of their families so as to sustain their basic living needs and relieve their burden during studying, while at the same time stimulating students to take initiative in learning.

AWARDS AND RECOGNITION

During the Reporting Period, our high-quality education service and continuing supports and contributions in social and environmental aspects have gained us both awards and recognition from different governmental organisations and enterprises.

Stakeholders	Awarding Organization	Award/Recognition
Education Service	Chengdu Communist Youth League Committee (共青團成都市委)	Outstanding Unit for College and Secondary School Students' Internship and Practical Activities in Chengdu for the Year 2023 (2023年度成都市大中學生實習實踐活動先進單位)
	Chengdu Communist Youth League Committee (共青團成都市委)	The Activity of Fangzhi Entering Colleges and Universities- Outstanding Organizing Institution (方志進高校活動－優秀組織機構)
	Chengdu Communist Youth League Committee (共青團成都市委)	The Award for Excellent Social Organization Construction in Chengdu (成都市優秀社團組織建設獎)
	The Communist Youth League Yibin Municipal Committee (共青團宜賓市委)	The Red Flag Youth League Committee of Yibin City (宜賓市五四紅旗團委)
	China Association of Enterprises for Foreign Economic Cooperation and Trade (中國對外貿易經濟合作企業協會)	Outstanding Organizing Unit (優秀組織單位)

VERIFICATION STATEMENT

SHINEWING Sustainability Advisory Services Limited (“**SHINEWING Sustainability**”) has been engaged by China Gingko Education Group Company Limited (HKSE Stock Code: 01851) and its subsidiaries (collectively referred to as the “**Gingko**”) to undertake an independent verification on Environmental, Social and Governance Report 2024 (“**ESG Report**”). The ESG Report set out the environmental and social performance of Gingko from 1 January 2024 to 31 December 2024. The scope of the verification statement is limited to the data and information in the ESG Report. Gingko selected several specified performance information in the ESG Report for the verification purpose, which included the Scope 1&2 greenhouse gases emission data¹, energy consumption data² and water consumption data³ (collectively referred to as “**Specified Performance Information**”).

Reporting Criteria

The Specified Performance Information are presented in accordance with the criteria set out under “ABOUT THIS REPORT” in the ESG Report (“**Reporting Criteria**”). Such Reporting Criteria are specifically designed for the purpose of the preparation of the Specified Performance Information included in the ESG Report and, as a result, those Specified Performance Information may not be suitable for another purpose.

Responsibilities of Gingko

Gingko is responsible for the data collection, calculation, making estimates and preparation of the ESG Report. Gingko is also responsible for implementing sound internal control procedures to ensure the content and presentation of the ESG Report are free from material errors.

Responsibilities of SHINEWING Sustainability

SHINEWING Sustainability is responsible to provide an independent verification statement to stakeholders based on the scope and methodology described. We do not assume responsibility or accept liability to any other person for the contents of this report.

Independence and Quality Control

SHINEWING Sustainability have maintained our independence with reference to the Code of *Ethics for Professional Accountants* issued by the Hong Kong Institute of Certified Public Accountants. We have also taken reference to Hong Kong Standard on Quality Management 1 (HKSQM 1), *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, and maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements. We have the required competencies and experienced to conduct this engagement.

Inherent Limitation

The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities. Further, greenhouse gas quantification is subject to inherent uncertainty because of incomplete scientific knowledge used to determine emissions factors and the values needed to combine emissions of different gases.

¹ Refer to ESG Report Chapter Emission Management: Data of Greenhouse Gas Emissions

² Refer to ESG Report Chapter Resources Conservation: Data of Energy Consumption

³ Refer to ESG Report Chapter Resources Conservation: Data of Water Consumption

Reporting Framework and Procedures Performed

We conducted our verification under limited assurance engagement with reference to International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements Other than Audits or Reviews of Historical Financial Information ("**ISAE 3000 (Revised)**") issued by the International Auditing and Assurance Standards Board. The standard require that we plan and perform this engagement to obtain limited assurance about whether the Specified Performance Information is free from material misstatement.

A limited assurance engagement undertaken with reference to ISAE 3000 (Revised) involves assessing the suitability in the circumstances of Gingko's use of applicable criteria as the basis for the preparation of the Specified Performance Information, assessing the risks of material misstatement of the Specified Performance Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances, and evaluating the overall presentation of the Specified Performance Information. A limited assurance engagement is substantially less in scope than a reasonable assurance engagement in relation to both the risk assessment procedures, including an understanding of internal control, and the procedures performed in response to the assessed risks.

Within the scope of our work, SHINEWING Sustainability performed amongst others the following procedures:

- Interview the managers responsible for sustainability performance and data collection;
- Review the preparation process of the Specified Performance Information, including stakeholders engagement and materiality assessment;
- Verify the samples of the representative data and information selected, including review on conversion data and calculation as well as inspect the original data and supporting evidence of the data selected during the verification process;
- Perform analytical procedures over the Specified Performance Information; and
- Compare the definition as included in the Reporting Criteria against the definitions used by Gingko to prepare the Specified Performance Information.

Conclusion

Based on the procedures that SHINEWING Sustainability has performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Specified Performance Information is not prepared, in all material respects, in accordance with Reporting Criteria of the ESG Report.

SHINEWING Sustainability

Hong Kong

20th March, 2025



APPENDIX: THE STOCK EXCHANGE ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE CONTENT INDEX

ESG Aspect	General Disclosure and Key Performance Indicator (“KPI”)		Reporting Chapter
A. Environment			
A1: Emissions	General Disclosure		Emission Management; Waste Management
	KPI A1.1	The types of emissions and respective emissions data.	Emission Management
	KPI A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions and, where appropriate, intensity.	Emission Management
	KPI A1.3	Total hazardous waste produced and, where appropriate, intensity.	Waste Management
	KPI A1.4	Total non-hazardous waste produced and, where appropriate, intensity.	Waste Management
	KPI A1.5	Description of emission target(s) set and steps taken to achieve them.	As this issue is not identified as material, the Group will continue monitoring the materiality and set relevant targets if necessary.
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.	As this issue is not identified as material, the Group will continue monitoring the materiality and set relevant targets if necessary.
A2: Use of Resources	General Disclosure		Resources Conservation
	KPI A2.1	Direct and/or indirect energy consumption by type in total and intensity.	Resources Conservation
	KPI A2.2	Water consumption in total and intensity.	Resources Conservation
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	As this issue is not identified as material, the Group will continue monitoring the materiality and set relevant targets if necessary.

ESG Aspect	General Disclosure and Key Performance Indicator (“KPI”)		Reporting Chapter
	KPI 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.	The Group is not facing any issue in sourcing water and water efficiency, considerable effort will be put in monitoring the issue and setting relevant targets if necessary.
	KPI A2.5	Total packaging material used for finished products and with reference to per unit produced.	Not applicable as the Group is not involved in product manufacturing.
A3: The Environment and Natural Resources	General Disclosure		Emission Management; Waste Management; Resources Conservation
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Emission Management; Waste Management; Resources Conservation
A4: Climate Change	General Disclosure		Responding to Climate Change
	KPI 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.	Responding to Climate Change
B. Social			
Employment and Labour Practices			
B1: Employment	General Disclosure		Employment Policies
	KPI B1.1	Total workforce by gender, employment type, age group and geographical region.	Employment Policies
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.	Employment Policies
B2: Health and Safety	General Disclosure		Health and Safety
	KPI B2.1	Number and rate of work-related fatalities.	Health and Safety
	KPI B2.2	Lost days due to work injury.	Health and Safety
	KPI B2.3	Description of occupational health and safety measures adopted, how they are implemented and monitored.	Health and Safety

ESG Aspect	General Disclosure and Key Performance Indicator (“KPI”)		Reporting Chapter
B3: Development and Training	General Disclosure		Development and Training
	KPI B3.1	The percentage of employees trained by gender and employee category.	Development and Training
	KPI B3.2	The average training hours completed per employee by gender and employee category.	Development and Training
B4: Labour Standards	General Disclosure		Employment Policies
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employment Policies
	KPI B4.2	Description of steps taken to eliminate such practices when discovered.	Employment Policies
Operating Practices			
B5: Supply Chain Management	General Disclosure		Supply Chain Management
	KPI B5.1	Number of suppliers by geographical region.	Supply Chain Management
	KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Supply Chain Management
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Supply Chain Management
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Supply Chain Management

ESG Aspect	General Disclosure and Key Performance Indicator (“KPI”)		Reporting Chapter
B6: Product Responsibility	General Disclosure		Advertising Management; Campus Security and Fire Safety; Catering Service and Food Safety; Students’ Physical and Mental Health
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Not applicable as the Group is not involved in product manufacturing.
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.	Student Complaint and Satisfaction
	KPI B6.3	Description of practices relating to observing and protecting intellectual property rights.	Protection of Intellectual Property Rights
	KPI B6.4	Description of quality assurance process and recall procedures.	Provision of quality courses and diversified activities; Teaching Performance Management
	KPI B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Protection of Student Data and Privacy
B7: Anti-corruption	General Disclosure		Anti-corruption
	KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases.	Anti-corruption
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Anti-corruption
	KPI B7.3	Description of anti-corruption training provided to directors and staff.	Anti-corruption

ESG Aspect	General Disclosure and Key Performance Indicator (“KPI”)		Reporting Chapter
Community			
B8: Community Investment	General Disclosure		Show concern for the vulnerable groups; Volunteering Activities; Scholarship
	KPI B8.1	Focus areas of contribution.	Show concern for the vulnerable groups; Volunteering Activities; Scholarship
	KPI B8.2	Resources contributed to the focus area.	Volunteering Activities