

ESG Report: Walking the Talk

At CIA FIRST, we believe that education extends beyond the classroom. Our commitment to Environmental, Social, and Governance (ESG) principles is integrated into our campus operations and community engagement. From fostering a culture of sustainability and inclusion to prioritizing the well-being of our students and staff, we strive to create a positive and lasting impact.

As the school continues to grow, we are expanding our infrastructure to meet the needs of a larger and more diverse student body. Our state-of-the-art campus buildings, we aim to design with sustainability in mind, reducing our carbon footprint while enhancing the learning environment. With this growth, we are investing in the expansion of our workforce, ensuring that we attract and retain talented staff who share our commitment to excellence and social responsibility.

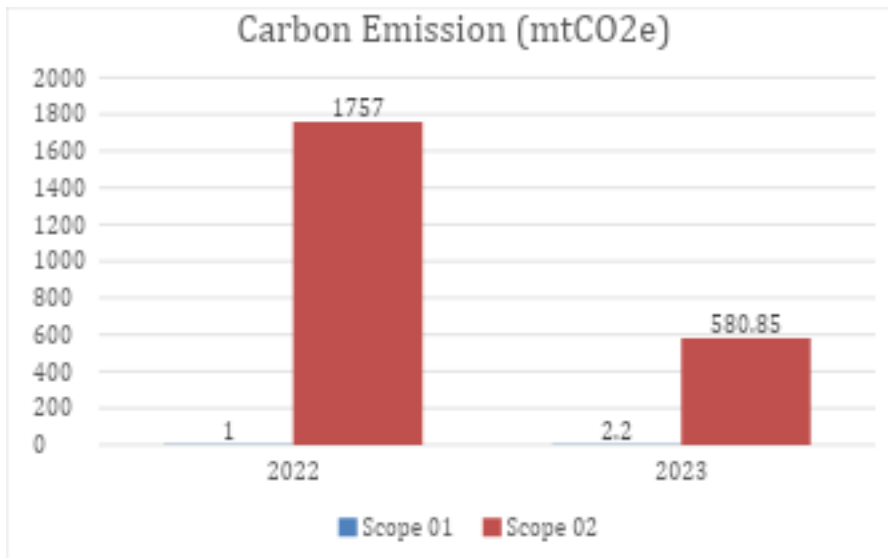
1. Environmental Impact: Reducing Our Footprint

Carbon Emissions

In our continued commitment to sustainability, we have made significant progress in reducing our carbon footprint. The data presented in the chart highlights a substantial decrease in Scope 2 emissions, from **1,757 mtCO₂e in 2022 to 580.85 mtCO₂e in 2023**, reflecting a shift toward cleaner energy sources and improved energy efficiency measures.

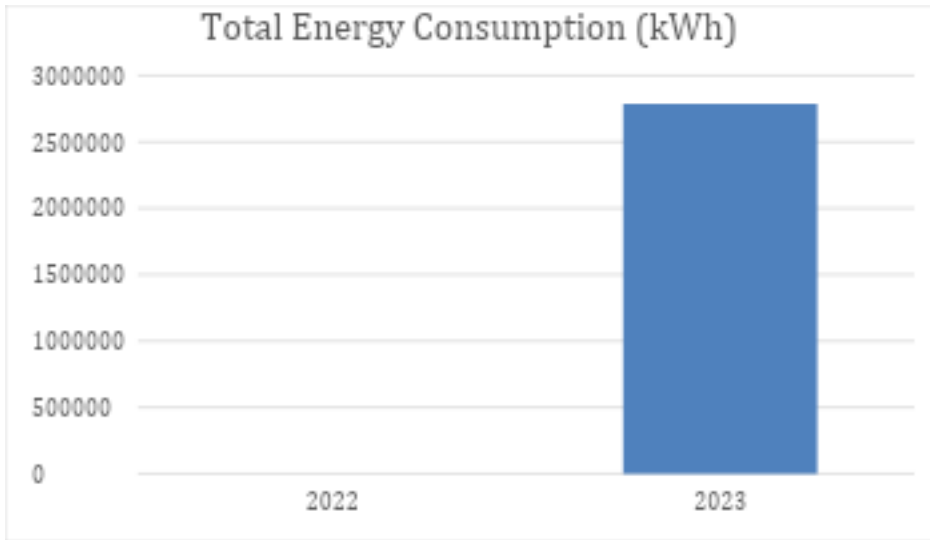
Scope 1 emissions, which are direct emissions from owned or controlled sources, saw a slight increase from **1 mtCO₂e in 2022 to 2.2 mtCO₂e in 2023**. This increase is under review, and we are actively working to implement targeted strategies to mitigate these emissions.

Our overall reduction in Scope 2 emissions demonstrates the effectiveness of our efforts in **energy efficiency, renewable energy adoption, and operational optimizations**. Moving forward, we will continue to enhance our sustainability initiatives, focusing on further minimizing our environmental impact.



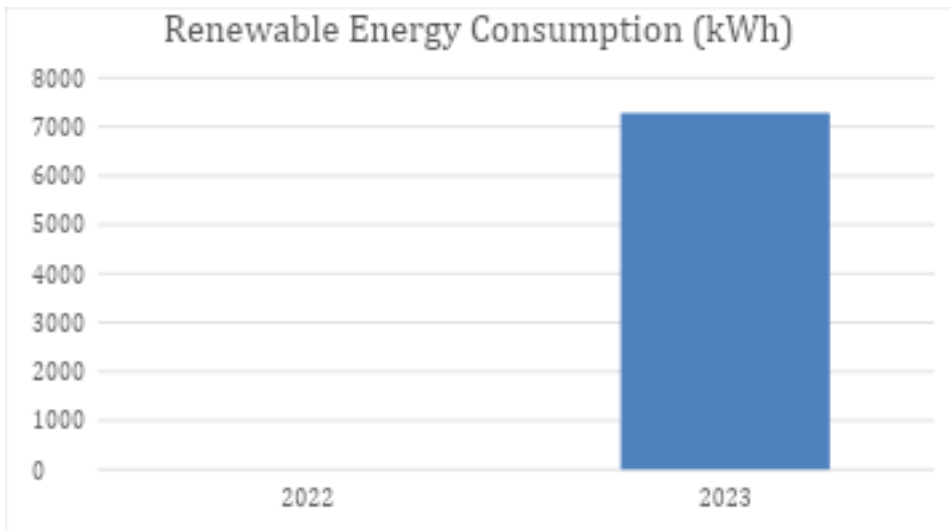
Total Energy Consumption

The chart shows a sharp rise in total energy consumption in 2023, reaching around 2.8 million kWh. The lack of data for 2022 indicates that energy usage may not have been accurately recorded or that efficiency tracking was insufficient.



Renewable Energy Consumption

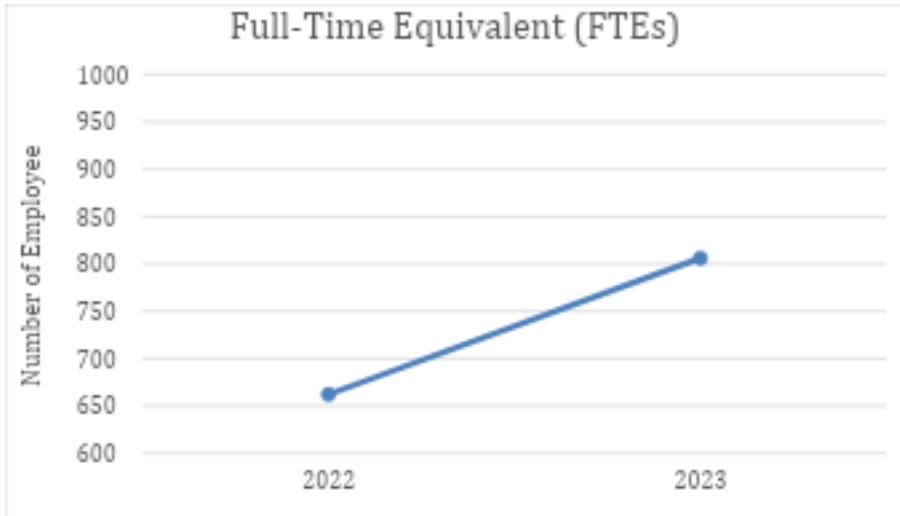
The renewable energy consumption data for the years 2022 and 2023 shows a significant increase. In 2022, there was no recorded consumption, while in 2023, usage surged to approximately 7,500 kWh. This substantial growth suggests a strong shift towards renewable energy adoption, which may be attributed to new policies, infrastructure improvements, or an increased commitment to sustainability initiatives. The rise in consumption highlights progress in reducing reliance on non-renewable energy sources and demonstrates a positive step toward a greener future.



2. Social Responsibility: Empowering People

Workforce Growth (FTEs)

Our workforce expanded significantly from **662 full-time equivalents (FTEs)** in 2022 to **806 FTEs** in 2023. This growth underscores our commitment to strengthening the team and supporting the increasing demands of the organization. As we continue to grow, we will ensure our workforce remains well equipped to meet evolving operational needs.



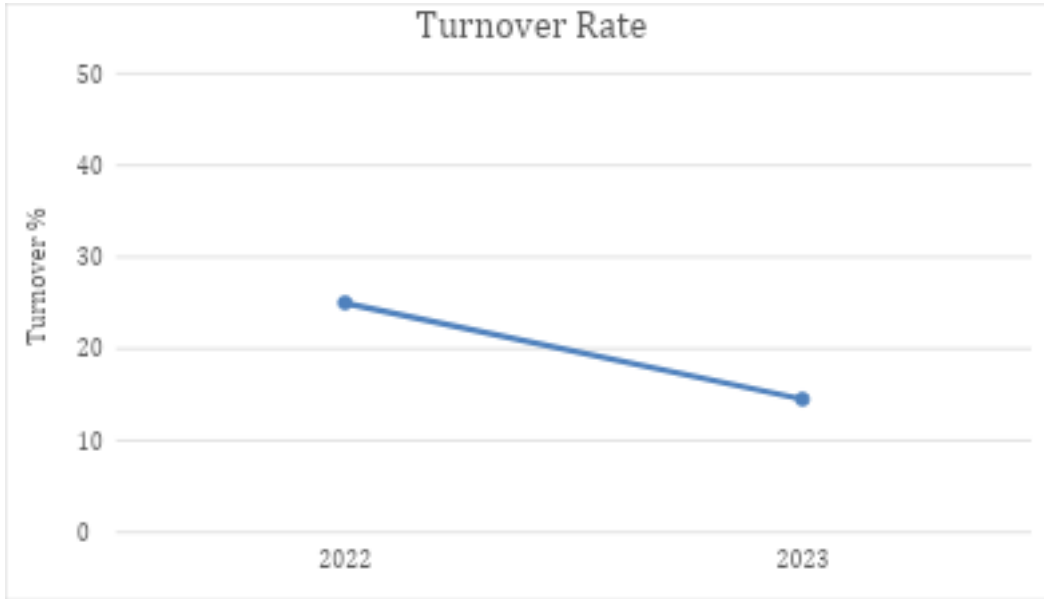
Net New Hires

In 2022, we welcomed **93 new hires**, and in 2023, the number increased to **144**. This growth reflects our ongoing commitment to expanding and strengthening our workforce to meet the needs of the organization. The increase in new hires is also a testament to our efforts in attracting talented individuals and supporting the development of our team. Moving forward, we aim to continue this positive trend and foster a work environment that attracts and retains top talent.



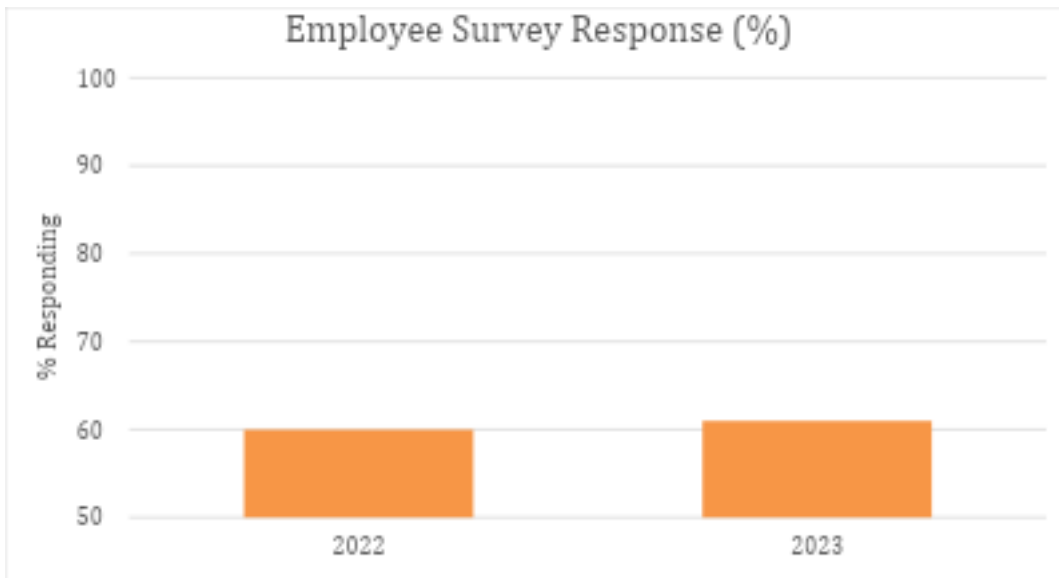
Annual Turnover Rate

In 2022, our employee turnover rate was **25%**, which reflected certain challenges in retention. However, we made significant improvements in 2023, reducing the turnover rate to **14.5%**. This decrease demonstrates our efforts to enhance employee satisfaction, engagement, and retention strategies. Moving forward, we will continue focusing on creating a supportive work environment to further lower turnover and retain talented staff.



Employee Survey Response

In 2022, our employee survey response rate was **60%**, and in 2023, it slightly increased to **61%**. While this shows a small improvement, we continue to encourage greater participation to ensure we gather valuable insights that help us improve the work environment and address employee needs effectively.



Workplace Safety (Injuries)

Safety has always been our priority, and since our school's operation, we have maintained a **zero-fatality record**. In 2022, we had **zero work-related injuries**, but in 2023, 152 cases were reported. This increase highlights the need for continuous safety improvements. We are committed to strengthening preventive measures to reduce injuries and uphold a safe working environment.

