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Tongdao Liepin Group
同道獵聘集團

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

2023
ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

目錄 CONTENTS

I. Report Period and Scope

Tongdao Liepin Group ("the Company," "Liepin," along with its subsidiaries, associated entities, and their respective subsidiaries and branches, collectively referred to as "Liepin Group", "Tongdao Liepin Group", "the Group", or "the group") is pleased to present the environmental, social, and governance (ESG) report of the Group. Unless otherwise stated, this report covers the core business operations of the Group from January 1, 2023, to December 31, 2023, including the headquarters in Beijing and various branches of the Group.

1. Reporting Standards

The Group has complied with the "comply or explain" provision of Appendix C2, "Environmental, Social, and Governance Reporting Guide" of the "Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited" as of the fiscal year ended December 31, 2023. This report has been verified by the management and reviewed and approved by the Board of Directors of the Company ("the Board").

2. Reporting Scope

This report covers the overall performance of the Group in the three main areas of ESG for the core business for the fiscal year ended December 31, 2023, and highlights the efforts made by the Group in sustainable development in the following areas:

- Environmental aspects (emissions, resource usage, impact on the environment, natural resources, and climate change, and green supply chain);

- Social aspects (employment, health and safety, development and training, labor standards, supply chain management, product responsibility, anti-corruption, and community investment and participation); and

- Governance aspects (composition of the Board and committees, Board meeting and director attendance records, Board policies, and shareholder rights and risk control).

3. Compilation Basis

China Business Social Responsibility Reporting Guidelines (CASS-ESG 5.0)

Appendix C2 "Environmental, Social and Governance Reporting Guide" to the Rules Governing the Listing of Securities on the Stock Exchange (the "Listing Rules")

The Company has complied with the "comply or explain" provisions listed in the "Environmental, Social and Governance Reporting Guide," adhering to the four reporting principles of "materiality," "quantification," "balance," and "consistency."

- Materiality: This report has identified and disclosed in the report the process and criteria for selecting important environmental, social, and governance factors, as well as the process and results of stakeholder participation.

- Quantification: The statistical standards, methods, assumptions, and calculation tools used for reporting greenhouse gas emissions in this report, as well as the sources of conversion factors, are explained in the report.

- Balance: This report presents the group's performance in 2023 in an impartial manner, avoiding any potential influence on the reader's decision-making or judgment that could be inappropriate due to the selection, omission, or reporting format.

- Consistency: The statistical methods used for data disclosure in this report are consistent. If there are any changes, they will be clearly explained in the report.

4. Stakeholder Opinions

The Group welcomes feedback from stakeholders on our ESG policies and performance. Suggestions can be sent to the email address ir@liepin.com.

EXECUTIVE'S
STATEMENT

2. EXECUTIVE'S STATEMENT

Dear Shareholders,

In the challenging year of 2023, Tongdao Liepin Group, with the steadfast support and trust of shareholders, business partners, and employees, has navigated the market fluctuations relatively smoothly and achieved multiple product and technological innovations. During this relatively difficult period, we have continued to contribute to promoting employment, supporting the development of young people, assisting the employment of minority groups, and poverty alleviation.

As an important member of the online recruitment industry, Liepin continues to be committed to promoting talent development and employment in our country. We continuously innovate business models and iterate product technologies to improve the efficiency of precise talent and corporate matching, contributing to the stable development of our country's job market. Aiming at the youth group, in 2023, Liepin launched public welfare projects such as "I am a Management Trainee" and "New Generation of Technology," building bridges for communication between graduates and enterprises. Our projects have significantly enhanced the employment quality and competitiveness of college students. We also pay special attention to the employment issues of minority groups. In 2023, Liepin, in collaboration with the China Disabled Persons' Employment and Entrepreneurship Network Service Platform and public welfare communication, initiated the "2023 International Day of Persons with Disabilities Special Action." By building a platform for inclusive employment services, it provided more high-quality employment opportunities for people with disabilities and promoted social attention and protection of the rights and interests of people with disabilities.

In terms of safety protection, we adhere to a comprehensive safety management strategy, establishing a four-dimensional safety management system that integrates organizational structure, regulatory compliance, technological safeguards, and business processes. We have formed a safety committee with the senior management team at its core, supported by a compliance review department and specialized working groups, creating a three-tier management structure to ensure effective daily safety management and response to emergencies. Regarding our technological development, we have leveraged cutting-edge machine learning and AI algorithms to meticulously verify user information, ensuring its authenticity and compliance.

Internally, we always prioritize the health and holistic development of our employees, offering a range of programs and activities to support their well-being and career growth. We are well aware that employees are the Company's most valuable asset, and their health and satisfaction directly impact the long-term success of the Company. In 2023, in addition to a series of health protection measures for our employees, we introduced "special sick leave" policies, helping them through challenging times. We also continued to focus on employees' professional development by providing diverse training and learning opportunities, such as new employee orientation, professional skill enhancement courses, and leadership development programs, ensuring employees can continuously improve their capabilities and professional knowledge. In terms of human resource management, we strictly adhere to national laws and regulations, value the protection of employee rights, and through scientific assessment standards and incentive mechanisms, stimulate employees' enthusiasm and enhance work efficiency. We also continue to advance the internal "Beidou Lecturer" project, cultivating and motivating a team of high-level professional lecturers to empower team building within the Company.

In 2023, we remained dedicated to enhancing corporate governance by establishing and perfecting internal management systems and processes, ensuring the transparency and efficiency of our operations. We actively promoted diversity of the board of directors, appointing female directors to enrich decision-making perspectives and improve corporate governance quality. At the same time, we continuously strengthened communication and collaboration with stakeholders such as shareholders, employees, and customers, actively collecting feedback through regular shareholder meetings, employee satisfaction surveys, and customer feedback mechanisms, to jointly promote the sustainable development of the Company.

Our efforts in ESG practices have yielded significant results. In 2023, we received a S&P Global CSA score of 26, significantly higher than the industry average of 18; we also obtained a BBB rating from MSCI. These recognitions are not only a testament to our efforts in environmental protection, social responsibility, and corporate governance but also an encouragement for our continuous advancement in sustainable development strategies. We will continue to practice higher ESG standards and continuously improve our ESG performance, creating greater value for shareholders, employees, customers, and society.

Looking ahead, we will continue to uphold the people-oriented business philosophy, deepen ESG practices, enhance service quality, strengthen cooperation with all parties, and jointly promote social progress and development. We believe that through our unremitting efforts, Tongdao Liepin Group will continue to play a significant role in the human resources service sector, contributing to a more prosperous and equitable society. Finally, I would like to express my deepest gratitude to all shareholders, employees, and partners. It is your support and trust that have allowed us to forge ahead amidst adversity. Let us join hands and create an even better future together.

Tongdao Liepin Group
Dai Kebin
Chairman of the Board
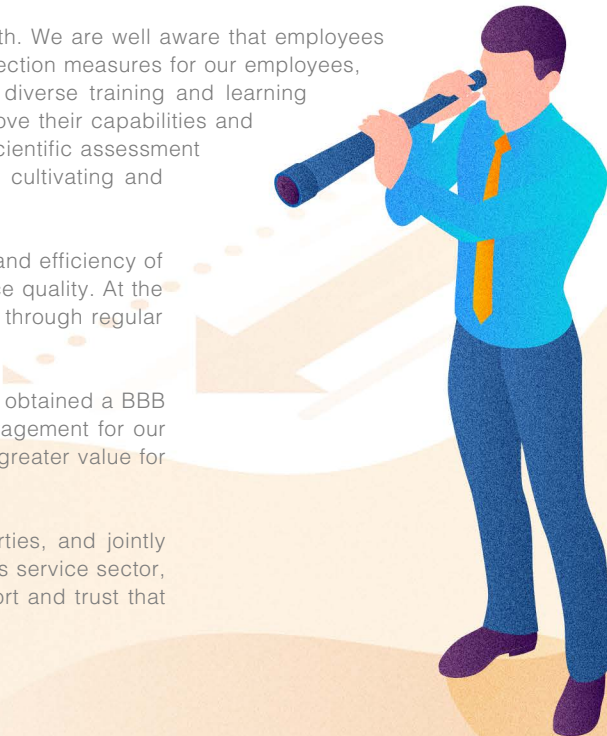
VISION, MISSION AND VALUES

3. VISION, MISSION AND VALUES

Vision

To become a technology human resources service Company respected by customers worldwide.

Mission

To help every talent achieve greater career success.

Values

Corporate values are at the core of our Company culture and the beliefs we uphold in our business operations. We are committed to integrating the correct values throughout all our activities to optimize our operational capabilities, help the group achieve stable and positive growth, and continuously create value for users, the industry, and society.

The "Tongdao Values" are the value orientations advocated by the group, which can be measured from the attitude level to determine whether employees can move forward with the organization; these values are the requirements for all group employees and the standard for judging employees' work behavior right or wrong.

- Trust your colleagues, think from their perspective, share experiences, and share responsibilities.

- Maintain an open mindset, cooperate with different types of people, do not bring personal preferences into work, focus on the matter not the person.

- Exert a positive influence, improve team morale and atmosphere.

相互信任　共享共擔
互信合作

- Result-oriented, do not give up when encountering difficulties, the mission must be accomplished.

- Optimize processes, simplify complexity, and pursue the improvement of work efficiency.

- Not satisfied with the status quo, strive for perfection, and use the best past achievements as the minimum requirements for today.

結果導向　精益求精
追求極致

- Adapt to Company changes, communicate fully, and cooperate sincerely.

- When facing difficulties and setbacks caused by changes, adjust yourself positively and influence and motivate colleagues.

- Have a forward-looking consciousness in work, not afraid to make mistakes, dare to innovate, and bring about breakthroughs in performance improvement.

迎接變化　勇於創新
擁抱變化

- Keep promises, be consistent in words and actions, and not be influenced by benefits or pressure.

- Speak the truth, objectively reflect on problems, and offer constructive feedback.

- Be willing to take responsibility, not make excuses, and do not shift blame.

- When discovering dishonest or untrustworthy behavior, be brave to correct it.

信守承諾　言行一致
誠實守信

- Engage with customers, actively discover internal and external customer needs, and realize customer value.

- Think from the customer's standpoint, actively solve problems for customers, and do not shirk responsibility, even if it is not your own.

- Actively predict customer needs and help customers achieve success.

多做一步　感動客戶
客戶至上

ESG GOVERNANCE POLICY & STRATEGY

4. ESG GOVERNANCE POLICY & STRATEGY

1. ESG Strategy

Business Conduct

Strictly comply with legal and regulatory requirements, conduct business with integrity, and ensure the interests of the Company, shareholders, and relevant parties;

Construct a fair, just, and open industrial system, and work with business partners to create a fair and clean cooperative environment;

Empower the industry ecosystem with an open and inclusive spirit of cooperation.

Employee Care

Provide a safe, inclusive, and fair working environment, continuously improve the professional talent cultivation system, incentive mechanisms, and welfare systems to help employees enhance their skill levels and career development;

Closely monitor human rights-related issues, including anti-discrimination and gender equality, and practice them deeply in business operations and corporate management.

User Protection

Closely monitor user privacy protection, continuously improve feedback channels, and maintain a long-term trust relationship with users;

Create value for users and protect their intellectual property rights, establishing a mutually beneficial user ecosystem.

Social Responsibility

Serve the national strategic policy of stabilizing and promoting employment through continuous product upgrades, providing professional services, and increasing public welfare activities,
Promote the healthy development of the national human resource service market by implementing and promoting high-standard business norms.

Environmental Protection

Based on an environmentally friendly operation model, continuously reduce harmful emissions, pay attention to ecological changes, protect biodiversity, and work with all parties to build a sustainable development environment.

2. ESG Governance Structure

Liepin has been progressively improving its ESG governance structure, adopting a two-tier management system to coordinate multiple business lines and departments within the group to enhance ESG governance and fulfill ESG-related responsibilities. In 2023, we continued to streamline the ESG management and information disclosure processes, established an ESG data and information repository, perfected the governance organizational structure, and showcased the Company's progress in ESG-related areas through more detailed and comprehensive reporting in a transparent and open manner.

ESG Leading Committee

Composed of the Company's Chief Executive Officer, Chief Financial Officer, Chief Technology Officer, and senior management personnel from relevant departments, it is responsible for discussing and formulating ESG-related strategies, conducting regular reviews of their implementation, and making targeted updates and optimizations.

ESG Working Group

Led by the Investor Relations department, in collaboration with multiple departments including Human Resources, Finance, Legal, Procurement, Security, Technology, Product, Research and Development, and Branding, it is responsible for jointly implementing the development strategies set by the ESG Steering Committee and establishing a governance system that is traceable and reviewable.

4. ESG GOVERNANCE POLICY & STRATEGY

3. Stakeholder Communication

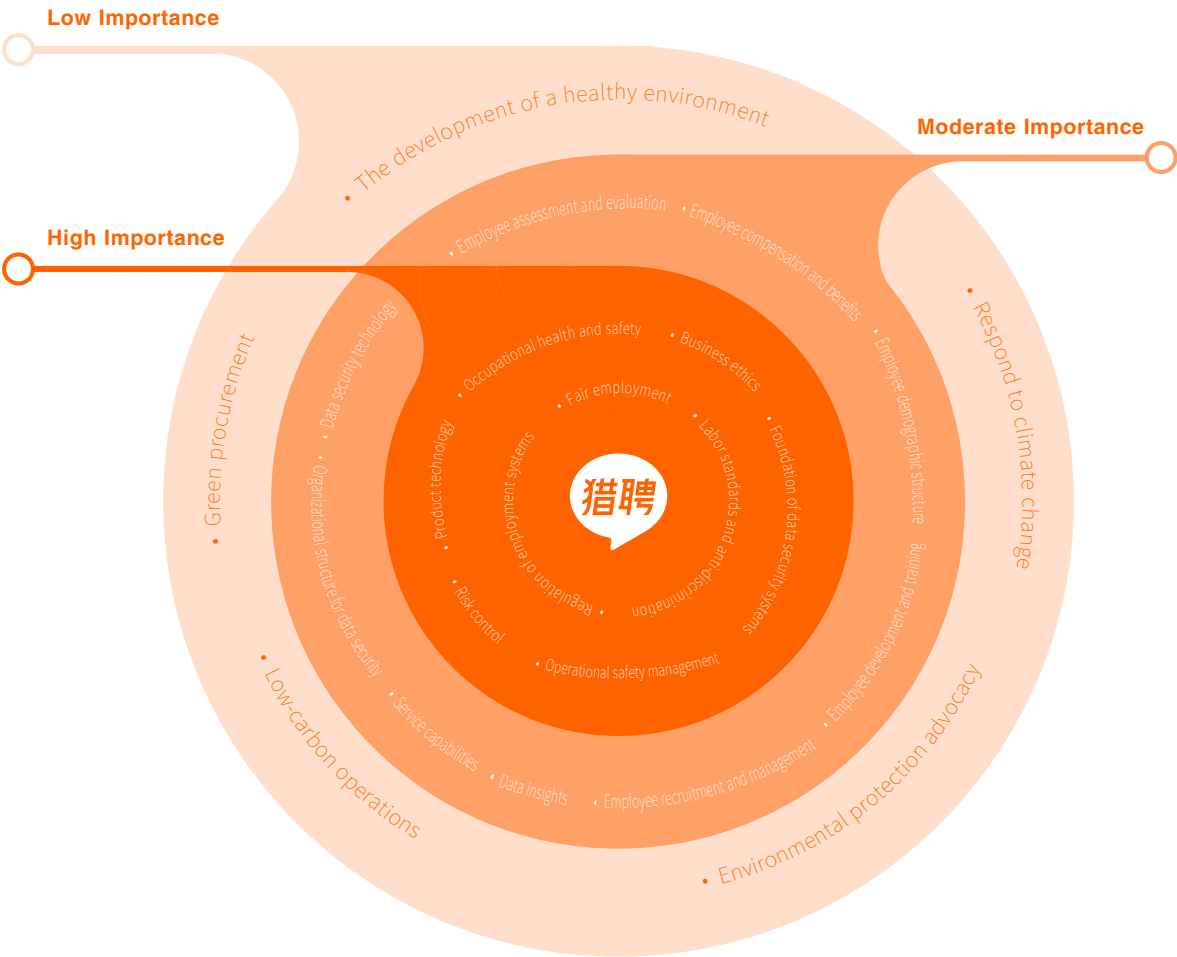To determine the most significant environmental, social, and governance (ESG) directions reported in this report for our group, key stakeholders (including investors, shareholders, and employees) have regularly participated in discussions to identify the economic, environmental, and social impacts of our group's operations, as well as the issues of concern to stakeholders. The main stakeholders we have identified, the issues of concern, and the communication channels 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 • 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 • Official website • Social media • Information disclosure
Suppliers	Risk Control, Business Ethics	Suppliers' visits • Suppliers' meetings
Media and nongovernmental organizations	Public Welfare Employment, Data Insight, Environmental Publicity, Healthy Talent Development Environment Initiative	Social media • 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 • Public welfare activities • Social media • Poverty alleviation projects

4. Analysis on ESG Material Issues

Low Importance

Moderate Importance

High Importance

The development of a healthy environment

Employee assessment and evaluation · Employee compensation and benefits

Green procurement · Data security technology · Occupational health and safety · Business ethics · Respond to climate change · Employee demographic structure

Organizational structure for data security · Product technology · Fair employment · Labor standards and anti-discrimination · Foundation of data security systems · Employee development and training

Regulation of employment systems · Risk control · Operational safety management · Environmental protection advocacy

Low-carbon operations · Service capabilities · Data insights · Employee recruitment and management

HONORS AND AWARDS

5. HONORS AND AWARDS

"Top 100 Internet Companies in China for 2023"

China Internet Association

"Pioneering Technology Companies – Enterprise of the Year in Influence"

China.com

"Leading Enterprise in Digital Innovation Practices in China for 2023"

China Enterprise Confederation

"Annual Recruitment Service with the Most Brand Influence"

First Resource

"Best Recruitment Website Platform for 2023"

HRflag

"Outstanding Human Resources Service Brand"

MeetHR

"2023 Annual Responsibility Practice Public Welfare Project – I am a Management Trainee"

The Paper

ESG Awards and Ratings

"Score of 26 (Industry Average 18)"

S&P CSA

BBB

MSCI

SAFETY FIRST

REPORT PERIOD
AND SCOPE

EXECUTIVE'S
STATEMENT

VISION, MISSION
AND VALUES

ESG GOVERNANCE
POLICY &
STRATEGY

HONORS AND
AWARDS

SAFETY FIRST ◀◀ 猎聘

SERVICE
UPGRADE

EMPLOYEE
SUPPORT

COMMUNITY
CONTRIBUTION

GREEN
FOOTPRINT

STRONG
GOVERNANCE
FOUNDATION

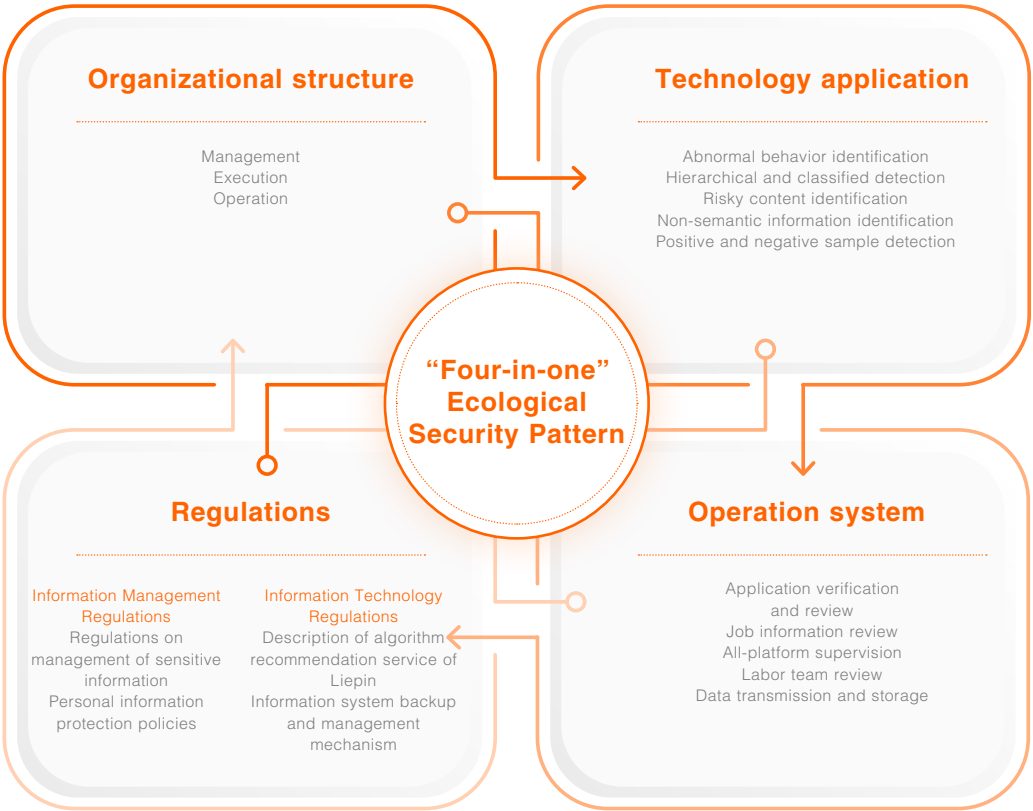CONTENT INDEX FOR
ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORTING GUIDE

6. SAFETY FIRST

In response to the challenges of data security and personal information protection, our Company has adopted a comprehensive safety management strategy and established a four-dimensional security management system which integrates organizational structure, regulations, technology application, and operation system. This system aims to ensure that every aspect of the Company, from strategy formulation to technical implementation, meets strict safety standards. Our Company has established a three-tiered safety management structure, which consists of a security committee led by the senior management team, a compliance review department, and specialized working groups. This structure is designed to ensure effective daily safety management and a robust response to emergencies. In terms of regulation compliance, based on national laws/regulations and industry best practices, the Company has formulated comprehensive platform governance rules and committed to strengthening safety management from the source. Technically, we used advanced technologies such as machine learning and artificial intelligence algorithms to accurately verify user information, ensuring its authenticity and compliance. In our operational processes, we implemented a full-process safety management approach from user registration, information review, user supervision to platform content processing, and through cross-departmental collaboration, we created a high-quality and healthy online interactive environment.

Organizational structure

Management
Execution
Operation

Technology application

Abnormal behavior identification
Hierarchical and classified detection
Risky content identification
Non-semantic information identification
Positive and negative sample detection

"Four-in-one" Ecological Security Pattern

Regulations

Information Management Regulations
Regulations on management of sensitive information
Personal information protection policies

Information Technology Regulations
Description of algorithm recommendation service of Liepin
Information system backup and management mechanism

Operation system

Application verification and review
Job information review
All-platform supervision
Labor team review
Data transmission and storage

1. Solidify the Safety Organizational 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.

6. SAFETY FIRST

2. Optimize the Foundation of the Safety 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 adheres to the aforementioned laws and regulations and has established a comprehensive set of data security-related rules. In 2023, the group conducted a thorough review and enhanced its safety rules and system. Based on the entire lifecycle of data, the Company has established a multi-tiered management approach and system standards that cover various aspects including "data collection -> data transmission -> data storage -> data processing -> data access -> data sharing and disclosure -> data retention and destruction -> data security monitoring and auditing -> emergency response and incident management -> data security policies and management."

In 2023, Liepin updated and refined its "Personal Information Protection Policy" and "Liepin User Service Agreement" in accordance with legal and regulatory requirements as well as business development. The key updates to the "Personal Information Protection Policy" included provisions related to product features, SDKs, algorithmic recommendations, and data export. The group established a "List of Collected Personal Information" to clearly inform users about the basic circumstances of the personal information that the platform (including SDKs) has collected, covering the types of information, purposes of use, and usage scenarios. Furthermore, the platform categorized its product features into basic and extended business functions, and adhered to the principle of data minimization, collecting corresponding information only with user consent. In addition, for scenarios involving the cross-border flow of personal information, the platform established a "User Agreement for Personal Information Cross-Border Transfer" to fully fulfill its duty to inform users and ensure the data security of personal information transferred across borders.
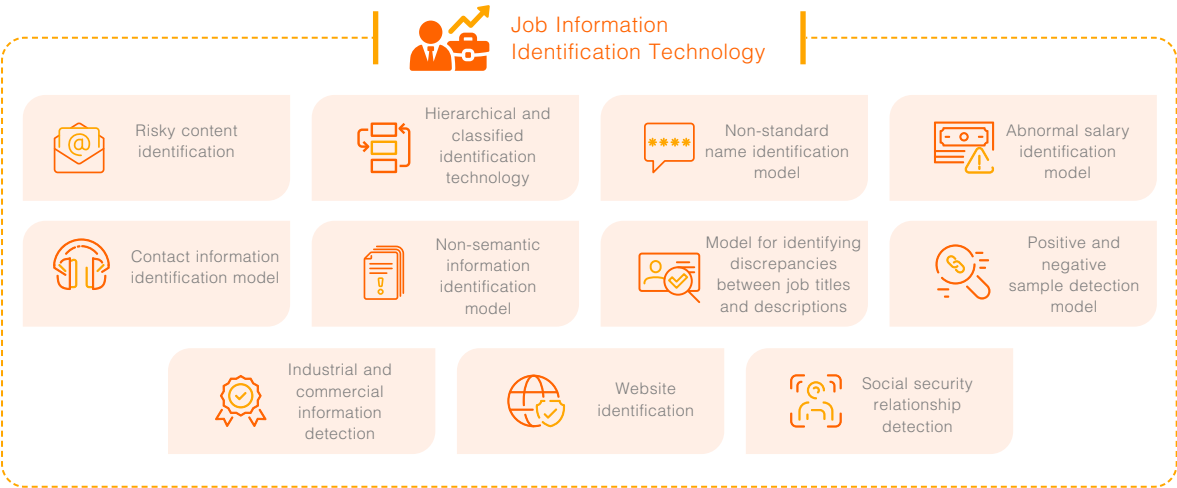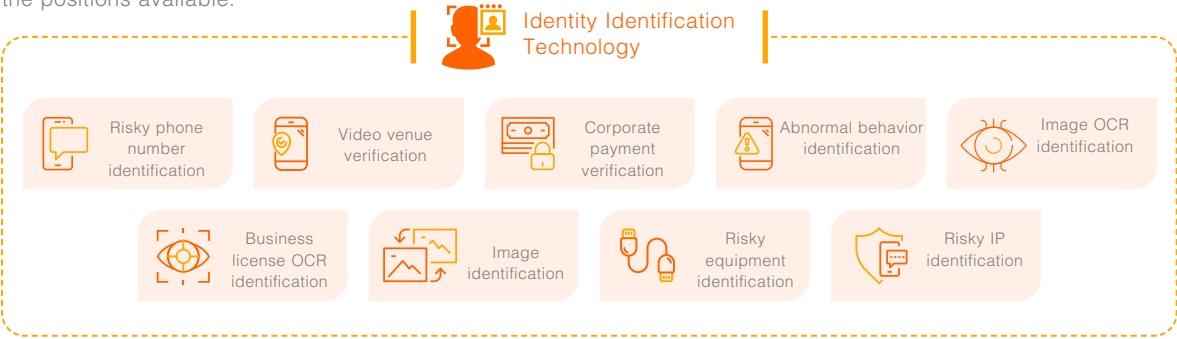
Data Collection	✓ "Data Classification and Grading Management Regulations" ✓ "Data Classification and Grading Guidance" ✓ "Personal Information Protection Management Regulations"
Data Transmission	✓ "Communication Security Management System" ✓ "Network Security Management System" ✓ "Data Security Management Standards"
Data Storage	✓ "Information Security Management System" ✓ "Information System Backup and Recovery Management System" ✓ "Encryption Management System"

Data Processing	✓ "Operational Security Management System" ✓ "Data Security Management Standards" ✓ "Sensitive Data Display Security Management Standards" ✓ "Bastion Host System"
Data Access	✓ "Access Control Management System" ✓ "Information System Account Permission Management Method" ✓ "Liepin Business Password Design Specification"
Data Sharing and Disclosure	✓ "Data Security Management Standards" ✓ "Personal Information Protection Management Regulations" ✓ "Data External Distribution Management Regulations" ✓ "Data Extraction and Use Management Standards"
Data Retention and Destruction	✓ "Information System Backup and Recovery Management System" ✓ "Personal Information Protection Management Regulations"
Data Security Monitoring and Audit	✓ "Log Management System" ✓ "IT Audit Management System" ✓ "Information Security Internal Audit Management System" ✓ "Liepin Terminal Security Management System"
Emergency Response and Incident Management	✓ "Liepin Security Incident Emergency Response Plan" ✓ "Vulnerability Assessment Process and Standards" ✓ "Security Vulnerability Handling Process and Standards"
Data Security Policies and Management	✓ "Information Security Policy and Objectives Management System" ✓ "Information Security Policy" ✓ "Data Security Organization and Responsibility Management Method" ✓ "Key Position Personnel Management Method" ✓ "Liepin Terminal Security Management System"

6. SAFETY FIRST

3. Technology Support

To enhance the health of the platform's recruitment ecosystem and create a good matching environment for job seekers and recruiters, the group continues to improving the level of refined governance based on the core governance technologies of machine learning and AI algorithms and expands the scope of review to cover multiple aspects including user identity and content published. In terms of user information, the platform confirms the authenticity of individual identities through methods such as risk phone number identification, video site verification, image OCR recognition, and risk IP identification, reducing fraud and risks in the recruitment and job-seeking process. For job information, the platform reviews positions through risk content identification, business information monitoring, and graded classification recognition technology to ensure the compliance, authenticity, and validity of the positions available.
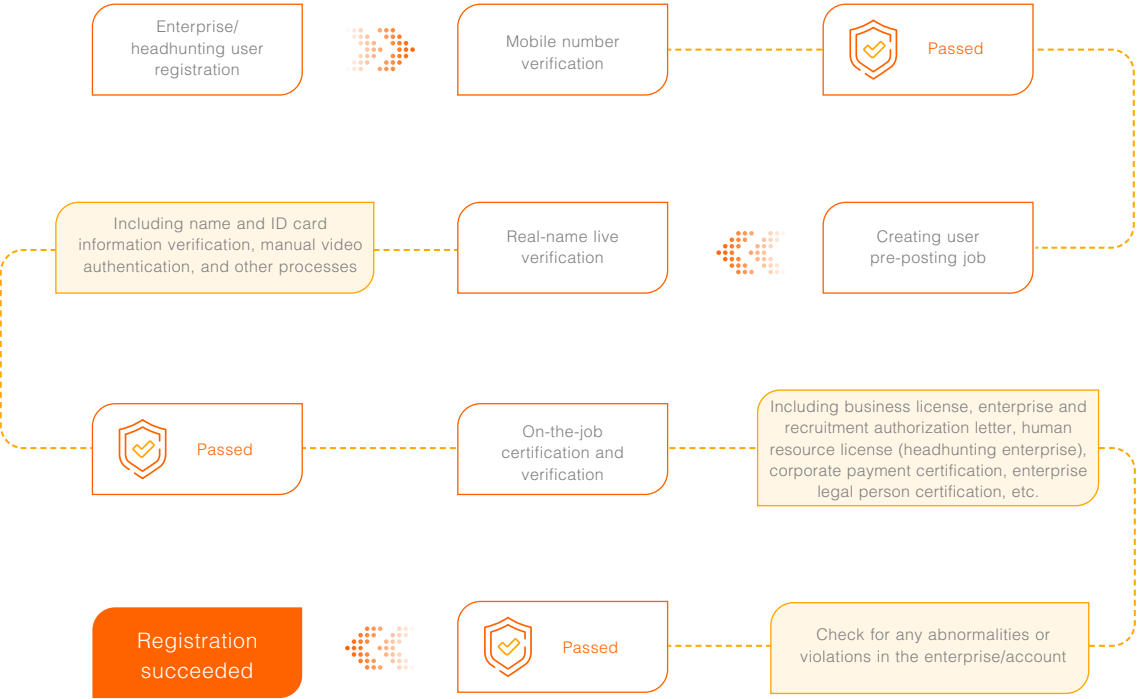
Identity Identification Technology

- Risky phone number identification
- Video venue verification
- Corporate payment verification
- Abnormal behavior identification
- Image OCR identification
- Business license OCR identification
- Image identification
- Risky equipment identification
- Risky IP identification

Job Information Identification Technology

- Risky content identification
- Hierarchical and classified identification technology
- Non-standard name identification model
- Abnormal salary identification model
- Contact information identification model
- Non-semantic information identification model
- Model for identifying discrepancies between job titles and descriptions
- Positive and negative sample detection model
- Industrial and commercial information detection
- Website identification
- Social security relationship detection

4. Assurance Provision through Safety and Operation Management

1) Optimizing Platform Verification Process

The quality of candidates and the precision and efficiency of candidate-job matching are the core competencies of online recruitment platforms. Thanks to the BHC three-end interaction model, Liepin has built a barrier in the mid-to-high-end online recruitment market, forming a high-quality and trustworthy brand image. This is attributed to Liepin's high-standard review of enterprises (B), headhunters (H), and job seekers (C). Users must go through mechanisms such as mobile phone verification, real-name verification, employment verification, and qualification confirmation to ensure the authenticity of platform participants. In 2023, the group rejected approximately 91,000 registration users from recruiters (enterprises and headhunters) that did not meet requirements.

i. User Identity Verification

- Enterprise/headhunting user registration
- Mobile number verification
- Passed
- Including name and ID card information verification, manual video authentication, and other processes
- Real-name live verification
- Creating user pre-posting job
- Passed
- On-the-job certification and verification
- Including business license, enterprise and recruitment authorization letter, human resource license (headhunting enterprise), corporate payment certification, enterprise legal person certification, etc.
- Registration succeeded
- Passed
- Check for any abnormalities or violations in the enterprise/account

6. SAFETY FIRST

ii. Job Information

Jobs descriptions are a crucial channel for recruiters and candidates to establish matched communication, and the accuracy of job information affects the platform experience of job seekers. To ensure the authenticity and accuracy of job information and optimize the platform ecosystem, the platform sets a standard that "job information must be reviewed before it can be publicly posted." Specifically, after the recruiter writes the job information and submits it, it will go through processes such as sensitive word library checks, job compliance detection, and big data violation identification. The group implements dual algorithmic and manual verification in this area and follows a minimum risk model. If only one detection standard is not met, it will enter a manual secondary review.
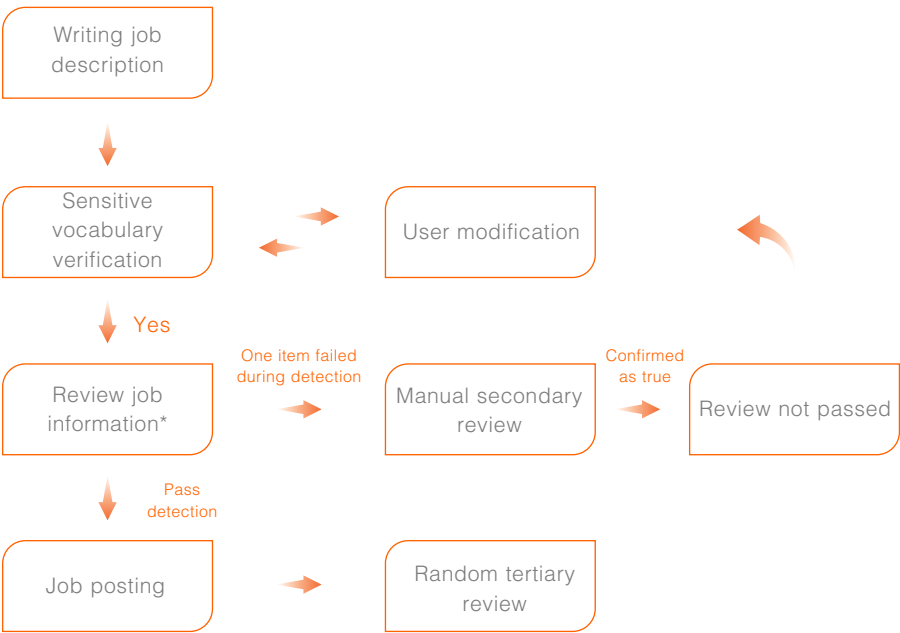
*Review job information:
Basic information review — mobile number/WeChat number, Company information;
reasonability review — abnormal salary judgment; non-standard job name detection;
legitimacy review — job compliance detection, violation library detection;
authenticity review — abnormal job and workplace detection;

During its operations, the group strictly adheres to relevant Chinese laws and regulations to ensure the legality and safety of online recruitment services. These laws and regulations include but are not limited to the "Employment Promotion Law of the People's Republic of China," "Cybersecurity 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 the Management of Online Recruitment Services," "Advertising Law of the People's Republic of China," and "Labor Law of the People's Republic of China." Under the guidance of these laws and regulations, the Group has established a recruitment information review mechanism centered on the 'Job Posting Rules' to ensure that the published recruitment information is legal, truthful, and effective. This review mechanism strictly prohibits the publication of information containing implicit discrimination, illegal suspicion, falsehoods, or violations. The purpose of these measures is to protect the rights and interests of job seekers, prevent unfair treatment or misguidance, and also protect enterprises from the impact of adverse information.

Information Risk Identification Dimension of Liepin

By improving the dimensions of the review process and enhancing technical measures, the group prevents non-compliant information from entering during the user registration and information publishing review stages, thereby enhancing the user experience. In 2023, Liepin rejected 91,000 recruiters who did not meet the requirements and 610,000 positions that did not meet the requirements, disposing of nearly 31,000 non-compliant accounts.

Rejected approximately	Rejected approximately	Disposed of nearly	Disposed volume increased by
91,000	**610,000**	**31,000**	**↑10.7%**
registered recruitment users who do not meet the requirements	jobs that do not meet the requirements	illegal accounts	compared to 2022

6. SAFETY FIRST

2) Full Platform Supervision

Liepin actively maintains a healthy platform ecosystem, continuously updating and improving the reporting mechanism for non-compliant content. In 2023, we reduced the occurrence of non-compliant content through a combination of online and offline reporting channels and manual review. We set up reporting entrances for all content scenarios such as positions and IM communication, and also opened up online reporting, 400 calls for feedback, email feedback, and other channels to ensure a smooth user complaint and reporting process.

In 2023, Liepin upgraded the reporting scenarios and options to better collect user non-compliant situations and strengthen platform governance. The essence of the recruitment platform is to accelerate the matching between recruiters and job seekers, and the quality of both users also determines the efficiency of the match. To strengthen the regulation of the behavior of job seekers and recruiters and create a good interactive environment, Liepin has added a new "recruiter (R) reports job seeker (C)" scenario entrance in 2023. If a candidate has a poor attitude, the recruiter can report and submit relevant evidence from the backend, and once verified, the job seeker's job-seeking behavior within a week will be restricted. In addition, in 2023, the group expanded the "job seeker (C) reports recruiter (R)" reporting types from 10 to 30, covering scenarios such as illegal job information, non-compliant charges, false job information, etc., further enhancing the safety of platform job seeking.

Before optimization

Reporting options

- Involvement in Political, Illegal, or Pornographic Violative Content
- Illegal Charging, Fraud, and Pyramid Schemes
- Advertising Content
- Job Discrimination
- Coercion and Threats
- Insurance Harassment
- False Job Location
- False Job Description
- False Salary and Benefits
- Verbal Harassment/Personal Attack

After optimization

Reporting options

- Inducement to Engage in Illegal Activities
- Illegal Information or Images
- Politically Sensitive Information or Images
- Employment Discrimination
- Withholding of Documents
- Collection of Security Deposits
- Actions that Damage Legal Rights and Interests
- Part-time Order Fulfillment Fraud
- Online Fraud
- Collection of Agency Fees
- Inducement to Take Out Loans
- Recruiting Under the Guise of Employment
- Collection of Pre-Job Training/Certification Fees
- Collection of Medical Examination Fees, Uniform Fees, Deposits, etc.

- Frequent Sending of Mismatched Positions
- Frequent Sending of Messages
- Containing Pornographic and Vulgar Information
- Publishing Advertising and Promotional Information
- Publishing Investment and Business Recruitment Information
- Sending Uncivilized Information
- Frequent Requesting of Contact Information
- Published Job Location Does Not Match the Actual Work Location
- Published Job Content Does Not Match the Actual Work Content
- Salary and Benefits Do Not Match
- Position Has Ceased Recruitment
- Registered Company Does Not Match the Actual Recruiting Company
- Company Introduction Does Not Match Reality
- Recruiter Information Does Not Match Reality

REPORT PERIOD AND SCOPE

EXECUTIVE'S STATEMENT

VISION, MISSION AND VALUES

ESG GOVERNANCE POLICY & STRATEGY

HONORS AND AWARDS

SAFETY FIRST

SERVICE UPGRADE

EMPLOYEE SUPPORT

COMMUNITY CONTRIBUTION

GREEN FOOTPRINT

STRONG GOVERNANCE FOUNDATION

CONTENT INDEX FOR ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORTING GUIDE

6. SAFETY FIRST

The group has established a full-process safety management measure of pre-emptive prevention, notification during the event, and post-event warning. Pre-emptively, it establishes platform usage standards through the aforementioned rules. During the event, it forms a good cycle of the ecosystem through mutual supervision of platform users. And after the event, it takes corresponding measures according to the degree of non-compliance, thus forming a complete closed loop of platform governance. In response to user complaints, Liepin has established a comprehensive response mechanism, and teams such as the platform's customer service team, sales operations team, and security team are responsible for following up, reviewing, and processing feedback of different types of user complaints.

Customer complaint

Team check
User Complaint/Reporting Mechanism of Liepin/ national laws and regulations, Liepin's platform customer service team, sales and operation team, security team

Team disposal
- Deduct credit points
- Ban accounts
- Delete illegal information
- Restrict enterprises

Platform review
If the user's complaint is verified and confirmed to be valid, the platform will revoke the disposal

User complaint
Complain with relevant evidence

Feedback disposal
Paid customers — follow-up and communication by sales personnel; Unpaid customers — system prompt

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	• Account sale • False document • Inflate orders	• Involve pyramid sale/illegal fundraising • Publish information on pornography, gambling and drugs • Fake accreditation	Enterprises: Cooperation or account registration will not be supported	Individual Users: Accounts will be permanently frozen and complaint will not be supported
Moderate	• User harassment	• False contract signing	Enterprises: Cooperation will not be supported	Individual Users: Accounts will be permanently frozen but complaint and deadline freezing can be supported
Mild	• False recruitment • Inappropriate language	• Advertisement posting	Enterprises: Key monitoring will be carried out	Individual Users: Credit points will be deducted and warnings will be given

3) Manual review

Liepin, as a mid-to-high-end online recruitment platform, is committed to providing a healthy platform environment for both recruiters and job seekers, and has a dedicated security team who is responsible for the assessment and review of complaints and appeals. In 2023, the group restructured its security center, establishing the Business Security Compliance Center, Platform Content Security Center, Internal Information Security Center, and Internal Control and Audit Center. These centers are staffed with over 40 employees who handle complaints, reports, and other security-related issues, striving to enhance the protection of user data and build a secure platform ecosystem through refined organizational design.

Additionally, the group regularly conducts training and learning sessions for its review team in various formats, including online learning and offline workshops, to continuously improve and deepen the reviewers' understanding of platform rules and enhance the efficiency of handling user issues. In 2023, the group's content review team participated in a total of 81 training sessions, with over 2,000 participants.

6. 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 2023, the group continued to refine methods and measures for protecting the privacy of individual users, carrying out corresponding product updates. These updates included modules such as secure job search education, data export protection, and personalized job recommendation explanations, thereby enhancing the security features for privacy protection of candidates on the platform.

Product security upgrade	Safety protection function	Realization of function
Safe Job Seeking Education	Launch safety prevention guidelines to cultivate users' safe job-seeking mindset.	• The *Liepin Job Seeking Safety Prevention Guide* is launched on all ports of the job-seeking platform, such as PC, APP, mini-program, and H5.
Data Export Protection	Launch a switch to hide resumes from overseas recruiters: ➢ Switch on: Overseas recruiters cannot view resumes. ➢ Switch off: Overseas recruiters can view resumes. By default, resumes are not displayed to overseas recruiters.	• In 2023, a total of 8,736,721 users enabled authorization, allowing overseas recruiters to view resumes.
Personalized Job Recommendations	Strengthen users' right to know about job recommendation results. After enabling Personalized Job Recommendations, precise job recommendations will be provided based on the user's resume information and usage habits; after disabling, no precise job recommendations will be made for job-seekers.	• Move the *Personalized Job Recommendations* switch to the user's job-seeking privacy, increasing user attention. • Adjust the function explanation copy to reduce user understanding costs.

5) Data transmission and storage mode

i. Data Transmission Method

Our group has established and implemented the "Liepin Sensitive Data Management Regulations," which regulate the integrity, confidentiality, and availability of data throughout its entire lifecycle (creation, storage, use, transmission, dissemination, etc.). We have also classified data according to its importance and the potential harm to the Company or customers in the event of a leak, applying different control measures to different data levels.

In 2023, the group updated the "Liepin Sensitive Data Management Regulations" three times, governing the data extraction process, data export process, and data optimization process through multiple nodes and dimensions. For applications containing sensitive fields or large volumes of data, a manual secondary review is conducted. The applicant must provide a detailed statement of the intended use, and the data owner's approval is required after the consent of the direct supervisor and the security management center manager, thereby better protecting sensitive data and reducing the risk of data leakage and misuse.

6. SAFETY FIRST

ii. Data Storage Method

In accordance with the "Liepin Sensitive Data Management Regulations", measures such as logical isolation, access permission control, and access log recording have been taken for data storage, including:

- Sensitive data graded management: public level, internal level, sensitive level, and confidential level. Sensitive level data refers to information that could cause damage to the group if leaked, and access is limited to a few individuals; confidential level data refers to information that could cause serious harm to the group if leaked. The group requires all sensitive data to be stored in a sensitive information platform and to be encrypted according to its classification level;

- When deploying sensitive data databases, they must be isolated from non-sensitive data databases, and unauthorized access is not allowed;

- Access permissions to databases storing sensitive data are controlled to ensure compliance with the principle of least privilege, and all requests for access to sensitive data must be approved by the data owner;

- Databases storing sensitive data are required to output access permission logs and data access logs, and regular effective security audits are conducted.

iii. Data Security Assessment

The group regularly conducts whitelist testing, walkthrough testing, and other assessments of the sensitive data management process, combined with security audits to evaluate the effectiveness and compliance of the sensitive data management mechanism. In 2023, the group passed the BSI security audit, with the report noting that "the group has made improvements in unique hardware identification, cloud desktop usage, departure audits, and underlying data governance, further enhancing the level of information security governance," and obtained the ISO27001 certification registration qualification.

iv. Data Security Emergency Management

The group has established comprehensive emergency management measures for data security incidents, covering the "pre-emptive prevention – during the event response – post-event review" phases, including "data backup – monitoring and warning system – emergency response team – data recovery – communication and reporting – evaluation and improvement."
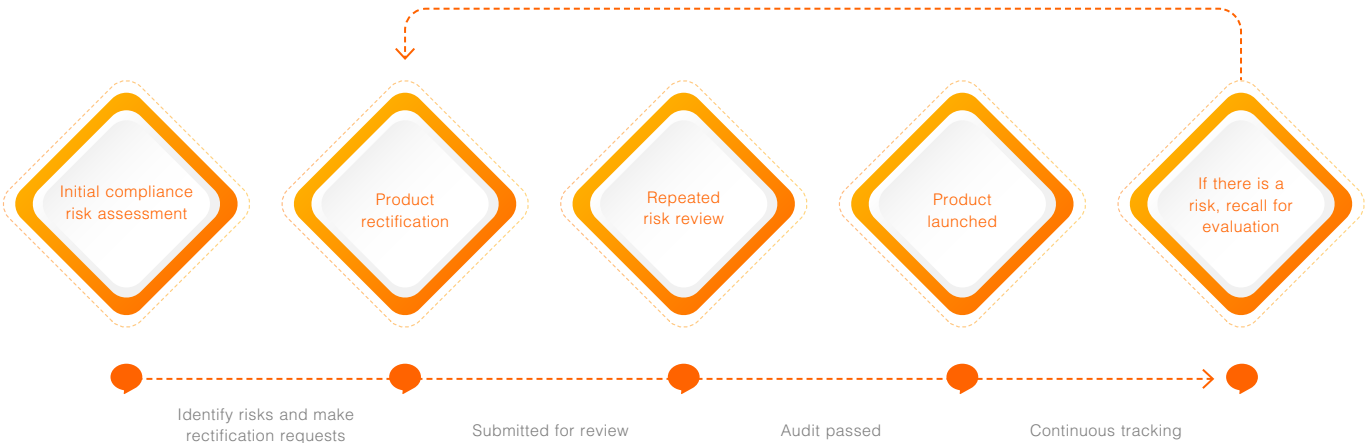
In the pre-emptive prevention phase, the group focuses on training employees' data security awareness, ensuring that each employee follows best practices in their daily work to reduce the risk of data leaks. At the same time, through regular security audits and vulnerability scanning, the group promptly identifies and patches security vulnerabilities to prevent the occurrence of data security incidents.

In the during the event response phase, once a data security incident occurs, the monitoring and warning system immediately triggers an alarm, notifying the emergency response team to take action. Team members quickly assemble according to the emergency plan, rapidly identify and preliminarily assess the incident, and then activate the corresponding response strategy to control and mitigate the impact of the event. Simultaneously, the data recovery process is activated to ensure that critical data can be restored in a timely manner, reducing the impact of business interruptions.

In the post-event review phase, the group conducts a comprehensive review and analysis of the incident. Through the evaluation and improvement process, the group identifies the root cause of the event, summarizes the lessons learned during the response, and updates and optimizes the emergency plan. In addition, the group will continue to adjust data backup strategies, enhance the sensitivity and accuracy of the monitoring and warning system, continuously improve the level of data security management, and strengthen the overall defense capability against data security incidents.

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.

Initial compliance risk assessment	Product rectification	Repeated risk review	Product launched	If there is a risk, recall for evaluation
	Identify risks and make rectification requests	Submitted for review	Audit passed	Continuous tracking

SERVICE UPGRADE

7. SERVICE UPGRADE

1. Comprehensive Service System, Strengthening Cooperative Links

The Group has always adhered to and practiced the value of customer-first, establishing an 'sales + product + service' iron triangle model. It maintains smooth communication channels with customers, continuously optimizing and upgrading products based on customer feedback. In addition, the Group has always placed great emphasis on customer service, building a high standard for responding to and handling customer complaints, thereby enhancing customer satisfaction.

1) Digital Service System Upgrade

In 2023, while continuously strengthening its professional service team, Liepin further enhanced its digital service capabilities. Leveraging the power of technology, Liepin can identify user needs and construct systematic solutions more efficiently. Utilizing multidimensional data analysis, we gain an in-depth understanding of customer needs and challenges encountered in product usage. Based on system indicators, timely manual guidance and intervention are provided to ensure the best service experience for customers. In 2023, Liepin fully upgraded its customer communication system and achieved closed-loop management. Our system can intelligently recognize key communication content and results, automatically generate detailed profiles of customer recruitment preferences and recruitment habits, and push corresponding sales content, greatly improving the efficiency of customer communication and optimizing user experience. Additionally, during the service process, we encourage sales and service personnel to introduce product usage methods and functions to customers, conduct in-depth analysis of recruitment situations, and ultimately form targeted recruitment recommendations. This service strategy ensures that customers could receive timely and effective service experiences and results throughout their usage cycle, further enhancing customer satisfaction and loyalty. Liepin is committed to bringing more professional and personalized recruitment solutions to customers through continuous innovation and service improvement.

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

7. SERVICE UPGRADE

2) User Feedback Process

Based on national laws and regulations and Liepin platform rules ("User Agreement," "Credit Score Rules," "Job Posting Rules," "Risk User Disposal System"), we handle user complaints upon receipt and verification. Liepin has established multiple channels for complaints and feedback to promptly understand user needs and suggestions. For platform feedback channels, we have a dedicated team responsible for verifying and handling user reports and complaints, optimizing report types and complaint entrances to ensure quick reporting by users. We strengthen the risk mining capabilities in the reporting process, conducting comprehensive investigations and verifications of reported users.

For our enterprise, headhunting, and individual clients, the group has established specialized complaint handling teams for customer communication to efficiently process customer feedback, complete the complaint loop, and enhance customer satisfaction.

For enterprise client complaints, a complete complaint feedback mechanism is established to promptly and efficiently resolve enterprise client complaints. Specific processing procedures and methods can be found in Section 4 of Chapter 6, "Full Platform Supervision" in this report.

To continuously improve user satisfaction and service quality, the group has taken a series of measures to optimize the user complaint handling process. Firstly, an efficient risk warning system has been established to promptly discover and address high-risk complaints that may lead to user dissatisfaction. In 2023, we achieved closed-loop handling of 100% of user complaints within 1 to 3 working days, ensuring that every user complaint is resolved promptly and effectively. In handling user cases, we guarantee a rapid response within 10 minutes and resolution of complaints within 24 hours, with timely follow-ups to communicate complaint progress, in order to safeguard user rights and enhance user experience. By the end of 2023, our group had processed over 440 complaints from the corporate client side, which is nearly a 20.5% increase compared to 2022; and we processed over 1400 complaints from both job seekers and headhunters, which is essentially unchanged from the previous year. Additionally, the group has established a comprehensive high-risk complaint review mechanism, unified high-risk complaint standards for user experience and rights, clarified acceptance timelines and responsibilities of various departments, and coordinated across platform business departments to ensure efficient handling of user issues. For complaints meeting high-risk standards, they are uniformly archived and pushed to higher levels, promoting collaborative optimization among business departments and continuous enhancement of user experience.
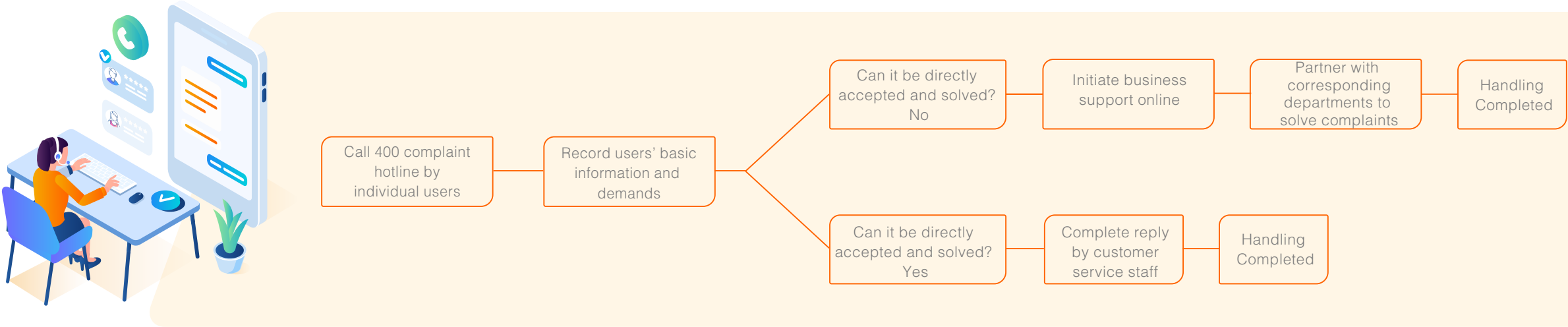
7. SERVICE UPGRADE

2. Industry Insight Analysis: Nurturing the Job Market

Since its establishment, Liepin has focused on mid-to-high-end talents, dedicated to delivering high-quality professionals to enterprises and assisting them in building their talent teams. In recent years, China has gradually shifted from the "demographic dividend" to the "talent dividend." The new quality of productivity has unleashed greater momentum in economic development, especially with the upgrade of industrial structures, leading to a relatively strong demand for talents in specialized and innovative fields. Liepin continuously tracks market trends and actively attracts high-tech talents, which is in high demand but relatively short supply, helping clients build their talent teams more quickly and effectively.

Over the past year, the group has continuously expanded its customer profiles, supporting the innovative development of small and medium-sized enterprises (SMEs). In 2023, Liepin collaborated with the Beijing Municipal Bureau of Economy and Information Technology to assist the SME public service platform in launching the first "Specialized and New Enterprise – Cultivation of the Next Hidden Unicorn Live Broadcast Job Event" on the seventh United Nations "Micro, Small and Medium-sized Enterprises Day." This event precisely matched specialized and innovative enterprises with job-seeking talents, with the live broadcast attracting over 30,000 viewers. Additionally, the group established a specialized live broadcast session for specialized and new enterprises, conducting a total of 29 live broadcasts in 2023 with over 76,000 views.

With over a decade of experience in the mid-to-high-end talent recruitment market, Liepin has accumulated rich data resources. Relying on in-depth and multi-dimensional analysis of anonymized data, we regularly provide professional industry talent data reports and corporate recruitment trend reports to enterprise clients from multiple perspectives, including industry development trends, corporate positions demand characteristics, market talent matching and mobility, and talent expected salary. Through these reports, Liepin helps governments, enterprises, and related departments better understand talent dynamics and more accurately match and introduce talents.

In 2023, Liepin provided enterprises with precise and timely report services through multi-channel strategies: On one hand, through the Enterprise WeChat mini-program, combined with the industry, we provide professional and accurate reports to enterprise clients according to its industry. Currently, Liepin has published 2 to 3 in-depth reports on a monthly basis, with an average reading volume of up to 2,500 per report. On the other hand, using the live broadcast form of Liepin's video channel, 186 HR-themed live broadcasts were held with a total viewing volume of 970,000, among which 13 live broadcasts themed on data reports attracted a combined audience of 40,000. In addition, Liepin actively organizes forums, salons, and other offline market activities. In 2023, a total of 253 events were held, attracting the participation of 23,000 enterprises, with over 30,000 HR professionals as the audience, and more than 70% of the events shared data reports. These activities not only enhanced interaction with clients but also effectively promoted Liepin's services and brand. Through these comprehensive advertising channels, Liepin ensures widespread dissemination and efficient reception of information, bringing significant promotional effects to enterprise clients.

7. SERVICE UPGRADE

3. Enhancing Product Technology for an Optimized User Experience

Liepin continues to help the government "stabilize employment" and provides high-quality talent introduction and management services for local governments and industrial parks. In 2023, Liepin launched a comprehensive "product + service" system from two angles: product upgrade and service deepening. In terms of product innovation, Liepin launched a digital platform tailored to government talent management needs. Through three major values of precise human services outreach, targeted talent policy promotion, and dynamic monitoring of talent attraction, this platform achieves a dual drive of government talent attraction and digital regulation, accelerating the digital upgrade of government talent services. To date, Liepin's government edition has served 35 government clients, helping the government to introduce talents to 3,723 enterprises in an online manner, involving 85,000 new positions, of which about 77.8% of the enterprises are small and medium-sized with less than 500 employees. Through the services of Liepin's government edition, the government can more efficiently attract and manage talents, also providing talent support for the future development of enterprises. On the service side, Liepin also provides outstanding result-oriented projects for the government. In 2023, Liepin's RPO has delivered 103 government projects, involving more than 400 enterprises, and helped introduce more than 800 high-quality talents, with some projects achieving a doctoral talent delivery entry rate of 90%, fully demonstrating Liepin's deep cultivation and accumulation in the field of mid-to-high-end talents.

Liepin always values the technological innovation and product upgrades brought by R&D investment. In 2023, the Company's R&D expenses ratio increased by 0.6 percentage points year-on-year to 15.8%. While continuously consolidating our precise matching capabilities, we are also constantly developing new product features, optimizing user experience, and exploring innovative business models. Liepin continuously improves its main recruitment products, providing clients with high-quality talent and improving recruitment efficiency through outstanding product. Overall, enterprises face pain points in recruitment such as "difficulty in finding candidates and slow in communication." After some enterprises send messages to their desired candidates, the response rate is not high. To solve this pain point, in 2023, the group launched the innovative product "Super Chat," helping to activate candidates so that enterprises can receive more active responses from candidates within 24 hours.
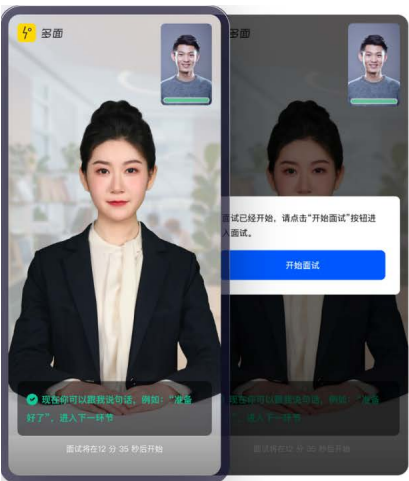
7. SERVICE UPGRADE

The group is committed to applying AI technology in the recruitment field. In 2023, the group has launched the AI intelligent interviewer 'Doris', aiming to enhance the efficiency and quality of recruitment through technology. Doris is equipped with over 100 assessment dimensions that enterprises can customize according to their needs to meet the recruitment standards for various positions. Before the interview, Doris deeply analyzes the candidate's resume to formulate targeted questions, ensuring the pertinence and depth of the interview. During the interview, Doris utilizes technologies such as speech, semantic, and image analysis to comprehensively evaluate the candidate's communication skills, professional qualities, and emotional state. The interviewer has an intelligent follow-up function (evidence-based in-depth questioning method), which can further verify the authenticity of the candidate's information and improve the accuracy of the assessment. To ensure the fairness of the interview, Doris introduces a comprehensive anti-cheating system, including identity verification, voiceprint comparison, and keyboard detection measures, effectively reducing the risk of fraud and ensuring the integrity and fairness of the recruitment process. The AI intelligent interviewer 'Doris' not only enhances the precision and efficiency of recruitment but also provides enterprises with a technological and humanized recruitment solution.

In September 2023, the "Duolie – Recruiter Cooperation Network (RCN)" incubated by the group was launched. By establishing cooperative relationships among different headhunting companies and consultants, it enhances the delivery efficiency of the headhunting industry. The system is divided into a business management system and a cooperative network platform: the underlying layer is a SaaS system covering the end-to-end headhunting business process from "leads digging – business development – position acquisition – talents mapping – assessment and onboarding – payment collection and invoicing," which helps recruitment enterprises complete resource and business data accumulation and achieve an online closed-loop business based on the system. The expansion layer is the recruiter cooperation network (RCN). After signing cooperation contracts, paying security deposits, and migrating business systems, headhunting enterprises can enter the RCN public sphere. This public sphere means that headhunting enterprises can freely accept and distribute orders, freely filter candidates in the RCN public pool, and deliver within the rules allowed by the platform. The network, by breaking down the traditional headhunting transaction process, enables different headhunting companies to participate in some parts of the headhunting order delivery based on their own resource advantages and capabilities, thereby monetizing unilateral resources (positions, candidates) and improving delivery efficiency. Currently, the platform has more than 60 enterprises registered, covering over 1,500 headhunting consultants, and has received widespread praise from participating headhunting enterprises. A newly established headhunting Company in Chongqing joined the "Duolie" platform at the beginning of 2023. With the assistance of "Duolie" client manager, it cooperated with two headhunting enterprises in Shanghai and Shenzhen. In the past six months, there has been a significant improvement in payment collection, efficiency per person, and output per person, with 45% of the income coming from "Duolie" platform cooperation orders, thereby proving the platform's productivity benefits for headhunting companies.

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, 2023, the Group had registered 198 software copyrights, 5 affiliated high-tech enterprises, and 15 patents that had been applied for or were under application, which showed its fruitful intellectual property innovation.

Registered trademark	Trademark under application
857	**148**
Registered software copyright	Software copyright under application
8	**7**
Authorized patent	Patent under application
198	**1**
Filed domain name	High-tech enterprise
5	**5**

*With the exception of the 'High-tech Enterprise' figures, which represent the collective data for our group, all other figures pertain to the parent Company of Liepin.

EMPLOYEE SUPPORT

8. EMPLOYEE SUPPORT

1. Comprehensive System Standards

Our group has always adhered to national laws and regulations in human resources management, placing particular emphasis on the maintenance and protection of employee rights. We deeply implement the "Labor Law of the People's Republic of China," ensuring that employees' labor rights are fully respected, whether it be working hours, rest and vacation, or labor compensation, all are strictly executed in accordance with legal provisions. At the same time, we strictly enforce the "Labor Contract Law of the People's Republic of China," following legal procedures in all aspects of labor contract signing, fulfillment, modification, and termination to protect employees' legal rights from infringement.

In addition, based on the "Social Insurance Law of the People's Republic of China," we timely and fully pay social insurance for employees, ensuring that they receive proper protection in terms of old-age, medical care, work-related injury, and unemployment. We also pay special attention to the rights of female employees, actively implementing the "Law on the Protection of the Rights and Interests of Women of the People's Republic of China" and the "Special Regulations on Labor Protection for Female Employees," providing equal employment opportunities and fair treatment for female employees, and strengthening special protection for female employees during the labor process, such as prohibiting the arrangement of female employees to engage in prohibited labor, ensuring the physical and mental health of female employees.

Liepin Group has always adhered to rigorous and comprehensive principles in human resources management. To this end, we have established a series of internal systems to ensure that employee recruitment, entry, departure, compensation, benefits, performance, and promotion are all properly regulated and managed. These systems not only cover the entire process from employee entry to departure but also reflect the comprehensiveness of our human resources management in detail. The "Tongdao Employee Handbook" not only clearly defines employees' basic duties and rights but also elaborates on the Company's culture, values, and code of conduct, providing comprehensive work guidance for employees and guiding the Company in adhering to human rights protection, anti-discrimination, and respect for diversity. In terms of human rights protection, we strictly abide by international and domestic laws and regulations, firmly opposing any form of human rights infringement. We respect the dignity and value of each employee, ensuring that their legal rights are not infringed upon. We firmly oppose any form of discrimination, including gender, race, age, religious beliefs, marital status, disability, etc. We are committed to building an inclusive corporate culture, encouraging employees to respect, understand, and support each other, and jointly create a harmonious working atmosphere. We also recognize that each employee has a unique background and experience, and these differences bring rich multiculturalism and innovative thinking to our team. Therefore, we actively advocate and promote diversity, encouraging employees to express their ideas and opinions boldly, fully utilize their personal strengths, and jointly promote the development of the Company.

In terms of performance management, we have implemented the "Liepin Performance Management System," stimulating employees' work enthusiasm and improving work efficiency through scientific assessment standards and incentive mechanisms. At the same time, we regularly review and update the system to ensure it keeps pace with the Company's development strategy and business needs. In addition, our human resources system also focuses on employees' personal development and growth. Through the "Internal Recruitment Management System" and the "Promotion Management System," we encourage cross-departmental and cross-position exchanges, provide clear career development paths, and help employees realize personal value and career goals.

We not only strictly abide by laws and regulations in the system but also meticulously implement them in practice, resolutely safeguarding employees' legal rights. We also pay attention to the diverse needs of employees, actively listen to their voices through sound communication mechanisms, and strive to create a harmonious and stable working environment for employees. Through multifaceted efforts, we are committed to making every employee feel a sense of belonging in the Company and contribute to the Company's development.

Overall, the Company's human resources system is relatively comprehensive, protecting the Company's interests while also taking into account employees' rights and development. The implementation of these systems not only improves the Company's management level but also provides employees with a more fair, just, and harmonious working environment, helping employees better leverage their potential and realize personal value.

8. EMPLOYEE SUPPORT

2. Employee Composition

Full-time Employees 5,165

We promptly follow up and provide feedback on the mobility of employee turnover, as well as the risks associated with resignations. We adjust our human resources work for the current year based on the number of resignations, reasons for resignation, and key phenomena from the previous year. We enhance and improve from every module of human resources to better reduce our Company's human resource risks and prevent talent loss. Additionally, during the reporting period, our group's total number of full-time employees was 5,165, which remained consistent with the number in 2022. There was a reduction in the number of sales personnel in the recruitment business, but this was offset by an increase in sales personnel for online professional qualification training. Overall, during the reporting period, the overall employee turnover rate of our group was at a normal level compared to previous years.

Regional Distribution

Region	Count
Headquarters	742
North China	1,783
East China	1,421
South China	878
Southwest	341

Headquarters 14%, East China 27%, Southwest 7%, North China 35%, South China 17%

Work Experience Distribution

Experience	Count
Less than 1 year	1,562
1-3 years	1,317
3-5 years	734
5-10 years	1,131
10 years and above	421

Less than 1 year 30%, 1-3 years 26%, 3-5 years 14%, 5-10 years 22%, 10 years and above 8%

Gender Distribution

Gender	Count
Male	2,141
Female	3,024

Male 41%, Female 59%

Ethnicity

Ethnicity	Count
Han	4,963
Non-Han	202

Han 96%, Non-Han 4%

8. EMPLOYEE SUPPORT

3. Employee Recruitment and Management Regulations

Our group has clear regulations regarding recruitment and hiring of personnel: The Human Resources Department carries out recruitment activities based on the Company's human resources needs plan, which can be conducted through a combination of external and internal methods. When departments propose human resources demand plans, they must specify the job responsibilities for the required positions, the requirements for candidates, and the reporting lines.

1) Tongdao's Talent Standard

Our group selects high-potential talents according to the "Tongdao's Talent Standard", believing that those who meet the standards have the ability to perform well in various positions at Liepin and become outstanding Tongdao talent.

Brain
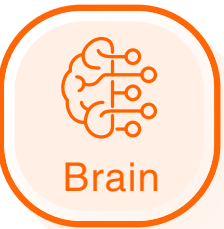
•Intelligent
Intelligence: perceptive, able to draw inferences from one fact to many,
Emotional Intelligence: skilled at managing emotions, open-minded, empathetic, and able to connect with others deeply.

•Studious
Self-reflection: capable of identifying personal issues and limitations.
Curious: filled with a desire to learn and continuously improve one's wisdom, seeking breakthroughs.

•Discerning
Future-oriented: has a sense of scale, logical, proactive, independent in thinking,
Systematic approach: views issues holistically, perceives the essence of things, analyzes development trends.

Heart
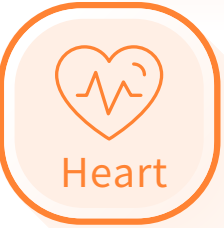
•Optimistic
Regardless of favorable or adverse circumstances, sees opportunities rather than obstacles,
After a rational and realistic understanding of the situation, maintains a cheerful and positive spirit.

•Resilient
Can withstand setbacks, has a strong inner core, not easily hurt.
Can handle admiration and pursue, with a correct self-assessment.

Body
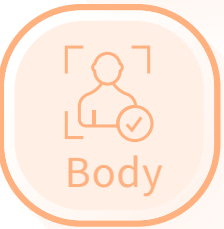
•Persistent
Consistent self-discipline, clear goals, persistent with high standards for oneself, No excuses.
Result-oriented: strives for perfection, mission must be accomplished.

2) Tongdao High Tension Line

The Company sets strict high-pressure lines, resolutely prohibiting the emergence of bad practices and the occurrence of violations.

Internal Factionalism
Including but not limited to: forming cliques, creating small groups, favoritism; intentionally isolating; excluding or defaming other group or team members; being duplicitous towards colleagues; spreading rumors; engaging in personal attacks, etc.

Fraudulent
Including but not limited to: providing false invoices on expense reports; fictitious projects; filling in false information on HPO; clocking in extra hours without working; making false calls; providing false information; falsifying customer data; creating false contracts; secretly moving clients to avoid supervision; exploiting HPO loopholes for personal gain; failing to report known or anticipated product failures, etc.

Confidentiality Breach
Including but not limited to: disclosing Company core data, product information, customer information, and financial and other commercial information to outsiders; violating Company confidentiality requirements for personnel, finance, and other important information; sharing internal recruitment core business models or product logic; leaking upcoming new product plans; disclosing any internal or completed PRD documents, prototypes, or agreements to outsiders without authorization.

Giving or Accepting Bribes
Including but not limited to: demanding or accepting benefits from colleagues, clients, or suppliers that have a conflict of interest; embezzling Company property; using Company resources for personal gain; colluding with clients or suppliers to bribe; actions that harm Company interests; i.e., embezzlement, bribery, fraud, and other corrupt practices.

Inquiring about Salaries
Including but not limited to: inquiring about or discussing the salaries or other personal benefits of colleagues or superiors.

8. EMPLOYEE SUPPORT

3) Tongdao Values

Tongdao Values are the value orientations advocated by the group, which can measure from the attitude whether employees can walk with the organization; Tongdao Values are requirements for all employees of the group and are the standards for judging employees' work behavior right or wrong.

In 2023, we updated some of the display pictures of Tongdao Values, launched promotional comics that are in line with business essence and working scenes in the office areas, vividly conveying Tongdao Values to employees, allowing everyone to always feel the Company's value culture in a relaxed atmosphere.

To deepen employees' understanding and practice of Tongdao Values, we launch the "Values Star" selection activity for all employees at the end of each year. This activity aims to commend teams and individuals who have always adhered to and fully practiced Tongdao Values throughout the year and made outstanding contributions to the Company's development. As a symbolic event for the Company's annual value promotion and employee motivation, this activity encourages employees to actively participate from the beginning of the award application, showcasing their outstanding achievements in value practice. Subsequently, through meticulous sorting out and fair selection of various projects, we vigorously promote the advanced deeds of excellent teams and individuals, set examples, and inspire all employees to learn from them. After several rounds of voting and selection, we award the winners with honors to commend their outstanding contributions to the Company's development. Throughout the selection process, the compact and dynamic links bring all Liepin employees closely together, forming a strong centripetal force. These inspiring excellent cases not only highlight the outstanding achievements of the employees but also strengthen the sense of belonging and corporate responsibility of all Company employees. We firmly believe that through such activities, we can further promote employees' in-depth understanding and active practice of Tongdao Values, and jointly contribute wisdom and strength to the long-term development of the Company.

8. EMPLOYEE SUPPORT
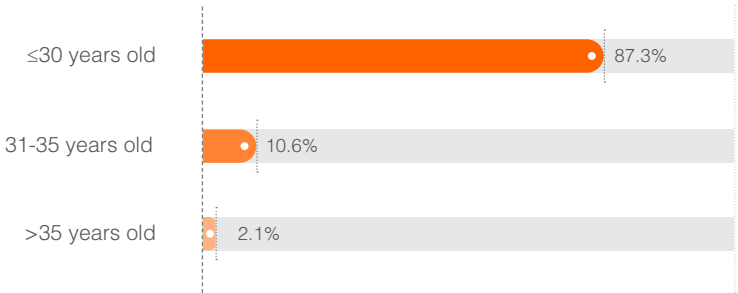
4) Group Talent Recruitment

Our group is always committed to building a diversified recruitment system and actively abides by relevant laws and regulations to ensure the compliance and security of candidate information in the recruitment process. To widely attract outstanding talents with different backgrounds and skills, we actively use diversified recruitment channels, such as online recruitment, college cooperation, internal recommendations, and internal mobility, thus injecting continuous vitality into the Company's development. At the same time, we firmly oppose any form of recruitment discrimination and strive to provide a fair, just, and transparent competitive environment for every job seeker. Our group's recruitment principle is: public recruitment, selective employment; under equal conditions, internal priority.

During the recruitment process, we strictly abide by national laws and regulations, carefully verify the age, identity, and other information of candidates to ensure there is no illegal employment, especially resolutely eliminating the occurrence of child labor. We strictly adhere to the "Prohibition of Child Labor Regulations" and the "Law of the People's Republic of China on the Protection of Minors," among other relevant laws and regulations, prohibiting the employment of child labor and forced labor incidents. During the recruitment process, we require applicants to present the original identification documents for verification to ensure they meet the minimum age requirements for work. We legally sign labor contracts with employees voluntarily, which clearly stipulate the employee's salary, position, reasons for termination, and contract termination. If any violations such as discrepancies in identity, age, or forced labor are discovered, both parties can immediately terminate the labor contract to protect their legitimate labor rights and interests. During the reporting period, there were no incidents of child labor or forced labor. In addition, we also attach great importance to the protection of candidates' personal information. When conducting background checks, we always follow relevant laws and regulations and Company policies to ensure that candidates' personal privacy is properly protected, allowing every job seeker to participate in our recruitment process with peace of mind. We will continue to optimize the recruitment process to provide a solid talent guarantee for the long-term development of the Company.

Gender Composition of New Hires in 2023

48.1%   51.9%

Age Composition of New Hires in 2023

≤30 years old	87.3%
31-35 years old	10.6%
>35 years old	2.1%

Management Level Employees Among New Hires in 2023

Management Level	4.4%

Internal Recruitment of New Hires in 2023

Internal Recruitment	12%
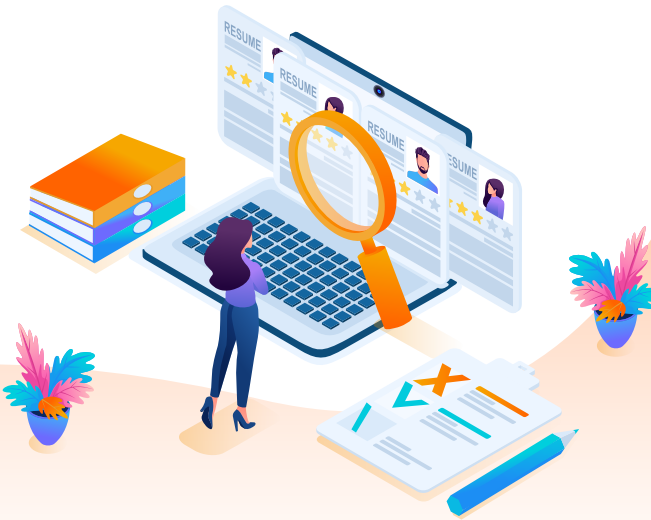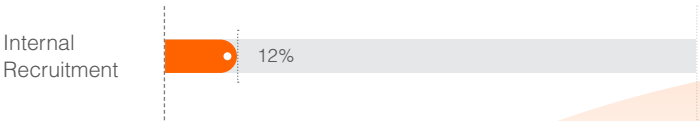
8. EMPLOYEE SUPPORT

5) Talent Reserve and Planning

Liepin places great emphasis on talent planning, and we have always believed that talent is the foundation and core of enterprise development. Our initiatives in talent planning include, but are not limited to, an annual talent assessment, the Top 100 Talent Program, and the Pyramid Talent Model.

For the talent assessment, we use a nine-box talent assessment tool tailored to our Company's situation, with potential and performance as the dimensions, to conduct a comprehensive and integrated inventory of talents. After the assessment, we establish talent development plans, a pool of high-potential talents, and a management reserve roster. Through the assessment, for core and key positions, we require at least two or more management reserves to ensure that these positions can continue to operate at maximum efficiency, and to a large extent, solve the problem of difficulty in filling core positions.

The Top 100 Talent Program is our talent planning based on the top 100 talents. It still uses the talent assessment as its foundation, but unlike the assessment, we will allocate more time, energy, resources, and opportunities to the Top 100, focusing on their development and nurturing, allowing them to have more and better development opportunities within the Company, while also providing them with certain material rewards, ensuring sustainable development for the Top 100 within our Company.

With the Top 100 Talent Program at the top, Top Talent in the middle, and Talent assessment at the base, the Pyramid Talent Model is formed. The three levels of the pyramid talent are assessed over different time cycles and with different talent assessment dimensions, advancing progressively and interlocking, with mutual output and feedback, thereby maintaining a stable supply and planning of talent for our Company.

4. Employee Development and Training

1) Hierarchical and Diverse Training System

i. New Employees – Accelerating Cultural Integration and Enhancing Experience

In 2023, a total of 3 new employee training sessions were held, covering 1,138 new employees, with an average satisfaction of 4.86*.

covering new employees
1,138

with an average satisfaction of
4.86
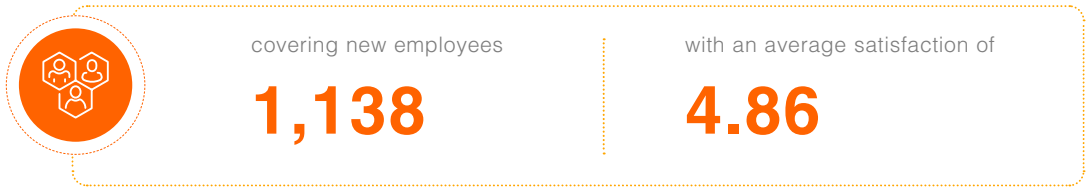
In 2023, we fully upgraded the new employee training system, especially adding a cultural expansion module, aimed at deepening new employees' understanding and recognition of the Company's culture. Through the carefully designed life mapping activity, new employees can systematically sort out their life trajectory, discover the fit with the Company's culture, and thus integrate into the organization more quickly. At the same time, we introduced the "Extreme Circle" training session, encouraging new employees to challenge themselves, pursue excellence, and further stimulate their work enthusiasm and potential. In addition, we organized a series of value shooting activities, allowing new employees to directly feel the profound connotation of the Company's values through video recording, thus enhancing their sense of identification and belonging to the Company.

This series of cultural expansion activities not only helps new employees quickly establish an emotional link with the Company, deeply understand and recognize the Company's corporate culture, but also helps them quickly establish good interpersonal relationships with colleagues. By participating in these Liepin-featured cultural activities, new employees can complete cultural identity, environmental adaptation, and interpersonal relationship establishment in a relaxed and pleasant atmosphere, injecting new vitality into the Company's development.

*Average satisfaction scores are based on a 5-point scale.

8. EMPLOYEE SUPPORT

In addition, we specially arranged a new employee chat cultural lunch, providing an opportunity for newly joined talents to communicate face to face with senior team members. I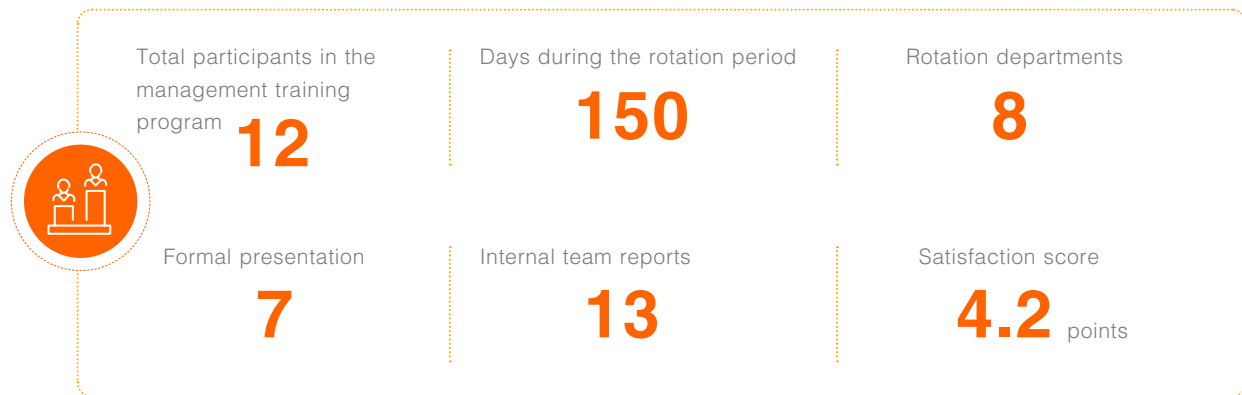n this warm and relaxed atmosphere, Company management and department heads gather with new employees to discuss industry trends, organizational culture, personal growth, and other topics. New employees can take this opportunity to ask questions, understand the Company's business model and future development direction, and also gain a deeper understanding of Liepin's corporate culture and values. Such luncheons not only help new employees better integrate into the Company's big family but also plant the seeds of Liepin culture in their hearts, laying a solid foundation for their future work and development.

ii. Management Trainees – High Standards, High Pressure, High Quality, Strict Requirements

The management trainee program included 12 people (including 10 business management trainees and 2 RPS management trainees), with continuous attention during the 150-day rotation period, completion of 8 department rotations, 7 formal reports, 13 group reports, and a resignation rate of 0% as of December 31, 2023, with an overall rotation satisfaction of 4.2 points.

Total participants in the management training program	Days during the rotation period	Rotation departments
12	**150**	**8**
Formal presentation	Internal team reports	Satisfaction score
7	**13**	**4.2** points

Compared with previous sessions, the 2023 management trainee training program has undergone significant adjustments and optimizations. The new training program added product line and key city KA rotation, while canceling the HR department rotation content, aiming to help management trainees integrate into the core business field more quickly and improve their business capabilities and management level.

Specifically, the 2023 management trainees directly entered the business department for rotation training. This new rotation arrangement aims to allow management trainees to comprehensively understand and master the Company's business processes, organizational structure, and core competitiveness in a short period of time. Throughout the rotation process, we have set high-intensity, high-pressure, high-quality, and high-requirement "four highs" standards for management trainees. We expect that through this series of challenges and training, we will cultivate outstanding talents with high professional quality, strong pressure resistance, excellent business capabilities, and outstanding management abilities.

For business management trainees, our training goal is to cultivate them into excellent strategic talents and front-end management personnel with Liepin's unique culture within three years. For RPS management trainees, our training goal is to cultivate professional RPS supervisors in the first year and professional RPS managers in the third year, forming compound talents with qualified business elite quality and excellent front-end management capabilities. Through this new training program, we expect to create a high-quality, high-capacity management trainee team, injecting new vitality and momentum into the Company's future development. At the same time, we will continue to optimize and improve the training program to ensure that every management trainee can get sufficient development and growth.

Management Trainee Development Goals

Business Management Trainee Development Plan & Career Pathway

RPS Management Trainee Development Plan & Career Pathway

8. EMPLOYEE SUPPORT

iii.   Management – TOP ROI Leadership Training Camp – Building New Leadership

In 2023, the primary emphasis was placed on training the management team. This initiative was designed in response to feedback gathered from managerial interviews, addressing key challenges, pain points, and real-world work scenarios. The goal was to encourage managers to move beyond conventional management paradigms and cultivate innovative leadership skills. The training was successfully rolled out over three sessions, reaching 152 managers, and received an average satisfaction rating of 4.89.

In 2023, the Company carefully organized the TOP ROI Leadership Training Camp, aiming to comprehensively enhance the leadership of management. Through this training camp, management not only learned advanced leadership concepts and methods but also continuously honed their leadership through practical exercises, building a new leadership model more adapted to the Company's development.

Conducted	Covered managers	Average Satisfaction rate
3 times	**152**	**4.89**

iv.   Special Training – Cultivating Professionals in Specific Fields

Product Manager – The Path to Becoming a Product Manager

In 2023, a total of 2 product manager training sessions were held, covering 167 people, with an average satisfaction of 4.91.

Conducted	Covered Employees	Average Satisfaction rate
2 times	**167**	**4.91**

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SERVICE
UPGRADE

EMPLOYEE
SUPPORT

COMMUNITY
CONTRIBUTION

GREEN
FOOTPRINT

STRONG
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8. EMPLOYEE SUPPORT

Technology R&D – Combining AIGC, Expanding Employee Vision, and Focusing on Actual Work

In 2023, a total of 14 sessions were conducted, covering 752 people, with an average satisfaction of 4.8 points, including 11 AI-related sessions.

Conducted

14 times

Covered Employees

752

Average Satisfaction rate

4.8

AI related trainings

11 times
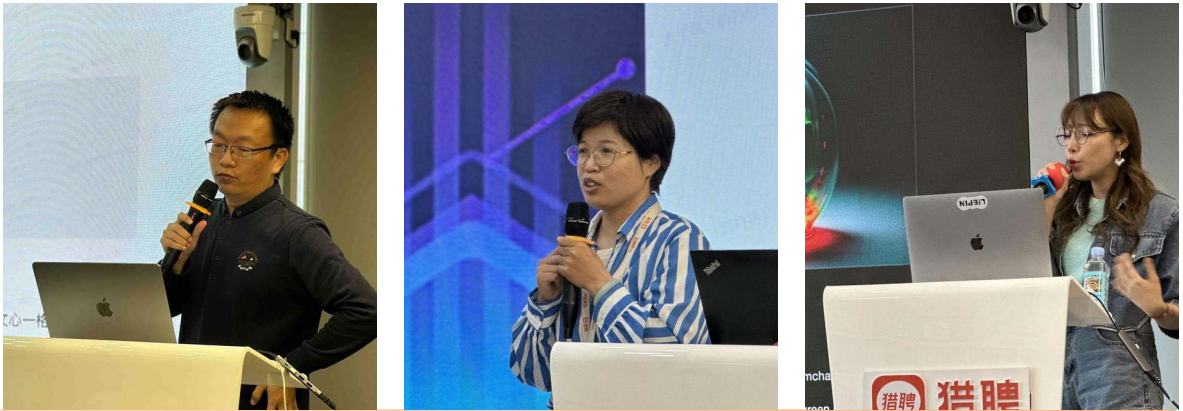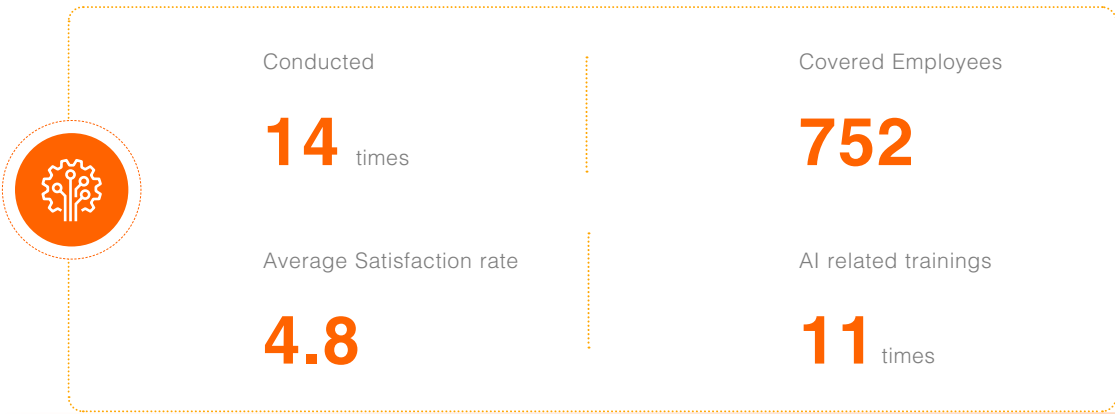
v. Training Data Statistics

In 2023, the average training hours per employee reached 2.5 hours.

Total Male Participants: 293 people

16
105
128
44
128

- Non-management Level Employees
- Middle Management
- Junior Management
- Senior Management

Total Female Participants: 617 people

128
1
103
385

- Non-management Level Employees
- Middle Management
- Junior Management
- Senior Management
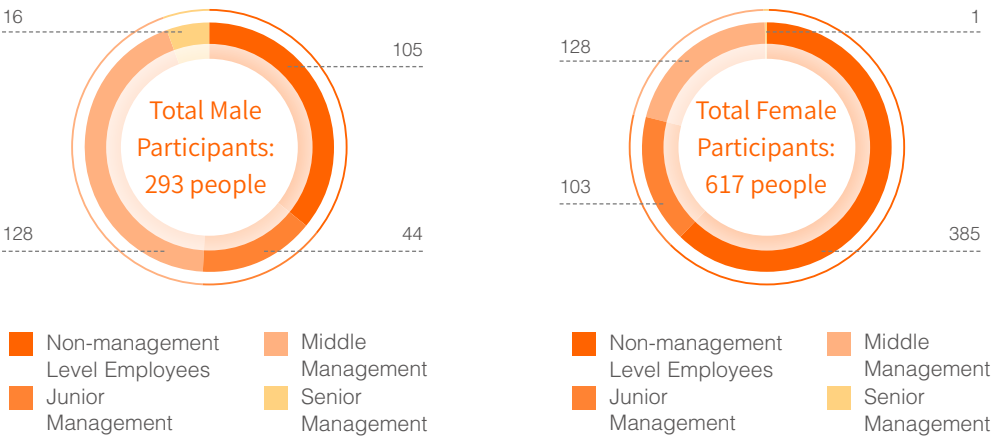
Proportion of Male Participants in Training

Non-management Level Employees	2.6%
Junior Management	6.2%
Middle Management	34.9%
Senior Management	27.5%
Total	5.6%
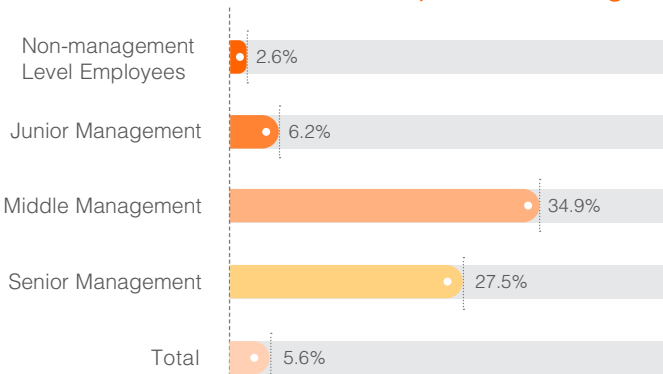
Proportion of Female Participants in Training

Non-management Level Employees	9.5%
Junior Management	14.6%
Middle Management	34.9%
Senior Management	1.7%
Total	11.9%

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8. EMPLOYEE SUPPORT

2) Internal Lecturer System

To promote internal experience sharing and knowledge inheritance, we launched the Beidou Lecturer project, aiming to cultivate and motivate a team of high-level professional lecturers through a series of innovative and comprehensive mechanisms, empowering internal team building. The Beidou project has a unique lecturer certification process, which is regularly opened every six months to ensure that all applicants go through strict screening and comprehensive training to meet the high standards required for city publicity. Through a well-designed learning and assessment system, we ensure that each lecturer has solid professional knowledge and teaching skills before obtaining certification.

The Company also attaches great importance to the long-term development and motivation of the lecturer team. We have established quarterly and annual selection mechanisms to recognize and reward lecturers who perform outstandingly in teaching practice through point ranking. This not only enhances the enthusiasm and teaching quality of lecturers but also establishes a good brand image for the Company. The lecturer star rating system further motivates lecturers to pursue excellence, providing a clear development path for lecturers through multi-dimensional evaluation such as certification duration, annual points, and teaching results.

To support the continuous growth of lecturers, the Company has specially launched a new empowerment project, aiming to provide necessary resources and platforms to help lecturers continuously improve teaching methods and course content. At the same time, we provide lecturers with a generous welfare system to recognize and reward their hard work. Through these measures, the Company not only creates a work environment full of opportunities and challenges for lecturers but also lays a solid foundation for improving the quality of the entire education service.
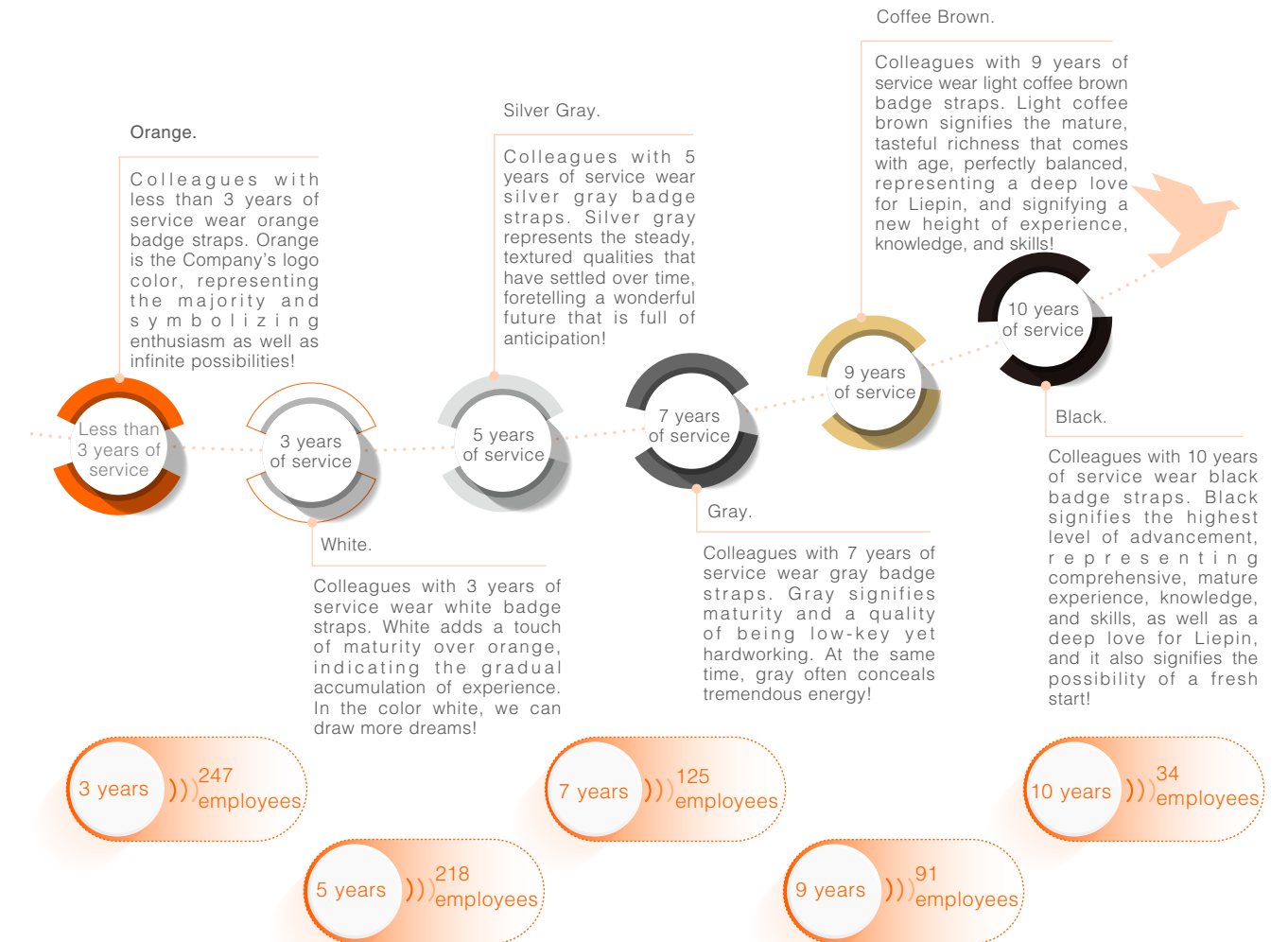
Number of lecturers:	Number of lectures:	Lecture hours:
258	**1,567**	**1,564**

3) Practicing Long-termism

To thank and motivate employees for their journey with Liepin at various positions, we celebrate and record the milestone growth moments of each Tongdao person at Liepin through customized colored badges and Company peripherals. Enhancing employees' sense of belonging and honor in the Company also helps Liepin precipitate a group of like-minded people who have ideals, understand business, and share weal and woe.

Orange.
Colleagues with less than 3 years of service wear orange badge straps. Orange is the Company's logo color, representing the majority and symbolizing enthusiasm as well as infinite possibilities!

White.
Colleagues with 3 years of service wear white badge straps. White adds a touch of maturity over orange, indicating the gradual accumulation of experience. In the color white, we can draw more dreams!

Silver Gray.
Colleagues with 5 years of service wear silver gray badge straps. Silver gray represents the steady, textured qualities that have settled over time, foretelling a wonderful future that is full of anticipation!

Gray.
Colleagues with 7 years of service wear gray badge straps. Gray signifies maturity and a quality of being low-key yet hardworking. At the same time, gray often conceals tremendous energy!

Coffee Brown.
Colleagues with 9 years of service wear light coffee brown badge straps. Light coffee brown signifies the mature, tasteful richness that comes with age, perfectly balanced, representing a deep love for Liepin, and signifying a new height of experience, knowledge, and skills!

Black.
Colleagues with 10 years of service wear black badge straps. Black signifies the highest level of advancement, representing comprehensive, mature experience, knowledge, and skills, as well as a deep love for Liepin, and it also signifies the possibility of a fresh start!

Less than 3 years of service

3 years of service

5 years of service

7 years of service

9 years of service

10 years of service

3 years))) 247 employees

5 years))) 218 employees

7 years))) 125 employees

9 years))) 91 employees

10 years))) 34 employees

8. EMPLOYEE SUPPORT

5. Employee Assessment and Evaluation

The achievements and sustained competitiveness of our group are inseparable from the innovative thinking and efficient performance of our employees. We adhere to objective, fair, and meticulous assessment criteria, constructing a comprehensive and in-depth performance feedback mechanism. This mechanism not only evaluates employees' performance achievements but also deeply examines their capabilities, attitudes, and work adaptability, forming a tight closed loop of business planning, performance assessment, and communication feedback.

Our goal is to help employees clarify work goals through this scientific management system and promote continuous, in-depth dialogues between them and their direct supervisors on work progress and career performance. Such dialogues not only allow employees to clearly understand the work focus at each stage but also enable them to recognize their strengths and weaknesses, thereby improving their capabilities in a targeted manner. Employees' sense of responsibility for performance and work enthusiasm will be further enhanced, and they will also actively pursue performance goals.

We focus on closely integrating performance assessment with employees' personal development, training opportunities, and compensation and benefits system. This integration is not only a recognition of employees' hard work but also an effective incentive, stimulating employees to continue to deliver outstanding work performance. We have also established diversified assessment periods and plans according to employees' different levels and department characteristics. Through regular assessments quarterly, semi-annually, and annually, we decompose work tasks layer by layer, ensuring that each business link is effectively monitored and evaluated. In addition to superior assessments, we have also introduced various review mechanism such as 360-degree feedback to obtain more comprehensive and objective performance evaluations, thus creating a fairer and more positive working environment for employees.
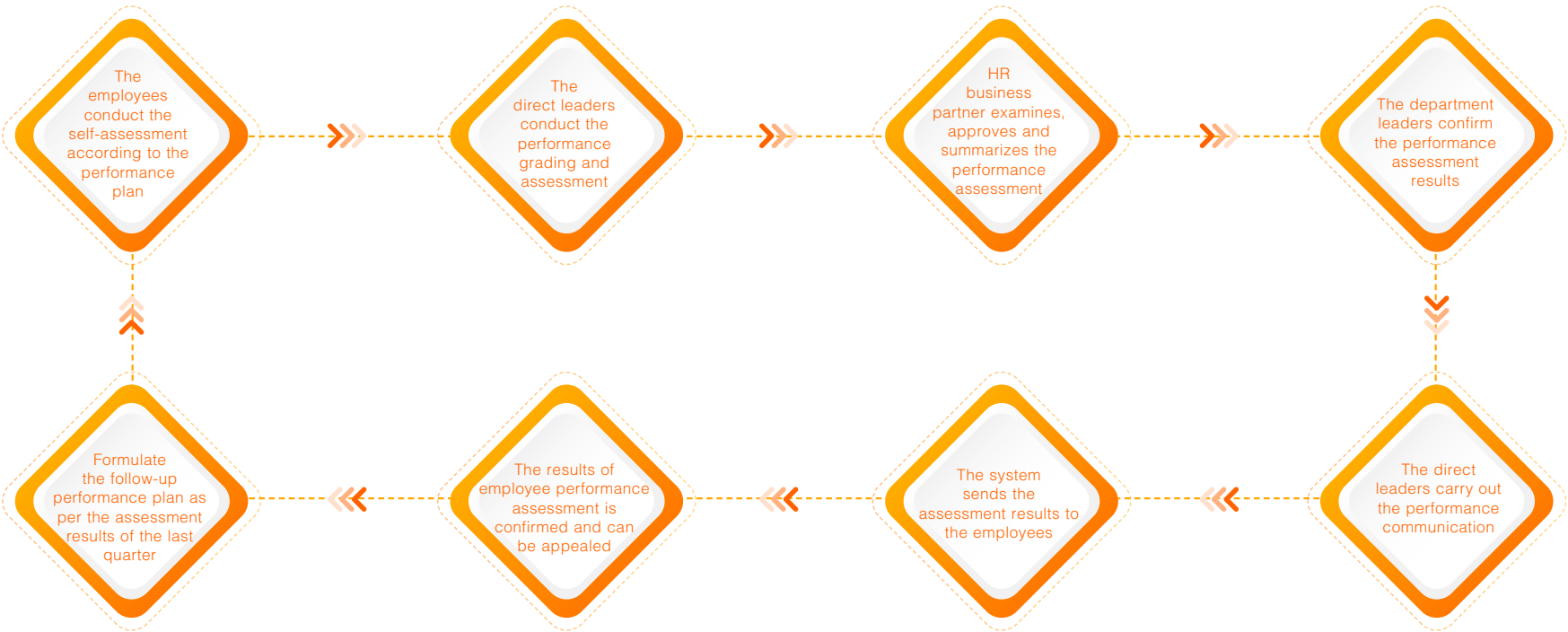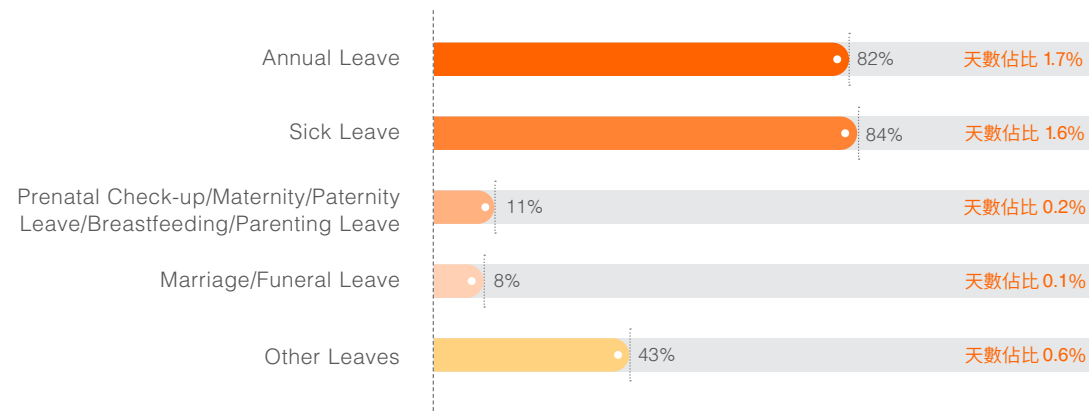
8. EMPLOYEE SUPPORT

6. Employee Compensation and Welfare Activities

To promote the steady development of Liepin Group, we are committed to providing employees with a compensation and welfare system that is competitive in the industry and fair and reasonable internally. The group not only pays attention to regularly collecting and analyzing target market compensation data to ensure that our compensation and welfare structure remains competitive but also focuses on employees' actual needs and satisfaction. In terms of compensation composition, we implement a combination of cash and non-cash income. Cash income mainly includes basic salary and various bonuses, aiming to directly motivate employees' efforts and performance. Non-cash income covers social insurance, housing fund, and a variety of rich internal Company benefits, providing employees with comprehensive life protection. From the day employees join the Company, the group pays social insurance and provident funds for them, ensuring that employees' basic rights are fully protected. In 2023, a total of 65 employees from the headquarters of Tongdao Liepin joined the trade union, women's committee, and youth federation.
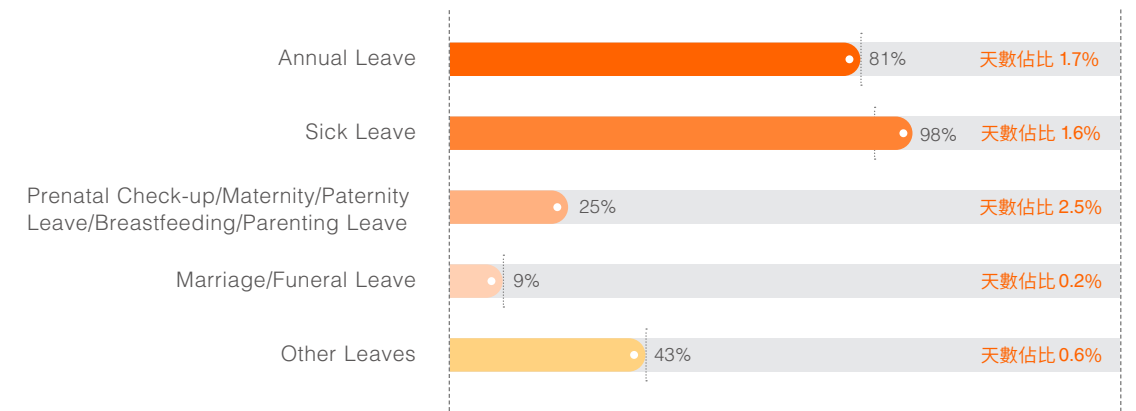
In terms of holiday wages, we adhere to the principle of humanized management. Employees can receive full salary during their annual leave and paid sick leave, fully reflecting the group's care and respect for employees. For other sick leaves, we pay wages at 80% of the minimum wage in local provinces and cities (except for special regulated areas), ensuring that employees can receive basic income protection when they need rest and recovery. In 2023, to cope with the widespread epidemic, the Company added 5 days of special sick leave for all employees and simplified the approval process for them, allowing employees to ensure their physical and mental health while working hard. During unpaid leave, the full daily salary must be deducted to ensure the fairness and rationality of compensation and benefits.

Male Employees Days Taken

Annual Leave	82%	天数占比 1.7%
Sick Leave	84%	天数占比 1.6%
Prenatal Check-up/Maternity/Paternity Leave/Breastfeeding/Parenting Leave	11%	天数占比 0.2%
Marriage/Funeral Leave	8%	天数占比 0.1%
Other Leaves	43%	天数占比 0.6%

Female Employees Days Taken

Annual Leave	81%	天数占比 1.7%
Sick Leave	98%	天数占比 1.6%
Prenatal Check-up/Maternity/Paternity Leave/Breastfeeding/Parenting Leave	25%	天数占比 2.5%
Marriage/Funeral Leave	9%	天数占比 0.2%
Other Leaves	43%	天数占比 0.6%

8. EMPLOYEE SUPPORT

In addition, Liepin Group also attaches great importance to employees' spiritual and cultural needs. On important occasions such as the group's anniversary celebration and legal holidays, we organize various activities to provide employees with spiritual pleasure and material benefits, striving to create a home-like warm and harmonious working atmosphere. This year, we have organized various cultural and sports activities, aimed at discussing product development strategies and deepening team communication and cooperation; at the same time, regularly held departmental team-building activities have effectively enhanced the feelings between employees and improved team cohesion. These measures not only enrich employees' spiritual and cultural life but also inject new vitality into the continuous development of Liepin Group.

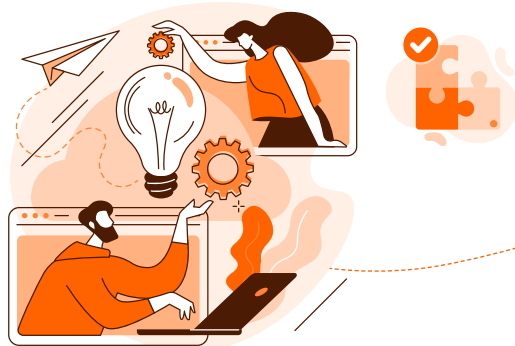Tongdao Day – Tongdao people overcome difficulties together and move forward with determination

Mother's Day Activities   Annual Meeting and Company Celebration

Other holiday activities and gift boxes

8. EMPLOYEE SUPPORT

7. Occupational Health and Safety Measures

We always prioritize the health and safety of our employees, committed to creating a safe and comfortable office environment for each employee. We know that the physical and mental health of employees is the cornerstone of the group's continuous development, so we strictly follow relevant laws and regulations such as the "Labor Law of the People's Republic of China," the "Safety Production Law of the People's Republic of China," and the "Fire Protection Law of the People's Republic of China," ensuring comprehensive protection for employees in terms of occupational health and safety and workplace fire safety. The senior management team at Tongdao Liepin places a high priority on occupational safety and health programs and has taken on the corresponding responsibilities. They not only provide guidance at the strategic level but also personally participate in the daily management and supervision of the projects to ensure that these measures are effectively implemented.

To further strengthen safety management, we continuously improve internal regulations and systems, clarifying various safety requirements and operating procedures through documents such as the "Employee Handbook." We actively communicate and consult with our employees and their representatives to jointly explore how to further enhance safety and health standards in the workplace. Through this open and collaborative approach, we can better understand the needs and expectations of our employees, thereby developing more effective safety and health policies and measures. Committed to the continuous improvement of occupational safety and health management, Tongdao Liepin is dedicated to the ongoing optimization of protective solutions. We have established clear priorities and contingency plans to ensure a swift and effective response to various potential risks. At the same time, we have set up a quantified indicator system to monitor and evaluate the effectiveness of safety and health measures, ensuring that our efforts yield tangible and measurable results.

In addition, we focus on employee safety education and training, improving employees' safety awareness and emergency handling capabilities. In 2023, the group successfully passed the ISO45001 occupational health and safety management system certification. This is not only a comprehensive inspection and full affirmation of our long-term unremitting efforts to promote the scientific and standardized operation of the management system but also an important guarantee for the group's healthy and stable development. We will continue to deepen safety management, ensure better protection for employees' health and safety, and lay a solid foundation for the group's continuous development.

At the same time, we have specially formulated the "Work Injury Accident Management Regulations," which elaborate on the division of responsibilities, accident reporting process, investigation and analysis methods, and specific measures and methods for accident handling, ensuring rapid response and proper handling when work injury accidents occur, thus fully protecting employees' legal rights. Through the implementation of this regulation, we hope to create a safer and healthier working environment for employees, allowing them to work with peace of mind. At the same time, we have carefully constructed a hazard identification and risk assessment ledger for the office area, conducting a thorough hazard analysis of the 25 job activities involved and judging their hazard levels one by one. This measure aims to fully identify and evaluate potential safety risks in the workplace, providing strong support for the formulation of subsequent prevention measures. In response to different hazards, we have tailored a series of effective control measures to ensure that these measures can accurately respond to various risks and minimize the safety threats faced by employees in the work area to the greatest extent. This year, the number of workdays lost due to work injuries for Liepin's employees is 72 days, which includes injuries such as animal bites, slips and falls, and cuts from sharp objects. There have been no incidents of employee fatalities due to work-related accidents in the past three years (including the reporting year).

To further strengthen fire safety in the work area, we resolutely prevent fire hazards, issuing a series of normative documents, including the "Fire Protection System," "Safety Education Management System," and "Fire Management System." The introduction of these documents aims to strengthen fire protection education, improve the fire protection awareness of all employees, and ensure that every employee can deeply understand the importance of fire safety. Our office area conducts at least one fire-related drill each year to test employees' emergency response capabilities and safety knowledge mastery. Especially during the "Fire Day" on November 9, 2023, the group headquarters carefully organized and implemented a fire extinguisher fire extinguishing practical activity, allowing employees to become more familiar with the use of fire extinguishers and master fire extinguishing skills through practical operation. In addition, during major holidays and important events, we also actively remind employees to pay attention to fire safety, maintain vigilance, and prevent the occurrence of fire accidents. We know that only by taking precautions can we protect the life and property safety of employees to the greatest extent.

At the same time, our group strictly follows the provisions of the "Labor Law of the People's Republic of China" to pay work injury insurance and medical insurance for employees, ensuring that employees can receive timely treatment and economic compensation in case of work injuries. We give full play to the role of work injury insurance in preventing occupational risks, always pay attention to the physical health of employees, and create a safe and healthy working environment for employees. In terms of occupational disease prevention and control, our group also attaches great importance. We are committed to providing employees with a safe working environment, ensuring that there are no potential occupational disease risks mentioned in the "Occupational Disease Prevention and Control Law of the People's Republic of China" within the known range.

To further protect employee benefits, we also pay additional commercial insurance for formal employees who have been employed for more than 6 months, covering various aspects such as outpatient, hospitalization, major diseases, and accidental injuries, providing employees with more comprehensive medical protection. In 2023, the group successfully handled commercial insurance claims for 887 employees, involving a payment amount of more than RMB1.5 million, ensuring that employees can receive timely financial support when facing medical expenses.

2023年2月1日 – 2024年1月31日

猎聘
员工福利保险
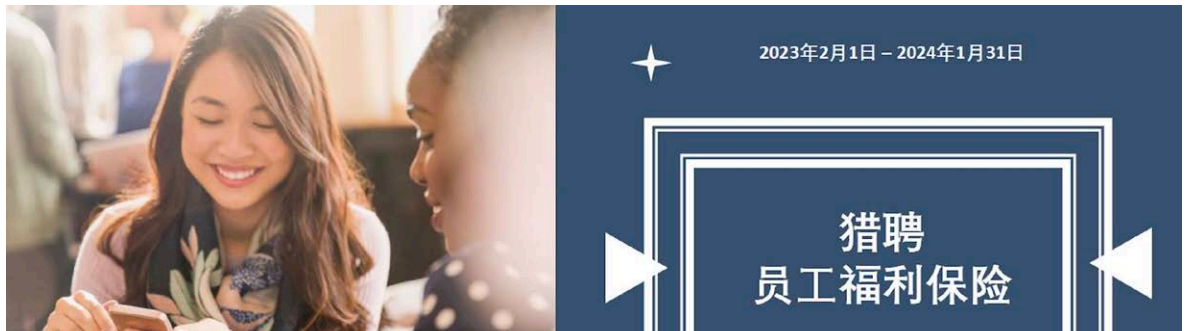
此刻，我们邀请您一起开启2023年度的福利旅程

COMMUNITY CONTRIBUTION

9. COMMUNITY CONTRIBUTION

1. Building Bridges for Youth Employment

Committed to our mission of "enabling career success for professionals," Liepin has consistently focused on fostering talent development and employment in China. In recent years, youth employment has emerged as a critical social issue garnering attention from the government and the public. As a leading recruitment platform, Liepin has actively responded to government calls and shouldered social responsibilities by launching extensive and specialized public welfare projects aimed at youth employment. These initiatives have built bridges between graduates and enterprises, aiding smooth transitions into the workforce.

1) "I am a Management Trainee" and "Tech NextGen" Public Welfare Projects

In 2023, the "I am a Management Trainee" public welfare program set sail once again, leveraging the social advantages of enterprises and the academic capabilities of universities to facilitate smooth job searches for Chinese university graduates and empower their future career development. To more precisely assist students from various academic backgrounds in achieving better employment and career growth, Liepin concurrently launched the "Tech NextGen" initiative, complementing the "I am a Management Trainee" program by serving students from liberal arts and business disciplines as well as those from science and engineering fields.

By the end of 2023, the cumulative exposure of the "I am a Management Trainee" and "Tech NextGen" public welfare projects reached over 30 million person-times, gaining widespread recognition from universities, enterprises, institutions, and media across the country. The public welfare courses featuring industry leaders attracted more than 2 million views online, and as of the release date of this report, they continue to assist college students in achieving high-quality employment on various online platforms.

The public welfare program has been exposed to over

30 million person-times

The public welfare courses have been viewed online by over

2 million person-times

During the Spring and Autumn recruitment season, we simultaneously launched public welfare recruitment activities, which attracted the participation of over 30 globally renowned companies, generating tens of thousands of applications and intentional communications. This effectively helped students and enterprises improve their job-seeking and recruitment efficiency with precision.

More than **30**

global well-known enterprises participating, resulting in tens of thousands of submissions and intent communications
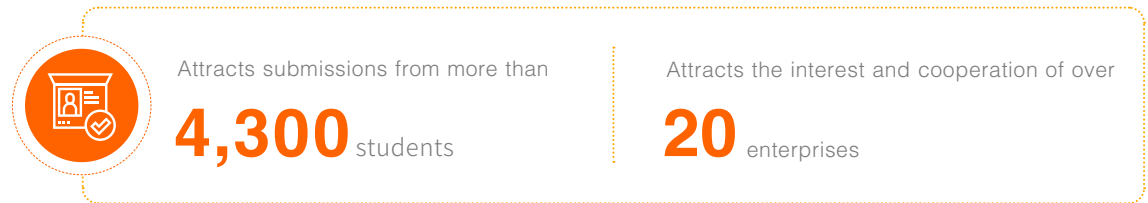
9. COMMUNITY CONTRIBUTION

2) Global Management Trainee Talent Pool (GMTTP) Public Welfare Project

In 2023, we introduced the Global Management Trainee Talent Pool (GMTTP), an innovative platform dedicated to identifying and nurturing outstanding graduates with the most potential for management. The project's vision is to become a catalyst for campus talent innovation and development, setting new standards for the future business leaders of the new era.

The talent pool is open to university students and recent graduates free of charge. We assess candidates through a comprehensive six-capability model, and those who meet the "Management Trainee Competence Model" criteria are selected for the talent pool, gaining exclusive career development opportunities. The talent pool is also temporarily open to enterprises for free, aiming to achieve precise matching between campus talent and outstanding enterprises, promoting high-quality employment.

During the autumn pilot period in 2023, GMTTP attracted over 4,300 student registrations, with more than 50% from top tier universities and QS100 universities. The excellent pool of candidates also attracted inquiries and cooperation from more than 20 enterprises. The talent pool has gradually begun to establish fast channels between graduates and enterprises, facilitating high-quality employment for campus talent and helping enterprises secure outstanding candidates in advance.

Attracts submissions from more than
4,300 students

Attracts the interest and cooperation of over
20 enterprises

猎聘 | **GMTTP** Global Management Trainee Talent Pool

加入全球管培生人才库

让你的职业生涯
站在更高的起点

管培生胜任力专业认证
4轮考核，一次全面的能力测验，
入选后获得优选职业机遇。

TO BE A FUTURE LEADER

3) Special Activities for Graduate Employment Services

In 2023, People's Daily New Media and Liepin jointly launched the "Dream Youth – Special Activities for Graduate Employment Services," with thousands of enterprises bringing campus recruitment positions to the event. This marks the third time since 2020 and 2022 that Liepin has partnered with People's Daily New Media to support college students' employment through public welfare actions. This collaboration aims to build more communication bridges between employers and graduates, facilitating efficient and precise matching. On the day of the event, 14 leading enterprises from various industries entered the People's Daily live broadcast room to share insights on Company development, available positions for recent graduates, and the Company's training plans for new college hires. The special session was launched simultaneously on October 20, 2023, across various channels, including the People's Daily app, WeChat, Liepin App, and Liepin's new media matrix.

To provide more employment opportunities for college students and help more quality enterprises precisely match with campus talent, Liepin and People's Daily New Media specially opened online recruitment special session for this event. This session includes three parts: live broadcast enterprise positions, weekly industry-selected positions, and selected job-seeking essentials, covering thousands of well-known enterprises from various industries, including electronics/communications, advertising/media, internet, machinery/manufacturing, finance, automotive, consumer goods, and state-owned enterprises. This makes it convenient for college students to apply for their preferred companies and positions. Liepin also prepared public welfare job-seeking courses and free resume editing services for college graduates to enhance their competitiveness in the job market.

9. COMMUNITY CONTRIBUTION

2. Industry Public Welfare: Providing Equal Employment Opportunities

With over a decade of experience in the online recruitment industry, Liepin has accumulated rich industry experience and resources. While continuously improving the efficiency and accuracy of person-job matching, we also pay close attention to the issues and obstacles faced by minority groups during the job-seeking process. By leveraging our advantageous position in the industry, we help minority groups connect with quality opportunities and advocate for equal employment. At the same time, Liepin is also committed to promoting an equal, healthy, and employee-centric workplace environment, aiming to advance the maturity of Chinese enterprises in the human resources industry, particularly in the field of employee management and development. In 2023, the Company did not make any donations or have any expenditures in lobbying organizations, government activities, trade associations, or other voting activities.

1) Serving Employment for Minority Groups

On December 3, 2023, Liepin joined forces with the China Disabled Persons' Employment and Entrepreneurship Network Service Platform and public welfare communication to initiate the "2023 International Day of Persons with Disabilities Special Action." As one of the organizers, Liepin fully utilized its platform advantages to build a disability-inclusive employment service platform themed "Employment Without Barriers, See You in the Workplace," attracting nearly a hundred enterprises to participate. The platform aims to provide more high-quality employment opportunities for people with disabilities, disseminate outstanding corporate disability assistance cases, and showcase the workplace stories of the disabled community. By doing so, it helps build an efficient communication bridge between enterprises and job seekers, increasing public understanding of the disabled community and fostering a fair and inclusive employment environment where people with disabilities can better realize their self-worth. This event further enhances the attention and protection of the rights and interests of persons with disabilities from all sectors of society, striving to create a fair and inclusive employment environment where the disabled community can be treated equally and realize their self-worth in the workplace.

On July 22, 2023, Liepin, in collaboration with Liangliang Vision and the China Foundation for Hearing Medicine Development, held the "Silent OFFER Market" event in Shanghai and concurrently launched the "Silent OFFER Market" online recruitment special session. This event aims to help hearing-impaired individuals broaden their employment channels and support the launch of their career dreams through the combined efforts of online and offline initiatives.
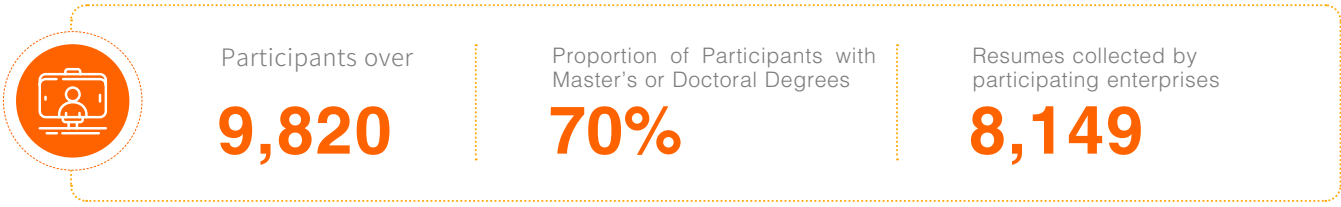
9. COMMUNITY CONTRIBUTION

2) Providing Public Welfare Employment Platforms

For a long time, Liepin has maintained close and fruitful cooperation with various local governments by leveraging its profound experience and resource advantages in the recruitment industry. Liepin actively organizes various public welfare recruitment activities and extensively participates in talent exchange events led by local governments, aiming to provide rapid and efficient matching services for talents and positions at all levels in China. Through these activities, Liepin effectively promotes the alignment between local economic development and talent needs, helps numerous job seekers find ideal jobs, and also provides enterprises with abundant talent resources, achieving mutual benefit for both talents and enterprises. Such public welfare talent service activities not only demonstrate Liepin's corporate social responsibility, but also make positive contributions to building a more harmonious talent market environment. Below are some examples of public welfare recruitment projects that Liepin participated in both online and offline in 2023:

In 2023, Liepin co-hosted the "Innovate Hong Kong – International Talent Carnival" for the first time, aiming to create a sustainable innovative talent ecosystem driven by Hong Kong and benefiting the Guangdong-Hong Kong-Macao Greater Bay Area. A total of 9,820 people attended the conference, with those holding master's and doctoral degrees accounting for about 70% of the participants. Nearly a hundred exhibiting companies collected a total of 8,149 resumes on-site.

Participants over	Proportion of Participants with Master's or Doctoral Degrees	Resumes collected by participating enterprises
9,820	**70%**	**8,149**

Live Streaming Job Hunting Event for Specialized, Fine, Unique, and New Small and Medium-sized Enterprises in Beijing

On November 8, 2023, the "100 Overseas Doctors Jiangsu Tour" event was launched, with Liepin's collaborative support. The event will successively enter cities such as Lianyungang, Nantong, Changzhou, Suzhou, Wuxi, Nanjing, and Xuzhou, focusing on key industrial clusters in the region to conduct specialized talent docking.

The Tianjin Municipal Human Resources and Social Security Bureau held the "Haihe Talent" online job fair in December 2023, simultaneously launching four live broadcast special sessions: state-owned enterprises, industrial chain, college graduates, and high-level scarce talent sessions, which will continue until January 2024.

"100 Overseas Doctors Jiangsu Tour" Event

Tianjin "Haihe Talent" Online Job Fair

REPORT PERIOD
AND SCOPE

EXECUTIVE'S
STATEMENT

VISION, MISSION
AND VALUES

ESG GOVERNANCE
POLICY &
STRATEGY

HONORS AND
AWARDS

SAFETY FIRST

SERVICE
UPGRADE

EMPLOYEE
SUPPORT

COMMUNITY
CONTRIBUTION

GREEN
FOOTPRINT

STRONG
GOVERNANCE
FOUNDATION

CONTENT INDEX FOR
ENVIRONMENTAL,
SOCIAL AND
GOVERNANCE
REPORTING GUIDE

9. COMMUNITY CONTRIBUTION

3) Advocating for a Harmonious and Coexistent Workplace Environment

The Liepin "Extraordinary Employer" initiative, born in 2015, has been held for nine consecutive years and has become an employer brand event with significant professionalism and influence in the industry. The event aims to identify organizations that truly focus on the entire social system, connecting individuals with society, and helping individuals achieve a safer, more valuable, and happier work experience, ultimately realizing the harmonious coexistence and co-evolution of employees, enterprises, and society.

In 2023, China's employment situation remains grim, with continued pressure on youth employment and the structural contradictions in employment exacerbated by technological innovation. In this context, rebuilding the confidence of enterprises and individuals is particularly important. The 2023 Extraordinary Employer is more focused on enterprises and organizations that continue to contribute to improving the social employment environment in the complex social context; at the same time, it also pays more attention to the sense of security and value that employees gain in their work experience. We hope to continuously discover and explore the resilience and potential of employers, guide workplace people to express and showcase their diverse needs, and continuously promote the efficient collaborative development.

The Exceptional Employers event was launched in July 2023, with a total of 1,004 companies signing up nationwide. Through a comprehensive evaluation process in the preliminary stage based on the Employer Brand Building Index, Employment Contribution Index, and Employer Attractiveness Index, the Top 100 Exceptional Employers of 2023 were selected. After intense competition, a total of 55 companies were honored as the Liepin 2023 National Annual Exceptional Employers.

On December 21, 2023, the "Artificial Intelligence and Human Resources Summit" and the "Closed-door Dinner and Awards Ceremony" of Liepin's 2023 Exceptional Gala, themed "HR Embracing AI: The Tide and the Undertow," were held in Beijing. Numerous experts and scholars in the field of human resources, as well as HR leaders from renowned domestic and international companies, attended the event. They engaged in discussions with over 500 HR practitioners on site, exploring the disruptive changes in organizations and the relationship between people and organizations amidst the AI wave, as well as how HR professionals should respond to the new challenges and opportunities brought by new technologies and tools in the AI era. The event also unveiled the lists of Liepin's 2023 National Annual "Exceptional Employers," "Exceptional Recruiters," and "Exceptional Contributors."

全国非凡雇主

9. COMMUNITY CONTRIBUTION

3. Poverty Alleviation and Education Support for a Harmonious Society

As Liepin has grown and matured with the support and assistance from various sectors of society, we remain committed to giving back. Starting from the industry, we actively focus on children's growth and support rural education. Since 2019, Liepin has annually purchased "One Kilogram Boxes" with different themes to donate to teachers and students in villages or underdeveloped areas, firmly establishing innovative education in rural communities. The "One Kilogram Box" is a public welfare project that has long been dedicated to educational innovation in rural areas. The project has designed a series of diverse teaching toolkits for teachers and students in rural and underdeveloped areas, enabling quality education to be delivered to children in need at the lowest cost through teaching design and teacher support. As of the date of this report, Liepin's One Kilogram Box project has covered 248 rural schools, 278 rural teachers, and 10,718 rural children in places like Guangdong, Henan, and Shanxi.

Feedback from schools using the One Kilogram Box:

i.   Traffic Safety Box

"The box course is different from regular classes. Instead of lectures and preaching, it encourages children to create maps and identify potential safety hazards, thinking about how to avoid such risks. This fully engages the students' enthusiasm and initiative.

The scene of children actively discussing and coming up with ideas is rarely seen in regular classes. Every student participates in the discussion, contributing ideas for their group's safety map. This truly involves every child. We are very grateful for this learning opportunity."

ii.   Earthquake Box

"Unlike usual language and math classes, students gain insights through their own experiences and then discuss and present their results to everyone. The classroom atmosphere is very lively, with every child actively participating.

The children were very excited when they heard they would have an earthquake box class the next day. They waited in the classroom early that day. When building houses with blocks, some children deliberately placed small figures near the walls to see if they would be crushed during an earthquake. When drawing the school layout, children even went outside to observe the school's layout. Thank you to Liepin and the One Kilogram Box for providing such beloved courses!"

iii.   Snack Box

"Every time we have a box class, the children are very happy. One of the most impressive moments was when I asked, 'What did you learn today?' 'Today, I learned how to read food ingredient labels. I know which foods I can eat and which ones I shouldn't eat often, as they can affect our health.'

Parents said, 'I thought bringing food packaging bags needed to be criticized, but it turns out it was a class, which is great!' The children actively participate in discussions, eagerly share their thoughts, and interact with each other. Thank you to Liepin and the One Kilogram Box for providing such courses!"

Rudian Primary School, Neibu Town, Ruyang County, Luoyang City, Henan Province

Maliu Town Central School, Ziyang County, Ankang City, Shaanxi Province

Xin Yuwen Primary School, Qianha Village, Longmen Township, Meigu County, Liangshan Yi Autonomous Prefecture, Sichuan Province

Baimao Primary School, Anding Town, Pingjiang County, Yueyang City, Hunan Province

Luguan Town Central Primary School, Xinhua County, Loudi City, Hunan Province

Weirong Town Central Primary School, Jingning County, Pingliang City, Gansu Province

GREEN FOOTPRINT

10. GREEN FOOTPRINT

Under the guidance of the "14th Five-Year Plan," China's awareness of ecological and environmental protection is continuously strengthening, and green development has become an essential component of the national strategy. As a socially responsible listing Company, Liepin has always regarded environmental protection as the key to the sustainable development of the enterprise. It actively takes measures and is committed to implementing low-carbon, energy-saving, and emission reduction steps in its operations, contributing to the construction of a beautiful China.

1. Building a Green Office Environment

The main resource consumption of our group is the electricity and water used for the office operations of our Company. The group has implemented a series of measures to reduce energy and resource consumption in office spaces. To use electricity wisely, our group actively enforces a responsibility system, requiring the turning off of indoor lighting and air conditioning when not in use, advocating for rational electricity use. At the same time, administrative staff regularly patrol office areas to prevent the waste of resources when no one is present. Additionally, our group prioritizes the purchase of office equipment with energy-saving certifications, uses energy-saving power sources, and mandates that printers, office computers, fax machines, and similar devices enter a sleep mode when not in use.

To conserve water resources, our Company has installed infrared motion-activated faucets in restrooms to control water flow and reduce waste when no one is using them. We also promptly replace faucets with issues such as "leaking/dripping," further reducing water waste. Moreover, when purchasing drinking water equipment, our group prioritizes water-saving and energy-efficient devices that meet safety and environmental standards.

Our group vigorously promotes a paperless office: 1) In internal management, we fully adopt electronic documents and electronic signatures, and achieve efficient communication across departments and regions through online collaboration platforms, reducing reliance on paper documents. By the end of 2023, Liepin Group had signed 32 thousand electronic contracts online, reducing the consumption of paper resources and enhancing management efficiency; 2) In scenarios where paper is used, the group advocates for "double-sided photocopying and multiple uses of blank pages" to minimize paper waste.

Our group is committed to environmental protection and resource conservation in its operations. We recognize that electronic devices and their consumables, such as printer toner cartridges and batteries, may produce harmful emissions during use. To address this, we have established cooperative relationships with qualified suppliers to ensure that these items are properly recycled and processed, reducing their potential environmental impact. Furthermore, we encourage employees to extend the service life of electronic devices as much as possible under the premise of ensuring work efficiency, to reduce the generation of electronic waste and promote sustainable development.

Our group's data centers strictly follow the MIIT's "Guiding Opinions on Strengthening the Construction of Green Data Centers" by employing energy-saving measures such as energy-efficient and cooling equipment to save energy consumption and build green data centers.

Through these energy-saving measures, we have achieved significant results in emission reduction and energy conservation. The following are our emission and energy consumption performance during the reporting period.

Gas Emissions Date in 2022

Total direct greenhouse gas emissions

1,996.42 carbon dioxide equivalent (ton)

Total greenhouse gas emissions per employee in office buildings

0.38 ton/person

Emission of harmless substances

75.86 ton

Per capita emissions of harmless substances

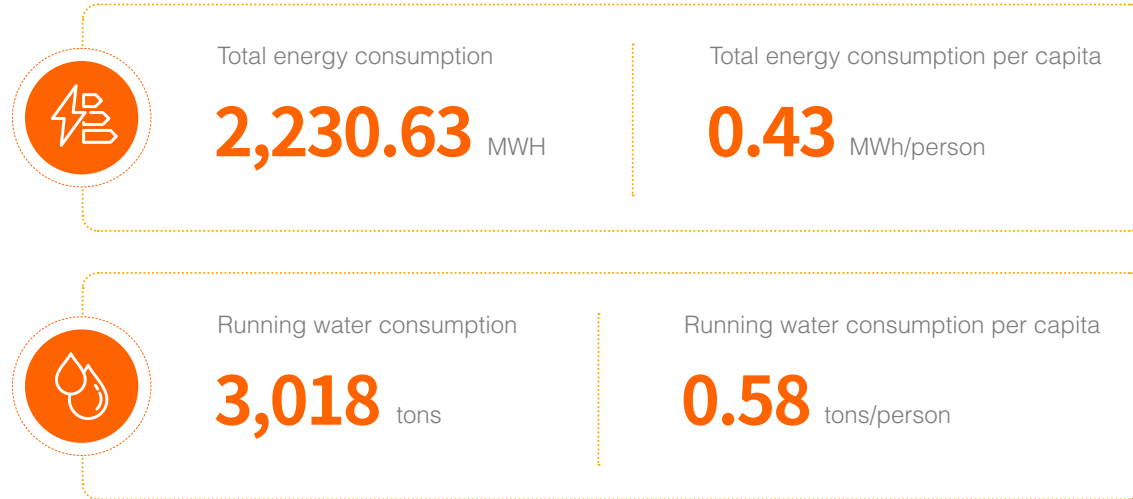**0.01** ton/person

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 Refrom 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.

10. GREEN FOOTPRINT

Energy and resource consumption data in 2023

Total energy consumption

2,230.63 MWH

Total energy consumption per capita

0.43 MWh/person

Running water consumption

3,018 tons

Running water consumption per capita

0.58 tons/person

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.

In 2024, our group will be committed to strengthening the construction of internal systems for energy conservation and emission reduction, with the aim of achieving higher environmental protection standards. We plan to extend these systems to all employees and fully implement them by 2025. As these measures are gradually rolled out, we will disclose our achievements in energy conservation and emission reduction to the public at the appropriate time. In the medium term, our group will further improve the verification and regulation of greenhouse gas emissions for Scope 1 (direct emissions), Scope 2 (indirect emissions from purchased energy), and Scope 3 (other indirect emissions, especially those related to data centers), and intensify the regulation and verification of Scope 3 greenhouse gas emissions in the operation and management process. Looking forward, we will develop a set of action plans based on the results of the verification and accounting of greenhouse gas emissions. These plans will not only be in line with the actual situation of the Company but also effectively improve energy efficiency and achieve emission reduction targets. This series of action plans will be highly feasible, ensuring that we can continue to promote environmental protection efforts and contribute to the goal of sustainable development.

2. Low-Carbon Operations

In 2023, the group continuously optimized and expanded the scale and influence of its online live recruitment business. By utilizing advanced cloud live broadcasting technology, we successfully held multiple online job fairs aimed at reducing the environmental burden generated by traditional offline recruitment, such as carbon footprints from transportation and materials. By the end of 2023, the group's online platform had hosted over 1,500 live recruitment events, attracting more than 4.6 million views, fully demonstrating the efficiency and broad influence of the online recruitment model. We are committed to promoting the sustainable development of the recruitment industry through innovative technological means, contributing to the construction of a green and efficient employment environment.

3. Cultivating and Disseminating Environmental Awareness

Enhancing environmental awareness plays a crucial role in promoting green development. In the workplace, the group strengthens employees' understanding of environmental protection through diversified means such as setting up warm reminder signs and distributing promotional brochures. We actively encourage employees to participate in various environmental activities and advocate integrating energy-saving and eco-friendly behaviors into everyone's conscious practice. Through these efforts, we aim to foster environmentally friendly actions among employees, contributing together to the construction of a beautiful China with ecological civilization, while also shaping a positive and upward image for the enterprise.

10. GREEN FOOTPRINT

4. Responding to 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.

Risk detection & early warning grading

According to the risk detection results and potential losses caused by extreme weather, the warning level was divided into four levels: blue, yellow, orange and red from low to high.

Early warning information release

The emergency office of the Company issued early warning information by telephone, Enterprise WeChat, Feishu, e-mail, etc., including emergency categories and countermeasures.

Early warning action

The unit responsible for the risk should take emergency measures to eliminate risks or control risks within an acceptable range, ensuring adequate supplies of goods, such as masks, rain gears and other items and reasonable staffing arrangements are made.

Early warning adjustment and termination

According to the changes of extreme weather, the emergency office should report to the emergency leading group for approval, and then issue a notice of adjusting or terminating the early warning.

5. Green Supply Chain Management

In terms of supply chain management, we require our suppliers to comply with environmental laws and regulations and to use eco-friendly materials and production processes. We also conduct regular environmental audits of our suppliers to ensure their compliance with our environmental standards. In this way, we not only reduce the environmental risks in the supply chain but also promote the green transformation of the entire industry.

Through the aforementioned measures, Liepin has achieved significant results in environmental protection and sustainable development. We will continue to strive to improve our environmental standards and contribute to the realization of a green, low-carbon, and sustainable society.
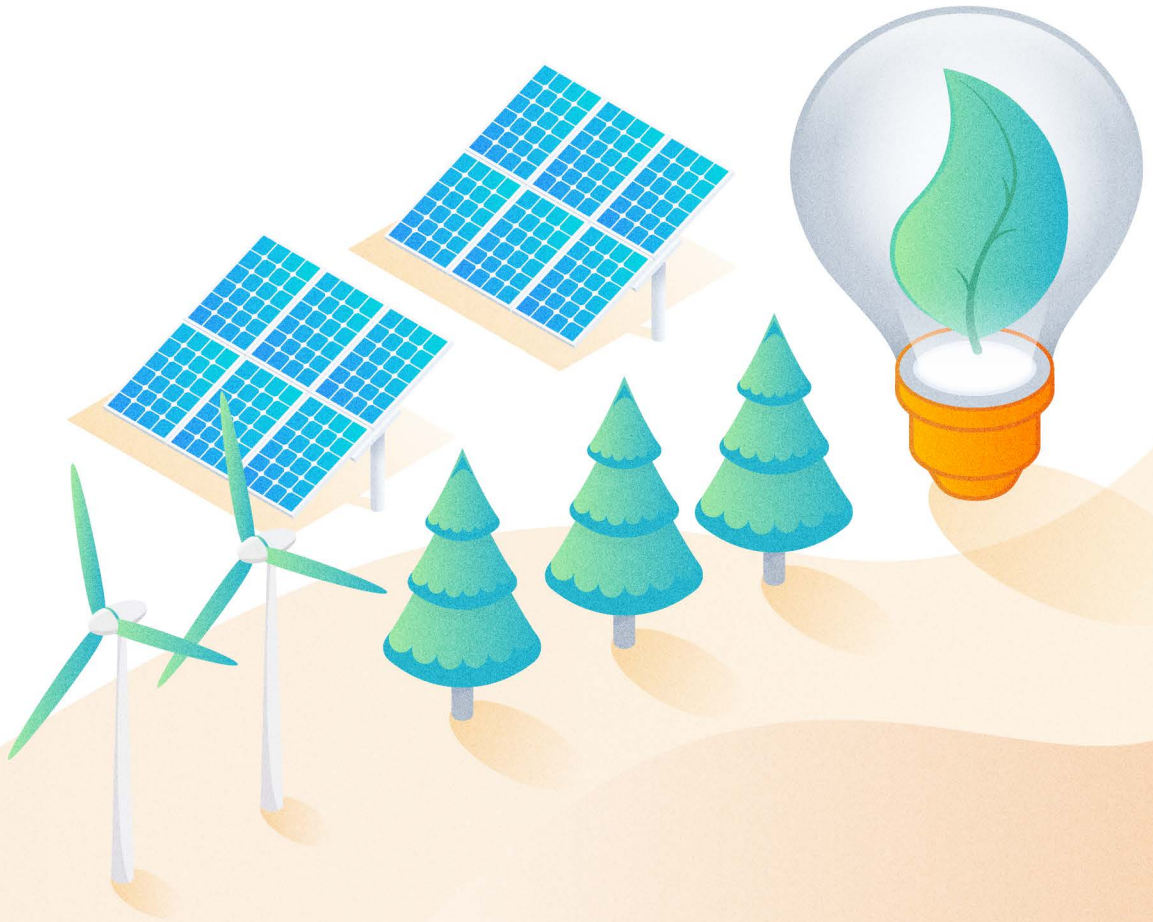
STRONG GOVERNANCE FOUNDATION

11. STRONG GOVERNANCE FOUNDATION

1. Corporate Governance

1) Board of Directors and Committees

Our Company is led by an effective Board of Directors. The Board oversees the Group's business operations, strategic decisions, and performance, making objective decisions in the best interests of the Company. The Board regularly reviews the contributions directors make to the Company and assesses whether directors allocate sufficient time to fulfill their duties.

As of December 31, 2023, the Board consists of six directors, including two executive directors, one non-executive director, and three independent non-executive directors.

Proportion of Independent Directors:

50%

Directors with Relevant Industry Experience:

66.7%
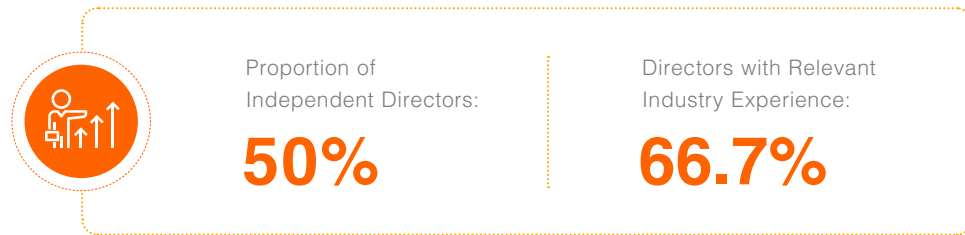
2) Board Meetings and Director Attendance Records

C.5.1 to the Corporate Governance Code stipulates that the Board should hold regular meetings, with at least four meetings per year, approximately once per quarter. Each Board meeting should have the active participation of the majority of directors, either in person or through electronic communication methods.

C.2.7 to the Corporate Governance Code has been revised to require the Chairman to hold at least one meeting annually with independent non-executive directors without the presence of other directors. The attendance records of directors at the Company's Board meetings, Board committee meetings, and general meetings of shareholders held in the year ended December 31, 2023, are summarized in the table below. Directors have attended meetings via video or telephone conferences or in person.

Name of Director	Board	Audit Committee	Remuneration Committee	Nomination Committee	Annual General Meeting	Meeting between Chairman and independent non-executive Directors
Executive Directors						
Mr. Dai Kebin	4/4	–	–	1/1	1/1	1/1
Mr. Chen Xingmao	4/4	–	–	–	1/1	–
Non-executive Director						
Mr. Shao Yibo	4/4	–	–	–	1/1	–
Independent Non-executive Directors						
Mr. Ye Yaming	4/4	4/4	1/1	1/1	1/1	1/1
Mr. Zhang Ximeng	4/4	–	1/1	1/1	1/1	1/1
Mr. Choi Onward (Passed away on 12 June 2023)	2/2	2/2	1/1	–	1/1	1/1
Ms. Fan Xinpeng (Appointed on 12 September 2023)	2/2	2/2	–	–	–	–

11. STRONG GOVERNANCE FOUNDATION

3) Board Policies

i.   Board Diversity Policy

Our Company has adopted a Board Diversity Policy, which outlines the principles for achieving a diverse Board composition. We recognize and value the benefits of having a diverse Board and consider enhancing diversity at the Board level as a key element in maintaining our competitive advantage.

According to the Board Diversity Policy, the Nomination Committee will annually review the structure, number, and composition of the Board and recommend changes to the Board at appropriate times to ensure a balanced and diverse mix of Board members, in line with the Company's corporate strategy. In assessing and evaluating the Board composition, the Nomination Committee strives to achieve diversity in all aspects and considers various factors, including but not limited to gender, age, cultural and educational background, ethnicity, professional experience, skills, knowledge, regional and industry experience.

In 2023, the Company fully implemented its Board Diversity Policy by appointing a female director, strengthening collaboration and cooperation among Board members. We also implement gender diversity policies in our recruitment process to cultivate female senior management personnel and potential Board successors. Currently, 53% of management positions in the Company are held by women. We will strive to improve female representation, achieving a moderate balance in gender diversity, in line with stakeholder expectations and international and local best practices. Additionally, we will implement comprehensive programs aimed at identifying and training female employees with leadership potential, with the goal of promoting them to senior management or the Board.

As of December 31, 2023, we have 5,165 full-time employees, including 2141 male and 3024 female employees. The gender ratio of employees (including senior management) is approximately 1 male to 1.41 females. The Company will continue to regularly monitor and evaluate diversity policies to ensure their ongoing effectiveness. To our knowledge, there are no factors or circumstances that make achieving gender diversity more challenging or less relevant for our employees.

The Company is committed to maintaining a moderate balance in diversity aspects related to the Company's business growth, while ensuring that recruitment and selection processes at all levels from the Board downwards have an appropriate structure, allowing for the consideration of diverse candidates. The Board will consider setting measurable targets for the implementation of the Executive Board Diversity Policy and regularly review them to ensure they are appropriate and achievable, while affirming progress towards these targets. The Nomination Committee will regularly and at appropriate times review the Board Diversity Policy to ensure its effectiveness.

ii.   Director Nomination Policy

The Board has transferred the responsibility and power to select and appoint directors to the Nomination Committee.

Our Company has adopted a Director Nomination Policy, which outlines the selection criteria and procedures, as well as considerations for nominating and appointing directors of the Company in the Board's succession plan. The policy aims to ensure a balanced distribution of skills and experience on the Board, providing the Company with diverse perspectives and viewpoints, ensuring the continuity of the Board, and proper leadership of the Board.

The Director Nomination Policy includes assessing whether proposed candidates are suitable and their potential contributions to the Board, including but not limited to the following factors:

- Reputation for integrity

- Commitment to the time and relevant interests available

- Diversity in various aspects, including but not limited to gender, age (18 or above), cultural and educational background, ethnicity, professional experience, skills, knowledge, and years of service

The Director Nomination Policy also outlines the procedures for selecting and appointing new directors and re-electing directors at general meetings of shareholders. The Nomination Committee will regularly and at appropriate times review the Director Nomination Policy to ensure its effectiveness.

iii.   Other Policies

We have adopted the "Mechanism to Ensure the Board of Directors Obtains Independent Views and Opinions" to ensure that our board can access independent and diverse perspectives and opinions, thereby enhancing the quality and efficiency of our corporate governance. These mechanisms include the establishment of a nomination committee with clear authority, responsible for screening and recommending independent non-executive directors with the required skills and experience, while also ensuring that the composition of the board members reflects our culture and strategic goals. In addition, we have also formulated a strict director nomination process to ensure that the selection of new directors is transparent, fair, and in compliance with our requirements and those of regulatory authorities.

To safeguard independence, independent non-executive directors must confirm their independence upon appointment and regularly disclose any financial or other interests that may affect their independent judgment. We also encourage our directors to seek independent professional advice when fulfilling their duties and undergo an annual independence assessment to ensure that board members remain objective and constructive in the decision-making process. Through these measures, we are committed to establishing an efficient, transparent, and accountable board of directors to better serve our shareholders and promote our long-term success.

11. STRONG GOVERNANCE FOUNDATION

4) Shareholder 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.

i. 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 voting rights, on a one vote per share basis, 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.

ii. Putting Forward Proposals at General Meetings

There are no provisions under the Articles of Association or the Companies Act 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.

iii. 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.

iv. 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.
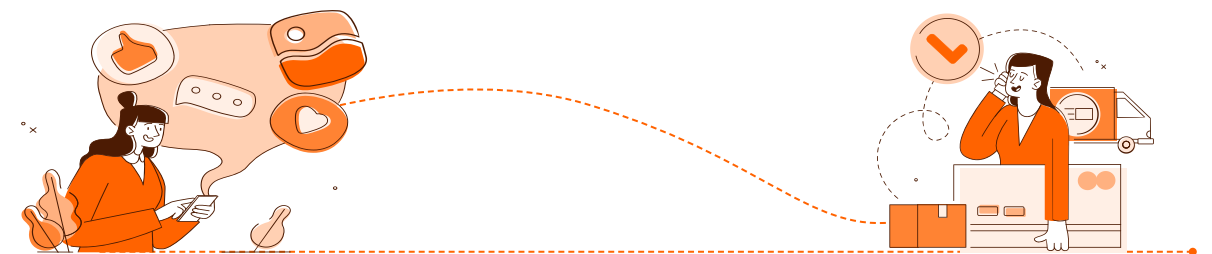
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2. Risk Control

1) Internal Control Processes

To further optimize internal management, the Company has established an independent Process Management Department. This department has meticulously formulated the "Procedure Management System," which scientifically divides the process lifecycle into four closely connected stages: "Process Creation – Process Compliance – Continuous Improvement – Management Process Transformation." At each stage, the department responsible for managing and reviewing decision-making processes (i.e., the process owner) plays a crucial role. The process owner is responsible for issuing procedural documents and directly accountable for the entire process and its outcomes.

To ensure the robust operation of processes, the process owner must deeply analyze and clearly identify potential risks in the current processes when drafting procedural documents. For these risks, the owner must develop corresponding response measures to ensure the smooth progress of the process. For risks that cannot be completely avoided at present, the owner must also propose effective monitoring, mitigation, or remedial measures to reduce potential losses.

To better support process management, the Company has also issued the "Liepin Procedure Information Management System," which introduces an information system to ensure that process strategies can be precisely and efficiently implemented. This not only improves work efficiency but also greatly enhances the transparency and controllability of processes. Additionally, the Company requires process owners to conduct a comprehensive review of the processes they oversee at least once a year. Through reflecting and summarizing experience, they promptly revise the procedural documents to ensure the advancement and applicability of the process rules. This measure helps the Company continuously adapt to market changes and business demands, achieving continuous improvement and development.

2) Financial Risk Control

The Company always pays attention to the identification and control of financial risks in its operations. Our professional financial management and internal control teams have extensive professional knowledge and practical experience, enabling them to accurately identify, assess, and respond to various financial risks. By establishing a comprehensive financial risk assessment and early warning mechanism, we can timely discover potential risk and take corresponding preventive and control measures to ensure the financial security of the Company.

In daily operations, we strictly implement various financial regulations and systems to ensure the compliance and safety of fund flows. In particular, the formulation and implementation of policies such as the "Cash Borrowing Policy," "Fund Management Regulations," "Accounts Receivable Management System," and "Tax Management Measures" have provided strong support for our Company's financial risk control. These policies not only standardize the Company's financial operation processes but also strengthen internal supervision and audit mechanisms, effectively preventing the occurrence of financial risks.

Firstly, the "Cash Borrowing Policy" provides strict regulations for the Company's cash flow. The policy clarifies the approval process, limit, and purpose of borrowing, ensuring the compliance and effectiveness of borrowing behavior. At the same time, by regularly reviewing borrowing records and purposes, we can timely identify and correct potential fund risks, thus maintaining the Company's financial stability.

Secondly, the "Fund Management Regulations" provide clear guidance for the Company's fund operations. The regulations aim to improve the efficiency of fund use by the Liepin Group, avoid the risk of fund misuse, and build a fund management platform, thereby providing efficient, centralized, and convenient fund services for Liepin. The regulations detail the operational processes and responsible persons for various stages such as fund collection, management, and use, ensuring that every fund can be reasonably and safely utilized. At the same time, through regular fund inventory and audit, we can timely identify and resolve issues in fund management, ensuring the Company's financial security.

Furthermore, the "Accounts Receivable Management System" effectively enhances our management level of accounts receivable, accelerates the turnover of corporate funds, and improves the efficiency of fund use. The system clarifies the internal operational processes, credit policy, and bad debt handling methods for accounts receivable, ensuring that accounts receivable can be collected in a timely and full amount. At the same time, through regular analysis and evaluation of accounts receivable, we can timely identify potential risk customers and take corresponding risk response measures to reduce the risk of bad debts.

Lastly, the establishment of the "Tax Management Measures" helps the Company prevent tax risks and reduce the Company's tax costs while strictly complying with national tax laws, providing comprehensive guidance for the Company's tax management. The measures clarify the operational standards for various stages such as basic tax work management, tax declaration, payment, and dispute resolution, ensuring the Company's compliance in tax matters. At the same time, by making reasonable use of tax policies, we can reduce tax costs and improve the Company's economic benefits.

At the same time, we focus on optimizing the financial structure, reducing debt levels, and improving asset quality to further enhance the Company's financial robustness. Through measures such as reasonable fund allocation, strengthening cost control, and improving fund use efficiency, we have achieved optimized allocation of financial resources, laying a solid foundation for the Company's continuous and robust development. In the future, we will continue to strengthen financial risk control work and safeguard the healthy development of the Company.

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3) Supply Chain Risk Control

i. Sound and Optimized Procurement System Management

In 2023, under the updated "Liepin Procurement Management System" and supplier management and evaluation system from 2022, we completed the assessment of more than 70 core suppliers in mainland China; based on data support, it has targeted the update of the business line supplier management methods according to the characteristics of each business line. The Company focuses on process compliance and controllable risks in internal control requirements, paying attention to suppliers' environmental protection awareness and social responsibility. The Group Procurement Center regularly conducts performance reviews and retrospectives of suppliers to ensure the healthy development of the supplier group.

The Group Procurement Center focuses on data accumulation, establishing a shared ledger that covers procurement execution data, procurement contract data, and supplier information data. Based on the data from 2022, the granularity of the accumulated data in 2023 has been optimized, focusing on recording data categories that are conducive to summarizing and analyzing, providing references for decision-making and optimization, and improving procurement efficiency and benefits.
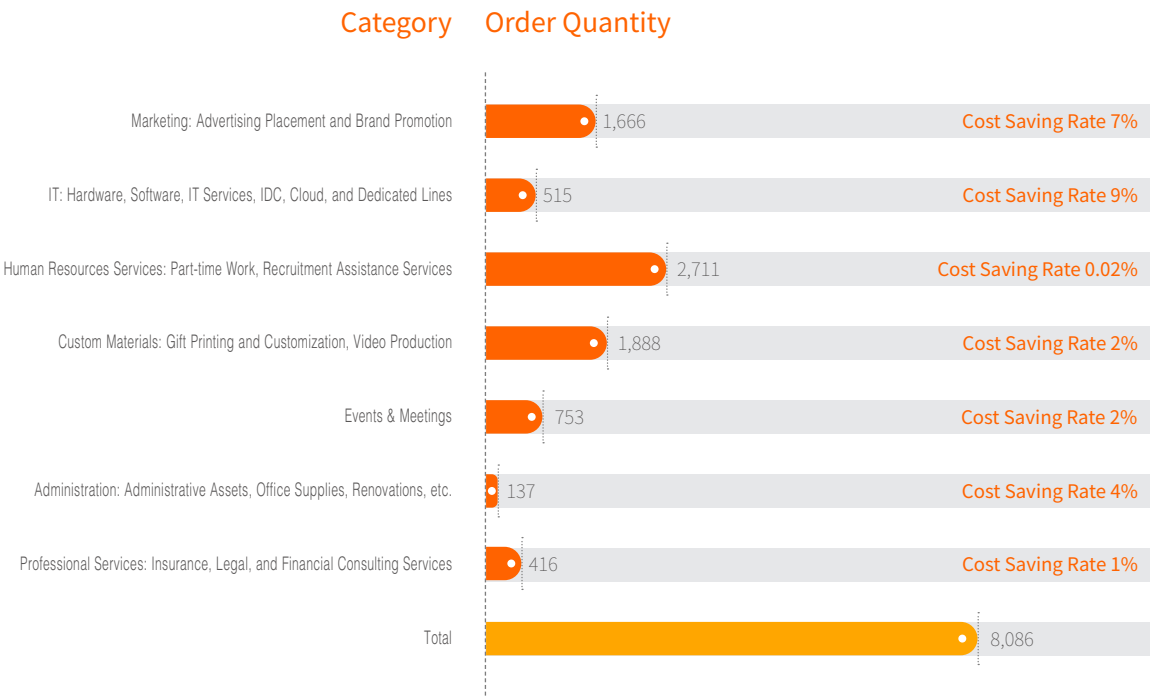
In 2023, based on the category management from 2022, the Group Procurement Center has upgraded the category management strategy and tools, outputting price control strategies for categories such as offline advertising and video production, empowering demand operation and implementation. On the basis of compliance and control, it continues to optimize category procurement rules, ensuring compliance and traceability for corresponding demand implementation.

ii. Supply Chain Management Training

Supply chain management system training is an essential part of establishing a good procurement management system, which has a positive significance for the sustainable development of the organization and also allows for listening to the voices of business departments. In 2023, the Group Procurement Center organized several internal training sessions to popularize procurement integrity awareness, data security confidentiality, and other directions. In response to data security, strict risk control has been implemented, including the strict implementation of confidentiality agreement signings to protect our Company's trade secrets. The Group Procurement Center will gradually establish a complete ethical standard system, strengthen organizational training, and accumulate procurement operation experience in various categories, ensuring that there are rules to follow and improving the quality and economic benefits of procurement operations.

Facing the needs within the group, the Group Procurement Center organized two online training sessions for all employees in 2023, explaining procurement systems, compliance requirements, procurement empowerment guarantees, and answering detailed questions about procurement execution links to improve employees' understanding and compliance with procurement systems, reducing risks, and increasing efficiency. In 2023, within the Group Procurement Center, the Company organized six training sessions themed on integrity compliance and skill improvement, ensuring that the procurement team's business quality is excellent and procurement conduct is compliant.

iii. Procurement Scale Analysis

Category   Order Quantity

Category	Order Quantity	Cost Saving Rate
Marketing: Advertising Placement and Brand Promotion	1,666	Cost Saving Rate 7%
IT: Hardware, Software, IT Services, IDC, Cloud, and Dedicated Lines	515	Cost Saving Rate 9%
Human Resources Services: Part-time Work, Recruitment Assistance Services	2,711	Cost Saving Rate 0.02%
Custom Materials: Gift Printing and Customization, Video Production	1,888	Cost Saving Rate 2%
Events & Meetings	753	Cost Saving Rate 2%
Administration: Administrative Assets, Office Supplies, Renovations, etc.	137	Cost Saving Rate 4%
Professional Services: Insurance, Legal, and Financial Consulting Services	416	Cost Saving Rate 1%
Total	8,086	

Note: Based on the construction of the procurement data center, a historical price system has been sorted out as a reference for saving money. The calculation principle of the above-savings data is as follows:

1. For historical procurement records, prioritize comparison based on historical procurement prices, cost savings rate = (historical quoted calculation amount – actual procurement price)/historical quoted calculation amount

2. For no historical procurement records, calculate based on market prices, cost savings rate = (market quoted average – actual procurement amount)/market quoted average

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iv. Supplier Selection Process

Liepin Group's supplier management system and process define the development, introduction, certification, and inspection standards for suppliers. The Procurement Center collects basic supplier information and obtains information about suppliers, including environmental standards, through methods such as face-to-face communication. When making procurement decisions for important projects, the Group Procurement Center also pays attention to whether suppliers have certifications such as ISO14001 or equivalent certifications, and whether they have had corporate actions affecting environmental protection.

The requester submits the procurement requirement	
Head of the demand department and the executive leader approve	
Whether the amount is greater than RMB2,000	
If less than RMB2,000, authorize self-procurement as needed	
The requester signs the contract and places an order for goods	
The requester conducts the acceptance	
The requester makes the payment	

Determine pricing, bidding, or special procurement

Unauthorized

Special procurement — Bidding procurement — Pricing procurement

Appointed — Special Approved

Initiate the bidding process, the Bidding Management Department issues an invitation to tender

The procurement executor selects three or more suppliers for inquiry and comparison of prices, and ultimately confirms the supplier to approve the procurement

The procurement side determines whether it fits within the scope of directed procurement

On the basis of procurement requirements and procurement result approval, escalate the approval to the next higher level

The Group Procurement Center conducts a second round of price negotiation based on the scoring results

The Procurement Department conducts directed negotiations

The Bidding Management Department issues the 'Notification of Winning Bid'

The Group Procurement Center's executive leadership approves

The Group Procurement Center signs a contract with the supplier and arranges for placing an order

The requester, the procurement executor, and the reviewer jointly conduct acceptance

The procurement process is completed

The Group Procurement Center makes the payment

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4) Anti-Corruption and Anti-Fraud

The group values anti-fraud work and strictly follows national laws and regulations on anti-corruption, bribery, and anti-unfair competition to strengthen anti-fraud management and ensure the healthy development of the enterprise.

i. Relevant Regulations

We strictly comply with the "Criminal Law of the People's Republic of China," the "Anti-Unfair Competition Law of the People's Republic of China," the "Company Law of the People's Republic of China," and other relevant laws and regulations. Our group has established the "Anti-Fraud Management Measures," which apply to all employees of the group. It regulates all behaviors involved by group employees during their duties, preventing the occurrence of fraudulent acts, and strengthening the governance and internal control of Liepin Group. The group has formulated the "Tongdao Employee Handbook," which stipulates that the act of "accepting bribes" is a high-tension line for the group, and all employees of the group must not violate it.

The Liepin Board of Directors passed the "Anti-Corruption Policy" in 2022. The policy aims to avoid any form of corruption, bribery, fraud, money laundering, or other illegal fundraising activities. It applies to all employees of the Company's domestic and foreign subsidiaries, including directors, senior executives, and employees (whether full-time, part-time, or temporary), external parties doing business with the Company, and personnel representing the Company as agents or trustees (including but not limited to agents, consultants, and contractors). The "Anti-Corruption Policy" strictly requires the situation of potential requests, acceptance, or provision of benefits by relevant parties, conflict of interest, supervision and reporting procedures, and related training, and sends it to all employees for learning.

Building on this foundation, we have established a comprehensive "Ethics and Compliance Reporting Policy and Procedures," aimed at ensuring that business activities adhere to the highest ethical, moral, and legal standards. This policy provides employees, third parties, and other stakeholders with a safe and confidential channel to report any violations of our policies or laws and regulations without fear of retaliation. The policy clearly defines the types of reportable conduct, including but not limited to illegal activities, unethical behavior, fraud, harassment, and financial reporting inaccuracies, and establishes a detailed reporting process to ensure that all reports are handled promptly and fairly. If an employee is not satisfied with the preliminary investigation results or if the issue

involves their direct supervisor, they can communicate with the human resources department. In such cases, the human resources department will intervene and coordinate further investigation or processing. If the situation is serious, employees can also report to our Compliance Committee, which will organize a special investigation team for in-depth investigation and handling. This procedure ensures that employees have a clear escalation path and appeal mechanism when facing issues, safeguarding their rights and promoting the fair resolution of problems. Additionally, the policy includes measures to protect whistleblowers from retaliation and provisions for penalizing false or malicious reporting. To maintain the timeliness and adaptability of the policy, we will regularly review and update it to comply with the latest laws, regulations, and supervisory requirements. During the reporting period, our group has not discovered any acts of bribery, fraud, extortion, or money laundering that have had a significant impact on the group and have violated relevant laws and regulations. Additionally, our group has not been involved in any corruption cases.

ii. Supervision Mechanism

The group has established a three-tiered supervision mechanism to reduce fraud risks.

- National Legal Affairs Department: The Legal Affairs Department is responsible for accepting and preliminarily reviewing anti-fraud reports, and confirming case filing;

- The leadership group of the business department involved in the case: After the Legal Affairs Department confirms the case filing, it is handed over to the leaders of the business department involved in the case for investigation and evidence collection, and the final conclusion is given based on the evidence; and

- Compliance Committee: For major cases, it is handed over to the Compliance Committee for handling. The Compliance Committee is composed of the Chief Executive Officer, Chief Financial Officer, Deputy Chief Human Resources Officer, Chief Technology Officer, Head of the Legal Affairs Department, and the person in charge of the audit department.

The three-tiered supervision mechanism clarifies the responsibilities and tasks of anti-fraud risk management within the group, and the group continuously optimizes according to the three-tiered mechanism, strengthening risk identification and improving the effectiveness of anti-fraud risk management.

iii. Advocacy Methods

To ensure that all employees of the group comply with the "Anti-Fraud Management Measures," the group's Legal Department adopts the method of sending all-staff emails and internal office system announcements for advocacy, and announces it at Company-level meetings.

The group has formulated the "Tongdao Employee Handbook" to be distributed to all employees, signed together with the labor contract, and after going through democratic publicity procedures such as soliciting opinions, employee training, email sending, and internal office system publicity, to let all employees know.

iv. Reward and Punishment Methods

The group has arranged for its employees to raise concerns about possible improper behavior in the Company's financial reporting, internal control, or other matters in a confidential manner.

For reported cases that are verified to be true and have actually saved the corresponding economic losses for the group, rewards are given based on the actual amount of economic losses saved by the group. The source of the reward for the reporter is the amount of losses saved or fines recovered from the reported matter.

After a fraud case occurs in the group, the involved department should make an assessment and improvement in internal control measures in the remedial measures, take appropriate measures against violators, and report the results to internal and necessary external vendors.

For employees who are proven to have committed fraud, the group will impose corresponding disciplinary penalties according to relevant regulations; if the behavior violates the law, it will be transferred to judicial authorities for legal processing.

During the reporting period, the group has complied with relevant laws and regulations to prevent bribery, extortion, fraud, and money laundering, and has confirmed that no corruption events or any violations of relevant laws and regulations have occurred.

At present, the group conducts anti-corruption and integrity advocacy through new employee training and regular employee training. In the future, we will conduct irregular internal employee training on anti-corruption and integrity, and continue to pay attention to the reporting situation.

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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	P50-P52
	A1.1	The types of emissions and respective emissions data	P50-P51
	A1.2	Direct and energy indirect greenhouse gas emissions and intensity	P50-P51
	A1.3	Total hazardous waste produced and intensity	P50
	A1.4	Total non-hazardous waste produced and intensity	P50
	A1.5	Description of emission target(s) set and steps taken to achieve them	P51
	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	P51
A2 Use of Resources	A2	General Disclosure: Policies on the efficient use of resources, including energy, water and other raw materials	P50-P51
	A2.1	Direct and/or indirect energy consumption by type in total and intensity	P50-P51
	A2.2	Water consumption in total and intensity	P51
	A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them	P51
	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	P51
	A2.5	Total packaging material used for finished products and with reference to per unit produced	Given the nature of our Group's business, it is not applicable to our Group.
A3 The Environment and Natural Resources	A3	General Disclosure: Policies on minimizing the issuer's significant impacts on the environment and natural resources	P50-P52
	A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them	P51-P52

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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	P52
	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	P52
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	P28; P32; P41; P60
	B1.1	Total workforce by gender, employment type, age group and geographical region	P29; P32
	B1.2	Employee turnover rate by gender, age group and geographical region	P29
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	P41
	B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year	P41
	B2.2	Lost days due to work injury	P41
	B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored	P41
B3 Development and Training	B3	General Disclosure: Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities	P33-P37
	B3.1	The percentage of employees trained by employee category	P33-P36
	B3.2	The average training hours completed per employee by employee category	P33-P36

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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	P32
	B4.1	Description of measures to review employment practices to avoid child and forced labor	P32
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B5 Supply Chain Management	B5	General Disclosure: Policies on managing environmental and social risks of the supply chain	P58
	B5.1	Number of suppliers by geographical region	P58
	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	P58
	B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored	P52; P58-P59
	B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored	P59

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	P14
	B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons	Given the nature of our Group's business, our Group is not involved in product manufacturing nor is it involved in product recycling.
	B6.2	Number of products and service related complaints received and how they are dealt with	P23
	B6.3	Description of practices relating to observing and protecting intellectual property rights	P26
	B6.4	Description of quality assurance process and recall procedures	P15-20
	B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored	P19
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	P60
	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	P60
	B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored	P60
	B7.3	Description of anti-corruption training provided to directors and staff	P60
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	P43-P48
	B8.1	Focus areas of contribution	P43-P48
	B8.2	Resources contributed to the focus area	P43-P48

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