



Doumob

豆盟科技有限公司

(Incorporated in the Cayman Islands with limited liability)

Stock Code: 1917



2021

ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT

ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT



1 ABOUT THIS REPORT

Doumob (hereinafter referred as the Company) and its subsidiaries (collectively, the “Group” or “we”) are pleased to release our environmental, social, and governance report. This Report explains our sustainable development visions and our performance of corporate social responsibility at all levels from 1 January 2021 to 31 December 2021 (hereinafter referred to as “Year” or “Reporting Period”).

Report standard

This Report has been prepared in accordance with Appendix 27 “Environmental, Social and Governance Reporting Guidelines” (hereinafter referred as “Guide”) of Listing Rules of Stock Exchange of Hong Kong Limited. The contents covered herein are in compliance with the provision of “Comply or Explain” and reporting principles.

- | | |
|--------------|---|
| Materiality | This Report has identified and disclosed the process of the material environmental, social, and governance factors with its selection criteria. It also includes descriptions of key stakeholders and their engagement process and results. |
| Quantitative | The explanations of statistical standards, methodologies, assumptions, and/or calculation tools, as well as the source of conversion factors in emissions/energy consumption (if applicable), are described in the report. |
| Balance | The Report presents the Company’s performance during the Reporting Period impartially. It aims to avoid choice, omission, or presentation formats that may influence readers’ decisions making and judgments. |
| Consistency | The statistical methods in all data reporting are consistent with previous year. Any changes will be stated clearly in the report. |

Report scope

This Report describes the Group’s annual sustainable development policies, measures, and key performance indicators (hereinafter referred to as “KPIs”) with its core businesses partners during the Reporting Period. Unless otherwise specified, the content of this Report covers businesses directly controlled by the Group. The collection of environmental KPIs includes offices.

Report language

This Report is published in Traditional Chinese and English. In case of discrepancies, the Traditional Chinese version shall prevail.

Report Availability

This Report is published in electronic format on the Company’s website (www.doumob.com) as well as the HKEx news of the Stock Exchange (www.hkexnews.hk).

Contact Information

The Group welcomes your comments and suggestions on this Report for our sustainability initiatives. Please contact us with contact details (including name, address, telephone number and email address) by post to our office, 40/F, Dah Sing Financial Centre, No. 248, Queen’s Road East, Wanchai, Hong Kong.

2 INTRODUCTION

Doumob is an innovative operator of performance-based interactive advertising platform and service provider of integrated marketing solutions of public and private domains in the PRC. Based on our new insight into the needs of our customers, during the Reporting Period, we confirmed our new mission: making every connection more effective, which clearly specified the strategic direction of the Group. Guided by the new mission, each business segment is moving forward in a structured manner to help customers achieve their goal of reaching better users more efficiently.

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With the Group's SaaS business, we help customers achieve low-cost marketing customer acquisition and realize customers' value throughout the full life cycle by providing customers with customized marketing solutions to reach users based on WeCom; the Group's proprietary interactive advertising platform directly connects advertisers with media publishers. We provide targeted and diversified advertising services to advertisers through our platform based on H5 video interactive advertising technology to help our clients reach effective users efficiently. During the Reporting Period, particularly the second half of the year, although the change of COVID-19 and market environment has brought many difficulties to the development of our business, we still insisted on innovating and developing the interactive advertising business while actively exploring more opportunities to empower the field of online advertising and marketing services. In order to continue to help companies connect with users more efficiently, we further expanded our service latitude and provided customers with customized, personalized, multi-channel and full-link online marketing solutions, so as to meet the needs of brand owners in respect of new media marketing and e-commerce agent operation, and better help customers improve marketing efficiency.

3 ENVIRONMENTAL, SOCIAL AND GOVERNANCE SYSTEM

3.1 Statement of the Board of Directors

The Group has established an ESG governance structure to strengthen our environmental, social, and governance management. The Board of Directors (the "Board") is responsible for leading and supervising the Group's ESG work. Besides, the Board is also responsible for leading Doumob to evaluate opportunities and risks in our sustainable development. They will also regularly conduct decisions and monitor ESG policies and strategies, including approving and confirming ESG-related goal, reviewing target progress, evaluating and prioritizing work contents. We have also set directional environmental-related goals. In the future, we will conduct a progress review based on the Group's ESG-related goals, aiming to monitor and improve our sustainable development work.

3.2 ESG Governance

The Board of the Group is fully accountable for the environmental, social, and governance strategies and reporting, assessing and determining all ESG-related work and implementing sustainable development policies into the daily business operation. The Group has formed an ESG working group, and the Securities Investment Department is responsible for coordinating and exclusively managing the Group's environmental, social and governance-related risks. The ESG working group also aids in promoting the implementation of various environmental, social, and governance policies and monitoring their implementation. It will report to the Board regularly on the performance of the Group in relevant aspects.

3.3 Stakeholder participation

We keep an eye on stakeholder opinions to evaluate the current and potential opportunities and risks of the Group because opinions from stakeholders are a crucial component of the stable development of our business. Hence, the Group conducts communication with various stakeholders through various channels. In this Year, we communicate with different stakeholders in understanding their main concerns and serves as a basis and significant reference in formulating the Group's sustainable development strategies.

Stakeholders	Expectations	Engagement channels
Government bodies/ regulatory bodies	<ul style="list-style-type: none">• Compliance with the applicable laws and regulations• Proper tax payment• Promote regional economic development and employment	<ul style="list-style-type: none">• On-site inspections and checks• Annual and interim reports• Company website

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Stakeholders	Expectations	Engagement channels
Shareholders/ Investors	<ul style="list-style-type: none"> • Low risk portfolio • Return on the investment • Information disclosure and transparency • Protection of interests and fair treatment of shareholders 	<ul style="list-style-type: none"> • Annual general meeting and other shareholder meetings • Annual reports and announcements • Newsletter • Meeting with investors • Websites of the Company and the Stock Exchange
Employees	<ul style="list-style-type: none"> • Safeguard the rights and interests of employees • Working environment • Career development opportunities • Occupational health and safety 	<ul style="list-style-type: none"> • Meetings and conferences • Trainings, seminars, and briefing sessions • Entertainment • Intranet, emails, circulars, and manuals • Physical examination
Customers	<ul style="list-style-type: none"> • Safe and high-quality products • Stable relationship • Information transparency • Integrity and business ethics 	<ul style="list-style-type: none"> • Company website, brochures, and annual reports • Emails and customer service hotlines • Feedback forms
Suppliers	<ul style="list-style-type: none"> • Long-term partnerships • Honest cooperation • Fair and open • Information resources sharing 	<ul style="list-style-type: none"> • Business meetings, supplier conferences, phone calls and interviews • Review and assessments
Peers/Industry Associations	<ul style="list-style-type: none"> • Experience sharing • Fair competition 	<ul style="list-style-type: none"> • Industry conferences • Site visits
Financial Institutions	<ul style="list-style-type: none"> • Compliance with the applicable law and regulations • Information disclosures 	<ul style="list-style-type: none"> • Consulting • Information disclosures • Reports • Communication through relationship manager
Media	<ul style="list-style-type: none"> • Transparent information • Communication with medias 	<ul style="list-style-type: none"> • Company website • Media conferences
Public and Communities	<ul style="list-style-type: none"> • Career opportunities • Community involvement • Environmental responsibilities • Social responsibilities 	<ul style="list-style-type: none"> • Volunteering • Charity and social investments • Annual reports and announcements

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3.4 Materiality assessment

To identify the key aspects of the Group's ESG practice and disclosure, response to the expectation of shareholders and investors, the Group to conduct materiality assessments based on its business operations and stakeholder's expectations, and regarding to the disclosure obligations covered by the "Guidelines", the material issues from Sustainability Accounting Standards Board (SASB), and industry best practices, etc. After analysis, we finally identified 14 issues as material issues, including 4 issues of high materiality, 5 issues of moderate materiality, and 5 issues of general materiality. According to the importance of these issues, we make different levels of disclosures in this report and take it as important consideration during ESG strategies and policies formulation.

Issue of high materiality	Issue of moderate materiality	Issue of general materiality
<ul style="list-style-type: none">Product deployment and technological innovation	<ul style="list-style-type: none">Customer Service and Communication	<ul style="list-style-type: none">Product Health and Safety
<ul style="list-style-type: none">Information Security and Privacy Protection	<ul style="list-style-type: none">Reasonable marketing and publicity	<ul style="list-style-type: none">Supply Chain Management
<ul style="list-style-type: none">Intellectual Property Protection	<ul style="list-style-type: none">Occupational Safety and Health	<ul style="list-style-type: none">Energy management
<ul style="list-style-type: none">Equality and Diversity	<ul style="list-style-type: none">Employee training and development	<ul style="list-style-type: none">Water resource management
	<ul style="list-style-type: none">Waste management	<ul style="list-style-type: none">Combat climate change

4 STANDARDIZE OPERATIONS

4.1 Anti-corruption

The Group strictly adheres to the Supervision Law of the People's Republic of China, Securities Law of the People's Republic of China, Company Law of the People's Republic of China, Criminal Law of the People's Republic of China, Anti-Money Laundering Law of the People's Republic of China and other relevant laws and regulations.

To further strengthen the anti-corruption monitoring work of the Group's daily operations, we have established several policies to prohibit any corruption, such as bribery, extortion, money laundering, etc., and to establish a good atmosphere of integrity and diligence.

We provide safe and confidential reporting channels which encourage employees to report suspected violation incidents on business ethics. We will handle the reported information carefully and conduct a fair and impartial investigation and adopt corrective measures for the reported misconduct case. If the reported incidents are true and verified, we will handle the case with the relevant personnel following the laws and regulations.

During the Reporting Period, the Group did not receive any lawsuits against the Group and employees on any cases of corruption, bribery, extortion, fraud, or money laundering. Besides, the Board and different levels of employees have participated in integrity education and anti-corruption training through reading materials, the Board and employees have strengthened their awareness of integrity risks.

4.2 Information system

Our business involves the collection, use, analyze, and storage of customer information, and hence, one of our essential aspects is to ensure the security of business information. The Group strictly complies with Regulations of the People's Republic of China for Safety Protection of Computer Information Systems, Cybersecurity Law of the People's Republic of China, Regulations on Technical Measures for Cybersecurity, Regulation on Internet Information Service of the People's Republic of China, Administrative Measures for the Security Protection of Computer Information Networks Linked to the Internet and other relevant laws and regulations to maintain comprehensive information security.

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We have established the following behaviors to strengthen the Group's information security management and prevent any information security incidents.

- Information security**
- Set a password for the computer;
 - Make regular backups to prevent data loss;
 - Regularly check and kill viruses and clean up junk files;
 - Keep the backup files in the database properly to prevent illegal copying and damage;
 - Strictly forbid to copy the information without authorization and transfer it to any unit or individual; and
 - If a sudden information security incident occurs, it will be dealt with promptly according to the established procedures, etc.

4.3 Protection of intellectual property rights

The Group strictly abides by the Advertising Law of the People's Republic of China, Patent Law of the People's Republic of China, Implementation Rules of the Patent Law of the People's Republic of China, Trademark Law of the People's Republic of China, Intellectual Property Law of the People's Republic of China and other laws and regulations. We respect and protect intellectual property rights in ourselves and the market, and regulate intellectual property management, including trademark rights, patent rights, copyrights, etc.

The Group has established an intellectual property management system to improve the company's management system for intellectual property applications and raise employees' awareness of intellectual property rights protection. Our employees must protect the intellectual property rights of the company from infringement. We strictly protect our intellectual property rights. No one is allowed to take advantage of their powers, work convenience, or other improper means to disclose, publish, use, or license the intellectual property rights of the company.

4.4 Customer services

We have established a comprehensive complaint mechanism to handle disputes and complaints efficiently. We have several channels to receive complaints information, such as email and complaint hotlines. To avoid improper and inappropriate complaints, we will record the complaint content and determine the responsibility in handling complaints. We will investigate and analyze the complaint reasons and provide corresponding solutions before liaising with the relevant business departments to improve countermeasures. During the Reporting Period, we did not receive any complaints from customers.

4.5 Supply chain management

We have 80 suppliers from China (97.5%) and oversea (2.5%). To ensure stability, we have established a stringent evaluation process in filtering suppliers from two main selection criteria, namely, business scale and reputation of suppliers. The main responsibilities of our purchasing staff include: (i) review departments' purchasing demands; (ii) identify and contact the appropriate supplier; and (iii) negotiate and communicate relevant terms with suppliers.

We will give higher priority to cooperating with suppliers with sustainable development concept, and give priority to adopting environmentally friendly products and services that caused lower environmental impacts. Moreover, our suppliers are also required to comply with the minimum applicable local law requirement. It aims to safeguard the mutual interest and promote a sound relationship between both parties. Our suppliers are required to comply with all local and national laws and regulations related to unethical conduct, bribery, corruption, and other prohibited business practices. If a supplier is found to be in violation of our policies or contractual requirements, we will terminate future cooperation until the situation improves.

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4.6 Product quality

The Group strictly abides by the Law of the People's Republic of China on the Protection of Consumer Rights and Interests and relevant laws and regulations of the industry. We have been committed to providing health products and excellent services to customers. During the Reporting Period, no products and services were subject to recalls because of safety and health reasons.

5 EMPLOYEE ORIENTED

5.1 Employment practices

We believe that talent is our precious asset to our success. The Group strictly complies with Labor Contract Law of the People's Republic of China, Labor Law of the People's Republic of China and other laws and regulations. In addition, we have formulated the Employee Handbook and continue to promote talent team building and effectively protect the rights and interests of employees. We strive for an equal, inclusive, healthy, safe working environment that shall be discrimination-free regardless of gender, marital status, age, race, color, disability, and religion to achieve the common development of enterprises and employees. During the Reporting Period, the number of employees was 77 employees. The following table is the employment situation for the Year:

Employment profile	Unit	2021
Total number of employees by gender		
Female employees	Number of people	44
Male employee	Number of people	33
Total number of employees by employee type		
Short-term contracts/part-time employees	Number of people	0
Full-time general employees	Number of people	64
Full-time middle management	Number of people	8
Full-time senior management	Number of people	5
Total number of employees by age group		
Employees under the age of 30	Number of people	47
Employees aged 30-50	Number of people	30
Total number of employees by region		
China	Number of people	77

The Human Resources Department will recruit talents through a variety of methods. Our consideration criteria for talent recruitment include education background, work experience, and other relevant conditions. Besides, we strictly comply with the recruitment process Law of the People's Republic of China on the Protection of Minors and Provisions on Prohibition of Child Labor. We are also forbidden to employ child labor as defined by laws and regulations. During the personal information collection, suitable candidates are required to provide personal identification documents for verification. The Human Resources Department will check the identification documents carefully to ensure the recruited employees are legally compliant with laws and regulations. Based on equality and voluntariness, we will sign a legally binding labor contract with new employees to protect the rights and interests of both parties following the legal regulations and consensus.

At the same time, we put an end to forced labor. Upon any violation, we shall handle the situation with the instructions listed in the Employee Handbook. Throughout this Year, the Group did not aware of any non-compliance cases in relation to child labor or forced labor, which shows our effective results in safeguarding employment rights.

5.1.1 Promotion and employee resignation

The Group provides equal promotion opportunities to employees. We help each employee set their working goals and evaluate their performance annually. Employees will also communicate with their immediate supervisors on their performance to facilitate effective communication.

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Employees can voluntarily terminate the employment relationship, but they are required to complete their handover work within the notice period as stipulated in the contract.

5.2 Health and safety

The Group pays close attention to the health and safety of its employees. We adhere to complies with the Law of the People's Republic of China on the Prevention and Treatment of Occupational Diseases, Regulation on Work-Related Injury Insurances and other laws and regulations. We have formulated a series of work safety and health guidelines for employees to read and abide, and implemented the following measures:

- Equipped with fire protection equipment in the office; and
- Place a first aid kit in a conspicuous place and ensure adequate first aid supplies;
- Establish a safety early warning system to report dangers, injuries, diseases, etc.;
- Discipline employees who commit acts that endanger the safety of themselves or others.

Epidemic prevention and control measures

To safeguard the life safety of employees and reduce the risk of infection, we continue to conduct epidemic prevention and control measures. The Group explores the normalized business development and operation model under the epidemic. The detailed measures are as follows:

- Reserve necessary materials, such as disposable protective face masks, alcohol sanitizer, alcohol wipes, etc.;
- Regularly check for the inventory and usage of anti-pandemic items;
- Strengthen the epidemic safety protection in the office, strictly control the entry and exit of outsiders, and stringently scan the code to enter and abide by the office's arrangements for epidemic prevention work.

We support a culture that promotes employees' health and safety awareness to minimize the risk of workplace injuries. We also provide employees with activities to promote their physical and mental health. Moreover, we will also offer medical benefits and set up corresponding work arrangements for typhoons and rainstorm warning signals. During the Reporting Period, we did not receive complaints or lawsuits of violating health and safety-related, and there was also no work-related fatalities in the past three years.

5.3 Employee benefits

We have standardized our welfare management intending to express care and inspire enthusiasm at work. In addition to the Five Social Insurances, One Housing Fund, and statutory holidays stipulated in China, we will also provide employees with annual leave, bereavement leave, marriage leave, maternity leave, sick leave, etc. Some additional benefits are as follows:

Comprehensive Allowance	Holiday Gift	Birthday Gift
Endowment Insurance	Medical Insurance	Housing Provident Fund

We will arrange an annual health check for all employees in March and April. Employees aged 35 above will offer an upgraded comprehensive physical health check. In addition to physical health, we also care about employees' mental health. Hence, the Group regularly organizes various festive and special activities celebrations, which helps employees to have a work-life balance lifestyle.

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5.4 Talent training

We believe that the capabilities of our employees are crucial for our competitiveness. Therefore, we offer diversified training and development opportunities to enhance their relevant industry knowledge and skills. It includes new employee training, studying groups, sharing sessions, and diversified training. We will also understand the employees' needs and review the effectiveness of the training, hence preparing for the training content for the coming year.

During this Reporting Period, the training profile of employees is as follows:

Training profile	Unit	2021
Percentage of trained employees by gender		
Female	%	57
Male	%	43
Percentage of trained employees by employee category		
Full-time general staffs	%	83
Full-time middle management	%	10
Full-time senior management	%	6
By gender, the average hours of training completed by each employee		
Female	Hour	12
Male	Hour	12
By employee category, the average hours of training completed by each employee		
Full-time general staffs	Hour	12
Full-time middle management	Hour	48
Full-time senior management	Hour	72

6 GREEN OPERATION

The Group did not involve businesses that cause water, air, and land pollution regulated by applicable laws and regulations in the PRC. We strive to minimize environmental impacts in our business management activities. We operate the business with prudence and encourage employees to use resources more efficiently. At the same time, the Group strictly complies with the Environmental Protection Law of the People's Republic of China and the Energy Conservation Law of the People's Republic of China and other relevant laws and regulations. To increase employees' environmental awareness, we have identified resources usage in office operations and implemented feasible energy-saving measures to reduce resources consumption. During the Reporting Period, the Group did not violate any environmental protection laws or trigger any tremendous incidents on the environment and natural resources, nor receive any notices on penalties or lawsuits related to the environmental aspect.

6.1 Low carbon operation

We conduct the greenhouse gas ("GHG") emission inventories for the Group in accordance with the Greenhouse Gas Protocol developed by the World Resources Institute and the World Business Council for Sustainable Development, and ISO 14064-1 standard set by the International Organization for Standardization. The result is shown as below:

	Unit	2021
Greenhouse gas emissions and reduction		
Scope 1 Direct greenhouse gas emissions	tonnes of CO ₂ e	3.60
Scope 2 Indirect greenhouse gas emissions caused by energy usage	tonnes of CO ₂ e	18.30
Total greenhouse gas emissions	tonnes of CO ₂ e	21.90
Greenhouse gas emission intensity		
Per square meter (Scope 1 and 2)	tonnes of CO ₂ e/m ²	0.04

Scope1: Direct greenhouse gas emissions from sources owned and controlled by the Group.

Scope2: Greenhouse gas emissions indirectly caused by power generation, heating and cooling, or steam purchased by the Group.



6.2 Exhaust emission management

We understand that vehicle emission is one of the prominent sources of air pollution. Therefore, we adhere to the control vehicle emissions action published by the PRC government. Through understanding the fuel consumption and mileage of vehicles under the Group's name this Year, we have planned and implemented several reduction measures to reduce vehicle emission, including the promotion of using public transport and conduct of regular vehicles maintenance, etc.

During the Reporting Period, our nitrogen oxides, sulfur oxides, and particulate matter emissions were 0.71 kilogram, 0.02 kilograms, and 0.05 kilogram.

6.3 Green office

We have implemented energy-saving, water-saving, paper-saving, and waste management measures in our office. Meanwhile, we will also raise employees' environmental awareness by sending environmental messages through email, posters, internal networks, and other media. It aims to strengthen environmental education for employees and increase the effectiveness of the relevant environmental protection measures.

6.3.1 Use energy wisely

The Group is actively adopting the following energy-saving measures in the office and achieves an energy consumption reduction and greenhouse gas emission on the baseline of 2019:

Green office measures

- Lighting**
 - Use energy-efficient lamps
 - Turn off the light when not using the office
 - Set up a separate switch to turn off unnecessary lamps
 - Constantly clean the lamps to maintain and improve efficiency
- Air Conditioning**
 - Set the minimum temperature of the air-conditioning system to 26 degrees Celsius
 - Avoid installing air conditioners in locations that directly exposed to the sun
 - Clean the dust filter regularly
 - Densify the gaps between doors and windows to reduce air-conditioning loss

In this Year, the total electricity consumption of the Group was 30,000 kWh, and the electricity consumption intensity is per square meter 50.51 kWh. In the following year, we will continue to monitor the power consumption of our business operations to conserve power more efficiently.

6.3.2 Make good use of water

The Group did not experience problems in sourcing water because water is supplied by the property building. In addition, water-saving posters have been posted in the restrooms to remind employees to conserve water. The water usage in restrooms cannot be collected because it is managed by the property building.

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6.3.3 Resource optimization

The Group encourages employees to reduce waste through recycling and re-use. Meanwhile, the Group strictly complies with the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste and associated laws and regulations, and to handle disposed waste properly and compliantly. In this Year, we have implemented the following measures to optimize resources:

Green office measures

Resource usage

- Reuse paper or double-sided printings whenever possible
- Use computers for word processing to avoid printing unnecessary documents
- Post a notice prominently next to the printer in reminding employees to use double-sided photocopying
- Regularly monitor the number of prints
- Adopt online approval to optimize the approval process and save paper usage

Waste management

- Set up sorting and recycling bins to increase the recycling rate
- Reuse of other stationery items

Due to the operational nature of the office, the Group's non-hazardous waste mainly includes office waste and paper waste. Our office waste is collected and processed by the property management company since 2020. Hence, we did not provide any waste data during the Reporting Period. In the future, a continuous effort will be made to monitor the amount of non-hazardous waste and hazardous waste generated by the Group to improve waste management measures in ensuring the effectiveness of waste reduction.

6.4 Addressing climate change

Climate change is the most pressing global challenge in current years. Under the prevalence of global climate actions, the Group has taken energy-saving measures to reduce greenhouse gas emissions. We have identified climate change risks during the Reporting Period, including physical risks like flooding, super typhoons, etc. The Group's core business is in the mobile advertising industry, and climate change generally has a little significant impact on our operations. If the Group is affected by extreme weather, we will actively respond to the relevant policies of the local government and make emergency plans to ensure the safety of employees.

7 SOCIAL CONTRIBUTION

The Group does not only actively develops business but also continuously supports various community engagement to contribute to the community. In the future, other than actively cooperating with charities, the Group will also participate in different community investments and charitable activities. In such a way, employees can gain an in-depth understanding of the community's needs and opinions through participating in charitable welfare activities and cultivating a good habit of contributing to society.

The Group's business is closely related to the construction of the community. Meanwhile, the resources and support from the community also enable us to conduct continual development. Besides, the Group encourages employees to participate in voluntary projects and (or) community activities and strive to bring positive impacts in different aspects of community building. In the future, we will fully utilize our business advantages to devote more resources to charitable welfare activities and make more contributions to the community.

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8 APPENDIX I: SUMMARY OF SUSTAINABILITY DATA

The following is a summary of the Group's sustainability data in environmental aspects for the Year:

Environmental Aspects	Unit	2021
Air Emission		
Nitrogen oxides (NO _x)	kg	0.71
Sulphur oxides (SO _x)	kg	0.02
Particulate matter (PM)	kg	0.05
Greenhouse Gas Emission		
Direct greenhouse gas emission (Scope 1)	tCO ₂ e	3.60
Indirect greenhouse gas emission (Scope 2)	tCO ₂ e	18.30
Greenhouse gas emission (Scope 1 and 2)	tCO ₂ e	21.90
Greenhouse Gas Emission Intensity		
Per square meter (Scope 1 and 2)	tCO ₂ e/m ²	0.04
Paper Consumption		
Paper Consumption	kg	223.13
Energy Consumption		
Total energy consumption	kWh	42,246.40
Purchased electricity consumption	kWh	30,000.00
Purchased electricity consumption intensity (per square meter)	kWh/m ²	50.51
Gasoline consumption	litre	1,330.00

The following is a summary of the Group's sustainability data in social aspects for the Year:

Social Aspects		
Total number of employees		
Total number of employees	number of people	77
Number of employees (by gender)		
Female	number of people	44
Male	number of people	33
Number of employees (by employee category)		
Short-term contracts/part-time employees	number of people	0
Full time general employees	number of people	64
Full time middle management	number of people	8
Full time senior management	number of people	5
Number of employees (by age group)		
Aged below 30	number of people	47
Aged between 30 and 50	number of people	30
Number of employees (by geographical region)		
China	number of people	77

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Turnover rate¹		
Employee turnover rate (by gender)		
Female	%	52
Male	%	82
Employee turnover rate (by age group)		
Aged below 30	%	62
Aged between 30 and 50	%	70
Employee turnover rate (by geographical region)		
China	%	100
Occupational health and safety		
Work-related fatalities in the past three years (2019, 2020 and 2021)	number of people	0
Lost days due to work injury	days	0
Development and Training		
Percentage of trained employees by gender		
Female	%	43
Male	%	57
Percentage of trained employees by employee category		
Full-time general employees	%	83
Full-time middle management	%	10
Full-time senior management	%	6
By gender, the average hours of training completed by each employee		
Female	Hour	12
Male	Hour	12
By employee category, the average hours of training completed by each employee		
Full-time general employees	Hour	12
Full-time middle management	Hour	48
Full-time senior management	Hour	72

¹ turnover rate calculation: number of employees turnover ÷ number of employees at the end of the year x 100%

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9 APPENDIX 2: CONTENT INDEX OF THE GUIDE

Indicator		Related Chapter	
A. Environmental			
A1: Emissions	General Disclosure	Information on: (a) the policies; and (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	Green Operation — Low carbon operation; Exhaust emission management; Resource optimization
	A1.1	The types of emissions and respective emissions data.	Green Operation —; Exhaust emission management; Appendix 1: Summary of Sustainability Data
	A1.2	Direct (Scope 1) and energy indirect (Scope 2) greenhouse gas emissions (in tonnes) and, where appropriate, intensity	Green Operation —; Low carbon operation; Appendix 1: Summary of Sustainability Data
	A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity.	Not applicable to our Group's business.
	A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity.	The non-hazardous waste is recycled collectively by the property management company. The Group has no relevant data and therefore does not disclose it
	A1.5	Description of emissions target(s) set and steps taken to achieve them.	Green Operation — Use energy wisely
	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.	The waste is handled collectively by the property management company. The Group has no relevant data and therefore it is impossible to set a target on reduction of waste

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Indicator			Related Chapter
A2: Use of Resources	General Disclosure	Policies on the efficient use of resources, including energy, water and other raw materials.	Green Operation — Use energy wisely; Make good use of water; Resource optimization
	A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total and intensity.	Green Operation —; Use energy wisely; Appendix 1: Summary of Sustainability Data
	A2.2	Water consumption in total and intensity.	The amount of water is handled collectively by the property management company. The Group has no relevant data and therefore does not disclose it
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.	Green Operation — Use energy wisely
	A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.	The water consumption is managed collectively by the property management company. The Group has no relevant data, and therefore it is impossible to set a target
	A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.	Not applicable. The Group's business does not involve packaging material
A3: The Environment and Natural Resources	General Disclosure	Policies on minimizing the issuer's significant impact on the environment and natural resources.	Green Operation
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.	Green Operation
A4: Climate Change	General Disclosure	Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer.	Green Operation — Addressing climate change
	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.	Green Operation — Addressing climate change

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

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Indicator			Related Chapter
B4: Labour Standards	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Employee Oriented — Employment practices
	B4.1	Description of measures to review employment practices to avoid child and forced labour.	Employee Oriented — Employment practices
	B4.2	Description of steps taken to eliminate such practices when discovered.	Employee Oriented — Employment practices
B5: Supply Chain Management	General Disclosure	Policies on managing environmental and social risks of the supply chain.	Standardize Operations — Supply chain management
	B5.1	Number of suppliers by geographical region.	Standardize Operations — Supply chain management
	B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, how they are implemented and monitored.	Standardize Operations — Supply chain management
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.	Standardize Operations — Supply chain management
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.	Standardize Operations — Supply chain management

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Indicator		Related Chapter	
B6: Product Responsibility	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labeling and privacy matters relating to products and services provided and methods of redress.	Standardize Operations — Product quality; Information system; Customer services
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Standardize Operations — Product quality
	B6.2	Number of products and service related complaints received and how they are dealt with.	Standardize Operations — Customer services
	B6.3	Description of practices relating to observing and protecting intellectual property rights.	Standardize Operations — Protection of intellectual property rights
	B6.4	Description of quality assurance process and recall procedures.	Not applicable to the Group's business
	B6.5	Description of consumer data protection and privacy policies, how they are implemented and monitored.	Standardize Operations — Information system
B7: Anti-corruption	General Disclosure	Information on the policies and compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Standardize Operations — Anti-corruption
	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.	Standardize Operations — Anti-corruption
	B7.2	Description of preventive measures and whistle-blowing procedures, how they are implemented and monitored.	Standardize Operations — Anti-corruption
	B7.3	Description of anti-corruption training provided to directors and staff.	Standardize Operations — Anti-corruption
B8: Community Investment	General Disclosure	Policies on community engagement to understand the needs of communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Social Contribution
	B8.1	Focus areas of contribution (e.g. education, environmental concerns, labour needs, health, culture, sport).	Social Contribution
	B8.2	Resources contributed (e.g. money or time) to the focus area.	Social Contribution



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