



2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



China Maple Leaf Educational Systems Limited
中國楓葉教育集團有限公司*

(Incorporated in the Cayman Islands with limited liability)
Stock Code: 1317

* For identification purposes only

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CHINA MAPLE LEAF EDUCATIONAL SYSTEMS LIMITED
FY2023 ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

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ABOUT THIS REPORT

CORPORATE PROFILE

Founded in 1995, China Maple Leaf Educational Systems Limited is headquartered in Shenzhen, Guangdong Province, China. As one of the leading providers of international education in China, the Group has operated schools in Tianjin, Dalian, Wuhan, Yiwu, Xi'an, Huzhou, Weifang, Yancheng, Haikou, Xiangyang, Jinan, Hohhot, Vancouver, Kuala Lumpur, Singapore City, etc. Its enrolment surpassed 10,200 students, with more than 1,800 Chinese and foreign faculty members. It has established a high-quality international education system with foreign national schools, preschools, elementary schools, middle schools and high schools.

MLES Group adheres to the educational philosophy of “blending the best of China and the West in offering quality education”, insists on the spirit of integrity, innovation, professionalism and execution, and is committed to the mission of committing to providing an elite education to all students regardless of race, colour or nationality. Under the guidance of its advanced culture and philosophy, MLES has nurtured a number of international elites and become an influential international education brand in China.

REPORT RELEASE CYCLE

This report is the 7th independent annual Environmental, Social and Governance (“ESG”) Report released by China Maple Leaf Educational Systems Limited. It covers the period from 1 September 2022 to 31 August 2023 (“FY2023”). Certain content may be beyond the aforesaid period.

ORGANISATIONAL SCOPE OF THE REPORT

This report covers information regarding China Maple Leaf Educational Systems Limited and its subsidiaries. For convenience, expressions including “MLES Group”, “MLES”, “Maple Leaf”, “the Group”, “the Company” and “We” are also used in this report.

BASIS FOR PREPARATION OF THE REPORT

This report was prepared in accordance with the Environmental, Social and Governance Reporting Guide issued by The Stock Exchange of Hong Kong Limited (the “Stock Exchange”) with reference to the GRI Sustainability Reporting Standards (the “GRI standards”) issued by the Global Sustainability Standards Board (the “GSSB”) and United Nations Sustainable Development Goals (the “SDGs”).

ESG REPORTING PRINCIPLES

Materiality: In compliance with the materiality principle defined by the Stock Exchange, the ESG issues considered by the board of directors (the “Board”) and the ESG working group, stakeholders communication, identification process of material issues and the matrix of material issues are disclosed in this report, further details of which are set out in the corresponding part of this report.

Quantitative: Statistical standards, methodologies, assumptions and/or calculation tools for quantitative key performance indicators herein and source of conversion factors are all explained in the Definitions section of this report.

Balance: This report should provide an unbiased picture of the Group’s performance during the reporting period and should avoid selections, omissions, or presentation formats that may inappropriately influence the decision or judgment made by the report readers.

Consistency: The statistical methodologies applied to the information disclosed in this report shall be consistent.

INFORMATION DESCRIPTION

Certain financial information in this report are extracted from FY2023 financial statements. In case of discrepancy between this report and the annual report, the latter shall prevail. Other information associated with FY2023, with certain information beyond the aforesaid period, is mainly from the Company and its subsidiaries’ internal statistics. Unless otherwise stated, the amounts in this report are denominated in Renminbi (“RMB”).

REPRESENTATION BY THE BOARD IN RELATION TO ESG MANAGEMENT

China Maple Leaf Educational Systems Limited has committed that the Company is in compliance with the disclosure requirements under the Environmental, Social and Governance Reporting Guide published by the Stock Exchange. The publication of this report was approved by the Board. For the financial year ending 31 August 2024, the Board of the Company will devote itself to optimising its ESG management system and improving its ESG level.

CHAIRMAN'S STATEMENT

With the end of FY2023, MLES Group's "sixth five-year plan" (6th FYP) has passed the halfway point. We have not forgotten our mission to cultivate cross-cultural elites, strengthen our internal governance, adhere to energy conservation and emission reduction, and care for social well-being. We have steadily moved forward on the road of sustainable education development and achieved gratifying results.

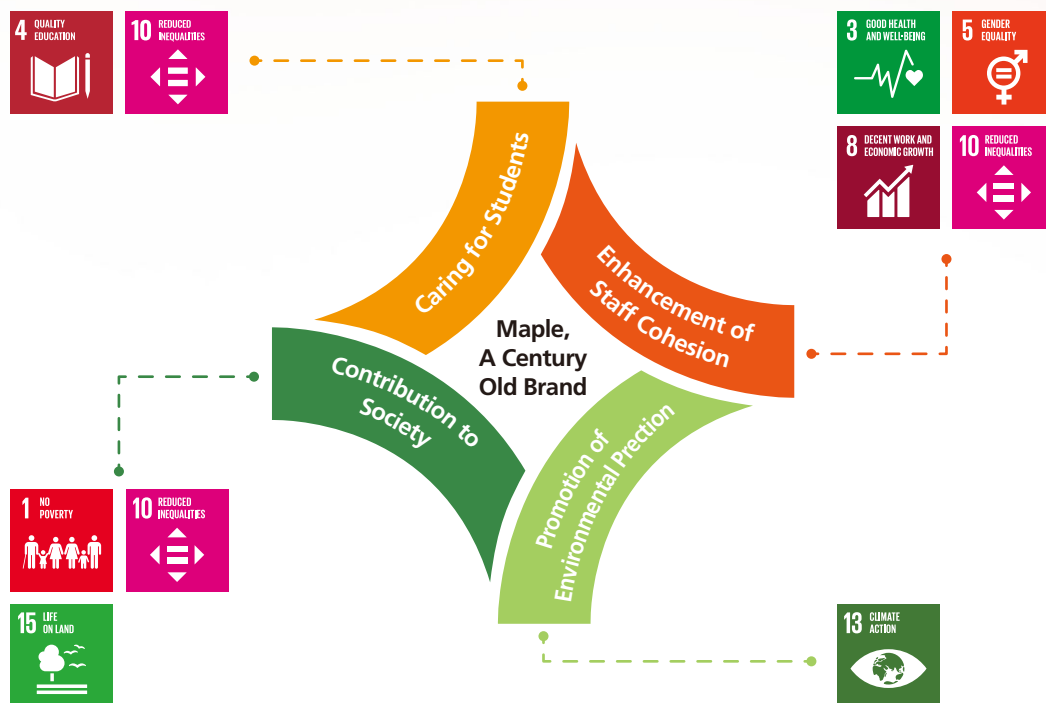
- **Exploring innovative models and connecting the world with education:** We have always adhered to the educational philosophy of blending the best of China and the West, and have promoted and continuously improved the Maple Leaf World School Program. We won the Cognia Excellence in Education Award in 2022, which marks the international recognition of MLES's global values and educational philosophy and successful practices of blending the best of China and the West.
- **Caring for students' growth and enriching extracurricular life:** We insist on putting students first, respecting their various rights, providing fair educational opportunities, protecting their safety and privacy, and creating favourable conditions for the coordinated development of their physical and mental health. In addition, we provide advanced learning courses and organise various campus activities to help students develop in an all-round way.
- **Attracting excellent talents and promoting staff development:** MLES always believes that building an excellent management team and a high-quality teaching team is an important guarantee for realising the goal of cultivating elite talents. The Group implements a talent strategy that draws on a wide range of talented people who embody the fusion of East and West, provides staff with diverse training opportunities, and advocates a division of labour and cooperation by encouraging faculty members and the management team to share their achievements and complement each other's strengths in teaching, research, student management and so forth, thus providing momentum for the sustainable development of MLES.
- **Carrying out the concept of environmental protection and insisting on sustainable development:** The Company carried out the sustainable development concept of saving resources and reducing emissions in the course of operation, and led students in actively participating in various environmental protection and charity activities through curriculum training and extracurricular activities, so as to raise their environmental protection awareness and help them develop good habits, contributing to the improvement of the ecological environment.
- **Being devoted to public welfare activities and enthusiastic about social charity:** MLES seriously fulfills its social responsibility, fully utilises its own resources, leads students and all employees in enthusiastically participating in social welfare activities, passes on the connotation of social responsibility to students and employees, and unswervingly creates social value.

In the financial year ending 31 August 2024, we will continue to stay true to our original aspiration, listen to our stakeholders, enhance our ESG management level, fulfill our social responsibility and promote common development.

1. ESG MANAGEMENT

1.1 SUSTAINABILITY CONCEPT

Being a responsible company, MLES Group is well aware of the impact of sustainability on its long-term development and operational resilience. We penetrate the sustainability concept into our daily operation. By implementing four major approaches of caring for students, enhancement of staff cohesion, promotion of environmental protection and contribution to the society, we have pursued our missions to cultivate social elites, promote green development and drive regional common prosperity. We integrate United Nations Sustainable Development Goals (SDGs) into ESG management system and respond positively with actions. Through our own efforts, we hope to create long-term value for the society.



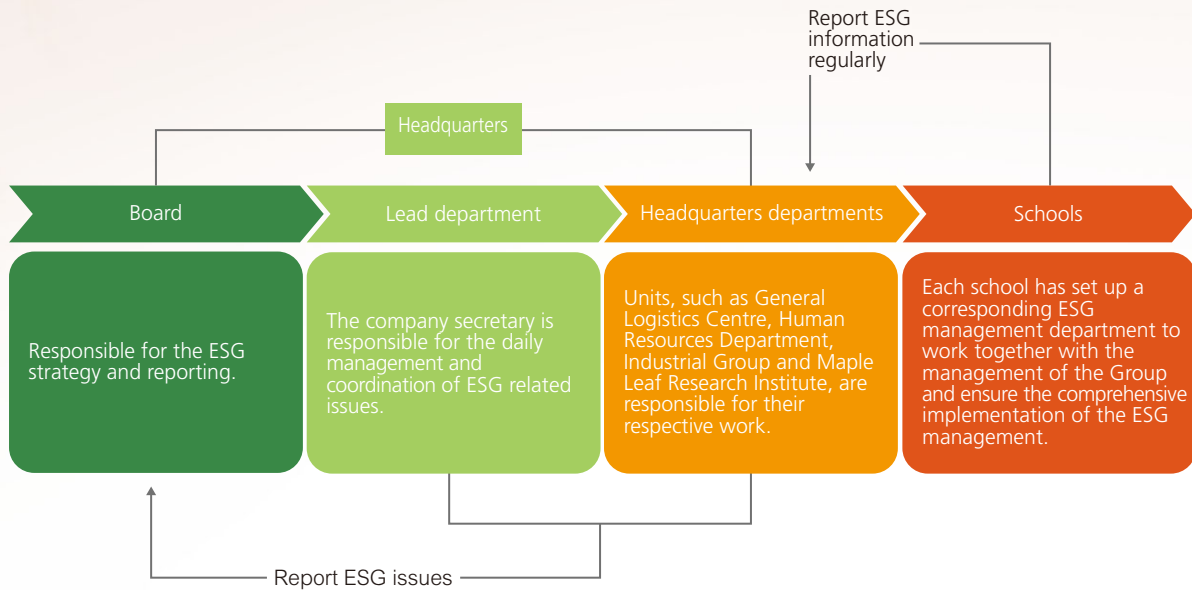
Graph 1-1: Sustainability Concept of MLES Group

1.2 CORPORATE GOVERNANCE

The Company improves its governance structure in accordance with relevant policies and regulations. The Board as the core decision-making body of the Group, comprises seven directors, including three executive directors, three independent non-executive directors and one non-executive director. The Board has established the audit committee, remuneration committee, and nomination and corporate governance committee, which govern all affairs of the Group in different aspects. For more information relating to our corporate governance, please refer to the section of “Corporate Governance Report” in our annual report.

The Board has overall responsibility for ESG strategy and reporting. It participates in the evaluation and determination of ESG-related risks. Focusing on ESG management, the Group has formed an ESG working group comprising “Board – lead departments – headquarters departments – schools”. Each level performs its own duties by linking up and down to jointly promote ESG management. The lead department coordinates and communicates with stakeholders. Headquarters departments oversee ESG issues pursuant to their respective functions. Schools perform ESG routine work and report ESG primary information. In FY2023, during the preparation of this report, the Board reviewed the material issues disclosed in this report and reporting strategies, and approved the publication of this report.

1. ESG MANAGEMENT



Graph 1-2: ESG Management Mechanism of MLES Group

1.3 COMPLIANCE AND RISK MANAGEMENT

MLES deeply understands that compliance and risk management are the basic requirements for enterprise operation. The Group always abides by relevant laws, regulations and industry requirements. The Board will supervise and improve compliance and risk management of the Group, so as to meet the national and industrial regulatory requirements and satisfy the requirements under the Corporate Governance Code. The Group resolutely prohibits any corruption behaviour, giving priority to prevention and supplementing with cracking-down efforts, with zero tolerance towards corruption or fraud. We attach importance to the protection of the brand and intellectual property rights owned by MLES Group, and safeguard our own rights and interests.

- **Risk management and anti-corruption practice**

The Group always complies with the provisions in respect of anti-corruption, bribery, extortion, fraud and money laundering in national laws and regulations, such as the Criminal Law (《刑法》), the Law against Unfair Competition (《反不正當競爭法》) and the Company Law (《公司法》). During the reporting period, the Group was not involved in any litigation relating to corruption or fraud, or received any complaint or reporting concerning corruption.

- In respect of organisational structure system, the Group has established a perpetual integrity supervisory committee, which is responsible for timely investigation, verification and recommendation of complaints, reports and indiscretions and corruptions. The members of the committee are only accountable to the Board and CEO. The members comprise employees, professionals and third parties. The establishment and operation of the committee effectively protect the image of MLES and MLES brand.
- In respect of internal policy management, we have developed the Anti-fraud System of MLES (《楓葉教育集團反舞弊制度》), which outlines the goals and policies of the Group in prevention and crackdown of corruption behaviour; meanwhile subject to the Internal Audit Management System of MLES (《中國楓葉教育集團內審管理制度》), the Internal Audit Department is responsible for independent supervision of the authenticity and legitimacy of the inter-group income and expenses and economic activities. In the Employee Handbook (《員工手冊》), which is issued to each staff member, specified the “Eight Prohibitions for Maple Leaf Staff”, “Four Commitments for Maple Leaf Staff” and “Administrative Rules for the Establishment of Integrity and Honesty in Maple Leaf – Convention on Integrity”, and others. The ideological education and guidance will be also provided in terms of the rules in management system in a timely manner.
- In respect of the implementation of anti-corruption reporting and awareness promotion, we have in place anti-corruption management process, which forms an anti-corruption mechanism that links up and down. In respect of reporting channels, the Company has established smooth petition channels such as reporting mailbox, reporting email account and hotlines with whistle-blower protection. Anti-corruption management at different levels has ensured integrity operation of the Group.
- During the internal audit period, the Internal Audit Department selects staff in different positions to inquire about the anti-corruption reporting procedures, in a bid to allow grass-roots employees to understand and know the relevant reporting procedures and channels, and publicises the Anti-fraud System of MLES to ensure the effective implementation of mechanisms. So, the Group’s awareness of building a culture of integrity at schools can be genuinely “touched on” in the minds of each individual. This will enhance the awareness of responsibility of all staff and create a positive atmosphere of being models for others, taking the initiative and being clean and honest.

1. ESG MANAGEMENT

• Brand protection

In FY2023, the Group's Intellectual Property Office actively carried out work to improve the trademark system, trademark monitoring, brand rights protection and brand protection training, and actively protected the MLES Group's trademark and safeguarded brand rights. More than 627 of the Group's copyrighted works were added, covering teaching materials, teaching aids, classroom standards, cultural symbols, book collections and special school-based classes, providing intellectual property rights accumulation for the implementation of the Group's standard strategy.

- **Improvement of the trademark system:** According to the Group's strategic plan for trademark protection and defence, 6 new trademarks were approved for registration, increasing the scope and types of the Group's trademark use and protection, and improving the construction of the Group's trademark and brand system.
- **Trademark monitoring and opposition:** The Group shall monitor all kinds of trademarks in accordance with the law, regularly retrieve the trademark announcements published on the official website of the Trademark Office of National Intellectual Property Administration (國家知識產權局商標局), carry out trademark monitoring to propose trademark opposition to the Trademark Office in accordance with the law against the same or similar trademarks applied for registration by others in respect of the same or similar goods/services, and safeguard the trademark rights and other prior rights of the Group. The Group shall prevent others from registering the same or similar trademarks in order not to create confusion and misunderstanding among the public and affect the brand value of Maple Leaf.
- **Brand maintenance:** The Group continues to actively pursue the protection of Maple Leaf's trademarks and brands. We have completed numerous legal actions against unauthorised use of our trademark and other infringements of Maple Leaf's trademark and brand rights through letters of warning, litigation and arbitration.
- **Brand protection training:** The Group trains staff who are in charge of recruitment and promotion on brand protection, so as to ensure the legal use of Company's trademark and enhance the awareness of brand protection during enrolment promotion and external publicity, protecting the Group's rights and interests on its trademark and brand.



Graph 1-3: Certificate of Work Registration of MLES Group

1.4 STAKEHOLDER COMMUNICATION

MLES Group pays attention to the concerns of stakeholders. The stakeholders are closely associated with its long-term development and success. We communicate with stakeholders regularly through diverse channels to understand their concerns and respond actively. The Group has identified key stakeholders closely related to the Group and made the following table, which provides the basis for identifying material ESG issues of the Group.

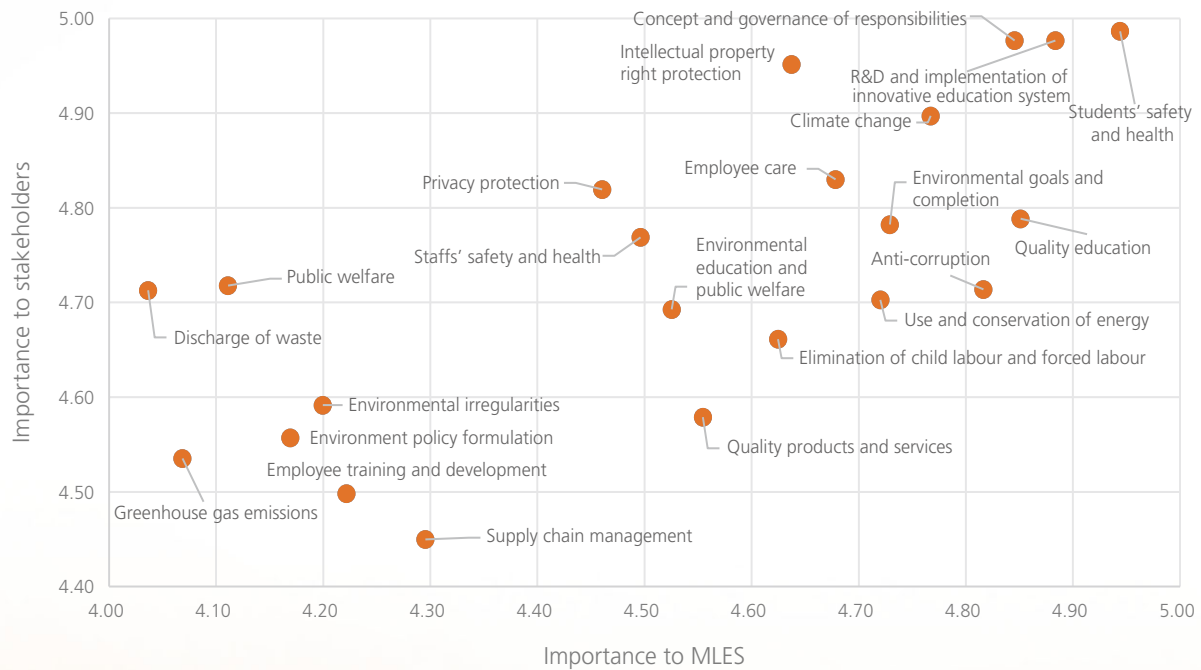
Stakeholders	Expectations and concerns	Communication mode
Shareholders/investors	Protecting rights and interests of shareholders Investment return Information disclosure Operation and management in compliance with laws and regulations	General meetings Press releases and announcements Financial reports of the Company HKEx/Company's website Investor conferences and roadshows
Government/regulatory authorities	Legal and compliance supervision Fulfillment of tax obligations Business and economic development Social contribution Operation safety	Compliance reports On-site inspections Attending conferences/seminars Special enquiries/inspections Submitting documents
Students/parents	Health and safety of students Protecting students' rights and interests Quality education Innovative education system	Online courses Daily interaction Education fair Parent-teacher conferences Company's website and official account on social platform
Teachers/employees	Protecting employees' rights and interests Conducting communication between management and employees Occupational health and safety Improving employees' welfare Equal opportunity in employment and diversified development	Labour contract Employees' symposiums Daily communication
Suppliers/partners	Mutual benefit and win-win cooperation Fair competition Long-term business relationships Product quality assurance	Supplier evaluation Field visits Daily communication
Environment	Enhancing environmental and ecological protection Energy and resource conservation Promotion of green teaching	Environmental inspection Environmental information disclosure Green teaching
Communities/the public	Community engagement Social fusion Public welfare events	Volunteer activities Public welfare and charitable activities
Media	Update on education development School activities	Written interviews Telephone interviews Press conferences

1. ESG MANAGEMENT

1.5 ASSESSMENT OF MATERIAL ISSUES

Referring to the ESG Reporting Guide as set out in the Rules Governing the Listing of Securities on the Stock Exchange and international standards and after considering the importance of relevant issues to stakeholders and the Company, our ESG working group took the lead to conduct assessment and analysis of ESG issues through questionnaires, interviews and other manners, and formed the following ESG materiality matrix after selection and prioritisation. The identified management issues related to material ESG issues are disclosed in this report.

During the reporting period, the Group kept teasing out the concerns of various stakeholders for the Group in its daily work. The Group also circulated stakeholder questionnaires to its employees, students, parents, investors/shareholders, suppliers, media, experts, Board members, principals, etc. and received 129 valid questionnaires. The results of the communication and survey to employees, students, parents, investors/shareholders, suppliers, media and experts formed an important basis for identifying material issues concerned by external stakeholders, while the communication and survey results from principals, Board members and other management officers were used as a basis for prioritising issues that are important to the Company. Through evaluation, identification and prioritisation of the issues, the Group formed its ESG materiality matrix. At the same time, according to the analysis of important issues, the corresponding reporting strategies were formulated as shown in the following table.



Graph 1-4: MLES Group ESG Materiality Matrix





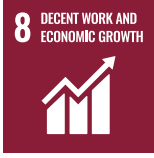




Section	Material Issues	Aspects of Issues in HKEs ESG Reporting Guide	UN SDGs
ESG management	Company's development strategy, corporate governance, intellectual property protection, anti-corruption practice	Reporting strategies B6 Product Responsibility B7 Anti-corruption	
Innovative education offering a combination of different cultures	Innovative education system, quality education	B6 Product Responsibility	
Caring for teachers and students to cultivate future talents	Privacy protection, students' safety and health, elimination of child labour and forced labour, equal employment, rights and interests of employees, occupational safety and health, employee training and development, employee care, safe sourcing system, fair and open procurement	B1 Employment B2 Health and Safety B3 Development and Training B4 Labour Standards B5 Supply Chain Management B6 Product Responsibility	   
Promotion of environmental protection for green development	Management of greenhouse gas, green operation, electronic office and teaching, management of domestic wastes, environmental education	A1 Emissions A2 Use of Resources A3 The Environment and Natural Resources A4 Climate Change	
Dedication to the community to create a harmonious and loving environment	Public welfare and volunteer activities	B8 Community Investment	  

Table 1-1: ESG Issues Reporting Index

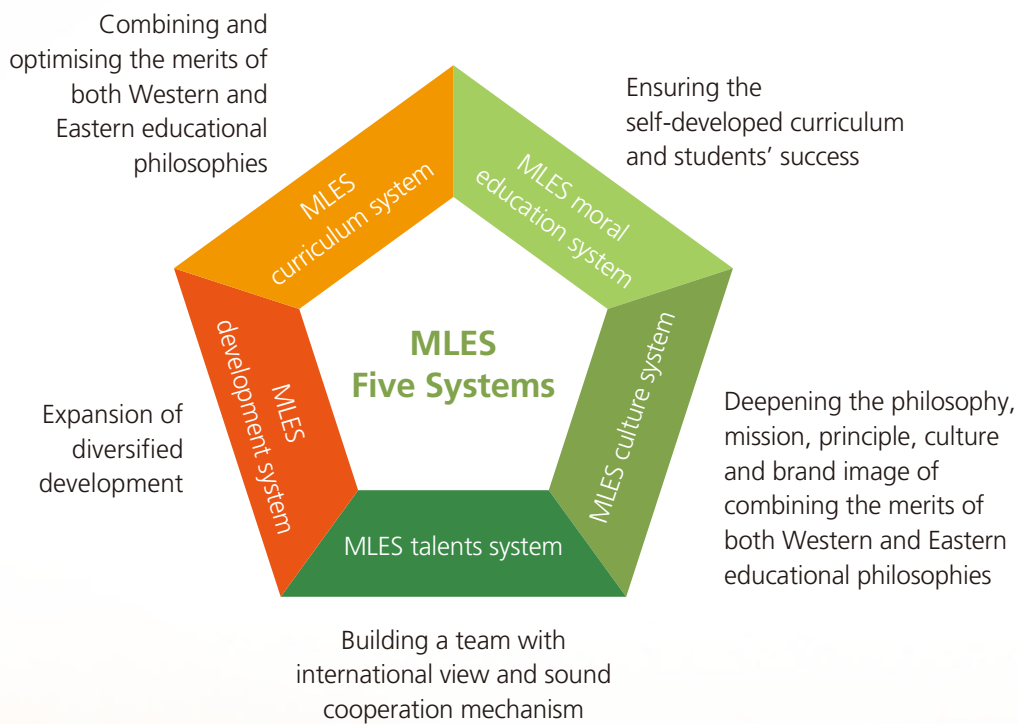
2. INNOVATIVE EDUCATION OFFERING A COMBINATION OF DIFFERENT CULTURES

2.1 EXPLORATION FOR INNOVATIVE EDUCATION MODE

The educational philosophy of Dr. Shu Liang Sherman Jen, the founder of MLES, is to “build the best school in the world”. With this vision in mind, the Group continues to look for effective ways to complement the Eastern and Western educational methods. After years of exploration, “MLES Five Systems” and a new model of “One Diploma, Dual Accreditation and Global Integration” have taken shape. The teaching and research curriculum system has been continuously upgraded in the process to promote the implementation of the educational model. With more than two decades of unremitting efforts, the Group became the founding vice president unit of the international specialist school branch of the Chinese Association for Non-Government Education and won the 2022 Cogna Excellence in Education Award. It marks the international recognition of MLES’s global values and educational philosophy and successful practices of blending the best of China and the West.

- **MLES Five Systems**

MLES has practically built the “MLES Five Systems” which are composed of MLES curriculum system, MLES moral education system, MLES culture system, MLES talents system and MLES development system.



Graph 2-1: MLES Five Systems

Adhering to the educational concept of blending the best of China and the West and with the implementation of the Maple Leaf World School Program, a new model of “One Diploma, Dual Accreditation and Global Integration” has been launched and optimised continuously:

- “One Diploma” means that a student who has completed the Maple Leaf World School Program can obtain the high school graduation diploma issued by MLES Group and endorsed by Cogna;

2. INNOVATIVE EDUCATION OFFERING A COMBINATION OF DIFFERENT CULTURES

- “Dual Accreditation” means the third-party international education accreditation provided by Cognia, the world’s largest school accreditation organisation, and the independent review and curriculum benchmarking certification provided by ECCTIS;
- “Global Integration” means that the Maple Leaf World School Program is directly connected to English-speaking universities in the world. Students who meet the high school graduation requirements and the admission requirements of the target university may be admitted directly to the first year of undergraduate studies at the target university without the needs to attend additional language and preparatory courses.

• Improving teaching and researching curriculum

In FY2023, the Group unveiled the Maple Leaf World School Program and released the Maple Leaf World School Program White Book. The Maple Leaf World School Program has become a globally certified course after A-Level and International Baccalaureate (the “IB”) programs, filling the gap in China’s international education program. ECCTIS completed the benchmarking of the Maple Leaf World School Program third-stage grade 12 curriculum, and sent a summary letter to MLES Group about the benchmarking assessment of the Maple Leaf World School Program, which was featured on its global official website for universities, colleges, institutions, and governmental departments all over the world. Maple Leaf World School program is highly recognised.

Meanwhile, the Group continues to independently research and develop internationalised courses with Chinese characteristics. During the fiscal year, the Group applied to the Chinese Society of Education for a project entitled “Research on the Integration and Innovation of Internationalised Courses with Chinese Characteristics” and applied to the Chinese Association for Non-Government Education for “Integration and Innovation of Internationalised Courses with Chinese Characteristics”, which marks that its schools’ status in the field of education curriculum research has been further enhanced.



Graph 2-2: MLES Internationalised Curriculum with Chinese Characteristics

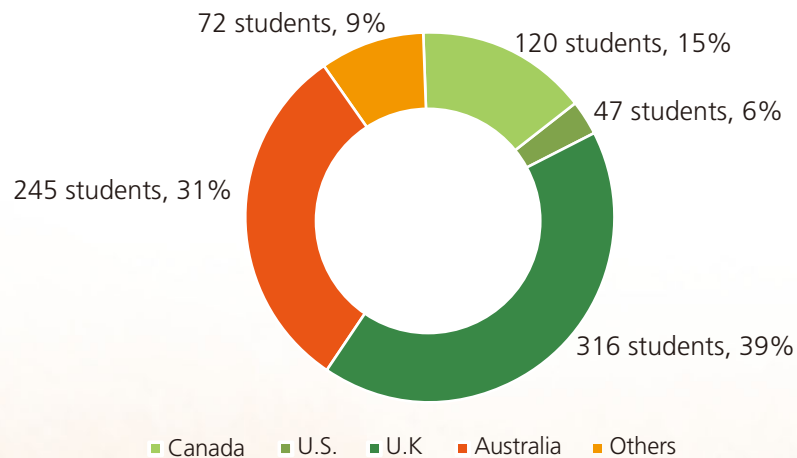
2. INNOVATIVE EDUCATION OFFERING A COMBINATION OF DIFFERENT CULTURES

2.2 SMOOTH CONNECTION WITH INTERNATIONAL AND DOMESTIC UNIVERSITIES

MLES actively maintains close cooperation with overseas and domestic universities, devotes to integrating high-quality global educational resources, and strives to create smooth international admission channels and global development opportunities for students.

Connecting with international educational resources – The Group has a globally linked operation optimisation system that integrates the resources of its schools worldwide to achieve synergies in curriculum, teachers' qualifications, teaching and research, and further education. Through such a virtuous circle, we help more elite students go global from MLES, and promote the sustainable operation of a "long-lasting MLES" education brand. During the reporting period, we organised the MLES International Education Fair. The fair is hosted by the MLES Research Institute and co-organised by high schools. It takes place in every high school in mid-to-late November each year. Since 2005, the fair has been expanding, and its composition has been optimised. It has become a tailor-made overseas study information exchange event for MLES students and parents, where they can have direct face-to-face communication with admissions officers of overseas colleges and universities. The fair has become a window for MLES students to realise their dreams of studying abroad for further study. Meanwhile, the fair is also the most direct, focused and efficient enrolment display platform for colleges and universities to attract quality students from MLES. In November 2023, a total of 64 colleges and universities and education promotion institutions from 10 countries and regions, namely Australia, Canada, the United States, Japan, Switzerland, New Zealand, Singapore, Thailand, the United Kingdom, and China, as well as more than 15,000 MLES students and parents, participated in the 19th MLES International Education Fair, which was held in Haikou, Chongqing, Wuhan, Xiangyang, Xi'an, Dalian, Tianjin, Zhenjiang, Shanghai, Shenzhen, Luoyang, and online. There were about 1,065 MLES graduates who will apply to colleges and universities in foreign countries.

As of 31 August 2023, a total of 1,145 students in the Class of 2023 graduated from MLES high schools, of whom over 80% received offers from Quacquarelli Symonds ("QS") top 100 universities.



Graph 2-3: Destinations of MLES High School Graduates in the Class of 2023

Connecting with quality universities in China – In recent years, the quality of teaching and the overall ranking of domestic universities have been on the rise, and domestic quality universities have become an important choice for MLES students. Among the 2023 MLES Global Top 100 Universities, 11 of the top 15 schools in the Asia-Pacific region are located in China, including Tsinghua University, Peking University and Zhejiang University.

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

3.1 CARING FOR THE GROWTH OF STUDENTS

The Group strictly complies with the relevant laws and regulations of the places where it operates, such as the Law on the Protection of Minors (《未成年人保護法》) and the Measures for the Handling of Student Injury Accidents (《學生傷害事故處理辦法》). It strives to provide fair education opportunities for students, respect their rights, protect their safety and privacy, and create a good environment for the coordinated development of their physical and mental health.

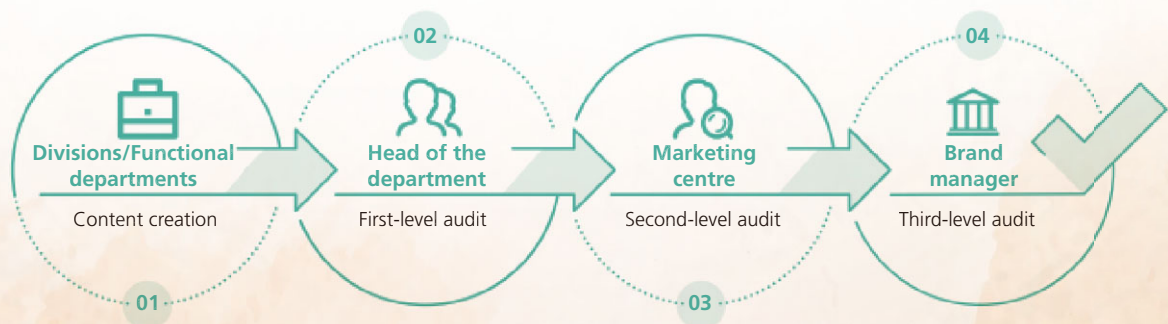
- **Respecting the students’ rights to receive education**

The Group has been committed to promoting equality and accessibility to education. In terms of educational equality, with our mission of “commitment to providing an elite education to all students regardless of race, colour or nationality” in mind, we are committed to promoting the equality in education by offering students from different family backgrounds a chance to receive quality education and prohibit the enrolment of students on the basis of, among others, gender, race or religion, etc. In terms of accessibility to education, we strictly comply with the regulations stipulated by local education authorities and price departments of the place where we operate to set tuition fees, and grant scholarships to students with outstanding academic performance to help them adapt to the learning life.

- **Rational advertising campaign**

Establishing a responsible brand marketing management system – MLES strictly complies with relevant laws and regulations, including the Anti-Unfair Competition Law of the People’s Republic of China, the Private Education Promotion Law, the Advertising Law of the People’s Republic of China, in order to ensure that the education authorities, parents and the community are provided with timely, truthful and rigorous information about its products and services. In the process of brand marketing, it adheres to the basic criteria of content security, does not violate laws or the publicity discipline, and strictly controls sensitive issues, especially those involving ideology, ethnicity and religion, in a bid to eliminate the transmission of non-compliant information.

To ensure accountability and responsibility in marketing, MLES has established long-term and short-term branding and marketing plans to support the achievement of corporate strategic goals. Specifically, a perfect brand management system has been set up to standardise various information dissemination acts, including the VI system establishment, WeChat public account management measures, official website management measures, WeChat video account management measures, and the use of publicity materials, which is used to standardise the information dissemination of various departments and schools. The marketing centre from time to time provides training on information dissemination standards to ensure that each department disseminates product usage and information in a truthful and accurate manner to avoid exaggerating products and technologies or concealing their potential risks. Moreover, we have imposed stringent requirements on the fonts and graphic materials that can be used in publicity materials, requiring the use of fonts and licensed graphics that do not pose the risk of copyright issues.

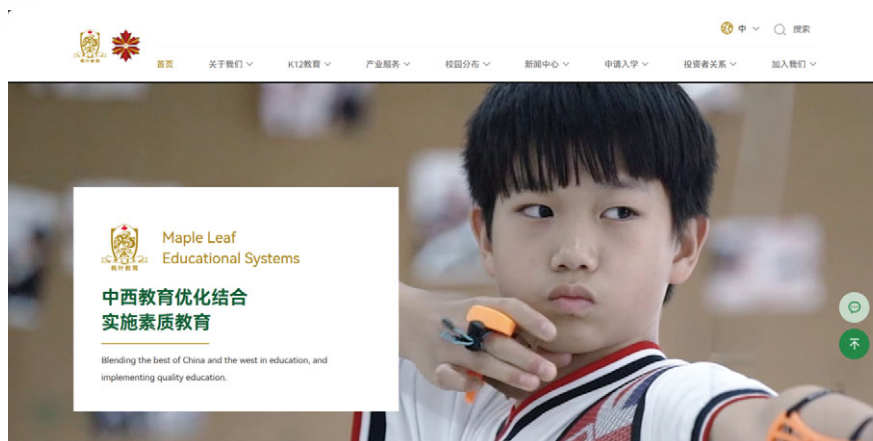


Graph 3-1: MLES Brand Marketing Audit Process

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

Building a multi-channel advertising approach – The Group’s marketing centre assumes its own duties and makes efforts to improve content. It actively carries out publicity work via its official website, official WeChat, Weibo and headlines, and builds its corporate image and conducts enrolment in Baidu, 360 and other search engines throughout the year. It chooses to publish important information in a timely manner in authoritative media and online, and collects public opinions and information online through third parties to make responses in time.

- An in-depth report titled “Innovative Educational System for Cultivating New Generation” was published in the national media Zhongguo Jiaoyu Bao, which promotes the highlights of the Maple Leaf World School Program, expanding the influence of the Maple Leaf brand and supporting its enrolment publicity work.
- On its official WeChat account, Weibo account and official website, the Group released a number of publicity articles such as “MLES Anniversary Celebration” and “Growth Stories of MLES Outstanding Students”. Meanwhile, it actively works with schools to develop a series of content-rich and in-depth articles that reflect the characteristics of Maple Leaf.
- It redesigned and uploaded the official websites of MLES Group and its schools, which optimised the visual effects of the websites.



Graph 3-2: MLES Official Website

• Protecting students’ privacy

The Group complies with the relevant provisions on privacy protection as set out in the Tort Liability Law (《侵权责任法》) and the Law on the Protection of Minors (《未成年人保护法》), so as to protect the privacy and personal information security of students and parents.

- **Students will sign an agreement on the use of students’ portrait upon enrolment:** The Group protects the personal information and privacy of students and parents. Since 2015, all new students are required to complete a new application form with new terms and conditions for the use of portrait rights therein, in order to strictly regulate the use of portrait rights.
- **Unified system management:** The admission system of the Group is the hub for collecting student information from various schools and offices. The system is managed by the marketing centre. Admission agents/international agents and offices apply for accounts in the admission system, and then the referrer logs into the OA system of MLES Group and enters the information of the referred students, and tracks the registration status of the referred students on a regular basis. The marketing centre has a special privileged account with password protection. Only the special staff are accessible to view the information of all students enrolled by the Group, manage and maintain the information in accordance with its relevant rules, and link up with its network centre and finance for specific purposes. This effectively protects the personal information and privacy of students and parents.

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

- **Student safety**

The Group is committed to building a safe campus environment with efforts on four major aspects: establishing safety management policies and systems, supervising safety responsibility, cultivating safety awareness and implementing safety measures, in a bid to ensure the safety of students.

- **Establishing safety systems:** Each school, in accordance with MLES Group's Safety Management System and its own operation and management needs, formulated a safety management system (e.g., emergency plans for earthquakes, fires, and food poisoning) based on its actual situation, as a way to create a safe campus from multiple perspectives, such as creation of a safe environment on campus, fire safety management, food safety management and prevention of bullying. It identifies the person(s)-in-charge and implements the relevant safety measures.
- **Conducting safety inspections:** The Group attaches great importance to safety, which carries out safety management in accordance with the policy of "prevention first, division of responsibilities, emphasis on key points and comprehensive protection" and the principle of "principal responsibility system". The first person-in-charge for the safety management of each school and each department of the Group is the principal of the school and the main person-in-charge of each department. All schools conduct regular safety inspections to identify potential hazards, implement annual safety management plans and corrective measures, and report any difficulties to the Group and the local authorities, in order to take preventive measures to ensure safety. Meanwhile, the safety management of the schools and departments of the Group is subject to the guidance and supervision of the educational authorities and public security organs in the provinces and municipalities where they are located and the Group.
- **Launching safety training:** The Group's schools incorporate safety training into their training systems, and offer regular education and training on safety laws and regulations and systems for the faculty, so as to raise the safety awareness of all staff.
- **Implementing safety measures:** Schools regularly organise emergency drills for students (e.g., fire safety drills, earthquake drills, and safety drills about school buses). Schools install surveillance facilities where necessary to prevent and monitor potential safety problems. Some schools cooperate with local police stations to set up a joint mechanism for campus security.



Graph 3-3:
Installation of Surveillance Facilities
in Critical Areas



Graph 3-4:
Campus Safety Emergency Drill

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

- **Development of teachers' professional ethics and morality**

The Group stresses the development of the professional ethics and morality of teachers in every stage of its recruitment, induction and teaching, and implements strict control over the construction of teachers' professional ethics and morality. In the code of conduct for employees and relevant policies, the Group clearly defines the zero tolerance towards harassment and bullying, aiming to ensure the physical and mental health of teachers and students and create a nice learning and working atmosphere.

Strict control over recruitment process

- **Fit and proper test:** In the process of recruitment, a background investigation shall be carried out on teachers. At the application stage, a qualification review shall be conducted in terms of teachers' identity information, education background information, professional qualification information, etc. The results of the education background check and other related information shall be signed and confirmed by the employee before archiving.
- **Background checks for teachers:** The Group clearly stipulates in its systems that background checks shall be conducted for teaching positions, and that all prospective teachers shall be subject to a background check on at least one period of previous work experience (the check includes, but is not limited to, service time, position, performance, awards and punishments, and reasons for resignation). The offer of employment will be made only if the applicant performed well during the period that he/she worked for his/her former employer and had no negative or undesirable performance. No applicants would be employed once problems identified during their background checks.

Establishing the culture of professional ethics

- "Employees shall possess good personal literacy and morality; to be honest and trustworthy, diligent and clean; to be fair, impartial and credible; and to be dedicated and selfless." The four standards of MLES are the basic conditions for the selection and appointment of staff.
- MLES culture requires every employee to have Maple Leaf professional spirit, that is, good professional skills, good professional ethics and good professional reputation. Each of them has specific requirements for employees' work standards and work styles. For example, in terms of "good professional ethics", employees are required to love students, care for and cherish all students, respect their personality, and treat them equally and impartially. They should teach students patiently and cannot satirise and discriminate against students, or punish students physically or in disguised form, in order to protect their legitimate rights and interests and promote the comprehensive, active and healthy development of students.
- Training on the Human Resource Management System will be arranged for new hires, emphasising on teachers' professional ethics and morality. During the regular management of schools, training on teachers' professional ethics and morality will also be organised to strengthen the building of teacher ethics through regular work meetings and special meetings.

Defining the punishment mechanism clearly

- "Solemn Commitments" of MLES' employees is publicly posted in all of its schools, which prohibits employees from violating the professional ethics. MLES would terminate our staff's labour contracts once violations are discovered, and whereas the case constitutes a crime, criminal responsibilities shall be affixed by transferring to the judiciary authorities. Supervision can be conducted by students, parents and people from all walks of life. During FY2023, the Group did not receive any material complaint on breach of professional ethics by teachers.

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

- **Safe sourcing system**

As a high-quality procurement source is essential for safety, MLES has always insisted on selecting quality sources of procurement, covering food and clothing of teachers and students. The industrial group of MLES has established a complete set of procurement process specifications to manage the procurement of MLES in a unified manner. At least three quality suppliers must be selected for comparison in procurement projects. Major procurement projects are open for tendering. The best and suitable suppliers are chosen according to the size of suppliers, product quality, price, services and payment method.

- **Strict selection:** In the primary candidate selection stage, the Group selects suppliers with good reputation, high utilisation rate and good cooperation feedback as candidates based on industry reputation, utilisation rate, cooperation feedback and other factors. The Group strictly reviews a supplier's business license, qualification certificates, performance, awards and other certificates in the preliminary stage and review stage. Visits will be paid to the suppliers to inspect their actual production, operation and management level. It visited a total of 107 suppliers this year.
- **Well-known brand procurement strategy:** The Group has signed strategic cooperation agreements with a number of well-known food suppliers with high supply quality and wide coverage to control the quality of the food from the source. During the reporting period, it signed long-term strategic cooperation agreements with well-known international and homegrown brands such as COFCO (中糧), Mengniu (蒙牛) and Metro (麥德龍).
- **Transparent procurement:** For non-bidding projects, the supplier's evaluation results and contracts need to be reported to the senior management of the industrial group for review by the person-in-charge to ensure fairness; for bidding projects, Q&A documents are sent to all bidders in a unified manner, and at least three persons are required to be present and fill in the bid reveal records to ensure openness and fairness.
- **Improvement of post-evaluation mechanism:** After the completion of the supply of construction projects, the entire process must be reviewed, and the product and service quality must be evaluated as part of the supplier evaluation. For food projects, it is required to verify and record the weight, quality, validity period, prices, invoices and certificates, etc., with focus on unexpected problems related to quality, quantity and service. Relevant records serve as the basis for supplier evaluation. As far as clothing suppliers are concerned, evaluation standards on supply cycle, after-sales service, supply price and integrity level shall be established as the basis for supplier evaluation. Ongoing collaboration can largely depend on the evaluation results, which will be fed back to the suppliers regularly to urge suppliers with unsatisfactory evaluation results to make improvements.

During the reporting period, the Group had 316 suppliers, with distribution by location as detailed below:

Geographical region	Unit	FY2023
Northeast China	Individual	66
Northwest China	Individual	13
North China	Individual	28
Central China	Individual	75
East China	Individual	56
South China	Individual	38
Southwest China	Individual	40

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

- **Food safety and nutrition management**

The Group, which keeps in mind the purpose of “all for the health of teachers and students”, has strictly complied with the Food Safety Law (《食品安全法》) and other laws and regulations of places where it operates, in a bid to provide students with safe, assured, nutritious and healthy meals. To this end, the canteens of each school strictly follow a series of rules and regulations on working process standardisation formulated by the catering company of the Group. Publicity activities will be organised to raise awareness of food safety. These requirements and measures focus on the following aspects:

- **Food safety training:** Dalian Maple Leaf Catering Company regularly trains canteen staff on working process standardisation regarding food safety and develops emergency response plans for food safety incidents in supermarkets.
- **Standardised operation requirements:** Canteen employees must pass the physical examination before taking up their jobs and re-examine each year. An employee will be replaced once problems are found. They must wear overalls, hair caps, masks, and disposable gloves when working. Processed food and ready-to-eat food are kept separately, same for finished products and semi-finished products. Food sampling are reserved for daily meals for 48 hours. Kitchen utensils and tableware are used separately for raw and cooked food, and cleaned and sterilised before each meal.
- **Ensuring site hygiene:** Food processing places and warehouses shall be kept clean, and irrelevant personnel are prohibited from entering the operation room. Toxic and harmful products shall not be stored in food processing places and warehouses, and deratting and insecticidal activities shall be regularly carried out.
- **Optimising the dietary:** The canteen catering ensures balanced nutrition by offering a portfolio of meat and vegetables with light taste. Meals for students at our preschools and elementary schools are provided in strict compliance with the nutritional catering standards formulated by nutritionists, while a wide variety of dishes are available for choice by students of our middle schools and high schools who are guided to choose dishes properly according to their physical conditions. Supermarkets select products based on the recommendations of nutritionists to reduce the sales of categories (such as carbonate beverages) that have a negative impact on students’ nutritional health.
- **Regular health publicity:** The food festival is held once a semester to create an atmosphere of good nutritious meals.
- **Holding nutrition seminars:** Nutrition lectures are conducted by dieticians to help students develop the concept of healthy diet. Publicity on knowledge of nutritious diet is carried out in various forms such as broadcasting, bulletin boards, wall posters and class meetings from time to time, and knowledge about reasonable diet is popularised among parents through such channels as parent-teacher meetings.
- **Establishing a health record:** Students are given regular medical check-ups once a semester and the results are included in their health records, and personalised dietary recommendations are given based on their physical information.

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

- **Colourful campus activities**

MLES advocates happy education and organises colourful campus activities to promote the harmonious development of students' minds and bodies. During the reporting period, schools held various festivals and club activities to enrich students' campus life experience.



Graph 3-5:
Basketball Club Activity of Maple Leaf High School, Zhangqiu District, Jinan City



Graph 3-6:
Tianjin Campus Music Festival

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

3.2 FOCUSING ON EMPLOYEE DEVELOPMENT

The Group has implemented a talent strategy to attract, hire and retain international talents, as efforts to actively promote its strategic development. It adheres to the principles of fairness, justice and openness and complies with all international and domestic laws, regulations, conventions and regulations concerning employment and labour issue. We have a comprehensive human resources policy in place, covering staff recruitment, employment, remuneration, promotion, working hours, rest period, dismissal, occupational health, labour safety, benefits, etc., to establish and maintain a diverse, inclusive and non-discriminatory working environment. Neither violation in relation to child labour or forced labour, nor litigation due to employment issues occurred during the reporting period.

Indicator	Unit	FY2023
Employment		
Total number of employees	Person	1,832
Number of male employees	Person	548
Number of female employees	Person	1,284
Number of full-time employees	Person	1,735
Number of part-time employees	Person	94
Number of employees under age 45 (inclusive)	Person	1,231
Number of employees over age 45	Person	601
Number of employees in China	Person	1,065
Number of employees overseas	Person	767
Employee turnover		
Employee turnover rate	%	22
Turnover rate of male employees	%	22
Turnover rate of female employees	%	22
Turnover rate of employees under age 45 (inclusive)	%	23
Turnover rate of employees over age 45	%	20
Turnover rate of employees in China (including Hong Kong, Macau and Taiwan)	%	19
Turnover rate of employees overseas	%	26
Work injury data		
Number of fatalities due to work injury during FY2020	Person	0
Number of fatalities due to work injury during FY2021	Person	0
Number of fatalities due to work injury during FY2022	Person	0
Lost days due to work injury	Days lost per 200,000 working hours	9

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

- **Employment compliance**

In accordance with Universal Declaration of Human Rights (《世界人權宣言》), International Covenant on Economic, Social and Cultural Rights (《經濟、社會和文化權利國際公約》) and other international covenants of human rights and International Labour Organisation Core Labour Conventions (國際勞工組織有關核心勞工公約) and the State laws and regulations such as the Labour Law (《勞動法》), the Labour Contract Law (《勞動合同法》), the Provisions on Prohibition of Child Labour (《禁止使用童工規定》), the Law on the Protection of Women's Rights and Interests (《婦女權益保障法》), the Law on Trade Unions (《工會法》), etc., the Group has incorporated related human rights principles and requirements such as non-discrimination, freedom of association and collective bargaining, prohibition of the use of child labour, and opposition of forced and compulsory labour into sustainable development management, and follows international conventions and relevant national laws and regulations applicable to the Group, abides by and implements international conventions and labour standards committed by the Chinese government and other applicable industry standards, so as to safeguard the legitimate rights of enterprises and employees and maintain stable and harmonious labour relations. The Group specifies the leave entitlement of the employees and the relevant protection measures in the Employee Manual (《員工手冊》) and the Human Resource Management System (《人力資源管理制度》) and put into practice the requirements of non-discrimination, freedom of association and collective bargaining, prohibition of child labour, and opposition to forced and compulsory labour.

The Group strictly complies with national laws and regulations in the use of labour and strictly prohibits the use of child labour. The Human Resources Department has detailed recruitment requirements and screening procedures to strictly review the personal information of employees and clearly explain the terms and conditions of employment to them, aiming to prevent child labour or forced labour.

The Group strictly enforces the relevant requirements of the national Labour Law and fully respects employees' freedom to choose an occupation and freedom to engage in work. It arranges induction training for new employees when they join the Group and introduces in detail the various labour rules and regulations of the Group (schools) and the requirements of labour laws and regulations, so as to allow new employees to get fully aware of their rights and obligations at work. It strictly prohibits the withholding of certificates or the payment of employment deposits or training fees in various forms. Existing employees also fully enjoy the freedom of work as stipulated in the Labour Law. The Group eliminates any form of forced labour and does not restrict the personal freedom of its employees in any way. Once found, irregularities shall be handled in accordance with the Group's rules and regulations.

- **Diversified employment**

MLES implements a talent strategy to attract, hire and retain outstanding talents at home and abroad, as efforts to actively promote its strategic development. Under the philosophy of "blending the best of Chinese and Western education", a team composed of Chinese and foreign teachers takes "One Team, One Goal" as their motto which emphasises trust, cooperation, communication and mutual complementation, striving to "providing an elite education to all students regardless of race, colour or nationality" so as to bring impetus for the Group's sustainability.

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

- **Diverse training**

The Group implemented the talent strategy and focused on improving all-round quality of its employees. It has formulated various talent training plans, focused on close combination between training and practice, established an efficient and diverse training system, and held various training activities for the management team, faculty team, administrative team, admission team, general logistics service team. Great importance has been attached to the improvement of staff quality and personal career development, and a highly efficient and diversified training system has been in place, which is constantly explored and improved. Depending on the long-term and short-term development plans and goals, it organises various kinds of training courses or sends outstanding employees to visit, study and exchange in foreign countries every year. Through training and practice, it continuously improved the business quality of the management team and grass-roots staff team, and created a group of professional, specialised talents of virtue and ability who grasp advanced education concepts, so as to support the Group's sustainable development.

Two-year management cadre training course

MLES's two-year management cadre training course is divided into four semesters. The first semester focuses on its educational philosophy, culture, founding history, values, professionalism, etc., with an aim to enable trainees to recognise and integrate into its educational philosophy. In the second semester, the Group gives them a full picture of the operating system to improve their understanding of the Group's educational concepts. In the third semester, trainees are required to present practical cases and exchange views in accordance with their actual work. This will enhance trainees' management quality and strengthen the ability to deal with challenges. The fourth semester is a period of study tour and the completion of the graduation thesis, which reflects the overall quality of trainees in theoretical thinking, management level, working ability and written expression. A large number of trainees stand out and grow rapidly to become the backbone of the Group's management team.

STEM teacher program for MLES graduates

The Group has forged strategic cooperation with University of Alberta in Canada and University of South Australia in Australia. Every year, a certain number of outstanding MLES STEM graduates are selected to major in pedagogy in these universities, who will return to MLES to teach after obtaining overseas teacher certification and receive the same benefit as a foreign teacher. In addition, MLES provides internships and job opportunities for outstanding graduates majoring in pedagogy from these universities.

In the meantime, the Group encourages and attracts MLES graduates who work overseas after graduating from foreign universities and are excellent in mathematics and other science subjects to pass the teacher certification examination in Canada, the United States and other countries in one year, and then come back to MLES to work as foreign teachers after obtaining their teaching certificates.

Induction training via video

The induction training adopts "1+N" training form; "1" refers to the Group's use of video training to provide theoretical courses on Maple Leaf's development history, philosophy, culture, model, etc.; "N" refers to each school to provide trainings on development overview, workflow, job responsibilities and business knowledge.

Training on "ORID Theory and Practice" for management cadres

The ORID (objective, reflective, interpretive and decisional) training will enhance school cadres' ability to think effectively and pool the wisdom and efforts of others, which will empower the professional development of the Group's cadres.

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS



Graph 3-7: Teacher Training in School

Indicator	Unit	FY2023
Percentage of female employees trained	%	82
Average training hours completed per female employee	Hour(s)/person	37
Percentage of male employees trained	%	73
Average training hours completed per male employee	Hour(s)/person	29
Percentage of employees at the director level and above trained	%	58
Average training hours completed per employee at the director level and above	Hour(s)/person	32
Percentage of supervisors and managers trained	%	66
Average training hours completed per supervisor and manager	Hour(s)/person	94
Percentage of other employees trained	%	81
Average training hours completed per other employee	Hour(s)/person	31

- #### Employee Health and Safety

The Group attaches importance to the safety and health of its employees and strictly complies with relevant laws and regulations of places where it operates like the Trade Union Law. It has established a full set of work safety management system in all aspects, including specific safety guides, in order to prevent accidents and eradicate casualties, and has introduced reward and punishment and management accountability mechanisms, provided training and conducted regular safety inspections, etc.

In the meantime, the Group engages psychological consultants for every campus to provide psychological health lecture and offer psychological consultancy services for its employees. There are also nutritionists engaged in the canteens to provide nutritious catering for employees. Stadium and sports equipment of each campus are available to employees during a certain time period every day for free to fully protect the physical and mental health of employees.

3. CARING FOR TEACHERS AND STUDENTS TO CULTIVATE FUTURE TALENTS

• Employee Welfare and Care

The Group's vision is to "build China's Maple Leaf, World's Maple Leaf, and Maple Leafers' Maple Leaf". In addition to complying with applicable laws and regulations, we emphasise benefits and humanistic care, and are committed to creating a good working environment and cultural environment for all our employees and to maintaining a long-term relationship with them.

- **Remuneration incentives:** The Group links remuneration to work performance and assesses the performance of its employees. It implements the system of more pay for more work. At the same time, it established an incentive mechanism linking the development of Maple Leaf's business and the interests of employees to fully mobilise all employees and promote the improvement of work quality. Compensation incentives are given to Maple Leaf's famous teachers, teaching and research leaders, business leaders and excellent employees in other positions, in order to enhance its competitiveness in compensation, retain excellent talents, and attract more excellent talents to join Maple Leaf. The Group executed an employee share purchase plan (ESPP) starting from September 2020 for Chinese employees. Chinese employees and managers who have been employed by the Group for three years or more are eligible to participate in ESPP on a voluntary basis. The Group grants to employees one share for every three shares according to the number of shares held by employees during the three-year holding period.
- **Welfare policy:** In addition to the welfare and benefits as stipulated in laws, the Group also buys international medical insurance for core management employees in need and provides a wide range of benefits other than those required by laws, depending on the actual situation in each region, in order to meet their personal needs and care about their physical and mental development.
- **Business activities:** the Group organises activities for the New Year's Day, Teacher's Day, Christmas and other festivals, employees' sports meet, as well as birthday parties, which not only enrich employees' spare time, but also enhance team cohesion. In addition to celebrations, the Group holds annual award ceremonies to commend staff who have made outstanding contributions to the development of Maple Leaf, such as the innovation awards in teaching, management, business and cooperation, outstanding teachers and outstanding staff.



Graph 3-8:
Hainan School 10th Anniversary Celebration



Graph 3-9:
The Group's Innovation Awards Granted in August 2023

4. PROMOTION OF ENVIRONMENTAL PROTECTION FOR GREEN DEVELOPMENT

The Group strictly complies with the relevant laws and regulations, such as the Environmental Protection Law of the PRC (《中華人民共和國環境保護法》) to identify and analyse the emissions generated during operation and the type of resources used, so as to conduct targeted management, reduce discharge and emissions, improve the efficiency of resource use and achieve green operation. During the reporting period, the Group was not involved in any litigation or being imposed of any material penalty owing to any violation of laws and regulations relating to environmental protection.

4.1 SPREADING THE IDEA OF “GOING GREEN”

MLES emphasises on spreading the idea of “go green”, and each school integrates the concept of greenness into its daily teaching and puts environmental practices into campus life to cultivate students’ environmental awareness and habits. During the reporting period, we spread the idea of going green largely by offering environmental education and leading students in participating in public welfare activities.

All schools integrated environmental protection concepts with the basic curriculum, so that students will be positively influenced by such concepts in their daily learning. Meanwhile, teachers led their students in actively participating in various environmental public welfare activities, contributing to the improvement of the ecological environment.

Case: “Beach cleanup” of Maple Leaf International School – Dalian contributes to environmental sustainability

Maple Leaf International School – Dalian called on students to pick up trash on the beach, aiming to make students be environmentally-conscious young people. It hopes to influence others through responsible actions and words to bring about positive changes in society and realise the goal of environmental sustainability.



Case: Maple Leaf Kindergarten – Tianjin TEDA holds “Tree Planting Day”– themed activity to raise students’ greenness awareness

Maple Leaf Kindergarten – Tianjin TEDA held a “Tree Planting Day”– themed educational activity, during which teachers told kids the significance of tree planting and how to care for saplings, guided kids to understand the importance of environmental protection. This sows green seeds in the hearts of kids, and enhances their awareness of environmental protection.



4. PROMOTION OF ENVIRONMENTAL PROTECTION FOR GREEN DEVELOPMENT

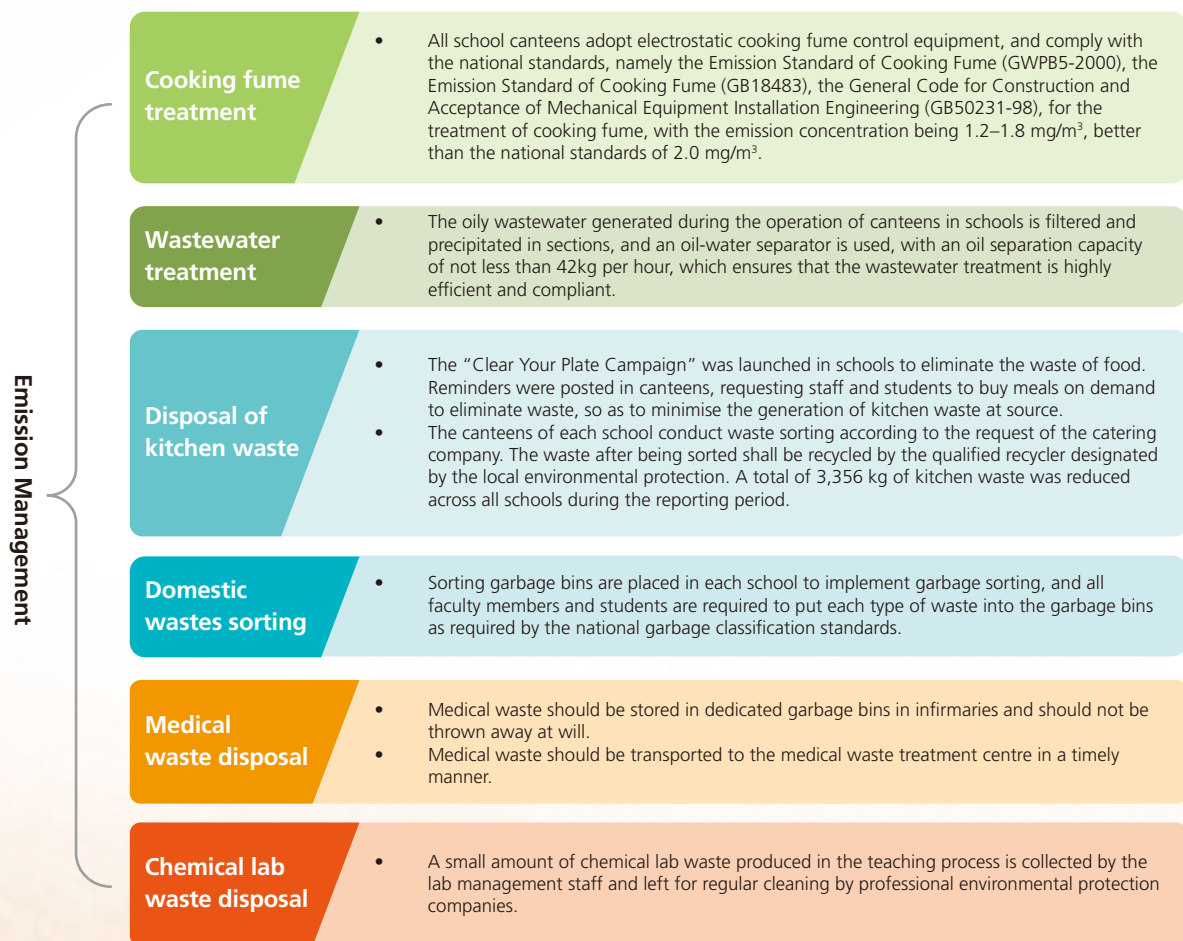
4.2 STICKING TO LOW-CARBON DEVELOPMENT

Climate change is a global concern that poses a serious threat to the planet and human society and requires joint responses from all parties.

In the course of the Group's operation, the main emissions are greenhouse gases, the main wastes are kitchen waste and domestic waste, the main resources used are electricity, water, natural gas, diesel, gasoline and purchased heat, and the main packaging materials used are plastic packaging bags, cartons and bottle preforms. In view of its status quo, the Group is trying its best to minimise carbon emissions and reduce resource consumption in the following two aspects.

• Energy conservation and emission reduction

The Group's management on emissions, wastes and use of resources is relatively flexible. After the headquarters delineates the working direction, each school will formulate a corresponding system for campus management according to its own condition, such as water and electricity conservation, and vehicle use management.



4. PROMOTION OF ENVIRONMENTAL PROTECTION FOR GREEN DEVELOPMENT

Resource Conservation

Paper conservation

- Advocating electronic transmission of information, printing and copying only when necessary, and using double-sided printing and copying.
- Advocating secondary paper use for informal and unimportant documents, and recycling waste paper that are printed on one side to reduce the amount of paper used. Saving the used envelopes for the next internal recycling.
- Setting a recycling area for waste paper and courier packaging materials in schools.

Electricity conservation

- Standardising the use of air conditioners. For example, air conditioners in canteens should not be turned on in non-mealtime.
- Heating shall be used instead of air conditioning in winter.
- Keeping windows and doors closed during air-conditioning use to avoid unnecessary energy loss.
- Checking the air conditioner and turning off the air conditioner before leaving school.
- Posting electricity conservation tips in offices and classrooms, and urging teachers and students to turn off the power when leaving school.
- Cleaning staff and security personnel are required to turn off the lights in unmanned areas in a timely manner during their daily work and inspections if they find the lights on, and to report any lights that are not working in a timely manner for repair.

Water conservation

- Water-saving faucets are used in canteens in schools, and water-saving faucets or fixtures should be installed in other areas during renovation to improve water use efficiency. For example, the Maple Leaf Bilingual School – Hohhot carried out water-saving transformation of the watering system by replacing watering with drop irrigation, which has significantly improved the efficiency and water conservation.
- Students are educated about water conservation and tips on water conservation are posted in schools. Faculty members are required to set an example by conserving water and students are urged to develop good habits of saving water.
- Various schools have strengthened the supervision on the use of water resources, and those found to have wasted water resources are dealt with firmly and seriously.
- Regular overhaul and maintenance is conducted on water equipment to prevent wastage of water resources due to equipment failure.
- Water recycling is advocated to improve the utilisation of water resources. For instance, the Maple Leaf Preschool – Xiangyang High-tech Industry Development Zone collects rainwater to irrigate the green belt.



Graph 4-1: Food Saving Slogan in Maple Leaf International School – Huzhou



Graph 4-2: Garbage Sorting and Recycling



Graph 4-3: Setting up a Paper Recycling Point to Promote Secondary Paper Use



Graph 4-4: Setting up a Recycling Point for Used Batteries

4. PROMOTION OF ENVIRONMENTAL PROTECTION FOR GREEN DEVELOPMENT

- **Environmental performance display**

Indicator	Unit	FY2023
Greenhouse gas emissions		
Total greenhouse gas emissions (Scope 1 + Scope 2)	tCO ₂ e	14,989.74
Greenhouse gas emissions per RMB million revenue	tCO ₂ e/RMB million	13.02
Scope 1: Greenhouse gas emissions from direct emission sources	tCO ₂ e	4,622.32
Scope 2: Greenhouse gas emissions from indirect emission sources	tCO ₂ e	10,367.42
Discharge of waste		
Disposal of kitchen waste	kg	251,492.00
Disposal of kitchen waste per RMB million revenue	kg/RMB million	218.46
Use of resources		
Total electricity purchased	kWh	17,581,795.82
Purchased electricity consumption per RMB million revenue	kWh/RMB million	15,272.58
Total water consumption	tons	345,751.99
Water consumption per RMB million revenue	tons/RMB million	300.34
Total natural gas consumption	m ³	2,020,187.94
Natural gas consumption per RMB million revenue	m ³ /RMB million	1,754.85
Total diesel consumption	litre	54,823.00
Diesel consumption per RMB million revenue	litre/RMB million	47.62
Total gasoline consumption	litre	23,774.41
Gasoline consumption per RMB million revenue	litre/RMB million	20.65
Total heat purchased	million kJ	8,953.39
Purchased heat consumption per RMB million revenue	million kJ/RMB million	7.78
Total comprehensive energy consumption	tce	4,941.89
Comprehensive energy consumption per RMB million revenue	tce/RMB million	4.29
Use of packaging materials		
Total amount of packaging materials used	tons	2.90
among which: plastic bags	tons	0.95
cartons	tons	1.95
Packaging materials consumption per RMB million revenue	tons/RMB million	0.003

4. PROMOTION OF ENVIRONMENTAL PROTECTION FOR GREEN DEVELOPMENT

- Note:
1. Unless otherwise stated, the above environmental data covers data for office premises of MLES Group headquarters, all schools, and Dalian Maple Leaf Clothing Co., Ltd.;
 2. Packaging materials consumption mainly refers to consumption of packaging materials by Maple Leaf Red Garment Factory;
 3. Emissions and energy consumption per RMB million revenue are both calculated by the following formula: total emissions and energy consumption/revenue (in RMB million). The total consolidated revenue of China Maple Leaf Educational Systems Limited for FY2023 was RMB1,151.2 million;
 4. The GHG emission calculation method refers to the GHG Accounting System Enterprise Accounting and Reporting Standard 2012 (Revised Edition); the grid emission factors used for the Scope 2 calculation refer to China's power supply emission factor from the Enterprise GHG Emission Accounting Methodology and Reporting Guidelines for Power Generation Facilities (Revised Edition 2022) (《企業溫室氣體排放核算方法與報告指南發電設施(2022年修訂版)》) published by the Ministry of Ecology and Environment;
 5. The comprehensive energy consumption conversion coefficient for standard coal is derived from Comprehensive Energy Consumption Calculation Principle (GB/T 2589-2008).

• Environmental goal display

Greenhouse gas emission goals	Carbon emissions generated in the operation process will be identified and analysed. Measures including paperless education will be taken to achieve green operations. Take FY2021 as the base year, it is expected that greenhouse gas emissions per RMB1 million of revenue will be further reduced by the period from 1 September 2025 to 31 August 2026 ("FY2026").
Energy consumption goals	Priorities will be given to saving energy and reducing energy consumption. Measures include energy conservation and transformation in schools, such as time control management in electricity, use of energy-saving lamps and operation of air conditioners, green office, as well as green mobility. Take FY2021 as the base year, it is expected that energy consumption per RMB1 million of revenue will be further reduced by FY2026.
Water consumption goals	Efforts will be made to save and protect water resources. Water use efficiency will be improved by taking water-saving measures, regularly checking whether there is a pipeline leakage, installing water-saving faucets, raising water conservation awareness, etc. Take FY2023 as the base year, the catering company proposed a 3-5% cut in water consumption in canteens of schools nationwide in the next three years on the premise of ensuring the service quality. Take FY2021 as the base year, it is expected that water consumption per RMB1 million of revenue will further decline by FY2026.
Hazardous waste goals	Hazardous waste* will be continuously disposed of in 100% compliance with regulations by FY2026.
Non-hazardous waste goals	Actions including the Clean Plate campaign will be taken to reduce food waste. Take FY2023 as the base year, efforts will be made to achieve the goal of reducing the amount of kitchen waste produced in all canteens in the country by 10-15% within three years.

- * Hazardous waste mainly refers to a small amount of medical waste generated at school infirmaries and a small amount of laboratory waste generated at school laboratories. The current emission of hazardous waste is very low and is handled by the third party, hence it is disregarded in this report.

5. DEDICATION TO THE COMMUNITY TO CREATE A HARMONIOUS AND LOVING ENVIRONMENT

5.1 PROMOTION OF PUBLIC WELFARE

The Group actively carried out various public welfare activities, and transmitted students the meaning of social responsibility while helping groups in difficulties. It hopes that students will care for the public welfare in the future and proactively shoulder the social responsibility.

Case: Charity club's charity bazaar in Maple Leaf International School – Dalian

Maple Leaf International School – Dalian, together with clubs like Lianxin Community, Chinese Culture Club, Shared Book Club and Wei Guang Ying Ying, launched a bazaar in and outside the school during the fiscal year, with the proceeds donated to improve the lives of underprivileged people and children with autism.



5.2 DEDICATION TO VOLUNTEER ACTIVITIES

The Group encourages the faculty and staff as well as students to participate in volunteer activities. As for students, participating in volunteer activities not only serves the society, creates value, but also an important way to experience social life before entering society. Maple Leaf hopes that students could improve their personal moral cultivation and quality through those volunteer activities.

Case: Maple Leaf Preschool – Haikou holds May Day-themed volunteering activity

The Maple Leaf Preschool – Haikou led students in visiting firefighters, sanitation workers and police officers to show their care and love, in order to celebrate the May Day, give kids a deep understanding of the festival, and guide them to know the labouring people around them. It inspired kids to love the labouring people and know how to cherish the results of the labouring people.



OUTLOOK

Maple Leaf is a faithful practitioner of the optimisation and integration of Chinese and Western education, and a pioneer in providing innovative education by integrating Eastern and Western educational resources and cultures. We will continue to develop our Maple Leaf business by building on our past and looking into the future.

MLES will always maintain a positive mindset to explore the field of international education and push forward business growth and innovation. We will always be student demand-oriented to implement the development concept in a complete, accurate and all-round manner, aiming to provide students with high-quality courses, cultivate global talents, and promote our high-quality development.

At the same time, MLES will steadfastly fulfill its social responsibility, insist on legal and compliant operation, care for the development of employees, advocate the concept of green development, implement low-carbon operation, so as to contribute Maple Leaf's strength in assuming social responsibility.

Looking forward to the second half of the "sixth five-year plan" (Maple Leaf's Sixth Five-Year Plan), MLES will unswervingly embark on the road of promoting the long-term development of the education industry, and be innovative and proactive to carry out the principle of sustainable development to create more social value for itself and its stakeholders.

ESG INDEX

Aspects	Content	Disclosure
A1 Emissions	<p>General Disclosure</p> <p>Information on:</p> <p>(a) the policies; and</p> <p>(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air and greenhouse gas emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.</p>	P27
	A1.1 The types of emissions and respective emissions data.	P30
	A1.2 Direct (Scope 1) and indirect energy (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P30
	A1.3 Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P30-31
	A1.4 Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).	P30
	A1.5 Description of emission target(s) set and steps taken to achieve them.	P31
	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.	P31

Aspects	Content	Disclosure
A2 Use of Resources	General Disclosure	P27-28
	Policies on the efficient use of resources, including energy, water and other raw materials.	
	A2.1 Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).	P30
	A2.2 Water consumption in total and intensity (e.g. per unit of production volume, per facility).	P30
	A2.3 Description of energy use efficiency target(s) set and steps taken to achieve them.	P31
	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.	P31
	A2.5 Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Due to the nature of the Company's business, the use of packaging materials is not involved.
A3 The Environment and Natural Resources	General Disclosure	P27
	Policies on minimising the issuer's significant impact on the environment and natural resources.	
	A3.1 Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	P27-29
A4 Climate Change	General Disclosure	P28-29
	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	
	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.	P28-29

Aspects	Content	Disclosure		
B1 Employment	General Disclosure	P22-26		
	Information on:			
	(a) the policies; and			
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.			
B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.	P22		
B1.2	Employee turnover rate by gender, age group and geographical region.	P22		
B2 Health and Safety	General Disclosure	P25		
	Information on:			
	(a) the policies; and			
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.			
	B2.1		Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.	P22
	B2.2		Lost days due to work injury.	P22
B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.	P25		
B3 Development and Training	General Disclosure	P24		
	Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.			
	Note: Training refers to vocational training. It may include internal and external courses paid by the employer.			
	B3.1		The percentage of employees trained by gender and employee category (e.g. senior management, middle management).	P25
B3.2	The average training hours completed per employee by gender and employee category.	P25		

Aspects	Content	Disclosure
B4 Labour Standards	General Disclosure	P23
	Information on:	
	(a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	
	B4.1 Description of measures to review employment practices to avoid child and forced labour.	P23
	B4.2 Description of steps taken to eliminate such practices when discovered.	As the Company is at a low risk of using child and forced labour, there is no need to establish remedies in the event that such practices are discovered.
B5 Supply Chain Management	General Disclosure	P19
	Policies on managing environmental and social risks of the supply chain.	
	B5.1 Number of suppliers by geographical region.	P19
	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.	P19
	B5.3 Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	P19
	B5.4 Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	P19

Aspects	Content	Disclosure
B6 Product Responsibility	General Disclosure	P15-16
	Information on:	
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	
	B6.1 Percentage of total products sold or shipped subject to recalls for safety and health reasons.	Due to the nature of the Company's business, there are no recalls for safety and health reasons.
	B6.2 Number of products and service related complaints received and how they are dealt with.	P18
B6.3 Description of practices relating to observing and protecting intellectual property rights.	P8	
B6.4 Description of quality assurance process and recall procedures.	Not involved	
B6.5 Description of consumer data protection and privacy policies, and how they are implemented and monitored.	P16	
B7 Anti-corruption	General Disclosure	P6-7
	Information on:	
	(a) the policies; and	
	(b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	
	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.	P7
	B7.2 Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored.	P7
B7.3 Description of anti-corruption training provided to directors and staff.	P7	

Aspects	Content	Disclosure
B8 Community Investment	General Disclosure	P32
	Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	
	B8.1 Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	P32
	B8.2 Resources contributed (e.g. money or time) to the focus area.	P32

FEEDBACK FORM

Thank you for reading the Environmental, Social and Governance Report of the Group for FY2023. In order to provide you and other stakeholders with more valuable information and improve the Group's ability and level to implement the overall environmental, social and governance work, we sincerely welcome any opinions and suggestions on the report, you may:

Mail to: No. 13, Baolong First Road, Baolong Street, Longgang District, Shenzhen, Guangdong Province, China
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Email: ir@mapleleaf.net.cn

1. What kind of stakeholders are you?
- | | | | |
|---------------|-------------------------|----------------|---------------------|
| A. Government | B. Regulatory Authority | C. Shareholder | D. Customer |
| E. Employee | F. Supplier and Partner | G. Community | H. Public and Media |

2. Do you think whether this report has fully satisfied your expectations?

A. Yes B. If not, what other expectations do you have?

3. Do you think the Group has responded to your expectations well?

A. Yes B. If not, what other expectations do you think were not responded well?

4. Do you think the content and layout design of this report are reader friendly?

A. Excellent B. Good C. Fair D. Poor

5. What other opinions and suggestions do you have on our ESG works and this report?
-

Thanks again for your participation!



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