



Tongdao Liepin Group 同道獵聘集團

(Incorporated in the Cayman Islands with limited liability)
Stock Code: 6100



ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE REPORT
2022

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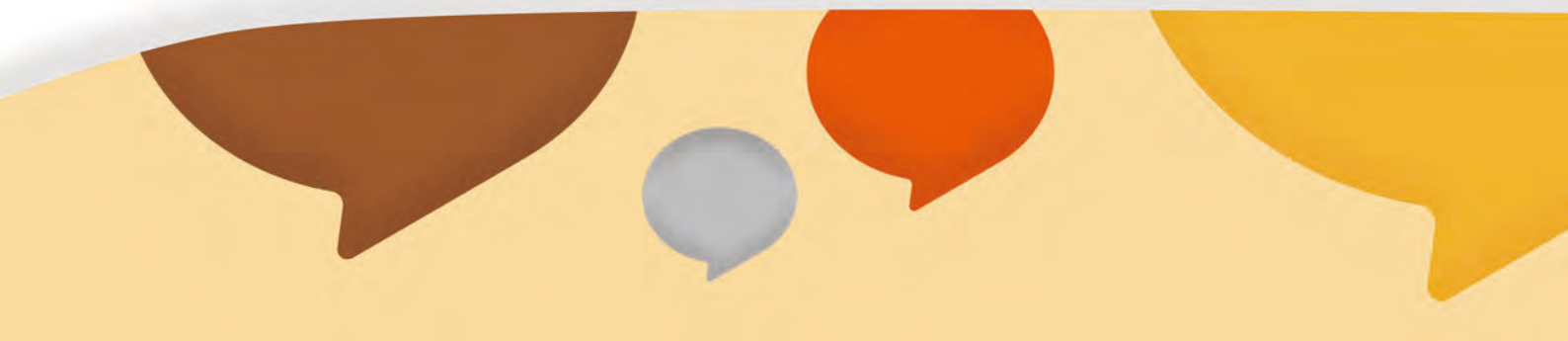
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I. REPORTING PERIOD AND SCOPE

Tongdao Liepin Group (the “Company”, “Liepin”, together with its subsidiaries and integrated affiliated entities as well as their respective subsidiaries and branches, collectively, “Liepin Group” or the “Group”) is pleased to present the Group’s Environmental, Social and Governance Report. Unless otherwise stated, this report covers our core business location from January 1, 2022 to December 31, 2022, including our headquarters in Beijing and branches.

Reporting Standards

The Group has complied with the “comply or explain” provisions of the *Environmental, Social and Governance Reporting Guide* in Appendix 27 to the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* for the year ended December 31, 2022. This report has been verified by the management and reviewed and approved by the board of directors of the Company (“the Board”).

Reporting Scope

This report covers the overall performance of the Group’s core businesses in three main aspects, namely the environmental, social and governance (“ESG”) for the year ended December 31, 2022, which highlights the efforts of the Group on the sustainable development in the following aspects:

- environmental aspect (emissions, use of resources, the environment and natural resources and climate changes);
- social aspect (employment, health and safety, development and training, labor standards, supply chain management, product responsibility, anti-corruption and community investment and participation); and
- governance aspect (Board and Committee Composition, Board Meeting and Board Attendance Record, Board Policy, Shareholders’ Rights).

Preparation Basis

The Environmental, Social and Governance Reporting Guide in Appendix 27 to the *Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited* issued by the Stock Exchange of Hong Kong Limited

Guidelines on Corporate Social Responsibility Reporting in China (CASS-CSR 4.0) issued by the Chinese Academy of Social Sciences

The 2030 Sustainable Development Goals (SDGs) issued by the United Nations

Comments from Stakeholders

The Group welcomes comments from stakeholders on our environmental, social and governance policies and performance. Relevant comments may be sent by email to ir@liepin.com.









EXECUTIVE'S STATEMENT

II. EXECUTIVE'S STATEMENT



Dear Shareholders,

In 2022, the global situation remained complex and volatile, with frequent domestic outbreaks of the pandemic and a multitude of other complex factors contributing to economic uncertainties. Against this backdrop, Tongdao Liepin Group stayed committed to its vision and mission, which meant how to seek true opportunities amid changes and challenges and make users, businesses and the wider civil society a greater success by technologically innovative services.

With a consistent focus on data security, we are committed to building a healthy platform ecosystem and providing high-quality, efficient and responsible products for our customers. We strive to fulfil our social responsibilities and take concrete actions to care for our employees. We are convinced that Tongdao Liepin Group has been poised to embrace the opportunities and challenges ahead. Resolutely pursuing its mission and values, Liepin Group will promote ESG as the driver for our medium and long-term development to better shoulder what we are tasked with by the times.

Liepin has always attached importance to building a high-quality platform, continuously improving the review mechanism for users and content, and providing a healthy, authentic and efficient platform ecosystem for recruiters and job seekers. Over the past year, the Group has established a “four-in-one” security prevention measure with “organization, system, technology and operation” as the core, forming a closed-loop security management system of “user registration — information review — user supervision — platform processing”. As such, a high-quality and healthy interactive environment has been created. The platform governance achieved significant results in 2022, with the total number of whistleblowing reports decreasing by 13.5% year-on-year.

Low-carbon operation, energy conservation and emissions reduction are the long-term commitments of Liepin. In 2022, while controlling its energy consumption and waste emissions, Liepin actively promoted online live broadcast recruitment business, reduced carbon emissions through business model and technological innovation. These initiatives represented its efforts to help build a beautiful China.

As a mid-to high-end online human resources service platform, Liepin actively undertakes its social responsibility while conducting business operations. The platform fully utilizes its value in talent development, talent introduction, rural revitalization and other aspects, embodying the corporate culture of “swift as a solo player, far-reaching as a team”. In 2022, Liepin Group teamed up with Peking University to launch the public welfare program named “I Am a Management Trainee”,



inviting 20 professors, entrepreneurs, executives and career experts to share their insights to help fresh undergraduates transition smoothly from students to workplace professionals. Furthermore, given the economic pressure and the frequent outbreaks of the pandemic, Liepin took multiple public welfare measures to help companies and job seekers communicate more effectively. In 2022, the Group assisted the Ministry of Human Resources and Social Security, provincial governments and other organizations in holding various types of public welfare employment activities, including the “100-day Online Recruitment Activity for Tens of Millions of People” and “Public Welfare Cloud Recruitment of Overseas Talents”, building bridges for efficient communication between enterprises and talents. In addition, Liepin Group actively supported the development of rural education and participated in the “One-kilogram Box” public welfare project, helping more than 10,000 children obtain classroom learning resources. Moreover, Liepin’s subsidiaries played an important role in empowering rural labor skills. In 2022, the Company provided pre-employment training for migrant workers in Xinyi to enhance their vocational development capabilities.

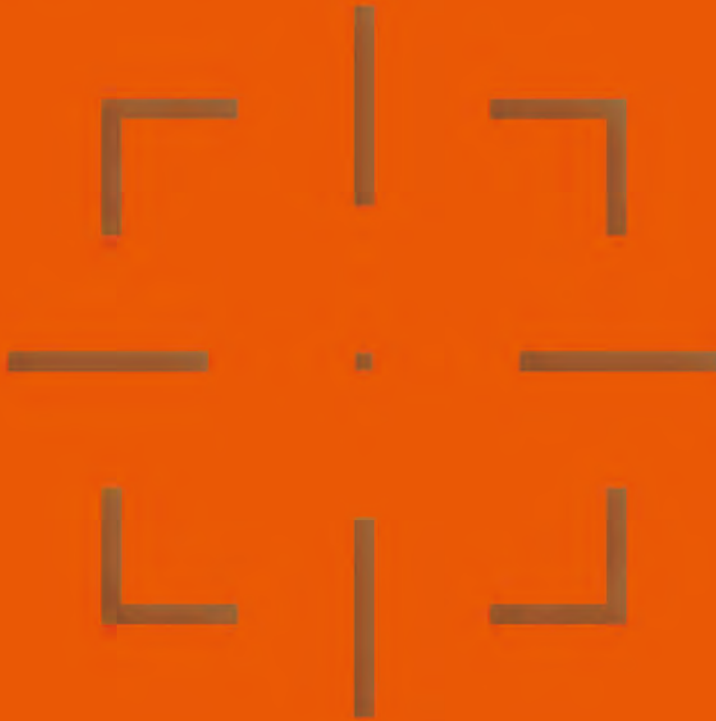
We believe that high-level corporate governance is crucial to the high-quality development of a company. This in turn will better guarantee the interests of shareholders, potential investors and business partners and enhance corporate value for better transparency by formulating new strategies and policies. In 2022, the Group optimized its governance measures, improved its triple risk control system and optimized its procurement processes and management. Efforts were also made to strictly carry out anti-corruption supervision so as to build a safe and stable corporate environment. The Group has successfully passed the ISO9001 quality management system, ISO14001 environmental management system, and ISO45001 occupational health and safety management system (the “ISO Trio Systems”) and obtained relevant certifications, marking a new milestone for the Group in its “standardized, regulated and refined” management.

In 2023, we will continue to integrate ESG philosophy and business operations and stay true to the mission of the times to support talent upgrades and the development of Chinese businesses. We believe that the demand for and value of professional talents will be increasingly high as the Chinese businesses become mature and successful. We will firmly make long-term contributions to the development and construction of national talents.

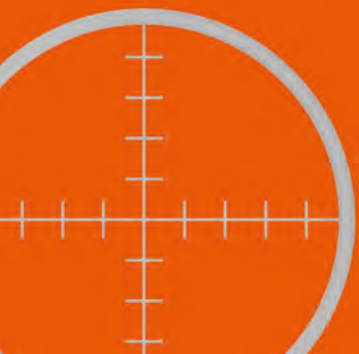
Tongdao Liepin Group

Dai Kebin

Chairman



CORPORATE VISION, MISSION AND VALUES





III. CORPORATE VISION, MISSION AND VALUES



Vision

To be a technology-driven talent service provider respected by Chinese worldwide.



Mission

To help every talent achieve greater career success.



Values

Corporate values are not only the core of corporate culture, but also the beliefs that enterprises stick to in their business operations. We are committed to applying the right values throughout enterprise activities, so as to optimize the operation capability of enterprises, help the Group achieve stable and positive development, and continuously create value for users, industries and society.

The “Tongdao Value” is the value orientation of the Group, which can measure whether employees can go hand in hand with the Group from an attitude perspective; it also is a requirement for all employees of the Group and a standard for judging whether their work behavior is right or wrong.



- Build close relationships with customers, actively identify internal and external customer needs, and realize customer value.
- Think from the customers' standpoint, actively solve problems for customers, and don't shift responsibility onto others.
- Actively predict customer needs and help customers achieve success.



- Keep promises, match words with deeds, and be free from the influence of interests or pressure.
- Dare to tell the truth, objectively respond to problems, and express ideas constructively.
- Dare to take responsibility, don't make excuses, and don't seek for objective causes.
- Dare to correct dishonest words and deeds.





- Trust colleagues, think from their standpoints, share experiences and responsibilities.
- Keep an open mind, cooperate with all kinds of people, do not mix personal preferences into work, and treat things fairly.
- Exert a positive impact, and improve team morale and atmosphere.



- Results-oriented, don't give up in difficult times, mission must be achieved.
- Optimize the process, simplify the complexity, and pursue higher work efficiency.
- Not satisfied with the status quo, keep improving, and regard the best results of the past as today's minimum requirement.



- Adapt to the changes of the Company, fully communicate and cooperate sincerely.
- Be able to adjust to the difficulties and setbacks caused by changes, and positively influence and motivate colleagues.
- Be forward-looking in work, not afraid of making mistakes, brave in innovation, and improve performance dramatically.

ESG GOVERNANCE POLICY & STRATEGY





IV. ESG GOVERNANCE POLICY & STRATEGY

1. ESG Strategy



• Business specification

- o Strictly abide by laws and regulations, operate in good faith, and ensure the interests of the Company, its shareholders and related parties;
- o Build a fair, just and open industrial system, and work with business partners to create a fair and clean cooperation environment;
- o Energize the industry ecology with an open and inclusive spirit of cooperation.



• Employee Care

- o Provide a safe, inclusive and fair working environment, constantly improve the professional personnel training system, incentive mechanism and welfare system, and help employees improve their skills and career development;
- o Pay close attention to human rights-related issues including anti-discrimination, gender equality, etc., and practice them in business development and enterprise operation.



• User Protection

- o Pay close attention to user privacy protection, constantly improve feedback channels, and maintain long-term trust relationship with users;
- o Create value for users and protect their intellectual property rights, and establish a mutually beneficial and win-win user ecology.



• Social Responsibility

- o Serve the national strategic policy of stabilizing and promoting employment by continuously upgrading products, providing professional services and intensifying public welfare activities;
- o Promote the healthy development of the national human resource service market by implementing and popularizing high-standard business norms.



• Environmental Protection

- o Based on an environment-friendly operation mode, we will continue to reduce harmful emissions, pay attention to ecological changes, protect biodiversity, and work together with all parties to build a sustainable environment.

2. ESG Governance Structure

Liepin has gradually improved the ESG governance structure. With a two-tier management system, Liepin has cooperated with multiple business lines and departments within the Group to enhance the ESG governance level and fulfill ESG related responsibilities. In 2022, we continued to sort out the ESG management and information disclosure process, establish ESG data and information database, improve the governance structure, and transparently and openly display the Company's progress in ESG related aspects through more detailed and richer reports.



IV. ESG GOVERNANCE POLICY & STRATEGY

3. Stakeholder Communication

In order to identify the most significant aspects of environment, social and governance for the Group to be reported in this report, key stakeholders (including investors, shareholders and employees) have been involved in regular discussions to identify the impact of the Group's business on economic, environment and social aspects, and the issues of concern to the stakeholders. The key stakeholders, issues of concern and communication channels that we identified are listed in the table below.

Key stakeholders	Key environmental, social and governance issues of concern	Key communication channels
 Government and regulatory authorities	Risk Control, Data Security Organizational Structure, Data Security Regulation, Data Security Technology	Policy consultant, Incident reporting, Information disclosure, Participation in meetings with governmental authorities
 Shareholders and investors	Risk Control, Business Ethics, Operational Safety Management	Information disclosure <ul style="list-style-type: none"> Shareholders' meetings Irregular communication Social media
 Employees	Employment System Norms, Occupational Health & Safety, Labor Standards & Anti-Discrimination, Employee Recruitment & Management, Employee Development & Training, Employee Assessment & Evaluation, Employee Compensation & Welfare, Employee Composition Structure	Communication meetings, Regular reviews, Chairman mailbox
 Users	Business Ethics, Data Security Organizational Structure, Data Security Regulation, Product Technology, Service Capability, Healthy Talent Development Environment Initiative	Customer service hotline <ul style="list-style-type: none"> Official website Social media Information disclosure
 Suppliers	Risk Control, Business Ethics	Suppliers' visits <ul style="list-style-type: none"> Suppliers' meetings
 Media and nongovernmental organizations	Public Welfare Employment, Data Insight, Environmental Publicity, Healthy Talent Development Environment Initiative	Social media <ul style="list-style-type: none"> Official website Press conference Exchange meetings
 Community	Public Welfare Employment, Data Insight, Green Office, Low-Carbon Operation, Environmental Publicity, Climate Change Response, Healthy Talent Development Environment Initiative	Industrial report, Community interaction <ul style="list-style-type: none"> Public welfare activities Social media Poverty alleviation projects

4. Analysis on ESG Material Issues

The Group attaches great importance to the enhancement of corporate sustainability. Through continuous communication with major stakeholders, combined with the operational characteristics of the Company, and based on the study of domestic and international social responsibility standards and benchmarking with leading companies, the Group identifies, classifies, screens and ranks that reflect the significant impact of the Group's economic environment and society and have an important impact on all stakeholders, and finally forms a database of substantive issues, which serves as the basis for presenting the contents of this report. We will discuss the contents of each issue separately in this report.





HONORS AND AWARDS





V. HONORS AND AWARDS

With technology-driven and data empowerment as its core, our Group has always adhered to the mission of “Helping talents achieve greater career success”, and strived to become a one-stop talent service provider driven by technology and data. In recent years, our Group has made outstanding achievements in capital market and business, and gained wide recognition from all sectors of society. In 2022, the Group won the following awards:



China's Top 100 Enterprises with Comprehensive Internet Strength in 2022

Internet Society of China



2022–2023 Preferred Partner

Shenzhen Enterprise Human Resource Development Association



Enterprise with Brand Influence of the Year

China.org.cn



China's Top 10 Influential Human Resource Brands in 2022 (Southwest China)

MeetHR



Human Resource Pioneer Service Organization in 2022

TopHR



2021 Shanghai Human Resource Service “Bole” Award

Shanghai Municipal Human Resources and Social Security Bureau



2022 China’s Top 10 Professional Service Institutions in Globalization

EqualOcean



Top 30 Internet Enterprises with Comprehensive Strength in Hunan Province

Hunan Internet Information



Top 100 Human Resource Service Organizations

TopHR



ESG-related Awards



Best Company for ESG Social Responsibility Practice in 2021

China.org.cn



Hong Kong Quality Assurance Agency (HSI ESG Rating)

2022 rating: BBB performance rating change



CREATING A HEALTHY ECOSYSTEM UNDER THE PRINCIPLE OF SAFETY FIRST



To strengthen data security and personal information protection, the Group has established a “four-in-one” (organization, system, technology and operation) ecological security pattern. In the ecological pattern, a closed loop of security control is formed with the organizational structure and regulatory framework providing guidance on requirements, the operation system providing practical and achievable security measures, and the technology algorithms simultaneously providing technological support, a security management loop is formed from “user registration — information review — user supervision — platform processing”, in order to gather various forces to create a high-quality and healthy interactive environment.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS

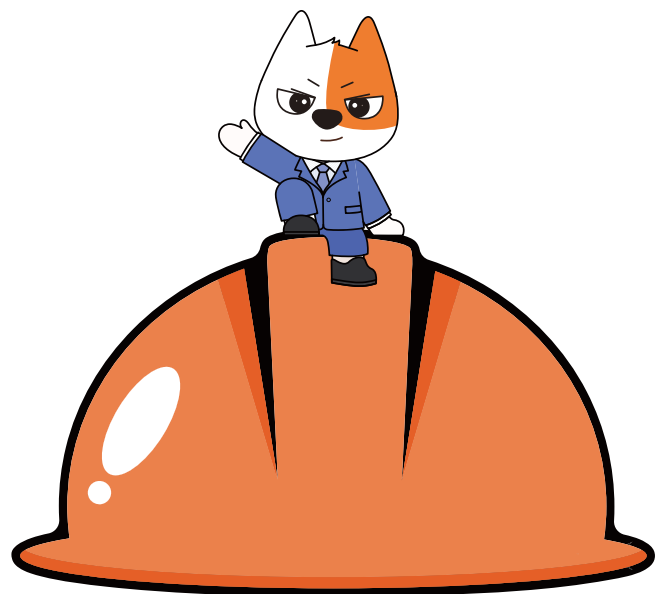
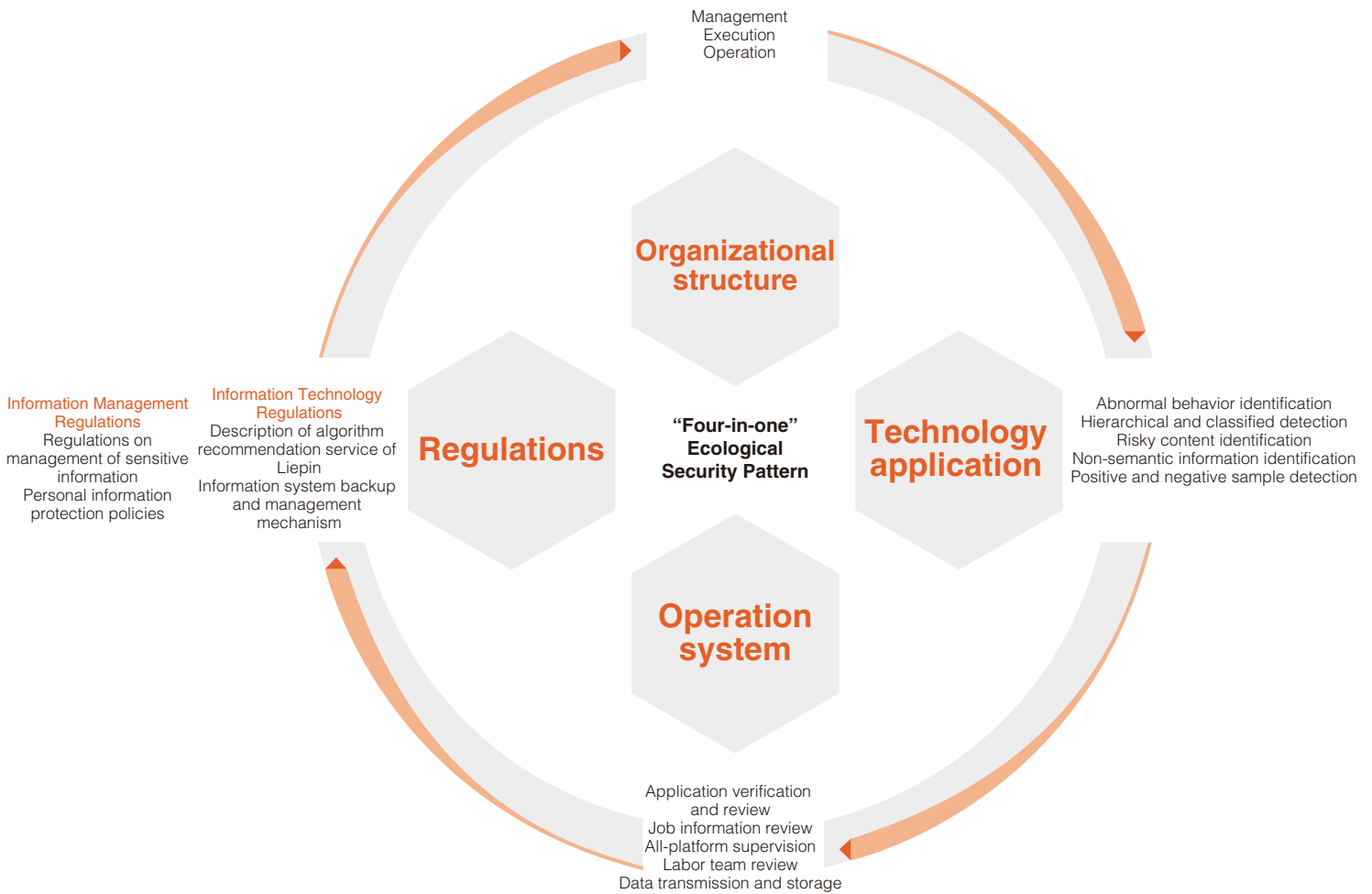


17 PARTNERSHIPS FOR THE GOALS





VI. CREATING A HEALTHY ECOSYSTEM UNDER THE PRINCIPLE OF SAFETY FIRST



1. Strengthen the Security Organization Structure

To ensure the security of platform data, the Group has designed a special multi-level management organization structure, building a three-tiered structure of "Security Committee — Compliance Review Department — Special Group" centered around the management to coordinate daily security operation management and respond to risks in a proactive manner.



Security Committee

The Chief Executive Officer is the Chairman of the Security Committee, and the Chief Financial Officer, Chief Technical Officer, Senior Legal Director, Vice President of Public Affairs, and Vice President of Safety Center are the members of the committee. As the highest-level special organization for risk prevention and control, data protection and compliance operations of the Group, the Security Committee is responsible for major information security and research and decision-making on compliance related matters, establishing a firewall for corporate operation and business expansion to ensure the safe, sound and sustainable development of the Group.



Compliance review department



Security Center

The Group has set up a special security center to formulate overall policies and strategies for data compliance management, coordinate the formulation of technical support measures for data compliance, and take the lead in data risk identification, risk assessment, and risk disposal. The Security Center consists of the Platform Content Security Department, Business Security Compliance Department, Internal Information Security Department, Internal Audit and Control Department and other units, which are responsible for daily resource coordination, internal communication, and work implementation.



Legal

Affairs Department

The Group has set up a Legal Affairs Department to continuously pay attention to the development trends of data regulations in China and the countries (regions) involved in the business, and provide timely data compliance suggestions to business departments, and data compliance consulting to the management and employees of all departments.



Special group

If significant risks are identified or emergency adjustment is required, we will quickly establish a special group. The special group is generally led by the Chief Executive Officer or safety director, who will work together with employees from departments such as security, legal affairs, product, operation and R&D to properly address safety risks.

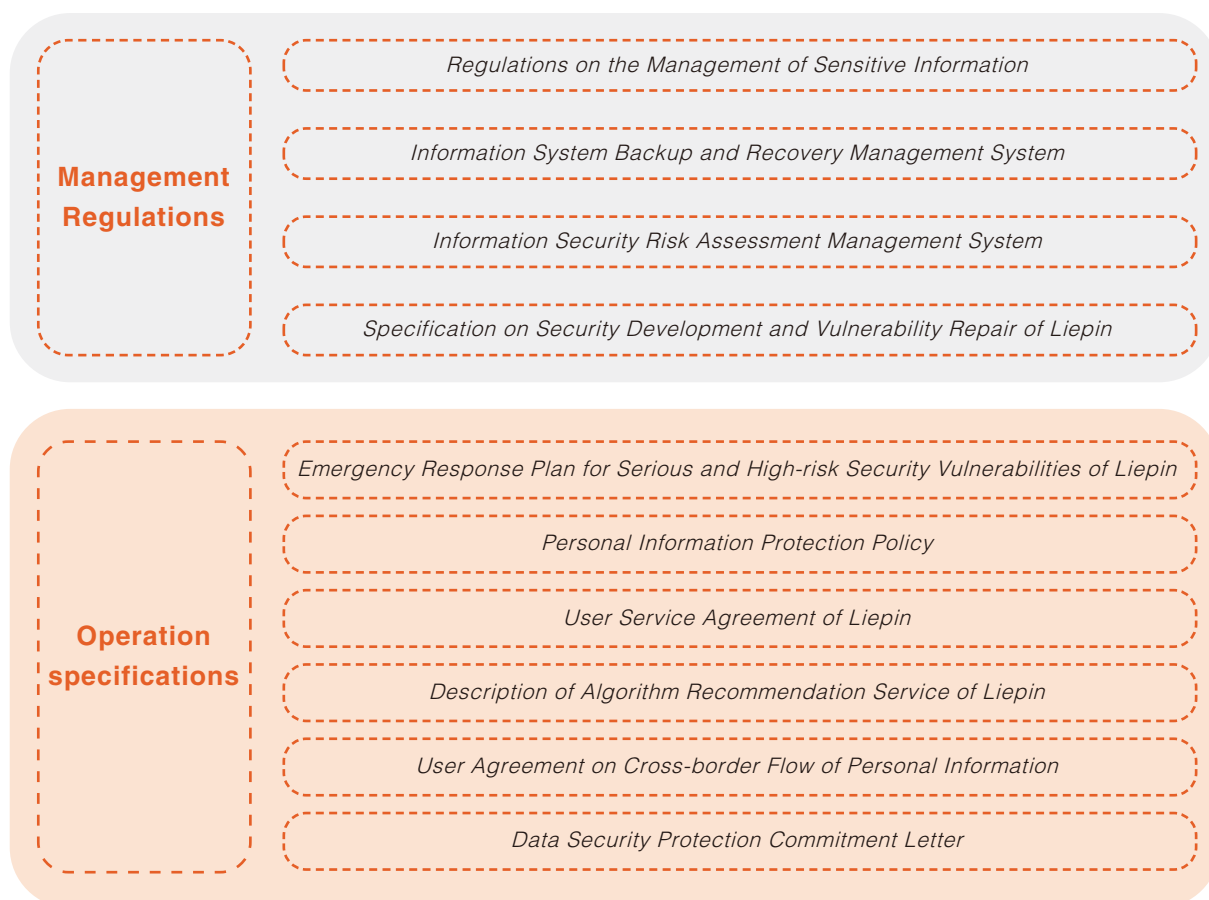
VI. CREATING A HEALTHY ECOSYSTEM UNDER THE PRINCIPLE OF SAFETY FIRST

2. Improve the Foundation of Security System

With the rapid development of the digital economy, data has become a strategic resource, containing extremely high commercial potential and economic value. To protect data security, since 2016, China has successively introduced a series of policies, established and improved legal institutional framework systems for data security (including *Regulation on Security Protection of Key Information Infrastructure*, *Measures for Cybersecurity Review*, *Regulations on the Management of Internet Information Service Recommendation Algorithms*, and *Regulations on the Management of Information Services for Mobile Internet Applications*) under the guidance of *Cyber Security Law of the People's Republic of China*, *Data Security Law of the People's Republic of China*, and *Personal Information Protection Law of the People's Republic of China* to accelerate the improvement of data security protection capabilities.

The Group strictly abides by the above laws and regulations, and has established corresponding sound data security management systems, including *Regulations on the Management of Sensitive Information*, *Information System Backup and Recovery Management System*, *Emergency Response Plan for Serious and High-risk Security Vulnerabilities of Liepin*, *Information Security Risk Assessment Management System*, and *Specification on Security Development and Vulnerability Repair of Liepin*. The company has been certified with the ISO 27001 information security management system standard and carry out the relevant annual review work each year to ensure the effectiveness and standardization of the Group's security management systems.

In 2022, Liepin updated and improved the *Personal Information Protection Policy*, *User Service Agreement of Liepin* and other documents in accordance with the legal and regulatory requirements and the needs of business development, with a focus on updating the provisions related to product functions, SDK, algorithm recommendations, and outbound data transfer in the *Personal Information Protection Policy*. In terms of the new protocol, Liepin has prepared the *Description of Algorithm Recommendation Service of Liepin* which aims to introduce the basic principles, objectives, and main operating mechanisms of algorithm recommendation involved in the use of Liepin's services to users, and the *User Agreement on Cross-border Flow of Personal Information* which clearly informs users of the purpose, method, scope, and withdrawal path of outbound data transfer. In addition, Liepin has also formulated the *Data Security Protection Commitment Letter* for outbound transfer scenarios of personal information which fully agrees on the rights and obligations of two parties in cross-border data cooperation, to ensure the data security of job seekers.



3. Technical Support

To improve the efficiency of platform users/information audit and enhance the accuracy of information audit, the Group has used identification technologies with machine learning and AI algorithms as the core (including abnormal behavior detection, non-semantic information identification model, and image identification) for comprehensive security audit of user registration information and usage behavior. As a result, before violating users perform substantive harmful behaviors, interception is carried out to ensure the job hunting/recruitment experience of normal compliant users.



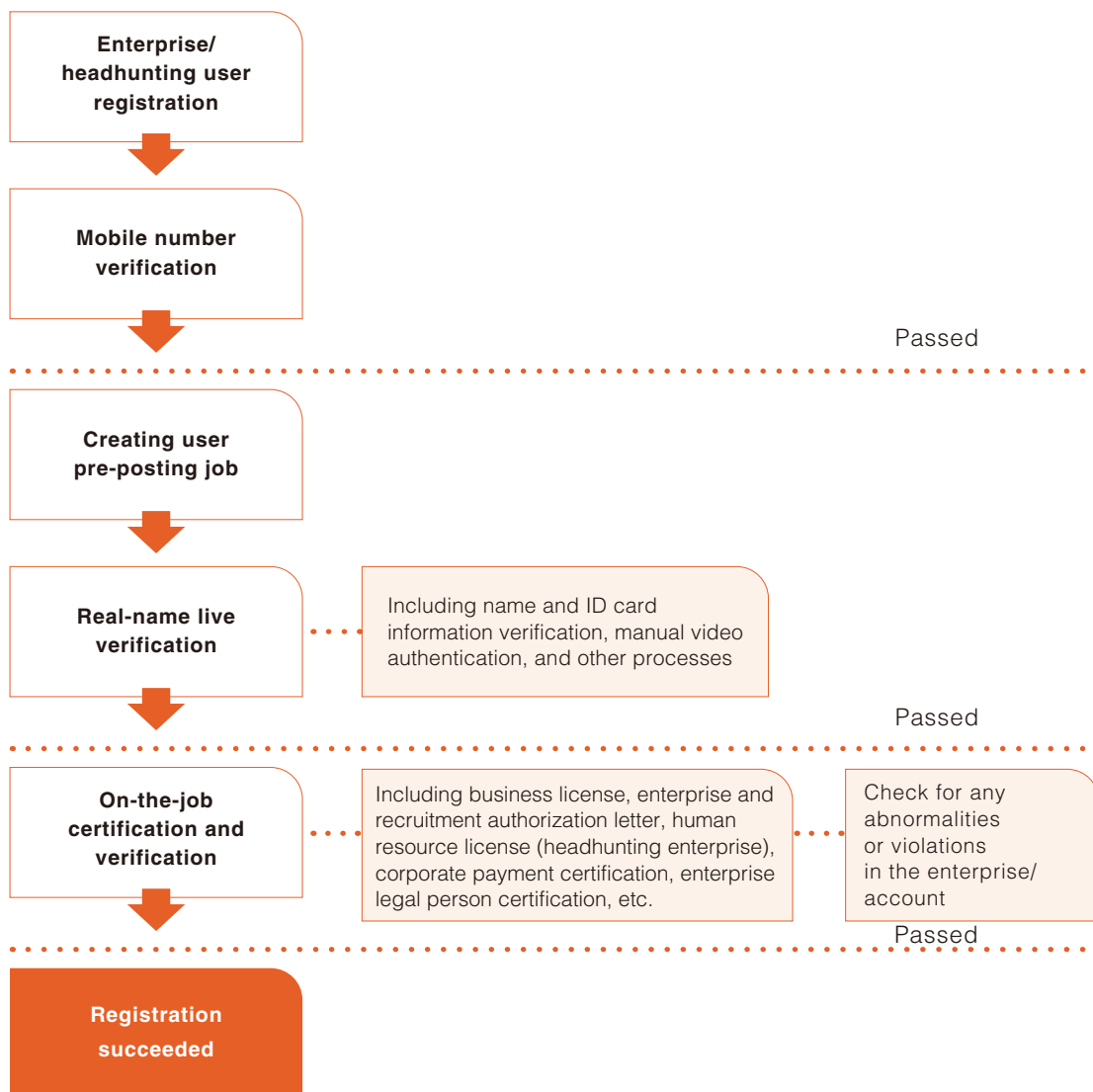
VI. CREATING A HEALTHY ECOSYSTEM UNDER THE PRINCIPLE OF SAFETY FIRST

4. Operation Security Management Measures

1) Optimize the platform verification process

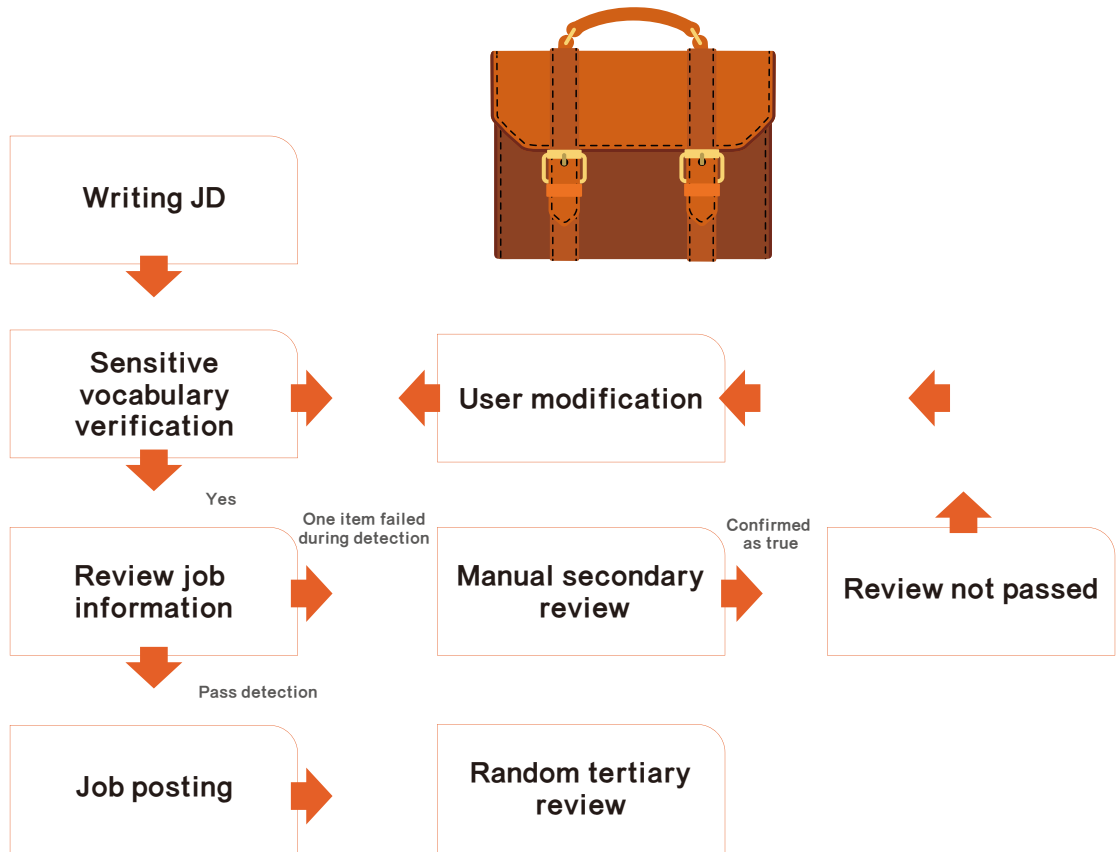
i. User ID authentication

Liepin firmly believes that a good business reputation depends on safe and responsible product delivery. To highlight the strictness of mid-to-high end recruitment platforms and create a high-quality interactive environment, the Group has established complete user registration and verification standards and review processes. Mobile number verification, real name verification, on-the-job verification, qualification confirmation and other authentication mechanisms are provided for enterprises (B), headhunters (H) and job seekers (C) to ensure the authenticity of the subjects in the “BHC” network interaction and optimize the person-post matching experience. Compared to previous years, in 2022, the Group raised the qualification verification standards by adding audits such as “corporate payment certification” and “enterprise legal person certification” for recruiters, among other aspects. In 2022, the Group rejected approximately 189,000 registered recruitment users (enterprises and headhunters) who did not meet the requirements.



ii. **Job information**

The Group requires recruiters to register and verify before posting jobs, and has established a complete job information verification process. Through both system and manual verification, the authenticity and accuracy of the jobs are ensured to optimize the ecological recruitment environment. When recruiters (business users and headhunters) post jobs on the platform, the job information will undergo multiple judgments such as sensitive vocabulary verification, job information authenticity review, and job information compliance review. When the system prompts for abnormal job information, the manual judgment process will be activated in which secondary verification will be conducted by a manual team, to ensure the accuracy of the review.



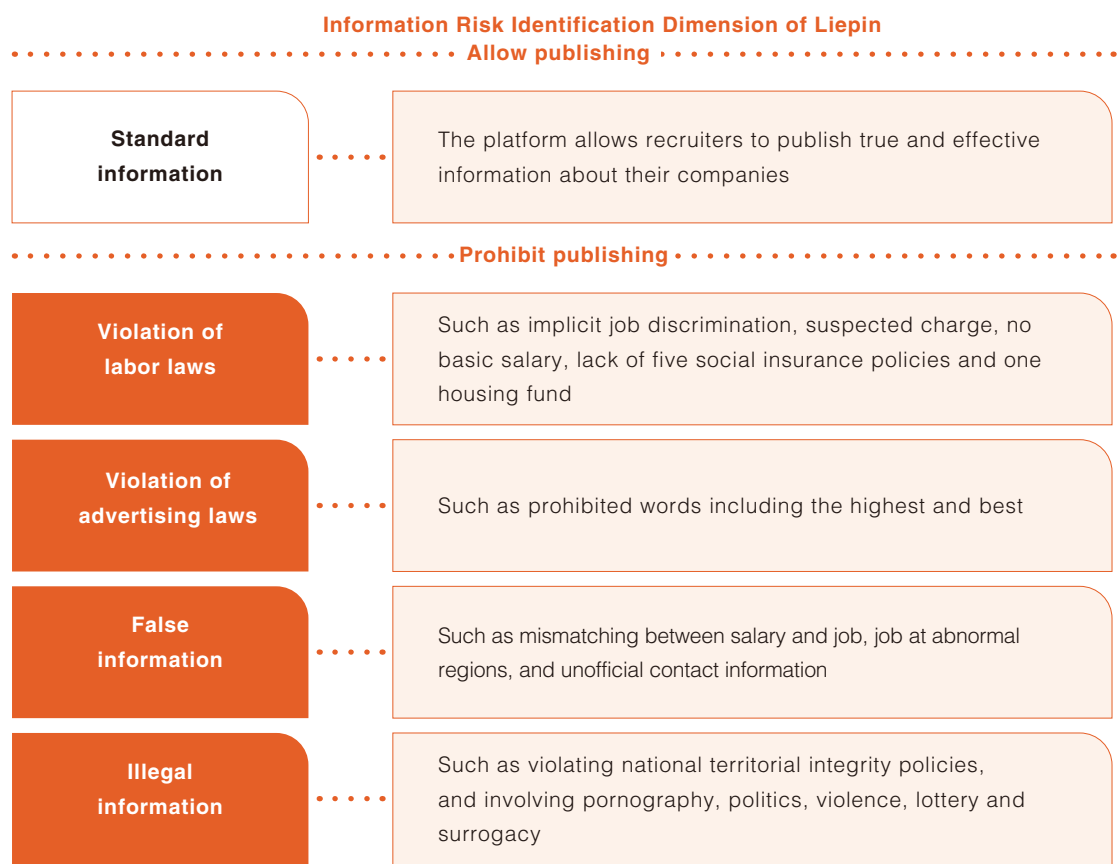
Review job information:

- Basic information review — mobile number/WeChat number, company information;
- reasonability review — abnormal salary judgment; non-standard job name detection;
- legitimacy review — job compliance detection, violation library detection;
- authenticity review — abnormal job and workplace detection;



VI. CREATING A HEALTHY ECOSYSTEM UNDER THE PRINCIPLE OF SAFETY FIRST

The Group strictly abides by relevant laws and regulations on online recruitment services. According to the requirements of the *Law of the People's Republic of China on Promoting Employment*, *Cyber Security Law of the People's Republic of China*, *E-commerce Law of the People's Republic of China*, *Interim Regulations on the Human Resources Market*, *Regulations on Administration of Online Recruitment Services*, *Advertising Law of the People's Republic of China*, and *Labor Law of the People's Republic of China*. It has established comprehensive recruitment information review dimensions, including prohibiting the publication of information containing implicit discrimination, suspected illegal activities, false and violating activities, to create a safe and reliable job hunting environment for job seekers.



By improving the audit dimensions and enhancing technical means, the Group is committed to blocking illegal information at the user registration and information publishing audit links to improve the user experience. In 2022, Liepin rejected 189,000 registered recruitment users and 550,000 jobs that did not meet the requirements, and disposed of nearly 28,000 illegal accounts.

2) All-platform supervision

Liepin actively maintains the healthy ecosystem of the platform and continuously updates and improves the reporting mechanism for illegal content, and is committed to reducing the occurrence of illegal content through multi-party supervision. In 2022, we have improved the online and offline reporting channels in jobs and IM communication, and set up channels such as online reporting, 400 hotline, and mailbox to ensure smooth user complaint and reporting processes. Through the reporting portal, users can provide real-time feedback to the platform about violating behaviors, in order to protect their own legitimate rights and interests. Due to the improvement of the proactive governance measures, the platform report number in 2022, has a decrease of 13.5% compared to 2021.



VI. CREATING A HEALTHY ECOSYSTEM UNDER THE PRINCIPLE OF SAFETY FIRST

Rejected approximately

189,000
registered recruitment users who do not meet the requirements

Rejected approximately

550,000
jobs that do not meet the requirements

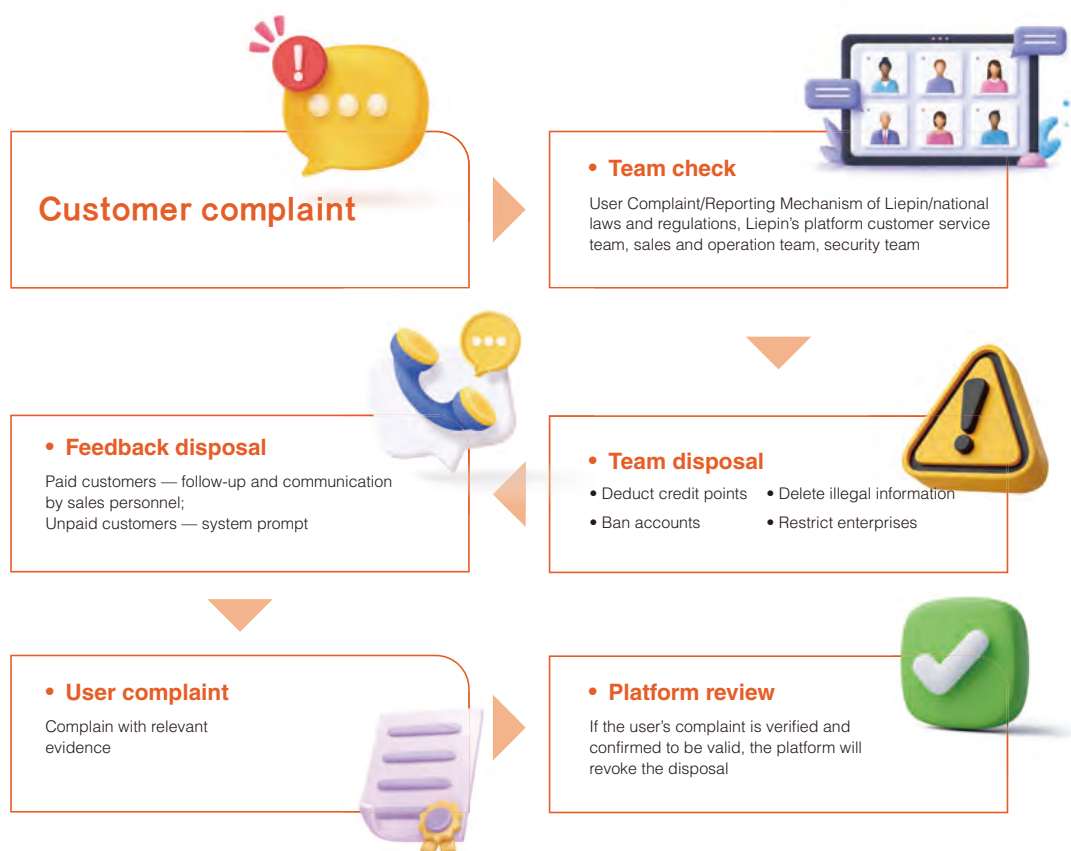
Disposed of nearly

28,000
illegal accounts

Reporting volume decreased by
↓13.5%
compared to 2021

The Group has formulated whole-process safety management measures such as prevention before the event, notification during the event, and warning after the event. Before the event, platform usage standards are established according to the previous rules. During the event, a good ecological cycle is formed through mutual supervision between platform users. After the event, corresponding measures are taken according to the degree of violation. This forms a complete loop of platform governance.

In response to user complaints, Liepin has established a sound response mechanism. A platform customer service team, a sales and operation team, and a security team are set up for the follow-up, review, and feedback disposal of different types of user complaints. If a paying user on our platform is required to refund as a penalty, it will be communicated through the sales system upon completion of the handling in accordance with the process. If a non-paying user on our platform is required to ban account as a penalty, the reason for banning the account will be prompted when such user logs in; if credit deduction is involved, the user will be prompted about the reasons by means of text message. We will verify problems based on user feedback and provide treatment options depending on the severity of the identified violations.



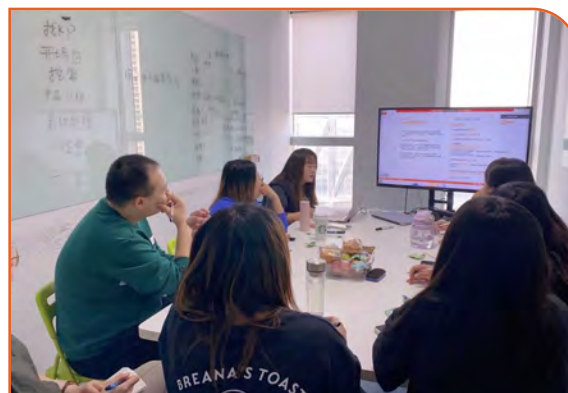
For the warning after the event, Liepin has established a graded risk handling system and the three-level determination of the degree of violation, including mild, moderate, and severe violations. Based on the severity of the violation, punishments such as cooperation termination, freezing accounts, and deducting credit points will be imposed.

Degree of violation	Applicable case	Disposal method
Severe	<ul style="list-style-type: none"> Account sale False document Inflate orders Involve pyramid sale/illegal fundraising Publish information on pornography, gambling and drugs Fake accreditation 	<p>Enterprises: Cooperation or account registration will not be supported</p> <p>Individual Users: Accounts will be permanently frozen and complaint will not be supported</p>
Moderate	<ul style="list-style-type: none"> User harassment False contract signing 	<p>Enterprises: Cooperation will not be supported</p> <p>Individual Users: Accounts will be permanently frozen but complaint and deadline freezing can be supported</p>
Mild	<ul style="list-style-type: none"> False recruitment Inappropriate language Advertisement posting 	<p>Enterprises: Key monitoring will be carried out</p> <p>Individual Users: Credit points will be deducted and warnings will be given</p>

3) Manual review

As a mid-to-high end online recruitment platform, Liepin is always committed to providing a healthy platform environment for recruiters and job seekers, and has set up a security team for the assessment and review of complaints. In 2022, the Group adjusted the teams' setting for review, rule operation, and strategy operation with over 40 employees for handling complaints, reports and other issues. Currently, the teams' average handling rate can be 91.9% within the prescribed period.

In addition, the Group regularly conducted training and learning for the audit team in various forms, including online learning and offline workshops, to continuously deepen the understanding of platform rules for audit personnel, improving user problem-solving efficiency. In 2022, the Group conducted 74 training for the content audit team, with over 2,000 participants;



VI. CREATING A HEALTHY ECOSYSTEM UNDER THE PRINCIPLE OF SAFETY FIRST

4) Individual user information security

User privacy protection has always been one of the company's top concerns. Personal users of the Liepin platform have full choice in the degree of information disclosure, reach methods, and frequency. At the same time, we provide intelligent optimization recommendations when users fill in information, enhancing their experience and sense of security when using the platform. Privacy data protection is the key to users' trust in the platform. In 2022, the Group has continuously improved the methods and measures for protecting individual user privacy, updated corresponding products, including optimizing shielding system, reporting and blacklisting, and adding user rights, resume review and other modules, to improve the security function of platform candidate privacy protection.

Product security upgrade	Safety protection function	Realization of function
Optimize shielding system	When a user shields a company, the platform will automatically shield companies that are related to the company, including subsidiaries, affiliates, and companies in the same group.	More than 80 million users initiated shielding functions to realize secured job seeking processes.
Reporting and blacklisting	<ol style="list-style-type: none"> 1. Support users to blacklist recruiters and manage all blacklisted users 2. Support users to report companies, individuals, jobs, and live broadcasts and view list of report records and report progress 	<ol style="list-style-type: none"> 1. After blacklisting recruiters, job seekers will no longer receive messages from blacklisted recruiters, ensuring their privacy security and preventing harassment. 2. In 2022, the platform handled a total of 50,174 reports.
Add user rights	<ol style="list-style-type: none"> 1. Improve users' right to know about privacy usage and protect their privacy rights and interests 2. After a user logs out, his/her resume on the platform will be completely deleted to ensure the data security. 	<ol style="list-style-type: none"> 1. Users are able to set whether to hide their activity and job seeking behavior time from recruiters to protect their privacy during job hunting. 2. On average, about 1,000 users log out from the platform every day. Liepin will not save their data to ensure the security of their information in Liepin.
Resume review	<ol style="list-style-type: none"> 1. Support modular and field-specific review of resumes 2. Add risk pre-warning when editing resumes: During the editing of the long text of a resume (responsibilities, achievements, advantages, and highlights), users will be informed of the risks in advance if they fill in the risk words related to politics and sensitive information, contact information, and external website. 	<ol style="list-style-type: none"> 1. On average, more than 6,000 resumes are prompted to fail the review every day. Users can clearly identify what issues need to be modified in their resumes. 2. Among 110,000+ users who edit long text of resumes every day, more than 1,000 users are prompted to modify their resumes due to filling in risk content.

5) Data transmission and storage mode

Data transmission mode

Our Group has established and implemented the *Regulations on the Management of Sensitive Data of Liepin* to regulate the management on the integrity, confidentiality and availability of data throughout its life cycle (creation, storage, use, transmission, propagation, etc.) and for data staging based on its importance and the magnitude of hazard caused to companies or customers after leakage. Different control measures will be taken for different data levels.

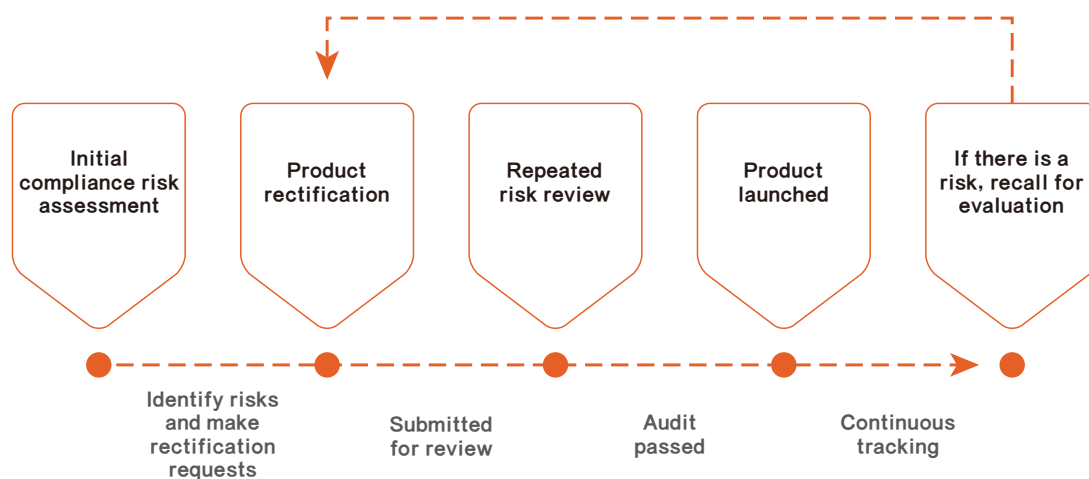
Data storage mode

According to the *Regulations on the Management of Sensitive Data of Liepin*, measures such as logical isolation, access authority control and access log recording have been taken for data storage, including:

- a. Sensitive data databases must be isolated from non-sensitive data databases and arbitrary access is not allowed when deployed;
- b. The access authority to databases storing sensitive data must be controlled to ensure that access authority is in line with the minimum authority principle;
- c. Databases storing sensitive data must be required to output access authority activation logs and data access logs, and regular and effective security audits must be carried out.

6) Product Audit

All online new products are required to undergo strict internal audit before they go online, and can only be released online after several internal audits to ensure that the product design, functions, data involved and other aspects fully comply with the regulations. At the same time, the risk strategy established by the Group continuously tracks and monitors the functions that have been launched, recalls them immediately when risks are found, re-conducts risk assessment, and optimizes and rectifies them before releasing them online to ensure that all products dynamically comply with the requirements of latest laws and regulations.



ALWAYS AT YOUR SERVICE, UPGRADING PROFESSIONAL PRODUCTS



As we focus on product and technology upgrade, it is also our long-term endeavor to provide users with high-quality services and contribute professional analysis and feedback to the market, in order to promote the healthy and orderly development of the human resource services industry. With over a decade of hard work, we have gradually established a dynamic market monitoring mechanism, a relatively comprehensive service system, and a product matrix empowered by technology. We will continue to spare no effort in creating a user-friendly and trustworthy business ecosystem.

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



17 PARTNERSHIPS FOR THE GOALS





VII. ALWAYS AT YOUR SERVICE, UPGRADING PROFESSIONAL PRODUCTS

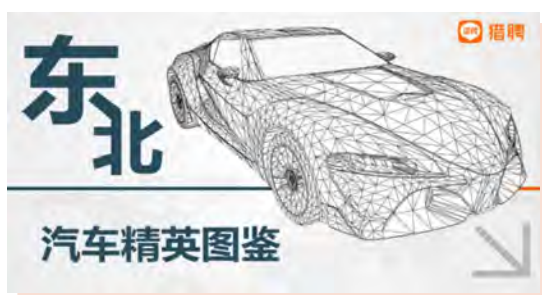
1. Precipitate Industry Insights and Empower User Development

1) Industry data analysis to support the employment market

Liepin, as a leading enterprise in the mid-and high-end online recruitment industry, has accumulated valuable data resource over a long term. Through multi-dimensional analysis of desensitized data and deep insight into the industry, we assist in the construction of digital intelligence board, and publish timely trend reports with reference value to the market. The reports cover multiple industries, groups and regions. Detailed data and analysis based on industry understanding also provides leading indicators for enterprises' recruitment processes and talents' job decisions. It also outlines the map of talent migration and industry recruitment for government departments and related units, empowering local development and providing more targeted proposals for promoting the employment market.



In 2022, our Group has issued a total of 88 reports, including 52 industry-related reports and 21 talent-related reports. The former covered emerging industries that are developing and rising rapidly in China, such as semiconductor chips, artificial intelligence, aerospace, etc., as well as the core industries that still have strong employment capacity, such as the internet, real estate, finance, etc. The latter not only covered the quarterly mid-and high-end talent trend report, but also more targeted analysis reports customized for master and doctoral talents, overseas students, fresh graduates and working women, etc., to help all kinds of talents keep abreast of market dynamics. In addition to the above reports, we also launched related reports for various areas and special events to support regional development. In 2022, we actively promoted our reports by various means, such as customer-specific promotion channels, WeChat official account and other platforms, and constantly deepened the coverage of reports, aiming at providing timely, high-quality and reliable market analysis for more talents and enterprises.



VII. ALWAYS AT YOUR SERVICE, UPGRADING PROFESSIONAL PRODUCTS

2) Targeted talent matching to empower enterprise development

At the critical stage of our national industrial transformation, enterprises have an increasing demand for specialized talents, while talents with related skills and specialized knowledge are relatively scarce. With the mismatch of supply and demand in the employment market of emerging industries, we actively bridged talents and job positions, established close relations with a large number of emerging quality enterprises. Through the combination of online and offline model, we provide suitable talents for enterprises, thus boosting the development of local and key industries and serving the upgrade of our national industrial structure.



**“100 Doctors’ Trip to Xiaoshan”
and Special Partnering Meeting in Zhejiang**



**Special Talent Introduction
Meeting in Xindu District, Chengdu**

More specifically, in 2022, we continued to deepen our service capabilities in automobile manufacturing, especially in the field of new energy vehicles (NEVs). As the NEV enterprises continued to increase their investment in intelligent networking, their preference for candidates’ computer background also gradually increased. However, the job-seeking habits of such talents were also different from those of traditional automobile engineering talents. Against this backdrop, based on the accumulation of high-quality talents and the deep understanding of the industry, we set up a professional computer-specific campus talent recruitment platform for one of the leading NEV enterprises, in which 18 large-scale publicity activities were held nationwide. As a result, the recruitment target was far exceeded.

Meanwhile, with the continuous promotion of high-quality talent construction in China, in order to deeply implement the strategy on developing a quality workforce, we assisted local governments in co-organizing a large number of special recruitment activities for quality talents, thus providing strong talent support for local economic development.

According to the data of the Ministry of Industry and Information Technology of China, a total of more than 70,000 SRDI Small and Medium-sized Enterprises (SMEs) and about 9,000 “Little Giant” firms have been cultivated by the end of 2022. Among them, we have provided quality services for over 35,000 provincial and municipal SRDI enterprises, as well as over 5,500 national SRDI “Little Giant” firms. In 2022, SRDI enterprises (including “Little Giant”) posted a total of 440,000 jobs on our platform, and attracted more than 6 million candidates.



**High-end Talent Meeting
by the Organization Department of
Nanhai District Committee, Foshan**

2. Cultivate the Operation Team to Serve Customers Attentively

Our Group has always adhered to and practiced the value of "customer first", maintained smooth communication channels with customers on the basis of understanding their needs, and constantly optimized and upgraded the Group's products and services based on their feedback. We have always valued the feedback and responding capability of customer complaints, constantly optimized the customer complaint processing system, enhanced its service ability and improved customer satisfaction.

1) Digital service system upgrade

In 2022, on top of our professional service team, we further strengthened our digital service capability, efficiently identified user needs and built systematic solutions through technology empowerment. Backed by the multi-dimensional data of customers' condition, we analyzed users' needs and product use bottlenecks, and conduct timely manual guidance and intervention according to the indicators we observed in the system. In 2022, we have fully upgraded our customer communication system to achieve closed-loop management. Our system can intelligently recognize the key communication content and results. Supplemented by manual information, our system will automatically generate the customer's recruitment preferences, usage habits, etc., and pushes the appropriate sales content to strengthen customer communication efficiency and improve user experience.

At the same time, during the service period, sales and service team are prompted to introduce product and functions to customers, analyze customers' recruitment performance, and ultimately form recruitment suggestions to help customers to get timely and effective service experience and recruitment results in the whole process.

2) User feedback channels

Platform feedback channel	
Feedback via PC/APP	Through online text feedback from users and online reply from customer service staff, it is convenient for users to quickly and conveniently feedback problems in actual use scenarios.
Other feedback channels	
400 hotline	Through manual one-to-one communication via telephone, we can effectively receive users' feedbacks, provide targeted comfort to users, promote real-time feedback and solution of problems, and ensure user experience.
Public Mailbox	Through mailbox, we provide users with diversified feedback submission channels, effectively ensuring the variety of users' feedbacks and improving the service experience. Universal mailbox: jubao@liepin.com Personal mailbox: service.c@liepin.com Headhunter mailbox: wing@liepin.com

VII. ALWAYS AT YOUR SERVICE, UPGRADING PROFESSIONAL PRODUCTS

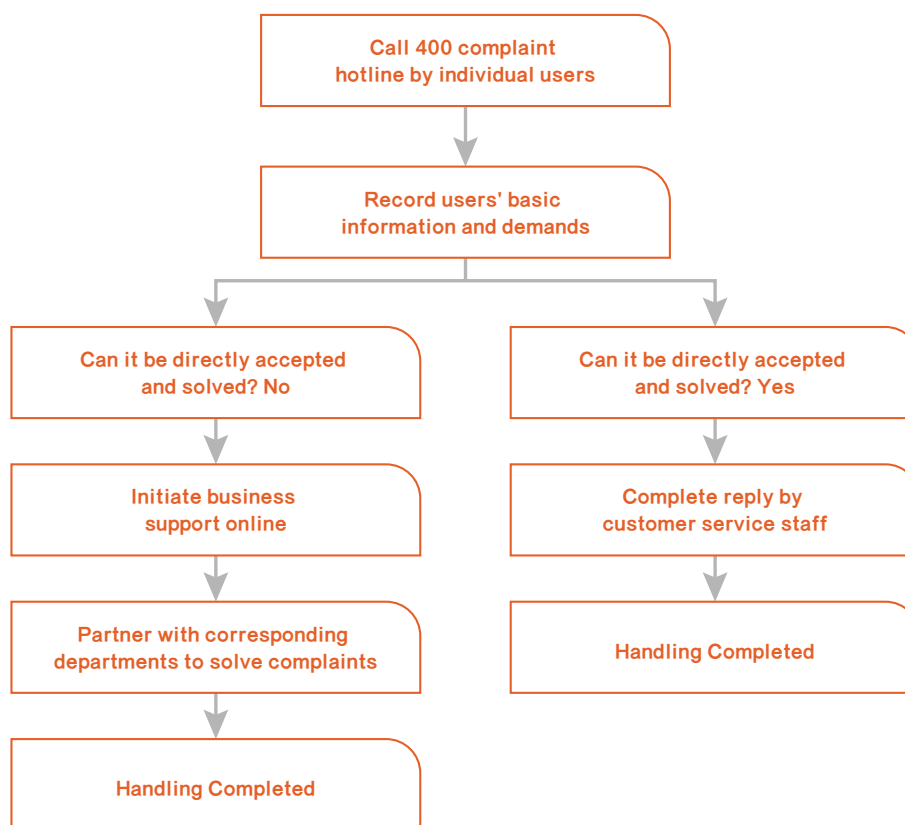
3) User feedback process

Abiding by the national laws and regulations and the rules of our platform ("User Agreement", "Credit Rules", "Job Posting Rules" and "Risk User Disposal System"), we make punishments as we receive and certify user complaints. Liepin has set up a number of complaint and feedback channels to keep abreast of users' needs and suggestions. For the feedback channels on the platform, we have established a dedicated team responsible for the verification and handling of user complaints, and ensure that users can make complaints conveniently by optimizing the types and portal of such complaints. Besides, we strengthened our ability to explore risks in the complaint process and conducted a complete investigation and verification of the users complained.

For our enterprise, headhunter and individual users, we have set up different dedicated complaint handling teams to communicate with them, so as to handle user feedback in the most efficient way, close the complaint cycle and improve user satisfaction.

In response to complaints from enterprise users, a complete complaint feedback mechanism has been established to resolve complaints from enterprise users in a timely and efficient manner. For specific processing procedures and methods, please refer to Chapter 6, Section 4, "All-platform supervision" on pages 29-31 of this report.

In response to complaints from individual and headhunter users, our Group established a risky user complaint warning mechanism and a risky user complaint review mechanism, to constantly optimize the user complaint processing scheme. In 2022, we closed 100% of the user complaints within 1-3 working days. In the process of accepting user cases, we guaranteed a quick response within 10 minutes, and solved complaints within 24 hours internally. We conducted a timely review of the progress of complaints handling to ensure the user experience. Through the risky user complaint warning mechanism, we unified risky use complaint standards such as user experience and rights, defined the time limit and department head, and worked with various departments to solve problems, thus ensuring the efficiency of complaint handling. For complaints that meet the risky standards, we file in a unified way and specify feedback steps, promoting the collaborative optimization of all departments and constantly promoting the upgrade of user experience. During 2022, our Group handled more than 1,400 complaints from headhunters and individual users, a decrease of nearly 26% compared with 2021.



3. Upgrade Product Technology and Optimize User Experience

Liepin has always valued the technological innovation and product upgrade that are driven by R&D investment. In 2022, our R&D expense margin increased by 2.5% year-on-year, reaching 15.2%. While constantly consolidating the ability of accurate matching, we also continued to develop new products and functions, optimize the user experience and explore innovative business models. Leveraging on the “Platform + SaaS + Service” strategy of our online recruitment business, we further extended the recruitment process management service by providing one-stop management of intelligent interview, digital talent evaluation and recruitment process. The upgrade solved the bottlenecks in the process of online recruitment collaboration and process management of recruiters, and provided more convenient, user friendly and efficient recruitment products, thus enhancing the user experience.



In 2022, we cooperated with the research institutes of top universities in China to launch a brand-new 3D digital interviewer. Based on rich industry knowledge and behavioral data, as well as leading industry training models, virtual interviewer can provide personalized interview services, submit professional assessment reports and provide efficient and accurate talent selection results, helping recruiters save time on preliminary interviews with large numbers of candidates.



The escalating research and development has brought deeper technical barriers to our Group, and we have always valued the protection of intellectual property rights. We also abide by the *Patent Law of the People's Republic of China*, *Trademark Law of the People's Republic of China*, *Anti-Unfair Competition Law of the People's Republic of China*, *Copyright Law of the People's Republic of China*, and the relevant laws and regulations, and accordingly formulate related work procedures and norms, and establish a sound intellectual property protection

system. By December 31, 2022, the Group had registered 164 software copyrights, 5 affiliated high-tech enterprises, and 27 patents that had been applied for or were under application, which showed its fruitful intellectual property innovation.

	Trademark under application	Registered software copyright	Software copyright under application
Registered trademark	123	164	16
Authorized patent	Patent under application	Filed domain name	High-tech enterprise
12	15	79	5





EMPLOYEES WORKING TOGETHER TO ACCELERATE GROWTH AND DEVELOPMENT

Employees are valuable assets to the Company and serve as crucial building blocks for our future development. At Liepin, we are committed to creating a safe, clean, fair, and friendly work environment, as well as a comprehensive training system and multi-dimensional incentive programs to support our employees' growth and career development. These efforts not only benefit our employees but also lay a foundation for the Company's long-term development.



3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



10 REDUCED INEQUALITIES



VIII. EMPLOYEES WORKING TOGETHER TO ACCELERATE GROWTH AND DEVELOPMENT

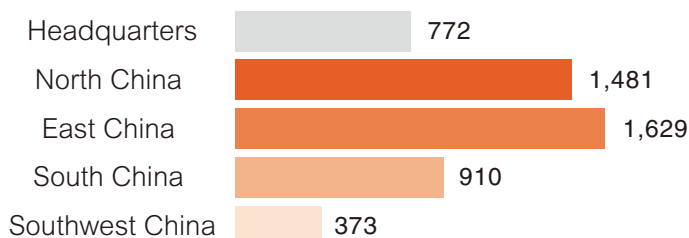
1. Employee Composition



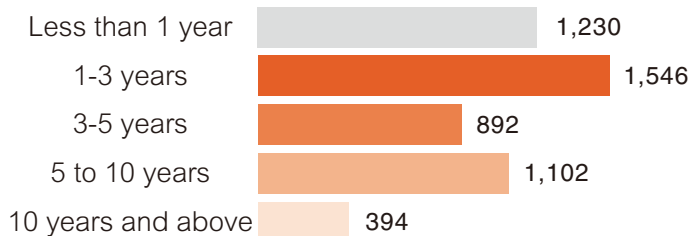
Total number of full-time employees **5,165**



Number of employees by region



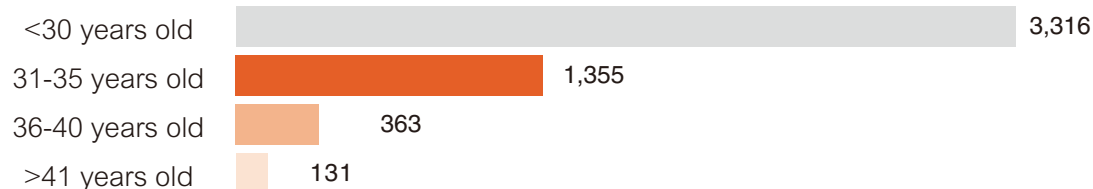
Number of employees by working years



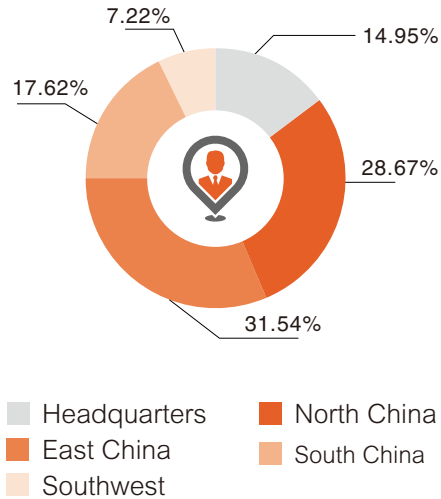
Number of employees by gender



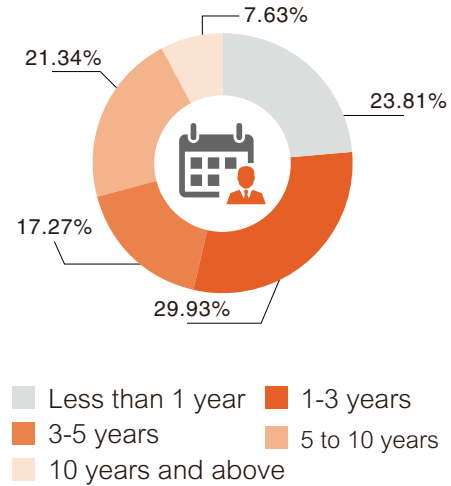
Number of employees by age



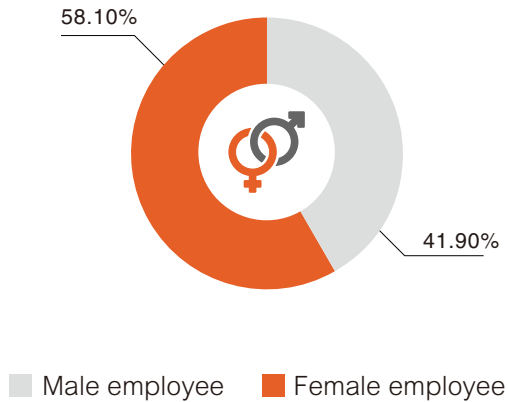
Number of employees by region (%)



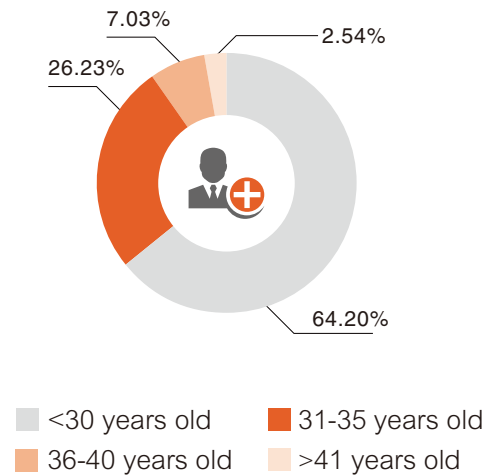
Number of employees by working years (%)



Number of employees by gender (%)



Number of employees by age (%)



We promptly follow up and provide feedback on the turnover and risk of employee resignations, and adjust our human resources work for the current year based on the number of resignations, reasons for resignations, and key phenomena from the previous year. In addition, we enhance and improve various modules of human resources to better mitigate the Company's human resource risk and avoid talent loss. Besides, the number of part-time employees of the Group was 187 during the reporting period. During the reporting period, overall, the employee turnover rate of the Group was at a normal level compared to previous years.

VIII. EMPLOYEES WORKING TOGETHER TO ACCELERATE GROWTH AND DEVELOPMENT

2. Perfect System and Specification

We comply with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, the *People's Republic of China on the Protection of Rights and Interests of Women*, and the *Regulations on Labor Protection for Female Employees*, and other relevant laws and regulations to protect the legitimate rights and interests of employees, and employment of child labor and forced labor is strictly prohibited. We have set up a number of internal systems, such as the *Employee Handbook of Liepin*, the *Recruitment Management System*, the *Job-transfer Management System*, the *Performance Improvement Management System*, the *Promotion Management System*, and the *Competition Restriction Management System* to regulate the management of employee recruitment, entry, resignation, salary, benefits, performance and promotion.

In 2022, to continue maintaining a good working order and improve work efficiency, the Group launched the "Recruitment Attendance Management System" to further standardize, humanize and make attendance requirements transparent. In the same year, the Group also updated the "Recruitment Performance Management System," emphasizing the significance and management principles of performance management, optimizing performance management indicators, and devising diversified assessment strategies through employee grading management to achieve more effective employee incentives.

3. Employee Recruitment and Management Regulations

The Group has clear regulations for recruitment and employment policies: the Human Resources Department conducts human resource recruitment work based on the Company's human resource demand plan. Recruitment can be conducted through a combination of external and internal resources.

Each department must clearly state the job responsibilities, requirements for candidates, and reporting line of the required positions when proposing human resource demand plans.

1) Talent Concept

The Group selects high potential talents based on the "Talent Concept". We believe that individuals who meet the standards of Liepin Talent Concept have the ability to do a good job in various positions and become excellent Liepin employees.



Intelligence

- **Clever** Intelligence quotient: strong understanding ability and high learning capacity. Emotional quotient: good at managing personal emotions, cheerful, sociable and sympathetic.
- **Studious** Good at self-examination, able to proactively identify one's own problems and limitations. Full of curiosity, continuous self-learning and improvement, seeking and achieving breakthroughs.
- **Speculative** Look forward to the future with big vision, have logical, active and independent thinking ability. Good at systematically looking at problems, marching into the essence of the matter and analyzing development trends.



Quality

- **Optimistic** Always see opportunities first rather than difficulties in good times and in bad times. Objectively and rationally understand the real situation, and maintain an optimistic and upward spirit.
- **Persistent** Stand the gaff, with a firm heart, rather than sensitive. Withstand worship and admiration, with correct self-awareness.



Action

- **Practice earnestly** Continuous self-driven, with firm goals, always set strict demands on themselves with high standards, without making excuses. Result oriented, pursue the ultimate, mission must be achieved.

2) Bottom line

Moreover, we have set strict bottom lines and resolutely prohibit the generation of unhealthy practices and violations.

• Internal power struggle



Including but not limited to: form cliques, curate inner circles, appoint people by favoritism; intentionally isolate, exclude or suppress other teams or team members; verbally abuse a colleagues, spread rumors, make personal attacks, etc.

• Falsification



Including but not limited to: cook the book by providing false invoices and items; fill in false information in the HPO; make illegal phone calls that are included in the assessment of phone duration during working hours; provide false information or data; falsify customer information, customer certificates, create false contracts, etc.; transfer customers without permission to avoid customer turnover, transfer performance, make false phone calls, visit or go out falsely, exploit HPO vulnerabilities for personal gain, conceal or not report product failures that have occurred or are already expected.

• Disclosure of confidential



Including but not limited to: disclose corporate core data, product information, customer information, financial and other commercial information to external personnel; violate corporate confidentiality requirements to communicate important information involving business, personnel, and finance; share the core business model or product logic of Liepin; leak information about plans of new products that have not been launched yet; disclose any developing or completed PRD documents, prototypes or codes to personnel outside the Company without permission.

• Acceptance of bribes



Including but not limited to: extort or accept benefits from colleagues, subordinates, customers, or suppliers who have interests related to oneself in any form; embezzle company property, exploit company resources for personal gain, offer commercial bribe to customers, damage company interests through malicious collusion with customers or suppliers, i.e. embezzlement, bribery, favoritism, etc.

• Spy on salary



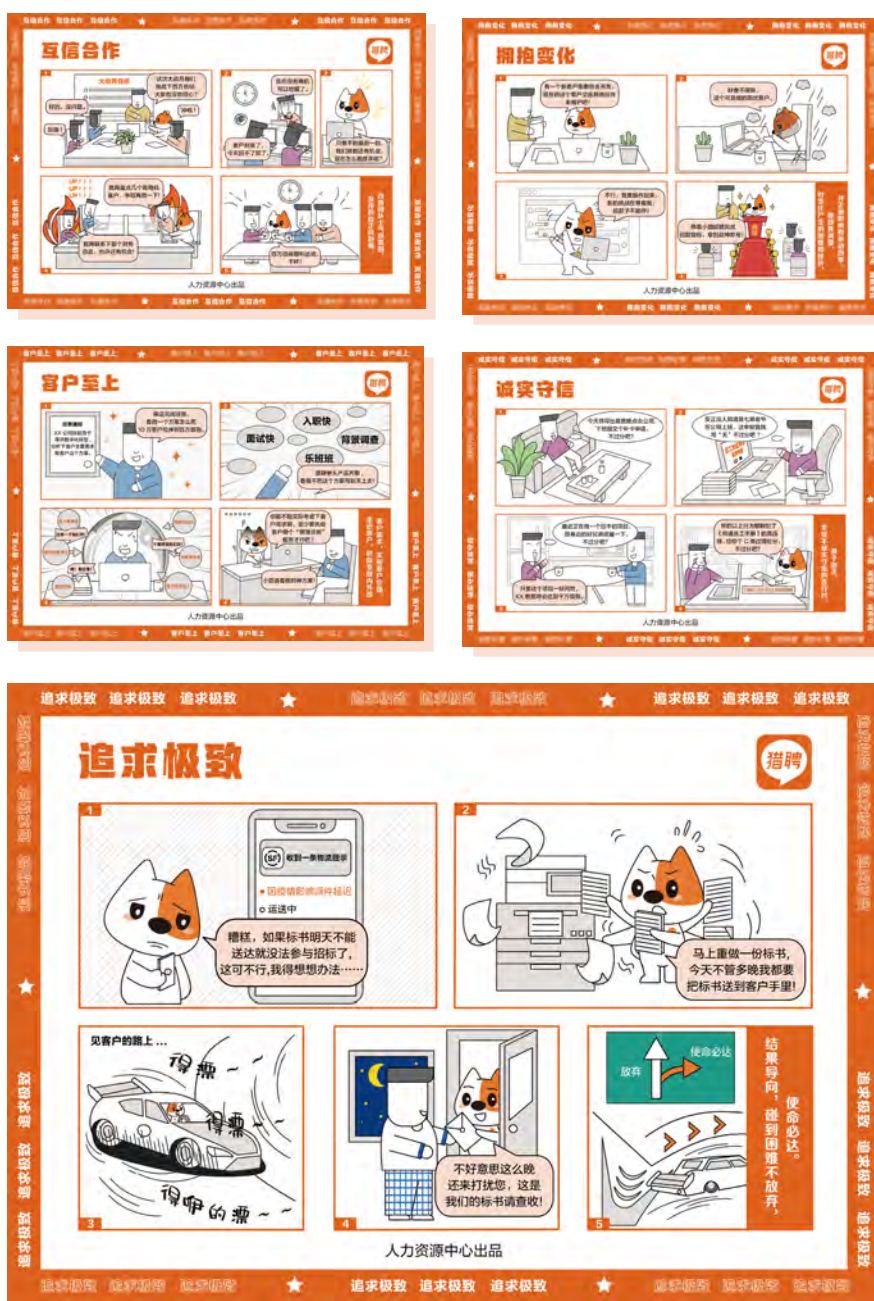
Including but not limited to: inquire or discuss the salary or other personal benefits of colleagues or superiors.

VIII. EMPLOYEES WORKING TOGETHER TO ACCELERATE GROWTH AND DEVELOPMENT

3) Core values

The core values of Liepin are the value orientation of the Group, which can measure whether employees can go hand in hand with the Group from an attitude perspective; it also is a requirement for all employees of the Group and a standard for judging whether their work behavior is right or wrong.

In 2022, we launched promotional comics in a novel way in the office area, tailored to the essence of our business and work scenarios, vividly conveying our core values to our employees, allowing everyone to constantly experience the core value culture in a relaxed atmosphere.



To deepen employees' understanding and practice of the core values, Liepin launches an annual "Value Star" selection activity for all employees, in order to motivate and thank teams and individuals who fully practice the core values and make outstanding contributions during the year. As a flagship event for promoting core values and employee incentives, this annual event involves a tight schedule of activities, including award registration, project organization, promotion of outstanding teams and individuals, final award evaluation, and presentation. The inspiring success stories bring together all the employees of Liepin, while recognizing outstanding teams and individuals, enhancing the sense of belonging and corporate responsibility among all employees of the Company.



VIII. EMPLOYEES WORKING TOGETHER TO ACCELERATE GROWTH AND DEVELOPMENT

4) Personnel recruitment and employment policy

The main recruitment types of the Group include campus recruitment, social recruitment, internal job-transfer recruitment, etc. Our recruitment principle is to openly recruit and select the best candidates. For applicants with the same qualifications, priority is given to internal candidates. In 2022, the number of social recruits in our Company has remained stable compared to 2021, and the full employment rate is over 99%. Our timely and effective recruitment fully supports the development of our Group's business.

Campus recruitment

In 2022, the Group launched campus recruitment, attracting young and excellent graduates to join Liepin, injecting fresh blood into the Company and bringing more innovative possibilities to the business. This campus recruitment activity covered more than 20 cities and comprehensively covered 7 major occupational categories including management training, product, technology, business, design, operations, and functions. We met and communicated with students through online and offline channels, providing detailed explanations of Liepin's career path and diversified training system. After strict screening, the Group has introduced a total of 98 graduates in 2022, including 14 management trainees in technology, business, and finance.

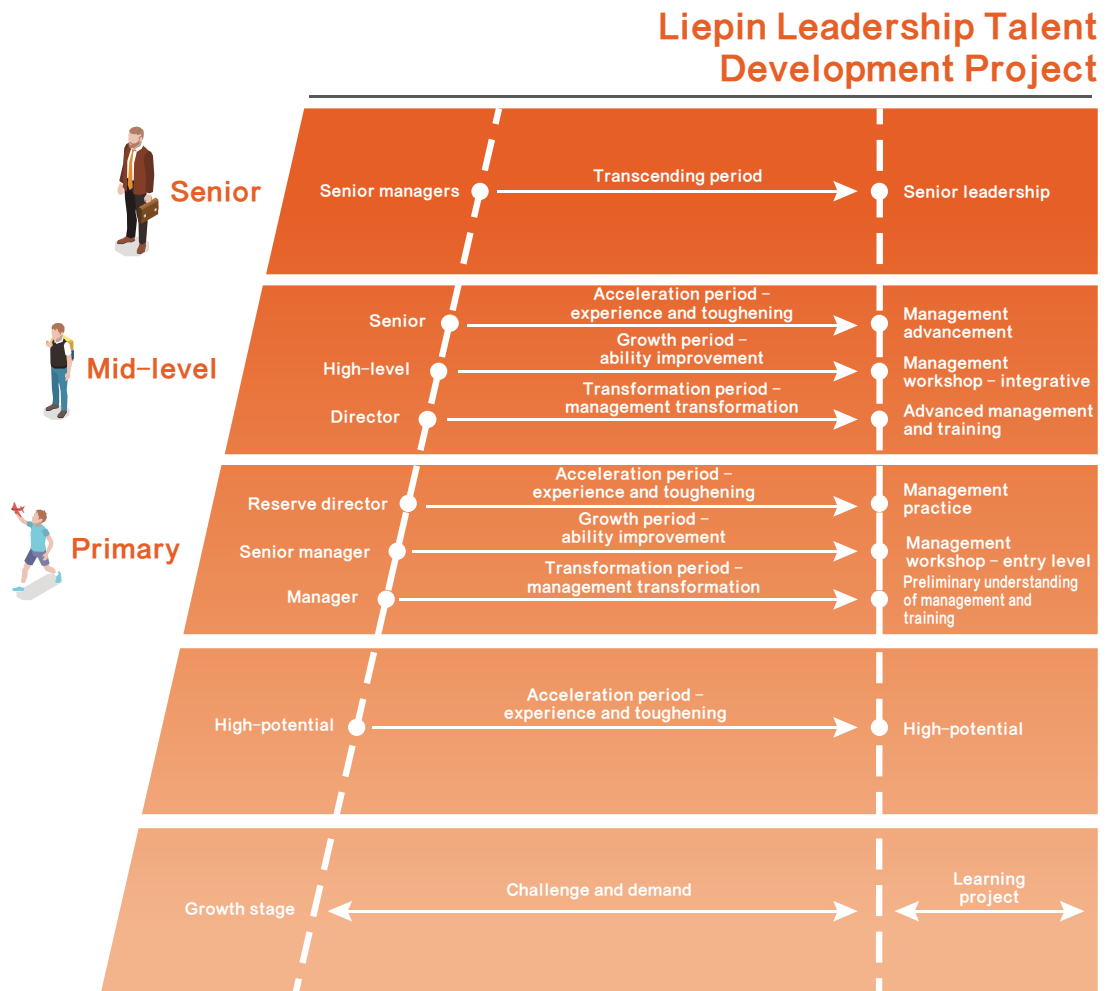


4. Employee Development and Training

Every employee is a valuable asset of Liepin. We focus on their long-term growth and personal value realization in the Company. To meet the comprehensive growth needs and career development of talents, Liepin provides various on-the-job trainings, encourages job flow and formulates clear career development path plans.

1) Concern career growth

i. Talent development program



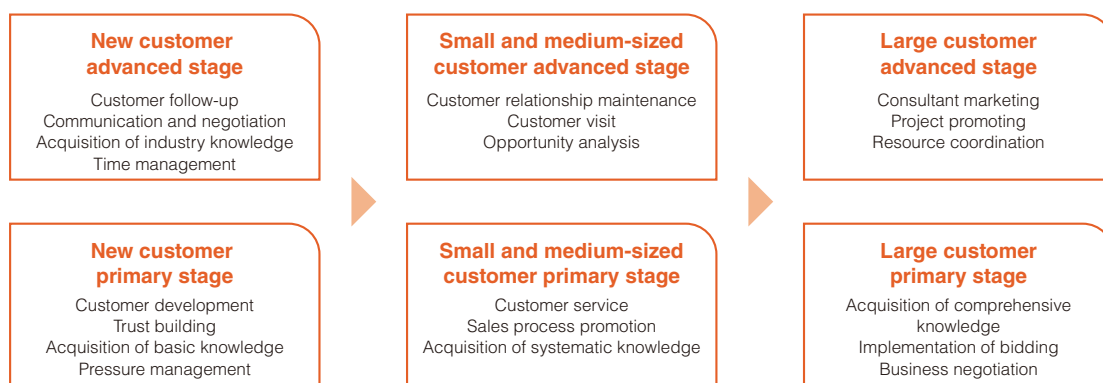
During its more than ten years of development, Liepin has cultivated a large number of management talents and reserved talents. To meet business needs, we provided a full chain of leadership talent development programs for managers at all levels, helping them to develop core abilities such as planning, team management, and resource cooperation on the basis of solid business capabilities and industry background knowledge. This ultimately led to the establishment of more stable, close-knit, and efficient teams, which helped more talented individuals grow and utilize their diversified talents.

We provided targeted management courses for managers at different levels, and collaborate with both internal and external instructors to offer high-quality courses. The curriculum of our management school was divided into five categories, and the teaching methods included training meetings, managerial practices, workshops, and discussion forums, providing opportunities for management talents to improve and practice both their theoretical and practical skills. This helped them gradually grow in their business practices and also helped build a talent pool for recruiting middle and senior level personnel.

VIII. EMPLOYEES WORKING TOGETHER TO ACCELERATE GROWTH AND DEVELOPMENT

ii. Business growth system

For employees in business positions, we have established a comprehensive growth map, clear growth path, labeled and cultivated the core competencies required for job development, so that employees at all stages can understand specific professional ability requirements and subsequent development priorities and choose the most suitable career development path.



2) Diversified training system

The continuous progress of employees is the key to the long-term growth of a company. To help employees continuously improve their business capabilities and supplement professional knowledge, we provided diversified training programs for employees of different types and businesses. The Group has gradually been improving the training system of employees covering all employees, professional and management staff, involving offline business, online production and research as well as mid-and back-office functions. In addition, the Group provided trainings in different aspects including trainings to new employees, on-the-job professional skills and management skills. The forms of training included but not limited to mobile fragmentation learning, offline workshops, role-play, competitions and sand tables, etc. The Group also utilized external resources to provide training directly to high-potential and high-performing staff and mid-level and senior managers.

i. New employee training

Fresh blood drives Liepin's continuous innovation and growth. For freshmen, we paid more attention to the deep integration between employees and Liepin. Through the 180-day care journey after entry, we increased the employees' sense of experience, familiarized them with their team and job responsibilities, and eliminated their discomfort after joining the Company. We also provided online and offline training for new employees to help them understand the Company's corporate culture and regulations, promote their rapid integration, and pass the probationary period quickly.



The Company attaches great importance to the construction of a management talent echelon. Starting from 2021, Liepin has established a management trainee program, which aims to cultivate a group of elite personnel who understand the Company's strategies and business operations through strict screening and comprehensive training. A four-line-in-one project process and curriculum system, that is, "classroom training + product projects + executive coaching + job rotation practice", was adopted for the management trainee program. Through professional and timely training, it ensured the full growth cycle of the management trainee, shortened employee transition time, improved competency probability, and enhanced recognition of the organization. The trainees ultimately completed 56 courses, rotated through six departments, completed six major project challenges, and received 30+ counseling sessions. In 2022, Liepin recruited a total of 14 management trainees and successfully completed their learning and training tasks.



VIII. EMPLOYEES WORKING TOGETHER TO ACCELERATE GROWTH AND DEVELOPMENT

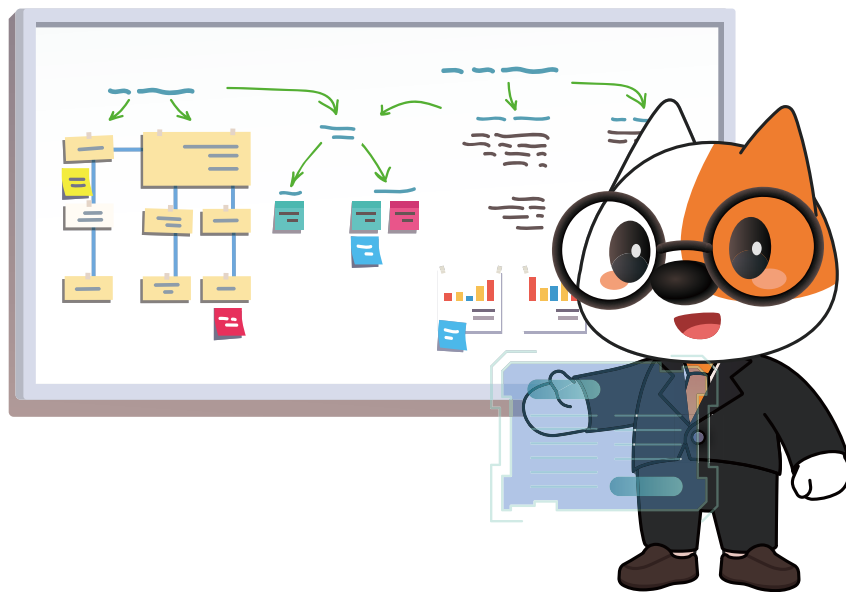
ii. Professional training

We provide targeted vocational training for employees in order to improve their professional knowledge and skills. In the business zones, we launch a variety of competition incentives such as “Business Skill Competition”, “Product Training” and “Internal Instructor Certification and Selection of Excellent Individuals” to promote the construction of a learning organization. Among them, in 2022, we launched the “Way of Product Manager Training”, which relied on the product manager competency model, designed and used a learning map with product line employees, and developed internal instructors and courses to help improve professional abilities for employees. In 2022, the training has covered over 640 people in total.



iii. Internal instructor system

To promote internal experience sharing and knowledge transfer, we have implemented an internal lecturer system. By the end of 2022, there were 305 members in the recruitment lecturer program, with a total of 2,293 teaching hours. We provided comprehensive empowerment for new employees, managers, sales departments, production and research departments, and technical departments to help employees develop their careers. This year, we have designed and implemented sub-projects such as lecturer empowerment, lecturer competitions, etc. for in-house lecturers. This effectively improved the activity level and ability hierarchy of lecturers, and helped to create star lecturers, laying the foundation for the deep cultivation of lecturer resources in 2023.

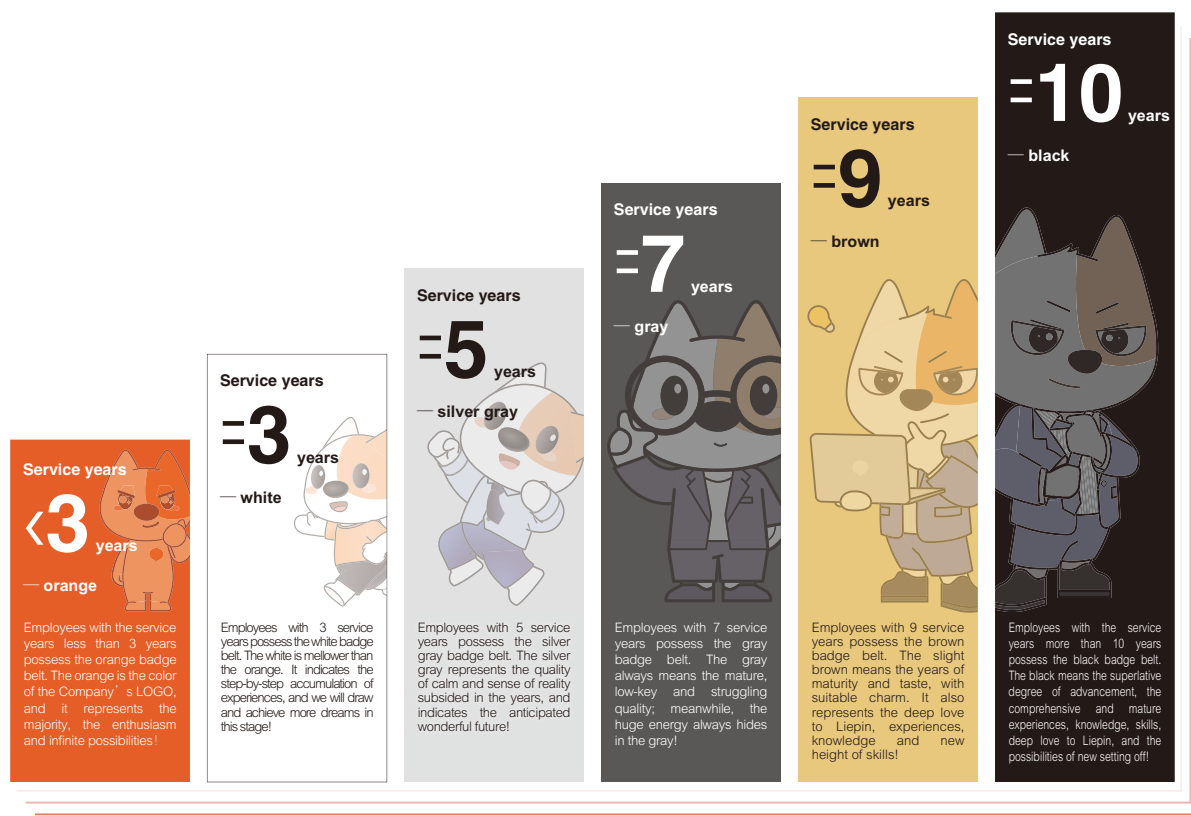


For the year ended December 31, 2022, we conducted online and offline courses in various forms, completed a total of 2,000+ offline trainings, with a total training hours of 2,200+ hours, and launched a total of 490 learning plans on the online learning platform, with a total of 1,959 courses and a total of over 43,305 learning hours.

Distribution dimension of trained employees	Senior Management	Mid-level Management	Junior Management
Number of employees	18	168	378
Percentage of employees	3.2%	29.8%	67.0%

3) Encourage long-termism

In order to thank and motivate employees to join Liepin on our journeys in various positions, we celebrated and recorded the milestone growth moments of our colleagues in Liepin through customized colored badges and anniversary gift. This measure could also enhance employees' sense of belonging and honor in the Company, and helped Liepin gain a group of like-minded individuals who had ideals and business capability, and shared challenges and successes.



VIII. EMPLOYEES WORKING TOGETHER TO ACCELERATE GROWTH AND DEVELOPMENT

5. Employee Assessment and Evaluation

The success and sustainable competitiveness of the Group are highly correlated with the creativity and high performance of its employees. The Group adhered to objective, fair, and rigorous assessment standards and established and implemented a sound performance feedback mechanism to comprehensively evaluate employees' performance achievements, abilities, attitudes, and adaptability. This formed a closed loop of business planning, performance assessment, and communication feedback. The purpose was to explain to employees their work goals achieved through a scientific and effective management system and promote continuous effective communication, feedback and guidance between direct supervisors and employees on goal achievement status and professional behavior, enabling employees to clearly understand their work direction at each stage, fully recognize their stage-specific shortcomings and personal strengths, and continually enhance their ability to improve. It enhances employees' sense of performance responsibility and adaptability, and improves their initiative and enthusiasm in achieving performance goals. At the same time, performance assessment is organically combined with employee training and development and compensation and benefits system to motivate efficient and effective performance among employees.

We have established diversified assessment cycles and schemes for employees at different levels and departments. Through quarterly, semi-annual, and annual assessments, we broke down work tasks layer by layer, achieving traceable and assessable business responsibilities. In addition to conducting superior assessments, we also conducted comprehensive performance evaluations and assessments through 360-degree feedback and other methods, which helped promote a more fair and healthy working environment among employees.



6. Occupational Health and Safety Measures

We care about the health and safety of our employees and provide a safe working environment for them. We strictly abide by the *Labor Law of the People's Republic of China*, the *Production Safety Law of the People's Republic of China*, the *Fire Prevention Law of the People's Republic of China*, and other laws and regulations concerning occupational health and safety and fire prevention in workplace, and improve the safety management through the internal rules and regulations such as *Employee Handbook*. In 2022, the Group passed the ISO45001 Occupational Health and Safety Management System. This certification is a comprehensive test and full affirmation of our unremitting efforts to promote the scientific and standardized operation of the management system, and it is also an important guarantee for the healthy and stable development of the Group.

In 2022, we established a ledger for hazard identification and risk assessment in office area and analyzed the hazards of 25 operating activities one by one, and determined the hazard level. Contrary to different hazard sources, we formulate effective control measures to minimize the danger to employees in work area. At the same time, the Company's *Regulations on the Management of Industrial Injury Accidents* stipulates in detail on the contents and methods of industrial accident management responsibilities, accident reports, investigation and analysis, and accident handling to protect the legitimate rights and interests of employees.

In order to strengthen the fire safety of working area and prevent the fire hazards, we have issued normative documents such as *Framework for Safety Fire Prevention*, *Framework for Safety Education Management*, and *Framework for Fire Management* to strengthen fire prevention education and improve employees' fire prevention awareness. Fire prevention exercise will be held at least once every year at all Liepin offices. The drill of fire extinguisher operation was held by the Group headquarter in the "Fire Safety Day" on November 9, 2022. Besides, we actively remind our employees of the fire safety during all the major holidays and various activities and protect the life and properties safety of our employees, nipping those hazards in the bud. Meanwhile, in accordance with the provisions of the *Labor Law of the People's Republic of China*, the Group pays for work-related injury and medical insurances for its employees, effectively ensures that work-related injury insurance plays a functional role in preventing occupational risks, and cares about the health of employees. In addition, the Group is committed to providing a safe working environment for its employees. Within the known scope, there is no potential risk of occupational diseases mentioned in the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases*. Besides, the Group pays the supplementary commercial insurance for regular employee entering the Company more than 6 months (including six months), which covers the outpatient, hospitalization, serious disease, and accidental injuries expenditures, providing their employees with more comprehensive medical expenditure guarantee. The Group handled the commercial insurance claim settlements for 570 employees in total in 2022.



In 2022, when the epidemic is pandemic and there are serious shortages of civilian medical apparatus and instruments, we provided all our employees and part of the resigned employees with health monitoring appliances freely by actively connecting with various parties under the relative obvious epidemic risks, getting over the difficulties together with our employees and their families in the special period. Meanwhile, we provide additional 5 days of special sick leave suitable for all our employees during 2022 and 2023 and simplify the approval process, so as to better guarantee the physical health of the employees and appreciate their persistent working and devotion during the epidemic, and ensure their healthy and joyful mind and body at the moment of hard work.

VIII. EMPLOYEES WORKING TOGETHER TO ACCELERATE GROWTH AND DEVELOPMENT

7. Employee Remuneration and Welfare Activities

In order to ensure the sustainable development of Liepin, the Group provides employees with a remuneration and welfare structure that is competitive in the industry externally and fair internally. At the same time, the Group regularly collects and analyzes the relevant remuneration data in the target markets to maintain its sustainable competitiveness. A remuneration consists of cash income and non-cash income, among which, the cash income comprises the basic salary and bonus, etc.; the non-cash income comprises the social insurance, provident fund and internal benefits, etc. The Group pays social insurance and provident fund for employees upon the formal entry.

In terms of leave pay, employees receive full pay for their annual leave and paid sick leave. For other sick leave, employees shall be paid based on 80% of the local provincial and municipal minimum wage in the current year (for those areas with special regulations, such special regulations shall prevail). For personal leave, the full salary for the day shall be deducted. In addition, the employees of the Company shall receive basic salary for marriage and funeral leave, pregnancy check leave, maternity leave, breastfeeding leave, family planning leave, and public holidays.

Liepin hopes to set up a united, friendly, win-win and positive work atmosphere. We organize corresponding activities on the anniversary celebration of the Group and other statutory holidays to provide welfare mentally and in substance, creating a harmonious working atmosphere like home for employees.

During this year, plenty of cultural and sports events were organized, including the organization of "sky watching" for production and research team to discuss product development strategies and the regular organization of department team building to improve staff relationship.

Propagate Liepin Culture — Liepin Day



Holidays and Rights and Interests Activities



(Distributing the gift box on Mid-Autumn Festival)

Group Annual Meeting and Company Celebration Activities



Team-building Activities



(Financial rights and interests — Liepin co-branded card)



(Welfare activities on Mother's Day)



(Special offers on Women's Day)

8. Labor Standards and Anti-discrimination

All employees are employed by the Human Resources Department of the Group to ensure that they meet the job requirements of corresponding positions. In addition, the Group complies with relevant laws and regulations, safeguards the legitimate interests of employees, resolutely resists child labor and forced labor, and consciously conducts relevant social supervision.

We strictly abide by the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China* and other national laws and regulations, and are committed to create an equal and diversified office atmosphere. We do not discriminate against anyone for nationality, race, gender, age, education background or religious beliefs. We have *Specifications for Job Posting* in place internally, which regulates the recruitment process and prohibits discriminatory vocabulary in the job posting.





STAYING TRUE TO THE PUBLIC WELFARE FOR PROMOTING SOCIAL HARMONY

"Swift as a solo player, far-reaching as a team" is not only the internal culture of Liepin Group, but also shows the social orientation of Liepin Group. As a mid-to-high-end online recruitment platform, Liepin Group not only focuses on the sustainable growth of commercialization, but also actively undertakes its social responsibility. Liepin continuously makes efforts in aspects such as empowering talents development, introducing talents, promoting employment and pushing forward rural revitalization, thus contributing to the construction of a harmonious society.



IX. STAYING TRUE TO THE PUBLIC WELFARE FOR PROMOTING SOCIAL HARMONY

1. Career Development — To Help Talents Achieve Greater Career Success

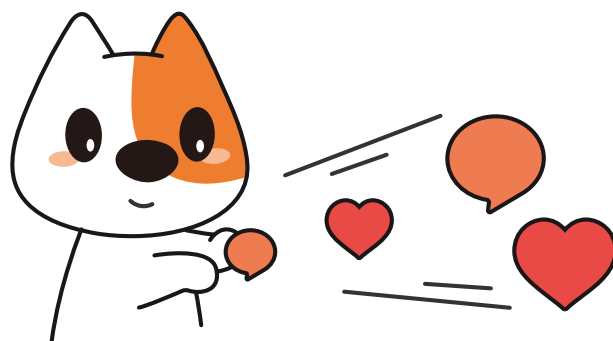
At the beginning of its establishment, "helping professional talents to be more successful" is the mission of Liepin. Focusing on both sides including talents and enterprises, Liepin adopted various forms to help professional talents choose jobs and develop.

1) Public welfare program "I Am a Management Trainee"

In 2022, Tongdao Liepin Group and Guanghua School of Management, Peking University launched the public welfare program named "I Am a Management Trainee" (Season I), which assisted college students who are about to enter the workplace in training essential business thinking and skills, establishing a correct career outlook, and enhancing innovation and growth capabilities. From June to September, 20 professors, entrepreneurs, executives and career experts were invited to give lectures at 7:00 pm every Tuesday. Through 20 live job-seeking classes and 17 public welfare recruitment activities with the multiple themes, fresh graduates were empowered to develop in the future workplace. In the long run, this activity can help the development of young talents in China. The course has been welcomed by many state-owned official websites, such as Beijing Municipal Human Resources and Social Security Bureau, China Youth.CN and Newjobs.COM.CN for students to learn. This public welfare activity continued to spread in many core media with the overall exposure exceeding 30 million and there are 1 million viewers in total and among them are nearly 500,000 live viewers.



姓名	日期	姓名	日期	姓名	日期	姓名	日期
北京大学 张均龙	08月09日	涌健生物 张晓东	08月16日	宝洁 许有杰	08月23日	向荟培训 Jocelyn	08月30日
职源咨询 魏妹	09月06日	播应APP 何川	09月13日	网易 萨那尔	09月20日	北京大学 雷莹	09月27日



Future Form

The Generation after 00s:
A Better Life Begins with
Career Planning



Wang Hui

Deputy Secretary of Party Committee
and Professor of Guanghua School
of Management, Peking University

Economy and Industry under
Background of Carbon Neutrality



Teng Fei

Deputy Secretary of Party Committee
and Associate Professor of
Guanghua School of Management,
Peking University

Entering Famous Enterprises

Understanding General Trend and
Grasping New Opportunities for
Industry Development



Song Ran

GGVCAPITAL Investor

Anta in the World



Li Ling

Vice President of Anta Group

Workplace Ability

Viewing Job Search and Growth
from Ability Model of Management
Trainees in Famous Enterprises



Wang Liyuan

Talent Director of Coach in China
and Southeast Asia

Power of Thinking:
From Management Trainee to CEO



Dai Kebin

Chairman of the Board of
Directors and Chief Executive Officer
of Tongdao Liepin Group

Useful Knowledge in Job Hunting

Resume that Strikes HR and
Interview Rules



Jocelyn

Training Director in Xianghui

Job-Seeking Decisions: Using Data to
Help Make Job-Seeking Decisions



Samuel

Chief Instructor of Netease Data
Analysis Course

IX. STAYING TRUE TO THE PUBLIC WELFARE FOR PROMOTING SOCIAL HARMONY

2) Extraordinary Employer

The campaign “Extraordinary Employer” has been successfully held for 8 times since its launch in 2015. Liepin has always been committed to finding extraordinary organizations that can help professional talents realize their value as fairly and objectively as possible. In 2022, the international situation and bursts of COVID-19 brought an impact to life. In this situation, the value and significance of “human” became the center of attention of the whole society. The selection of extraordinary employers this year pays more attention to human factors, aiming at selecting extraordinary employers who pay more attention to employee working experience, help employee realize personal value, promote social progress, and thus realize harmonious coexistence among employees, enterprises and the society. This campaign “Extraordinary Employer” started in June 2022. A total of 797 enterprises across China signed up and 31 industry experts in human resources in China gave review guidance. A total of 343 enterprises entered the stage of final judgement. After multiple rounds of competition, 53 enterprises including Alibaba, Alpha sights, Anta, Procter & Gamble, Draexlmaier China and Deloitte¹ were successfully selected as extraordinary employers in 2022.



1 The ranking is not in particular order, and is listed based on the first letter only;

On January 12, 2023, “Confidence 2023: Annual Extraordinary Ceremony” and the award ceremony jointly held by Tongdao Liepin and the Paper were officially broadcast. In the live broadcast, Liepin’s CEO Dai Kebin, a snowboarders Zhang Jiahao, Duan Xuan, a famous host, and Luan Yushuai, a courier from JD, etc. shared their perception and experience of their respective industries with the themes of “Looking forward to new opportunities in the workplace in 2023”, “When setbacks are accompanied by love”, “When an employee is 50 years old in workplace” and “Confessions of an ordinary grassroots employee”. “Creating the extraordinary in the ordinary with love and persistence” is the viewpoint that is unanimously shared by the guests which also shows the keynote of the campaign. At the same time, the list of “extraordinary employers”, “extraordinary hunter”, “extraordinary recruiters” and “extraordinary contributions” in 2022 by Liepin was announced in the campaign. The cumulative number of viewers of Extraordinary Night in 2022 reached 455,256.



Liepin has always insisted that employees are an important factor in the sustainable development of the enterprise. Through the campaign “Extraordinary Employer”, Liepin also continuously discovers more excellent enterprises which constantly build corporate culture and upgrade organizations with employees as the core. This activity let candidates have opportunities to know more excellent enterprises and find ideal jobs that are more suitable for them.



2. Industrial Public Welfare — Supporting the National Employment Market

In 2022, affected by the macroeconomic downturn and frequent bursts of COVID-19, enterprises were cautious about their decision-making and has raised their recruitment standards, and the overall recruitment process has slowed down. In this context, Liepin actively carried out diversified recruitment activities for different industries and different types of people.

1) Cooperate with the government in special enterprise recruitment and talent employment activities to help college students find jobs

With the leading technological research and development and the professional service ability, Liepin Group always supports the recruitment needs of each industry, the structure upgrading of talents and the development of Chinese enterprises. Liepin Group continues to contribute to the protection of the employment level in China and the economic and social development. Liepin actively responds to the “Six Stabilizations and Six Guarantees” policy in China and the continuous emphasis on “employment priority” of the government, and helps the Ministry of Human Resources and Social Security, provincial governments, etc. to hold many types of public welfare employment activities. In 2022, Liepin undertook the 100-day online recruitment activity of “Good Jobs Wait for You” for tens of millions of people initiated by the Ministry of Human Resources and Social Security of the People’s Republic of China. The 12 special recruitment fairs under the responsibility of Liepin mainly focus on 7 major industries including medical and health care, automobile, real estate and construction, manufacturing, artificial intelligence, internet and e-sports games. At the same time, 3 special recruitment fairs including internship for college students, summer internship and internship in famous enterprises were set up and special recruitment fairs for micro, small and medium-sized enterprises and women were launched. There are more than 100 live broadcasts in this series of activities, covering more than 500 enterprises in total and with more than 600,000 job-seeking candidates participating in. In addition, to attract overseas talents and help overseas students return to China for employment, Liepin planned the “Public Welfare Cloud Recruitment of Overseas Talents”, which provided free public welfare opportunities for enterprises that attached great importance to the introduction of overseas talents. It attracted the participation of famous foreign and domestic enterprises such as HSBC, ZF, Institute of Automation in Chinese Academy of Sciences, BOE, etc. The activities were broadcast live for 31 times in total and there were as many as 120,000 viewers in the station with an average delivery rate in each activity of over 10%.



IX. STAYING TRUE TO THE PUBLIC WELFARE FOR PROMOTING SOCIAL HARMONY

In order to meet the strategic needs of local governments to introduce talents, the Group assisted Anhui, Beijing, Guangzhou, Tibet Autonomous Region and other places to carry out recruitment activities. In the special recruitment session of “Glorious Business in Tibet”, Liepin assisted All-China Federation of Industry and Commerce and Tibet Autonomous Region Federation of Industry and Commerce in attracting Tibetan college students. There were 1,755 hits on the activity website, collected a total of 738 resumes of students from Tibet origin, and 79 people reached preliminary employment intentions. In addition, the Group actively contributes to the development of emerging industries and holds special recruitment sessions for chips/semiconductors, specialized, refined, featured and innovative small and medium-sized enterprises, etc., so as to attract highly skilled and outstanding talents for enterprises. During the activities, the special recruitment session covered more than 50,000 talents with an average delivery rate of 20% in live broadcast and the feedback effect of enterprises was good.



2) Live public welfare broadcast with posts

Liepin linked with media in China to hold various large-scale live public-welfare broadcast activities to promote employment. The recruitment series of public welfare cloud in Liepin establishes a connection between the responsible person and the job seeker in the form of live broadcast, exchanges the real business condition and cultural concept of the enterprise face to face, builds a fast communication channel and delivery channel for the enterprise, helps the enterprise to recruit excellent talents efficiently, and makes the job seeker one step ahead on the road of seeking for a job. In 2022, Liepin successively assisted the government, enterprises, universities, etc. to hold several live public welfare recruitment activities. During the World Cup, the Group launched the professional recruitment season, launched the column "Live Front Line", and continuously carried out 107 live public welfare broadcast activities for the four major industries including Internet, hard technology, new energy and massive health with a total of more than 5,300 jobs released, a total of 400,000 viewers and a total of 13,000 intentions.



3. Providing Educational Assistance for The Poor — Contributing to Common Prosperity

In recent years, as rural education has been given increased attention and has been implemented as a critical component of rural revitalization, the Chinese government has prioritized the development of rural education. Against this backdrop, Liepin, as a socially responsible enterprise, has taken proactive steps to support the development of rural education by leveraging its industry expertise.

The Group has cooperated with "One-kilogram Box", a public welfare innovation organization, to implement a public welfare assistance program, helping children in mountainous areas to gain access to more quality education resources. Through the platform ecosystem, Liepin joins hands with corporate partners for the donation of a single "One-kilogram Box" to rural children by Liepin for every 5,000 job positions posted on the platform by the corporate partners. The box comes in various forms, including basic classroom tools and special themed packages such as science packages and reading packages, empowering rural teachers and volunteers to enhance the fun and richness of the course. Overall, a single "One-kilogram Box" can meet the teaching needs of one class (approximately 36 children) for one lesson. Liepin has participated in this public welfare project for four consecutive years. In 2022, Liepin donated 250 competency-based curriculum tool kits to 112 rural primary schools. In this project, 2,233 rural children have benefited and gained knowledge in areas such as safety, health and labor, which has improved their awareness of health and safety.

IX. STAYING TRUE TO THE PUBLIC WELFARE FOR PROMOTING SOCIAL HARMONY



In order to support the poverty alleviation in rural areas, Liepin actively provided pre-employment training for rural migrant workers to improve their job skills and obtain more competitive salaries. In 2022, Liepin assisted the Human Resources and Employment Center of Xinyi to conduct a survey and visited a total of 86 villages in seven towns, and found that local migrant workers had inferior job skills. In view of this situation, Liepin established career centers in each village to provide pre-employment training and enhance the vocational development capabilities of the local labor force.

In the future, Liepin will continue to focus on public welfare causes such as rural poverty alleviation and rural revitalization. It will give full play to the advantages of the platform, fulfill corporate social responsibility, actively innovate the form of public welfare, and make greater contributions to help rural education development, enhance labor skills and promote social employment.









PRACTICING GREEN FOOTPRINT UNDER ENVIRONMENTAL PROTECTION CO-CONSTRUCTION

Since the 14th Five-Year Plan period, China has attached greater importance to ecological protection, and incorporated ecological environmental protection into all aspects of high-quality development, promoting green development and harmony between man and nature. Liepin Group has always adhered to green development, and implemented low carbon, energy saving and emission reduction in its operations to help build a beautiful China.



X. PRACTICING GREEN FOOTPRINT UNDER ENVIRONMENTAL PROTECTION CO-CONSTRUCTION

1. Green Office

Electricity, water and paper are the main resources consumed in the Group's operations. The Group has established a comprehensive system and procedures for environmental governance, classifying and managing different environmental elements with designated personnel responsible. Regulations such as the *Waste Management Regulations*, *Energy Saving and Consumption Reduction Management Regulations* and *Energy and Resource Management Regulations* have been established, and ISO 14001 environmental management system certification has been obtained in 2022, which laid a good foundation for systematically proposing and implementing environmental governance strategies.

To promote reasonable use of electricity, our Group has actively implemented a responsibility system and required indoor lighting and air conditioning to be turned off when not in use. The Group has arranged for administrative personnel to regularly inspect the office areas to prevent situations where lights are left on in unoccupied areas. At the same time, our Group selected and purchased high-efficiency products and adopted energy-saving power supplies. Equipment such as printers, office computers, and fax machines were set to automatically turn off the display and enter "sleep" or "power saving" mode when not in use for a long time.

In order to save water resources, the Group set up induction water-saving taps in the toilets to control the water flow and reduce the waste of water resources when no one used it. At the same time, in the procurement of drinking water equipment,



the Group took water saving and energy saving as an important standard, and selected water dispenser which was safe and water-saving environment-friendly.

In order to reduce the use of resources, the Group advocated paperless office, for example: 1) the Group fully implemented the office automation (OA) system, encouraged the use of online documents, emails and faxes instead of paper printing, and advocated electronic filing to avoid waste of paper; 2) all internal personnel documents of the Group were signed electronically, covering employees' entry, resignation, renewal of labor contracts, processing/settlement of commercial insurance contracts, etc. By the end of 2022, Liepin had signed 15,200 electronic contracts online, which reduced the use of paper resources and improved management efficiency.

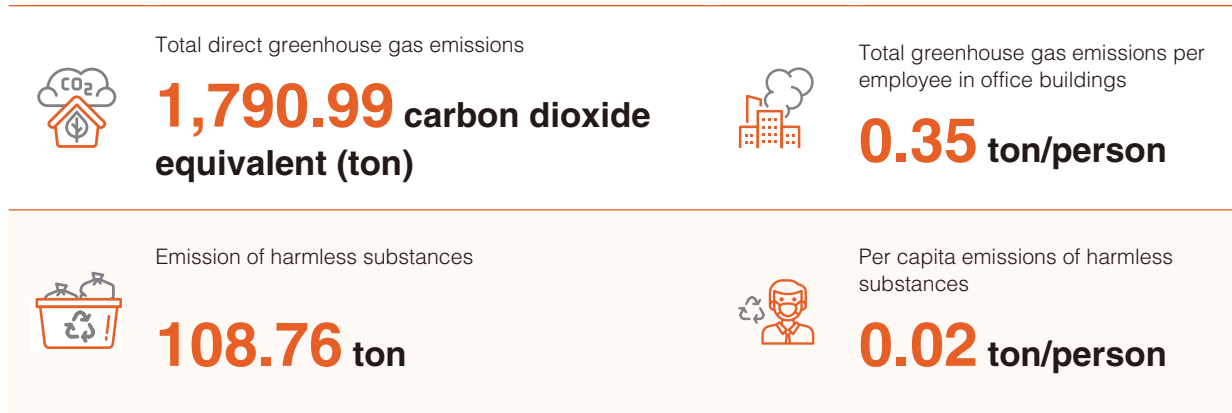
The emitters of harmful substances related to the Group's operations are mainly electronic equipment and consumables such as printers and computers. The toner and ink cartridges used in printers and batteries are properly disposed of by qualified suppliers. In addition, without compromising work efficiency, the Group encouraged extending the service life of electronic equipment to reduce the environmental impact of their disposal.

The data center of the Group strictly followed the *Guidelines of the Three Departments on Strengthening the Construction of Green Data Centers* issued by the Ministry of Industry and Information Technology. Our Group adopted energy-saving measures such as energy-saving refrigeration equipment to reduce energy consumption and build green data centers.

Through the above energy-saving measures, we have achieved significant results in emissions reduction and energy conservation, as shown in the emission and energy consumption performance during the reporting period.



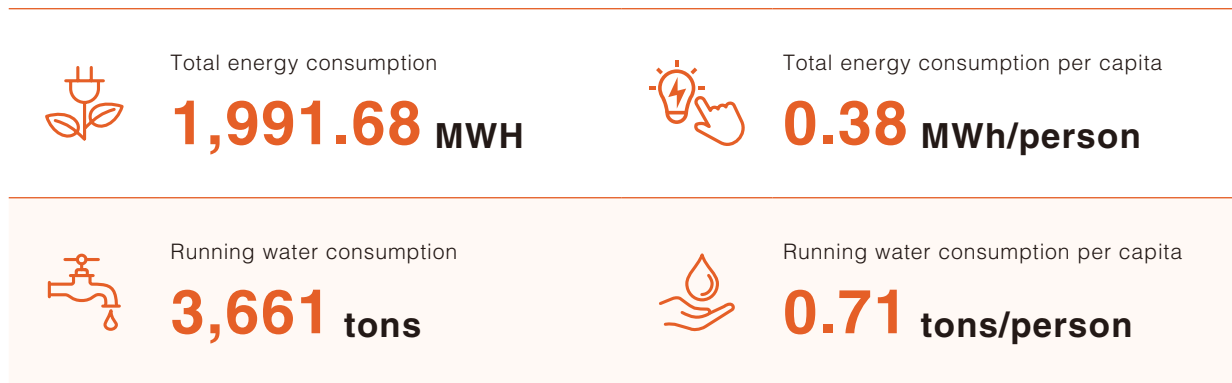
Gas Emissions Data in 2022



Note:

- Based on the operating characteristics of the Group, the main emissions were greenhouse gases derived from electricity converted from fossil fuels.
- Greenhouse gas emissions included carbon dioxide, methane and nitrous oxide. GHG emission data was presented in terms of carbon dioxide equivalent. The comprehensive calculation was conducted according to the *Baseline Emission Factors for Regional Power Grids in China in 2019* published by the National Development and Reform Commission of the People's Republic of China and the *2006 IPCC Guidelines for National Greenhouse Gas Inventory* published by the Intergovernmental Panel on Climate Change.
- The Group's business operations do not directly generate hazardous substances. The Group's hazardous substances during the reporting period mainly included waste electronics arising from daily office work, including toner cartridges, batteries, used lamps and computers, and the total amount of the above-mentioned hazardous substances discharged during the reporting period was 4.05 tons. The harmless wastes setoff the Group mainly included waste paper, cartons and domestic garbage generated from daily office work, which were classified and treated by property management companies in a unified way to minimize the generation of harmless substances.

Energy and resource consumption data in 2022



Note:

- The total energy consumption was calculated according to the conversion factor in the total electricity consumption and the national standard of the People's Republic of China (General Principles for Calculation of the Comprehensive Energy Consumption (GB/T2589-2008)).
- The water sources used by the Group came from the municipal running water supply. According to the statistics, the office areas with water consumption were Beijing, Shanghai, Hangzhou, Hefei, Shenzhen and Chongqing. The water charges of other office areas were included in the property fees, from which the water consumption shouldn't be separated.
- Packaging data is not applicable to the Group.

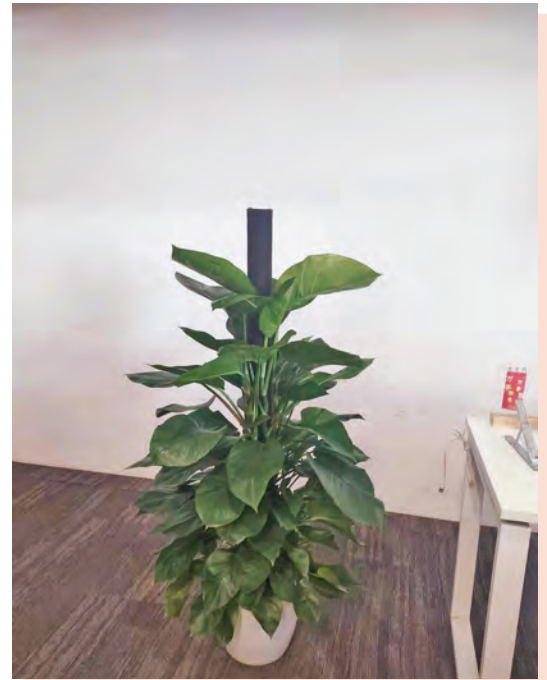
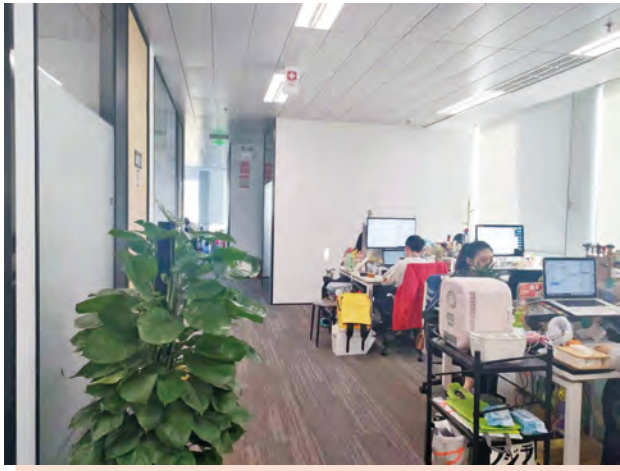
X. PRACTICING GREEN FOOTPRINT UNDER ENVIRONMENTAL PROTECTION CO-CONSTRUCTION

2. Low Carbon Operation

In 2022, the Group actively promoted the online live recruitment business, by carrying out online cloud streaming job fairs, and reducing the carbon emissions in transportation, venues, materials and other aspects that may be generated by the traditional offline recruitment activities. As of December 31, 2022, 994 live recruitment activities of the Group have been held on all platforms, the total number of viewers of the live broadcast is as high as 4.39 million, and the online recruitment business has achieved outstanding results.

3. Environmental Publicity

The Group has always emphasized the significance of environmental awareness for low carbon, energy conservation and emission reduction. In the workplace, the Group has strengthened employees' awareness of environmental protection by means of prompts and brochures and encouraged employees to participate in environmental actions. Through these activities, Liepin has urged employees to transform environmental protection and energy conservation into conscious actions, and participate in building a beautiful China while shaping a good image for company.



4. Address Climate Change

In recent years, extreme weather events have been occurring frequently due to global warming. To reduce the impact of extreme weather events on company operations and enhance the Group's emergency response capability in case of such weather, LIEPIN has compiled the "Emergency Response Plan for Extreme Weather", based on the "Meteorology Law of the People's Republic of China" and the "National Meteorology Emergency Plan". The plan classified extreme weather according to severity, covering the entire process of "warning monitoring (classification) — warning information release — warning action — warning adjustment and termination", and adopted different response measures to ensure the safety of employees and smooth operation of the business.







EMPOWERING ENTERPRISE DEVELOPMENT BASED ON GOVERNANCE

We believe that effective internal governance is the foundation for our business development. Currently, we have established a management structure headed by the board of directors, and continuously optimizes standards and regulations, strengthens risk management, and prevents corruption and fraud during our operation process. We aim to uphold the highest ethical standards in business development, so as to set industry benchmarks and lead the healthy development of the industry.



16 PEACE, JUSTICE
AND STRONG
INSTITUTIONS



17 PARTNERSHIPS
FOR THE GOALS



XI. EMPOWERING ENTERPRISE DEVELOPMENT BASED ON GOVERNANCE



1. Corporate Governance Structure

1) Board of Directors and Committees

The Company is under the leadership of an effective board of directors. The board of directors supervises the management, strategy and presentation of this Group and makes decisions in the best interests of the Company. The board of directors shall regularly provide information on the contributions of the directors to the Company in the performance of their duties and whether the directors have spent sufficient time in the performance of their duties.

As of December 31, 2022, the board of directors is currently composed of six directors, including two executive directors, one non-executive director and three independent non-executive directors.

	Audit Committee	Nomination Committee	Remuneration Committee
Executive Director			
Dai Kebin (CEO)		Chairman of Board Committee	
Chen Xingmao (Chief Technology Officer)			
Non-Executive Director			
Shao Yibo			
Independent Non-Executive Director			
Ye Yaming	Member of Board Committee	Member of Board Committee	Member of Board Committee
Zhang Ximeng	Member of Board Committee	Member of Board Committee	Chairman of Board Committee
Cai Anhuo	Chairman of Board Committee		Member of Board Committee

 Chairman of Board Committee
  Members of Board Committee



BOARD MEETINGS AND DIRECTORS' ATTENDANCE RECORDS

Code provision C.5.1 of the CG Code stipulates that the board should meet regularly and board meetings should be held at least four times a year at approximately quarterly intervals involving active participation, either in person or through electronic means of communication, of a majority of Directors entitled to be present.

Code provision C.2.7 of the CG Code has been revised to require that the chairman should at least annually hold meetings with independent non-executive Directors without the presence of other directors.

A summary of the attendance record of each Director at the Board meetings, Board Committee meetings and general meeting of the Company held during the year ended 31 December 2022 is set out in the table below:

Name of Director	Attendance/Number of Meetings					
	Board	Audit Committee	Remuneration Committee	Nomination Committee	Annual General Meeting ^(Note 1)	INED Meeting ^(Note 2)
Executive Directors						
Mr. Dai Kebin	4/4	—	—	1/1	1/1	1/1
Mr. Chen Xingmao	4/4	—	—	—	1/1	—
Non-executive Directors						
Mr. Shao Yibo	4/4	—	—	—	1/1	—
Mr. Zuo Lingye (resigned on 15 September 2022)	3/3	4/4	—	—	1/1	—
Mr. Ding Gordon Yi (resigned on 17 June 2022)	2/2	—	1/1	—	1/1	—
Independent Non-executive Directors						
Mr. Ye Yaming	4/4	4/4	—	1/1	1/1	1/1
Mr. Zhang Ximeng	4/4	—	1/1	1/1	1/1	1/1
Mr. Choi Onward	4/4	4/4	1/1	—	1/1	1/1

The Directors have attended the meetings via video or telephone conference, or in person.

Note:

- (1) The annual general meeting of the Company was held on 12 May 2022.
- (2) Meeting between Chairman and independent non-executive Directors

XI. EMPOWERING ENTERPRISE DEVELOPMENT BASED ON GOVERNANCE

2) Board Policy

Board Diversity Policy

The Company has adopted a Board Diversity Policy which sets out the approach to achieve diversity of the Board. The Company recognizes and embraces the benefits of having a diverse Board and sees increasing diversity at the Board level as an essential element in maintaining the Company's competitive advantage.

Pursuant to the Board Diversity Policy, the Nomination Committee will review annually the structure, size and composition of the Board and where appropriate, make recommendations on changes to the Board to complement the Company's corporate strategy and to ensure that the Board maintains a balanced diverse profile. In relation to reviewing and assessing the Board composition, the Nomination Committee is committed to diversity at all levels and will consider a number of aspects, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge and regional and industry experience.

The Company currently has a single gender Board. Nonetheless, the Company targets to appoint a female director by no later than 31 December 2024. We will implement policy to ensure gender diversity when recruiting staff to develop a pipeline of female senior management and potential successors to the Board. We will strive to enhance our female representation and achieve appropriate balance of gender diversity with reference to the stakeholders' expectation and international and local recommended best practices. Furthermore, we will implement comprehensive programs aimed at identifying and training our female staff who display leadership and potential, with the goal of promoting them to the senior management or the Board.

As of 31 December 2022, we had 5,165 full-time employees, of which 2,164 were male and 3,001 were female. The gender ratio in the workforce (including senior management) was approximately 1 males to 1.39 females. The Company will continue to monitor and evaluate the diversity policy from time to time to ensure its continued effectiveness. The Company is not aware of any mitigating factor or circumstances which make achieving gender diversity across the workforce (including senior management) more challenging or less relevant.

The Company aims to maintain an appropriate balance of diversity perspectives that are relevant to the Company's business growth and is also committed to ensuring that recruitment and selection practices at all levels (from the Board downwards) are appropriately structured so that a diverse range of candidates are considered.

The Board will consider setting measurable objectives to implement the Board Diversity Policy and review such objectives from time to time to ensure their appropriateness and ascertain the progress made towards achieving those objectives.

The Nomination Committee will review the Board Diversity Policy, from time to time and as appropriate, to ensure its effectiveness.

Director Nomination Policy

The Board has delegated its responsibilities and authority for selection and appointment of Directors to the Nomination Committee.

The Company has adopted a Director Nomination Policy which sets out the selection criteria and process and the Board succession planning considerations in relation to nomination and appointment of Directors of the Company and aims to ensure that the Board has a balance of skills, experience and diversity of perspectives appropriate to the Company and the continuity of the Board and appropriate leadership at Board level.

Mechanism to Ensure Independent Perspectives and Opinions of the Board

In order to enhance the efficiency of the board of directors, maximize its strengths, and identify areas in need of improvement or further development, the company adopted the “Mechanism to Ensure Independent Perspectives and Opinions of the Board” in 2022, with the goal of continuously improving and developing the processes and procedures of the board of directors and its committees.

This mechanism aims to ensure that our board of directors is strongly independent and maintains a good mechanism to assist the board in obtaining independent perspectives and opinions, thereby enabling the board to make independent judgments effectively and improve its accountability and transparency, in order to better safeguard the interests of shareholders. The mechanism clearly outlines the actions that our company needs to take to maintain and improve the board’s performance, such as the individual training and development needs of each director, and whether the company’s mechanisms can effectively ensure that board members obtain independent perspectives and opinions. The board of directors will also review the implementation and effectiveness of this mechanism annually and make revisions as necessary, which will be disclosed in the company’s corporate governance report.

The Director Nomination Policy sets out the factors for assessing the suitability and the potential contribution to the Board of a proposed candidate, including but not limited to the following:

- Reputation for integrity
- Commitment in respect of available time and relevant interest
- Diversity in all its aspects, including but not limited to gender, age (18 years or above), cultural and educational background, ethnicity, professional experience, skills, knowledge and length of service

The Director Nomination Policy also sets out the procedures for the selection and appointment of new Directors and re-election of Directors at general meetings.

The Nomination Committee will review the Director Nomination Policy, from time to time and as appropriate, to ensure its effectiveness.

XI. EMPOWERING ENTERPRISE DEVELOPMENT BASED ON GOVERNANCE

3) Shareholders' Rights

The Company engages with shareholders through various communication channels.

To safeguard shareholders' interests and rights, separate resolution should be proposed for each substantially separate issue at general meetings, including the election of individual Director. All resolutions put forward at general meetings will be voted on by poll pursuant to the Listing Rules and poll results will be posted on the websites of the Company and of the Hong Kong Stock Exchange after each general meeting.

Convening an Extraordinary General Meeting

Pursuant to Article 12.3 of the Articles of Association, the Board may, whenever it thinks fit, convene an extraordinary general meeting. General meetings shall also be convened on the written requisition of any two or more members deposited at the principal office of the Company in Hong Kong or, in the event the Company ceases to have such a principal office, the registered office specifying the objects of the meeting and signed by the requisitionists, provided that such requisitionists held as at the date of deposit of the requisition not less than one-tenth of the paid up capital of the Company which carries the right of voting at general meetings of the Company. General meetings may also be convened on the written requisition of any one member which is a recognized clearing house (or its nominee(s)) deposited at the principal office of the Company in Hong Kong or, in the event the Company ceases to have such a principal office, the registered office specifying the objects of the meeting and signed by the requisitionist, provided that such requisitionist held as at the date of deposit of the requisition not less than one-tenth of the paid up capital of the Company which carries the right of voting at general meetings of the Company. If the Board does not within 21 days from the date of deposit of the requisition proceed duly to convene the meeting to be held within a further 21 days, the requisitionist(s) themselves or any of them representing more than one-half of the total voting rights of all of them, may convene the general meeting in the same manner, as nearly as possible, as that in which meetings may be convened by the Board provided that any meeting so convened shall not be held after the expiration of three months from the date of deposit of the requisition, and all reasonable expenses incurred by the requisitionist(s) as a result of the failure of the Board shall be reimbursed to them by the Company.

Putting Forward Proposals at General Meetings

There are no provisions under the Articles of Association or the Companies Law of the Cayman Islands regarding procedures for shareholders to put forward proposals at general meetings other than a proposal of a person for election as a Director.

Shareholders may follow the procedures set out above to convene an extraordinary general meeting for any business specified in such written requisition.

For proposal of a person for election as Director, pursuant to Article 16.4 of the Articles of Association, no person shall, unless proposed by the Board pursuant to the recommendation of the Nomination Committee, be eligible for election to the office of Director at any general meeting unless during the period, which shall be at least seven days, commencing no earlier than the day after the despatch of the notice of the meeting appointed for such election and ending no later than seven days prior to the date of such meeting, there has been given to the company secretary of the Company notice in writing by a member of the Company (not being the person to be proposed), entitled to attend and vote at the meeting for which such notice is given, of his intention to propose such person for election and also notice in writing signed by the person to be proposed of his willingness to be elected, and such person has been approved by the Nomination Committee and the Board.

Putting Forward Enquiries to the Board

For putting forward any enquiry to the Board, shareholders may send written enquiries to the Company. The Company will not normally deal with verbal or anonymous enquiries.

Contact Details

Shareholders and investors may send their enquiries or requests as mentioned above to the following:

Address: Unit 417, 4th Floor, Lippo Centre, Tower 2, No. 89 Queensway, Admiralty, Hong Kong (For the attention of the Board of Directors)

Email: ir@liepin.com

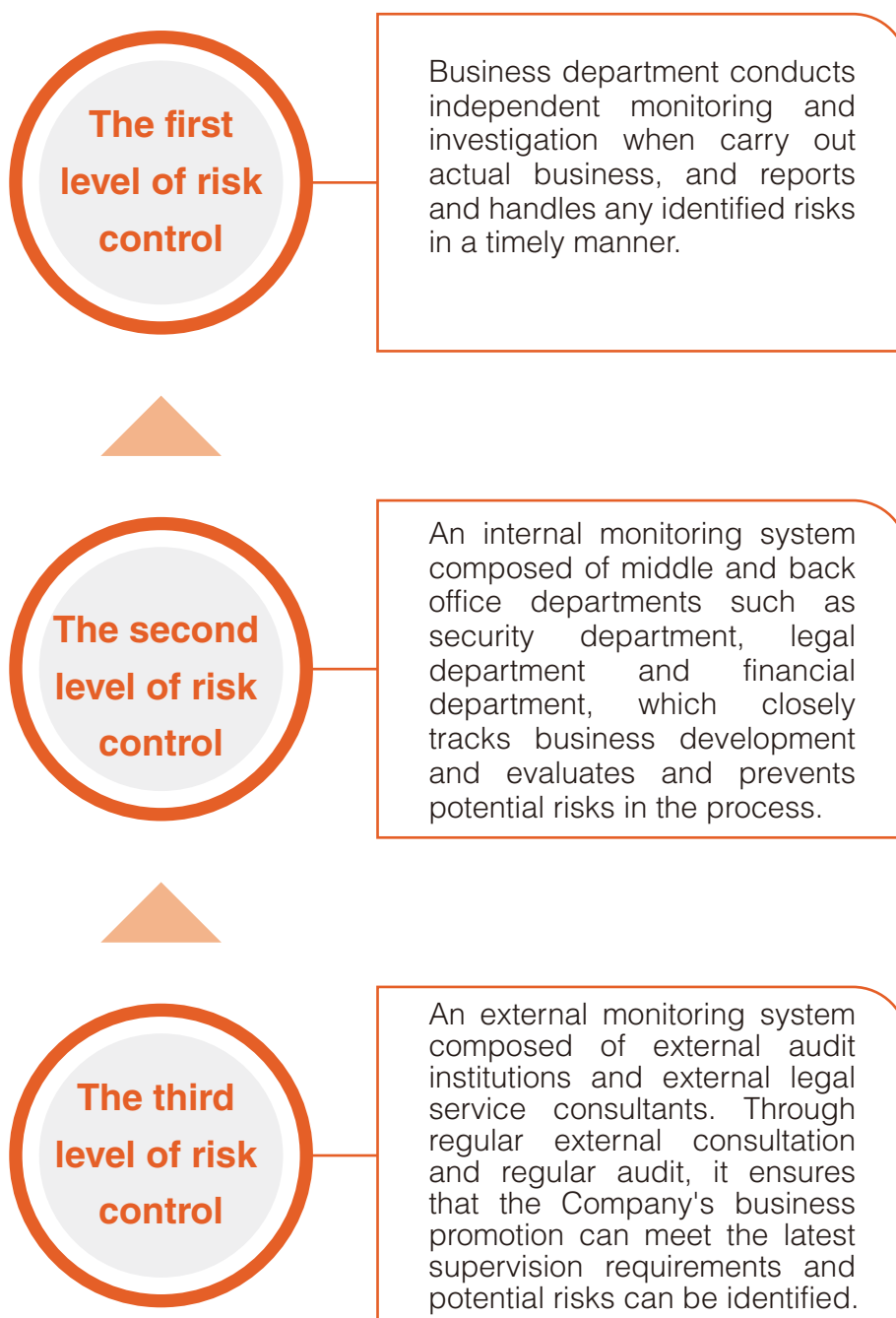
For the avoidance of doubt, shareholders must deposit and send the original duly signed written requisition, notice or statement, or enquiry (as the case may be) to the above address and provide their full name, contact details and identification in order to give effect thereto. Shareholders' information may be disclosed as required by law.

XI. EMPOWERING ENTERPRISE DEVELOPMENT BASED ON GOVERNANCE

2. Risk Control

The board of directors is responsible for the Group's risk management and internal monitoring systems and is responsible for reviewing the effectiveness of these systems. The board of directors needs to review the effectiveness of the risk management and internal monitoring systems as well as the internal audit function at least once a year. In 2022, the board of directors completed the audit and considered that the Company's risk management and internal monitoring systems and audit function were complete and effective.

A relatively perfect risk control system is adopted by the Company to identify, prevent, manage and improve the risk factors in the process of production and operation. Specifically, the Company's risk management and control structure is divided into three levels, ensuring effective risk control from three levels: business side, internal monitoring and external monitoring.



3. Business Ethics

1) Supply Chain Procurement Management

In 2022, faced with the unstable supply environment caused by the impact of the epidemic, the Group's procurement center adhered to the value of Liepin and steadily ensured the landing of various procurement requirements of the Group, improved the management efficiency of procurement organizations by continuously improving the construction of procurement system, precipitating procurement data and information and building procurement data center, optimizing the procurement management rules of target categories, etc.

As of December 31, 2022, the Group has about 800 partner suppliers and 109 key partner suppliers. During the warehousing stage of suppliers, we strictly controlled elements such as qualification standards, employment safety, environmental protection level and social responsibility of suppliers through multi-dimensional audit procedures and required all warehousing suppliers to sign the *Integrity Statement* to ensure that they jointly maintain a fair and just business environment with Liepin. Most of the existing suppliers are suppliers in Chinese Mainland.



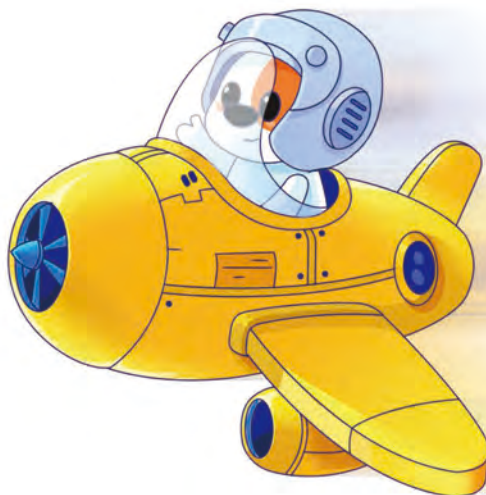
XI. EMPOWERING ENTERPRISE DEVELOPMENT BASED ON GOVERNANCE

i. Analysis for Procurement Scale

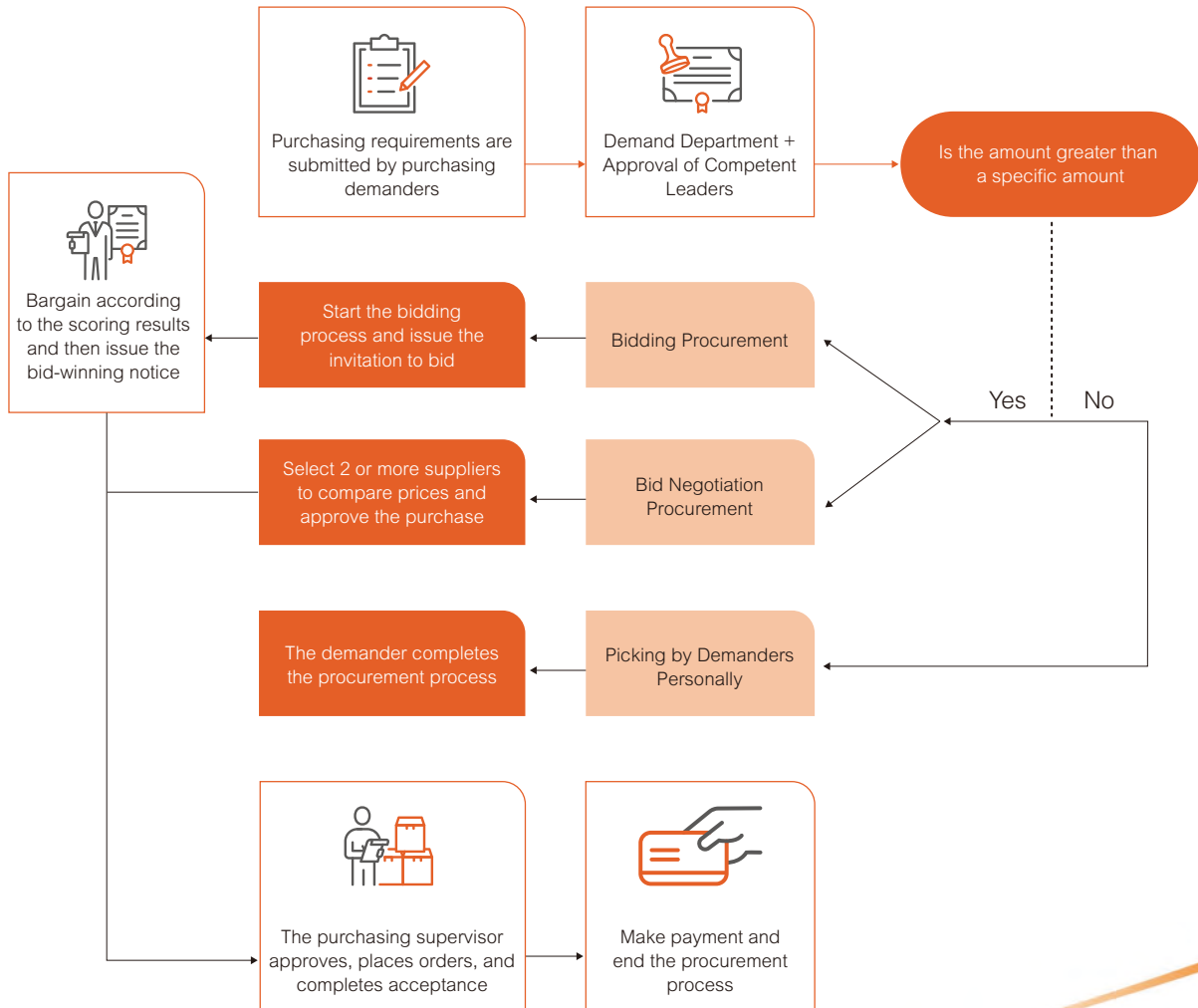
Category	Order Quantity	Saving Rate of Cost
Market Advertising and brand promotion	1,333	4%
IT Hardware and Software, IT Services and IDC & Cloud & Private Line	494	5%
Recruitment Services Part-time and auxiliary recruitment services	2,760	1%
Customized Materials Customization of Gifts and Printing Materials and Video Production	2,531	4%
Events & Meetings Promotional brochures and conference materials	513	4%
Administration Administrative fixed capital, office consumables, decoration, etc.	282	6%
Professional services insurance and legal and financial consulting services	369	8%
Total	8,282	

Remarks: On the basis of building a procurement data center, the historical price system is sorted out as a reference for saving expenditure, as shown in the above calculation principle of saving expenditure data:

1. If there are historical purchase records, comparison of historical purchase price will be preferred. Cost saving rate = (accounting amount in historical quotation – quotation in actual quotation)/ accounting amount in historical quotation
2. If there is no historical purchase record, it is necessary to calculate according to comparison with market price and the cost saving rate = (average market quotation – actual purchase amount)/ average market quotation



ii. Procurement Process



XI. EMPOWERING ENTERPRISE DEVELOPMENT BASED ON GOVERNANCE

2) Anti-Corruption

The Group takes anti-fraud work seriously, strictly follows the relevant laws and regulations of the state on anticorruption and anti-bribery and anti-unfair competition to strengthen anti-fraud management and safeguard the healthy development of the enterprise.

Relevant Mechanism

We have established the Anti-Fraud Management Measures, which is applicable to all our employees. We set rules for all behaviors involved during the performance of duties by our employee, in order to prevent fraud and enhance the governance or internal control of Liepin Group Company. We formulate the Employee Handbook, stipulating that "acceptance of bribes" is the bottom line of the company, which no employee may cross.

In 2022, in order to establish a good image of the enterprise and the workforce, promote the integrity of all employees of the Company, standardize the anti-corruption behavior within the Company and highly recommend the incorruptible culture, the board of directors in Liepin adopted the *Anti-Corruption Policy* by resolution. This policy is put forward to avoid any form of corruption, bribery, fraud, money laundering, or other illegal fund-raising activities, and applies to all employees of the Company's branches and subsidiaries in China and abroad, including directors, senior officers and employees (whether they are full-time employees, part-time employees or temporary employees), external parties doing business with the Company and persons acting as agents or trustees on behalf of the Company (including but not limited to agents, consultants and contractors). There are strict requirements on the possible solicitation, acceptance or offering of benefits by interested parties, conflicts of interest, supervision and reporting procedures, and related training in the *Anti-Corruption Policy* which has been sent to all employees for study.

Supervision Mechanism

The Group has set up three supervision mechanisms to reduce the risk of fraud.

- National Legal Department. The Legal Department is responsible for the acceptance and preliminary examination of anti-fraud reports and the confirmation of filing;
- The leadership team of the business unit involved in the case: After the Legal Department confirms that the case is filed, it will be handed over to the leaders of relevant business departments of the people involved in the case for investigation and evidence collection, and the final conclusion will be given according to the evidence; and
- Compliance Committee: If major cases are involved, refer them to the Compliance Committee. The Compliance Committee is composed of CEO, CFO, Vice President of Personnel, Chief Technology Officer, Head of Legal Department and Head of Audit Department.

The responsibilities and tasks of anti-fraud risk management are defined by the three supervision mechanisms, and the Group also makes continuous optimization according to the three mechanisms to strengthen risk identification and improve the effectiveness of anti-fraud risk management.

Advocacy Means

Ensure that all employees of the Group abide by the Anti-Fraud Management Measures, and the Legal Department of the Group will initiate all employees by sending all employees' emails and publicizing them in OA system, which will be announced at the company-level meeting.

The Group formulated the "Tongdao Employee Handbook" and distributed it to all employees, signed it together with the labor contract, and made it known to all employees through democratic public procedures such as collecting opinions, employee training, sending it by email and publicizing it in OA.

Reward and Punishment Measures

The Group has arrangements in place for its employees to raise concerns in confidence about possible misconduct in relation to the Group's financial reporting, internal controls or other matters.

The verification of the reported cases is true, and the corresponding economic losses are actually recovered for the Group, according to the actual amount of economic losses recovered for the Group, the reward is given to the whistleblower, and the source of the bonus for the whistleblower is the amount of losses or fines recovered from the reported matters.

After a fraud case occurs in the Group, the department involved in the remedial measures shall make a written report to assess and improve internal controls, take appropriate measures against the violators, and communicate the results to internal and necessary external vendors.

For employees who are confirmed to have fraudulent behavior, the Group will be subject to the corresponding system disciplinary action in accordance with relevant regulations; if the behavior violates the law, they will be transferred to judicial organs for treatment according to law.

During the reporting period, the Group has complied with the relevant laws and regulations relating to the prevention of bribery, extortion, fraud and money laundering. It was confirmed that there was no incident of corruption or any violation of relevant laws and regulations.

At present, the Group conducts training for new employees and regular employee training to promote anti-corruption and integrity. In the future, we will conduct internal training on anti-corruption and integrity for employees from time to time and continue to pay attention to the reported situation.

CONTENT INDEX FOR ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

Aspects	KPIs	Description	Pages
A. Environmental			
A1 Emissions	A1	General Disclosure: Information on the policies and 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	P72-75
	A1.1	The types of emissions and respective emissions data	P72-73
	A1.2	Direct and energy indirect greenhouse gas emissions and intensity	P73
	A1.3	Total hazardous waste produced and intensity	P73
	A1.4	Total non-hazardous waste produced and intensity	P73
	A1.5	Description of emission target(s) set and steps taken to achieve them	P72-73
	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	Based on the results of the materiality assessment, the issue is not material to the Group
A2 Use of Resources	A2	General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials	P72-75
	A2.1	Direct and/or indirect energy consumption by type in total and intensity	P72-73
	A2.2	Water consumption in total and intensity	P72-73
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	P72-73
	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	P72-73
	A2.5	Total packaging material used for finished products and with reference to per unit produced	Not applicable to the Group
A3 The Environment and Natural Resources	A3	General Disclosure: Policies on minimizing the issuer's significant impacts on the environment and natural resources	P72-75
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	In view of the nature of the Group's business, the Group believes that the direct impact of its business operations on the environment and natural resources is minimal
A4 Climate Change	A4	General Disclosure: Policies on identification and mitigation of significant climate-related issues which have impacted, and those which may impact, the issuer	P75
	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	P75

Aspects	KPIs	Description	Pages
B. Social			
B1 Employment	B1	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	P44-59
	B1.1	Total workforce by gender, employment type, age group and geographical region	P44-45
	B1.2	Employee turnover rate by gender, age group and geographical region	P45
B2 Health and Safety	B2	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	P46-57
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	There were no work-related fatalities during the reporting period
	B2.2	Lost days due to work injury	During the reporting period, there were no work-related accidents resulting in injuries
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	P57
B3 Development and Training	B3	General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	P51-56
	B3.1	The percentage of employees trained by employee category	P51-56
	B3.2	The average training hours completed per employee by employee category	P51-56
B4 Labor Standards	B4	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 labor	P46-50 : P59
	B4.1	Description of measures to review employment practices to avoid child and forced labor	P46-50 : P59
	B4.2	Description of steps taken to eliminate such practices when discovered	P59
B5 Supply Chain Management	B5	General Disclosure: Policies on managing environmental and social risks of the supply chain	P85-89
	B5.1	Number of suppliers by geographical region	P85-86
	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	P85
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	P88-89
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	Due to the Group's business nature and product nature, the issue is not material to the Group

CONTENT INDEX FOR ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

Aspects	KPIs	Description	Pages
B6 Product Responsibility	B6	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, labelling and privacy matters relating to products and services provided and methods of redress	P22-33 : P36-41
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Due to the Group's business nature and product nature, the Group believes that the safety and health implications of its products are minimal
	B6.2	Number of products and service related complaints received and how they are dealt with	P26-31
	B6.3	Description of practices relating to observing and protecting intellectual property rights	P41
	B6.4	Description of quality assurance process and recall procedures	P33
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	P23-24 : P32-33
B7 Anti-corruption	B7	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	P88-89
	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	There were no such cases during the reporting period
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	P88
	B7.3	Description of anti-corruption training provided to directors and staff	P89
B8 Community Investment	B8	General Disclosure: 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	P62-68
	B8.1	Focus areas of contribution	P62-68
	B8.2	Resources contributed to the focus area	P62-68