

2023 Environmental, Social, and Governance (ESG) Report

The 2023 ESG Report reflects our commitment to sustainability, workplace safety, and corporate governance. As an international school, we strive to integrate environmental responsibility, social well-being, and governance excellence into our daily operations, curriculum, and community engagement initiatives. Our key performance indicators highlight our continuous efforts to reduce our environmental footprint, foster a safe and inclusive learning environment, and uphold ethical and transparent governance practices. Through responsible policies and active participation from students, staff, and stakeholders, we aim to instill a culture of sustainability and social responsibility within our school community.

1. Environmental Performance

1.1. Carbon Emissions

- Scope 1 emissions: **2.2 mtCO₂e**
- Scope 2 emissions: **580.85 mtCO₂e**

Total Carbon Emissions: *583.05 mtCO₂e*

This indicates that our direct and indirect greenhouse gas emissions remain a key focus area. While our Scope 1 emissions are relatively low, the majority of our carbon footprint comes from indirect energy consumption, highlighting the need for further renewable energy integration.

1.2. Energy Consumption

- **Total Energy Use:** 2,788,059 kWh
- **Total Renewable Energy:** 7,280 kWh

Renewable Energy Contribution: *0.26% of total energy use*

Our total energy consumption reflects the operational demands of our school facilities. Although renewable energy use remains a small percentage of total consumption, we recognize the importance of expanding clean energy initiatives to reduce dependency on non-renewable sources and educate students on sustainable energy practices.

2. Social Performance

2.1. Workplace Safety

- **Fatalities:** 0
- **Work-related Injuries:** 152
- **Lost Days Due to Injury:** 0

The absence of fatalities underscores our commitment to the safety and well-being of our staff and students. While there were 152 work-related injuries reported, proactive safety measures ensured that no workdays were lost, demonstrating the effectiveness of our injury management and recovery programs. Ongoing training and safety awareness campaigns further enhance our commitment to a secure learning and working environment.

3. Workforce Overview

- **Total Full-Time Employees (FTEs):** 806
- **Total New Hires:** 144
- **Turnover Rate:** 14.5%
- **Employee Satisfaction (Survey Participation):** 61%

Our faculty and staff play a crucial role in delivering quality education. The hiring of 144 new employees signifies our continuous growth and dedication to attracting top talent, while a 14.5% turnover rate indicates room for improvement in retention strategies. The 61% employee survey participation rate suggests moderate engagement, presenting an opportunity to further enhance workplace satisfaction and professional development opportunities.

4. Governance and Commitment to ESG

As an international school, we remain dedicated to strengthening governance policies and improving transparency. Our ESG strategy aligns with global sustainability goals, ensuring compliance with environmental and labor standards. We integrate ethical decision-making and sustainability education into our curriculum, empowering students to become responsible global citizens. Starting in 2025, we are committed to elevating business ethics within our operations, ensuring that our practices set a higher standard for responsibility and integrity. Additionally, we will focus on achieving awards and environmental certifications, such as ISO 14001, to further demonstrate our commitment to environmental stewardship and continuous improvement.

CLOSING:

2023 was a year of progress and learning. While we made significant advancements in reducing our environmental impact and improving employee well-being, there is still work to be done. We remain committed to our ESG goals and will continue to prioritize sustainability, safety, and governance in the years to come. Our dedication to fostering a culture of responsibility and transparency has strengthened our foundations and guided us toward meaningful outcomes. However, we recognize that our journey toward excellence in ESG is ongoing. As we move forward, we are excited to expand on our initiatives, build deeper partnerships, and explore innovative solutions that will allow us to meet and exceed the expectations of our stakeholders.

A special note of gratitude goes to our internal staff for their unwavering dedication and adaptability in embracing the significant changes brought about by our ESG initiatives and ESMS compliance. The shift in our working systems has been a challenging yet rewarding journey, and the school deeply appreciates the tremendous support each team member has contributed to these improvements. Your commitment to integrating ESG principles and adhering to new systems has been vital to our progress, and we are confident that together, we will continue to foster an environment that prioritizes sustainable growth and responsibility.

In the year ahead, we will focus on refining our strategies, driving further engagement within our community, and pursuing internationally recognized certifications and awards that align with our commitment to environmental and social impact. We will continue to hold ourselves accountable; ensuring that every action we take reflects our values and contributes to a brighter, more sustainable future for all.

Thank you to everyone who has supported our mission in 2023. Together, we will continue to make a positive difference.