

REGISTERED NUMBER: 04803377 (England and Wales)

Strategic Report, Report of the Directors and
Financial Statements for the Year Ended 31 December 2021
for
Investigo Limited

Shinewing Wilson Accountancy Limited
Chartered Certified Accountants
and Statutory Auditors
9 St Clare Street
London
EC3N 1LQ

THURSDAY



AB8PJLT4

A07

21/07/2022

#190

COMPANIES HOUSE

Investigo Limited (Registered number: 04803377)

Contents of the Financial Statements
for the Year Ended 31 December 2021

	Page
Company Information	1
Strategic Report	2
Report of the Directors	5
Statement of Directors' Responsibilities	8
Report of the Independent Auditors	9
Statement of Comprehensive Income	13
Statement of Financial Position	14
Statement of Changes in Equity	15
Notes to the Financial Statements	16

Investigo Limited

Company Information
for the Year Ended 31 December 2021

DIRECTORS:

N Baxter
Y Gao
Y Li
G Watson
H Vaya
X Zhou
Z Wang

SECRETARY:

Bird & Bird Company Secretaries Limited

REGISTERED OFFICE:

10 Bishops Square
London
E1 6EG

REGISTERED NUMBER:

04803377 (England and Wales)

AUDITORS:

Shinewing Wilson Accountancy Limited
Chartered Certified Accountants
and Statutory Auditors
9 St Clare Street
London
EC3N 1LQ

Investigo Limited (Registered number: 04803377)Strategic Reportfor the Year Ended 31 December 2021

The directors present their strategic report for the year ended 31 December 2021.

REVIEW OF BUSINESS

The principal activity of the Company during the year was the provision of staff recruitment services.

Investigo Limited is based in the south east of England with a head office in London and regional offices in Milton Keynes, St Albans, Guildford and more recently Birmingham, which opened during the year. The Company's subsidiaries include Investigo LLC in USA, Investigo Europe BV in Netherlands and Caraffi Limited in London.

Investigo Limited predominantly operates within the recruitment disciplines of Accounting & Finance, Banking, Business Intelligence and Data, Business Change & Transformation, Procurement, Property FM, Public Sector, Strategy and Technology. The target client base is mainly blue-chip organisations in commerce & industry and the financial & banking sectors. Investigo LLC operates mainly within the recruitment disciplines of Pharma & Life Sciences, Technology and Strategy. Caraffi Limited is a specialist Talent Management consulting business that helps organisations build world-class Talent Acquisition strategies and services.

Further to a challenging 2020, early trading in 2021 was encouraging although still below pre-COVID levels. As the year progressed with easing of lockdown restrictions and COVID19 vaccination programmes, the job market picked up pace rapidly. The second half of the year saw unprecedented growth in revenue with a number of record breaking months for the Company. With restrictions on movement being lifted, the Company's offices were open whilst still maintaining flexible working patterns, working from home and in offices.

The Directors are pleased with the growth in the year with revenue exceeding pre-COVID levels. Further to investment in office premises and technology infrastructure in 2020, the fixed cost base remained level in the year boosting conversion of net fee income to operating profit.

FINANCIAL KEY PERFORMANCE INDICATORS

The key performance indicators of the company were as follows:

	31 December 2021	31 December 2020	Change
	£'000	£'000	
Turnover	147,619	110,984	33%
Gross profit	38,996	25,421	53%
Operating profit	7,146	3,197	124%
Net fees per consultant	218	148	47%

As at 31 December 2021, the Company had net current assets amounts £12.17 million (2020: £8.86 million) and net assets amounts to £13.43 million (2020: £10.03 million) respectively.

PRINCIPAL RISKS AND UNCERTAINTIES

Key risks affecting the company include economic uncertainty (and its implications on the employment market) and the loss of key personnel. We mitigate the risk of personnel loss through continuous investment in staff development and well-being and market leading performance-based incentives.

Liquidity and credit risk are also seen as significant to the company. We manage our cash flow using invoice discounting and mitigate our credit risk by having a diverse range of blue-chip clients.

The directors believe that the company has adequate resources to manage its business risks successfully.

Investigo Limited (Registered number: 04803377)

Strategic Report
for the Year Ended 31 December 2021

SECTION 172(1) STATEMENT

The on-going and future success of the business is in the interests of all stakeholders and Investigo's directors take their duty under s172 of the Companies Act 2006 very seriously. This statement will outline how this has been achieved during the last financial period.

As a recruitment business, Investigo considers its key stakeholders to be its employees, contractors and clients.

Decision Making

The main Investigo Board meet a number of times annually. The larger operational Board meets regularly, several times a month. The main Board is kept updated on operational and financial matters relating to the group through various sources which include briefings by senior management of business units and departmental heads, performance reports together with analysis and feedback.

The Board takes a view on strategic long-term decisions based on research, financial and analytical modelling, seasoned professional advice and through engagement with employees, contractors and clients. These decisions could include new recruitment sectors, acquisition opportunities and strategic partnerships.

Stakeholder engagement

Our Vision is to Challenge, to Reward and to Enhance. In the world of recruitment, our purpose is to make a difference.

We believe that our values are fundamental in helping to achieve our purpose - and as such, they have become part of our business DNA:

- Expertise: We highly value expertise and continually challenge our knowledge and thinking to create value in everything we do
- Passion: We genuinely love what we do and have fun doing it
- Integrity: We always do what we think is right and we are committed to being open and honest in every approach
- Inclusivity: We value and empower the diverse contributions everybody makes

The Board recognises that to achieve its strategic aims, our talent base is critical to our success. Employee engagement therefore is of paramount importance and every effort is made to provide staff with an enriching experience that then translates to an engaged customer base and resultant commercial success.

The company undertakes employee surveys to track levels of engagement. The output of these surveys is reviewed and used to form part of the group's people strategy. The Board supports significant levels of investment in training and development, including hosting of internal company-wide learning events, lunch and learn sessions and mentoring opportunities. This sits alongside a generous benefits package which includes market leading commission and bonus schemes, private medical insurance, pension contributions and others. This enables the group to differentiate itself in a highly competitive labour market and to attract and retain high calibre employees.

The Board recognises the importance of having a diverse workforce. The Group is committed to promoting fairness and equality in the workplace which it demonstrates through a number of policies, which includes a flexible working policy and parental leave with enhanced maternity, paternity and adoption policies. The company has also established a dedicated Diversity & Inclusion group, made up of staff from across the business.

In addition, the Board recognises that engagement with our contractors and clients is hugely important. Our recruitment consultants regularly meet with contractors and clients to fully understand their dynamic requirements and provide expert professional advice for them to make fully informed talent decisions. The Group holds regular events for contractors and clients, for example seminars on the importance of Diversity and Inclusion in the workforce, IR35 seminars, etc. Due to the effects of the pandemic, we take steps to protect the safety of all attendees at our physical events. We also run webinars and, where possible, hybrid events that allow attendees to participate in whichever manner they feel comfortable.

Investigo Limited (Registered number: 04803377)

Strategic Report
for the Year Ended 31 December 2021

Our events in 2021 included:

- Building your resilience and overcoming anxiety of what comes next
- Promoting disability confidence in the workplace
- Why we need to do better to help LGBTQ+ employees in 2021
- Our Women's Forum
- The Big Investigo Run

We supplemented our events with blogs and insight reports to engage and support our suppliers and partners on an ongoing basis. These included:

- Neurodiversity : the unseen difference
- It is not just about diverse shortlists
- Wellbeing and engagement insight

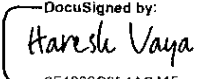
In its relationship with suppliers, Investigo seeks to maintain a reputation for fairness and high standards through striving for contracts that provide mutual benefit and ensuring that suppliers are paid on agreed terms.

Engagement with the wider community

At Investigo, we are proud of our commitment to charitable initiatives. Indeed, it is one of the elements of working for us that our people enjoy and recognise the most. As a result, everyone at Investigo gets involved with charitable activities. The enthusiasm and energy surrounding fundraising and volunteering is infectious, where one cannot help but feel inspired to get involved. Each year, we strive to support a charity where we feel we can make a real and lasting difference both through raising money but also through raising awareness. Selecting our annual charity partner is also a collective decision. In 2021, we supported St Mungos, helping the homeless.

Apart from supporting a selected charity each year, Investigo also make regular contributions to several other renowned charities.

ON BEHALF OF THE BOARD:

DocuSigned by:

.....3F4886C361AC415.....
Director

29 April 2022 | 12:59 BST

Date:

Investigo Limited (Registered number: 04803377)

Report of the Directors
for the Year Ended 31 December 2021

The directors present their report with the financial statements of the company for the year ended 31 December 2021.

DIVIDENDS

The profit for the year, after taxation, amounted to £5,646,087 (31 December 2020: £2,441,605).

Dividends declared in the year amounted to £2,250,000, which were not paid during the year (2020: £1,957,000 declared and £750,000 was paid in 2021).

FUTURE DEVELOPMENTS

The Company plans to continue to investing in talent acquisition and expand into sectors including Technology Transformation.

DIRECTORS

The directors shown below have held office during the whole of the period from 1 January 2021 to the date of this report.

N Baxter

Y Gao

Y Li

G Watson

H Vaya

X Zhou

Investigo Limited (Registered number: 04803377)Report of the Directors
for the Year Ended 31 December 2021

Other changes in directors holding office are as follows:

X Guo - resigned 29 July 2021

Z Wang - appointed 29 July 2021

STREAMLINED ENERGY AND CARBON REPORTING

Investigo Limited's ambition is to be a net zero organisation. In the year, the Company engaged ISS UK to provide a market overview, carbon action plan, suggested glidepath, review of verification standards and a communication suite.

The table below summarises GHG emissions for the period from July 2020 to June 2021:

CO2e Tonnage	2020/2021
Natural Gas	0.1
Gas Oil	-
F-Gas losses	-
Total Scope 1	0.1
UK Electricity (Location-based)	54.4
Total Scope 1 & 2 (location-based)	54.5
Cat 1 - Goods & Services	-
Cat 2 - Capital projects	-
Cat 3 - T&D	12.86
Cat 4 - upstream leased	N/A
Cat 5 - Waste & Water	0.03
Cat 6 - Business Travel	23.32
Eurostar	0.02
Hotels	0.38
Train	0.83
Taxi	0.30
Air Travel	12.63
Private car miles	9.15
Cat 7 Commuting	115.23
Average commuting	29.73
Homeworking	85.5
Total Scope 3	151.44
Total Scope 1, 2 & 3	206.05

Electricity: The consumption in the period from July 2020 to June 2021 was 233,323 kWh. The Company does not hold any supplier agreements for electricity at any of our occupied premises, instead of receiving energy charge from the landlord/managing agent. There is limited ability to influence energy consumption apart from operational electricity consumption which we aim to reduce by 10% by 2025. The Company will also look at working with landlords with a view to increase electricity purchases from renewable sources.

In the year, the Company entered into a partnership with Trees for Cities, an UK charity that aims to plant urban trees and create greener cities. The Company contributed towards 2022/2023 planting season.

DISCLOSURE IN THE STRATEGIC REPORT

The Company has chosen to disclose information regarding the principal activities, future development opportunities for the Company and financial instrument risk management policies in the strategic report rather than the directors' report.

STATEMENT AS TO DISCLOSURE OF INFORMATION TO AUDITORS

So far as the directors are aware, there is no relevant audit information (as defined by Section 418 of the Companies Act 2006) of which the company's auditors are unaware, and each director has taken all the steps that he or she ought to have taken as a director in order to make himself or herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

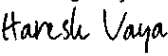
Investigo Limited (Registered number: 04803377)

Report of the Directors
for the Year Ended 31 December 2021

AUDITORS

The auditors, Shinewing Wilson Accountancy Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

ON BEHALF OF THE BOARD:

DocuSigned by:

3F4836C3E1AC415
.....
H Vaya - Director

29 April 2022 | 12:59 BST
Date:

Investigo Limited (Registered number: 04803377)

Statement of Directors' Responsibilities
for the Year Ended 31 December 2021

The directors are responsible for preparing the Strategic Report, the Report of the Directors and the financial statements in accordance with applicable law and regulations.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Report of the Independent Auditors to the Members of
Investigo Limited

Opinion

We have audited the financial statements of Investigo Limited (the 'company') for the year ended 31 December 2021 which comprise the Statement of Comprehensive Income, Statement of Financial Position, Statement of Changes in Equity and Notes to the Financial Statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the company's affairs as at 31 December 2021 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The directors are responsible for the other information. The other information comprises the information in the Strategic Report, the Report of the Directors and the Statement of Directors' Responsibilities, but does not include the financial statements and our Report of the Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Strategic Report and the Report of the Directors for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic Report and the Report of the Directors have been prepared in accordance with applicable legal requirements.

Report of the Independent Auditors to the Members of
Investigo Limited

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Strategic Report or the Report of the Directors.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of directors

As explained more fully in the Statement of Directors' Responsibilities set out on page eight, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Report of the Independent Auditors to the Members of
Investigo Limited

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Discussions with and enquiries of management and those charged with governance were held with a view to identifying those laws and regulations that could be expected to have a material impact on the financial statements. During the engagement team briefing, the outcomes of these discussions and enquiries were shared with the team, as well as consideration as to where and how fraud may occur in the entity.

The following laws and regulations were identified as being of significance to the entity:

- Those laws and regulations considered to have a direct effect on the financial statements include UK financial reporting standards, Company Law, Tax and Pensions legislation, and distributable profits legislation.
- Those laws and regulations for which non-compliance may be fundamental to the operating aspects of the business and therefore may have a material effect on the financial statements include environmental regulations, health and safety legislation, employment law, off-payroll working rules (IR35), General Data Protection Regulation (GDPR), Agency Worker Regulations, Equality Act 2010, and UK Code of Non-broadcast Advertising, Sales Promotion and Direct Marketing (CAP Code).

Audit procedures undertaken in response to the potential risks relating to irregularities (which include fraud and non-compliance with laws and regulations) comprised of: inquiries of management and those charged with governance as to whether the entity complies with such laws and regulations; enquiries with the same concerning any actual or potential litigation or claims; inspection of relevant legal correspondence; review of board minutes; testing the appropriateness of entries in the nominal ledger, including journal entries; reviewing transactions around the end of the reporting period; and the performance of analytical procedures to identify unexpected movements in account balances which may be indicative of fraud.

No instances of material non-compliance were identified. However, the likelihood of detecting irregularities, including fraud, is limited by the inherent difficulty in detecting irregularities, the effectiveness of the entity's controls, and the nature, timing and extent of the audit procedures performed. Irregularities that result from fraud might be inherently more difficult to detect than irregularities that result from error. As explained above, there is an unavoidable risk that material misstatements may not be detected, even though the audit has been planned and performed in accordance with ISAs (UK).

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Auditors.

Report of the Independent Auditors to the Members of
Investigo Limited

Use of our report

This report is made solely to the company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in a Report of the Auditors and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Julie Zhuge Wilson (Senior Statutory Auditor)
for and on behalf of Shinewing Wilson Accountancy Limited
Chartered Certified Accountants
and Statutory Auditors
9 St Clare Street
London
EC3N 1LQ

Date:29/04/2022.....

Investigo Limited (Registered number: 04803377)Statement of Comprehensive Income
for the Year Ended 31 December 2021

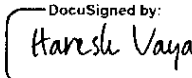
	Notes	31.12.21 £	£	31.12.20 £	£
TURNOVER	4		147,618,742		110,983,742
Cost of sales			108,623,207		85,562,581
GROSS PROFIT			38,995,535		25,421,161
Administrative expenses			31,849,920		22,224,250
OPERATING PROFIT	6		7,145,615		3,196,911
Income from shares in group undertakings	8	125,197		-	
Interest receivable and similar income	9	1,016		-	
			126,213		-
			7,271,828		3,196,911
Interest payable and similar expenses	10		183,339		82,043
PROFIT BEFORE TAXATION			7,088,489		3,114,868
Tax on profit	11		1,442,402		673,263
PROFIT FOR THE FINANCIAL YEAR			5,646,087		2,441,605
OTHER COMPREHENSIVE INCOME			-		-
TOTAL COMPREHENSIVE INCOME FOR THE YEAR			5,646,087		2,441,605

The notes form part of these financial statements

Investigo Limited (Registered number: 04803377)Statement of Financial Position31 December 2021

	Notes	31.12.21		31.12.20	
		£	£	£	£
FIXED ASSETS					
Tangible assets	13		1,211,651		1,438,156
Investments	14		1,306,080		1,306,080
			<u>2,517,731</u>		<u>2,744,236</u>
CURRENT ASSETS					
Debtors	15	38,636,438		21,193,400	
Cash at bank		<u>436,237</u>		<u>486,744</u>	
			39,072,675		21,680,144
CREDITORS					
Amounts falling due within one year	16	<u>26,902,608</u>		<u>12,823,045</u>	
NET CURRENT ASSETS			<u>12,170,067</u>		<u>8,857,099</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			14,687,798		11,601,335
CREDITORS					
Amounts falling due after more than one year	17		(779,469)		(1,202,579)
PROVISIONS FOR LIABILITIES	20		<u>(477,714)</u>		<u>(364,228)</u>
NET ASSETS			<u>13,430,615</u>		<u>10,034,528</u>
CAPITAL AND RESERVES					
Called up share capital	21		1,500		1,500
Share premium			155,678		155,678
Capital redemption reserve			185		185
Retained earnings			<u>13,273,252</u>		<u>9,877,165</u>
SHAREHOLDERS' FUNDS			<u>13,430,615</u>		<u>10,034,528</u>

The financial statements were approved by the Board of Directors and authorised for issue on and were signed on its behalf by:

DocuSigned by:

 3F4836C3E1AC415
 H Vaya - Director

The notes form part of these financial statements

Investigo Limited (Registered number: 04803377)Statement of Changes in Equity
for the Year Ended 31 December 2021

	Called up share capital £	Retained earnings £	Share premium £	Capital redemption reserve £	Total equity £
Balance at 1 January 2020	1,500	9,392,560	155,678	185	9,549,923
Changes in equity					
Dividends	-	(1,957,000)	-	-	(1,957,000)
Total comprehensive income	-	2,441,605	-	-	2,441,605
Balance at 31 December 2020	1,500	9,877,165	155,678	185	10,034,528
Changes in equity					
Dividends	-	(2,250,000)	-	-	(2,250,000)
Total comprehensive income	-	5,646,087	-	-	5,646,087
Balance at 31 December 2021	1,500	13,273,252	155,678	185	13,430,615

The notes form part of these financial statements

Investigo Limited (Registered number: 04803377)

Notes to the Financial Statements
for the Year Ended 31 December 2021

1. STATUTORY INFORMATION

Investigo Limited is a private company, limited by shares, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

The presentation currency of the financial statements is the Pound Sterling (£).

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

The company has taken advantage of the following disclosure exemptions in preparing these financial statements, as permitted by FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland":

- the requirements of Section 7 Statement of Cash Flows;
- the requirement of paragraph 33.7.

Comparative figures

Certain comparative figures have been restated where necessary to conform with current period presentation.

Going Concern

At the time of approving the financial statements, the Directors have a reasonable expectation that the Company has adequate resources to continue in operational existence for the foreseeable future. Therefore, they continue to adopt the going concern basis of accounting in preparing the financial statements.

Preparation of financial statements as an individual company

These financial statements contain information about Investigo Limited as individual company and do not contain consolidated financial information as the parent of a group. The Company continues under section 401 of the Companies Act to take exception in preparing consolidated accounts for the Group, as Beijing Career International Co., Limited, registered office address was Room 1301, China Life Tower, 16 Chaoyangmenwai Avenue, Chaoyang, Beijing 100020 continues to hold 52.5% of the enlarged share capital of the Company, and continues as the ultimate controlling entity. The ultimate parent undertaking's accounts continue to be prepared under Chinese GAAP, and filed along with the Company accounts at Companies House in accordance with the Companies Act 2006.

Turnover

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

Revenue arising from the placement of permanent candidates, is recognised at the point in time the candidate commences full-time employment.

Revenue arising from temporary candidates is recognised over the period that the temporary staff are provided and on receipt of an authorised timesheet.

Provision is made for credit notes based on the expected level of returns which is based on the historical experience of returns.

Investigo Limited (Registered number: 04803377)

Notes to the Financial Statements - continued
for the Year Ended 31 December 2021

2. ACCOUNTING POLICIES - continued

Tangible fixed assets

Tangible fixed assets under the cost model are stated at historical cost less accumulated depreciation and any accumulated impairment losses. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Depreciation is charged so as to allocate the cost of assets less their residual value over their estimated useful lives, using the straight line method.

Depreciation is provided on the following basis:

Leasehold improvement	Over the period of lease
Plant and machinery	3 years straight line
Fixtures and fittings	3 years straight line
Computer equipment	3 years straight line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised in the Income Statement.

Investments in subsidiaries

Investments in subsidiaries are carried at cost less impairments and valued on an individual basis.

Investigo Limited (Registered number: 04803377)

Notes to the Financial Statements - continued
for the Year Ended 31 December 2021

2. ACCOUNTING POLICIES - continued

Financial instruments

Financial assets that are measured at cost and amortised cost are assessed at the end of each reporting period for objective evidence of impairment. If objective evidence of impairment is found, an impairment loss is recognised in the Income Statement.

For financial assets measured at amortised cost, the impairment loss is measured as the difference between an asset's carrying amount and the present value of estimated cash flows discounted at the asset's original effective interest rate. If a financial asset has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate determined under the contract.

For financial assets measured at cost less impairment, the impairment loss is measured as the difference between an asset's carrying amount and best estimate of the recoverable amount, which is an approximation of the amount that the Company would receive for the asset if it were to be sold at the reporting date.

Financial assets and liabilities are offset and the net amount reported in the Statement of Financial Position when there is an enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Debtors

Short term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

Creditors

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

Share capital

Financial instruments issued by the company are classified as equity only to the extent that they do not meet the definition of a financial liability or financial asset.

The company's ordinary shares are classified as equity instruments.

Taxation

Taxation for the year comprises current and deferred tax. Tax is recognised in the Statement of Comprehensive Income, except to the extent that it relates to items recognised in other comprehensive income or directly in equity.

Current or deferred taxation assets and liabilities are not discounted.

Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the statement of financial position date.

Deferred tax

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the statement of financial position date.

Timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements. Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the year end and that are expected to apply to the reversal of the timing difference.

Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Investigo Limited (Registered number: 04803377)

Notes to the Financial Statements - continued
for the Year Ended 31 December 2021

2. ACCOUNTING POLICIES - continued

Foreign currencies

Assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the statement of financial position date. Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of transaction. Exchange differences are taken into account in arriving at the operating result.

Operating leases: the company as lessee

Rentals paid under operating leases are charged to profit or loss on a straight line basis over the period of the lease.

Pension costs and other post-retirement benefits

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations.

The contributions are recognised as an expense in the Income Statement when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of Financial Position. The assets of the plan are held separately from the Company in independently administered funds.

Interest income

Interest income is recognised in the Income Statement using the effective interest method.

Borrowing costs

All borrowing costs are recognised in the Income Statement in the year in which they are incurred.

Coronavirus job retention scheme

In 2020, the CJRS grant relates to staff who have been furloughed due to Covid-19. As a receipt of a government grant, the JRS payments are recognised against expenses in the Income Statements to which the underlying furloughed staff costs relate to and the employment costs are recognised at the full cost of payments made to or in respect of the employees. The JRS payments are recognised on an accruals basis.

Investigo Limited (Registered number: 04803377)

Notes to the Financial Statements - continued
for the Year Ended 31 December 2021

3. CRITICAL ACCOUNTING JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

In preparing the financial statements, management is required to make estimates and assumptions which affect reported income, expenses, assets and liabilities. Use of available information and application of judgement are inherent in the formation of the estimates, together with past experience and expectations of future events that are believed to be reasonable under the circumstances. Actual results in the future could differ from such estimates.

Investments in subsidiaries

Management assesses whether there are any losses in the carrying value of the investments (note 14) in subsidiaries. As a first step the Company compares the carrying value to the net asset value of the subsidiary as at 31 December. If the net asset value is below the carrying value, then the Company may perform a valuation of the subsidiary by using a discounted cash flow analysis. If this valuation still indicates a need for a write down, the Company reduces the carrying value of the investment in subsidiary accordingly.

The determination whether an investment in a subsidiary needs to be impaired includes assumptions about the profitability of the underlying business and growth, which involves management's estimates.

Recoverability of trade debtors

The recoverability of trade debtors is regularly reviewed generally and specifically to trade debtors in the light of available economic information. General provision is made based on a percentage applied to aged trade debtors, and specific provision is made against individual debtors. Provisions are recognised for balances considered to be irrecoverable, which involves management's judgements.

Credit notes provision

Where a permanent candidate starts employment but does not work for the specified contractual period, a credit note provision is made based on experience. Currently the provision is made by using an average percentage of recent 3 years' actual credit notes value over corresponding period of permanent sales, which involves management's judgements.

4. TURNOVER

The turnover and profit before taxation are attributable to the one principal activity of the company.

An analysis of turnover by class of business is given below:

	31.12.21	31.12.20
	£	£
Recruitment Services	147,618,742	110,983,742
	<u>147,618,742</u>	<u>110,983,742</u>

An analysis of turnover by geographical market is given below:

	31.12.21	31.12.20
	£	£
United Kingdom	130,516,966	99,161,001
Europe	15,034,624	11,038,243
Rest of the world	2,067,152	784,498
	<u>147,618,742</u>	<u>110,983,742</u>

Investigo Limited (Registered number: 04803377)Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**5. EMPLOYEES AND DIRECTORS**

	31.12.21	31.12.20
	£	£
Wages and salaries	22,498,406	14,236,337
Social security costs	2,794,851	1,691,893
Other pension costs	233,931	199,510
	<u>25,527,188</u>	<u>16,127,740</u>

The average number of employees during the year was as follows:

	31.12.21	31.12.20
Administrative	50	43
Sales	179	172
	<u>229</u>	<u>215</u>

In 2020, the Company received £555,076 under the Coronavirus Job Retention Scheme (CJRS) where some staff members were furloughed between March and October 2020. The above costs are net of the government grants.

	31.12.21	31.12.20
	£	£
Directors' remuneration	<u>540,574</u>	<u>366,682</u>

The number of directors to whom retirement benefits were accruing was as follows:

	2	2
Money purchase schemes	<u>2</u>	<u>2</u>

Information regarding the highest paid director is as follows:

	31.12.21	31.12.20
	£	£
Emoluments etc	270,859	178,492
Accrued pension at 31 December 2021	<u>110</u>	<u>-</u>

Defined contribution pensions and the pension relating to December 2021 that paid in 2022 was £63,740 (employers' contribution £25,286 and employee contributions £38,454). Of this, the employer contribution outstanding for directors was £220. During the year pension paid to the directors amounted to £3,517 (2020: £2,627), paid to the highest director amounted to £1,758 (2020: £1,314).

6. OPERATING PROFIT

The operating profit is stated after charging/(crediting):

	31.12.21	31.12.20
	£	£
Other operating leases	1,278,527	1,532,138
Depreciation - owned assets	421,344	241,990
Profit on disposal of fixed assets	(111)	-
Foreign exchange differences	408,880	(76,876)
Defined contribution pension cost	<u>233,931</u>	<u>196,883</u>

Investigo Limited (Registered number: 04803377)Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**7. AUDITORS' REMUNERATION**

	31.12.21	31.12.20
	£	£
Fees payable to the company's auditors and their associates for the audit of the company's financial statements	35,000	35,000
Taxation compliance services	5,000	5,000
Other non- audit services	18,000	18,000
	<u> </u>	<u> </u>

8. INCOME FROM SHARES IN GROUP UNDERTAKINGS

	31.12.21	31.12.20
	£	£
Shares in group undertakings	125,197	-
	<u> </u>	<u> </u>

9. INTEREST RECEIVABLE AND SIMILAR INCOME

	31.12.21	31.12.20
	£	£
Deposit account interest	1,016	-
	<u> </u>	<u> </u>

10. INTEREST PAYABLE AND SIMILAR EXPENSES

	31.12.21	31.12.20
	£	£
Bank interest	183,339	82,043
	<u> </u>	<u> </u>

11. TAXATION**Analysis of the tax charge**

The tax charge on the profit for the year was as follows:

	31.12.21	31.12.20
	£	£
Current tax:		
UK corporation tax	1,442,402	673,263
	<u> </u>	<u> </u>
Tax on profit	1,442,402	673,263
	<u> </u>	<u> </u>

Reconciliation of total tax charge included in profit and loss

The tax assessed for the year is higher than the standard rate of corporation tax in the UK. The difference is explained below:

	31.12.21	31.12.20
	£	£
Profit before tax	7,088,489	3,114,868
	<u> </u>	<u> </u>
Profit multiplied by the standard rate of corporation tax in the UK of 19% (2020 - 19%)	1,346,813	591,825
Effects of:		
Expenses not deductible for tax purposes	39,322	51,829
Income not taxable for tax purposes	(23,788)	-
Depreciation in excess of capital allowances	80,055	29,609
	<u> </u>	<u> </u>
Total tax charge	1,442,402	673,263
	<u> </u>	<u> </u>

Investigo Limited (Registered number: 04803377)Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**12. DIVIDENDS**

	31.12.21 £	31.12.20 £
A Ordinary Shares shares of 0.0001 each		
Final	2,250,000	1,957,000

Dividends declared at year end were approved by the members, not yet paid.

13. TANGIBLE FIXED ASSETS

	Long leasehold £	Plant and machinery £	Fixtures and fittings £	Computer equipment £	Totals £
COST					
At 1 January 2021	1,311,975	69,479	80,157	285,703	1,747,314
Additions	47,373	80,794	-	67,561	195,728
Disposals	-	(1,000)	-	-	(1,000)
At 31 December 2021	1,359,348	149,273	80,157	353,264	1,942,042
DEPRECIATION					
At 1 January 2021	137,428	25,747	50,383	95,600	309,158
Charge for year	269,405	39,118	13,776	99,045	421,344
Eliminated on disposal	-	(111)	-	-	(111)
At 31 December 2021	406,833	64,754	64,159	194,645	730,391
NET BOOK VALUE					
At 31 December 2021	952,515	84,519	15,998	158,619	1,211,651
At 31 December 2020	1,174,547	43,732	29,774	190,103	1,438,156

14. FIXED ASSET INVESTMENTS

	Shares in group undertakings £
COST	
At 1 January 2021 and 31 December 2021	1,306,080
NET BOOK VALUE	
At 31 December 2021	1,306,080
At 31 December 2020	1,306,080

Investigo Limited (Registered number: 04803377)Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**14. FIXED ASSET INVESTMENTS - continued**

The company's investments at the Statement of Financial Position date in the share capital of companies include the following:

Caraffi Limited

Registered office: Chancery House, 30 St Johns Road, Woking, Surrey GU21 7SA

Nature of business: Talent acquisition

	% holding		
Class of shares:			
Ordinary	70.00	31.12.21	31.12.20
		£	£
Aggregate capital and reserves		601,746	315,390
Profit for the year		411,547	35,533
		<u> </u>	<u> </u>

Investigo Europe B.V.

Registered office: Olof Palmestraat 24, 2616LS Delft

Nature of business: Recruitment consultant

	% holding		
Class of shares:			
Ordinary	100.00	31.12.21	31.12.20
		£	£
Aggregate capital and reserves		109,919	25,094
Profit for the year		84,825	25,094
		<u> </u>	<u> </u>

Investigo LLC

Registered office: 34 Floor, 199 Water Street, New York, NY 10038

Nature of business: Recruitment consultant

	% holding		
Class of shares:			
Limited liability member	49.00	31.12.21	31.12.20
		£	£
Aggregate capital and reserves		858,189	192,923
Profit for the year		1,011,111	31,849
		<u> </u>	<u> </u>

Investigo LLC is limited liability company, formed in 2017, there are only members but no shares in LLC, so investment value is nil. However, the Company has full control of this LLC.

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21	31.12.20
	£	£
Trade debtors	29,634,441	17,396,013
Amounts owed by group undertakings	1,967,418	1,529,116
Other debtors - Rent deposit	55,282	23,344
Prepayments and accrued income	6,979,297	2,244,927
	<u>38,636,438</u>	<u>21,193,400</u>

Investigo Limited (Registered number: 04803377)Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR - continued**

Amounts owed by group undertakings are unsecured, interest free, with no fixed date of repayment and repayable on demand.

The carrying amounts of the trade debtors include receivables which are subject to a factoring arrangement. Under this arrangement, the Company has transferred the relevant receivables to the factor in exchange for cash and is prevented from selling or pledging the receivables.

However, the Company has retained late payment and credit risk. The Company therefore continues to recognise the transferred assets in their entirety in its balance sheet. The amount repayable under the factoring agreement is presented as secured borrowing. The Company considers that the 'held to collect' business model remains appropriate for these receivables, and hence it continues measuring them at amortised cost.

The relevant carrying amounts are as follows:

	31 December 2021 £	31 December 2020 £
Transferred receivables	23,770,331	12,439,249
Associated secured borrowing (bank loans - note 18)	4,870,412	33,427

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.21 £	31.12.20 £
Bank loans and overdrafts (see note 18)	4,870,412	33,427
Trade creditors	7,641,973	4,541,282
Tax	1,213,745	671,343
Social security and other taxes	1,423,643	852,484
Obligation finance lease < 1yr	391,210	372,963
VAT	2,679,111	1,521,577
Proposed dividends	2,250,000	750,000
Other creditors	715,780	1,422,849
Accruals and deferred income	5,716,734	2,657,120
	<u>26,902,608</u>	<u>12,823,045</u>

Short term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	31.12.21 £	31.12.20 £
Obligation finance lease > 1yr	654,272	952,185
Accruals and deferred income	125,197	250,394
	<u>779,469</u>	<u>1,202,579</u>

Investigo Limited (Registered number: 04803377)Notes to the Financial Statements - continued
for the Year Ended 31 December 2021**18. LOANS**

An analysis of the maturity of loans is given below:

	31.12.21	31.12.20
	£	£
Amounts falling due within one year or on demand:		
Bank loans	4,870,412	33,427

Details of security provided:

The bank loan related to an invoice discounting facility provided by Lloyds Banking Group PLC. The outstanding balances incurs interest at 1.05% above Bank of England's base rate and is secured on the assets of the Company.

19. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.12.21	31.12.20
	£	£
Within one year	797,375	591,611
Between one and five years	3,246,179	2,918,046
In more than five years	728,995	1,729,289
	4,772,549	5,238,946

Rentals paid under operating leases are charged to the Income Statement on a straight-line basis over the lease term.

Benefits received and receivable as an incentive to sign an operating lease are recognised on a straight-line basis over the lease term, unless another systematic basis is representative of the time pattern of the lessee's benefit from the use of the leased asset.

20. PROVISIONS FOR LIABILITIES

	Dilapidation and credit notes £
Balance at 1 January 2021	364,228
Provided during year	113,486
Balance at 31 December 2021	477,714

21. CALLED UP SHARE CAPITAL

Allotted, issued and fully paid:			31.12.21	31.12.20
Number:	Class:	Nominal value:	£	£
7,875,000	A Ordinary Shares	0.0001	788	788
7,125,000	B Ordinary Shares	0.0001	712	712
			1,500	1,500

Investigo Limited (Registered number: 04803377)

Notes to the Financial Statements - continued
for the Year Ended 31 December 2021

21. CALLED UP SHARE CAPITAL - continued

A and B shares have the same voting rights, but B has power to veto resolutions proposing removal of 'B' shareholding directors. Both A and B share have the same dividend and capital distribution (including on winding up) rights, but A has priority to have the first £9.4million of distribution pro rata. Both A and B shares have no rights of redemption.

22. RELATED PARTY DISCLOSURES

Except for disclosures in note 13 and 14, the company has taken advantage of exemption, under the terms of Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', not to disclose related party transactions with wholly owned subsidiaries within the group.

At the year end, Investigo Limited owed £4,500 (2020: £4,500) to a company that is controlled by a director. During the year, consultancy fees of £45,000 (2020: £45,000) was paid to it.

At the year end, the Company was owed £1,477,116 (2020: £1,512,656) from Investigo LLC (registered in USA), which is 49% owned and fully controlled by Investigo Limited. During the year, the Company received repayment of £538,534 towards the debt and paid expenses of £502,993 (2020: £364,207) on behalf of Investigo LLC.

At the year end, the Company was owed £250,000 (2020: £nil) from Caraffi Limited (registered in UK), a 70% subsidiary of Investigo Limited. During the year, the Company purchased £209,038 (2020: £410,392) of services and paid expenses of £43,698 (2020: £6,991) on behalf of Caraffi Limited.

23. ULTIMATE CONTROLLING PARTY

Career International AP (Hong Kong) Limited, a company incorporated in Hong Kong, is the immediate parent company of Investigo Limited, by virtue of their majority shareholding. The principal activity of the Company during the year was the provision of staff recruitment services. Registered office address was Unit 1307, 13/F Mirror Tower 61 Mody Road Tsim Sha Tsui, Kowloon, Hong Kong.

Beijing Career International Co., Ltd., a company incorporated in China, is the ultimate parent company of Investigo Limited. The principal activity of the Company during the year was the provision of staff recruitment services. Registered office address was Room 1301, China Life Tower, 16 Chaoyangmenwai Avenue, Chaoyang, Beijing.

The smallest and largest group for which consolidated financial statements are produced, are headed by Beijing Career International Co., Ltd. The copies of the group financial statements can be obtained in registered office.

There is no one ultimate controlling party.



Beijing Career International Co., Ltd.

2021 Annual Report

2022-028

A07 21/07/2022 #189
COMPANIES HOUSE

1/2

April, 2022

Section I. Important Notice, Contents and Definitions

The Board of Directors, the Board of Supervisors and the directors, supervisors and senior management of the Company guarantee the truthfulness, accuracy and completeness of the contents of the annual report and that there are no false records, misleading statements or material omissions, and assume individual and joint legal responsibility.

Gao Yong, the person in-charge of the Company, You Tingting, principal in-charge of accounting, and Zhao Siyao, head of the accounting department (accountant in-charge) declare that the financial report in current Annual Report is true, accurate, and complete.

All directors have attended the meeting of the board of directors to review this report.

1. Conversion Risk

The Company's management capabilities may not be able to adapt to risks stemming from business expansion. The Company's assets, personnel and business scale will further expand. If the business quality and management level of its management is unable to meet the needs of the Company's scale, and the organizational model and management system are not adjusted and perfected in time, the market competitiveness of the Company will be weakened, adversely affecting its business development.

2. Risks of Brain Drain and Training

At the risk of increasingly fierce market competition, the human resources service industry is a sunrise industry in China, which is in a period of rapid development and has broad development prospects. In general, the concentration of HR service industry is low, and the market share of enterprises and units in the industry is generally not high. Compared with other companies in the same industry, the Company has certain competitive advantages, including a team of highly qualified professionals, a high industry position and brand awareness, and the ability to provide integrated human resources solutions. However, if the Company fails to keep pace with the development of the industry by strengthening its core competencies and expanding its competitive advantages through various means, the intense market competition may lower the Company's market share, thus adversely affecting its business expansion and the stability of its market position.

3. Risk of Changes in Policies and Regulations

At present, as China's economy is in the process of restructuring and transitioning, the growth rate is slowing down, and the future macroeconomic prosperity is uncertain, which may adversely impact the development of the Company's business.

The profit distribution plan approved by the Board of Directors is as follows: a cash dividend of CNY 2.07 (including tax) for every 10 shares and 0 bonus shares (including tax) shall be distributed to all shareholders on a base of 196,837,115, and 0 shares for every 10 shares shall be transferred to all shareholders from the capital reserve.

Contents

Section I. Important Notice, Contents and Definitions.....	2
Section II. Company Profile and Key Financial Indicators.....	10
Section III. Discussion and Analysis of Management.....	14
Section IV. Corporate Governance.....	47
Section V. Environmental and Social Responsibility.....	87
Section VI. Important Matters.....	88
Section VII. Stock Changes and Shareholder Information.....	120
Section VIII. Preferred Stock Information.....	135
Section IX. Bonds Information.....	136
Section X. Financial Report.....	137
Section XI. Docket Contents.....	282

Definition

Item	Refers to	Content of the definition
Career International, the Company, Company	Refers to	Beijing Career International Co., Ltd.
Beijing Yima	Refers to	Beijing Yima Human Resources Co., Ltd.
Taiyong Kangda	Refers to	Horgos Taiyong Kangda Venture Capital Co., Ltd.
Beijing Qlte, Tianjing Qlte	Refers to	Hangzhou Changdi Equity Investment Partnership (Limited Partnership)
Hangzhou Changdi	Refers to	Beijing Yunlian Consulting Co., Ltd.
Career Search	Refers to	Career Search And Consulting (Hong Kong) Limited
Career Suzhou	Refers to	Career Human Resources (Suzhou) Co., Ltd.
Caike Maipin	Refers to	Beijing Caike Maipin Technology Co., Ltd., formerly known as Beijing Lianpin Consulting Co., Ltd.
Beijing Ogrin	Refers to	Ogrin Partner Consulting Co., Ltd.
Shanghai Kezhirui	Refers to	Shanghai Kezhirui Consulting Ltd
Qinhuangdao SoonPoint	Refers to	Qinhuangdao SoonPoint Consulting Co., Ltd.
Antal Consulting	Refers to	ANTAL International Business Consulting (Beijing) Co., Ltd.
Antal AG	Refers to	Antal AG (Beijing) Human Resources Services Co., Ltd.
Antal Suzhou	Refers to	Antal AG (Suzhou) Human Resources Services Co., Ltd.
Career Digital Technology, Jianke	Refers to	Career Digital Technology (Suzhou) Co., Ltd., formerly known as Jianke Network Technology (Suzhou) Co., Ltd.
HiTalen Consulting	Refers to	HiTalen Consulting (Shanghai) Co., Ltd.
Jason Career	Refers to	Yantai Jason Career Human Resource Management Co., Ltd.
India Company	Refers to	Career International Search and Selection India Private Limited
Singapore FOS	Refers to	Career International-FOS Pte. Ltd
Malaysia Company	Refers to	Career International-FOSSDN.BHD.
Hong Kong AP	Refers to	CAREER INTERNATIONAL AP (HONG KONG) LIMITED
e-Town Talent	Refers to	Beijing e-Town International Human Resources Co., Ltd.
Tibet e-Town	Refers to	Tibet e-Town Human Resources Co., Ltd.
Shanghai Koncor	Refers to	Shanghai Koncor Marketing Co., Ltd.
Hangzhou Kezhirui	Refers to	Hangzhou Kezhirui Consulting Co., Ltd.
Hangzhou Soonfit	Refers to	Hangzhou Soonfit Consulting Co., Ltd.
Hezhi Kecheng	Refers to	Beijing Hezhi Kecheng Technology Co., Ltd.
Beijing Thank	Refers to	Beijing Thank Technology Co., Ltd.
Wuxi Zhirui	Refers to	Wuxi Zhirui Industrial Service Outsourcing Co., Ltd.

Shanghai CoHirer	Refers to	Shanghai CoHirer Network Technology Co., Ltd.
Career Shaanxi	Refers to	Career International Consulting (Shaanxi) Co., Ltd.
Aurex Group	Refers to	Aurex Recruitment Group Holdings Limited
Aurex Inc.	Refers to	Aurex Recruitment Group Americas, Inc.
Aurex LLC	Refers to	Aurex Group, LLC.
AxG Contracting LLC	Refers to	AxG Contracting LLC
Ningbo Koncor	Refers to	Ningbo Koncor marketing co., Ltd.
Zhejiang e-Town	Refers to	Zhejiang e-Town Human Resources Co., Ltd.
Chengdu Kezhirui	Refers to	Chengdu Kezhirui Consulting Co., Ltd.
Starring Air International	Refers to	Beijing Starring Air International Human Resource Management Co., Ltd.
Career Hanlin	Refers to	Career Hanlin Consulting (Wuhan) Co., Ltd.
RRCT	Refers to	Beijing RRCT Financial Services Outsourcing Co., Ltd.
Jinke Zhirui	Refers to	Tianjin Jinke Zhirui Human Resources Co., Ltd.
JuPin Suzhou	Refers to	JuPin Technology (Suzhou) Co., Ltd.
Career Wuhan	Refers to	Career International Consulting (Wuhan) Co., Ltd.
Career Changchun	Refers to	Career International Consulting (Changchun) Co., Ltd.
Zhixin Changchun	Refers to	Career Zhixin (Changchun) Co., Ltd.
Career Urumqi	Refers to	Urumqi Career Hi-Tech Talent Service Co., Ltd.
Investigo	Refers to	Investigo Limited
Investigo LLC	Refers to	Investigo, LLC
Aurex Singapore	Refers to	Aurex Singapore Pte. Ltd.
Dongguan Kezhirui	Refers to	Dongguan Kezhirui Consulting Co., Ltd.
Tianjin Xinrui	Refers to	Tianjin Xinrui Network Technology Co., Ltd.
Yufei Antal	Refers to	Yufei Antal (Chongqing) Human Resources Services Co., Ltd.
Aurex Australia Holdings	Refers to	Aurex Group Australia Holdings Pty Limited
Aurex Australia	Refers to	Aurex Group Australia Pty Limited
Shanghai CoHirer	Refers to	Shanghai CoHirer Network Technology Co., Ltd.
Career Jiangcheng	Refers to	Career Jiangcheng Human Resource Management Consulting (Wuhan) Co., Ltd.
Aurex Hong Kong	Refers to	Aurex Group Hong Kong Limited
Investigo European subsidiary	Refers to	Investigo Europe B.V.
Career Send	Refers to	Shanghai Career Send Talent Consulting Co., Ltd.
Caidao, Yunwuhua	Refers to	Shanghai Yunwuhua Technology Co., Ltd.
Tianjin Zhirui	Refers to	Tianjin Zhirui Human Resources Co., Ltd.
e-Town Talent	Refers to	Beijing e-Town International Human Resources Co., Ltd.

SDIC Career	Refers to	SDIC Career (Hainan) Human Resources Technology Co., Ltd.
Hebei Xiong'an	Refers to	Hebei Xiong'an Human Resources Service Co., Ltd.
Everbright Bank Beijing Branch	Refers to	China Everbright Bank Co., Ltd. Beijing Branch
Yizhuang Holding	Refers to	Beijing Yizhuang Investment Holding Co., Ltd., formerly known as Beijing Economic and Technological Investment and Development Corporation
Shangxian Asset	Refers to	Tianjin Shangxian Asset Management Partnership (Limited Partnership)
Shangxian Fund	Refers to	Shangxian (Tianjin) Venture Capital Fund Partnership (Limited Partnership)
Tianjin Zhirui	Refers to	Tianjin Zhirui Human Resources Co., Ltd.
Beijing Rongrui	Refers to	Beijing Rongrui Human Resources Co., Ltd.
Hunan Career	Refers to	Hunan Career Human Resources Co., Ltd.
Anhui Rongrui	Refers to	Anhui Rongrui Human Resources Co., Ltd.
Jinke Zhirui	Refers to	Tianjin Jinke Zhirui Human Resources Co., Ltd.
Shandong Zhengxin	Refers to	Shandong Zhengxin Human Resources Group Co., Ltd.
Hubei Rongrui Digital	Refers to	RRCT Digital Technology (Hubei) Co., Ltd.
Wanhehe	Refers to	Shanghai Wanhehe Information Technology Co., Ltd.
Smart Chongqing	Refers to	Career Smart Technology (Chongqing) Co., Ltd.
Wuhu Digital Technology	Refers to	Career Digital Technology (Wuhu) Co., Ltd.
Shandong Talent Career	Refers to	Talent Career (Shandong) Human Resources Information Service Co., Ltd.
Yikerui Information	Refers to	Tianjin Yikerui Information Technology Co., Ltd.
Dezhengxin	Refers to	Shenzhen Dezhengxin Asset Evaluation Co., Ltd.
General Meeting of Shareholders, General Meeting of Shareholders of Career International	Refers to	General Meeting of Shareholders of Beijing Career International Co., Ltd.
Board of directors, Board of Directors of Career International	Refers to	Board of Directors of Beijing Career International Co., Ltd.
Board of Supervisors, Board of Supervisors of Career International	Refers to	Board of Supervisors of Beijing Career International Co., Ltd.
Companies Law	Refers to	Corporate Law of the People's Republic of China
Securities Law	Refers to	Securities Law of the People's Republic of China
State Council	Refers to	State Council of the PRC
Ministry of Finance	Refers to	Ministry of Finance of the People's Republic of China
National Development and Reform Commission	Refers to	National Development and Reform Commission of the People's Republic of China
Ministry of Human Services	Refers to	Ministry of Human Resources and Social Security of the People's Republic of China
CSRC, China Securities Regulatory Commission	Refers to	China Securities Regulatory Commission
National Bureau of Statistics	Refers to	National Bureau of Statistics of the People's Republic of China
Ministry of Commerce	Refers to	Ministry of Commerce of the People's Republic of China
Exchange, Stock Exchange	Refers to	Shenzhen Stock Exchange
China Securities, Sponsor	Refers to	China Securities Co., Ltd.
Grandway Law Offices	Refers to	Beijing Grandway Law Offices

ShineWing, ShineWing CPA and issuer accountant	Refers to	ShineWing Certified Public Accountants (Special General Partnership)
CNY ordinary shares, A shares	Refers to	Ordinary shares approved by the China Securities Regulatory Commission, issued to Chinese domestic investors, listed on the domestic stock exchange, denominated in CNY, subscribed and traded in CNY.
Reporting period, the same period of last year	Refers to	January-December 2021, January-December 2020
Yuan, 10,000 yuan, 100 million yuan	Refers to	CNY yuan, CNY 10,000, CNY 100 million
Human Resources (HR)	Refers to	A general term for a person's knowledge, skills, physical abilities, etc.
Mid-High-End Talent Search	Refers to	Formally known as Middle and High-End Executive Search, it is a high-end talent recruitment model that provides consulting, sourcing, selection, assessment, recommendation and assistance in hiring middle and senior level talent for clients, targeting middle and senior level management with high level of knowledge and expertise, middle and senior level technical staff and other scarce personnel.
Recruitment Process Outsourcing	Refers to	Recruitment Process Outsourcing (RPO) refers to the outsourcing of the whole or part of the internal recruitment process to a third-party service provider, who is responsible for talent planning, employer branding, recruitment management system optimisation, recruitment process implementation, application and improvement, and third-party supplier management.
Flexible Staffing	Refers to	A special form of employment in which professional human resource service agencies assign employees to clients for alternative, temporary and auxiliary positions, in order to address the difficulties faced by enterprises with tight staffing, shortage of talent during peak seasons, shortage of project labor and short-term replacement of employees during the three periods (pregnancy, maternity leave and lactation).
Labor Dispatch	Refers to	Labor dispatch is a form of employment in which a labor dispatch agency concludes a labor contract with a dispatched worker, pays the worker, and sends the worker to another employer, who then pays a service fee to the dispatching agency. The most significant feature of labor dispatch is the separation of employers and users of labor force.
Artificial Intelligence, AI	Refers to	Artificial Intelligence, abbreviated as AI, is a new technical science for the research and development of theories, methods, technologies and application systems for simulating, extending and expanding human intelligence.
B-side	Refers to	B-side, representing business user merchants, in English is Business
C-side	Refers to	C-side, representing the end-user or consumer, in English is Customer
SaaS	Refers to	Software-as-a-service is an abbreviation for Software-as-a-Service, which means that software services are provided over the internet.
B2B	Refers to	Business-to-Business refers to the business model of exchanging and transmitting data and information and carrying out transactions between enterprises through a private network or Internet to exchange and transfer data and information and to carry out transaction activities.
Industry KA	Refers to	KA is the abbreviation of Key Account, which directly translates to "Key Account", meaning "Key Account" or "Important Account" in Chinese.
Big Data	Refers to	IT terminology for large, high-growth and diverse information assets that cannot be captured, managed and processed by conventional software tools over time, and that require new processing models for greater decision-making, insight discovery and process optimization.

5G	Refers to	The fifth generation of mobile communications technology, referred to as 5G or 5G technology, is the latest generation of cellular mobile communications technology and an extension of 4G (LTE-A, WiMax), 3G (UMTS, LTE) and 2G (GSM) systems. 5G performance targets are high data rates, reduced latency, energy savings, cost reductions, increased system capacity and large-scale device connectivity.
Cloud Computing	Refers to	Distributed computing is a type of computing that uses a network "cloud" to decompose huge amounts of data into countless smaller programs, which are then processed and analysed by a system of multiple servers to produce results that are returned to the user
Human Performance	Refers to	Human efficiency, the ability to manage people effectively, is also used to measure the value of a company's human resources, forming a measure of the profitability of available human resources. a measure of the profitability of available human resources
Crowdsourcing platforms	Refers to	A platform for companies to use the internet to assign work out, discover ideas or solve technical problems
User profiling	Refers to	A tool that abstracts each specific piece of information about a user into a label and uses these labels to concretize the user's image in order to provide a targeted service to the user
Digital Technology	Refers to	A science and technology that goes hand in hand with electronic computers. It refers to the technology of converting various kinds of information, including pictures, texts, sounds and images, into binary digits "0" and "1" that can be recognized by electronic computers, and then computing, processing, storing, transmitting, disseminating and restoring them.
Flat organizational structure	Refers to	Modern forms of business organisation, the way in which horizontal links are made between different units at different levels and the way in which the organisation is linked to external parties
Internet Plus	Refers to	A new form of economic and social development driven by Innovation 2.0 (the innovation form of the information age and knowledge society) and the evolution of the Internet form driven by Innovation 2.0 in the knowledge society
Spring Cloud	Refers to	An ordered collection of frameworks
DevOps	Refers to	A combination of Development and Operations, a collective term for a set of processes, methods and systems to facilitate communication, collaboration and integration between development (application/software engineering), technical operations and quality assurance (QA) departments
NLP	Refers to	Natural Language Processing, a subfield of artificial intelligence (AI)
HDFS	Refers to	Hadoop Distributed File System, which refers to a Distributed File System that is designed to run on Commodity Hardware
Hadoop	Refers to	A distributed systems infrastructure developed by the Apache Foundation
Flink	Refers to	Open source stream processing framework developed by the Apache Software Foundation, with a core of distributed stream data streaming engine written in Java and Scala
KPI	Refers to	Key Performance Indicator is a target-based quantitative management indicator that measures process performance by setting, sampling, calculating and analyzing key parameters at the input and output of an organization's internal processes, and is a tool for breaking down the strategic goals of an organization into actionable work objectives, and is the foundation of enterprise performance management.
EAS	Refers to	Enterprise Administrative Service provides a comprehensive range of solutions for group companies covering financial sharing, supply chain, sales, procurement, e-commerce and multi-factory manufacturing to meet their innovation and development needs

ERP	Refers to	Enterprise Resource Planning (ERP) is a management platform based on information technology that integrates information technology and advanced management ideas to provide decision making tools for employees and decision makers with a systematic management concept
-----	-----------	--

Section II. Company Profile and Key Financial Indicators

I. Company Profile

Stock abbreviation	Career International	Stock code	300662
Chinese name	Beijing Career International Co., Ltd.		
Abbreviated Chinese name	Career International		
Foreign name (if any)	Beijing Career International Co., Ltd		
Abbreviated foreign name (if any)	Career International		
Legal representative	Gao Yong		
Registered address	1301 China Life Building, No. 16 Chaowai Street, Chaoyang District, Beijing, China		
Postal Code of Registered Address	100020		
Historical changes in registered address of the Company	Not applicable		
Office address	1301 China Life Building, No. 16 Chaowai Street, Chaoyang District, Beijing, China		
Postal code of office address	100020		
Company Internet sites	http://www.careerintlinc.com/		
E-mail	CIBDO@careerintlinc.com		

II. Contact and Contact Information

	Secretary of the Board of Directors	Securities Representative
Name	Chen Song	He Lebin
Contact address	1301 China Life Building, No. 16 Chaowai Street, Chaoyang District, Beijing, China	1301 China Life Building, No. 16 Chaowai Street, Chaoyang District, Beijing, China
Telephone	010-59271212	010-59271212
Fax	010-59271313	010-59271313
E-mail	CIBDO@careerintlinc.com	CIBDO@careerintlinc.com

III. Location of Information Disclosure and Preparation

Stock exchange website for the disclosure of annual report of the Company	Shenzhen Stock Exchange: www.szse.cn
Media organization and website for the disclosure of annual report of the Company	Juchao Website: www.cninfo.com.cn
Location of preparation for the Company's annual report	1301 China Life Building, No. 16 Chaowai Street, Chaoyang District, Beijing, China

IV. Other Relevant Information

Accounting firm commissioned by the Company

Name	ShineWing Certified Public Accountants (Special General Partnership)
Office address	9F, tower A, Fuhua Building, No. 8 Chaoyangmen North Street, Dongcheng District, Beijing, China
Name of signatory accountants	Huang Ying, Jiang Xiaolan

Sponsoring institutions engaged by the Company to perform continuous supervisory duties during the reporting period

☒ Applicable ☐ Not applicable

Name	Office address	Name of sponsor representative	Continuous supervision period
CITIC Construction Investment Securities Co., Ltd	3F, tower B and E, Kaiheng Center, No. 2 Chaoyangmennei street, Dongcheng District, Beijing	Yu Lei, Hu Song	The remaining time of the year in which the shares are issued and listed and two full accounting years thereafter.

Financial advisors engaged by the Company to perform continuous supervisory duties during the reporting period

☐ Applicable ☒ Not applicable

V. Key Accounting Data and Financial Indicators

Whether the Company is required to retroactively adjust or restate accounting data for prior years.

☐ Yes ☒ No

	2021	2020	Increase or decrease in current year over prior year	2019
Operating income (CNY)	7,010,450,882.75	3,932,001,041.85	78.29%	3,585,959,772.20
Net profit attributable to shareholders of listed companies (CNY)	252,542,936.81	186,313,762.62	35.55%	152,242,153.81
Net profit after non-recurring gains and losses attributable to shareholders of listed companies (CNY)	210,645,700.31	149,303,601.56	41.09%	132,600,644.47
Net profit attributable to shareholders of the listed company after employee restricted share costs and non-recurring gains and losses (CNY)	225,973,761.36	168,076,491.96	34.45%	133,280,160.73
Net cash flow from operating activities (CNY)	-42,728,239.11	200,931,773.22	-121.27%	123,257,774.28
Basic earnings per share (CNY/share)	1.3534	1.0350	30.76%	0.8458
Diluted earnings per share (CNY/share)	1.3452	1.0286	30.78%	0.8451
Weighted average return on equity	16.25%	19.67%	-3.42%	19.23%
	End of 2021	End of 2020	Increase or decrease from the end of the current year to the end of the prior year	End of 2019
Total assets (CNY)	3,388,485,993.82	1,985,206,832.21	70.69%	1,684,351,852.65
Net assets attributable to shareholders of listed companies (CNY)	2,050,730,109.85	1,038,342,488.07	97.50%	861,320,813.91

The lower of the Company's net profit before or after deduction of non-recurring profit or loss for the last three financial years is negative and the audit report for the latest year indicates that there is uncertainty about the Company's ability to continue as a going concern

☐ Yes ☒ No

The lower of net profit before or after extraordinary gain or loss is negative

☐ Yes ☒ No

Whether the share capital of the company has changed due to issuance of new shares, issue of additional shares, allotment of shares, exercise of share incentive, repurchase, etc. and affecting the amount of owner's equity from the end of the reporting period to the date of disclosure of the annual report.

☒ Yes ☐ No

Dividends paid on preference shares	0.00
Interest paid on perpetual bonds	0.00
Fully diluted earnings per share using latest share capital (CNY/share)	1.2830

VI. Key Financial Indicators By Quarter

Unit: CNY

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Operating Income	1,452,304,565.93	1,704,361,340.70	2,023,239,177.54	1,830,545,798.58
Net profit attributable to shareholders of listed companies	38,776,433.44	64,061,275.30	85,314,416.99	64,390,811.08
Net profit after non-recurring gains and losses attributable to shareholders of listed companies	33,865,916.06	52,629,566.68	80,866,552.95	43,283,664.62
Net cash flow from operating activities	-301,283,480.58	35,653,624.73	-46,512,352.53	269,413,969.27

Whether the above financial indicators or their sums are materially different from those in the Company's quarterly and semi-annual reports as disclosed.

☐ Yes ☒ No

VII. Differences in Accounting Data under Domestic and Foreign Accounting Standards

1. Difference in Net Profit and Net Assets Between Financial Statements Disclosed in Accordance with International Accounting Standards and Chinese Accounting Standards.

☐ Applicable ☒ Not applicable

There is no difference in net profit and net assets between financial statements disclosed in accordance with International Accounting Standards and Chinese Accounting Standards for the reporting period.

2. Difference in Net Profit and Net Assets Between Financial Statements Disclosed in Accordance with Foreign Accounting Standards and Chinese Accounting Standards.

☐ Applicable ☒ Not applicable

There is no difference in net profit and net assets between financial statements disclosed in accordance with Foreign Accounting Standards and Chinese Accounting Standards for the reporting period.

VIII. Items and Amounts of Non-Recurring Gains and Losses

☒ Applicable ☐ Not applicable

Unit: CNY

Item	Amount for 2021	Amount for 2020	Amount for 2019	Note
Gains and losses on the disposal of non-current assets (including the elimination of the provision for asset impairment)	43,397.66	76,913.87	243.00	Gain on disposal of fixed assets and right-of-use assets
Government subsidies included in the current profit or loss (except for government subsidies that are closely related to the Company's normal business, complies with the national policy and are enjoyed at a fixed amount or a fixed quantity according to uniform national standards)	59,568,298.83	54,932,766.63	27,811,499.23	For details, please refer to Note "VII. 41 Other Income, VII. 45 Non-operating revenue" in this note.
Business restructuring costs, such as expenses for relocating employees, integration costs, etc.		-51,169.81	-572,794.64	
Non-operating income and expenses other than those listed above	-670,380.26	-874,279.31	-38,873.25	
Other items of profit or loss that meet the definition of non-recurring profit or loss		-412,728.12		
Less: Impact of income tax	13,188,243.48	12,252,938.47	6,661,423.45	
Impact of minority interest (after tax)	3,855,836.25	4,408,403.73	897,141.55	
Total	41,897,236.50	37,010,161.06	19,641,509.34	--

Other gains or losses items that meet the definition of non-recurring gains or losses:

☐ Applicable ☒ Not applicable

The Company did not have other gains or losses items that meet the definition of non-recurring gains or losses.

Description on the situation that the Company classifies non-recurring gains and losses items listed in *Explanatory Announcement No. 1 - Non-recurring Gains and Losses* as recurring gains and losses items.

☐ Applicable ☒ Not applicable

During the reporting period, the Company did not classify the non-recurring gains and losses items listed in the *Explanatory Announcement No. 1 - Non-recurring Gains and Losses* as recurring gains and losses items.

Section III. Discussion and Analysis of Management

I. Industry in which the Company Operates during the Reporting Period

The HR service industry, is an important category of modern service, provides the HR mobility and allocation services for economic and social development, which is of great significance to promote socialized employment, better play the advantages of China's human resources and serve economic and social development. Since the 18th National Congress of the Party, China's HR service industry has developed with significant success, however, the developments are still unbalanced and inadequate, its overall level is not high and other problems in terms of the total scale, service function, service quality, specialization degree, international competitiveness, etc. In order to accelerate the high-quality development of HR services, the Ministry of Human Resources and Social Security, the National Development and Reform Commission, the Ministry of Finance, the Ministry of Commerce, the State Administration of Market Supervision issued the *Opinions on Promoting the High-Quality Development on Human Resources Services in the New Period*, on November 8th, 2021. The *Opinions* point out HR industry needs to keep a foothold in the new development stage, implement the new development concept, serve to build a new development pattern, and focus on the implementation of strategy for employment priority, talents strategy for powerful nation, strategy for rural revitalization, and takes promoting employment as the fundamental to further improve the level of HR services; improving the allocative efficiency of HR factors as the guidance to push industry to be specialization and high-end of value chain extension; cultivating and strengthening the power of HR services as an effective means to further develop new momentum; building a high-standard HR market system as the goal to create a multi-level, diversified HR market pattern. Accelerating the construction of HR service industry system with Chinese characteristics is to provide a strong support for improving the overall competitiveness of China's economy, continuously improving people's livelihood and promoting high-quality development.

The industry has entered a new development stage, which raises higher requirements for service specialization, standardization, normalize, digitalization and internationalization; at the same time, it requires a sound system in policies and regulations, integrity service, and service standard of HR service industry, and a more powerful market supervision to promote further optimization of the business environment.

II. Main Business of the Company during the Reporting Period

During the reporting period, the Company further improved the "technology + platform + service" product ecology. On the basis of the original traditional offline service products – "front shop and back factory" cooperative delivery service model, which includes mid-to-high end talent search, recruitment process outsourcing, flexible employment and other service products, the Company added the operation model integrating online technology and offline business with platform as the traffic entrance and SaaS technology as the carrier, and gradually transition various platforms and technology products from the conversion of information flow to the new business service mode of transaction flow.

The product segments of main business shown in the annual report are described as follows:

(1) Mid-To-High End Talent Search

Mid-to-high-end talent search, also known as mid-to-high-end executive search, is a recruitment model for mid-to-high-end talent, that is, to provide clients with consulting, search, selection, assessment, recommendation and assistance in hiring mid-to-high-end talent service activities, the target candidates (i.e. mid-to-high-end talent) refers to a high level of knowledge, professional skills of senior and middle management, senior technical personnel or other scarce personnel, in the middle or senior position in the organizational structure of enterprises. Mid-to-high end talent search can provide a complete set of services for enterprises, through targeted search, interview, assessment and other tools and methods, repeated selection of candidates, with high efficiency, timely and accurate, can improve recruitment efficiency, help enterprises to improve labour productivity and human capital quality.

The Company's mid-to-high end talent search business is divided into service units based on a matrix of "region + function + industry". With years of experience in the industry and function, the Company understands the characteristics of talent needs in key industries in China and is committed to providing accurate matching talent solutions, covering traditional industries such as pharmaceuticals, consumer goods, real estate, finance, logistics, industrial manufacturing, energy and chemical industries, as well as the development and evolution of each sub-sector to enter the emerging industries such as culture and education, high technology, internet and modern services. and other emerging industries. In addition, the Company also has a cross-sectoral mid-to-high level talent search system based on a variety of functional positions in R&D, engineering, manufacturing, supply chain, marketing, sales, finance, legal and HR.

(2) Recruitment Process Outsourcing

Recruitment process outsourcing, a client-oriented, project-based recruitment solution service, is a customised solution for companies looking to recruit on a large scale over a longer recruitment cycle. In the process of recruitment process outsourcing, the Company outsources the whole or part of the internal recruitment process to a third party service provider, who is responsible for talent planning, employer brand maintenance, recruitment management system optimisation, recruitment process implementation, application and improvement, as well as third party supplier management, in order to shorten the recruitment cycle, reduce recruitment costs, improve recruitment efficiency and enhance the satisfaction of the hiring department. Recruitment process outsourcing is particularly suitable for companies with high staff turnover, high volume recruitment needs, high job homogeneity and a focus on timeliness and quality, and is a common talent service solution for multinational companies.

The Company provides an end-to-end recruitment process outsourcing service, in which the client outsources the entire recruitment process to the Company. The services provided by the Company include: consulting on the optimisation of the recruitment process and recruitment organisation structure, designing the recruitment plan, introducing the recruitment system, implementing the recruitment plan, etc., from defining the job description, to analysing the hiring philosophy, job requirements, communicating with the hiring department head, posting, screening CVs, background checks, talent assessment, interviewing and hiring notification, until the candidate reports. End-to-end recruitment process outsourcing is a high value-added form of recruitment process outsourcing service, which can effectively share the recruitment pressure of the client's HR department so that it can focus on other non-recruitment HR management, and is currently the mainstream model of recruitment process outsourcing globally and the main form of recruitment process outsourcing in China in the future.

(3) Flexible Employment

Flexible employment service is a service method in which the client entrusts part of the business or positions with repetitive labour to the HR service agency, which organises its own personnel to complete the business according to the business process and job responsibilities, and the client settles with the HR service agency for the amount of business completed or the work carried out by the personnel in the positions. In China, flexible employment services are mainly aimed at enterprises facing difficulties such as staffing constraints, shortage of talents during peak seasons, shortage of project workers and short-term replacement of employees during the three periods (pregnancy, maternity leave and breastfeeding). This includes the recruitment, payroll, training and on-site management of the professional staff. At the same time, the HR service provider assumes all employment risks and is very flexible in terms of the number of employees employed, the periodicity and the selection of talent.

(4) New Technology Services

The new technology services disclosed by the Company during the reporting period are mainly products based on the vertical recruitment platform (Yimaitongdao), the HR SaaS cloud platform (Career Caldao Cloud), the HR industry connected platform (Hewa), and the regional talent brain platform in the field of massive health (the structure of new technology products is shown in the figure below, please refer to Section III. 4. for the specific operation status).

Figure 1: Vertical Recruitment Platform

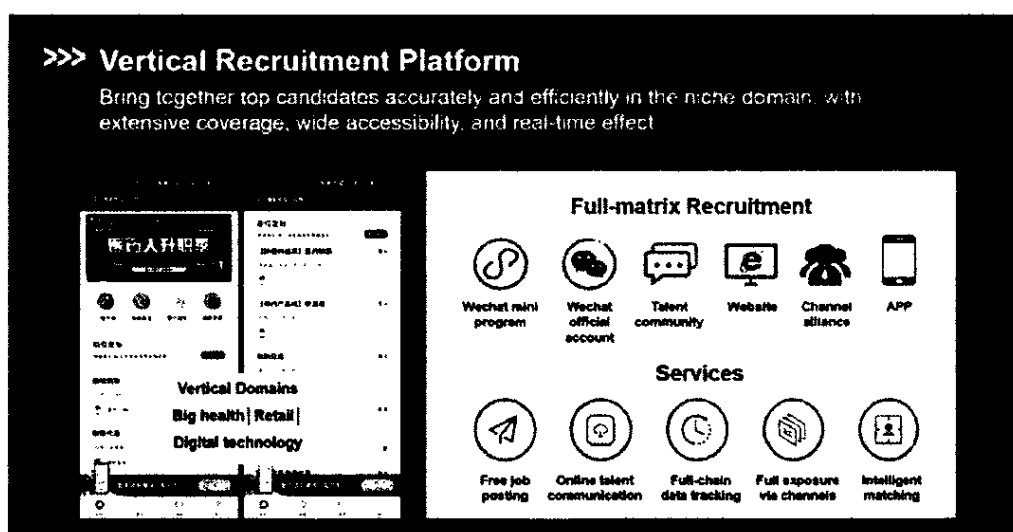


Figure 2: HR SaaS

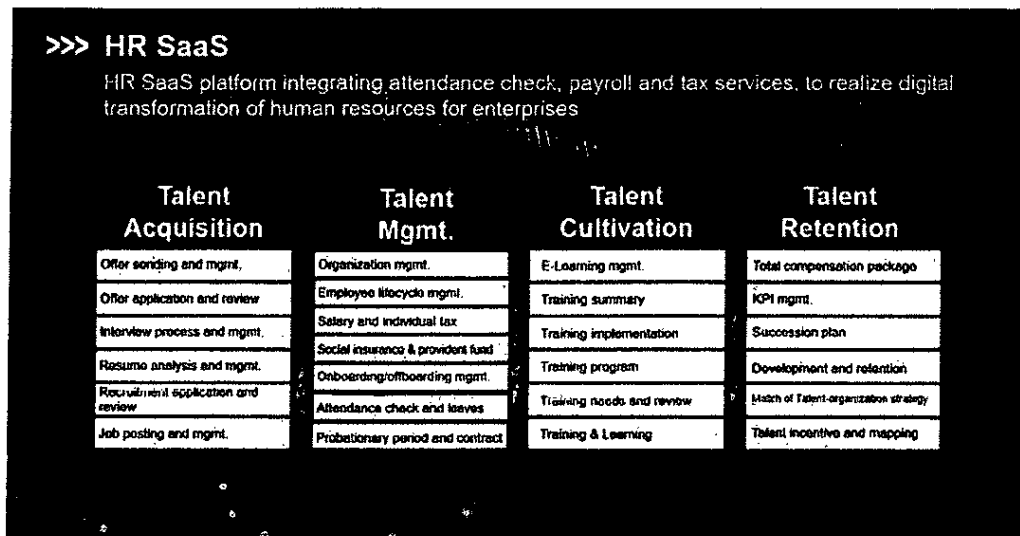


Figure 3: HR Partner Platform and Ecosystem

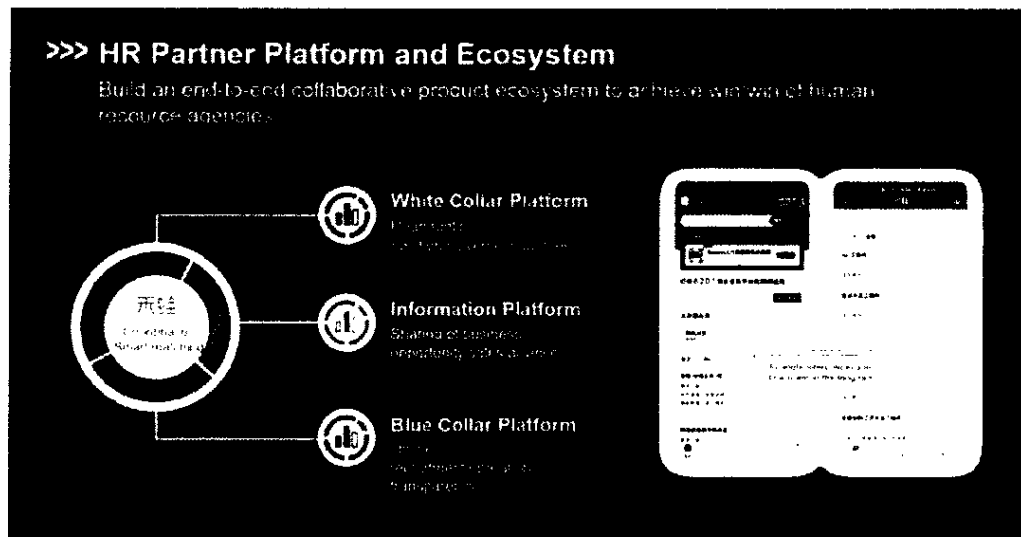
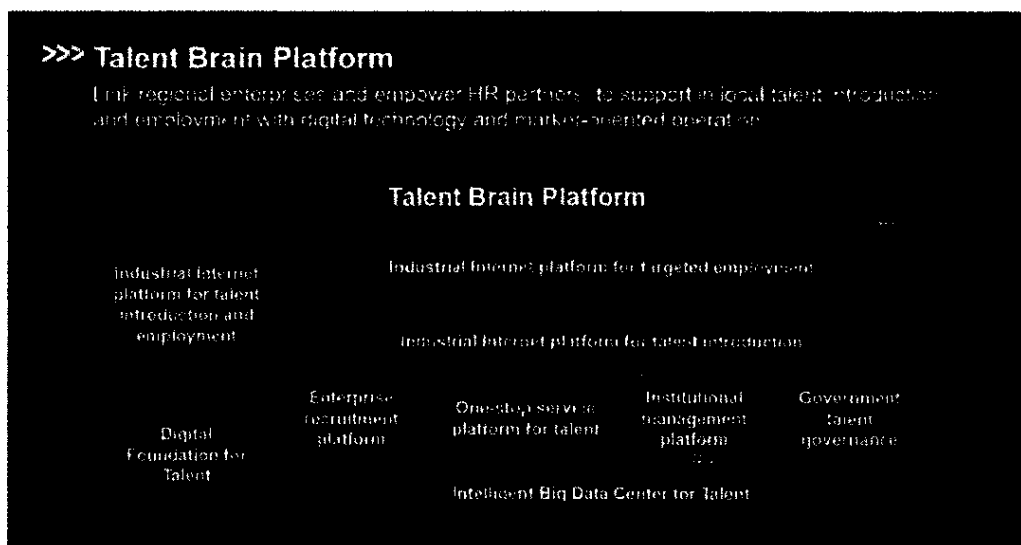


Figure 4: Talent Brain Platform



(5) Other Business

Apart from the above-mentioned businesses, the Company's other businesses mainly include traditional labour dispatch, enterprise agency services, consulting and research, vocational training, outplacement services, etc.

Figure 5: Overall product structure of the Company

>>> Support client's TA and business advancement, empower regional employment, and build talent pipeline for industries

Professional Hiring Platform	Vertical recruitment platform			Partner platform and ecosystem for human resource agencies			Talent brain platform	
SaaS	Cloud HR	Cloud Talent Mgmt	Cloud Cadre Mgmt	Cloud Recruiting & Examination	Cloud Recruitment	Cloud Onboarding	Cloud Ecosystem	Cloud Total Staff Involvement
HR Services and Solutions	HR Planning and Consulting		Talent Acquisition and Placement			Smart Payroll Services		HR Training and Development
	HR Management Consulting		Recruitment	Executive search Tailored job fair Campus recruitment		Remuneration Management Consulting		Firm Corporate training
	Recruitment Management Consulting		Solutions	Recruitment Process Outsourcing (RPO)		Compensation Outsourcing		Univ. Integration of education with industry, Co-construction of specialty, Campus training
	Talent Mapping and Survey		Flexible Staffing	Job Outsourcing BPO Offshore Outsourcing Think Tank Experts/Part timers		Individual Income Tax Filing		
			Outplacement	Career Transition/ Psychological Support		Social Security and Personnel Management		Indiv. Talent assessment Your Career Mgmt.

2. Market position and the Company's ecological strategy layout

In the past year, the global economy was hit by the COVID - 19 epidemic, the domestic and foreign situation has arisen new changes, overlapped multiple factors have a profound impact on China's economic and social development. Entering 2021, with the epidemic prevention and control into a normalized stage, under a complicated and volatile domestic and foreign situation, the rapid recovery of economic development and maintaining a sustainable and healthy economic development in the medium and long term are of great significance on achieving high-quality economic development in "14th Five-Year" period and even longer development stage.

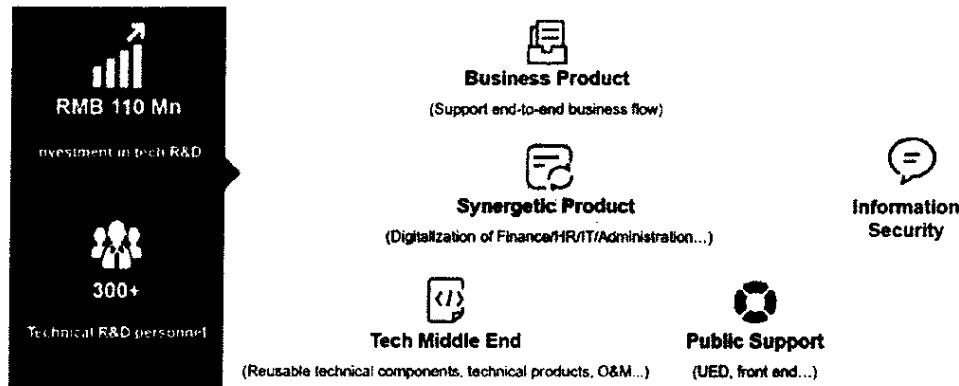
The Company has always adhered to the "Four Ones" basic strategy of the "One Body, two Wings", "One Belt, One Road", "A Group of People", "Dancing Together", and has been orderly pushing forward the Company's business development plan under the guidance of the "three integrations" policy of extensive aggregation, deep collocation, and multi-dimensional integration, and has continued to make efforts in the direction of core products, service scenarios, and ecological platforms. By increasing technology investment, empowering product diversification, building a unique business model of "technology + platform + service", insisting on openness and sharing, and creating an industrial connected ecology, an integrated support is provided for enterprise talent allocation and business development, a whole chain empowerment is provided for regional talent introduction and employment and industry-talent integration. Under the new development pattern of double circulation in domestic and international, the Company insists on deep efforts around the five major city in China, serves the regions and fast-developing enterprises on the basis of serving large customers; provides global talent recruitment, job outsourcing and personnel management services around the needs of "Belt and Road" enterprises; fully develops the Company's open and inclusive corporate culture to connect more HR partners for collaboration and creation, and devotes itself to exporting the specialization, standardization and normalization of HR products and services in domestic and international arenas, leading the China's HR industry high-quality development.

The decentralized multi-business scenarios require a more professional knowledge system and an organizational system for academic research, the Company always keeps learning and exploring on the way forward. In the past two years, the Company continued to pay attention to the recruitment and training of the technical team, as of the end of the reporting period, there are more than 300 professional and technical personnel, who are distributed in the four major departments of product, technology, data division, operations, under the leadership of the Company's chief technology officer. Based on the requirements of the construction of the Company's system information and promoting productization, the effect of reducing cost and increasing efficiency is significant by increasing the data analysis, business analysis and the input in algorithm engineers and data scientists, etc., which laid a solid foundation for the Company's informationization, standardization and process. The Company outputs industry standards and promotes innovative products through reinforcing the technical base, resource integration, and strengthening the ability with precipitating knowledge.

During the reporting period, the Company always insists on increasing technology investment on all aspects under the premise of high growth of operating revenue and profitability of the original offline business. Under the control of the Company's plan timing and financial operation index guidelines, the annual technology investment exceeded CNY 110 million, and the platform construction and technology upgrade further strengthened the internal matching efficiency and conversion efficiency. Digital transformation and the new technology products development will become the second curve of the Company's future development.

>>> Tech Enablement

Enable clients by strengthening technical foundation and resource integration while accumulating knowledge, sharing standard and technology



During the reporting period, under the superimposed effect of technology empowerment and continuous optimization of product structure, both traditional offline service business (referring to mid-to-high end talent search, recruitment process outsourcing, job outsourcing and dispatching, consulting and training, vocational education, outplacement service, etc.) and online new technology product service business (referring to vertical recruitment platform, SaaS cloud product, industry connected platform, regional talent brain platform, etc.) have achieved excellent results.

The following is a discussion on the operating results by different categories of product:

I. The growth of traditional offline service business remains strong

In the past year, facing the macroeconomic instability under the changeable internal and external economic situations, although the Company's overseas and domestic businesses faced multiple challenges, the traditional business of the Company such as mid- to high end talent search, recruitment process outsourcing, flexible employment, consulting, training and payroll tax services, maintained a strong growth trend in reporting period, under the leadership of the Board of Directors and the Group's management, by the means of the optimization of governance structure, the introduction of high-end professional managers and the timely adjustment of its business key layout, etc.

During the reporting period, the Company always insisted on the "Front Shop and Back Factory", "Thousands of People and Thousands of Jobs", "Business Circle Verticalness", "Technology Empowerment", and with the continuous upgrade, efficiency improving and empowerment of the scientific data analysis guidance business and back factory CTS system technology, the Company's operational efficiency has been continuously improved. The mid-to-high end talent search business is based on the two main lines of region and industry, focusing on business circle and job opportunities, continues to make breakthroughs in the fields of semiconductor, cloud computing, new energy, electronics manufacturing, artificial intelligence, etc., with an overall revenue growth of 50%+ year-on-year; the recruitment process outsourcing business continues to implement the leadership of large customers and strengthen the ability of integrating the advantages of a variety of internal and external product resources, with a revenue growth of 30%+ year-on-year; the revenue of flexible employment business has increased by 90%+ year-on-year, with continuous technical empowerment in service middle and technology middle, continuous improvement of recruitment matching efficiency in back factory, and other effects, of which the growth in operating revenue of domestic flexible employment was particularly significant, up 115%+ year-over-year.

The Company's digital management and technology empowerment started to bear fruit during the reporting period, and the overall gross margin improved by 0.94% in the second half of the year compared to the first half.

As of the end of the reporting period, the Company had 31,678 registered employees in the flexible employment outsourcing business, with a net increase of 57% year-on-year, distributed in general positions such as finance, legal affairs, personnel, compliance, procurement, administration, etc. and professional positions such as IT R&D, industrial R&D, pharmaceutical R&D, digitalization transformation, terminal sales, factory flow line technology and management. In this reporting period, the proportion of professional and technical posts increased significantly, especially IT R&D posts, factory flow line mechanic posts and pharmaceutical R&D posts, with a net increase of 90%, 91% and 61% respectively. At present, the delivery conversion of technical support and operation and maintenance posts in industrial R&D is continuously increasing.

During the reporting period, the Company continued to strengthen its "Front Shop" capabilities under the guidance of established strategy: domestically, strengthening the front shop tentacles in web-based domestic business market through establishing technical cooperation platforms or joint ventures with local partners; abroad, exploiting the depth of market in high-tech industry and massive health industry in terms of high-end recruitment and talent employment and placement, combining domestic vertical clients through branches in the UK, Singapore, Malaysia and other locations.

The Company insisted on international development and deeply focused on global regional sink marks with multi-touch, and under the guidance of "One Belt, One Road" basic strategy, the Company has always attached importance to the construction of international service system during the reporting period. As of the end of the reporting period, the Company has set up 15 branches in Hong Kong, China and seven countries, including the United Kingdom, the United States, the Netherlands, Australia, Malaysia, Singapore and India, covering strategic consulting, mid- to-

high end talent search, recruitment process outsourcing, flexible employment and other business types. With the normalization of the overseas epidemic, the revenue of overseas branches started to recover and grow rapidly in the middle of the year, especially in Southeast Asia branches and Investigo in the UK, and the recruitment business and flexible employment business both achieved good results.

As of the end of the reporting period, the Company's revenue outside mainland China increased by 44.34% and has accounted for 22.53% of the overall operating revenue; for Investigo UK alone, the overall business revenue increased by 44.18%, the recruitment business increased by 82.79% and the flexible employment business increased by 29.15% year-on-year. At present, the overall overseas business operation of the Company is developing positively and upward.

As of the end of the reporting period, the Company had a total of 3,384 domestic and overseas employees, including 3,067 domestic and 317 overseas employees.

During the reporting period, the Company successfully recommended 35,000 mid-to-high end managers and professional technicians to clients, representing a year-on-year increase of 40%; the flexible employment business dispatched a total of 311,750 personnel annually, representing a year-on-year increase of 64%.

II. New technology service products are successively showing their expertise with beginning to display their talent

During the reporting period, the Company's new technology services business segment has a clear structure, always insisting on various platforms and technology products as the traffic entrance, linking a wider range of long-tail customers through technology platforms and SaaS products, expanding the Company's "front shop" customer acquisition capabilities while exporting specialized, standardized products, and widely empowering the digital intelligence of regional service partners of government and enterprises. The business performance of various new technology service products is as follows:

Yimaitongdao

The Company's vertical recruitment platform based on the field of massive health. The current data shows an active trend, with information flow sharing as the main direction during the year. By the end of the reporting period, the platform aggregated more than 5,000 corporate users such as pharmaceutical companies and medical institutions in key regions, with more than 11,000 corporate users; during the reporting period, the platform targeted information flow, shaping the brand reputation of the vertical category by the needs of online registering recruitment and offline guiding self-employment delivery or platform partner delivery, with the platform and private domain more than 600,000 active candidates, monthly activities (MAU) reached more than 300,000, and this data now continues to maintain the momentum of high growth.

Career Caidao Cloud

The Company's HR SaaS product. Caidao Cloud continues to provide one-stop HR SaaS applications and O2O HR service total solutions for medium and large enterprises, fast-growing enterprises, institutions and central state-owned enterprises. Focusing on the complex scenario requirements of enterprise users, it provides HR SaaS integrated solution with attendance and payroll tax as the core, and through "Lego-style" decomposition of service module products to be plug-and-play as needed helping enterprises cross the "gap" of digital transformation and achieve cost reduction and efficiency increase. At present, Caidao Cloud SaaS has provided services to more than 200 enterprises, covering a variety of industries such as big technology, large retail, massive health, small finance, etc. It is committed to helping enterprises provide powerful support in attendance, payroll tax automation, HR management compliance, human capital digitization and employee benefit management digitization; the "Recruitment and Examination Integration" SaaS product, which is specifically designed for the recruitment service of institutions, has served more than 800 customers, covering Xinjiang, Shandong, Hebei, Henan, Shanxi, Anhui, Guangdong and other provinces.

Hewa

Hewa is the domestic leading connected platform of HR recruitment industry of Company's, focusing on linking job vacancies and job delivery capabilities between headhunters and enterprises, it unites professional recruitment agencies in the industry to jointly build an independent third-party single collaboration platform to promote industrial cooperation and upgrading; through the three core elements of technology, data and collaboration, it breaks the traditional single-point cooperation model between recruitment companies and clients in four aspects: demand matching, data connectivity, decision-making intelligence and performance innovation, significantly improving the performance of consultants and increasing the operational efficiency of recruitment companies. At the end of the reporting period, the Company's original "Hewa" team for mid-to-high end recruitment and the HR partner communication platform "Gee-Box" completed product integration, structurally forming an industry interconnection model for the entire HR recruitment scenario.

During the reporting period, there were 6,419 registered partners on the Hewa platform, 57,895 registered delivery consultants, 4,261 partners involved in cooperation, and 1,135 delivery consultants involved in the year. By the end of the reporting period, there were 11,617 high-end positions and 533 delivery positions in the original platform operation recruitment, with a delivery conversion rate of about 4.59% and 25,830 recommended resumes for the year, reaching the basic target of annual operation. The current recruitment positions cover 12 major functional positions such as internet, electronic communication, real estate, property, biopharmaceutical, medical, nursing, and human resources. During the reporting period, transaction data doubled, business data grew about 8 times during the year, and recommendation efficiency has achieved a significant increase.

Regional Talent Brain Platform

It is a product with talent brain application service system platform, established by the Company, combining the needs of local government and enterprise and its own platform technology and SaaS products, through the application of big data technology, based on talent supply and demand data, to collect and aggregate regional talent resource data and analyze application. Through the effective integration of regional talent data resources, it realizes dynamic analysis for the current situation of regional talent supply and demand and predictive assessment on regional talent competitiveness to meet the demand for refined analysis of shortage and urgent talent and precise application of talent services in the region. The "Talent Brain Platform" can link regional enterprises in bulk, efficiently obtain regional multi-level and multi-type jobs, fully mobilize the power of interconnected partners, serve regional governments and market demand, and empower regional enterprises and partners.

During the reporting period, the "Employment Cloud Supermarket" in Development Zone of Beijing Yizhuang and Jinan District of Tianjin, which are in operation, has continued to link local enterprises and helped local enterprises to resolve employment and promote employment, with more than 3,000 enterprises currently linked to the two platforms; other projects have been signed and are under construction, such as Chongqing High-tech Zone Talent Brain Platform and Anhui Wuhu Talent Brain Platform; it will be planned and deployed in Beijing-Tianjin-Hebei, Chengdu-Chongqing, Yangtze River Delta, middle and lower reaches of Yangtze River, northwest and northeast regions in the future to open up the talent chain and industrial chain and provide strong support for the introduction of talents and employment placement for regional governments.

In summary, the development of platform and technology has facilitated the diversification structure of the Company's "front shop" tentacles and brought more new customer groups to the Company. The number of customers generating service fee revenue in this reporting period was 6,196, an increase of 17% over the same period last year; the proportion of fast-growing private enterprise customers has been increasing, with 34.9% of the number of domestic and foreign-invested/joint venture customers, 50.7% of the number of private enterprise customers, and 14.4% of the number of government agencies/state-owned/institutions customers.

The continuous integration of the Company's online products and offline service products, and the continuous improvement of the "technology + platform + service" ecological model will bring stronger impetus to the growth of the company's revenue and profit.

Awards

During the reporting period, the Company won numerous awards for its outstanding performance, which was well reputed and recognized by the market:

Award Name	Subject	Awarding institutions	Category
2021 Beijing Private Enterprises Top 100	Career International	Beijing Federation of Industry and Commerce	Comprehensive
2021 Beijing Private Enterprises' Social Responsibility Top 100	Career International	Beijing Federation of Industry and Commerce	Comprehensive
2020 Pudong New Area Private Enterprises Outstanding Contribution Awards	Shanghai Kezhirui	Pudong District Government	Comprehensive
2021 HRFlag Awards-Best Suppliers for Recruitment Process Outsourcing	Career International	HRFlag	RPO
Top 5 of China Human Resource Service Organizations Top 100	Career International	First Resources	Comprehensive
2021 Best Global Human Resource Service Organizations	Career International	First Resources	Comprehensive
2021 Top 10 Figures of China Human Resource Services Industry – Li Yuezhong	Personal	First Resources	Personal
2021 Best Places to Work For	Career International	Pudong Human Resources and Social Security Bureau	Employer Brand
2021 Human Resource Service Organisations Awards	Career International	LinkedIn	Comprehensive
2020 Top 10 Innovation Cases of China Human Resource Service Organizations	Career International	Council of China Human Resources Social Security	Comprehensive
2021 Excellent Human Resource Service Organizations of Southern China region	Career International	Guangdong Society for Human Resource Management	Comprehensive
2021 China Recruitment Process Outsourcing HR Selection of Service Organizations	Career International	HREC	RPO
2021 China Flexible Employment HR Selection of Service Organizations – Service Industry	Career International	HREC	Flexible Employment
2021 China Flexible Employment HR Selection of Service Organizations – White-Collar Post	Career International	HREC	Flexible Employment

2021 China Recruitment Technological Innovation HR Selection of Suppliers	Career International	HREC	Technological Innovation
2021 China Flexible Employment HR Selection of Service Organizations-White-Collar Post	Career Digital- Gee	HREC	Flexible Employment
Third Prize for Innovative Products	Career Digital- Gee	China (Nanjing) International Human Resources Informationization Innovation and Entrepreneurship Competition	Innovative Products
2021 China Suzhou HR Digital Entrepreneurship Competition Third Prize	Hewa	Suzhou Human Resources and Social Security Bureau	Innovative Products
2022 NewFlag Awards - Product of the Year	Yimaitongdao	HRFlag	Products
IIM Interim Management 2021 - Gold Service Provider	Investigo	Institute of Interim Management	Headhunter
Recruiter's Hot 100 ranked No.12	Investigo	Recruiter Magazine	Comprehensive
Talint International Recruitment Power List 500	Investigo	Talint Partnes	Comprehensive
Outstanding Service Organizations	RRCT	Training Magazine	Training Services
2021 China HR Technology Influential TOP People – Yin Wu	Caidao	HRTech China	Personal

III. Core Competence Analysis

1. Macro policy advantages

The report of the 19th National Congress of the Party points out that "China's economy has shifted from a stage of high-speed growth to a stage of high-quality development, and is in the critical period of transforming the mode of development, optimising the economic structure and transforming the growth momentum", and the new growth points will be fostered and new momentum formed in areas such as innovation and leadership in mid- and high-end consumption, green and low-carbon, sharing economy, modern supply chain, and human capital services. At the same time, the report of the 19th National Congress clearly states in the section "Implementing the new development concept and building a modern economic system" that efforts should be made to speed up the building of an industrial system with synergistic development of the real economy, science and technology innovation, modern finance and human resources. The "Three Plans" and "Three Actions" proposed by the Ministry of Human Services since 2017 have also given us the confidence to work towards becoming an industry leader. In April 2021, the National Development and Reform Commission and the Central Cyberspace Administration of China issued the *Notice on Implementation Plan to Promote the Action of "Shangyun Yongshu Fuzhi" to Foster the New Economic Development*, which has an important guiding significance to further accelerate the digital transformation of industries, cultivate new economic development, help build a modern industrial system and achieve high-quality economic development; a digital ecosystem of upstream and downstream industrial chain and cross-industry integration are formed by vigorously cultivating new digital economy, deeply promoting the digital transformation of enterprises, creating a data supply chain, and leading the flow of materials, talents, technology and capital with the data flow, bringing new opportunities to the development of digital platform of HR scenario and HR SaaS technology. On November 8th, 2021, the Ministry of Human Resources and Social Security, the National Development and Reform Commission, the Ministry of Finance, the Ministry of Commerce and the State Administration of Market Supervision issued the *Opinions on Promoting the High-Quality Development of Human Resource Services Industry in the New Period*, the industry has entered a new development stage, with higher requirements for service specialization, standardization, normalization, digitalization and internationalization level; meanwhile, it requires a sound system of policies and regulations, integrity service system and service standard system for human resource services industry, and a stronger market supervision to promote further optimization of business environment.

2. Product ecological advantages

Since its establishment, the Company has always adhered to the purpose of "customer first" and kept pace with customer needs to continuously innovate service products to meet the needs of different development stages and different types of consumers. Initially, the services based on offline services such as middle and high-end talent search, recruitment process outsourcing, flexible employment, consulting, training, talent assessment, etc. have been developed into HR technology-led vertical recruitment platform, HR industry interconnection platform and HR SaaS platform series of technical products, which are widely linked to regional long-tail customers through technical products on the basis of consolidating large customer service, and vertically through the ecology of "technology + platform + service" continuously aggregating industry partners, deeply integrating multi-scene HR services, and forming a real industry interconnection model, and promoting the "competition" development among industry peers; horizontally through deep effort on five major cities and joint ventures/cooperation with local partners to serve the key regional markets, empowering the benign development of local HR service industry.

During the reporting period, under the guidance of the "four services" of consulting, modularization of services, modularization of platform and SaaS of platform, the Company continued to invest internally to upgrade the construction of data and technology centre based on big data and artificial intelligence technology, upgrade the internal business management system of "CTS" to improve efficiency in resume analysis, screening and job matching, and add new functions such as online multiple interviews to empower the recruitment consultants and service centre internally to optimize workflow and improve work efficiency. The Company has further opened up the data of its original vertical recruitment platforms in massive health, etc., combined with the ecological platform of its partners and the HR industry internet platform to acquire and accumulate B-side customers and C-side candidate resources, integrated the HR SaaS product "Career Caidao Cloud" to provide modularized service products in recruitment management, onboarding management, attendance management, payroll management, tax management and welfare management to meet the changeable needs of the HR management departments of customers and enterprises.

3. Organizational structure and internationalization advantages

Over the years, the Company has been empowered by technology, and under the new development of domestic and international double cycle, domestically, deepening its cultivation around five major city clusters, overseas, deepening its network ecological layout with key investments along with the demand path of "One Belt, One Road", currently the Company has more than 110 branches at home and abroad, more than 3,000 professional recruitment consultants and 300 professional technical production and research staff, the business covers mainland China and Hong Kong, Singapore, India, Malaysia, the United Kingdom, the Netherlands, Australia, the United States and other countries and regions, serving more than 20 industry segments in R&D, engineering, manufacturing, supply chain, marketing, sales, finance, legal, personnel and other functional positions, forming more than 300 profit centers. The Company's strong cross-regional service network can help the Company respond quickly to customer needs, with the in-depth development of multinational companies in the Chinese market and the cross-regional and international expansion pace of Chinese enterprises, quickly centralize the quality resources with a customer-centric approach, provide tailored and precise products and services, achieve cross-selling of products and services, and further consolidate the company's leading edge.

4. Corporate culture advantage

Over the years, the Company has developed a positive and learning corporate culture, and all of us are committed to providing professional and value-added human resources services to our clients and to providing candidates with suitable, valuable and better career development opportunities. Company's vision is to "build a bridge between clients and candidates, making it easier to select and employ talent". The Company's management team is experienced and ambitious, with an average of more than 15 years of service in the human resources services industry and a deep understanding of industry development rules and trends. The Company has a diverse workforce, ranging from founding fathers to international external executives, from experts in the recruitment field to leaders in other areas of HR management, from experienced veterans to efficient and innovative post-90s. The Company advocates a corporate culture with teamwork as the core, and has established a reasonable incentive mechanism based on performance and equity incentives, which is oriented towards medium and long-term performance, as well as a flexible and efficient career promotion mechanism, with a talent team turnover rate far below the market average.

IV. Main Business Analysis

1. Overview

Refer to "II. Main Business of the Company during the Reporting Period" in Discussion and Analysis of Management.

2. Revenue and Costs

(1) Operating income structure

Overall operating income

Unit: CNY

	2021		2020		Year-on-year increase/decrease
	Amount	Ratio of operating income	Amount	Ratio of operating income	
Total operating income	7,010,450,882.75	100%	3,932,001,041.85	100%	78.29%
By industry					
Human Resources industry	7,010,450,882.75	100.00%	3,931,236,616.64	99.98%	78.33%
Other business			764,425.21	0.02%	-100.00%
By product					

Mid-high-end talent search	698,679,442.57	9.97%	460,670,498.46	11.72%	51.67%
RPO	145,591,553.96	2.08%	111,060,801.06	2.82%	31.09%
Flexible industries	5,931,471,349.85	84.61%	3,112,318,811.66	79.15%	90.58%
Technical services	22,573,542.41	0.32%	12,645,198.25	0.32%	78.51%
Other business	212,134,993.96	3.03%	235,305,732.42	5.99%	-9.85%
By region					
China mainland	5,430,978,744.12	77.47%	2,837,759,466.73	72.17%	91.38%
Hong Kong, Macao, Taiwan and overseas business	1,579,472,138.63	22.53%	1,094,241,575.12	27.83%	44.34%
By sale model					
Direct sales	7,010,450,882.75	100.00%	3,932,001,041.85	100.00%	78.29%

(2) Industries, products, areas, or sale model that account for more than 10% of the Company's operating income or operating profit

√ Applicable □ Not applicable

Unit: CNY

	Operating income	Operating costs	Gross margin	Operating income increased or decreased from the same period last year	Operating costs increased or decreased from the same period last year	Gross margin increased or decreased from the same period last year
By industry						
Human resources industry	7,010,450,882.75	6,202,706,159.62	11.52%	78.29%	82.52%	-2.05%
By product						
Mid-high-end talent search	698,679,442.57	438,623,279.41	37.22%	51.67%	49.76%	0.80%
RPO	145,591,553.96	82,646,748.53	43.23%	31.09%	34.27%	-1.34%
Flexible staffing	5,931,471,349.85	5,453,660,772.62	8.06%	90.58%	92.96%	-1.14%
Technical services	22,573,542.41	16,975,436.41	24.80%	78.51%	77.18%	0.57%
Other business	212,134,993.96	210,799,922.65	0.63%	-9.85%	1.29%	-10.92%
By region						
China mainland	5,430,978,744.12	4,814,272,351.06	11.36%	91.38%	100.02%	-3.83%
Hong Kong, Macao, Taiwan and overseas business	1,579,472,138.63	1,388,433,808.56	12.10%	44.34%	40.02%	2.71%

In the event that the statistical caliber of the Company's main business data is adjusted during the reporting period, the Company's main business data for the most recent one year are adjusted according to the caliber at the end of the reporting period.

☐ Applicable ☒ Not applicable

(3) Whether the Company's physical sales revenue is greater than labor revenue

☐ Yes ☒ No

(4) Performance of significant sales contracts and major procurement contracts entered into by the Company as of the reporting period

☐ Applicable ☒ Not applicable

(5) Operating costs structure

By product

Unit: CNY

Category of products	Item	2021		2020		Year-on-year increase/decrease
		Amount	Ratio of operating costs	Amount	Ratio of operating costs	
Mid-high-end talent search	Owned employee labor costs, travel and transportation, rent, property and utilities, etc.	438,623,279.41	7.07%	292,884,788.71	8.62%	49.76%
RPO	Owned employee labor costs, travel and transportation, rent, property and utilities, etc.	82,646,748.53	1.33%	61,552,148.58	1.81%	34.27%
Flexible staffing	Owned and outsourced personnel labor costs, travel and transportation, rent, property and utilities, materials, etc.	5,453,660,772.62	87.92%	2,826,277,772.77	83.16%	92.96%
Technical services	Owned and outsourced personnel labor costs, travel and transportation, rent, property and utilities, materials, etc.	16,975,436.41	0.27%	9,580,886.44	0.28%	77.18%

Other business	Owned employee labor costs, travel and transportation, rent, property and utilities, materials, etc.	210,799,922.65	3.40%	208,123,693.61	6.12%	1.29%
----------------	--	----------------	-------	----------------	-------	-------

Description

During the reporting period, as the domestic economy continued to recover, the Company insisted on regional vertical management, strengthened the operation mode of "Front Shop and Back Factory" and "Thousands of People and Thousands of Jobs", and improved the operation management efficiency, all businesses grew steadily. The revenue of mid-to-high end talent search business increased by 51.67%; the revenue of recruitment process outsourcing business increased by 31.09%; the revenue of flexible employment business increased by 90.58%, including the flexible employment business in mainland China increased by 116.10%; the revenue of technical service business increased by 78.51%. compared with the same period last year.

The Company's consolidated gross profit margin was 11.52% in 2021, which was related to the changes in the revenue structure, mainly due to the increase in the proportion of flexible use business to 84.61%.

International peers use net service fees to count business operating effectiveness. Net service fee is defined as operating revenue less direct costs of outsourced employees (including expenses related to outsourced employees, but excluding labor costs and travel, rent, utilities and telephone charges for employees of the Company's own business). The Company's consolidated net service fee was CNY 160,603.92, increased by 49.74% compared with the same period last year, with a consolidated net service fee rate of 22.91%.

(6) Whether the scope of consolidation changes during the reporting period

☒ Yes ☐ No

Compared with last year, in the reporting period, there were more 4 companies, AxG Contracting LLC, Shanghai Wanhehe Information Technology Co., Ltd., Career Digital Technology (Wuhu) Co., Ltd., Career Smart Technology (Chongqing) Co., Ltd.; reduced five companies, Anhui Rongrui Human Resources Co., Ltd., Shanghai CoHirer Network Technology Co., Ltd., Career Zhixin Human Resources (Changchun) Co., Ltd., Hunan Kerui Human Resources Co., Ltd., and Career international search and selection india private limited.

(7) Significant changes or adjustments in the Company's business, products or services during the reporting period

☐ Applicable ☒ Not applicable

(8) Main sales customers and suppliers

The Company's main sales customers

Total sales of the top 5 customers (CNY)	2,569,340,501.82
Ratio of total sales of top 5 customers in total annual sales	36.65%
Ratio of related party sales of the top 5 customers' sales to total annual sales	0.00%

The Company's top 5 customers' information

No	Name of customer	Sales volume (CNY)	Ratio of total annual sales
1	Customer A	1,659,736,414.31	23.68%
2	Customer B	289,509,701.65	4.13%
3	Customer C	263,215,816.96	3.75%
4	Customer D	214,595,148.24	3.06%
5	Customer E	142,283,420.66	2.03%
Total		2,569,340,501.82	36.65%

Other information on main customers

√ Applicable □ Not applicable

The Company is not affiliated with any of the top 5 customers.

The Company's main suppliers

Total purchase amount of the top 5 suppliers (CNY)	373,995,990.43
The ratio of the total purchase amount of the top 5 suppliers to the total annual purchases	20.52%
The ratio of related party purchases among the top 5 suppliers to total annual purchases.	0.00%

The Company's top 5 suppliers' information

No	Name of supplier	Purchase amount (CNY)	Ratio of total annual purchases
1	Supplier A	116,415,870.42	6.39%
2	Supplier B	100,056,529.60	5.49%
3	Supplier C	97,332,520.04	5.34%
4	Supplier D	32,495,064.55	1.78%
5	Supplier E	27,696,005.82	1.52%
Total		373,995,990.43	20.52%

Other information on main suppliers

√ Applicable □ Not applicable

The Company is not affiliated with any of the top 5 suppliers.

3. Expenses

Unit: CNY

	2021	2020	Year-on-year increase/decrease	Notes to significant changes
Selling expenses	169,194,137.40	99,486,511.19	70.07%	This was mainly due to increase market expansion and product operation during the reporting period, the ratio of selling expenses to operating revenues decreased by 0.12% compared with the same period of last year.
Administrative expenses	216,239,948.94	179,489,516.75	20.47%	This was mainly due to the increase in administrative expenses as a result of business growth during the reporting period.
Financial expenses	10,863,939.54	-4,110,334.05	-364.31%	This was mainly due to the increase in interest expenses on borrowings and the increase in unrecognized financing costs for lease liabilities during the reporting period.
Research and development expenses	38,755,717.21	14,534,678.50	166.64%	This is mainly due to the investment in information construction and digital transformation.

4. R & D Investment

Name of main R&D projects	Project Objectives	Project Progress	Objectives to be achieved	Expected impact on the future development of the Company
CTS	Based on the value chain process, CTS develops systems for recruitment business processes with the goal of management and operational efficiency improvement to meet business development needs and drive efficiency output.	In 2022, it has further improved the rate of online processes, built the main data such as job dictionaries and business names, and cleaned and processed group data, and also set up a group tagging and activation center that centralizes information such as resumes and provides activation services centrally. It releases candidate authorization services in accordance with national information security regulations and has strengthened the construction of data analysis team.	To effectively transfer the group's candidate resources and business process management to the online platform, and achieve internal resource sharing and systematic operation through digital capability enhancement.	Through the business online process closure, it will optimize the process and resource structure, improve the conversion rate of business undertaking and talent resource reserve, and provide guarantee for the Group's stable growth and innovation.
ERP Center	Based on the management support process, the system is developed for human resource process and financial process with intelligence and collaboration online as the guide. It meets the group's goals of efficient management, cost reduction and efficiency improvement, employee experience and value enhancement, and fine management of business and finance as a whole.	Fully promote process automation, using low-code platforms and self-research and development to continuously improve the automation rate of financial underwriting and other processes. To strengthen data usage and compliance management, the applications went online, such as contract management platform. Use online IM as a group collaboration platform to promote online meetings and information transparency. Bring the digital examination and training integrated platform online and online knowledge base.	For the 12 major process groups of finance, it will provide basic support in operation analysis, revenue accounting, capital operation, expense accounts, and risk control compliance. To improve process control coverage and automation rate. To build the core personnel system of the enterprise to serve the improvement of employee experience and management efficiency.	Under the guiding method of comprehensive budget management, it will help the Group control risks and keep improving through the standard support of the Group's personnel and financial process system.
Career International Data Platform	Establish a unified, standardized and high-quality recruitment management data center to create core high-quality data assets of Career; improve data information service capability to support Career's digital transformation needs.	Completed the infrastructure of the data middle office and launched data asset inventory and data governance. Soon to release data warehouse for recruitment process and financial system. Brought the analytics platform for behavioral data and AB Test platform online.	To complete the Group's unified recruitment business data and warehouse integrated platform, create core data assets, improve data quality and data security control capabilities, and break the data silos between business systems; with the core concept of business datamation, data capitalization, assets servitization and service intelligentization; build a all-round data service capabilities and create a business data ecological closed loop around people, jobs, and enterprises as the main body.	It will build the leading data and management capability in the recruitment industry, with the Group's digital strategy as the core goal, to improve the efficiency of data usage and data awareness, to provide management support and decision-making around quantitative indicators, to improve the Group's management capability through digital intelligence decision-making, to reduce costs and increase efficiency, and to improve revenue.

Name of main R&D projects	Project Objectives	Project Progress	Objectives to be achieved	Expected impact on the future development of the Company
Hewa	Human resource connected industry platform-Hewa, serves and links human resource organizations, promoting cooperation between enterprises, integrating business resources, and providing collaborative digital platform to serve enterprises. It solves the problem that there are many positions in hunting enterprises, but it is too late to do so and cannot find matching candidates, and the problem that there are many consultant candidates, but there is nowhere to recommend them, so as not to waste the resumes and positions.	In 2021, the Company has completed the construction of the business system of Hewa platform, including Hewa website, Hewa operation management system, Hewa activity system and Hewa operation system to meet the online business cooperation and business collaboration of enterprises. Based on the business data, the Company has completed the Hewa information statistics system and Hewa information management platform to meet Hewa business data statistics and analysis. Based on third-party services, the Company has completed the research and development of business IM service and contract electronic signature service.	To link small and medium-sized enterprises, promote enterprise cooperation, and complete the function modules, such as HR enterprise entry, consulting enterprise entry, employing unit management, contract management, job posting, order taking, talent pool construction, recommendation and recruitment process management, etc., to provide PC terminal, mobile terminal platform entrance to provide an online cooperation for headhunter and enterprises entered, and to provide online collaboration platform for users.	Through platform services, it will link small and medium enterprises, promoting enterprise cooperation, integrating business resources, and combining with Hewa Box, Hewa flash recruitment, talent brain, franchise system, training system to create human resource connected industrial ecology. It will combine the whole ecology to promote the Company's internal and external supply and demand cooperation and to create revenue.
Yimaitongdao	It builds a vertical recruitment platform for the massive health, and based on the accurate traffic from both ends of BC, combined with the Group's service capability in massive health, to build an integrated online and offline HR solution for massive health users.	The main process and basic operation backend of both ends of BC have been built, and the experience and product capabilities are being further optimized. The focus will be on building and improving the capacity in "supply", "distribution" and "link". Market verification has been completed, with 14,000+ B-side users registered, and good user reputation has been gained in some categories. Through the construction of platform supply, distribution and linking capacity to achieve scale. At the same time, it will explore the capability with online + offline integrated product and commercialization strategy.	To integrate online and offline, linking the information matching between positions and resumes and offline cost of the Company's fulfillment points. To complete the connection between the entire recruitment process, online flow continuously empowering the offline customer acquisition and fulfillment efficiency, offline fulfillment data continuously helping the platform showing in data application and algorithm capability. To become the leading online and offline recruitment solution platform in China in the field of massive health.	The new platform + deep service effectively breaks the bottleneck of efficiency and cost of the Company's traditional business, enhancing the market share of the Group in the field of massive health recruitment, and realizing the market sinking. With the Company's strong performance capability, it will build an industry-level brand of human resource service in China's massive health field. It also provides a mature model and a replicable methodology for the Group's development in depth and the Thousands of People and Thousands of Jobs strategy.
Caidao (including Caidao Cloud recruitment and examination)	Recruitment and examination: establishing an integrated platform for recruitment and examination, innovating a new experience for public units, and providing one-stop service for recruitment of public units. Caidao Cloud: through a	Recruitment and examination: through the application system, interview system, invigilation system and third-party written test system, the Company has completed the integrated business closure and full functional coverage of recruitment and examination. The technical team, with the implementation team, can provide customers with integrated professional	Recruitment and examination: comprehensively improve the recruitment mode of public institutions, optimize the recruitment process, make the traditional registration, written test and interview online, and provide a new recruitment experience. Caidao Cloud: comprehensively improve the delivery of dual-core modules, optimize the	Recruitment and examination: through the innovation of recruiting business for public institutions, the Company will break the traditional recruiting model and increase its market share in recruiting for public institutions, helping the Group's business development in the field of public institutions. Caidao Cloud: the Company has launched the original digital

Name of main R&D projects	Project Objectives	Project Progress	Objectives to be achieved	Expected impact on the future development of the Company
	product-driven growth approach, creating a SaaS platform software for medium and large enterprises by using cloud computing technology and mobile technology, to adapt to the diverse, flexible and dynamically changing business needs of enterprises, and to promote participation of all employees in HR services and management through mobile, and improve HR management effectiveness through digitalization.	examination services from registration, examination, fee payment, written test, interview supervision to notification and hiring. Caidao Cloud: 1. Completed the research and development of V1.5 of the attendance module; 2. Completed the research and development of V1.5 of the salary module. 3. Completed the research and development of metadata-based base the platform; 4. Completed the research and development of V1.0 of Onboarding services and product; 5. Completed the upgrade of user experience on APP.	user experience, integrating payroll and attendance inside to a non-self-developed platform on demand, so that a single module can be broken up and sold.	platform based on "people", and through the innovation of the integration model, provided professional dual-core module services to the outside parties, offering KA and SE versions by product line to serve enterprise customers at different stages, which helps the Group win the market in 3 major regions (Greater Bay Area, Yangtze River Delta, Beijing-Tianjin-Hebei) and 6 major industries (large technology, large retail, massive health, finance, central State Owned Enterprises (SOEs), and public institutions).

Company R&D personnel:

	2021	2020	Change ratio
Number of R&D staff (Persons)	339	194	74.74%
Ratio of R&D Staff	10.02%	7.27%	2.75%
Education background			
Bachelor's degree	262	153	71.24%
Master's degree	25	25	0.00%
College	52	16	225.00%
Age			
Under 30 years old	171	183	-6.56%
30 ~40 years old	154	3	5,033.33%
Over 40 years old	7	4	75.00%

The amount of R&D investment and the proportion of operating revenue in the past three years

	2021	2020	2019
Amount of R&D Investment (CNY)	58,383,778.02	31,508,757.63	19,607,246.24
Ratio of R&D Investment to operating income	0.83%	0.80%	0.55%
Amount of capitalized R&D expenditures (CNY)	23,238,190.00	18,137,627.52	12,174,170.06
Ratio of capitalized R&D expenditures to R&D investment	39.80%	57.56%	62.09%
Ratio of capitalized R&D expenditures to current net profit	7.88%	8.74%	6.81%

Note: In 2021, the Company invested CNY 110 million in technology in general, including CTS, ERP system, data platform and other internal information system platforms, and investment in software and hardware for the technology platform products such as hewa, Yimaitongdao, Caidao HR SaaS, etc. and development investment, and operation and marketing expenses.

Reasons for and effects of significant changes in the composition of the Company's R&D personnel

☒ Applicable ☐ Not applicable

This is due to the increase in R&D personnel, resulting from the construction of informatization and promotion of digital transformation of the Company during the reporting period.

Reasons for the significant change in the ratio of total R&D investment to operating income from the previous year

☐ Applicable ☒ Not applicable

Reasons and rationality of significant changes in the capitalization rate of R&D investment

☐ Applicable ☒ Not applicable

5. Cash Flow

Unit: CNY

Item	2021	2020	Year-on-year increase/decrease
Subtotal of cash inflow from operating activities	6,746,469,060.29	4,182,336,181.38	61.31%
Subtotal of cash outflow from operating activities	6,789,197,299.40	3,981,404,408.16	70.52%
Net cash flow from operating activities	-42,728,239.11	200,931,773.22	-121.27%
Subtotal of cash inflow from investing activities	3,273,419.83	4,819,320.07	-32.08%
Subtotal of cash outflow from investing activities	41,012,808.29	85,539,382.32	-52.05%
Net cash flow from investing activities	-37,739,388.46	-80,720,062.25	-53.25%
Subtotal of cash inflow from financing activities	3,053,371,164.39	1,433,434,193.52	113.01%
Subtotal of cash outflow from financing activities	2,381,478,734.79	1,458,432,534.83	63.29%
Net cash flow from financing activities	671,892,429.60	-24,998,341.31	-2,787.75%
Net increase in cash and cash equivalents	589,821,564.71	93,321,755.08	532.03%

Explanation of the main influencing factors for the significant year-on-year change in relevant data

☒ Applicable ☐ Not applicable

The 121.27% decrease in net cash flow from operating activities was mainly due to the high growth of job outsourcing business during the reporting period.

The 32.08% year-over-year decrease in cash inflow from investing activities was mainly due to the receipt of the payment for the disposal of equity interest in Hainan SDIC and the dividend from Wuxi Zhirui during this reporting period.

The year-on-year decrease of 52.05% in cash outflow from investing activities was mainly due to the continuous construction of information technology infrastructure, the investment in Huirong Career, Talent Career Shangdong, Tianjin Yikerui, and the acquisition of equity interests in Yunwuhua during the reporting period.

Cash inflow from financing activities increased by 113.01% year-on-year, mainly due to the Company's receipt of funds raised, current capital loans, and Investigo's accounts receivable factoring business during the period.

Cash outflow from financing activities increased by 63.29% year-on-year, mainly due to the repayment of loans and factoring of Investigo's accounts receivable and payment of operating lease rentals and dividends by the Company during the period.

Explanation of the reasons for the significant difference between the net cash flow from operating activities of the Company and the net profit for the year during the reporting period.

☐ Applicable ☒ Not applicable

V. Non-main Business Income

Unit: CNY

	Amount	Ratio of total profit	Causes of formation	Sustainability or not
Investment Income	2,997,720.25	0.77%	This is mainly due to the recognition of investment income under the equity method in the current reporting period.	No
Non-operating income	37,682,670.53	9.72%	It is mainly due to the government support funds and incentive funds received during this reporting period.	No
Non-operating expenses	832,921.15	0.21%	This is mainly due to donations in the current reporting period.	No
Other income	22,048,169.19	5.69%	This was mainly due to the operating-related subsidies and tax refunds received during the reporting period.	No
Credit impairment losses	-4,501,438.00	-1.16%	This is mainly due to the bad debts incurred during the reporting period.	No

VI. Assets and Liabilities

1. Significant Changes In Asset Structure

Unit: CNY

	Closing 2021		Opening 2021		Increase/ decrease in ratio	Notes to significant changes
	Amount	Ratio of total assets	Amount	Ratio of total assets		
Cash and cash equivalents	1,076,498,130.97	31.77%	485,764,137.50	24.47%	7.30%	This is mainly due to the receipt of funds raised during the reporting period.
Accounts receivable	1,548,352,699.37	45.69%	873,428,403.47	44.00%	1.69%	This is mainly due to the business growth.
Long-term equity investments	116,856,617.28	3.45%	110,389,595.14	5.56%	-2.11%	This is mainly caused by the increase in the Company's investment in Talent Career Shangdong, and Huirong Career during this report.
Fixed assets	10,714,669.40	0.32%	7,713,956.72	0.39%	-0.07%	This is mainly due to the increase in investment in information technology platform construction during the reporting period.
Right-of-use assets	110,962,682.32	3.27%	124,694,120.34	6.28%	-3.01%	This is mainly due to the amortization of right-of-use assets during the reporting period.
Short-term borrowing	41,916,712.98	1.24%	38,297,176.15	1.93%	-0.69%	This is mainly due to current capital loans during the reporting period.
Contract liabilities	63,575,902.79	1.88%	62,185,109.71	3.13%	-1.25%	This is mainly due to the advances from customers in the reporting period.
Lease liabilities	68,396,468.75	2.02%	81,975,356.15	4.13%	-2.11%	This is mainly due to the implementation of the new lease standards and payment of operating lease rentals during the reporting period.
Other receivables	87,433,355.25	2.58%	68,527,056.23	3.45%	-0.87%	This is mainly due to the increase in advance money for another caused by the growth of the Company's traditional labor dispatch business during the reporting period.
Other current assets	4,806,208.18	0.14%	2,739,815.66	0.14%	0.00%	This is mainly due to the increase in corporate income tax prepayment at the end of the year.
Development costs	10,196,043.29	0.30%	14,603,767.78	0.74%	-0.44%	This is mainly due to the transfer of independent research and development projects to intangible assets during the reporting period.
Deferred tax assets	20,187,431.06	0.60%	13,799,631.63	0.70%	-0.10%	This is mainly due to the increase in the Company's deductible losses during the reporting period.

Accounts payable	79,425,198.29	2.34%	42,946,035.56	2.16%	0.18%	This is mainly due to the growth in flexible employment business.
Employee pay payable	480,500,332.08	14.18%	348,497,279.43	17.55%	-3.37%	This is mainly due to the business's growth.
Taxes payable	194,584,710.98	5.74%	111,013,318.57	5.59%	0.15%	This is mainly due to the increase in taxes and fees associated with the growth of revenue and business during the reporting period.
Other payables	160,874,031.25	4.75%	144,996,481.55	7.30%	-2.55%	This is mainly due to the business including restricted stock price, and agency business payable in the reporting period.
Provision	3,411,239.45	0.10%	8,301,099.42	0.42%	-0.32%	This is mainly due to the reclassification of the income reserve in the reporting period.

High proportion of foreign assets

☐ Applicable ☒ Not applicable

2. Assets and Liabilities Measured at Fair Value

☐ Applicable ☒ Not applicable

3. Restrictions on Asset Rights as of The End of The Reporting Period

As of the end of the reporting period, restrictions on asset rights, as below:

Monetary funds with restricted rights to use is as follows:

(1) Deposit of letter of guarantee: Yizhuang International, a subsidiary of the Company, is restricted from using CNY 44,584.17 due to the restriction on the deposit account. The restriction will be removed upon the expiration of the deposit account.

(2) Long suspending: Antal Consulting, a subsidiary of the Company, was restricted from using USD 9,238.84 due to its account is a long suspending account. The account shall release from the suspending on April 14th, 2022 and return to normal.

(3) Change of reserved information: Caike Maipin, a subsidiary of the Company, is restricted from using USD 96,439.50 due to the reserved information has not yet been changed.

(4) Cancellation not yet completed: Changchun Zhixin, a subsidiary of the Group, was restricted from using CNY 217.62 due to the company's cancellation has not yet completed, and the account was released from the restriction on January 14th, 2022 when the cancellation was completed; Kangken Shenyang Branch, a subsidiary of the Group, was restricted in the use of CNY 193,853.58 due to the cancellation has not yet completed.

VII. Investment Analysis

1. General

☒ Applicable ☐ Not applicable

Investment in the reporting period (CNY)	Investment in the same period last year (CNY)	Range of variation
7,549,000.00	50,126,701.00	-84.94%

2. Significant Equity Investments Acquired During the Reporting Period

☒ Applicable ☐ Not applicable

Unit: CNY

Name of investee company	Main business	Investment approach	Investment amount	Shareholding ratio	Source of funds	Partner	Term of investment	Type of Product	Progress as of the date of balance sheet	Estimated profit	Whether there is a lawsuit involved	Disclosure date (if any)	Disclosure index (if any)	Disclosure index (if applicable)
Talent Kerui (Shandong) Human Resources Information Service Co., Ltd.	HR services	other	5,000,000.00	50.00%	Self-owned	Shandong Talent Development Group Co., Ltd.	Infinite term	HR services	Obtain Business license		0.00	No		
Total			5,000,000.00							0.00	0.00			

3. Significant Ongoing Non-Equity Investments During the Reporting Period

☐ Applicable ☒ Not applicable

4. Financial Assets Measured at Fair Value

☐ Applicable ☒ Not applicable

5. Usage of Raised Funds

☒ Applicable ☐ Not applicable

(1) Overall usage of raised funds

☒ Applicable ☐ Not applicable

Unit: CNY 10,000

Year of raising	Ways of raising funds	Total funds raised	Total raised funds used during the period	Total accumulated raised funds used	Total raised funds changed its usage during the reporting period	Total accumulated raised funds changed its usage	Ratio of total accumulated raised funds changed its usage	Total unused raised funds	Usage and destination of total unused raised funds	Amount of raised funds idling over two years
2021	Issuance of shares to specific objects	75,056.6	20,463.11	20,463.11	0	0	0.00%	34,447.39	Deposited in the fund raising account	0
Total	---	75,056.6	20,463.11	20,463.11	0	0	0.00%	34,447.39	---	0

Statements of the overall use of raised funds

Approved by the document ZJXX [2021] No.1425- *Approval of the Registration of the Issuance of Shares to Specific Objects by Beijing Career International Co., Ltd.*, issued by the China Securities Regulatory Commission, the company issued 14,094,955 shares with par value of CNY 1 to specific objects at an issue price of CNY 53.92 per share, with a total raise funds of CNY 759,999,973.60. The balance of CNY 750,566,011.34 after deducting the outstanding sponsorship and underwriting fees (excluding VAT) of CNY 9,433,962.26 was deposited into the special account on July 21st, 2021. The net amount of raise fund is CNY 748,113,275.49, net of other related issuance costs (excluding VAT) of CNY 2,452,735.85, such as accumulated legal fees.

The raise funds have been fully in place on July 21st, 2021 and deposited in the special account for the Company's raise funds, and the aforementioned funds have been audited by ShineWing Certified Public Accountants (Special General Partnership), which issued the verification report No. XYZH/2021BJAA20593).

As of December 31st, 2021, the total amount of raise funds was CNY 406,743,485.16 (of which CNY 200,000,000 was used to temporarily replenish current capital), and the unused balance of raise funds was CNY 344,473,860.11 (including interest income of CNY 651,333.93) during the reporting period.

(2) Committed projects of raised funds

√ Applicable □ Not applicable

Unit: CNY 10,000

Committed investment projects and investment direction of over raised funds	Whether the project has been changed (including partial changes)	Total committed investment of raised funds	Total investment after adjustment (1)	Investment amount in the reporting period	Accumulated investment amount as of the end of the period (2)	Investment progress as of the end of the period (3) = (2)/(1)	Date when project reaches its intended usable status	Realized gains in the reporting period	Accumulated gains realized as of the end of the reporting period	Whether the expected gains are realized	Whether there has been a significant change in project feasibility
Committed Investment projects											
1. Information system upgrade project	No	23,000	23,000	455.63	455.63	1.98%	January 31 st , 2023			Not applicable	No
2. Digital transformation and HR Platform Construction Project	No	33,000	33,000	7.48	7.48	0.02%	January 31 st , 2023			Not applicable	No
3. Supplemental current capital	No	20,000	20,000	20,000	20,000	100.00%				Not applicable	No
Subtotal of committed investment projects		76,000	76,000	20,463.11	20,463.11						
Investment direction of over raised funds											
Not applicable											
Total		76,000	76,000	20,463.11	20,463.11			0	0		

Committed investment projects and investment direction of over-raised funds	Whether the project has been changed (including partial changes)	Total committed investment of raised funds	Total investment after adjustment (1)	Investment amount in the reporting period	Accumulated investment amount as of the end of the period (2)	Investment progress as of the end of the period (3) = (2)/(1)	Date when project reaches its intended usable status	Realized gains in the reporting period	Accumulated gains realized as of the end of the reporting period	Whether the expected gains are realized	Whether there has been a significant change in project feasibility
Failure to meet planned schedules or expected gains and its reasons (by specific project)											To date, the fund-raising investment project is continuing to proceed normally, and no significant internal or external factors have led to the adjustment of the fund-raising plan.
Statements of significant changes in project feasibility											Not applicable
Amount, use, and progress of over-raised funds											Not applicable
Change of implementation location of fund-raising investment projects											Not applicable
Adjustment of the implementation mode of the fund-raising investment projects											Not applicable
Prior investment and replacement of funds raised for investment projects											Applicable
											At the fourth meeting of the third session of the Board of Directors held on August 25 th , 2021, the Company approved the <i>Proposal of Using the raise Funds to Replace the Self-Financing Funds Invested in Advance</i> , and agreed to use the raise funds of CNY 4,005,204,000 to replace the self-financing funds invested in advance and use the raise funds of CNY 414,241,000 to replace the issue costs paid in advance. The total replacement fund of CNY 4,005,204,000 has been audited by ShineWing Certified Public Accountants (Special General Partnership), and issued the <i>Assurance Report on the Pre-investment of Self-financing Funds into the Investment Project by Beijing Career International Co., Ltd.</i> (No. XYZH/2021BJAA20594). The above-mentioned funds of fund-raising project invested from self-financing funds of CNY 4,419,445 was completed replacement on September 1 st , 2021.

Committed investment projects and investment direction of over raised funds	Whether the project has been changed (including partial changes)	Total committed investment of raised funds	Total investment after adjustment (1)	Investment amount in the reporting period	Accumulated investment amount as of the end of the period (2)	Investment progress as of the end of the period (3) = (2)/(1)	Date when project reaches its intended usable status	Realized gains in the reporting period	Accumulated gains realized as of the end of the reporting period	Whether the expected gains are realized	Whether there has been a significant change in project feasibility
Temporary replenishment of liquidity with idle raised funds	Applicable	At the sixth meeting of the third session of the Board of Directors held on October 26 th , 2021, the Company approved the <i>Proposal on Temporary Replenishment of Current Funds with Part of the Idle Funds Raised</i> , and agreed to use part of the idle funds raised, no more than CNY 200 million, to temporarily replenish the current funds for a period of no more than 12 months from the date of approval by the Board of Directors and will return it to the special account for arise funds when it is expired, on the premise of ensuring the capital demand of the arise fund investment projects and the normal implementation of the plan of using fund arisen. The independent directors of the Company expressed their independent opinion on the matter; the sponsor CITIC Construction Investment Securities Co., Ltd. expressed its verification opinion of no objection on the matter.									
Amount and reason for the fund-raising balance for project implementation	Not applicable										
Use and destination of unused raised funds	As of December 31 st , 2021, the balance of raise funds was CNY 344,473,900 which was deposited in the special account.										
Problems in the use and disclosure of raised funds or other circumstances	Not applicable										

(3) Change in fund raising projects

☐ Applicable ☒ Not applicable

There was no change in fund-raising projects in the reporting period.

VIII. Significant Asset and Equity Sales**1. Sales of Significant Assets**

☐ Applicable ☒ Not applicable

The Company did not sell any significant assets during the reporting period.

2. Sale of Significant Equity

☐ Applicable ☒ Not applicable

IX. Analysis of Major Holding and Participating Companies

☒ Applicable ☐ Not applicable

Major subsidiaries and participating companies with 10% or more influence on the Company's net profit

Unit: CNY

Name	Type	Main business	Registered capital	Total assets	Net assets	Operating income	Operating profit	Net profit
Suzhou Career	Subsidiary	Flexible staffing (mainly offering IT R&D engineer positions, service engineer positions), Recruitment Process	4,000,000.00	282,270,988.94	153,824,972.70	777,681,397.87	62,047,647.69	48,219,986.02
Shanghai Kezhirui	Subsidiary	Flexible staffing (mainly offering IT R&D engineer positions, office administration positions)	20,000,000.00	1,002,253,636.22	177,608,401.59	2,848,169,164.58	106,807,651.90	98,516,983.03
Beijing Yizhuang	Subsidiary	Flexible employment, traditional labor dispatch (mainly providing factory line positions)	10,000,000.00	294,931,679.72	95,241,724.61	645,319,854.67	75,388,237.89	60,107,510.35
Investigo	Subsidiary	Mid-high-end talent search, Flexible staffing	1,500.00 Pounds	471,111,191.85	182,132,459.15	1,310,151,760.64	57,605,662.42	45,736,336.52

Acquisition and disposal of subsidiaries during the reporting period

☒ Applicable ☐ Not applicable

Name	Acquisition and disposal method of subsidiaries during the reporting period	Impact on overall operation and performance
Career Smart Technology (Chongqing) Co., Ltd.	Newly set up subsidiary	Set up on July 5 th , 2021, the Company is mainly engaged in human resource service business. During the reporting period of 2021, the net profit is CNY -382,114.97.
AxG Contracting LLC	Newly set up subsidiary	Set up on March 26 th , 2021, the Company is mainly engaged in human resource service business. During the reporting period of 2021, the net profit is CNY -300.00.
Shanghai Wanhehe Information Technology Co., Ltd.	Newly set up subsidiary	Set up on June 22 nd , 2021, the Company is mainly engaged in human resource service business. During the reporting period of 2021, the net profit is CNY -300.00.

Career Digital Technology (Wuhu) Co., Ltd.	Newly set up subsidiary	Set up on August 2 nd , 2021, the Company is mainly engaged in human resource service business. During the reporting period of 2021, the net profit is CNY-355,042.37.
Career Zhixin Human Resources (Changchun) Co., Ltd.	Cancellation of subsidiary	The company was cancelled on December 1 st , 2021 and is mainly engaged in human resource service business. During the reporting period of 2021, the net profit is CNY-115,990.89.
RRCT Digital Technology (Hubei) Co., Ltd.	Cancellation of subsidiary	Established on April 14 th , 2021 and cancelled on December 1 st , 2021, the company is mainly engaged in human resource service business. During the reporting period of 2021, the net profit is CNY 149,640.34.
Anhui Rongrui Human Resources Co., Ltd.	Cancellation of subsidiary	The Company was cancelled on January 5 th , 2022 and is mainly engaged in human resources services. The net profit for the reporting period of 2021 was CNY 881,758.92.
Shanghai CoHirer Network Technology Co., Ltd.	Cancellation of subsidiary	The company was cancelled on June 1 st , 2021 and is mainly engaged in technology services business. Net profit for the reporting period of 2021 was CNY 2,771,288.08.
Career international search and selection India private limited	Sale of subsidiary	Equity transfer agreement entered into on February 26 th , 2021. As of the end of the reporting period, the shareholders of the Company have changed and bank accounts have been transferred, and the Company is judged to have lost control. The net profit for the reporting period of 2021 was CNY 221,371.04.
Hunan Kerui Human Resources Co., Ltd.	Sale of subsidiary	On December 27 th , 2021, the business change was completed. Net profit for the reporting period of 2021 was CNY 452,593.55.

Description of major holding and equity participation companies

Shanghai Kezhirui, Suzhou Kerui, Beijing Yizhuang are mainly engaged in flexible employment business and recruitment process outsourcing business, and their business grew steadily in reporting period. Investigo is mainly engaged in middle and high-end talent search and flexible employment business, and its business gradually recovered during the reporting period.

X. Structured entities controlled by the Company

☐ Applicable ☒ Not applicable

XI. Company's Future Outlook

At the beginning of the New Year, in the face of a variety of uncertainties in the macroeconomic situation at home and abroad, as well as the outbreak of international local wars and recurring domestic epidemics that have brought pressure on global economic development, the Company seriously studies and implements the spirit of "seeking progress in a stable manner" and insisting on "scientific and technological innovation" as proposed in the Central Economic Work Conference, emphasizing the company's basic

strategy of "four ones" internally and requiring the management to grasp the macro policy guidance and industry development trend in time to grasp the market opportunities; the Company invests more in technology to continuously improve the innovation of technology product structure, strengthen the inherent advantages to cope with and carry the multiple service demands brought by economic changes, enhance the agility of the organization in all aspects, and continuously promote the expansion of multiple offline services such as flexible employment, mid-to-high end talent search, recruitment process outsourcing, and the synergistic and steady development of online platform and SaaS product business.

(I) 2021 Business Plan

1. Empower Technology, strengthen new technology product capability, and continuously improve the "technology + platform + service" ecological model

The Company will continue to increase its investment in technology, improve its internal financial management system, HR management system, HRO system, upgrade the construction of CTS system, and continue to invest in vertical recruitment platform, industrial Internet platform construction and HR SaaS products; continuously strengthen the construction of service center, technology center and data center, provide core technical support for the structure of "front shop and back factory", empower government and enterprise customers with a perfect ecological model, enhance operational efficiency on the basis of strengthening information management and data security, and cultivate new performance growth points for the company.

2. Insist on customer first and continuous in-depth vertical upgrade

Deeply explore and analyze the customer needs under the new economic form and insist on vertical upgrade. On the basis of the original industry KA, the Company actively deploys in the five major business circles of Guangdong-Hong Kong-Macao Greater Bay Area, Yangtze River Delta, middle and lower reaches of Yangtze River Delta, Beijing-Tianjin-Hebei, and Chengdu-Chongqing, aggregates the resources of regional government partners, and provides one-stop HR full-industry chain services in various forms for customers in regions. We focus on the digital transformation of enterprises, high-tech industries including cloud computing, big data, artificial intelligence, e-commerce and local life, health, online education, new energy industry chain, financial industry, as well as government institutions based on the government cloud platform and intelligent city upgrades and other aspects to understand our customers better, and continuously improve the portfolio of existing services and solutions to meet the customers' in-depth HR needs driven by reform and to make product portfolio and model innovation.

3. Implementing the concept of openness and sharing and extensive aggregation of partner resources actively embracing industry interconnection

Accelerate the integration of new technology products with the original offline service products within the Company, continuously improve the efficiency of supply and demand matching and job delivery, continue to strengthen management while maintaining the continuous high-speed development of advantageous products, and improve product quality and per capita unit production through management innovation, management optimization and data empowerment; through technology and management to empower the majority of interconnected partners to lead the market to promote a new pattern of win-win cooperation in the industry with the specialization, standardization, Normalization and digitization of services.

4. Continued overseas layout and increase international development to enhance international competitiveness

The company will continue to adhere to the basic strategy of "Belt and Road Initiative" and continue to actively layout overseas along with the development path of "Belt and Road Initiative" domestic and foreign large clients. With the advantages and benchmarking role of A-share listed human resources enterprises, we will increase overseas investment and mergers and acquisitions, expand the layout and construction of the service network of international business system according to the needs of overseas talent recruitment and management of domestic and foreign customers, continuously improve the international service capability.

5. Continue to strengthen internal management Lean operations

The Company will continue to implement the construction of standardize, informatize and processize, and break down information silos; strengthen lean operations, continuously pursue business and management granularity, and strengthen the construction of organizational culture and talent team to continuously improve organizational operation capabilities.

(II) Business risks and responses

1. Risk of model shift

The risk that the Company's management ability may not be able to adapt to the expansion of business scale. The Company's asset scale, personnel scale and business scale will further expand. If the business quality and management level of the Company's management cannot adapt to the needs of the Company's scale, and the organizational model and management system cannot be adjusted and improved in a timely manner, the Company's market competitiveness will be weakened, which will adversely affect the Company's business development.

Countermeasures: Strengthen internal communication and training, reinforce the training of talent ladder, and improve the ability and quality of management staff.

2. Risk of talent loss and cultivation

The human resource service industry is a sunrise industry in China, and is in a period of rapid development with broad development prospects. In general, the concentration of human resource service industry is low, and the market share of enterprise units in the industry is not high. Although the Company has certain competitive advantages compared with other enterprises in the same industry, it has a team of high-quality professionals, has established a high industry status and brand awareness, and can provide overall human resources solutions. However, if the Company fails to keep pace with the development of the industry, strengthen its core competitiveness and expand its competitive advantages through various means, the intense market competition may reduce the Company's market share, which may adversely affect its business expansion and market position stability.

Response measures: On the one hand, the Company adopts endogenous measures of performance appraisal and salary incentive to improve the efficiency of employees, and actively considers the implementation of equity incentive to absorb core management and business personnel as shareholders of the Company to share the dividends of the Company's development, so as to boost morale and stabilize people's confidence; on the other hand, the Company continues to develop new businesses, so that employees can fully play and develop their space, and the growth of per capita revenue generation is synchronized or higher than the growth of labor costs. On the other hand, we will continue to develop new businesses, so that our employees can fully utilize and develop their skills, and the growth of revenue per capita can be synchronized or higher than the growth of labor cost.

3. Risk of policy and regulatory changes

At present, China's economy is in the process of structural adjustment and transformation, economic growth is slowing down, and the future macroeconomic boom is facing certain uncertainty, which may have a certain negative impact on the development of the Company's business may be adversely affected to a certain extent.

Countermeasures: Emphasize on compliant operation, continuously enrich the product layout in terms of regions and business forms, enhance internal traffic conversion and matching efficiency and avoid over-reliance on a single region or product.

XII. Activity Registration Form for Hosting Research, Communications, Interviews, Etc.

√ Applicable □ Not applicable

Reception time	Reception Location	Reception Way	Reception Type	Reception Object	The main contents of the discussion and the information provided	Index of the basic facts of the survey
February 1 st , 2021	Tencent Conference	Telephone communication	Agency	Analysts	For details, please refer to Website (www.cninfo.com.cn) 300662 Career International Investor Relations Management System 20210201, 300662 Career International Investor Relations Management Profile 20210201.	For details, please refer to Website (www.cninfo.com.cn)
May 10 th , 2021	ESW Investor Relations Interactive Platform	Other	Other	Shareholders, Investors	For details, please refer to Website (www.cninfo.com.cn) 300662 Career International 2022 Annual Performance Presentation 20210510.	For details, please refer to Website (www.cninfo.com.cn)
May 11 th , 2021	Suzhou branch of the Company	Field Research	Agency	Specific objects, analysts	For details, please refer to Website (www.cninfo.com.cn) 300662 Career International Annual 2020, First Quarter of 2021 and Directed Issuance Investor On-site Research and Exchange Meeting	For details, please refer to Website (www.cninfo.com.cn)
August 31 st , 2021	Tencent Conference	Telephone communication	Agency	Specific objects, analysts	For details, please refer to Website (www.cninfo.com.cn) 300662 Career International Research Activities Information 20210831	For details, please refer to Website (www.cninfo.com.cn)

Reception time	Reception Location	Reception Way	Reception Type	Reception Object	The main contents of the discussion and the information provided	Index of the basic facts of the survey
September 23 rd , 2021	Sp5w Investor Relations Interactive Platform	Other	Other	Shareholders, Investors	For details, please refer to Website (www.cninfo.com.cn) 300662 Career International Investor Relations Management Profile 20210024.	For details, please refer to Website (www.cninfo.com.cn)

Section IV. Corporate Governance

I. Basic Status of Corporate Governance

During the reporting period, the Company continued to improve its corporate governance structure and internal management and control system in strict accordance with *Corporate Law*, *Securities Law*, *Code of Governance of Listed Companies*, *Shenzhen Stock Exchange GEM Listing Rules*, *Shenzhen Stock Exchange Self-regulatory Guidelines for Listed Companies No. 2 - Standardized Operation of Listed Companies on the Growth Enterprise Market* and other relevant laws, regulations and relevant laws and regulations of China Securities Regulatory Commission to continuously develop in-depth corporate governance activities and to improve the standard operation and governance level of the company. As at the end of the reporting period, the actual state of corporate governance was in compliance with the requirements of the *Code of Governance of Listed Companies* and the *Shenzhen Stock Exchange Self-regulatory Guidelines for Listed Companies No. 2 - Standardized Operation of Listed Companies on the Growth Enterprise Market*.

1. Shareholders and the General meeting of stockholders

The Company strictly implements the requirements of the relevant laws and regulations, such as the *Corporate Law*, *Securities Law*, *Shenzhen Stock Exchange GEM Listing Rules*, *Articles of Association*, and *Rules on Procedure of the General Meeting of Stockholders*, to regulate the works in terms of call and hold the general meeting of stockholders, review of proposal, voting, meeting minute and signing, etc., to treat all shareholders equally so as to ensure shareholders to enjoy equal position and right, assuring equally enjoying the rights to know and participation on the Company's significant events for the shareholders.

2. The Company and its controlling shareholders

The Company has a standardized and effective corporate governance structure, which is separate from the controlling shareholders or actual controllers and their invested enterprises in terms of assets, personnel, finance, organization and business, and has established an organizational structure adapted to its own development needs, clarified the functions of each department, and has a complete business system and the ability to operate independently for the market. The Company's controlling shareholders can strictly regulate their own behavior and have not gone beyond The Company's general meeting to intervene directly or indirectly in the Company's decision-making and business activities.

3. Directors and Board of Directors

The Company elects its directors in strict accordance with *Corporate Law*, the *Articles of Association* and other relevant provisions, and currently has four directors and three independent directors, accounting for one-third of all directors. The number and composition of the Board of Directors comply with the requirements of laws and regulations and the *Articles of Association*.

During the reporting period, the Board of Directors of the Company was able to carry out its work in strict accordance with *Corporate Law*, *Securities Law*, *Shenzhen Stock Exchange GEM Listing Rules*, *Articles of Association*, *Rules of Procedure of the Board of Directors*, *Independent Directors' Working System* and other laws, regulations and systems. The Company's directors perform their duties in good faith and diligently, attend board meetings and shareholders' meetings conscientiously, actively participate in relevant training, and are familiar with relevant laws and regulations. The independent directors of the Company perform their duties independently, express independent opinions on major matters of the Company, effectively protect the interests of the Company and the rights and interests of shareholders, and pay particular attention to protecting the legitimate rights and interests of small and medium-sized shareholders from being harmed. Therefore, independent directors play an important role in the Company's major decisions and investments. The Company's Board of Directors consists of four specialized committees: The Strategy Committee, the Audit Committee, the Nominating Committee and the Remuneration Committee, which are responsible to the Board of Directors.

4. Supervisors and the Board of Supervisors

The Company elects candidates for supervisors in strict accordance with the *Corporate Law*, the *Articles of Association* and other relevant laws and regulations. During the reporting period, there were three supervisors on the Board of Supervisors, including one employee representative supervisor, and the number and composition of the Board of Supervisors complied with the requirements of laws

and regulations. The Company's supervisors convene the Board of Supervisors meetings in strict accordance with *Corporate Law*, the *Articles of Association* and the *Rules of Procedure of the Board of Supervisors* and other relevant provisions, and each supervisor attends the meetings of the Board of Supervisors in good faith and performs his or her duties diligently. The Board of Supervisors supervises The Company's financial status, significant matters and the legal compliance of the Company's directors and senior management in performing their duties to safeguard the legitimate rights and interests of the Company and its shareholders.

5. About the Company's management

The general manager and other senior management of the Company are appointed by the Board of Directors of the Company, in accordance with the provisions of the *Articles of Association* of the Company. The Company has formulated the *General Manager's Work Rules*, which serve as the normative basis for the work of the managers. The management of the Company is able to exercise effective control over daily production and operation in accordance with the requirements of the relevant systems, with clear responsibilities and diligence. The Board of Directors and the Board of Supervisors are able to exercise effective supervision and control over The Company's management. During the reporting period, the Company's management and core technical team remained stable.

6. About the performance evaluation and incentive mechanism

The Company has established a *Compensation and Benefits Management Policy*. The Company's senior management and employees implement a three-part salary evaluation system consisting of basic salary + performance salary + year-end performance award, which conducts a comprehensive evaluation of employees' working ability and work performance. The Company determines year-end performance bonuses based on year-end KPI assessment results, giving full play to employees' enthusiasm and creativity. By establishing a mechanism for the Company and employees to reasonably share the benefits brought about by the Company's development, the Company is able to attract more talented people and achieve its development goals.

7. About the disclosure system and transparency

After its listing, the Company has formulated the *Measures for the Administration of Information Disclosure*, the *Internal Reporting System for Material Information*, the *Investor Relations Management System*, the *Registration System for the Informants of Internal Offering Information*, and the *Accountability System for Material Errors in Information Disclosure of the Annual Report*, which standardizes the management of various types of information submission and use, strengthens the confidentiality of insider information, and improves the quality and transparency of information disclosure. *China Securities Journal*, *Securities Daily*, *Shanghai Securities News*, *Securities Times* and Juchao Website (www.cninfo.com.cn) are the designated media for the Company's information disclosure. The Company ensures timely, accurate, fair and complete information disclosure in accordance with the *Shenzhen Stock Exchange GEM Listing Rules*, the *Shenzhen Stock Exchange GEM Listed Company Operation Guidelines* and other relevant laws, regulations and the provisions of the *Articles of Association*. There are no irregularities such as the disclosure of insider information, ensuring fair access to information for all shareholders.

8. The Company and its investors

The Company places a high priority on investor relations and investor relations management. During the reporting period, the Company effectively carried out investor relations management and actively strengthened communication with investors through online roadshows, receiving on-site research from investors, timely answering of questions on the interactive platform, and answering phone calls and emails from investors. At the same time, in strict accordance with relevant regulations, the Company requires investors who participate in on-site research to sign a letter of commitment, and does not violate the disclosure of undisclosed material information in investor relations management activities.

Is there a material difference between the actual state of the corporate governance and the normative documents issued by the CSRC regarding the governance of listed companies?

☐ Yes ☒ No

There is no material difference between the actual state of the corporate governance and the normative documents issued by the CSRC regarding the governance of listed companies.

II. Independence of the Company from the Controlling Shareholder in Terms of Business, Personnel,

Assets, Institutions, Finances, etc.

The Company operates in strict accordance with the *Corporate Law*, *Securities Law* and other laws and regulations as well as the requirements of the *Articles of Association*, and establishes and improves the corporate governance structure of the Company. The Company is separated from the controlling shareholder and actual controller in business, personnel, assets, institutions and finance, and has independent and complete business and independent operation ability. All the production and operation or major issues of the Company are discussed and determined by the Management, the Board of Directors and the Shareholders' Meeting in accordance with the *Articles of Association* and relevant systems, and there is no case of being controlled by the controlling shareholder and the actual controller.

1. Business Independence

The Company does not compete with its controlling shareholders, actual controllers and other enterprises under its control. The Company has an independent and complete research and development, production, procurement and sales system, has developed an independent financial accounting system, labor and personnel management, independently carries out business, independent accounting and decision-making, and independently assumes responsibilities and risks. The Company does not rely on shareholders and other related parties for production and operation activities.

2. Personnel Independence

The directors, supervisors and senior management of the Company are appointed in accordance with the procedures stipulated in the *Corporate Law* and other laws, regulations, regulatory documents and the *Articles of Association* of the Company. The Company's general manager, vice general manager, financial director and secretary to the Board of Directors are all working in the Company and are paid salaries. They do not hold any position other than director or supervisor in the companies of the controlling shareholder, the actual controller and other companies controlled by them and are not paid salaries. The Company's financial personnel also do not hold any part-time positions in the companies of the controlling shareholder, the actual controller or other enterprises under their control. The Company has established an independent personnel management system, signing labor contracts with its employees, and has established an independent salary management, welfare and social security system.

3. Asset independence

The Company legally owns the ownership or use rights of business premises, office supplies and trademarks, patents and non-patented technologies related to its main business. The property rights of the assets between the Company and its shareholders are clearly defined, and the business premises are independent, and there is no reliance on the business premises of shareholders for operation. There is no situation where the Company provides guarantee for the debts of shareholders and their affiliates with the Company's assets, equity or reputation. The Company has complete control and dominion over all assets, there is no situation where monetary funds or other assets are occupied by shareholders to the detriment of the Company's interests, and the Company's assets are complete and independent.

4. Institutional independence

The Company has established a complete governance structure including the Shareholders' Meeting, the Board of Directors and the Board of Supervisors, and an independent and complete operation and management structure in line with the actual situation of the Company according to its operation and development needs. These bodies exercise their powers independently in accordance with the *Articles of Association* and the internal management system. The Company's production and operation and office structure are independent and there is no mixed operation with shareholders.

5. Financial independence

The Company has an independent financial and accounting department and internal audit department with full-time financial management personnel and internal audit personnel. The Company has formulated a financial management system and internal audit management system independent of the controlling shareholder and has established an independent accounting system. The Company has an independent bank account and pays taxes independently according to the law. The Company does not have any monetary funds or other assets occupied by shareholders or other related parties, nor does it provide guarantees for shareholders, their subordinated units or other related enterprises.

III. Industry Competition

☐ Applicable ☒ Not applicable

IV.Information on the Annual General Meeting and Extraordinary General Meeting Held during the Reporting Period

1. General meeting of shareholders for the reporting period

Session	Types of meeting	Participation rate of investors	Date of meeting	Date of disclosure	Conference Resolutions
The First Extraordinary General Meeting of Shareholders of 2021	Extraordinary general meeting of shareholders	58.43%	February 3 rd , 2021	January 19 th , 2021	<p>Consideration and adoption of 1.00 the Proposal on the Compensation Solution for the Third Session of Non-Independent Directors, Independent Directors and Supervisors of the Company.</p> <p>Consideration and adoption of 2.00 the Proposal for Election of the Board of Directors of the Company for a New Term and Nomination of Candidates for Non-independent Directors of the Third Session of the Board of Directors.</p> <p>Consideration and adoption of 2.01 the Election of Mr. Gao Yong as a Non-Independent Director of the Third Session of the Board of Directors of the Company.</p> <p>Consideration and adoption of 2.02 the Election of Mr. Li Yuezhong as a Non-Independent Director of the Third Session of the Board of Directors of the Company.</p> <p>Consideration and adoption of 2.03 the Election of Mr. GUOXIN as a Non-Independent Director of the Third Session of the Board of Directors of the Company;</p> <p>Consideration and adoption of 2.04 the Election of Mr. XU Lei as a Non-Independent Director of the Third Session of the Board of Directors of the Company.</p> <p>Consideration and adoption of 3.00 the Proposal for Election of Board of Directors of the Company for a New Term and Nomination of candidates for Independent Directors of the Third Session of the Board of Directors.</p> <p>Consideration and adoption of 3.01 the Election of Mr. Yu Xingxi as an Independent Director of the Third Session of the Board of Directors of the Company.</p> <p>Consideration and adoption of 3.02 the Election of Mr. Xun Endong as an Independent Director of the Third Session of the Board of Directors of the Company.</p> <p>Consideration and adoption of 3.03 the Election of Mr. Zhang Weihua as an Independent Director of the Third Session of the Board of Directors of the Company.</p> <p>Consideration and adoption of 4.00 the Proposal on the General Election of the Supervisory Board of the Company and Nomination of Candidates for Non-Employee Representative Supervisors for the Third Session of the Supervisory Board.</p> <p>Consideration and adoption of 4.01 the Election of Ms. Zhang Hongwei as a Non-Employee Representative Supervisor of the Third Session of the Board of Supervisors of the Company.</p> <p>Consideration and adoption of 4.02 the Election of Ms. Guo Huizhen as a Non-Employee Representative Supervisor of the Third Session of the Board of Supervisors of the Company.</p>

Session	Types of meeting	Participation rate of investors	Date of meeting	Date of disclosure	Conference Resolutions
The Second Extraordinary General Meeting of Shareholders of 2021	Extraordinary general meeting of shareholders	58.32%	February 24 th , 2021	February 5 th , 2021	Consideration and adoption of 1.00 the <i>Proposal to Repurchase and Cancel the Part of Restricted Shares Granted but not yet Unlocked</i> . Considered and approved 2.00 the <i>Proposal on the Change of Registered Capital, Change of Business Scope, Amendment of Articles of Incorporation and Registration of Business Changes</i> .

Session	Types of meeting	Participation rate of investors	Date of meeting	Date of disclosure	Conference Resolutions
Annual General Meeting of Shareholders of 2020	Annual general meeting of shareholders	54.78%	May 24 th , 2021	April 28 th , 2021	<p>Consideration and adoption of 1.00 the Proposal on the Company's 2020 Annual Report on the Work of the Board of Directors.</p> <p>Consideration and adoption of 2.00 the Proposal on the Company's 2020 Annual Report on the Work of the Supervisory Board.</p> <p>Consideration and adoption of 3.00 the Proposal on the Company's 2020 Annual Financial Accounts Report.</p> <p>Consideration and adoption of 4.00 the Proposal on the Company's Fiscal Year 2021 Financial Budget Report.</p> <p>Consideration and adoption of 5.00 the Proposal on the Company's Special Report on the Deposit and Use of Proceeds for the Year 2020.</p> <p>Consideration and adoption of 6.00 the Proposal on the Company's Full Annual Report for 2020 and its Summary.</p> <p>Consideration and adoption of 7.00 the Proposal on the Company's Proposed Annual Profit Distribution for 2020.</p> <p>Consideration and adoption of 8.00 the Proposal on the Remuneration of Directors and Senior Management of the Company for 2021.</p> <p>Consideration and adoption of 9.00 the Proposal on the Supervisory Allowance of the Company for 2021.</p> <p>Consideration and adoption of 10.00 the Proposal on the Company's Renewal of the Appointment of ShineWing Certified Public Accountants (Special General Partner) as the Company's Auditor for the Year 2021.</p> <p>Consideration and approval of 11.00 the Proposal on Application of Comprehensive Credit Limit and Borrowing Matters and Guarantee Limit from Banks by the Company and its Holding Subsidiaries in 2021 and Authorizing the Board of Directors to Handle the Relevant Credit Procedures.</p> <p>Consideration and adoption of 12.00 the Proposal on Amending Articles of Association and Registration of Business Changes to Handle the Relevant Credit Procedures.</p> <p>Consideration and adoption of 13.00 the Proposal on Amending the Rules of Procedure of the Board of Directors.</p>

Session	Types of meeting	Participation rate of investors	Date of meeting	Date of disclosure	Conference Resolutions
The Third Extraordinary General Meeting of Shareholders of 2021	Extraordinary general meeting of shareholders	37.06%	September 15 th , 2021	August 27 th , 2021	<p>Consideration and adoption of 1.00 the Proposal on By-election of Candidates for Non-Independent Directors for the Third Session of the Board of Directors.</p> <p>Consideration and adoption of 1.01 the Proposal for Election of Zhou Xi as a Non-Independent Director of the Third Session of the Board of Directors of the Company.</p> <p>Consideration and adoption of 1.02 the Proposal for Election of Wang Zhen as a Non-Independent Director of the Third Session of the Board of Directors of the Company.</p> <p>Consideration and adoption of 2.00 the Proposal on Distribution of Profit for the Half-Year of 2021.</p> <p>Considered and adoption of 3.00 the Proposal on the Change of Registered Capital, Amendment of Articles of Incorporation and Registration of Business Changes.</p>

2. Preferred Shareholders Whose Voting Rights Have Been Restored Request An Extraordinary General Meeting of Shareholder.

☐ Applicable ☒ Not applicable

V. Company Has a Voting Rights Difference Arrangement

☐ Applicable ☒ Not applicable

VI. Corporate Governance of Red Chip Structure

☐ Applicable ☒ Not applicable

VII. Directors, Supervisors, Senior Management and Employees

1. Basic situation

Name	Position	Status	Gender	Age	Start date of term	Termination date of term	Number of shares held at the beginning of the period (shares)	Number of additional shares held during the period (shares)	Reduction in the number of shares held during the period (shares)	Other changes (shares)	Number of shares held at the end of the period (shares)	Reasons for change in share increase or decrease
------	----------	--------	--------	-----	--------------------	--------------------------	---	---	---	------------------------	---	--

Gao Yong	Chairman	Incumbent	Male	47	January 23 rd , 2015	February 2 nd , 2024	20,637,285.06			20,637,285.06	
Li Yuezhang	Vice chairman, general manager	Incumbent	Male	48	January 23 rd , 2015	February 2 nd , 2024	17,986,098.5		2,577,959.4	15,408,139.1	Personal funds needed
Wang Zhen	Vice chairman, deputy general manager	Incumbent	Male	59	February 4 th , 2021	February 2 nd , 2024	250,000			250,000	
Zhou Xi	Directors	Incumbent	Male	47	September 15 th , 2021	February 2 nd , 2024					
Yu Xingxi	Independent Director	Incumbent	Male	64	February 3 rd , 2021	February 2 nd , 2024					
Xun Endong	Independent Director	Incumbent	Male	55	February 3 rd , 2021	February 2 nd , 2024					
Zhang Weihua	Independent Director	Incumbent	Male	43	January 19 th , 2018	February 2 nd , 2024					
Zhang Hongwei	Chairman of the Supervisory Board	Incumbent	Female	45	January 19 th , 2018	March 9 th , 2022	49,099.36			49,099.36	
Guo Huizhen	Supervisor	Incumbent	Female	39	January 19 th , 2018	February 2 nd , 2024					
Bu Qiong	Supervisor	Incumbent	Female	36	August 24 th , 2021	December 27 th , 2023					
Chen Song	Secretary to the Board of Directors and Chief Financial Officer	Incumbent	Female	49	December 27 th , 2014	February 4 th , 2024	1,073,153		213,750	859,403	Personal funds needed
Duan Lixin	Vice General Manager	Incumbent	Male	48	January 26 th , 2018	February 4 th , 2024	1,098,956		213,750	885,206	Personal funds needed
Zeng Cheng	Vice General Manager	Incumbent	Female	43	January 26 th , 2018	February 4 th , 2024	1,325,328		270,000	1,055,328	Personal funds needed
Zhang Yuan	Vice General Manager	Incumbent	Female	45	February 4 th , 2021	February 4 th , 2024	235,811		36,000	199,811	Personal funds needed
Wang Tianpeng	Vice Chairman,	Quit	Male	48	January 23 rd , 2015	February 3 rd , 2021	9,580,687.93			9,580,687.93	

	Vice General Manager										
GUOXIN	Director, President of International Business	Quit	Male	61	January 23 rd , 2015	August 25 th , 2021	4,155,165		400,000	3,755,165	Personal funds needed
Wan Haoji	Director	Quit	Male	45	January 23 rd , 2015	February 3 rd , 2021					
Xu Lei	Director	Quit	Male	41	January 23 rd , 2015	August 25 th , 2021					
Yao Ning	Independent Director	Quit	Male	47	January 23 rd , 2015	February 3 rd , 2021					
Zhao Baodong	Independent Director	Quit	Male	54	August 27 th , 2015	February 3 rd , 2021					
Mei Mei	Supervisor	Quit	Female	33	December 29 th , 2017	August 24 th , 2021					
Total	--	--	--	--	--	--	56,391,583.85	0	3,711,459.4	0	52,680,124.45

Whether there was any departure of directors and supervisors and dismissal of senior management during the reporting period

☐ Applicable ☒ Not applicable

Changes in directors, supervisors and senior management of the Company

☒ Applicable ☐ Not applicable

Name	Position	Status	Date	Reason
Wang Tianpeng	Vice Chairman, Vice General Manager	Quit when appointment expires	February 3 rd , 2021	General Quit
Wan Haoji	Director	Quit when appointment expires	February 3 rd , 2021	General Quit
Yao Ning	Independent Director	Quit when appointment expires	February 3 rd , 2021	General Quit
Zhao Baodong	Independent Director	Quit when appointment expires	February 3 rd , 2021	General Quit
GUOXIN	Director, President of International	Quit	August 25 th , 2021	Personal reasons

	Business			
Xu Lei	Director	Quit	August 25 th , 2021	Personal reasons
Mei Mei	Employee Supervisor	Quit	August 24 th , 2021	Personal reasons
Yu Xingxi	Independent Director	Elected	February 3 rd , 2021	General election
Xun Endong	Independent Director	Elected	February 3 rd , 2021	General election
Wang Zhen	Vice General Manager	Appointed	February 4 th , 2021	Appointed
Wang Zhen	Director	Appointed	February 4 th , 2021	Appointed
Zhang Yuan	Vice General Manager	Appointed	February 4 th , 2021	Appointed
Bu Qiong	Employee Supervisor	Elected	August 24 th , 2021	Staff Congress Election

2. Appointment

Professional backgrounds, major working experiences and current major responsibilities of incumbent directors, supervisors and senior management in the Company

(1) Board members

Mr. Gao Yong, Chairman of the Board, male, born in 1974, is a Chinese national with permanent residence in Canada. He graduated from Beijing Foreign Studies University and holds a Beijing BiMBA degree. Mr. Gao Yong served as a director and general manager of the Company from the date of establishment to December 2014; he has served as the chairman of the Company since September 2013. As a pioneer in China's professional recruitment services industry, Mr. Gao Yong founded Beijing Career Information (the predecessor of Beijing Yima) in September 1996 to provide human resources services. He is one of the early personnel engaged in human resources services in China, has a wealth of experience in the industry, has a deep understanding of the human resources services industry, and is one of the industry leaders. Mr. Gao Yong was the first to propose the Recruitment Process Outsourcing (RPO) business model in China and has been known for his innovative and leading business model. Mr. Gao Yong was elected as the deputy director of the Senior Talent Search Committee of China Personnel Exchange Association, vice president of China Foreign Service Industry Association, and vice president of Beijing Talent Industry Service Association. Mr. Gao Yong received the "100 China HR Change Agents" personal award from *TOPHR* in 2015; the "Asia Pacific HR Service Leaders Award" from the organizing committee of the Asia-Pacific Human Resources Development and Service Fair in 2015; and the "Lifetime Achievement Award" from the "HRoot Awards 2018" held by Hroot in May 2018.

Mr. Li Yuezhong, vice chairman and general manager, born in 1973, is a Chinese national with no permanent residence outside China, graduated from Beijing Foreign Studies University. Mr. Li Yuezhong has been a director of the Company since its establishment and has been the deputy general manager of the Company since January 2015. He has served as vice chairman of the Company since January 2018 and as general manager of the Company since October 2020. Mr. Li Yuezhong has more than 20 years of professional recruitment and consulting experience in the field of human resources, and has led teams of Career International in mid-to-high-end executive search, recruitment process outsourcing, flexible employment and technology innovation. He has provided comprehensive talent recruitment and management services for many multinational and local listed companies and fast-growing companies. He has witnessed and accompanied many companies in different stages from founding to growth, transformation and upgrading, and has deep insight and rich practice on

talent selection, talent team building and talent management strategies in different life cycles of companies.

Mr. Wang Zhen, director and deputy general manager, born in 1963, is member of the communist party of China, and is Chinese national with no permanent residence outside China, graduated from Shanghai Jiao Tong University with a master's degree, served as deputy secretary of the university committee of Shanghai Jiao Tong University and lecturer of the graduate school from January 1988 to March 1991; from April 1991 to July 1998, he served as a sales manager and senior HR manager of Procter & Gamble; from July 1998 to October 2005, he served as the HR director of Budweiser in China; from October 2005 to February 2012, he served as the HR vice president of China of Johnson & Johnson Medical Equipment Co., Ltd.; from February 2012 to October 2020, he was HR vice president of China of Merck Sharp & Dohme China Investment Co., Ltd.; In November 2020, he joined Career International as Vice President, mainly responsible for domestic flexible employment business management, consulting and training business management, and also in charge of the Group's human resources and administrative work. Mr. Wang Zhen has been working in the field of human resources for more than 26 years and has accumulated rich and professional experience in the field of human resources management.

Mr. Zhou Xi, director, born 1975, is Chinese national with no permanent residence outside China, graduated from Shanghai Jiao Tong University with a master's degree. From 2011 to June 2021, he was as managing director of Morgan Stanley (China) Equity Investment Management Company Limited; from June 2019 to present, as chairman of Morgan Stanley Huaxin Fund Management Company Limited; from June 2021 to present, as dean of the Company's strategic research institute, responsible for global human resources industry research, strategic planning of Career International Group, and providing strategic guidance for the company's investment projects. Mr. Zhou has about 18 years' work experience in investment banking and private equity investment of Goldman Sachs and Morgan Stanley, and has led many private equity transactions. As an investor with a long-term focus on the human resources services industry, Mr. Zhou has advanced insight into the development of the global human resources services industry, and has been committed to promoting the internationalization and digital transformation and building a global benchmark for China's human resources services industry since he invested in Career International for 8 years.

Mr. Yu Xingxi, an independent director, born in 1958, is a Chinese national with no permanent residency outside China. He is currently the Secretary General of the Beijing Listed Companies Association and a part-time professor of the School of Economics and Management of Beijing Jiao Tong University and other institutions. He served as the secretary of the board of directors, spokesman, finance minister, manager of investment department of China Railway Construction Corporation (now China Railway Construction Group Co., Ltd.), a central enterprise, and its overall listed A+H company, China Railway Construction Corporation, and as director, chairman, general manager, chief financial officer and chief accountant of the subordinate companies, and participated in or presided over IPO, targeted issuance, M&A, domestic and overseas convertible bonds, A+H spin-off of subsidiaries to overseas listing, etc., creating many firsts. He has a bachelor's degree in economics and a master's degree in management. He is a senior accountant, a certified public accountant, a certified tax accountant, a corporate legal advisor and a fund practitioner. He is a member of the "China Corporate Governance 50 Forum" established on October 31st, 2020. He has published more than eighty professional papers, many of which have won awards or been reprinted. Since August 2017, he has been publishing a column called "Xiwen Yujian" in *New Finance* magazine (monthly magazine), and regularly writes articles for *Board of Directors* magazine and other media. During his tenure as Secretary, the Board of Directors of China Railway Construction has been evaluated by the State-owned Assets Supervision and Administration Commission of the State Council as a well-run board every year and has received numerous awards, including the "Excellent Board of Directors" award. Yu Xingxi himself has won more than 40 awards in his position as a director, including five times the New Fortune Gold Director Award and entry into the Director Hall of Fame, two times the New Fortune Gold Director Award "Top 10 Capital Operation", and the only Sina Finance Gold Director Award "Lifetime Honor Award", the only "China Top 100 Lifetime Achievement Award", as well as the "China Top 10 Secretaries" award of the China CFO Conference.

Mr. Xun Endong, an independent director, born in 1967, is a Chinese national with no permanent residency outside China. He graduated from Harbin Institute of Technology, is a doctor, professor and doctoral supervisor. He is currently the President of the School of Information Science of Beijing Language and Culture University, the President of the Institute of Language Intelligence, a new century

outstanding talent of the Ministry of Education, the Deputy Director of the Nomenclature Committee of the Chinese Computer Society, and a special researcher of the China Institute of Standardization. Previously, he was an Associate Researcher at Microsoft Asia Research Institute, and from 2001 to 2003, he was a member of the "Hong Kong Admission of Talents Program". He has published dozens of research papers, chaired several projects under the National 863 Program and the National Natural Science Foundation of China, and undertaken many cooperative projects with ministries and companies. His main research areas are artificial intelligence, natural language processing, and so on. His research includes Chinese semantic computing and language resource construction. He presided over the development of the BCC corpus, which is the largest online corpus in China and is the preferred corpus for language research and development. He proposed the theory and construction method of meaningful graph for Chinese semantic analysis, and led the team to unveil the major artificial intelligence task of the Ministry of Industry and Information Technology, and carried out the work of Chinese semantic understanding grounded application in many fields.

Mr. Zhang Weihua, an independent director, was born in 1978, Chinese nationality, no permanent residence abroad. He holds a master degree and is an expert in cross-border mergers and acquisitions. Mr. Zhang is currently an independent director of the Company, as well as the deputy general manager and general counsel of United Energy Group, a Hong Kong listed company. He was the director of the Project Management Division of the Legal Department of China National Offshore Oil Corporation (CNOOC), and a specially appointed "overseas M&A legal expert" by the State-owned Assets Supervision and Administration Commission of the State Council (SASAC). He was selected as one of the best corporate lawyers in Asia Pacific by Legal 500 in 2015, one of the best general counsels in mainland China and Hong Kong by Legal 500 in 2017, and one of the best general counsels in China by Thomson Reuters ALB in 2017. He is a member of the Board of Directors of the Association of International Petroleum Negotiators (AIPN), a visiting professor at the School of Law of Beijing Foreign Studies University, an off-campus supervisor of Law School of China University of Political Science and Law, and a think tank researcher at the Research Center of Civil and Commercial Jurisprudence of Renmin University of China. He is the author of several books on M&A practice, including: 《海外并购交易全程实务指南与案例评析》 (*A Practical Guide to Overseas M&A Transactions and Case Analysis*), 《并购大时代:资本的谋略与实战》 (*The Big Era of M&A: Capital Strategies and Practices*) and 《国际油气跨境并购全程实务指南》 (*A Practical Guide to the Whole Process of International Oil and Gas Cross-border M&A*). He is one of the authors of *Joint Operating Agreements: Challenges and Concerns from Civil Law Jurisdictions* and *Understanding Joint Operating Agreements*, and has published many theoretical and practical articles in Chinese and English.

(2) Members of the Board of Supervisors

Ms. Zhang Hongwei, chairman of the Board of Supervisors, was born in 1976, Chinese nationality, has no permanent residence abroad and a bachelor's degree. She is also the general manager of Investment and Financing Department. She graduated from North China Electric Power University with a bachelor's degree in economics in 1999. From September 1999 to July 2003, she worked at the State Grid Corporation of China (Hebei Qian'an Branch) as a financial accountant; from July 2003 to September 2004, she worked in Beijing Wanhai Investment Co., Ltd. as a tax manager; Since joining the Company in September 2004, she has held the positions of financial director, financial operation manager, securities representative, chairman of the Board of Supervisors, etc. She has presided over or participated in many capital operations such as company restructuring, IPO financing and listing, domestic and international investment and mergers and acquisitions, targeted issuance, employee equity incentives, state-owned enterprises' mixed reform, business partners' equity cooperation, etc. She has in-depth research on financial accounting, investment and financing, capital market operation, corporate governance, etc. Currently, he is mainly responsible for the Company's investment and financing, securities affairs department management, investor and shareholder management, etc.; she has been the legal representative and executive director of Beijing Yunlian Consulting Co., Ltd. since March 2014; since May 2017, she has been a supervisor of Beijing Nuoshida Technology Co., Ltd.

Ms. Guo Huizhen, a supervisor, was born in 1982, Chinese nationality, has no permanent residence abroad. She joined Morgan Stanley in 2015 and is currently an executive director, focusing on investments in the modern services and consumer retail industries. Before joining Morgan Stanley, Ms. Guo was a senior manager in the Corporate Finance and M&A Department at PwC, and a senior auditor at PriceWaterhouse Coopers Zhongtian Caps. She holds a bachelor of commerce with advanced honors and a minor in economics from Carleton University, Canada. She is also a Financial Risk Manager (FRM) licensee.

Ms. Bu Qiong, Supervisor, born in 1986, is Chinese nationality with no permanent residency outside China, has a university degree,

and worked for Beijing Career International Human Resources Co., Ltd. in 2011, successively served as recruitment consultant, assistant to the Chairman & CEO, etc., and is now the administrative manager and assistant to the Chairman of the Board.

(3) Other Senior Management

Ms. Chen Song, secretary to the Board of Directors and financial director, was born in 1972, Chinese nationality, has no permanent residence abroad and a bachelor's degree. She is an intermediate accountant, and holds the ACCA qualification; From July 1995 to August 2008, Ms. Chen Song worked for Nissho Iwai (Beijing) Representative Office, GE (China) Co., Ltd., Nissho Iwai (Beijing) Representative Office, Wall Street English, Plastor (China) Co., Ltd. and Gaode Haomen (Beijing) Co., Ltd. successively. Since September 2008, she has been working for the Company. She is now the CFO and Secretary of the Board of Directors and is responsible for the Group's finance and disclosure, external investment and other businesses. She has obtained the qualification certificate of secretary to the Board of Directors of Shenzhen Stock Exchange.

Ms. Zeng Cheng, deputy general manager, was born in 1978, Chinese nationality, has no permanent residence abroad and a master's degree. She is currently Vice President of the Company (was a Supervisor of the Company before the general election in January 2018). From July 2000 to September 2001, she worked as a key account manager in Guanghan Zhengda Technology Co., Ltd. From October 2001 to November 2005, she worked as a consultant and management consultant for Beijing Yima (the predecessor of the Company). Since December 2005, she has served as a management consultant, manager, director, senior business director and supervisor of the Company. Since January 2018, she has been the deputy general manager of the Company, in charge of the national recruitment process outsourcing business, the industrial group middle and high-end talent search business and the regional group middle and high-end talent search business.

Mr. Duan Lixin, deputy general manager (served as chairman of the Board of Supervisors of the Company before the general election on January 2018), born in 1973, Chinese nationality, had no permanent residence abroad and a bachelor's degree. He worked as a general surgeon at Shanghai Pudong New Area People's Hospital from July 1996 to June 2001. From June 2001 to January 2003, he worked as a medical representative in the Shanghai office of Xi'an Janssen Pharmaceutical Ltd.; from January 2003 to June 2005, he worked as an executive search consultant at Beijing Career Information Consulting (The Company's predecessor); from July 2005, he served as a consultant, management consultant, manager, director and senior business director of the Company, and from January 2015 to January 2018, he served as chairman of the Board of Supervisors of the Company. Since the general election in January 2018, he has served as the deputy general manager, in charge of the industry line's middle and high-end talent search business.

Employment in shareholder units

Ms. Zhang Yuan, Vice General Manager, born in 1977, Chinese nationality, has no permanent residence abroad and a university degree, worked for Orient Communications, Apple Computer and Crown Computer (CA) from 1998 to June 2008, and worked for Manpower Human Resources (China) Limited as a senior manager from July 2008 to May 2013, during which she managed the mid-to-high-end talent search business, recruitment process outsourcing (RPO) business and global key account business. In May 2013, she joined Career International as the director of mid-to-high-end talent search business in high-tech industry and the general manager of mid-to-high-end talent search business in high-tech and pan-entertainment industry, and in the digital transformation of Career International, she used technology to start up the business model combining data and service, online and offline from industry inventory and talent map to industry insight in the high-tech talent recruitment business.

(4) Changes in directors and supervisors of the Company as of the disclosure date of the report

Mr. Sun Manjuan, Chairman of the Supervisory Board, born in 1970, Chinese nationality, has no permanent right of abode abroad and a postgraduate degree, is the Chairman of the Supervisory Board of the Company, working in the Company's investment management department. Sun Manjuan joined Career International in June 1999 and has held the positions of personnel and administrative manager, business consultant, RPO project manager, director and business general manager; from February 2020 to December 2021, she was the general manager of Henan Huirong Career Human Resources Co., Ltd.

Ms. You Tingting, Chief Financial Officer, born in 1984, is a Chinese national with no permanent residency outside China and has a postgraduate degree. Ms. You Tingting worked for PricewaterhouseCoopers in Beijing as a senior auditor from September 2007 to June 2011; she joined the company in July 2011 and served as the financial supervisor and financial manager of the company.

Mr. Liu Zhi, Chief Technology Officer, born in 1985, Chinese nationality, has no permanent residence abroad and a bachelor degree, has served as the technical director of China InterActive Corp, technical director of Qihoo 360, CTO of DaDa English, founded Wild Dog Technology (Beijing) Co., Ltd. from 2014 to 2018, and from 2018 to 2021, he worked for Alibaba as a senior technologist, and joined the Company in April 2021 serving as the Chief Technology Officer now.

Employment with shareholders

☒ Applicable ☐ Not applicable

Name of the incumbent	Name of other units	Positions held in other units	Start date of term	Termination date of term	Whether to receive remuneration allowance in other units
Gao Yong	Taiyong Kangda	Executive Director and General Manager	September 29 th , 2000		No
Chen Song	Tianjing Qiqi	Executive Director	December 11 th , 2013		No
Zhang Hongwei	Beijing Cloud Union	Legal Representative	March 25 th , 2014		No
Statement of employment in shareholder units	None				

Employment in other units

☒ Applicable ☐ Not applicable

Name of the incumbent	Name of other units	Positions held in other units	Start date of term	Termination date of term	Whether to receive remuneration allowance in other units
Gao Yong	Ogrin Partner Consulting Co., Ltd.	Chairman	October 25 th , 2005		No
Gao Yong	Beijing Caike Maipin Technology Co., Ltd.	Executive director	April 8 th , 2008		No
Gao Yong	Antal AG (Beijing) Human Resources Services Co., Ltd.	Vice chairman	June 17 th , 2014		No
Gao Yong	ANTAL INTERNATIONAL BUSINESS CONSULTING (BEIJING) CO., LTD.	Vice chairman	April 18 th , 2014		No
Gao Yong	Shanghai Koncor Marketing Co., Ltd.	Director	June 17 th , 2015		No

Name of the incumbent	Name of other units	Positions held in other units	Start date of term	Termination date of term	Whether to receive remuneration allowance in other units
Gao Yong	Shanghai Kezhirui Consulting Ltd.	Director	June 30 th , 2004		No
Gao Yong	Career International Consulting (Suzhou) Co., Ltd.	Director	November 24 th , 2010		No
Gao Yong	Career International (Wuhan) Co., Ltd.	Director	November 30 th , 2017		No
Gao Yong	Beijing RRCT Financial Services Outsourcing Co., Ltd.	Director	February 28 th , 2018		No
Gao Yong	Career International (Changchun) Co., Ltd.	Director	April 17 th , 2018		No
Gao Yong	Career Jiangcheng Human Resource Management Consulting (Wuhan) Co., Ltd.	Chairman	April 10 th , 2019		No
Gao Yong	INMYSHOW Inc.	Independent director	February 6 th , 2020		Yes
Gao Yong	CAREER INTERNATIONAL AP (HONG KONG) LIMITED	Director	April 10 th , 2015		No
Gao Yong	Career International Search and Selection India Private Limited	Director	August 20 th , 2012	March 17 th , 2021	No
Gao Yong	Career International FOS PTE. LTD.	Director	March 28 th , 2014		No
Gao Yong	Aurex Group Limited	Director	August 1 st , 2015		No
Gao Yong	Investigo Ltd.	Director	June 29 th , 2018		No
Li Yuezhong	Shanghai Kezhirui Consulting Ltd.	Chairman	June 30 th , 2004		No
Li Yuezhong	Career International Consulting (Suzhou) Co., Ltd.	Chairman and general manager	November 24 th , 2010		No
Li Yuezhong	Career Digital Technology (Suzhou) Co., Ltd.	Executive director and general manager	September 19 th , 2014		No
Li Yuezhong	Ogrin Partner Consulting Co., Ltd.	Director	October 25 th , 2005		No
Li Yuezhong	Beijing e-Town International Human Resources Co., Ltd.	Chairman	September 7 th , 2005		No
Li Yuezhong	Shanghai Yunwuhua Technology Co., Ltd.	Director	December 22 nd , 2017		No
Li Yuezhong	Shanghai Konkor Marketing Co., Ltd.	Chairman	April 17 th , 2003		No
Li Yuezhong	HiTalen Consulting (Shanghai) Co., Ltd.	Executive director and general manager	May 5 th , 2015		No
Li Yuezhong	Hangzhou Kezhirui Consulting Co., Ltd.	Executive director and general manager	June 27 th , 2016		No
Li Yuezhong	Career International Consulting (Shaanxi) Co., Ltd.	Executive director and general manager	August 9 th , 2017		No
Li Yuezhong	Chengdu Kezhirui Consulting Co., Ltd.	Executive director	August 18 th , 2017		No
Li Yuezhong	Ningbo Konkor Marketing Co., Ltd.	Executive director	August 2 nd , 2017		No
Li Yuezhong	Career International (Wuhan) Co., Ltd.	Director	November 30 th , 2017		No
Li Yuezhong	Career Hanlin Consulting (Wuhan) Co.,	Chairman	December 26 th ,		No

Name of the incumbent	Name of other units	Positions held in other units	Start date of term	Termination date of term	Whether to receive remuneration allowance in other units
	Ltd.		2017		
Li Yuezhang	Beijing RRCT Financial Services Outsourcing Co., Ltd.	Chairman	February 28 th , 2018		No
Li Yuezhang	Shanghai Career Send Talent Consulting Co., Ltd.	Executive director and general manager	December 3 rd , 2019		No
Li Yuezhang	Career International (Changchun) Co., Ltd.	Chairman	April 17 th , 2018		No
Li Yuezhang	Antal AG (Beijing) Human Resources Services Co., Ltd.	Director	June 11 th , 2021		No
Li Yuezhang	ANTAL INTERNATIONAL BUSINESS CONSULTING (BEIJING) CO., LTD.	Director	June 11 th , 2021		No
Li Yuezhang	Freeman Management Consulting (Shenzhen) Co., Ltd.	Supervisor	December 14 th , 2006		No
Li Yuezhang	Investigo Ltd.	Director	June 29 th , 2018		No
Yu Xingxi	The Listed Companies Association of Beijing	Secretary general	August 1 st , 2018		No
Xun Endong	Beijing Language and Culture University	Dean of School of Information and Director of Institute of Language Intelligence	October 1 st , 2018		Yes
Zhang Weihua	Beijing Aksaisi Data Technology Co., Ltd.	Natural person shareholder, manager	March 10 th , 2021		No
Zhang Weihua	United Energy Group Limited	Vice general manager and general counsel	August 1 st , 2016		Yes
Zhang Hongwei	Beijing Nuoshida Technology Co., Ltd.	Legal representative, Executive director	May 27 th , 2017		No
Zhang Hongwei	Beijing Ruiyunlian Information Consulting Center (Limited Partnership)	Legal representative, Natural person shareholder	April 13 th , 2020		No
Zhang Hongwei	Zhongce Gaoke (Beijing) Talent Assessment Center Co., Ltd.	Director	December 24 th , 2019		No
Zhang Hongwei	Henan Huirong Career Human Resources Co., Ltd.	Director and general manager	August 7 th , 2020		No
Zhang Hongwei	Talent Kerui (Shandong) Human Resources Information Service Co., Ltd.	Director	November 4 th , 2021		No
Guo Huizhen	Beijing Redcdn Technology Co., Ltd.	Director	February 9 th , 2022		No
Guo Huizhen	FPSB (Shanghai) Co., Ltd.	Director	November 10 th , 2021		No
Guo Huizhen	Morgan Stanley Investment Management Consulting (Shanghai) Co., Ltd.	Executive director	September 1 st , 2015		Yes

Name of the incumbent	Name of other units	Positions held in other units	Start date of term	Termination date of term	Whether to receive remuneration allowance in other units
Zeng Cheng	HiTalen Consulting (Shanghai) Co., Ltd.	Supervisor	May 5 th , 2015		No
Zeng Cheng	Career International (Wuhan) Co., Ltd.	Chairman, Legal representative	November 30 th , 2017		No
Zeng Cheng	Beijing RRCT Financial Services Outsourcing Co., Ltd.	Director	February 28 th , 2018		No
Zeng Cheng	Urumqi Career High-Tech Talent Service Co., Ltd.	Executive director	September 20 th , 2018		No
Zeng Cheng	Career Jiangcheng Human Resource Management Consulting (Wuhan) Co., Ltd.	Director	April 10 th , 2019		No
Zeng Cheng	ANTAL INTERNATIONAL BUSINESS CONSULTING (BEIJING) CO., LTD.	Director	August 26 th , 2020		No
Zeng Cheng	Ogrin Partner Consulting Co., Ltd.	Director	August 17 th , 2020		No
Zeng Cheng	Antal AG (Beijing) Human Resources Services Co., Ltd.	Director	August 26 th , 2020		No
Zeng Cheng	Career Zhixin (Changchun) Co., Ltd.	Supervisor	May 25 th , 2018		No
Chen Song	Ogrin Partner Consulting Co., Ltd.	Supervisor	October 25 th , 2005		No
Chen Song	Beijing e-Town International Human Resources Co., Ltd.	Supervisor	September 7 th , 2005		No
Chen Song	Antal AG (Beijing) Human Resources Services Co., Ltd.	Supervisor	August 12 th , 2013		No
Chen Song	ANTAL INTERNATIONAL BUSINESS CONSULTING (BEIJING) CO., LTD.	Supervisor	November 11 th , 2005		No
Chen Song	Qinhuangdao Soonpoint Consulting Co., Ltd.	Supervisor	November 14 th , 2007		No
Chen Song	Shanghai Kezhirui Consulting Ltd.	Supervisor	July 24 th , 2015		No
Chen Song	Tibet e-Town Human Resources Co., Ltd.	Supervisor	December 18 th , 2015		No
Chen Song	Career Digital Technology (Suzhou) Co., Ltd.	Supervisor	September 19 th , 2014		No
Chen Song	Hangzhou Kezhirui Consulting Co., Ltd.	Supervisor	June 27 th , 2016		No
Chen Song	Beijing Thank Technology Co., Ltd.	Supervisor	September 20 th , 2016		No
Chen Song	Beijing Hezhi Kecheng Technology Co., Ltd.	Supervisor	August 10 th , 2016		No
Chen Song	Hangzhou Soonfit Consulting Co., Ltd.	Supervisor	July 27 th , 2016		No
Chen Song	Career International Consulting (Shaanxi) Co., Ltd.	Supervisor	August 9 th , 2017		No
Chen Song	Chengdu Kezhirui Consulting Co., Ltd.	Supervisor	August 18 th , 2017		No
Chen Song	Beijing Starring Air International Human Resource Management Co., Ltd.	Director	November 9 th , 2017		No
Chen Song	Career International (Wuhan) Co., Ltd.	Supervisor	November 30 th , 2017		No
Chen Song	Career Hanlin Consulting (Wuhan) Co., Ltd.	Supervisor	December 26 th , 2017		No
Chen Song	Hebei Xiong'an Human Resources Service Co., Ltd.	Supervisor	July 27 th , 2018		No
Chen Song	Tianjin Xinrui Network Technology Co., Ltd.	Supervisor	October 19 th , 2018		No
Chen Song	Career Jiangcheng Human Resource	Supervisor	April 10 th , 2019		No

Name of the incumbent	Name of other units	Positions held in other units	Start date of term	Termination date of term	Whether to receive remuneration allowance in other units
	Management Consulting (Wuhan) Co., Ltd.				
Chen Song	Career International (Changchun) Co., Ltd.	Supervisor	April 17 th , 2018		No
Chen Song	Aurex Recruitment Group Americas, Inc.	Director	May 4 th , 2017		No
Chen Song	Aurex Group Australia Holding Pty. Ltd.	Director	December 19 th , 2018		No
Chen Song	Kerui Smart Technology (Chongqing) Co., Ltd.	Legal representative, manager, Executive director	July 5 th , 2021		No
Chen Song	Career International Consulting (Suzhou) Co., Ltd.	Supervisor	November 24 th , 2010		No
Duan Lixin	Shanghai Yunwuhua Technology Co., Ltd.	Supervisor	December 22 nd , 2017		No
Duan Lixin	Shanghai CoHirer Network Technology Co., Ltd.	Supervisor	January 16 th , 2017		No
Duan Lixin	JuPin Technology (Suzhou) Co., Ltd.	Executive director, Legal representative	June 26 th , 2018		No
Duan Lixin	Career International Consulting (Suzhou) Co., Ltd.	Director	November 24 th , 2010		No
Duan Lixin	Shanghai Kezhirui Consulting Ltd.	Director	July 20 th , 2020		No
Duan Lixin	Kerui Digital Technology (Wuhu) Co., Ltd.	Legal representative, Executive director, general manager	August 2 nd , 2021		No
Duan Lixin	Shanghai Konkor Marketing Co., Ltd.	Director	February 18 th , 2021		No
Duan Lixin	Shanghai Keruipai Information Technology Co., Ltd.	Supervisor	December 3 rd , 2019		No
Duan Lixin	Ningbo Konkor Marketing Co., Ltd.	Supervisor	June 29 th , 2021		No

Penalties imposed by securities regulatory authorities in the past three years on current directors, supervisors and senior management of the Company and those who left during the reporting period

☐ Applicable ☒ Not applicable

3. Remuneration of Directors, Supervisors and Senior Management

Decision-making process, basis for determination and actual payment of remuneration of the Company's directors, supervisors and senior management personnel

The remuneration of the Company's directors, supervisors and senior management personnel is determined in accordance with the Company's remuneration management system. The annual remuneration (including basic salary, bonuses, allowances, subsidies, employee benefits and various insurance premiums, provident fund and other forms of pre-tax actual compensation received from the Company) of the directors, supervisors and senior management who received remuneration from the Company in 2021 were paid in accordance with the relevant provisions on remuneration management and grading standards set by the Company's job duties,

performance appraisal and the remuneration level of relevant positions. During the reporting period, the remuneration of directors, supervisors and senior management of the Company was paid on a monthly basis.

Remuneration of directors, supervisors and senior management of the Company during the reporting period

Unit: CNY 10,000

Name	Position	Gender	Age	Status	Total pre-tax remuneration received from the Company	Whether to receive remuneration from the Company's related parties
Gao Yong	Chairman	Male	47	Incumbent	352.32	No
Li Yuezhong	Director, general manager	Male	48	Incumbent	394.02	No
Wang Zhen	Director, Vice general manager	Male	59	Incumbent	342	No
Zhou Xi	Director	Male	47	Incumbent	0	Yes
Zhang Weihua	Independent director	Male	43	Incumbent	15	Yes
Yu Xingxi	Independent director	Male	64	Incumbent	15	Yes
Xun Endong	Independent director	Male	55	Incumbent	0	Yes
Zhang Hongwei	Chairman of the Board of Supervisors	Female	45	Incumbent	99.96	No
Guo Huizhen	Supervisor	Female	39	Incumbent	0	Yes
Bu Qiong	Staff supervisor	Female	36	Incumbent	29.85	No
Duan Lixin	Vice general manager	Male	48	Incumbent	184.48	No
Zeng Cheng	Vice general manager	Female	43	Incumbent	184.66	No
Chen Song	CFO, Secretary of the Board of Directors	Female	49	Incumbent	154.26	No
Zhang Yuan	Vice general manager	Female	45	Incumbent	163.5	No
Wang Tianpeng	Director, Vice general manager	Male	48	Quit	100.55	No
GUOXIN	Director, Vice general manager	Male	61	Quit	49.92	No
Wan Haoji	Director	Male	45	Quit	0	Yes
Xu Lei	Director	Male	41	Quit	0	Yes
Yao Ning	Independent director	Male	47	Quit	0	Yes
Zhao Baodong	Independent director	Male	54	Quit	0	Yes
Mei Mei	Staff supervisor	Male	33	Quit	10.18	No
Total					2,095.7	

VIII. Performance of Duties by Directors During the Reporting Period

1. Status of the Board of Directors for the current reporting period

Session	Date of meeting	Date of disclosure	Meeting resolution
Twenty-seventh Meeting of the Second Session of the Board of Directors	January 18 th , 2021	January 19 th , 2021	Juchao Website: Twenty-seventh Meeting of the Second Session of the Board of Directors Resolution Announcement (Announcement No. 2021-002)

Session	Date of meeting	Date of disclosure	Meeting resolution
The First Meeting of the Third Board of Directors	February 4 th , 2021	February 5 th , 2021	Juchao Website: The First Meeting of the Third Board of Directors Resolution Announcement (Announcement No. 2021-014)
The Second Meeting of the Third Board of Directors	April 22 nd , 2021	April 23 rd , 2021	Juchao Website: The Second Meeting of the Third Board of Directors Resolution Announcement (Announcement No. 2021-39)
The Third Meeting of the Third Board of Directors	April 27 th , 2021	April 28 th , 2021	Juchao Website: The Third Meeting of the Third Board of Directors Resolution Announcement (Announcement No. 2021-53)
The Fourth Meeting of the Third Board of Directors	August 25 th , 2021	August 27 th , 2021	Juchao Website: The Fourth Meeting of the Third Board of Directors Resolution Announcement (Announcement No. 2021-071)
The Fifth Meeting of the Third Board of Directors	September 16 th , 2021	September 16 th , 2021	Juchao Website: The Fifth Meeting of the Third Board of Directors Resolution Announcement (Announcement No. 2021-083)
The Sixth Meeting of the Third Board of Directors	October 26 th , 2021	October 27 th , 2021	Juchao Website: The Sixth Meeting of the Third Board of Directors Resolution Announcement (Announcement No. 2021-089)

2. Attendance of Directors at Board of Directors' and Shareholders' Meetings

Attendance of Directors at Board of Directors' and Shareholders' Meetings							
Name of Director	Number of board meetings to be attended during the reporting period	Number of on-site board attendance	Number of board meetings by communication	Number of authorized attendances at the Board of Directors	Number of absences from the Board	Whether fail to attend two consecutive board meetings in person	Number of attendances at general meetings of shareholders
Gao Yong	7	7	0	0	0	No	4
Li Yuezhong	7	7	0	0	0	No	4
Wang Zhen	2	2	0	0	0	No	1
Zhou Xi	2	2	0	0	0	No	1
Yu Xingxi	6	6	0	0	0	No	3
Xun Endong	6	6	0	0	0	No	3
Zhang Weihua	7	7	0	0	0	No	4
GUO XIN	5	5	0	0	0	No	3
Xu Lei	5	5	0	0	0	No	3
Zhao Baodong	1	1	0	0	0	No	1
Yao Ning	1	1	0	0	0	No	1
Wang Tianpeng	1	1	0	0	0	No	1

An explanation for two consecutive absences from the Board of Directors in person

3. Directors' dissent on matters related to the Company

Do the directors object to the matters of the Company?

☐ Yes ☒ No

The directors did not raise any objection to the relevant matters of the Company during the reporting period.

4. Other notes for directors performing their duties

Whether the director's advice on the Company is accepted

☐ Yes ☒ No

Description of the accepted or unaccepted recommendations from directors to the Company

All directors of the Company performed their duties honestly, diligently and independently in the year 2021 in strict accordance with the provisions and requirements of the *Corporation Law*, the *Securities Law* and other relevant laws and regulations, took the initiative to pay attention to the Company's management information, financial position and material matters, actively attended relevant meetings and carefully considered various proposals of the Board of Directors. Among them, the independent directors expressed independent opinions on a number of significant matters of the Company in FY2021 and gave full play to the role of independent directors.

IX. The Special Committee under the Board of Directors during the Reporting Period

Name of the Committee	Member	Number of meetings	Date of meeting	Content of the meeting	Important comments and suggestions made	Other performance of duties	Disagreement matters specific (if any)
Audit Committee of the Third Session of the Board of Directors	Yu Xingxi, Li Yuezhang, Xun Endong	6	February 24 th , 2021	1. Consideration and adoption of the <i>Proposal on the Company's Corporate Financial Pre-Audit Report for the Year 2020</i> ; 2. Consideration and adoption of the <i>Proposal on the Company's Annual Internal Audit Report for 2020</i>	The Audit Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Audit Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company, and passed all the motions unanimously after full communication and discussion.	None	None
			April 21 st , 2021	1. Consideration and adoption of the <i>Proposal on the Company's Fiscal Year 2020 Financial Results Report</i> ; 2. Consideration and adoption of the <i>Proposal on the Company's Fiscal Year 2021 Financial Budget Report</i> ; 3. Consideration and adoption of the <i>Proposal for the Company's 2020 Annual Financial Report</i> ; 4. Consideration and adoption of the <i>Proposal on the Company's Special Report on the Deposit and Use of Funds Raised for the Year 2020</i> ; 5. Consideration and adoption of the <i>Proposal on the Company's 2020 Annual Internal Control Self-Assessment Report</i> ; 6. Consideration and adoption of the <i>Proposal on the</i>	The Audit Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Audit Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company, and passed all the motions unanimously after full communication and discussion.	None	None

Name of the Committee	Member	Number of meetings	Date of meeting	Content of the meeting	Important comments and suggestions made	Other performance of duties	Disagreement matters specific (if any)
				<p><i>Company's Renewal of the Appointment of ShineWing Certified Public Accountants LLP as the Company's Auditor for the Year 2021;</i></p> <p>7. Consideration and adoption of the <i>Proposal on Special Audit Statement on the Occupation of Funds by the Controlling Shareholders and Other Related Parties of the Company;</i></p> <p>8. Consideration and adoption of the <i>Proposal on the Application for Comprehensive Credit Line and Borrowing Matters and Guarantee Line from Banks by the Company and its Holding Subsidiaries for the Year 2021 and Authorizing the Board of Directors to Handle Relevant Credit Procedures.</i></p>			
			April 26 th , 2021	<p>1. Consideration and adoption of the <i>Company's First Quarter Financial Statements for 2021;</i></p> <p>2. Consideration and adoption of the <i>Internal Audit Report for the First Quarter of 2021.</i></p>	The Audit Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Audit Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company, and passed all the motions unanimously after full communication and discussion.	None	None
			August 13 th , 2021	1. Consideration and adoption of the <i>Proposal for the Company's Half-</i>	The Audit Committee worked in strict accordance with the requirements of laws, regulations and	None	None

Name of the Committee	Member	Number of meetings	Date of meeting	Content of the meeting	Important comments and suggestions made	Other performance of duties	Disagreement matters specific (if any)
				<p><i>Year Financial Report for 2021;</i></p> <p>2. Consideration and adoption of the <i>Proposal on the Company's Half-Year Internal Audit Report for 2021;</i></p> <p>3. Consideration and adoption of the <i>Proposal on the Use of Funds Raised to Replace Self-financing Funds Previously Invested;</i></p> <p>4. Consideration and adoption of the <i>Proposal for the Distribution of Profit for the Half Year 2021.</i></p>	regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Audit Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company, and passed all the motions unanimously after full communication and discussion.		
			October 14 th , 2021	<p>1. Consideration and adoption of the <i>Proposal for the Company's Third Quarter Financial Statements for 2021;</i></p> <p>2. Consideration and adoption of the <i>Proposal on the Company's Third Quarter Internal Audit Report for 2021;</i></p> <p>3. Consideration and adoption of the <i>Proposal on the Use of Funds Raised to Temporarily Replenish Working Capital.</i></p>	The Audit Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Audit Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company, and passed all the motions unanimously after full communication and discussion.	None	None
			December 29 th , 2021	<p>1. Consideration and adoption of the <i>Proposal on the Company's Internal Audit Work Plan for 2022;</i></p> <p>2. Consideration and adoption of the <i>Proposal on the Audit Work Plan for the Company's 2021 Annual Report.</i></p>	The Audit Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Audit Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company, and passed all the	None	None

Name of the Committee	Member	Number of meetings	Date of meeting	Content of the meeting	Important comments and suggestions made	Other performance of duties	Disagreement matters specific (if any)
					motions unanimously after full communication and discussion.		
Strategy Committee of The Third Board of Directors	Gao Yong, Li Yuezhang, Xun Endong	1	April 8 th , 2021	1. Consideration and adoption of the <i>Proposal on the Company's Fiscal Year 2020 Financial Results Report</i> ; 2. Consideration and adoption of the <i>Proposal on the Company's Fiscal Year 2021 Financial Budget Report</i> .	The Strategy Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Strategy Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company, and passed all the motions unanimously after full communication and discussion.	None	None
Remuneration and Evaluation Committee of the Second Session of the Board of Directors	Zhang Weihua, Wan Haoji, Xu Lei, Zhao Baodong, Yao Ning	2	January 7 th , 2021	1. Consideration and adoption of the <i>Proposal on the Remuneration Package for the Third Session of Non-Independent Directors, Independent Directors and Supervisors of the Company</i> .	The Remuneration and Evaluation Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Remuneration and Evaluation Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company, and passed all motions unanimously after thorough communication and discussion.	None	None
			January 22 nd , 2021	1. Consideration and adoption of the <i>Proposal to Repurchase and Cancel Part of the Restricted Shares Granted but Not Yet Unlocked</i> ; 2. Consideration and adoption of the <i>Proposal on the Completion of the Conditions for the Release of the First Release Period of the Restricted Stock Incentive Plan for</i>	The Remuneration and Evaluation Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Remuneration and Evaluation Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company, and passed all motions unanimously after thorough	None	None

Name of the Committee	Member	Number of meetings	Date of meeting	Content of the meeting	Important comments and suggestions made	Other performance of duties	Disagreement matters specific (if any)
				2019.	communication and discussion.		
Remuneration and Evaluation Committee of the Third Session of the Board of Directors	Zhang Weihua, Xu Lei, Yu Xingxi, Xun Endong, GUO XIN	1	April 9 th , 2021	1. Consideration and adoption of the <i>Proposal on the Remuneration of Directors and Senior Management of the Company for 2021</i> .	The Remuneration and Evaluation Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Remuneration and Evaluation Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company, and passed all motions unanimously after thorough communication and discussion.	None	None
Nomination Committee of the Second Session of the Board of Directors	Zhang Weihua, Gao Yong, Zhao Baodong	2	January 7 th , 2021	1. Consideration and adoption of the <i>Proposal on the Election of the Company's Board of Directors and Nomination of Candidates for Non-Independent Directors for the Third Session of the Board of Directors</i> ; 2. Consideration and adoption of the <i>Proposal on the Election of the Company's Board of Directors and Nomination of Candidates for the Third Session of the Board of Directors as Independent Directors</i> .	The Nomination Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Nomination Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company. After thorough communication and discussion, all motions were unanimously passed.	None	None
			January 22 nd , 2021	1. Consideration and adoption of the <i>Proposal for the Appointment of General Manager of the Company</i> ; 2. Consideration and adoption of the <i>Proposal for the Appointment of the Vice General</i>	The Nomination Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Nomination Committee of the Board of Directors</i> , and put forward relevant opinions and	None	None

Name of the Committee	Member	Number of meetings	Date of meeting	Content of the meeting	Important comments and suggestions made	Other performance of duties	Disagreement matters specific (if any)
				<p><i>Manager of the Company;</i></p> <p>3. Consideration and adoption of the <i>Proposal for the Appointment of the CFO and Secretary of the Board of Directors of the Company;</i></p> <p>4. Consideration and adoption of the <i>Proposal on the Appointment of the Company's Securities Representative;</i> 5. Consideration and adoption of the <i>Proposal on the Appointment of the Head of the Internal Audit Department of the Company.</i></p>	suggestions based on the actual situation of the Company. After thorough communication and discussion, all motions were unanimously passed.		
Nomination Committee of the Third Session of the Board of Directors	Xun Endong, Gao Yong, Zhang Weihua, Li Yuezhang	1	August 13 th , 2021	<p>1. Consideration and adoption of the <i>Proposal for the By-election of Candidates for Non-Independent Directors for the Third Session of the Board of Directors.</i></p>	The Nomination Committee worked in strict accordance with the requirements of laws, regulations and regulatory documents as well as the <i>Articles of Association</i> and the <i>Rules of Work of the Nomination Committee of the Board of Directors</i> , and put forward relevant opinions and suggestions based on the actual situation of the Company. After thorough communication and discussion, all motions were unanimously passed.	None	None

X. Work of the Board of Supervisors

Whether the Board of Supervisors detected a risk in its supervisory activities during the reporting period

☐ Yes ☒ No

The Board of Supervisors has no objection to the supervisory matters during the reporting period.

XI. Company Employees

1. Amount of employees, professional composition and educational level

Amount of staff on active duty of the parent company at the end of the reporting period (persons)	1,123
Amount of staff on active duty in major subsidiaries at the end of the reporting period (persons)	2,261
Total amount of staff on active duty at the end of the reporting period (persons)	3,384
Total amount of salaried employees for the period (persons)	Note 35,062
Amount of retired employees whose costs are borne by the parent company and major subsidiaries (persons)	2
Professional Composition	
Professional composition category	Amount of professionals (persons)
Production staff	2,690
Sales staff	75
Technical staff	339
Financial staff	74
Administrative staff	206
Total	3,384
Educational level	
Educational level category	Amount (persons)
Master's degree and above	273
Undergraduate	2,868
College	243
Total	3,384

Note: Including 3,384 own employees and 31,678 employees dispatched by job outsourcing business.

2. Remuneration Policy

This year, the Company is adhering to the principles of competition, fairness and incentive, and continuously standardizing the employee remuneration management system to create a more reasonable remuneration system. Through performance appraisal, the Company motivates and evaluates its employees with clear policies, improves the overall performance of employee departments and the Company, gives full play to the enthusiasm and creativity of employees, and establishes a mechanism for the Company and employees to reasonably share the benefits brought by the Company's development, so as to achieve the goal of attracting more outstanding talents and promoting The Company's development.

3. Training Program

During the reporting period, the Company promoted a number of talent management initiatives to accelerate the systematization of talent development and to secure talent for the sustainable development of the business. Highlights of the plan implementation are as follows:

Build a ranking system, divide the career sequence, clarify job qualifications, provide benchmarks for internal and external talent selection, appointment, job salary fixing and staff development, and lay the foundation for systematic management of the organization;

Launch the talent training mechanism of management sequence, take the "Future Leader Acceleration Camp" talent acceleration development program as a carrier to openly select high potential reserve talents for junior, middle and senior management positions and accelerate them to become qualified managers through a one-year systematic training to increase the success rate of promotion. During the year, 190 people were evaluated, more than 80 people entered the talent pool and nearly 40 people were promoted to management positions;

Based on Career's 20 years of experience and accumulation in the human resources consulting industry, upgrade the Campus Newcomer Program, attract and empower outstanding college graduates, train them to become qualified professional consultants, provide a broader development path for the new generation of employees, and also provide the organization with a continuous supply of backbone;

Strengthen employer branding: Internal and external interviews were conducted over a period of five months to extensively co-create and refine the employer brand proposition of Career International, which laid the benchmark for the internal and external communication of the employer brand in the next year.

At the same time, the Company continues to carry out rich and diverse training programs to help diversify the development of employees and the company's business, focusing on iterating the curriculum in three areas:

Improve the training of first-line managers, develop and launch the course *Leadership Accelerator for First-line Managers*, extract the management pain points of grass-roots managers, reveal their management blind spots, enrich management tools and quickly make up for the shortcomings of management skills by means of thinking and case exercises;

Design learning map for new employees, launch cloud classroom learning platform, connected with internal collaboration tool "DingTalk", promote self-service learning for new employees, and optimize employees' learning experience;

Enrich job professional skills training, in addition to the classic *Career Pastry Series* courses, launch learning programs such as *RPO Project Management*, *Wan Xiang Study Club*, *Business Skills Enhancement Training Camp* and *JAVA Learning Project* to enhance the professional ability enhancement and experience sharing of each business line in the form of online and offline classroom training, sharing sessions, seminars and dedicated line project training.

Employees are always the most cherished assets of the Company. 2021 is the first year of the systematic construction of talent development in Career. Through the continuous construction of the talent management system and the continuous optimization of various initiatives, it will definitely play a greater synergistic role in the future and exert a greater influence on the continuous high-quality development of the organization.

4. Labor outsourcing

☐ Applicable ☒ Not applicable

XII. Profit Distribution and Conversion of Capital Reserve to Share Capital

The formulation, implementation or adjustment of the profit distribution policy, in particular the cash dividend policy, during the reporting period

☒ Applicable ☐ Not applicable

During the reporting period, the Third Extraordinary General Meeting of the Company in 2021 considered and adopted the *Proposal for the Distribution of Profit for the Half Year 2021*; Based on the total existing share capital of 196,887,795 shares, the Company distributed CNY 0.950000 in cash (including tax) for every 10 shares to all shareholders, totaling CNY 18,704,340.53 in cash dividends. The distribution was completed on November 2nd, 2021. For details, please refer to the *Announcement on the Implementation of the 2021 Semi-Annual Equity Distribution* disclosed on Juchao Website (www.cninfo.com.cn) on October 26th, 2021 (Announcement No.: 2021-093).

During the reporting period, the formulation and implementation of the Company's cash dividend policy were in compliance with the provisions of the *Articles of Association*, the criteria and proportion of dividends were clear and unambiguous, the relevant decision-making procedures and mechanisms were complete, and the independent directors performed their duties with due diligence, fully safeguarding the legitimate rights and interests of small and medium shareholders.

Special note on the cash dividend policy	
Whether the policy is compliance with the provisions of the Articles of Association or the requirements of the resolutions of	Yes

the General Meeting of Shareholders:	
Whether dividend standards and ratios are clear and unambiguous	Yes
Whether the relevant decision-making procedures and mechanisms are complete:	Yes
Whether independent directors are performing their duties and functioning properly:	Yes
Whether small and medium-sized shareholders have adequate opportunities to express their opinions and demands, and whether their legitimate rights and interests are adequately protected:	Yes
Whether the conditions and procedures for adjusting or changing the cash dividend policy are compliant and transparent:	During the reporting period, the Company did not make any adjustment or change to its cash dividend policy.

The profit distribution plan and the plan for conversion of capital reserve to share capital for the reporting period are in line with the relevant provisions of the Articles of Association and the Measures for the Administration of Dividends.

☒ Yes ☐ No ☐ Not applicable

The Company's profit distribution plan and the plan for conversion of capital reserve to share capital for the reporting period are in line with the relevant provisions of the Articles of Association.

Profit distribution and conversion of capital reserve to share capital during the year

Number of bonus shares per 10 shares (shares)	0
Number of dividends per 10 shares (yuan) (tax included)	2.07
Number of conversions per 10 shares (shares)	0
Equity base for distribution proposal (shares)	196,837,115
Amount of cash dividends (yuan) (tax included)	40,745,282.81
Amount of cash dividends by other means (e.g. share repurchase)	0.00
Total cash dividends (including other methods) (yuan)	40,745,282.81
Attributable earnings (yuan)	297,161,346.80
Total cash dividends (including other methods) as a percentage of total profit distribution	13.71%

Current cash dividend

Others

Detailed description of the proposal for profit distribution or capital reserve transfer

As audited by ShineWing Certified Public Accountants (Special General Partnership), the net profit attributable to the owners of the parent company was CNY 252,542,936.81 in 2021, less the appropriation of surplus reserves of CNY 13,573,694.55 and dividends to shareholders of CNY 18,704,340.53 for the half-year of 2021, the accumulated retained earnings in the consolidated statements was CNY 791,639,927.17 and the accumulated retained earnings of the parent company was CNY 297,161,346.80 as at the end of 2021. In accordance with the provisions of the *Self-regulatory Guidelines for Listed Companies on Shenzhen Stock Exchange No. 2 - Standardized Operation of Listed Companies on GEM*, the net profit available for distribution to shareholders as of December 31st, 2021 was CNY 297,161,346.80, based on the lower of the profit available for distribution in the consolidated statements and the parent company's statements.

The Company's production and operation condition in 2021 is good and the performance is in line with the expectation. Under the premise of conforming to the principle of profit distribution and ensuring the normal operation and long-term development of the Company, the Company's profit distribution plan for 2021 is as follows: It is proposed to distribute a cash dividend of CNY 2.07 (including tax) per 10 shares to all shareholders based on the total share capital of 196,837,115, for a total cash dividend of CNY 40,745,282.81 (including tax). The distribution does not involve bonus shares and no transfer of capital from provident fund.

The company is profitable during the reporting period and the parent company has positive profit available for distribution to shareholders but no cash dividend distribution plan has been proposed

☐ Applicable ☒ Not applicable

XIII. Implementation of the Company's Equity Incentive Plan, Employee Share Ownership Plan or Other Employee Incentive Measures

√ Applicable □ Not applicable

1. Equity incentive

As of the end of the reporting period, the major implementation and progress of the Company's 2019 Restricted Stock Incentive Plan are as follows, as detailed in the relevant announcement published on Juchao Website (<http://www.cninfo.com.cn>), the website designated by the CSRC for Growth Enterprise Market (GEM) disclosure:

(1) On October 29th, 2019, the Company held the 15th Meeting of the 2nd Board of Directors to deliberate and approve the *Proposal on the Beijing Career International Co., Ltd. 2019 Restricted Stock Incentive Plan (Draft) and its Summary Proposal* and other related proposals. The independent directors of the Company discussed the 2019 Restricted Stock Incentive Plan on whether the Incentive Plan is detrimental to the interests of the Company and all shareholders. On the same day, the Company held the 13th Meeting of the 2nd Board of Supervisors, which deliberated and approved the proposal of the Incentive Plan and verified the incentive list of the Incentive Plan and issued the relevant verification opinion.

(2) From November 5th, 2019 to November 14th, 2019, the Company published through its internal website the *First Incentive Grant List for the 2019 Restricted Stock Incentive Plan* and publicized the names and positions of the incentive objects. The Board of Supervisors did not receive any objections from the Company's employees regarding the above incentive objects during the public notice period.

(3) On November 20th, 2019, the Company held its 2019 First Extraordinary General Meeting of Shareholders to deliberate and approve the *Proposal on the Beijing Career International Co., Ltd. 2019 Restricted Stock Incentive Plan (Draft) and its Summary* and other related proposals. On the same day, the Company's Board of Directors disclosed the Company's *Self-Examination Report on 2019 Restricted Stock Incentive Plan Insiders and Incentive Objects Trading in the Company's Shares*. The Company conducted a self-examination on the insider information and incentive object's trading in the Company's stock within six months before the announcement of the incentive plan and didn't find any behaviors making use of Insider Information related to the Incentive Plan.

(4) On December 17th, 2019, the Company held the 16th Meeting of the 2nd Board of Directors and the 14th Meeting of the 2nd Board of Supervisors, at which the *Proposal for Adjustment of Matters Related to The Company's 2019 Restricted Stock Incentive Plan* and the *Proposal for the First Grant of Restricted Stock to Incentive Objects* were deliberated and approved. The independent directors of the Company expressed their independent opinions on the aforementioned proposals, and the Board of Supervisors verified the adjusted incentive object list and expressed their opinions on the adjustment and the grant.

(5) In January, 2020, the Company completed the grant, registration and announcement of the grant of a total of 2,287,000 shares of restricted stock to 59 eligible incentive objects. The restricted shares were granted on December 17th, 2019 at CNY 15.19 per share, with a listing date of January 9th, 2020. The Company's share capital was increased from 180,000,000 shares to 182,287,000 shares after the completion of the grant.

(6) On October 27th, 2020, the Company held the 24th Meeting of the 2nd Board of Directors and the 22nd Meeting of the 2nd Board of Supervisors, at which the *Proposal on Granting of Restricted Shares Reserved for the 2019 Restricted Share Incentive Plan by the Company to the Incentive Recipients* was deliberated and approved. The Board of Directors determined November 2nd, 2020 as the grant date of reserved restricted shares and agreed that the Company shall grant 570,000 restricted shares to 31 incentive recipients who met the grant conditions at a grant price of CNY 29.68 per share. The independent directors of the Company expressed their independent opinions in agreement with the content of the above proposal.

(7) On December 3rd, 2020, the Company completed the grant, registration and announcement of the grant of 569,000 restricted shares to a total of 30 eligible incentive recipients. The grant date of the restricted shares is November 2nd, 2020, and the grant price is CNY 29.68 per share; the share capital of the Company increased from 182,287,000 shares to 182,856,000 shares after the completion of the grant.

(8) On February 4th, 2021, the Company held the 1st Meeting of the 3rd Board of Directors and the 1st Meeting of the 3rd Board of Supervisors, at which the *Proposal to Adjust the Repurchase Price of the Company's 2019 Restricted Stock Incentive Plan* and the *Proposal to Repurchase and Cancel Part of the Restricted Shares Granted but Not Yet Unlocked* were deliberated and approved. The independent directors of the Company expressed their independent opinions on the above matters. The two incentive objects of the first grant no longer have the qualification of incentive because they left the company, and the 18 incentive objects did not reach the excellent personal performance assessment. The corresponding release factor of the first release restriction period is 80%, and some or all of the restricted shares that have been granted but not yet released shall not be released. In accordance with the *Measures for the Administration of Share Incentives of Listed Companies* and the *2019 Restricted Stock Incentive Plan*, the Company will repurchase and cancel a total of 63,160 restricted shares that have been granted but not yet released from restriction at a price of CNY 15.023 per share.

Meanwhile, the *Proposal on the Completion of the Conditions for the Release of the First Release Period of the Restricted Stock Incentive Plan for 2019* was deliberated and approved. The Board of Directors and the Board of Supervisors of the Company thought that the first restricted stock period of the first grant of the incentive plan has expired, the performance indexes and other conditions of the release of restricted stock have been reached, and the conditions of the first release of restricted stock period of the first grant of the incentive plan have been met. As a result, they agreed that the Company shall release the restricted stock for the incentive subjects who meet the conditions of the release of restricted stock and handle the corresponding procedures of the release of restricted stock for them. The number of restricted shares released from restriction under the first phase of the Company's 2019 Restricted Stock Incentive Plan is 867,840 shares.

(9) On February 17th, 2022, the Company held the 7th Meeting of the 3rd Board of Directors and the 6th Meeting of the 3rd Board of Supervisors, at which the *Proposal on Adjusting the Repurchase Price of the Company's 2019 Restricted Stock Incentive Plan* and *Proposal to Repurchase and Cancel Part of the Restricted Shares Granted but Not Yet Unlocked* were deliberated and approved. The independent directors of the Company expressed their independent opinions in this regard. Among the incentive recipients of the initial grant and the reserved grant of the incentive plan, 4 incentive recipients are no longer qualified for the incentive because they left the company and 5 incentive recipients are not qualified for the incentive because their personal performance assessment is not excellent, so some or all of their restricted shares which have been granted but not yet released from the restriction cannot be released from the restriction. The Company intends to repurchase and cancel a total of 50,680 shares of restricted shares granted to the above-mentioned persons but not yet released from restriction. In view of the implementation of the half-yearly equity distribution in 2021, the repurchase price of the initial grant portion is adjusted from CNY 15.023 per share to CNY 14.928 per share; the repurchase price of the reserved grant portion is adjusted from CNY 29.68 per share to CNY 29.585 per share.

At the same time, the *Proposal on the Completion of the Conditions for the Release of the Second Release Period of the Initial Grant and the First Release Period of the Reserved Portion of the 2019 Restricted Share Incentive Plan* was deliberated and approved. The Board of Directors and the Board of Supervisors are of the opinion that the second restricted period of the restricted shares granted for the first time has expired on January 9th, 2022, and the conditions for the release of the restricted shares have been fulfilled; the first restricted period of the restricted shares reserved for grant has expired on December 3rd, 2021, and the conditions for the release of the restricted shares have been fulfilled, so they agree that the Company shall release the restricted shares for the incentive recipients who meet the conditions for the release of the restricted shares and handle the corresponding procedures for the release of the restricted shares. The number of restricted shares released from sale is 932,220 shares.

(10) On March 9th, 2022, the 1st Extraordinary General Meeting of Shareholders in 2022 was held, at which the *Proposal to Repurchase and Cancel Part of the Restricted Shares Granted but Not Yet Unlocked* as a special resolution was deliberated and approved, approved by more than two-thirds of the total number of shares with valid voting rights held by the shareholders attending the general meeting. As at the end of the reporting period, the repurchase and cancellation of the above shares have been completed. The total share capital of the Company is reduced from 196,887,795 shares to 196,837,115 shares.

Equity incentives received by directors and senior management

☒ Applicable ☐ Not applicable

Unit: Shares

Name	Position	Number of stock options held at the beginning of the year	Number of new stock options granted during the reporting period	Number of shares exercisable during the reporting period	Number of shares exercised during the reporting period	Exercise price for the number of shares exercised during the reporting period (yuan/share)	Number of stock options held at the end of the period	Market price at the end of the reporting period (yuan/share)	Number of restricted shares held at the beginning of the period	Number of new restricted shares granted during the reporting period	Grant price of restricted shares (yuan/share)	Number of shares unlocked during the period	Number of restricted shares held at the end of the period
Wang Zhen	Director and Vice general manager	0	0	0	0	0	0		250,000		29.585	0	250,000
Chen Song	Secretary of the Board of Directors and CFO	0	0	0	0	0	0		255,000		14.928	102,000	153,000
Zeng Cheng	Vice general manager	0	0	0	0	0	0		280,000		14.928	112,000	168,000
Duan Lixin	Vice general manager	0	0	0	0	0	0		255,000		14.928	102,000	153,000
Total		0	0	0	0	—	0	—	1,040,000	0	—	316,000	724,000
Notes (if any)													

The number of restricted shares held at the beginning of the period, the number of shares unlocked during the period and the grant price are calculated based on the number and amount after the equity distribution for the 2019 and 2021 semi-annuals;

During the reporting period, according to the relevant provisions of the Company's *2019 Restricted Stock Incentive Plan*, the proportion of restricted shares granted by the Company to be released from restriction of sale in the first release period was 40% of the total number of restricted shares granted to Chen Song, Zeng Cheng and Duan Lixin, senior managers of the Company who met the assessment conditions.

Appraisal mechanism and incentives for senior management

Appraisal mechanism and incentives for senior management: The Company has established a sound performance evaluation and incentive system, followed an open, fair and just process to appoint senior managers based on the principle of linking the income of the operators to the business performance, and continuously and timely improved the assessment mechanism to establish a remuneration system that meets the development needs of the Company and the actual situation of the industry, so as to ensure that the senior managers can actively and dynamically play their role as professional managers.

The Company implemented the *2019 Restricted Stock Incentive Plan* to provide long-term incentives to some senior managers and core technical personnel, and formulated corresponding supporting assessment methods to provide scientific, standardized and institutionalized assessment and management to the senior managers and core technical personnel participating in the *Restricted Stock Incentive Plan*. Through a reasonable and sound, mobile and effective remuneration and benefits system, as well as a long-term benefit

mechanism based on the stock incentive plan, the Company achieves the role of guaranteeing the stability of the core team and key employees and mobilizing their enthusiasm.

2. Implementation of employee stock purchase plan

☐ Applicable ☒ Not applicable

3. Other employee incentives

☐ Applicable ☒ Not applicable

XIV. Construction and Implementation of Internal Control System During the Reporting Period

1. Internal control construction and implementation

(1) Further improve the construction of internal control and strengthen the awareness of risk prevention and control of all staff. The Company will continue to strengthen the supervision of the implementation of the internal control system, pay close attention to the Company's large amount of capital transactions and use, internal transactions and foreign investment, and strengthen the supervision function of the internal audit department. At the same time, the Company will continue to strengthen the study and training of laws, regulations and systems related to operation and management, further improve the risk awareness of the staff, especially those in charge of key departments, to ensure that the internal control system is effectively implemented, effectively enhance the standardized operation of the Company and promote the healthy and sustainable development of the Company.

(2) Improve the hierarchy, systematization and effectiveness of the Company's overall internal control. In accordance with the regulatory requirements such as the *Basic Standard for Enterprise Internal Control* and the *Guidelines for the Standardized Operation of Listed Companies on GEM*, the Company will further strengthen the construction of internal control systems such as control environment, risk assessment, control activities, information and communication, and internal supervision, while improving the efficiency of functional management such as budgeting and control, performance appraisal, supplier management, and personnel management through digital tools to better and faster adapt to the rapid development of the Company.

2. Details of significant deficiencies in internal control identified during the reporting period

☐ Yes ☒ No

XV. Management and Control of the Company's Subsidiaries During the Reporting Period

Company name	Integration plan	Integration progress	Problems in integration	Solutions taken	Progress of solution	Follow-up solution
Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

XVI. Self-evaluation Report or Audit Report of Internal Control

1. Self-evaluation report of internal control

Date of full disclosure of the Internal Control Evaluation Report	April 22 nd , 2022	
Index to full disclosure of the Internal Control Evaluation Report	Juchao Website (http://www.cninfo.com.cn)	
The ratio of the total assets of units included in the scope of evaluation to the total assets in the consolidated financial statements of the Company	100.00%	
The ratio of the operating income of units included in the scope of evaluation to the operating income of the consolidated financial statements of the Company	100.00%	
Deficiency recognition criteria		
Category	Financial report	Non-financial report
Qualitative standards	<p>The following characteristics are considered to be significant defects: ① Fraud by directors, supervisors and senior management; ② Correction of material errors in published financial reports; ③ There is a material misstatement of the financial statements for the period and the internal control fails to detect the misstatement during operations; ④ Ineffective oversight of internal control over financial reporting by the audit committee and the internal audit department. A significant deficiency is considered to be present if the following characteristics are present: ① Failure to select and apply accounting policies in accordance with GAAP; ② Failure to establish anti-fraud procedures and controls; ③ No control mechanism or compensating controls have been implemented and are not in place for the accounting treatment of unusual or special transactions; ④ One or more deficiencies exist in controls over the period-end financial reporting process, and it cannot be guaranteed that the financial statements are prepared in accordance with the objectives of true and accurate accounting. General defect: A control defect other than a major or significant defect.</p>	<p>A defect is considered significant if it has the following characteristics: ① Significant failures due to corporate decision-making processes; ② The Company violates national laws and regulations and is penalized; ③ The media frequently presents negative news, which involves a wide range of aspects and the negative impact has not been eliminated; ④ Lack of system control or system failure in the Company's critical operations; ⑤ The Company has a high turnover of senior management and senior technical staff; ⑥ Major or significant deficiencies in the Company's internal controls have not been corrected; ⑦ The Company has been penalized by the CSRC or warned by the stock exchange. A defect is considered significant if it has the following characteristics: ① General failures due to corporate decision-making processes; ② The Company violates internal corporate rules, resulting in losses; ③ High turnover of business personnel in key positions in the Company; ④ Deficiencies in the Company's critical business systems or systems; ⑤ Significant or general defects in the Company's internal controls have not been corrected. Defects that have the following characteristics are recognized as general</p>

		defects: ① The Company violated internal rules, but did not incur losses; ② Deficiencies in the Company's general business system or systems; ③ Company's general deficiencies were not corrected; ④ Other defects in the Company.
Quantitative standards	Quantitative measures are based on total profit, operating income, total assets, and owner's equity. Losses associated with the income statement that may result from internal control deficiencies are measured by total profit, total assets, operating income and equity. A general deficiency is deemed to exist if, alone or in combination with others, the amount of financial reporting operating income (or total profit, owner's equity, or total assets) that would result from the deficiency is less than 5% of operating income (or total profit, owner's equity, or total assets); if it exceeds 5% but is less than 10% of operating income (or total profit, owner's equity, or total assets), it is considered a significant deficiency; if it exceeds 10% of operating income (or total profit, owner's equity, or total assets), it is considered a great defect.	Quantitative measures are based on total profit. Losses associated with the income statement that may result from internal control deficiencies are measured by total profit. A defect is considered general if the amount of the defect, either alone or in combination with other direct property loss that may result, is less than 5% of total profit; if it exceeds 5% but is less than 10% of total profit, it is considered a significant deficiency; if it exceeds 10% of total profits, it is considered a great defect.
Number of great defects in the financial report (number)		0
Number of great defects in the non-financial report (number)		0
Number of significant deficiencies in the financial report (number)		0
Number of significant deficiencies in the non-financial report (number)		0

2. The Audit Report or Assurance Report of Internal Control

Assurance Report of Internal Control

The paragraph of considerations in the Assurance Report of Internal Control	
In our opinion, Career International maintained, in all material respects, effective internal control over financial statements as of December 31 st , 2021, in accordance with the Basic Standard on Internal Control and related regulations.	
Disclosure of Assurance Report of Internal Control	Disclosed
Date of full disclosure of Assurance Report of Internal Control	April 22 nd , 2022
Index to full disclosure of Assurance Report of Internal Control	Juchao Website (www.cninfo.com)
Comment type of Assurance Report of Internal Control	Unqualified audit report
Whether there is a material defect in the non-financial report	No

Whether the accounting firm issued an assurance report on internal control that was not a standard opinion

☐ Yes ☒ No

Is the internal control verification report issued by the accounting firm consistent with the self-evaluation report of the Board of Directors?

☒ Yes ☐ No

XVII. Self-examination Problems and Rectification in the Special Action of Listed Companies' Governance

According to the deployment of the Securities Regulatory Commission, the Company organized a self-examination of the special action of governance of listed companies in 2021, and the Company did not find any situation requiring rectification after the self-examination.

Section V. Environmental and Social Responsibility

I. Major Environmental Issues

Whether the listed company and its subsidiaries are among the key emission enterprises announced by the environmental protection department

☐ Yes ☒ No

Administrative penalties imposed for environmental issues during the reporting period

Name of company or subsidiary	Reasons for penalty	Violations	Penalty results	Impact on the production and operation of listed companies	Corrective measures of the company
Not applicable	Not applicable	Not applicable	Not applicable	Not applicable	Not applicable

Other environmental information disclosed with reference to key emission enterprises

Whether the listed company and its subsidiaries are among the key emission enterprises announced by the environmental protection department

Measures taken to reduce its carbon emissions during the reporting period and their effectiveness

☐ Applicable ☒ Not applicable

Reasons for not disclosing other environmental information

Our company is a human resources service company, not a key emission enterprise announced by the environmental department.

II. Social Responsibility

Fulfilling social responsibility is the obligation and mission of Career. Since its establishment 25 years ago, both the Company and its employees have participated in a large number of social welfare, including long-term targeted poverty alleviation, support for the Wenchuan earthquake victims, the Wuhan epidemic, the Henan epidemic donations, etc.

During the reporting period, the Company donated CNY 500,000 to the Zhengzhou Red Cross Society for disaster relief and rescue, and joined hands with local partners to help Zhengzhou in flood relief.

During the reporting period, the Company actively responded to the government's call to help stabilize employment: Supported the Ministry of Human Resources and Social Security's 2021 joint recruitment campaign for college graduates in large and medium-sized cities, releasing 5,256 job positions; held career planning sharing for 22 colleges and universities, with two special sessions in the vertical industry in spring and autumn; provided 19,095 internship employment positions, involving 120,000 college graduates.

III. Consolidating and Expanding the Results of Poverty Eradication and Rural Revitalization

During the reporting period, the Company helped the Shuixiang Village, Erhao Buxiang, Kangbao County, Zhangjiakou City, Hebei Province, and continued to allocate CNY 40,000 for infrastructure repair in the village; in response to the initiative of "Communist Party Members' Love" and "Spring Bud Project", the Company organized party members, cadres and employees raised CNY 48,000.

Section VI. Important Matters

I. Implementation of Commitments

1. Commitments completed and outstanding within or as of the reporting period by the Company's actual controllers, shareholders, related parties, purchasers and the Company

√ Applicable □ Not applicable

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
Commitments made in an acquisition report or equity change report						
Commitments made during asset restructuring						
Commitments made at IPO or refinancing	Beijing Career International Co., Ltd.	Commitments on horizontal competition, related transactions and capital occupation	1. The counterparty to the major asset purchase, Fulfil (2) Limited, and the target company, Investigo Limited, and the Company, the Company's controlling shareholder, actual controller, directors, supervisors, senior management and shareholders holding more than 5% of the Company's shares do not have any relationship with each other as defined in Chapter 10 of the Shenzhen Stock Exchange Listing Rules (2014 Revision), and the major asset purchase does not constitute a related transaction. Prior to the completion of the major asset purchase, Fulfil(2) Limited and Investigo Limited do not have any	April 26 th , 2018	9999-12-31	Under normal performance

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			transactions with the Company, the Company's controlling shareholder, actual controller and controlled affiliates, and the major asset purchase will not result in any new related transactions for the Company.			
Commitments made at IPO or refinancing	Gao Yong; Khorgos Taiyong Kangda Venture Capital Co., Ltd; Li Yuezhang	Other commitments	<p>Related Commitments on Filling Measures for Diluted Immediate Returns on Major Asset Restructurings</p> <p>1. I/The Company will not interfere with the Company's operation and management activities beyond my/its authority, will not usurp the interests of the listed company, and will earnestly fulfill the relevant measures for filling the diluted immediate returns of the listed company.</p> <p>2. From the issuance date of my/The Company's commitment to the completion of the major asset restructuring of the listed company, if the CSRC makes other new regulatory provisions regarding the filling of return measures and its commitment, and the above commitment cannot meet such provisions of the CSRC, I promise to issue a supplemental commitment in accordance with</p>	April 26 th , 2018	9999-12-31	Under normal performance

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			the latest provisions of the CSRC at that time.			
Commitments made at IPO or refinancing	GUOXIN; Chen Song; Duan Lixin; Gao Yong; Li Yuezhang; Wan Haoji; Wang Tianpeng; Xu Lei; Yao Ning; Zeng Cheng; Zhang Weihua; Zhao Baodong	Other commitments	I, Letter of Commitment on the Truthfulness, Accuracy and Completeness of the Information Provided I undertake to disclose or provide information in a timely and fair manner in the process of participating in the implementation of the major asset restructuring. I guarantee that the information disclosure and application documents for the major asset restructuring (regardless of the object, occasion, content or manner of providing such information) are true, accurate and complete, without any false records, misleading statements or material omissions. If I violate the above undertakings and cause losses to The Company's shareholders, especially small and medium-sized investors, I shall bear individual and joint liability for compensation in accordance with the law. If I am suspected of providing or disclosing information with false records, misleading statements or material omissions, and I am investigated	April 26 th , 2018	9999-12-31	Under normal performance

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>by the judicial authorities or by the CSRC, I will suspend the transfer of shares (if any) in which I have an interest in the Company until the conclusion of the investigation of the case is clear.</p> <p>II. Commitment on law-abiding and integrity and no insider trading in the process of participating in the implementation of the major asset restructuring</p> <p>I and the organization under my control have not been put on file for investigation or investigation for being suspected of insider trading related to the major asset restructuring, and have not been subject to any administrative punishment imposed by the China Securities Regulatory Commission (CSRC) in the past 36 months, nor have I been subject to major civil litigation or arbitration related to any economic disputes. I and the organization under my control are not allowed to participate in any major asset restructuring of listed companies as stipulated in Article 13 of the <i>Interim Provisions on Strengthening the Supervision of Abnormal Stock Transactions related to Major Asset</i></p>			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p><i>Restructuring of Listed Companies.</i></p> <p>III. Related Commitments on Filling Measures for Diluted Immediate Returns on Major Asset Restructurings</p> <p>1. I promise not to transfer benefits to other units or individuals free of charge or under unfair conditions, nor to damage the interests of the Company in any other way.</p> <p>2. I promise to restrict my duty consumption behavior.</p> <p>3. I promise not to use The Company's assets to engage in investment and consumption activities unrelated to the performance of my duties.</p> <p>4. I promise that the salary system formulated by the Board of Directors or Remuneration and Assessment Committee will be linked to the implementation of the Company's measures on filling returns.</p> <p>5. If the Company implements equity incentive in the future, I promise that the exercise conditions of equity incentive will be linked with the implementation of the Company's measures on filling returns.</p> <p>6. If Shenzhen stock exchange requires adjusting the commitment issued by myself</p>			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>during the audit process, the relevant commitment items shall be adjusted accordingly according to the requirements of Shenzhen Stock Exchange.</p> <p>7. From the issuance date of the commitment to the completion of the major asset restructuring of the listed company, if the CSRC and Shenzhen Stock Exchange (SZSE) makes other new regulatory provisions regarding the filling of return measures and its commitment, and the above commitment cannot meet such provisions of the CSRC and Shenzhen Stock Exchange (SZSE), I promise to issue a supplemental commitment in accordance with their latest provisions at that time.</p>			
Commitments made at IPO or refinancing	Investigo Limited	Other commitments	<p>1. The Company is a private limited company legally registered, validly existing and in good standing under the laws of England and Wales, with its registered office at 10 Bishops Square, London E1 6EG, United Kingdom, and is principally engaged in temporary employment agency activities;</p> <p>2. The Company does not have any affiliation with the listed company and has</p>	April 26 th , 2018	9999-12-31	Under normal performance

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>not recommended any director, supervisor or senior management to the listed company;</p> <p>3. The related parties of the Company, the shareholders of the Company and the directors, supervisors and employees of the Company do not hold any equity/shares or have any other interests in the top five suppliers/customers of the listed company.</p> <p>4. The Company undertakes to perform its confidentiality obligations in relation to the Transaction in accordance with the provisions of the Share Transfer Agreement;</p> <p>5. The Company and the directors, supervisors and senior management of the Company have not made any transactions in the shares of the listed company since six months prior to the date of the initial suspension of trading of the shares of the listed company due to the transaction and have not disclosed any insider information to any third party in relation to the transaction.</p> <p>The Company undertakes that it will provide relevant</p>			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			information of the Transaction to the Listed Company in a timely manner in accordance with the requirements of CSRC and Shenzhen Stock Exchange and that the documents, materials and information provided are true, accurate, complete and in compliance with the requirements of Article 26 of the <i>Administrative Measures for the Reorganization of Material Assets of Listed Companies</i> . The Company also undertakes that if the documents, materials and information provided are fraudulent, misleading or misleading, the Company shall not be liable for any damages, fraud, misleading statement or material omission, causing losses to the listed company or investors, the Company will, in accordance with Article 26 of the <i>Administrative Measures for the Reorganization of Listed Companies</i> Article 26 of the <i>Measures for the Administration of Major Assets Reorganization of Listed Companies</i> .			
Commitments made at IPO or refinancing	Fulfil (2) Limited	Other commitments	1. Fulfil(2) is a private limited company legally registered, validly existing and well run under the laws of England and Wales with	April 26 th , 2018	9999-12-31	Under normal performance

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>Its registered office at C/o Investigo, 10 Bishops Square, London E1 6EG and its shareholders being Fulfil(1) Topco. Limited.</p> <p>2. Fulfil(2) has full ownership by law of all shares of Investigo's ordinary shares, has satisfied its contribution obligations under its Articles of Association, and has the right to transfer and deal in such shares under the transaction.</p> <p>3. Fulfil(2)'s ownership of Investigo's shares is clear and there are no ownership disputes with third parties.</p> <p>4. The equity in Investigo held by Fulfil(2) at the time of settlement of this transaction is not subject to pledge, mortgage, other security or third party interests or restrictions, nor is it subject to any judicial or arbitration procedures.</p> <p>5. Fulfil(2) has the requisite authority to enter into the agreement for this transaction and to perform its obligations thereunder.</p> <p>6. Fulfil(2) does not have any relationship with listed companies and does not recommend directors, supervisors or senior management to listed companies; Fulfil(2)'s</p>			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>directors, senior management and key personnel do not hold positions in listed companies;</p> <p>Fulfil(2) does not have a relationship with Investigo's top 5 customers and suppliers during the reporting period.</p> <p>7. Fulfil(2) and Fulfil(2)'s shareholders have not been subject to administrative or criminal penalties in the last five years related to the Chinese securities market, or involved in major civil litigation or arbitration related to economic disputes; there are no cases of failure to repay large amounts of debt on time, failure to fulfill commitments, administrative regulatory measures taken by the CSRC(hereinafter referred to as "CSRC"), or disciplinary actions by the stock exchanges.</p> <p>8. Fulfil(2) and Fulfil(2)'s shareholders have not traded in the listed company's shares since the six months prior to the date of the first suspension of the listed company's shares as a result of this transaction, and have not disclosed any insider information about the</p>			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>transaction to any third party.</p> <p>9. Fulfil(2) undertakes that it will not, and will cause its subsidiaries or related companies not to, directly or indirectly, engage in human resources-related business, or other business identical or similar to the business in which Investigo is engaged, on behalf of any person, in all countries (jurisdictions) in which Investigo has offices, including, without limitation, the United Kingdom and the United States, without the prior written consent of the listing company, as of the date of the <i>Stock Transfer Agreement</i>.</p> <p>10. Fulfil(2) undertakes that it will not seek improper profits in related transactions with Investigo and listed companies. In the event that Investigo and listed companies are required to engage in related transactions with Fulfil(2) or companies controlled by Fulfil(2), Fulfil(2) undertakes that such related transactions will be carried out in strict accordance with the relevant legal procedures and at arm's length in the market, and that it will promote fair and equitable prices, terms and</p>			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>conditions of the related transactions, and will not require Investigo and listed companies to grant more favorable terms than those of unaffiliated third parties.</p> <p>11. Fulfill (2) guarantees that the enterprises controlled by fulfill (2) and fulfill (2) shall be separated from investigo and listed companies in terms of assets, personnel, finance, institutions and business, and shall strictly abide by the relevant provisions of China Securities Regulatory Commission on the independence of listed companies. Fulfill (2) and other subsidiaries under its control guarantee not to occupy the funds of investigo, listed companies and their controlled subsidiaries in any way. As of the delivery date of this transaction, fulfill (2) will no longer occupy funds; fulfill (2) promises to provide relevant information of this transaction to listed companies in time according to the requirements of China Securities Regulatory Commission and / or Shenzhen Stock Exchange, and the documents,</p>			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			materials and information provided are true, accurate and complete. If there is any fraud, misleading statement or material omission in the documents, materials and information provided, causing losses to the listed company or investors, Fulfil(2) will be liable for compensation according to the law. If Fulfil(2) is investigated by the judicial authorities or by the CSRC for allegedly making false records, misleading statements or material omissions in the information provided or disclosed, Fulfil(2) will suspend the transfer of shares (if any) in which it has an interest in the listed company until the conclusion of the investigation is clear. During the process of participating in the implementation of this major asset restructuring, Fulfil(2) and its controlled entities have not been involved in insider trading related to this major asset restructuring, nor have they been subject to any administrative penalties issued by the CSRC, criminal penalties, or been involved in any major civil litigation related			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			to economic disputes within the past 36 months.			
Commitments made at IPO or refinancing	Beijing Career International Co., Ltd.	Other commitments	<p>I. Letter of Commitment on the Truthfulness, Accuracy and Completeness of the Information Provided</p> <p>1. The Company has provided original written materials, copies of materials, photocopies, confirmation letters and certificates in connection with this material asset reorganization; the documents and materials provided by the Company are true, accurate, complete and valid, and there is no concealment, falsity or material omission, and where the documents and materials are copies or photocopies, they are consistent and in conformity with the originals.</p> <p>2. The Company will disclose or provide information in a timely and fair manner in the process of participating in the implementation of the major asset restructuring. I guarantee that the information disclosed or provided by the Company for the major asset restructuring (regardless of the object, occasion, content or manner of providing such information) are</p>	April 26 th , 2018	9999-12-31	Under normal performance

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>true, accurate and complete, without any false records, misleading statements or material omissions. If the Company violates the above undertakings and causes losses to the Company's shareholders, especially small and medium-sized investors, the Company shall bear individual and joint liability for compensation in accordance with the law.</p> <p>II. Commitment on legal compliance and integrity and the absence of insider trading</p> <p>The Company and the institutions controlled by the Company in the course of participating in the implementation of this major asset reorganization are not under investigation or filed for investigation for suspected insider trading in relation to this major asset reorganization, and have not been subject to administrative penalties imposed by the CSRC within the last thirty-six months, nor have they been subject to any criminal penalties or involved in any significant civil litigation or arbitration relating to economic</p>			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			disputes.			
Commitments made at IPO or refinancing	Khorgos Taiyong Kangda Venture Capital Co., Ltd	Share decrease commitment	<p>1. If The Company intends to reduce its shareholding after the expiration of the lock-up period, it will carefully comply with the relevant regulations of China Securities Regulatory Commission and Shenzhen Stock Exchange on the reduction of shareholding by shareholders holding more than 5% shares of a listed company, and prudently formulate a share reduction plan to gradually reduce its shareholding after the expiration of the lock-up period, taking into account the needs of stabilizing share price, conducting business and capital operation of the Company.</p> <p>2. The reduction of The Company's shareholding shall comply with the provisions of relevant laws, rules and regulations, including but not limited to the methods of centralized auction trading on the exchange, block trading, agreement transfer, etc.</p> <p>3. If The Company intends to reduce its shareholding within two years after the expiration of the lock-up period, the reduction price shall not be lower than the issue price (the issue price of the</p>	June 8 th , 2017	9999-12-31	Under normal performance

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>issuer's initial public offering of shares, and if The Company ex-rights and ex-dividend due to cash dividends, stock dividend, capital increase, issuance of new shares, etc. after listing, ex-rights and ex-dividend shall be treated in accordance with the relevant provisions of the stock exchange). Within two years after the expiration of the lock-up period, the accumulated reduction in the number of shares held by the Company shall not exceed 50% of the total number of shares held by the Company. If the shares held by the Company change due to equity distribution, capital reduction or share reduction, etc., the amount of transferable shares in the corresponding year shall be changed accordingly.</p> <p>4. Before The Company reduces its shareholding in the Company, it shall make a public announcement three trading days in advance and perform its information disclosure obligations in a timely and accurate manner in accordance with the rules of the Shenzhen Stock Exchange; except when The</p>			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			Company holds less than 5% of the Company's shares. 5. If The Company reduces its shareholding in violation of relevant laws, regulations and commitments, The Company will publicly explain the specific reasons for not fulfilling its commitments and apologize to its shareholders and public investors on the disclosure media designated by the General Meeting of Shareholders and the CSRC, and shall not reduce its shareholding in the Company within six months.			
Commitments made at IPO or refinancing	Beijing Career International Co., Ltd.	Dividend commitment	Existing and future wholly-owned or holding subsidiaries established by the Company shall, after the listing of the Company, pay annual cash dividends to The Company in an amount not less than 30% of their distributable profits for the year. In accordance with the relevant regulations and the aforementioned dividend distribution principle, the Company will ensure that the Articles of Association of the subsidiaries are improved to comply with the relevant regulations.	June 8 th , 2017	9999-12-31	Under normal performance
Commitments	Khorgos Taiyong	Commitments on	1. The Company	November 9 th ,	9999-12-31	Under normal

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
made at IPO or refinancing	Kangda Venture Capital Co., Ltd	horizontal competition, related transactions and capital occupation	<p>and its wholly-owned or holding subsidiaries (other than the Issuer and its subsidiaries) do not, and will not, directly or indirectly control any business or enterprise that causes or may cause direct or indirect competition with the main business of Career International, in any way, within or outside China, nor does The Company or its wholly-owned or holding subsidiaries (other than the Issuer and its subsidiaries) engage in any services that are identical or similar to those of Career International.</p> <p>2. If Career International believes that The Company or each of its wholly-owned or holding subsidiaries (other than the Issuer and its subsidiaries) is engaged in a business that competes with Career International's business, the Company will be willing to transfer such assets or equity to Career International at a fair and reasonable price.</p> <p>3. If there is any business opportunity that may directly or indirectly compete with Career International's main business in the future, the</p>	2015		performance

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>Company shall immediately notify Career International and use its best efforts to cause such business opportunity to be offered to Career International first on terms and conditions reasonably acceptable to Career International, and Career International shall have preemption right for such business. The Company undertakes to compensate Career International and the other shareholders for all losses, damages and expenses incurred as a result of a breach of any of the terms of this commitment letter. This Letter of Commitment shall be effective from the date it is signed and sealed by the Company until The Company ceases to be a shareholder of Career International. The warranties and undertakings given by the Company in this commitment letter are made on behalf of the Company and other enterprises directly or indirectly controlled by the Company.</p>			
Commitments made at IPO or refinancing	Gao Yong; Li Yuezhang	Commitments on horizontal competition, related transactions and capital	1. I, my close relatives and wholly-owned or holding subsidiaries (other	November 9 th , 2015	9999-12-31	Under normal performance

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
		occupation	<p>than the Issuer and its subsidiaries) do not, and will not, directly or indirectly control any business or enterprise that causes or may cause direct or indirect competition with the main business of Career International, in any way, within or outside China, nor do I, my close relatives, or wholly-owned or holding subsidiaries (other than the Issuer and its subsidiaries) engage in any services that are identical, similar to or replace those of Career International.</p> <p>2. If Career International believes that I, my close relatives and wholly-owned or holding subsidiaries (other than the Issuer and its subsidiaries) are engaged in a business that competes with Career International's business, I, my close relatives and wholly-owned or holding subsidiaries (other than the Issuer and its subsidiaries) will be willing to transfer such assets or equity to Career International at a fair and reasonable price.</p> <p>3. If there is any business opportunity that</p>			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
			<p>may directly or indirectly compete with Career International's main business in the future, I and my close relatives shall immediately notify Career International and use its best efforts to cause such business opportunity to be offered to Career International first on terms and conditions reasonably acceptable to Career International, and Career International shall have preemption right for such business. I undertake to compensate Career International and the other shareholders for all losses, damages and expenses incurred as a result of a breach of any of the terms of this commitment letter.</p> <p>This letter of commitment is effective from the date of my signature until I cease to be a shareholder of Career International. The undertakings and commitments made by me in this commitment letter are made on behalf of myself, my close family members and other companies controlled by me.</p>			
Commitments made at IPO or refinancing	CAREER INTERNATIONAL (HONG KONG) LIMITED; Khorgos	Commitments on horizontal competition, related	Take measures to avoid as far as possible the occurrence of	November 9 th , 2015	9999-12-31	CAREER INTERNATIONAL (HONG KONG) LIMITED is no

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
	Taiyong Kangda Venture Capital Co., Ltd	transactions and capital occupation	connected transactions with Career International and its subordinate enterprises, and for those related transactions that cannot be avoided, ensure that the decision-making procedures and recusal system for related transactions are strictly performed in accordance with the principles of fairness and transparency, and at the same time, fulfill the obligations of information disclosure in a timely manner in accordance with relevant regulations; ensure that the legitimate rights and interests of Career International, its subordinate enterprises and other shareholders of Career International will not be harmed through related transactions.			longer a shareholder of more than 5% and its performance is completed, and Khorgos Taiyong Kangda Venture Capital Co., Ltd Under normal performance
Commitments made at IPO or refinancing	Fullgoal Fuzeng Equity-based Pension Products — Bank of China Limited; Fullgoal Fund - Guotai Junan Securities - Fullgoal Fund - Essence Securities Asset Management Plan; Fullgoal Fund — Western Securities Co., Ltd. — Fullgoal Fund Western Securities Fixed Income Selected Assets Single Asset Management Plan; Basic	Restricted share commitments	1/The company undertake not to transfer the above-mentioned shares subscribed by me/the company within 6 months from the date of listing of the shares issued by Beijing Career International Co., Ltd. The Company/I apply for a lock-up of the above shares subscribed by the Company/I for a period of 6 months from the date of listing of the shares issued	August 6 th , 2021	2022-02-05	Performed

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
	Pension Fund 16021 combination; ICBC — Guangfa Stable Growth Securities Investment Fund; ICBC — Guangfa Stable Return Hybrid Securities Investment Fund; GF Fund Management Co., Ltd. — Social Security Fund 420 Combination; Bank of China Limited — Guangfa Juhong Six-Month Holding Period Hybrid Securities Investment Fund; Bank of China Limited — Guangfa Emerging Industry Select Flexible Allocation Hybrid Fund; China Construction Bank — Guangfa GEM Two-Year Fixed Income Hybrid Securities Investment Fund; Henan Investment Group Co., Ltd.; China Asset Management - Guoxin Investment Co., Ltd. - China Asset Management - Guoxin Single Asset Management Plan No. 2; Social Security Fund 403 Combination; China Construction Bank — Hua Xia Dividend Hybrid Open-ended Securities Investment Fund; Bank of Communications Co., Ltd. — Hua Xia Core Assets Hybrid Securities Investment Fund; Shanghai Pudong Development		by Beijing Career International Co., Ltd.			

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
	Bank Co., Ltd. — Hua Xia Innovation Future 18-Month Closed-Ended Hybrid Fund; China Construction Bank - Hua Xia Income Hybrid Securities Investment Fund; Bank of China Limited - Hua Xia Core Technology 6 Months Regular Open-Ended Hybrid Fund; Agricultural Bank of China — Hua Xia Renaissance Hybrid Securities Investment Fund; China Construction Bank — Hua Xia Technology Innovation Hybrid Securities Investment Fund; Agricultural Bank of China — Hua Xia Vanguard Technology One-Year Fixed Income Hybrid Fund; Horizon Asset - China Citic Bank - Horizon Asset CITIC Wealth Management RuiYin 1 Pooled Asset Management Plan; The Hongkong and Shanghai Banking Corporation Limited (HSBC); China Everbright Bank — Xingquan Business Model Preferred Hybrid Securities Investment Fund (LOF)					
Equity incentive commitment						
Other commitments to small and medium shareholders of the Company						
Whether commitments are fulfilled on time	Yes					
If the	Not applicable					

Sources of commitment	Commitment party	Type of commitment	Content of commitment	Commitment time	Commitment period	Performance
commitment is overdue, the specific reasons for non-fulfillment and the next work plan should be explained in detail						

2. If the assets or projects of the Company have profit forecast and the reporting period is still in the profit forecast period, the Company shall make explanations on the assets or projects reaching the original profit forecast and the reasons thereof

☐ Applicable ☒ Not applicable

II. Non-operating Funds Occupied by Controlling Shareholders and their Related Parties to the Listed Companies

☐ Applicable ☒ Not applicable

There were no non-operating funds occupied by the controlling shareholders and their related parties of the Company to the listed company during the reporting period.

III. Non-compliance with external guarantees

☐ Applicable ☒ Not applicable

There were no irregularities in the Company's external guarantees during the reporting period.

IV. Statements of the Board of Directors on the Latest "Non-standard Audit Report"

☐ Applicable ☒ Not applicable

V. Statements of the Board of Directors, the Board of Supervisors and Independent Directors (if any) on the "Non-standard Audit Report" of the Accounting Firm during the Reporting Period

☐ Applicable ☒ Not applicable

VI. Statement of the Board of Directors on Changes in Accounting Policies and Accounting Estimates or Significant Accounting Error Correction during the Reporting Period

☐ Applicable ☒ Not applicable

VII. Statement of Changes in the Scope of Consolidated Financial Statements Compared to the Prior Year's Financial Report

☒ Applicable ☐ Not applicable

Compared with the previous year, AxG Contracting LLC, Shanghai Wanhehe Information Technology Co., Ltd., Career Digital Technology (Wuhu) Co., Ltd. and Career Smart Technology (Chongqing) Co., Ltd. were added during the reporting period; Reduce five companies: Anhui

Rongrui Human Resources Co., Ltd., Shanghai CoHirer Network Technology Co., Ltd., Career Zhixin Human Resources (Changchun) Co., Ltd., Hunan Career Human Resources Co., Ltd. and Career International Search and Selection India Private Limited.

VIII. Appointment and Dismissal of Accounting Firm

Current appointed accounting firm

Name of domestic accounting firm	ShineWing Certified Public Accountants (Special General Partnership)
Remuneration of the domestic accounting firm (CNY 10,000)	75
Continuous years of audit service provided by the domestic accounting firm	8
Name of certified public accountant of the domestic accounting firm	Huang Ying, Jiang Xiaolan
Continuous years of audit service provided by certified public accountants in the domestic accounting firm	1 year for Huang Ying, and 4 years for Jiang Xiaolan

Whether rehired an accounting firm

☐ Yes ☒ No

Engagement of an internal control audit accounting firm, financial advisor or sponsor

☐ Applicable ☒ Not applicable

IX. Delisting upon Disclosure of the Annual Report

☐ Applicable ☒ Not applicable

X. Matters Related to Insolvency Reorganization

☐ Applicable ☒ Not applicable

There were no matters related to insolvency reorganization during the reporting period.

XI. Significant Litigation and Arbitration Matters

☐ Applicable ☒ Not applicable

There were no significant litigation or arbitration matters during the year.

XII. Penalties and Corrections

☐ Applicable ☒ Not applicable

There were no penalties or corrections taken by the Company during the reporting period.

XIII. Integrity of the Company, Its Controlling Shareholders and Actual Controllers

☐ Applicable ☒ Not applicable

XIV. Significant Related Transactions

1. Related Transactions Related to Daily Operations

☐ Applicable ☒ Not applicable

There was no related transaction related to daily operations during the reporting period.

2. Related Transactions Arising from the Acquisition or Sale of Assets or Equities

☐ Applicable ☒ Not applicable

There was no transaction related to the acquisition or sale of assets or equities during the reporting period.

3. Related Transactions for Joint Foreign Investment

☐ Applicable ☒ Not applicable

There was no related transaction of joint foreign investment in the Company during the reporting period.

4. Related Credit and Debt Transactions

☐ Applicable ☒ Not applicable

There was no related credit and debt transaction during the reporting period.

5. Transactions with Finance Companies with which Affiliated Relationships Exist

☐ Applicable ☒ Not applicable

There was no deposit, loan, credit or other financial business between the Company and the finance companies with which it had a relationship and related parties.

6. Transactions between the Finance Company Controlled by the Company and Related Parties

☐ Applicable ☒ Not applicable

There was no deposit, loan, credit or other financial business between the finance company controlled by the Company and related parties.

7. Other Significant Related Transactions

☐ Applicable ☒ Not applicable

There was no other significant related transaction during the reporting period.

XV. Significant Contracts and Their Performance

1. Trusteeship, Contracting and Leasing

(1) Trusteeship

☐ Applicable ☒ Not applicable

There was no trusteeship during the reporting period.

(2) Contracting

☐ Applicable ☒ Not applicable

There was no contracting during the reporting period.

(3) Leasing

☒ Applicable ☐ Not applicable

Description of leasing

Based on the industry characteristics and actual operational needs of the Company's human resources services business, the Company's office properties are leased. As of the end of the reporting period, the Company and its subsidiaries have leased more than 112 properties with a total leased area of more than 42,600 square meters at home and abroad.

Projects resulting in a profit or loss of 10% or more of the Company's total profit during the reporting period.

☐ Applicable ☒ Not applicable

There was no project resulting in a profit or loss of 10% or more of the Company's total profit during the reporting period.

2. Significant Guarantees

☐ Applicable ☒ Not applicable

There was no guarantee during the reporting period.

3. Entrusting Others to Manage Cash Assets**(1) Entrusted Financial Management**

☐ Applicable ☒ Not applicable

There is no entrusted financial management during the reporting period.

(2) Entrusted loans

☐ Applicable ☒ Not applicable

There was no entrusted loan during the reporting period.

4. Other Significant Contracts

☐ Applicable ☒ Not applicable

There was no other significant contract during the reporting period.

XVI. Statement of Other Significant Events

☒ Applicable ☐ Not applicable

1. Issuance of A shares to specific targets

The Company held the Twenty-second Meeting of the Second Session of the Board of Directors and the Nineteenth Meeting of the Second Session of the Board of Supervisors on September 23th, 2020 to consider and approve the relevant proposals for the issuance of shares by the Company to specific targets. For details, the Company disclosed on Cninfo.com on September 25th, 2020 the *Proposal on the Company's Proposal to Issue A Shares to Specified Objects in 2020*, the *Proposal to Issue Shares to Specified Objects in 2020*, the *Analysis Report on the Feasibility of Using the Funds Raised from the Issue of Shares to Specified Objects in 2020*, the *Report on the Demonstration and Analysis of the Issuance Plan for the Issuance of Shares to Specific Targets in FY2020*, and the *Notice on the Risk Warning and Measures to Cover the Return and Undertakings of Relevant Subjects in relation to the Issuance of Shares to Specific Targets in FY2020 for Dilution of Immediate Returns*, and etc.; On March 10th, 2021, the Company received the *Letter of Notification of Opinion of the Audit Center on the Application of Beijing Career International Co., Ltd. for Issuing Shares to Specific Objects* issued by the Shenzhen Stock Exchange's Listing Audit Center, as detailed in the *Notice of Receipt of the Shenzhen Stock Exchange's "Letter of Notification of Opinion of the Audit Center on the Application of Beijing Career International Co., Ltd. for Issuing Shares to Specific Objects"* disclosed on Cninfo.com on the same day (Notice No. 2021-035)

On April 22nd, 2021, the China Securities Regulatory Commission issued the *Approval for the Registration of the Issue of Shares to Specified Objects by Beijing Career International Co., Ltd.* (Securities Regulatory Permit No. [2021] 1425), approving the Company's application for registration to issue shares to specified objects, and the Company issued 14,094,955 A shares to specified objects at an issue price of CNY 53.92 per share, raising gross funds of CNY 759,999,973.60 and net funds of CNY 748,113,275.49. The *Capital Verification Report* (XYZH/2021BJAA20592) and the *Capital Verification Report* (XYZH/2021BJAA20593) were issued on July 20th, 2021 and July 22nd, 2021 respectively by ShineWing Certified Public Accountants (Special General Partnership), which verified the availability of the Company's funds raised and the deduction of relevant expenses. As at the date of this report, the issue has been completed and the listing date was August 6th, 2021, as set out in the *Announcement on the Listing of Shares Issued to Specific Targets on the Growth Enterprise Market of Beijing Career International Co., Ltd.* disclosed on Cninfo.com on August 4th, 2021.

2. Reduction in shareholdings and changes in shares by controlling shareholders, specific shareholders, directors and supervisors

(1) On February 24th, 2021, we received the *Letter of Notification of Shareholding Reduction Plan* from Hangzhou Changdi Equity Investment Partnership (Limited Partnership), a specific shareholder of the Company, holding 8,604,400 shares of the Company (4.7056% of the current total share capital of the Company), which plans to reduce its shareholding of 5,485,680 shares of the Company (3.0000% of the total share capital of the Company) by way of centralized bidding and block transaction. The reduction by way of centralized bidding will take place within three months after fifteen trading days from the date of announcement of this shareholding reduction plan, and the reduction by way of block trading will take place within three months after three trading days from the date of announcement of this shareholding reduction plan. For details, please refer to the *Pre-disclosure Notice on the Planned Shareholding Reduction by Certain Shareholders* (Notice No. 2021-028) disclosed by the Company on Cninfo.com on February 25th, 2021; a total of 4,743,000 shares of the Company (representing 2.59% of the total share capital of the Company for the period) were reduced as at the end of the reporting period; the reduction was completed.

(2) On February 25th, 2021, the Company received the *Letter of Notification of Shareholding Reduction Plan* from Horgos Taiyong Kangda Venture Capital Co., Ltd., the controlling shareholder of the Company, holding 65,347,560 shares in circulation of the Company (accounting for 35.74% of the total share capital of Career International for the period), which intends to reduce its shareholding by 5,485,680 shares in two ways, namely block trading and centralized bidding. The reduction by way of centralized bidding will take place within three months after fifteen trading days from the date of announcement of this shareholding reduction plan, and the reduction by way of block trading will take place within three months after three trading days from the date of announcement of this shareholding reduction plan. For details, please refer to the *Pre-disclosure Notice on the Planned Shareholding Reduction by Controlling Shareholders and Shareholding Reduction by Some Directors and Senior Management* (Notice No. 2021-033) disclosed by the Company on Cninfo.com on February 26th, 2021; a total of 5,485,020 shares of the Company (representing 3.00% of the total share capital of the Company for the period) were reduced as at the end of the reporting period; the reduction was completed.

(3) On May 28th, 2021, the *Letter of Notification of Shareholding Reduction Plan* was received from Tianjin Qite, a shareholder holding more than 5% of the shares of the Company, Career Search, a specific shareholder, Ms. Chen Song, the secretary to the board of directors and chief financial officer, Ms. Zeng Cheng, a deputy general manager, and Mr. Duan Lixin, a deputy general manager, respectively.

Tianjin Qite holds 11,030,462 circulating shares of the Company (accounting for 6.0344% of the total share capital of Career International for the period) and plans to reduce its shareholding of 2,479,400 shares by way of centralized competitive bidding and block trading (of which Ms. Chen Song, secretary to the board of directors and chief financial officer of the Company, intends to reduce her holding by 150,000 shares in the above manner; Ms. Zeng Cheng, deputy general manager, intends to reduce her holding by 200,000 shares in the above manner; Mr. Duan Lixin, deputy general manager, intends to reduce his holding by 150,000 shares in the above manner; Ms. Zhang Yuan, deputy general manager, intends to reduce her holding by 36,000 shares in the above manner; the above reduction plan does not exceed 25% of her own indirect holding of the Company's shares), representing 1.3564% of the total share capital of Career International for the period.

Career Search, which holds 4,155,165 shares in circulation (2.2732% of the total share capital of Career International), plans to reduce its shareholding by 400,000 shares through both block trading and centralized bidding (all shares of the Company indirectly held by Mr. GUO XIN, a director and deputy general manager of the Company; the above reduction plan does not exceed 25% of Mr. GUO XIN's own indirect shareholding in the Company), representing 0.2188% of the total share capital of Career International for the period.

① Ms. Chen Song, secretary of the board of directors and chief financial officer, directly held 255,000 shares (0.1395% of the total share capital of Career International for the period), of which 102,000 shares (0.0558% of the total share capital of Career International for the period) were in circulation. Reduction of 63,750 outstanding shares through centralised bidding and block trading; accounting for 0.0349% of the total share capital of Career for the period;

② Ms. Zeng Cheng, deputy general manager, directly held 280,000 shares (0.1532% of the total share capital of Career International for the period), of which 112,000 shares (0.0613% of the total share capital of Career International for the period) were in circulation. Reduction of

70,000 circulation shares through centralized bidding and block trading; accounting for 0.0383% of the total share capital of Career International for the period.

③ Mr. Duan Lixin, deputy general manager, directly held 255,000 shares (0.1395% of the total share capital of Career International for the period), of which 102,000 shares (0.0558% of the total share capital of Career International for the period) were in circulation. Reduction of 63,750 outstanding shares through centralized bidding and block trading; accounting for 0.0349% of the total share capital of Career International for the period.

The above-mentioned reduction by way of block trading will take place within 90 days after three trading days from the date of announcement of the reduction plan, while the reduction by way of centralized bidding will take place within 90 days after fifteen trading days from the date of announcement of the reduction plan. For details, please refer to the *Pre-disclosure Notice on the Planned Shareholding Reduction by Shareholders Holding 5% or More of Shares and Shareholding Reduction by Some Directors and Senior Management* (Notice No. 2021-064) disclosed by the Company on Cninfo.com on May 28th, 2021.

On September 22nd, 2021, the above shareholders' shareholding reduction plan expired and Tianjin Qite did not reduce its holdings.

Reduction of 400,000 shares in the company (0.2032% of the total share capital of the company) by a specific shareholder, Career Search;

Ms. Chen Song, secretary of the board of directors and chief financial officer, reduced her direct holding of 63,700 shares of the Company (0.0324% of the total share capital of the Company);

Ms. Zeng Cheng, deputy general manager, reduced her direct holding of 70,000 shares of the Company (0.0324% of the total share capital of the Company);

Mr. Duan Lixin, deputy general manager, reduced his direct holding of 63,700 shares of the Company (0.0324% of the total share capital of the Company);

On the same day, Tianjin Qite issued a new *Notice of Shareholding Reduction Plan*, and details of the above reduction and the new reduction plan are set out in the *Notice on the Completion of the Shareholding Reduction Plan of Some Directors, Senior Management and Specific Shareholders and the Expiry of the Shareholding Reduction Plan of Shareholders Holding More than 5% of Shares and Pre-disclosure of the New Reduction Plan* (Notice No. 2021-085) disclosed by the Company on Cninfo.com on September 22nd, 2021.

As at the end of the reporting period, Tianjin Qite had reduced its shareholding in the Company by a total of 2,479,400 shares (accounting for 1.259% of the total share capital of the Company for the period); the reduction was completed. For details, please refer to the *Notice on the Reduction of Shareholdings by Certain Shareholders by More than Half, the Reduction Ratio Reaches 1% and the Early Completion of the Reduction Plan* (Notice No. 2021-096) disclosed by the Company on Cninfo.com on November 15th, 2021.

3. Release of the first tranche of restricted shares and repurchase

On February 4th, 2021, the Company held the first meeting of the Third Session of the Board of Directors and the first meeting of the Third Session of the Board of Supervisors and considered and passed the *Proposal on Adjusting the Repurchase Price of the Company's 2019 Restricted Share Incentive Scheme* and the *Proposal on Repurchasing and Cancellation of Part of the Restricted Shares Granted but Not Yet Unlocked*. The independent directors of the company expressed their independent opinions on this issue. Two incentive objects of the initial grant were no longer qualified for incentive because they left the company, and 18 incentive objects were not qualified for incentive because their personal performance assessment did not reach excellent, and the corresponding release factor of the first release period was 80%, and part or all of the restricted shares granted to them but not yet released from restriction could not be released from restriction. In accordance with the relevant laws, regulations and regulatory documents such as the *Administrative Measures on Share Incentives for Listed Companies* and the provisions of the *2019 Restricted Share Incentive Plan*, the Company will repurchase and cancel a total of 63,160 restricted shares granted to it but not yet released from restriction of sale at a repurchase price of CNY 15.023 per share.

At the same time, the *Proposal on the Achievement of the Conditions for the Release of the First Release Restriction Period of the 2019 Restricted Stock Incentive Plan* was considered and passed. The Board of Directors and the Board of Supervisors of the Company considered that the first restriction period of the restricted stock granted for the first time under the incentive plan had expired, and the conditions for the release of the performance indicators and other conditions for the release of the restriction had been achieved, which satisfied the conditions for the release of the first release restriction period of the first grant part of the incentive plan, and agreed that the Company should release the restriction for the incentive objects who met the conditions for the release of the restriction and handle the corresponding procedures for the release of the restriction. The number of restricted shares released from restriction under the first phase of the Company's 2019 restricted share incentive plan was 867,840 shares.

On February 24th, 2021, the Company held the Second Extraordinary General Meeting of 2021 and considered and passed the *Proposal to Repurchase and Cancel Part of the Restricted Shares Granted but Not Yet Unlocked* as a special resolution, which was passed by more than two-thirds of the total number of shares with valid voting rights held by the shareholders attending the General Meeting. As at the end of the reporting period, the repurchase and cancellation of the above shares had been completed.

4. Implementation of the 2021 half-yearly equity distribution plan

The profit distribution plan for the half-year of 2021 has been considered and approved at the Third Extraordinary General Meeting of the Company in 2021. The Company will distribute CNY 0.950000 in cash (including tax) for every 10 shares to all shareholders on the basis of the total existing share capital of 195,887,795 shares of the Company, resulting in a total cash dividend of CNY 18,704,340.53. The implementation was completed on November 2nd, 2021, as detailed in the *Notice of Implementation of the Half-yearly Equity Distribution for 2021* (Notice No. 2021-093) disclosed by the Company on www.cninfo.com.cn on October 26th, 2021.

XVII. Significant Events of Company's Subsidiaries

☐ Applicable ☒ Not applicable

Section VII. Stock Changes and Shareholder Information

I. Stock Changes

1. Details of stock changes

Unit: Per share

	Before the change		Increase or decrease of the change (+, -)					After the change	
	Amount	Ratio	Issue of new shares	Amount	Ratio	Issue of new shares	Amount	Ratio	Issue of new shares
I. Limited liability shares	2,856,000	1.56%	14,094,955			-931,000	13,163,955	16,019,955	8.14%
1. State holdings		0.00%							0.00%
2. State-owned legal person shareholding		0.00%	1,112,759				1,112,759	1,112,759	0.57%
3. Other domestic stockholdings	2,856,000	1.56%	11,127,597			-931,000	10,196,597	13,052,597	6.63%
Including: Domestic legal person's shareholding	0	0.00%	11,127,597				11,127,597	11,127,597	5.65%
Domestic natural person's shareholding	2,856,000	1.56%				-931,000	931,000	1,925,000	0.98%
4. Foreign shareholding		0.00%	1,854,599				1,854,599	1,854,599	0.94%
Including: Overseas legal person's shareholding		0.00%	1,854,599				1,854,599	1,854,599	0.94%
Foreign natural person shareholding		0.00%							0.00%
II. Unrestricted shares	180,000,000	98.44%				867,840	867,840	180,867,840	91.86%
1. CNY common stock	180,000,000	98.44%				867,840	867,840	180,867,840	91.86%
2. Domestically listed foreign shares		0.00%							0.00%
3. Foreign shares listed abroad		0.00%							0.00%
4. Other		0.00%							0.00%
III. Total shares	182,856,000	100.00%	14,094,955			-63,160	14,031,795	196,887,795	100.00%

Reasons for changes in shares

√ Applicable □ Not applicable

On February 4th, 2021, the Company held the First Meeting of the Third Session of the Board of Directors and the First Meeting of the Third Session of the Board of Supervisors and considered and passed the *Proposal on Adjusting the Repurchase Price of the Company's 2019 Restricted Share Incentive Plan* and the *Proposal on Repurchasing and Cancelling Part of the Restricted Shares Granted but Not Yet Unlocked*. The independent directors of the Company expressed their independent opinions in this regard. Two incentive recipients of the initial grant were no longer qualified for the incentive because they left the company, and 18 incentive recipients were not qualified for the incentive because their personal performance assessment did not reach the level of excellence, and the corresponding release factor for the first release period was 80%, and some or all of the restricted shares granted to them but not yet released from the restriction were not released from the restriction. In accordance with the relevant laws, regulations and regulatory documents such as the *Administrative Measures on Share Incentives for Listed Companies* and the provisions of the 2019 *Restricted Share Incentive Plan*, the Company will repurchase and cancel a total of 63,160 restricted shares granted to it but not yet released from restriction of sale at a repurchase price of CNY 15.023 per share.

At the same time, the *Proposal on the Achievement of the Conditions for the Release of the First Release Restriction Period of the 2019 Restricted Stock Incentive Plan* was considered and passed. The Board of Directors and the Board of Supervisors of the Company considered that the first restriction period of the restricted stock granted for the first time under the incentive plan had expired, and the conditions for the release of the performance indicators and other conditions for the release of the restriction had been achieved, which satisfied the conditions for the release of the first release restriction period of the first grant part of the incentive plan, and agreed that the Company should release the restriction for the incentive objects who met the conditions for the release of the restriction and handle the corresponding procedures for the release of the restriction. The number of restricted shares released from restriction under the first phase of the Company's 2019 restricted share incentive plan was 867,840 shares.

On February 24th, 2021, the Company held the Second Extraordinary General Meeting of 2021 and considered and passed the *Proposal to Repurchase and Cancel Part of the Restricted Shares Granted but Not Yet Unlocked* as a special resolution, which was passed by more than two-thirds of the total number of shares with valid voting rights held by the shareholders attending the General Meeting.

On April 22nd, 2021, the China Securities Regulatory Commission issued the *Approval for the Registration of the Issue of Shares to Specified Objects by Beijing Career International Co., Ltd.* (Securities Regulatory Permit No. [2021] 1425), approving the Company's application for registration to issue shares to specified objects, and the Company issued 14,094,955 A shares to specified objects at an issue price of CNY 53.92 per share, raising gross funds of CNY 759,999,973.60 and net funds of CNY 748,113,275.49. The Capital Verification Report (XYZH/2021BJAA20592) and the Capital Verification Report (XYZH/2021BJAA20593) were issued on July 20th, 2021 and July 22nd, 2021 respectively by ShineWing Certified Public Accountants (Special General Partnership), which verified the availability of the Company's funds raised and the deduction of relevant expenses. As at the date of this report, the issue has been completed and the listing date was August 6th, 2021. The total share capital of the Company was changed from 182,856,000 shares at the beginning of the reporting period to 196,887,795 shares.

Approval of share changes

☒ Applicable ☐ Not applicable

On February 4th, 2021, the Company held the first meeting of the Third Session of the Board of Directors and the first meeting of the Third Session of the Board of Supervisors and considered and passed the *Proposal on Adjusting the Repurchase Price of the Company's 2019 Restricted Share Incentive Scheme*, the *Proposal on Repurchasing and Cancellation of Part of the Restricted Shares Granted but Not Yet Unlocked* and the *Proposal on the Achievement of the Conditions for the Release of the First Release Restriction Period of the 2019 Restricted Stock Incentive Plan*.

On February 24th, 2021, the Company held the Second Extraordinary General Meeting of 2021 and considered and passed the *Proposal to Repurchase and Cancel Part of the Restricted Shares Granted but Not Yet Unlocked* as a special resolution, which was passed by more than two-thirds of the total number of shares with valid voting rights held by the shareholders attending the General Meeting.

The Company held the Twenty-second Meeting of the Second Session of the Board of Directors and the Nineteenth Meeting of the Second Session of the Board of Supervisors on September 23th, 2020 to consider and approve the relevant proposals for the issuance of shares by the Company to specific targets. For details, the Company disclosed on Cninfo.com on September 25th, 2020 the *Proposal on the Company's Proposal to Issue A Shares to Specified Objects in 2020*, the *Proposal to Issue Shares to Specified Objects in 2020*, the *Analysis Report on the Feasibility of Using the Funds Raised from the Issue of Shares to Specified Objects in 2020*, the *Report on the Demonstration and Analysis of the Issuance Plan for the Issuance of Shares to Specific Targets in FY2020*, and the *Notice on the Risk Warning and Measures to Cover the Return and Undertakings of Relevant Subjects in relation to the Issuance of Shares to Specific Targets in FY2020 for Dilution of Immediate Returns*, and etc.; On March 10th, 2021, the Company received the *Letter of Notification of Opinion of the Audit Center on the Application of Beijing Career International Co., Ltd. for Issuing Shares to Specific Objects* issued by the Shenzhen Stock Exchange's Listing Audit Center, as detailed in the

Notice of Receipt of the Shenzhen Stock Exchange's Letter of Notification of Opinion of the Audit Center on the Application of Beijing Career International Co., Ltd. for Issuing Shares to Specific Objects disclosed on Cninfo.com on the same day (Notice No. 2021-035)

On April 22nd, 2021, the China Securities Regulatory Commission issued the *Approval for the Registration of the Issue of Shares to Specified Objects by Beijing Career International Co., Ltd.* (Securities Regulatory Permit No. [2021] 1425), approving the Company's application for registration to issue shares to specified objects, and the Company issued 14,094,955 A shares to specified objects at an issue price of CNY 53.92 per share, raising gross funds of CNY 759,999,973.60 and net funds of CNY 748,113,275.49. The Capital Verification Report (XYZH/2021BJAA20592) and the Capital Verification Report (XYZH/2021BJAA20593) were issued on July 20th, 2021 and July 22nd, 2021 respectively by ShineWing Certified Public Accountants (Special General Partnership), which verified the availability of the Company's funds raised and the deduction of relevant expenses. As at the date of this report, the issue has been completed and the listing date was August 6th, 2021, as set out in the *Announcement on the Listing of Shares Issued to Specific Targets on the Growth Enterprise Market of Beijing Career International Co., Ltd.* disclosed on Cninfo.com on August 4th, 2021.

Transfers of changes in shares

☐ Applicable ☒ Not applicable

The effect of the change in shares on basic and diluted earnings per share and net assets per share attributable to The Company's common stockholders for the most recent year and period

☒ Applicable ☐ Not applicable

For details of "the effect of the change in shares on basic and diluted earnings per share and net assets per share attributable to The Company's common stockholders for the most recent year and period", please refer to Section II, Part V "Key Accounting Data and Financial Indicators" of this report.

Other disclosures deemed necessary by the Company or required by the securities regulatory authorities

☐ Applicable ☒ Not applicable

2. Changes in Restricted Shares

☒ Applicable ☐ Not applicable

Unit: Per share

Name of shareholder	Opening amount of restricted shares	Increase in the number of restricted shares during the period	Release in the number of restricted shares during the period	Closing amount of restricted shares	Reason for restriction	Proposed release date
2019 Restricted Stock Grant Incentive Recipients - (58 people)	2,287,000	867,840	-63,160	1,356,000	Stock incentives restricted stock	Restricted stock will be unlocked in three years at the ratio of 40%, 30% and 30% after meeting the conditions for unlocking. He/she may unlock up to 25% of the total number of shares he/she holds in the Company each year during his/her term of office as a director or executive of the Company. During the reporting period, the first unwind of the initial grant of restricted shares in 2019, in which 2 employees left and 18 employees reached 80% appraisal, resulted in the cancellation of 63,160 shares.
2019 Restricted Stock Reservation Grant Incentive Recipients (30 people)	569,000	0	0	569,000	Stock incentives restricted stock	Restricted stock will be unlocked in two years at the ratio of 50%, and 50% after meeting the conditions for unlocking. He/she may unlock up to 25% of the total number of shares he/she holds in the Company each year during his/her term of office as a director or executive of the Company.

Name of shareholder	Opening amount of restricted shares	Increase in the number of restricted shares during the period	Release in the number of restricted shares during the period	Closing amount of restricted shares	Reason for restriction	Proposed release date
Agricultural Bank of China Limited-Huaxia Renaissance Hybrid Securities Investment Fund		333,828		333,828	Post-IPO restricted shares	Due for release on February 7 th , 2022
China Construction Bank Corporation—Huaxia Income Hybrid Securities Investment Fund		556,380		556,380	Post-IPO restricted shares	Due for release on February 7 th , 2022
China Construction Bank Corporation—Huaxia Dividend Mixed Open-ended Securities Investment Fund		185,460		185,460	Post-IPO restricted shares	Due for release on February 7 th , 2022
China Everbright Bank Company Limited Co., Ltd. —Xingquan Business Model Preferred Hybrid Securities Investment Fund (LOF)		927,299		927,299	Post-IPO restricted shares	Due for release on February 7 th , 2022
Industrial and Commercial Bank of China Limited-Guanfa Stable Growth Securities Investment Fund		662,359		662,359	Post-IPO restricted shares	Due for release on February 7 th , 2022
Industrial Bank Co., Ltd.—Xingquan Organic Growth Flexible Allocation Hybrid Fund		556,380		556,380	Post-IPO restricted shares	Due for release on February 7 th , 2022
HONGKONG AND SHANGHAI BANKING CORPORATION LIMITED		1,854,599		1,854,599	Post-IPO restricted shares	Due for release on February 7 th , 2022
National Social Security Fund 403 Portfolio		1,298,219		1,298,219	Post-IPO restricted shares	Due for release on February 7 th , 2022

Name of shareholder	Opening amount of restricted shares	Increase in the number of restricted shares during the period	Release in the number of restricted shares during the period	Closing amount of restricted shares	Reason for restriction	Proposed release date
Henan Provincial Investment Company		1,112,759		1,112,759	Post-IPO restricted shares	Due for release on February 7 th , 2022
Bank of China Limited—Guangfa Emerging Industries Select Flexible Allocation Mixed Investment Fund		110,393		110,393	Post-IPO restricted shares	Due for release on February 7 th , 2022
Fullgoal Fund—Guotai Junan Securities—Fullgoal Fund—Essence Securities Asset Management Plan		92,730		92,730	Post-IPO restricted shares	Due for release on February 7 th , 2022
GF Fund Management Co., Ltd.—Social Security Fund 420 Portfolio		220,786		220,786	Post-IPO restricted shares	Due for release on February 7 th , 2022
China Construction Bank Corporation—Huaxia Technology Innovation Hybrid Securities Investment Fund		185,460		185,460	Post-IPO restricted shares	Due for release on February 7 th , 2022
Huaxia Fund - Guoxin Investment Co., Ltd. - Huaxia Fund - Guoxin 2 Single Asset Management Plan		463,650		463,650	Post-IPO restricted shares	Due for release on February 7 th , 2022
Basic Pension Fund 16021 Portfolio		370,919		370,919	Post-IPO restricted shares	Due for release on February 7 th , 2022
Fullgoal Fund—Western Securities Co., Ltd.—Fullgoal Fund Western Securities Fixed Income Selected Assets Single Asset Management Plan		92,730		92,730	Post-IPO restricted shares	Due for release on February 7 th , 2022

Name of shareholder	Opening amount of restricted shares	Increase in the number of restricted shares during the period	Release in the number of restricted shares during the period	Closing amount of restricted shares	Reason for restriction	Proposed release date
Shenzhen Yuntai Investment Management Co., Ltd.—Yuntai Zhixing Private Equity Investment Fund		1,205,489		1,205,489	Post-IPO restricted shares	Due for release on February 7 th , 2022
Industrial and Commercial Bank of China Limited—Guangfa Stable Return Hybrid Securities Investment Fund		529,887		529,887	Post-IPO restricted shares	Due for release on February 7 th , 2022
Guangfa Stable Return Hybrid Securities Investment Fund—Yuntai Minghui Private Equity Funds		927,299		927,299	Post-IPO restricted shares	Due for release on February 7 th , 2022
Bank of China Limited—Huaxia Core Technology 6 Months Regular Open-Ended Hybrid Fund		148,368		148,368	Post-IPO restricted shares	Due for release on February 7 th , 2022
China Construction Bank Corporation—Guangfa GEM Two-Year Fixed Income Hybrid Fund		110,393		110,393	Post-IPO restricted shares	Due for release on February 7 th , 2022
Fullgoal Plus Equity Pension Product—Bank of China Limited		185,460		185,460	Post-IPO restricted shares	Due for release on February 7 th , 2022
Shanghai Pudong Development Bank Co., Ltd.—Huaxia Innovation Future 18-Month Closed-Ended Hybrid Fund		853,115		853,115	Post-IPO restricted shares	Due for release on February 7 th , 2022
Hui'an Fund - CITIC Bank - Hui'an Fund CITIC Wealth		556,379		556,379	Post-IPO restricted shares	Due for release on February 7 th , 2022

Beijing Career International Co., Ltd. 2021 Annual Report

Name of shareholder	Opening amount of restricted shares	Increase in the number of restricted shares during the period	Release in the number of restricted shares during the period	Closing amount of restricted shares	Reason for restriction	Proposed release date
Management RuiYin 1 Pooled Asset Management Plan						
Bank of Communications Co., Ltd. — Huaxia Core Assets Hybrid Securities Investment Fund		185,460		185,460	Post-IPO restricted shares	Due for release on February 7 th , 2022
Bank of China Limited — Guangfa Juhong Six-Month Hold Out Hybrid Securities Investment Fund		220,786		220,786	Post-IPO restricted shares	Due for release on February 7 th , 2022
Agricultural Bank of China Limited — Huaxia Vanguard Technology One-Year Fixed Income Hybrid Fund		148,368		148,368	Post-IPO restricted shares	Due for release on February 7 th , 2022
Total	2,856,000	14,962,795	-63,160	16,019,955	--	--

II. Issuance and Listing of Securities

1. Issuance of Securities (Excluding Preferred Shares) During the Reporting Period

√ Applicable □ Not applicable

Names of stocks and derivative securities	Date of issue	Issue price (or interest rate)	Amount of issue	Listing date	Amount of listings approved	Transaction expiration date	Disclosure Index	Disclosure Date
Stocks								
300662	August 6 th , 2021	53.92	14,094,955	August 6 th , 2021	14,094,955		Cninfo (http://www.cninfo.com.cn)	August 4 th , 2021
Convertible bonds, separately traded convertible bonds, corporate bonds								

Other derivative securities

Description of securities issuance (excluding preferred shares) during the reporting period

On April 22nd, 2021, the China Securities Regulatory Commission issued the *Approval for the Registration of the Issue of Shares to Specified Objects by Beijing Career International Co., Ltd.* (Securities Regulatory Permit No. [2021] 1425), approving the Company's application for registration to issue shares to specified objects. The Company issued 14,094,955 A shares to specific targets on August 6th, 2021 at an issue price of CNY 53.92 per share and the total funds raised from the issue amounted to CNY 759,999,973.60, net of various issue expenses of CNY 11,886,698.11, the net funds raised amounted to CNY 748,113,275.49.

The issue of shares to specific targets has been listed on the Shenzhen Stock Exchange on August 6th, 2021, and the period of restriction on the sale of shares is 6 months from the date of listing of the additional shares.

2. Changes in the Total Number of Shares and Shareholder Structure of the Company and Changes in the Structure of the Company's Assets and Liabilities

☒ Applicable ☐ Not applicable

On February 4th, 2021, the Company held the first meeting of the Third Session of the Board of Directors and the first meeting of the Third Session of the Board of Supervisors and considered and passed the *Proposal on Adjusting the Repurchase Price of the Company's 2019 Restricted Share Incentive Scheme* and the *Proposal on Repurchasing and Cancellation of Part of the Restricted Shares Granted but Not Yet Unlocked*. The independent directors of the company expressed their independent opinions on this issue. Two incentive objects of the initial grant were no longer qualified for incentive because they left the company, and 18 incentive objects were not qualified for incentive because their personal performance assessment did not reach excellent, and the corresponding release factor of the first release period was 80%, and part or all of the restricted shares granted to them but not yet released from restriction could not be released from restriction. In accordance with the relevant laws, regulations and regulatory documents such as the *Administrative Measures on Share Incentives for Listed Companies* and the provisions of the *2019 Restricted Share Incentive Plan*, the Company will repurchase and cancel a total of 63,160 restricted shares granted to it but not yet released from restriction of sale at a repurchase price of CNY 15.023 per share.

At the same time, the *Proposal on the Achievement of the Conditions for the Release of the First Release Restriction Period of the 2019 Restricted Stock Incentive Plan* was considered and passed. The Board of Directors and the Board of Supervisors of the Company considered that the first restriction period of the restricted stock granted for the first time under the incentive plan had expired, and the conditions for the release of the performance indicators and other conditions for the release of the restriction had been achieved, which satisfied the conditions for the release of the first release restriction period of the first grant part of the incentive plan, and agreed that the Company should release the restriction for the incentive objects who met the conditions for the release of the restriction and handle the corresponding procedures for the release of the restriction. The number of restricted shares released from restriction under the first phase of the Company's 2019 restricted share incentive plan was 867,840 shares.

On February 24th, 2021, the Company held the Second Extraordinary General Meeting of 2021 and considered and passed the *Proposal to Repurchase and Cancel Part of the Restricted Shares Granted but Not Yet Unlocked* as a special resolution, which was passed by more than two-thirds of the total number of shares with valid voting rights held by the shareholders attending the General Meeting.

On April 22nd, 2021, the China Securities Regulatory Commission issued the *Approval for the Registration of the Issue of Shares to Specified Objects by Beijing Career International Co., Ltd.* (Securities Regulatory Permit No. [2021] 1425), approving the Company's application for registration to issue shares to specified objects, and the Company issued 14,094,955 A shares to specified objects at an issue price of CNY 53.92 per share, raising gross funds of CNY 759,999,973.60 and net funds of CNY 748,113,275.49. The Capital Verification Report (XYZH/2021BJAA20592) and the Capital Verification Report (XYZH/2021BJAA20593) were issued on July 20th, 2021 and July 22nd, 2021 respectively by ShineWing Certified Public Accountants (Special General Partnership), which verified the availability of the Company's funds raised and the deduction of relevant expenses. As at the date of this report, the issue has been completed and the listing date was August 6th, 2021. The total share capital of the Company was changed from 182,856,000 shares at the beginning of the reporting period to 196,887,795 shares.

During the reporting period, the controlling shareholder of the Company completed the merger by absorption and the controlling shareholder was changed from Beijing Yima to Taiyong Kangda; during the reporting period, there was no change in the actual controller and no significant change in the structure of the assets and liabilities of the Company.

3. Existing Internal Employee Stock

□ Applicable √ Not applicable

III. Shareholder and Actual Controller Information

1. Number of Shareholders and Shareholdings

Unit: Per share

Total number of common shareholders at the end of the reporting period	5,515	Total number of common shareholders as of the end of the month preceding the disclosure date of the annual report	5,355	Total number of preferred shareholders, if any, whose voting rights were restored at the end of the reporting period (see Note 9)	0	Total number of preferred shareholders, if any, whose voting rights were restored as of the end of the last month prior to the disclosure date of the annual report (see Note 9)	0	Total number of shareholders holding special voting shares (if any)	0
Shareholders holding more than 5% of the shares or the top 10 shareholders									
Name of shareholder	Nature of shareholder	Shareholding ratio	Number of shares held at the end of the reporting period	Changes in the reporting period	Number of shares held subject to limited sale terms	Number of shares held subject to unlimited sale terms	Pledge or freeze status		
							Stock status	Amount	
Horgos Taiyong Kangda Venture Capital Co., Ltd.	Domestic non-state-owned legal person	30.40%	59,862,540	59862540	0	59,862,540	Pledge	5,340,000	
Hong Kong Securities Clearing Co., Ltd.	Overseas legal person	5.04%	9,921,125	5488937	0	9,921,125			
Tianjin Qite Consulting Co., Ltd.	Domestic non-state-owned legal person	4.34%	8,551,062	-2479400	0	8,551,062			
GF Fund Management Co., Ltd. Social Security Fund 420 Portfolio	Other	3.06%	6,023,280	850176	220,786	5,802,494			
Industrial and Commercial Bank of China Limited—Guangfa Stable Growth Securities Investment Fund	Other	2.88%	5,680,000	2480000	662,359	5,017,641			

Shanghai Pudong Development Bank Co., Ltd. - Huaxia Innovation Future 18-Month Closed-Ended Hybrid Securities Investment Fund	Other	2.36%	4,645,133	1310815	853,115	3,792,018		
Agricultural Bank of China Limited - Huaxia Renaissance Mixed Securities Investment Fund	Other	2.05%	4,030,454	-285511	333,828	3,696,626		
CAREER SEARCH AND CONSULTING (HONG KONG) LIMITED	Overseas legal person	1.91%	3,755,165	-400000	0	3,755,165		
Industrial and Commercial Bank of China Limited - Dongfanghong Qiyuan Three-Year Investment Fund	Other	1.36%	2,672,300	2672300	0	2,672,300		
Industrial and Commercial Bank of China Limited - China Universal Balanced Growth Hybrid Securities Investment Fund	Other	1.10%	2,173,345	2173345	0	2,173,345		
Whether a strategic investor or a legal person, whether a restricted shareholder or a public shareholder, or a placement of new shares (if any) (please tick)			Not applicable					

Description of the above-mentioned shareholder relationships or concerted actions	There was no known relationship between the top 10 shareholders and whether they were parties acting in concert.
Description of the above shareholders involved in proxy/trustee voting rights and abstention from voting rights	Not applicable
Special note on the existence of repurchase special accounts among the top 10 shareholders (if any) (see Note 10)	Not applicable

Top 10 shareholders of unlimited sale terms			
Name of shareholder	Number of unrestricted shares held at the end of the reporting period	Type of Shares	
		Type of shares	Amount
Horgos Taiyong Kangda Venture Capital Co., Ltd.	59,862,540	Ordinary shares in CNY	59,862,540
Hong Kong Securities Clearing Co., Ltd.	9,921,125	Ordinary shares in CNY	9,921,125
Tianjin Qite Consulting Co., Ltd.	8,551,062	Ordinary shares in CNY	8,551,062
GF Fund Management Co., Ltd. - Social Security Fund 420 Portfolio	5,802,494	Ordinary shares in CNY	5,802,494
Industrial and Commercial Bank of China Limited—Guangfa Stable Growth Securities Investment Fund	5,017,641	Ordinary shares in CNY	5,017,641
Shanghai Pudong Development Bank Co., Ltd. - Huaxia Innovation Future 18-Month Closed-Ended Hybrid Securities Investment Fund	3,792,018	Ordinary shares in CNY	3,792,018
CAREER SEARCH AND CONSULTING (HONG KONG) LIMITED	3,755,165	Ordinary shares in CNY	3,755,165
Agricultural Bank of China Limited - Huaxia Renaissance Mixed Securities Investment Fund	3,696,626	Ordinary shares in CNY	3,696,626

Industrial and Commercial Bank of China Limited-Dongfanghong Qiyuan Three-Year Investment Fund	2,672,300	Ordinary shares in CNY	2,672,300
Industrial and Commercial Bank of China Limited—China Universal Balanced Growth Hybrid Securities Investment Fund	2,173,345	Ordinary shares in CNY	2,173,345
A description of the relationships or concerted actions among the top 10 unrestricted shareholders, and between the top 10 unrestricted shareholders and the top 10 shareholders.	There was no known relationship among the top 10 shareholders of the Company and between the other top 10 shareholders with unlimited shares outstanding and the other top 10 shareholders, and whether they were persons acting in concert as stipulated in the <i>Measures for the Administration of Takeovers of Listed Companies</i> .		
Description of shareholders involved in the securities margin trading business (if any) (see Note 5)	Not applicable		

Whether the Company has a differential voting arrangement

☐ Applicable ☒ Not applicable

Whether the Company's top 10 common shareholders and top 10 unrestricted common shareholders engaged in agreed repurchase transactions during the reporting period or not

☐ Yes ☒ No

The Company's top 10 common shareholders and top 10 unrestricted common shareholders did not engage in any agreed repurchase transactions during the reporting period.

2. Company's Controlling Shareholder

Nature of controlling shareholder: Natural person holding

Controlling shareholder type: Legal person

Name of controlling shareholder	Legal representative / Head of unit	Date of establishment	organization code of the enterprise	Main business
Horgos Taiyong Kangda Venture Capital Co., Ltd.	Gao Yong	September 29 th , 2020	91654004MA78X3ML7N	Venture capital business; venture capital consulting business; acting as an agent for other venture capital companies and other institutions or individuals in venture capital business; providing venture capital management services for venture capital enterprises. (Projects subject to approval according to the law, the relevant department approval before the business activities can be carried out)
Shareholdings in other domestic and foreign listed companies in which the controlling shareholder has control and participation during the	None			

Name of controlling shareholder	Legal representative / Head of unit	Date of establishment	organization code of the enterprise	Main business
reporting period				

Changes in controlling shareholders during the reporting period

☒ Applicable ☐ Not applicable

Name of new controlling shareholder	Horgos Taiyong Kangda Venture Capital Co., Ltd.
Date of change	January 22 nd , 2021
Search index for a given site	For details, please refer to the announcement on Cninfo.com on January 25 th , 2021 (http://www.cninfo.com.cn) on the completion of share transfer registration in relation to the merger of controlling shareholders (2021-008)
Disclosure date on designated website	January 25 th , 2021

3. Actual Controller of the Company and Persons Acting in Concert

Nature of actual controller: Domestic natural person

Type of actual controller: Natural person

Name of the actual controller	Relationship with the actual controller	Nationality	Whether has right of residence in other countries or regions
Gao Yong	Himself	Chinese	Yes
Li Yuezhong	Himself	Chinese	No
Major occupations and positions	Gao Yong is the chairman of Career International; Li Yuezhong is the vice chairman and general manager of Career International.		
Domestic and foreign listed companies in which shares were held in the past 10 years	None		

Changes of the actual controller during the reporting period

☐ Applicable ☒ Not applicable

There was no change in the actual controller of the Company during the reporting period.

Block diagram of the ownership and control relationship between The Company and the actual controller



The actual controller controls The Company through a trust or other forms of asset management

☐ Applicable ☒ Not applicable

4. The Controlling Shareholder or the Largest Shareholder of the Company and Its Concert Parties Have Pledged an Aggregate of 80% of the Number of Shares Held by them in the Company

☐ Applicable ☒ Not applicable

5. Other Company Shareholders Holding More than 10% of the Shares

☐ Applicable ☒ Not applicable

6. Restricted Reduction of Shares of Controlling Shareholders, Actual Controllers, Restructuring Parties and Other Committed Entities

☐ Applicable ☒ Not applicable

IV. Specific Implementation of Share Buybacks in the Reporting Period

Progress in the implementation of the share buyback

☐ Applicable ☒ Not applicable

Progress in the implementation of the buyback of shares by way of centralized competitive bidding

☐ Applicable ☒ Not applicable

Section VIII. Preferred Stock Information

☐ Applicable ☒ Not applicable

There was no preferred stock in the reporting period.

Section IX. Bonds Information

☐ Applicable ☒ Not applicable

Section X. Financial Report

I. Audit Report

Type of audit opinion	Standard unqualified audit report
Signature date of audit report	April 20 th , 2022
Name of audit firm	ShineWing Certified Public Accountants (Special General Partnership)
Audit report number	XYZH/2022BJAA20348
Name of certified public accountant	Huang Ying, Jiang Xiaolan

Independent Auditors' Report

To all shareholders of Beijing Career International Co., Ltd.:

We have audited the financial statements prepared by Beijing Career International Co., Ltd. (hereinafter referred to as "Career International"), including the Consolidated and Parent Company's Balance Sheet as at December 31st, 2021, Consolidated and Parent Company's Income Statement, Consolidated and Parent Company's Cash Flow Statement, Consolidated and Parent Company's Statement of Changes in Equity and Notes to the Financial Statements for 2021.

We believe that the attached financial statements have been prepared in accordance with the Accounting Standards for Business Enterprises in all major aspects, and have fairly reflected the Consolidated and Parent Company's financial position of Career International as at December 31st, 2021, and the Consolidated and Parent Company's operating results and cash flows of 2021.

I. Basis for the audit opinion

We have conducted our audits in accordance with the Chinese Standards on Auditing. The "Auditor's responsibility of the financial statements" section further clarifies our responsibilities under these guidelines. In accordance with the Code of Professional Ethics of Chinese Certified Public Accountants, we are independent of Career International and have fulfilled other responsibilities in terms of professional ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

II. Key audit matters

Key audit matters are those matters which, in our professional judgment, are of most significance to the audit of the financial statements for the period. These matters are addressed in the context of an audit of the financial statements as a whole and the development of an audit opinion. We are not in a separate opinion on these matters.

1. Operating revenue	
Key audit matter	Audit response
Career International's operating income is mainly derived from flexible employment income, mid-to-high end talent search income and recruitment process outsourcing income. The Management makes judgment to determine the point of revenue recognition based on the agreed terms of the business contract, and the specific revenue recognition principles are described in Note IV. 22 to the accompanying financial statements. Revenue is one of the key performance indicators of Career International, and this judgment by management is likely to have a significant impact on the financial statements, and therefore we consider this matter to be a key audit matter.	<p>Audit response:</p> <ol style="list-style-type: none"> 1. Understand and evaluate the design and operating effectiveness of management's key internal controls related to revenue recognition; 2. Select a sample to check the sales contract to confirm whether the revenue recognition point of Career International is following the requirements of the enterprise accounting standards. Also check whether the amount of revenue recognition is accurate; 3. Select a sample of the recorded revenue transactions and check the relevant recognition vouchers, etc. to ensure that the relevant revenue recognition is in accordance with Career International's revenue recognition principles; 4. Performed cut-off tests to ensure that there were no inter-period errors in revenues and costs; 5. Performing analytical review procedures on the gross profit margin of Career International; 6. We also assessed whether Career International has made adequate disclosures regarding revenue recognition in the financial statements and notes thereto.
2. Impairment of goodwill	
Key audit matter	Audit response
As of December 31 st , 2021, the book value of goodwill arising from the business combination of Career International was CNY 159,985,442.11. Career International is required to perform an annual impairment test of goodwill, which is based on an estimate of the recoverable amount of the asset group or combination of asset groups to which the goodwill relates. We recognized the goodwill impairment test as a key audit matter due to the complexity and significant judgment involved in management's assessment of goodwill impairment, including the degree of subjectivity of its expected future cash flows and the appropriateness of the relevant growth rate and discount rate used.	<p>Audit response:</p> <ol style="list-style-type: none"> 1. Understood and evaluated the design and operating effectiveness of management's key internal controls over the testing of goodwill for impairment; 2. Review the consistency of the asset groups and asset group combinations identified by management with the asset groups and asset group combinations to which goodwill relates; 3. Assess the appropriateness and reasonableness of the key assumptions used in the valuation model adopted by management; 4. Reconciling the underlying data at the time of the present value of the projected future cash flows with historical data and other supporting evidence to review their reasonableness; 5. Review the reasonableness of the significant estimates and judgments applied by management in estimating the present value of future cash flows in the impairment test.

III. Other information

The Management of Career International (hereinafter referred to as the Management) is responsible for other information. Other information includes information covered in the 2021 Annual Report of Career International, but does not include the financial statements and our audit report.

Our audit opinion on the financial statements does not cover other information, nor do we express any form of assurance on other information.

In conjunction with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or otherwise appears to be materially misstated in the light of our audit.

Based on the work we have performed, if we determine that other information has been materially misreported, we shall report that fact. In this respect, we have nothing to report.

IV. The responsibility of the Management and those charged with governance of the financial statements

The Management is responsible for the preparation and fair presentation of these financial statements in accordance with Accounting Standards for Business Enterprises to achieve a fair reflection, and designing, implementing and maintaining necessary internal controls, so that the financial statements are free from material misstatements whether due to fraud or error.

In the preparation of the financial statements, the Management is responsible for assessing the going concern capability, disclosing matters related to going concern (if applicable), and applying the going concern assumption, unless the Management plans to liquidate Career International, terminate operations, or there are no other viable options.

Those charged with governance is responsible for supervising the process of financial statements of Career International.

V. Auditor's responsibility of the financial statements

Our objective is to achieve a reasonable assurance that the financial statements are free from material misstatements, whether due to fraud or error, and express an opinion on these financial statements based on our audit. A reasonable assurance is a high level of assurance, but it does not guarantee that an audit performed in accordance with the auditing standards can detect all existing material misstatements. Misstatement can be caused by fraud or error. Misstatements are generally considered to be material if the reasonable expected misstatements, individually or collectively, may affect the economic decisions made by stakeholders based on the financial statements.

As part of an audit in accordance with Chinese Auditing Standards for Certified Public Accountants, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

1. Identify and assess the risk of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain sufficient and appropriate audit evidence as a basis for our audit opinion. As fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls, the risk of material misstatement due to fraud is more likely than for one resulting from error.
2. Obtain an understanding of internal control relevant to the entity's audit in order to design audit procedures that are appropriate in circumstances.
3. Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and relevant disclosures made by the Management.
4. Draw a conclusion on the appropriateness of the Management's use of the going concern assumption, and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on Career International's ability to continue as a going concern. If we conclude that material uncertainties exist, we are required to draw attention in the auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, modify the opinion. Our conclusions are based on the audit evidence obtained up to the date of the auditor's report. However, future events or circumstances may cause Career International to be unable to continue as a going concern.
5. Evaluate the overall presentation, structure and content of the financial statements, and evaluate whether the financial statements represent the underlying transactions and events in a manner that achieve fair presentation.
6. Based on the financial information of Career International, we obtained sufficient and appropriate audit evidence to express an audit opinion on financial statements. We are responsible for guiding, supervising and implementing the group audit, and are fully responsible for our audit opinion.

Beijing Career International Co., Ltd. 2021 Annual Report

We communicate with those charged with governance regarding, among other matters, the audit scope, timing, and significant audit findings, including any significant deficiencies in the internal control that we have identified during the audit.

We also provide a statement to those charged with governance about our compliance with ethical requirements related to independence and communicate with those charged with governance about all relationships and other matters that may reasonably be perceived to affect our independence, as well as related precautions (if applicable).

From the matters communicated to those charged with governance, we have determined which matters are most significant to the audit of the current financial statements and therefore have constituted key audit matters. We describe these matters in our audit report, unless public disclosure of such matters is prohibited by law or regulation or, in rare circumstances, we determine that a matter should not be disclosed in the audit report if the adverse consequences of the description of the matter in the audit report would reasonably be expected to outweigh the benefits in the public interest.

II. Financial Statements

The unit of the statement in the financial notes is: CNY.

1. Consolidated Balance Sheet

Prepared by: Beijing Career International Co., Ltd.

December 31st, 2021

Currency: CNY

Item	December 31 st , 2021	December 31 st , 2020
Current assets:		
Cash and cash equivalents	1,076,498,130.97	485,764,137.50
Deposit reservation for balance		
Lending funds		
Trading financial assets	174,193.53	174,193.53
Derivative financial assets		
Notes receivable		
Accounts receivable	1,548,352,699.37	873,428,403.47
Receivable financing		
Prepayments	18,044,191.05	20,505,789.58
Premium receivable		
Reinsurance accounts receivable		
Reinsurance reserves receivable		
Other receivables	87,433,355.25	68,527,056.23

Including interest receivable		
Dividends receivable		
Buying back the sale of financial assets		
Inventory		
Contract assets		
Assets held for sale		
Non-current assets due within 1 year		
Other current assets	4,806,208.18	2,739,815.66
Total current assets	2,735,308,778.35	1,451,139,395.97
Non-current assets:		
Loans and advances issued		
Debt investments		
Other debt investments		
Long-term accounts receivable	23,761,176.63	27,287,417.50
Long-term equity investments	116,856,617.28	110,389,595.14
Other investments in equity instruments		
Other non-current financial assets		
Investment property		
Fixed assets	10,714,669.40	11,411,921.77
Construction in progress		
Productive biological assets		
Oil and gas assets		
Right-of-use assets	110,962,682.32	789,888.04
Intangible assets	186,961,520.68	171,108,066.75
Development expenditure	10,196,043.29	14,603,767.78
Goodwill	159,985,442.11	160,263,561.87
Long-term deferred expenses	13,551,632.70	24,413,585.76
Deferred tax assets	20,187,431.06	13,799,631.63

Beijing Career International Co., Ltd. 2021 Annual Report

Other non-current assets		
Total non-current assets	653,177,215.47	534,067,436.24
Total assets	3,388,485,993.82	1,985,206,832.21
Short-term borrowings	41,916,712.98	38,297,176.15
Borrowings from central bank		
Borrowing funds		
Trading financial liabilities		
Derivative financial liabilities		
Notes payable		
Accounts payable	79,425,198.29	42,946,035.56
Advances from customers		
Contract liabilities	63,575,902.79	62,185,109.71
Financial assets sold for repurchase		
Deposits from customers and interbank		
Receivings from vicariously traded securities		
Receivings from vicariously sold securities		
Employee benefits payables	480,500,332.08	348,497,279.43
Taxes payable	194,584,710.98	111,013,318.57
Other payables	160,874,031.25	156,615,222.62
Including interest payable		81,962.50
Dividends payable	9,198,090.00	3,167,169.37
Fees and commissions payable		
Dividend Payable for Reinsurance		
Held-for-sale liabilities		
Non-current liabilities due within 1 year	43,038,487.12	
Other current liabilities	8,310,163.84	
Total current liabilities	1,072,225,539.33	759,554,142.04

Reserve for insurance contracts		
Long-term borrowings		
Bonds payable		
Including: Preferred shares		
Perpetual bonds		
Lease liabilities	68,396,468.75	847,273.10
Long-term payables		1,916,035.71
Long-term employee benefits payable		570,110.28
Provisions	3,411,239.45	8,301,099.42
Deferred income	46,861.20	91,426.22
Deferred tax liabilities	30,098,341.89	31,073,227.10
Other non-current liabilities		
Total non-current liabilities	101,952,911.29	42,799,171.83
Total liabilities	1,174,178,450.62	802,353,313.87
Total shareholders' equity		
Share capital	196,887,795.00	182,856,000.00
Other equity instruments		
Including: Preferred shares		
Perpetual bonds		
Capital reserves	1,056,813,030.05	301,880,700.05
Less: Treasury shares	38,003,308.58	51,245,521.00
Other comprehensive income	-4,297,935.84	-640,623.92
Special reserves		
Surplus reserves	47,690,602.05	34,116,907.50
General risk provisions		
Retained earnings	791,639,927.17	571,375,025.44
Total equities attributable to shareholders of parent company	2,050,730,109.85	1,038,342,488.07

Beijing Career International Co., Ltd. 2021 Annual Report

Minority interests	163,577,433.35	144,511,090.27
Total shareholders' equity	2,214,307,543.20	1,182,853,518.34
Total liabilities and shareholders' equity	3,388,485,993.82	1,985,206,832.21

Legal representative: Gao Yong

Principal in charge of accounting: You Tingting

Head of accounting department: Zhao Siyao

2. Parent Company's Balance Sheet

Currency: CNY

Item	December 31 st , 2021	December 31 st , 2020
Current assets:		
Cash and cash equivalents	627,541,756.40	173,779,104.99
Trading financial assets		
Derivative financial assets		
Notes receivable		
Accounts receivable	93,159,692.30	65,590,205.05
Receivables financing		
Prepayments	4,836,433.91	2,192,106.23
Other receivables	617,497,250.07	283,494,349.91
Including: Interest receivable		
Dividends receivable		
Inventories		
Contract assets		
Assets held for sale		
Non-current assets due within 1 year		
Other current assets	3,319,836.14	
Total current assets	1,346,354,968.82	525,055,766.18
Non-current assets:		
Debt investments		
Other debt investments		
Long-term accounts receivable		

Beijing Career International Co., Ltd. 2021 Annual Report

Long-term equity investments	412,753,846.40	395,799,779.68
Other investments in equity instruments		
Other non-current financial assets		
Investment properties		
Fixed assets	5,006,700.69	5,235,383.42
Construction in progress		
Productive biological assets		
Oil and gas assets		
Right-of-use assets	30,867,208.12	
Intangible assets	12,177,370.98	13,652,834.81
Development expenditure		
Goodwill		
Long-term deferred expenses	2,587,404.14	3,287,486.36
Deferred tax assets	11,344,989.73	6,230,473.11
Other non-current assets		
Total non-current assets	474,737,520.06	424,205,957.38
Total assets	1,821,092,488.88	949,261,723.56
Current liabilities		
Short-term borrowings		38,000,000.00
Trading financial liabilities		
Derivative financial liabilities		
Notes payable		
Accounts payable	10,982,364.97	9,452,186.86
Advances from customers		
Contract liabilities	993,817.53	1,401,198.40
Employee benefits payable	80,335,096.69	45,191,005.71
Taxes payable	2,672,131.99	5,283,296.31
Other payables	144,733,765.59	193,878,002.89

Including: interest payables		81,962.50
Dividend payables		
Held-for-sale liabilities		
Non-current liabilities due within a year	9,363,440.90	
Other current liabilities	610,245.69	
Total current liabilities	249,690,863.36	293,205,690.17
Non-current liabilities		
Long-term borrowings		
Bonds payable		
Including: Preferred shares		
Perpetual bonds		
Lease liabilities	20,490,417.52	
Long-term payables		1,890,088.88
Long-term employee benefits payable		570,110.28
Provisions		457,671.39
Deferred income		
Deferred tax liabilities	1,007,085.95	583,131.84
Other non-current liabilities		
Total non-current liabilities	21,497,503.47	3,501,002.39
Total liabilities	271,188,366.83	296,706,692.56
Shareholders' equity		
Share capital	196,887,795.00	182,856,000.00
Other equity instruments		
Including: Preferred shares		
Perpetual bonds		
Capital reserves	1,045,268,009.20	293,125,208.11
Less: Treasury shares	37,103,631.00	51,245,521.00
Other comprehensive income		

Beijing Career International Co., Ltd. 2021 Annual Report

Special reserves		
Surplus reserves	47,690,602.05	34,116,907.50
Retained earnings	297,161,346.80	193,702,436.39
Total shareholders' equity	1,549,904,122.05	652,555,031.00
Total liabilities and shareholders' equity	1,821,092,488.88	949,261,723.56

3. Consolidated Income Statement

Currency: CNY

Item	2021	2020
Total operating revenue	7,010,450,882.75	3,932,001,041.85
Including: Operating revenue	7,010,450,882.75	3,932,001,041.85
Interest income		
Premiums earned		
Fee and commission income		
II. Total operating cost	6,680,112,212.38	3,709,681,448.58
Including: operating cost	6,202,706,159.62	3,398,419,290.11
Interest expense		
Fees and commission expense		
Surrender value		
Net payment of compensation expenses		
Net withdrawal from insurance liability reserve		
Policy dividend payments		
Reinsurance costs		
Taxes and surcharges	42,352,309.67	21,861,786.08
Selling and distribution expenses	169,194,137.40	99,486,511.19

Beijing Career International Co., Ltd. 2021 Annual Report

General and administrative expenses	216,239,948.94	179,489,516.75
Research and development expenses	38,755,717.21	14,534,678.50
Financial expenses	10,863,939.54	-4,110,334.05
Including: Interest expenses	10,328,302.19	1,356,107.31
Interest income	4,135,890.03	2,794,087.61
Add: Other gains	22,048,169.19	27,222,519.99
Investment income (Loss listed with "-")	2,997,720.25	3,073,720.28
Including: Income from investments in associates and joint ventures	3,432,889.23	2,043,275.40
Gain on derecognition of financial assets measured at amortized cost		
Exchange gains (Loss listed with "-")		
Net exposure hedge gains (Loss listed with "-")		
Gain arising from the changes in fair value (Loss listed with "-")		
Credit impairment losses (Loss listed with "-")	-4,501,438.00	-8,360,019.61
Loss on impairment of assets (Loss listed with "-")		
Gain arising from the disposal of assets (Loss listed with "-")	43,397.66	76,913.87
II. Operating profit (Loss listed with "-")	350,926,519.47	244,332,727.80
Add: Non-operating income	37,682,670.53	28,049,732.93

Beijing Career International Co., Ltd. 2021 Annual Report

Less: Non-operating expenses	832,921.15	1,285,578.55
IV. Total profit (total loss listed with "+")	387,776,268.85	271,096,882.18
Less: Income tax expenses	92,853,458.00	63,516,291.44
V. Net profit (Net loss listed with "-")	294,922,810.85	207,580,590.74
(1) Classified by business continuity		
1. Net profit from continuing operations (Net loss listed with "-")	294,922,810.85	207,580,590.74
2. Net profit from discontinued operations (Net loss listed with "-")		
(2) Classification by ownership		
1. Net profit attributable to owners of the parent company	252,542,936.81	186,313,762.62
2. Minority gain or loss	42,379,874.04	21,266,828.12
VI. Net after-tax other comprehensive income	-6,321,165.77	-6,119,876.49
Net after-tax other comprehensive income attributable to shareholders of the parent company	-3,657,311.92	-4,845,879.38
(1) Other comprehensive income that cannot be reclassified into profit or loss		
1. Changes in remeasured defined benefit plans		
2. Other comprehensive income that cannot be transferred to profit or loss under the equity method		
3. Changes in fair value of investments in other equity instruments		
4. Changes in the fair value of the enterprise's own credit risk		

5. Other		
(2) Other comprehensive income that will be reclassified to profit or loss	-3,657,311.92	-4,845,879.38
1. Other comprehensive income allowed to be reclassified into profit or loss under the equity method		
2. Changes in fair value of other debt investments		
3. Gains and losses on fair value changes in available-for-sale financial assets		
4. Provision for credit impairment of other debt investments		
5. Cash flow hedge reserve		
6. Translation differences on foreign currency financial statements	-3,657,311.92	-4,845,879.38
7. Other		
After tax amount which attribute to minority shareholders' other comprehensive income	-2,663,853.85	-1,273,997.11
VII/ Total comprehensive income	288,601,645.08	201,460,714.25
Total comprehensive income attributable to shareholders of the parent company	248,885,624.89	181,467,883.24
Total comprehensive income attributable to minority shareholders	39,716,020.19	19,992,831.01
VIII/ Earnings per share		
(1) Basic earnings per share	1.3534	1.0350
(2) Diluted earnings per share	1.3452	1.0286

In the case of a business combination under the common control in the current period, the net profit realized by the party being consolidated before the combination was CNY 0. The net profit realized by the party being consolidated in the previous period was CNY 0.

Legal representative: Gao Yong

Principal in charge of accounting: You Tingting

Head of accounting department: Zhao Siyao

4. Income Statement of the Parent Company

Currency: CNY

Item	2021	2020
I. Operating income	391,547,936.01	263,013,405.87
Less: operating costs	251,883,757.13	161,610,151.30
Taxes and surcharges	2,016,630.39	1,539,017.75
Selling and distribution expenses	60,434,265.65	36,801,733.86
General and administrative expenses	71,563,385.23	62,806,745.95
Research and development expenses	9,297,859.83	6,585,599.52
Financial expenses	4,755,628.36	317,715.27
Including: Interest expenses	4,974,863.04	955,344.17
Interest income	1,436,824.30	1,324,191.53
Add: Other gains	1,060,962.21	1,200,000.99
Investment income (Loss listed with "-")	139,558,240.11	66,336,426.83
Including: Income from investments in associates and joint ventures	2,595,573.73	1,236,426.83
Gain on derecognition of financial assets measured at amortized cost (Loss listed with "-")		
Net exposure hedge gains (Loss listed with "-")		
Gains on changes in fair value (Loss listed with "-")		
Credit impairment losses (Loss listed with "-")	-2,491,563.41	-2,603,641.47
Impairment losses on assets (Loss listed with "-")		
Gain arising from the disposal of assets (Loss listed with "-")		
II. Operating profit (Loss listed with "-")	129,724,048.33	58,285,228.57

Add: Non-operating income	1,990,707.12	4,357,229.26
Less: Non-operating expenses	653,585.95	1,144,981.06
III Total profit (Total loss listed with "+/-")	131,061,169.50	61,497,476.77
Less: Income tax expenses	-4,675,775.99	-943,304.08
IV Net profit (Net loss listed with "+/-")	135,736,945.49	62,440,780.85
(1) Net profit from continuing operations (Net loss listed with "+/-")	135,736,945.49	62,440,780.85
(2) Net profit from discontinued operations (Net loss listed with "+/-")		
V Net after-tax other comprehensive income		
(1) Other comprehensive income that cannot be reclassified into profit or loss		
1. Changes in remeasured defined benefit plans		
2. Other comprehensive income that cannot be transferred to profit or loss under the equity method		
3. Changes in fair value of investments in other equity instruments		
4. Changes in the fair value of the enterprise's own credit risk		
5. Other		
(2) Other comprehensive income that will be reclassified to profit or loss		
1. Other comprehensive income allowed to be reclassified into profit or loss under the equity method		
2. Changes in fair value of other debt investments		

3. Reclassification of financial assets to other comprehensive income		
4. Provision for credit impairment of other debt investments		
5. Cash flow hedge reserve		
6. Translation differences on foreign currency financial statements		
7. Others		
VI. Total comprehensive income	135,736,945.49	62,440,780.85
VII. Earnings per share		
(1) Basic earnings per share		
(2) Diluted earnings per share		

5. Consolidated Statement of Cash Flows

Currency: CNY

Item	2021	2020
A. Cash flows from operating activities:		
Cash received from sales of goods and rendering of services	6,672,315,312.26	4,106,824,031.59
Net increase in customer deposits and interbank deposits		
Net increase in borrowing from the central bank		
Net increase in transfers to other financial institutions		
Cash received for original insurance contract premiums		
Net cash received from reinsurance operations		
Net increase in funds and investments for policy holders		

Cash paid for interest, fees and commissions		
Net increase in borrowed funds		
Net increase in funds from repurchase operations		
Net cash received from agency trading of securities		
Reimbursement of taxes and fees received	4,360,307.31	6,013,163.78
Other cash received in connection with operating activities	69,793,440.72	69,498,986.01
Sub-total of cash inflows from operating activities	6,746,469,060.29	4,182,336,181.38
Cash paid for goods, services received	1,445,554,387.45	1,057,996,662.26
Net increase in loans and advances to customers		
Net increase in central bank and interbank deposits		
Cash payment of original insurance contract benefits		
Net increase in funds disbursed		
Cash payment of interest, fees and commissions		
Cash paid for policy dividends		
Cash paid to and for employees	4,743,980,088.45	2,554,053,968.34
Taxes and fees paid	492,272,621.39	282,102,792.76
Payment of other cash related to operating activities	107,390,202.11	87,250,984.80
Sub-total of cash outflows from operating activities	6,789,197,299.40	3,981,404,408.16
Net cash flows from operating activities	-42,728,239.11	200,931,773.22
II. Cash flows from investment activities:		
Cash received from return on investments	2,385,000.00	3,163,517.81
Cash received from investments income	879,867.09	1,370,333.66
Net cash received from disposal of fixed assets, intangible assets and other long-term assets	8,552.74	85,468.60
Net cash received from disposal of subsidiaries and other business units		

Beijing Career International Co., Ltd. 2021 Annual Report

Cash received relating to other investing activities		200,000.00
Sub-total of cash inflows from investing activities	3,273,419.83	4,819,320.07
Cash paid to acquire fixed assets, intangible assets and other long-term assets	32,186,661.96	39,582,819.45
Cash paid for investments	8,820,063.42	39,140,000.00
Net increase in pledged loans		
Net cash paid to acquire subsidiaries and other business units		5,816,562.87
Cash paid relating to other investing activities	6,082.91	1,000,000.00
Sub-total of cash outflow from investing activities	41,012,808.29	85,539,382.32
Net cash flows from investing activities	-37,739,388.46	-80,720,062.25
III. Cash flows from financing activities		
Cash received from investment absorption	757,451,825.04	17,602,621.06
Including: Cash received by subsidiaries from investment absorption of non-controlling interest		714,701.06
Cash received from loans granted	2,295,919,339.35	1,415,831,572.46
Cash received relating to other financing activities		
Sub-total of cash inflows from financing activities	3,053,371,164.39	1,433,434,193.52
Cash paid for repayments of borrowings	2,291,005,554.21	1,410,820,819.07
Cash paid for dividends, profits appropriation or payments of interest	34,867,155.58	47,436,715.76
Including: Dividends and profits paid to non-controlling interest by subsidiaries	9,710,000.00	15,815,540.54
Cash paid relating to other financing activities	55,606,025.00	175,000.00
Sub-total of cash outflows from financing activities	2,381,478,734.79	1,458,432,534.83
Net cash flows from financing activities	671,892,429.60	-24,998,341.31
IV. Effect of changes in foreign exchange rate on cash and cash equivalents	-1,603,237.32	-1,891,614.58
V. Net increase in cash and cash equivalents	589,821,564.71	93,321,755.08
Add: Balance of cash and cash equivalents at the beginning of period	485,764,137.50	392,442,382.42

VI. Balance of cash and cash equivalents at the end of period	1,075,585,702.21	485,764,137.50
---	------------------	----------------

6. Cash Flow Statement of the Parent Company

Currency: CNY

Item	2020	2019
I. Cash flows from operating activities:		
Cash received from sales of goods and rendering of services	385,454,815.16	278,632,873.94
Reimbursement of taxes and fees received	12,579.40	
Other cash received in connection with operating activities	4,205,590.03	54,918,473.91
Sub-total of cash inflows from operating activities	389,672,984.59	333,551,347.85
Cash paid for goods and services	63,513,919.25	25,654,461.09
Cash paid to and for employees	263,226,947.97	206,238,182.60
Taxes and fees paid	24,726,136.60	15,346,235.08
Payment of other cash related to operating activities	392,683,798.98	27,229,249.77
Sub-total of cash outflows from operating activities	744,150,802.80	274,468,128.54
Net cash flows from operating activities	-354,477,818.21	59,083,219.31
II. Cash flows from investment activities:		
Cash received from return on investments	2,385,000.00	
Cash received from investments income	136,990,000.00	65,100,000.00
Net cash received from disposal of fixed assets, intangible assets and other long-term assets		
Net cash received from disposal of subsidiaries and other business units		
Cash received relating to other investing activities		
Sub-total of cash inflows from investing activities	139,375,000.00	65,100,000.00
Cash paid to acquire fixed assets, intangible assets and other long-term assets	5,246,515.80	7,252,864.74
Cash paid for investments	6,250,000.00	15,500,000.00

Beijing Career International Co., Ltd. 2021 Annual Report

Net cash paid to acquire subsidiaries and other business units		
Cash paid relating to other investing activities		
Sub-total of cash outflow from investing activities	11,496,515.80	22,752,864.74
Net cash flows from investing activities	127,878,484.20	42,347,135.26
III. Cash flows from financing activities		
Cash received from investment absorption	757,451,825.04	16,887,920.00
Cash received from loans granted	711,000,000.00	192,500,000.00
Cash received relating to other financing activities		
Sub-total of cash inflows from financing activities	1,468,451,825.04	209,387,920.00
Cash paid for repayments of borrowings	749,015,616.64	154,500,000.00
Cash paid for dividends, profits appropriation or payments of interest	23,550,177.10	31,278,647.09
Cash paid relating to other financing activities	15,509,685.02	175,000.00
Sub-total of cash outflows from financing activities	788,075,478.76	185,953,647.09
Net cash flows from financing activities	680,376,346.28	23,434,272.91
IV. Effect of changes in foreign exchange rate on cash and cash equivalents	-14,360.86	-31,921.34
V. Net increase in cash and cash equivalents	453,762,651.41	124,832,706.14
Add: Balance of cash and cash equivalents at the beginning of period	173,779,104.99	48,946,398.85
VI. Balance of cash and cash equivalents at the end of period	627,541,756.40	173,779,104.99

7. Consolidated Statement of Changes in Equity

Amount of current period

Currency: CNY

Item	2021														
	Equity attributable to owners of parent company										Non-controlling interest	Total owners' equity			
	Share capital	Other equity instruments			Capital reserve	Less: Treasury stock	Other comprehensive income	Special reserves	Surplus reserve	General risk reserve			Retained earnings	Other	Subtotal
		Preferred Shares	Perpetual capital securities	Other											
I. Prior year's closing balance	182,856,000.00				301,880,700.05	51,245,521.00	-640,623.92		34,116,907.50		571,375,025.44		1,038,342,488.07	144,511,030.27	1,182,853,518.34
II. Add: Change in accounting policy															
III. Error correction in the prior period															
IV. Business combination under same control															
V. Other															
VI. Current	182,856,000.00				301,880,700.05	51,245,521.00	-640,623.92		34,116,907.50		571,375,025.44		1,038,342,488.07	144,511,030.27	1,182,853,518.34

year's opening balance					92							
11. Increase or decrease in current period (Decrease with "-")	14,031,795.00		754,932,330.00	-13,242,212.42	-3,657,311.92	13,573,694.55	220,264,901.73	1,012,387,621.78	19,066,403.08	1,031,454,024.86		
(1) Total comprehensive income					-3,657,311.92		252,542,936.81	248,885,624.89	39,716,020.19	288,601,645.08		
(2) Owner's inputs and decreases in capital	14,031,795.00		754,932,330.00	-13,242,212.42				782,206,337.42	1,104,699.83	783,311,037.25		
1. Owner Input of common stock	14,094,955.00		735,396,609.54					749,491,564.54	631.96	749,492,196.50		
2. Other equity instrument holder's investment												
3. Dividends payable	-63,160.00		19,968,447.51	-13,242,212.42				33,147,499.93		33,147,499.93		

ble into owne equit amo unt													
4. Other				-					-		1,104,067.87	671,340.82	
				432,727.05					432,727.05				
(3) Profit distribution							13,573,694.55	-	-	-	-	-	
								32,278,035.08	18,704,340.53	21,754,316.94	40,458,657.47		
1. Surplus reserve							13,573,694.55	-	-	-	-	-	
								13,573,694.55					
2. General risk provision													
3. Owner (or shareholder) distribution								-	-	-	-	-	
								18,704,340.53	18,704,340.53	21,754,316.94	40,458,657.47		
4. Other													
(4) Owner's equity internal transfer													
1. Capital reserve convert to capital (or share capital)													

[illegible]

1. C urren t with draw al												
2. C urren t use												
(6) Othe r												
IV, Clos ing balan ce for the perio d	196,887,79 5.00			1,056,813,0 30.05	38,003,308. 58	- 4,297,93 5.84	47,690,602 .05	791,639,92 7.17	2,050,730,10 9.85	163,577,43 3.35	2,214,307,54 3.20	

Amount in prior year

Currency: CNY

Item	2020													
	Equity attributable to owners of parent company											Non-controlling interest	Total owners' equity	
	Share capital	Other equity instruments		Capital reserve	Less: Treasury stock	Other comprehensive income	Special reserves	Surplus reserve	General risk reserve	Retained earnings	Other			Subtotal
		Preferred shares	Perpetual capital securities											
I. Prior year's closing balance	182,287,000.00			259,947,989.13	34,739,530.00	4,205,255.46		27,872,829.41		421,747,269.91		861,320,813.91	127,718,177.17	989,038,991.08
Add: Accounting policies change														
Error correction in the prior period														
Business combination under same control														
Other														
II. Current year's opening balance	182,287,000.00			259,947,989.13	34,739,530.00	4,205,255.46		27,872,829.41		421,747,269.91		861,320,813.91	127,718,177.17	989,038,991.08
III. Increase or decrease in current period (Decrease listed with "-")	569,000.00			41,932,710.92	16,505,991.00	-4,845,879.38		6,244,078.09		149,627,755.53		177,021,674.16	16,792,853.10	193,814,527.26
(1) Total comprehensive income						-4,845,879.38				186,313,762.62		181,467,883.24	19,992,831.01	201,460,714.25

(2) Owner's inputs and decreases in capital	569,000.00			41,932,710.92	16,505,991.00					25,995,719.92	14,691,171.94	40,686,891.86
1. Owner's input of common stock	569,000.00			16,318,920.00						16,887,920.00	15,274,442.33	32,162,362.33
2. Other equity instrument holder's investment												
3. Dividend payable into owner's equity amount				25,030,520.53	16,505,991.00					8,524,529.53		8,524,529.53
4. Other				583,270.39						583,270.39	583,270.39	
(3) Profit distribution							6,244,078.09	36,686,007.09		30,441,929.00	17,891,149.85	48,333,078.85
1. Surplus reserve							6,244,078.09	-6,244,078.09				
2. General risk provision												
3. Owner (or shareholder) distribution								30,441,929.00		30,441,929.00	17,891,149.85	48,333,078.85
4. Other												
(4) Owner's equity internal transfer												
1. Capital reserve convert to capital (or share capital)												
2. Surplus reserve converts to capital (or share)												

capital)													
3. Surplus reserve (recovery loss)													
4. Carry forward of retained earnings on changes in defined benefit plans)													
5. Other comprehensive income carryforward of retained earnings)													
6. Other													
(5) Special reserves													
1. Current withdrawal													
2. Current use													
(6) Other													
IV. Closing balance for the period	182,856,000.				301,880,700.05	51,245,521.00	640,623.92	34,116,907.50	571,375,025.44	1,038,342,488.07	144,511,030.27	1,182,853,518.34	

8. Parent Company's Statement of Changes in Equity

Currency: CNY

[illegible]

I. Prior year's closing balance	182,856,000.00			293,125,208.11	51,245,521.00		34,116,907.50	193,702,436.39	652,555,031.00
Add: Accounting policies change									
Error correction in the prior period									
Others									
II. Current year's opening balance	182,856,000.00			293,125,208.11	51,245,521.00		34,116,907.50	193,702,436.39	652,555,031.00
III. Increase or decrease in current period (Decrease listed with "-")	14,031,795.00			752,142,801.09	14,141,890.00		13,573,694.55	103,458,910.41	897,349,091.05
(1) Total comprehensive income								135,736,945.49	135,736,945.49
(2) Owner's inputs and decreases in capital	14,031,795.00			752,142,801.09	14,141,890.00				780,316,486.09
1. Owner's input of common stock	14,094,955.00			734,180,529.31					748,275,484.31
2. Other equity instrument holder's investment									
3. Dividend payable into owner's equity amount	-63,160.00			17,962,271.78	14,141,890.00				32,041,001.78
4. Other									
(3) Profit distribution							13,573,694.55	32,278,035.08	18,704,340.53
1. Surplus reserve							13,573,694.55	13,573,694.55	

										5		
2. Owner (or shareholder) distribution										18,704,340.53		18,704,340.53
3. Other												
(4) Owner's equity internal transfer												
1. Capital reserve convert to capital (or share capital)												
2. Surplus reserve converts to capital (or share capital)												
3. Surplus reserve recover loss												
4. Carry forward of retained earnings or changes in defined benefit plans												
5. Other comprehensive income carry forward of retained earnings												
6. Other												
(5) Special reserves												
1. Current withdrawal												
2. Current Use												
(6) Other												

Beijing Career International Co., Ltd. 2021 Annual Report

IV. Closing balance for the period	196,887,795.00			1,045,268,009.20	37,103,631.00		47,690,602.05	297,161,346.80		1,549,904,122.05
------------------------------------	----------------	--	--	------------------	---------------	--	---------------	----------------	--	------------------

Amount of prior period

Currency: CNY

Item	2020											
	Share capital	Other equity instruments			Capital reserve	Less Treasury stock	Other comprehensive income	Special reserves	Surplus reserve	Retained earnings	Other	Total Owners' equity
		Preferred Shares	Perpetual capital securities	Other								
I. Prior year's closing balance	182,287,000.00				251,775,767.59	34,739,530.00			27,872,829.41	167,947,662.63		595,143,729.63
Add:												
Accounting policies change												
Error correction in the prior period												
Other												
II. Current year's opening balance	182,287,000.00				251,775,767.59	34,739,530.00			27,872,829.41	167,947,662.63		595,143,729.63
III. Increase or decrease in current period (Decrease listed with "-")	569,000.00				41,349,440.52	16,505,991.00			6,244,078.09	25,754,773.76		57,411,301.37
(1) Total comprehensive income										62,440,780.85		62,440,780.85
(2) Owner's inputs and decreases in capital	569,000.00				41,349,440.52	16,505,991.00						25,412,449.52
1. Owner's input of common stock	569,000.00				16,318,920.00							16,887,920.00
2. Other equity instrument holder's investment												
3. Dividends payable into owner's equity amount					25,030,520.52	16,505,991.00						8,524,529.52

4. Other												
(3) Profit distribution								6,244,078.09	36,686,007.09		-30,441,929.00	
1. Surplus reserve								6,244,078.09	-6,244,078.09			
2. Owner (or shareholder) distribution									30,441,929.00		-30,441,929.00	
3. Other												
(4) Owner's equity internal transfer												
1. Capital reserve convert to capital (or share capital)												
2. Surplus reserve converts to capital (or share capital)												
3. Surplus reserve recover loss												
4. Carry forward of retained earnings on changes in defined benefit plans												
5. Other comprehensive income carry forward of retained earnings												
6. Other												
(5) Special reserves												
1. Current withdrawal												
2. Current use												
(6) Other												
IV. Closing balance for the period	182,856,000.00				293,125,208.11	51,245,521.00		34,116,907.50	193,702,436.39		652,555,031.00	

III. General Information

1. General Information

In accordance with the Initiator Agreement of Beijing Career International Co., Ltd. signed by all shareholders of Career International (Beijing) Co., Ltd. in December 2014 and the Articles of Association, Beijing Career International Co., Ltd. (hereinafter referred to as the "Company", and collectively referred to as the "Group" when including subsidiaries) was established as a result of the overall restructuring of Career International (Beijing) Co., Ltd. by discounting the net assets of Career International (Beijing) Co., Ltd. as of October 31st, 2014, which were audited by ShineWing Certified Public Accountants (Special General Partnership). In June 2015, the Company increased its capital. After the completion of the capital increase, the registered capital of the Company was CNY 135 million.

As of June 2nd, 2017, the Company successfully issued CNY 45 million ordinary shares and raised total funds of CNY 294.75 million, of which the new registered capital (share capital) was CNY 45 million and the registered capital of the Company was changed to CNY 180 million. The Company has obtained the Business License of Enterprise Legal Person issued by Beijing Administration for Industry and Commerce (BAIC) on July 20th, 2017, on which the unified social credit code is 911100007825037280, the legal representative is Gao Yong, and the office location is Room 1301, China Life Tower, No.16 Chaowai Street, Chaoyang District, Beijing.

On December 18th, 2019, the Company issued the *Announcement of the First Grant of Restricted Stock to Incentive Subjects by Beijing Career International Co., Ltd.*, According to the capital verification report XYZH/2019BJA20576 issued by ShineWing Certified Public Accountants, as of December 17th, 2019, the payment for the purchase of restricted shares from the incentive recipients has been received, totaling CNY 34,739,530.00, of which CNY 2,287,000.00 was added to the share capital and CNY 32,452,530.00 was added to the capital reserve.

On December 1st, 2020, the Company issued the *Announcement on the Completion of the Registration of Restricted Shares Reserved for the 2019 Restricted Share Incentive Plan of Beijing Career International Co., Ltd.* and according to the capital verification report XYZH/2020BJAA20016 issued by ShineWing Certified Public Accountants, as of November 20th, 2020, the payment for the purchase of restricted shares has been received from the incentive recipients, totaling CNY 16,887,920.00, including an increase in share capital of CNY 569,000.00 and an increase in capital reserve of CNY 16,318,920.00. As of December 31st, 2020, the paid-in capital of the Company is CNY 182,856,000.00.

On May 13th, 2021, the Company issued the *Announcement on the Completion of Partial Repurchase and Cancellation of Restricted Shares by Beijing Career International Co., Ltd.*, according to the capital verification report XYZH/2021BJAA20122 issued by ShineWing Certified Public Accountants, as at March 01st, 2021, the total amount of 63,160 restricted shares paid by 20 incentive recipients has been repurchased for CNY 948,852.68, of which the share capital was reduced by CNY 63,160.00 and the capital reserve was reduced by CNY 885,692.68. As at June 31st, 2021, the paid-up capital of the Company was CNY 182,792,840.00 and the industrial and commercial change has been completed with a registered capital of CNY 182,792,840.00.

On April 25th, 2021, the China Securities Regulatory Commission Securities Regulatory License [2021] No. 1425 *Approval for the Registration of the Issue of Shares to Specific Targets by Beijing Career International Co., Ltd.* On July 22nd, 2021, ShineWing Certified Public Accountants (Special Ordinary Partnership) issued a *Capital Verification Report* (XYZH/2021BJAA20593) in relation to the arrival of the proceeds from the issuance of shares to specific targets by Career International, confirming the arrival of the proceeds. According to such capital verification report, as at July 21st, 2021, Career International had issued 14,094,955.00 additional CNY ordinary shares (A shares), raising gross proceeds of CNY 759,999,973.60, net of various issue expenses of CNY 11,886,698.11, resulting in net proceeds of CNY 748,113,275.49. On August 6th, 2021, 14,094,955.00 additional shares became available for listing. Upon completion of the issue of shares to specific targets, the shares subscribed by the issue targets shall not be transferable for a period of six months from the date of closing of the issue, commencing from August 6th, 2021. As at December 21st, 2021, the Company's altered registered capital amounted to CNY 196,887,795.00 and its paid-up share capital was CNY 196,887,795.00.

As of December 31st, 2021, the Company's shareholding structure was as follows:

Name of shareholder	Share capital (CNY)	Shareholding ratio (%)
Horgos Taiyong Kangda Venture Capital Co., Ltd.	59,862,540.00	30.4044
Hong Kong Securities Clearing Co., Ltd.	9,921,125.00	5.0390

Beijing Career International Co., Ltd. 2021 Annual Report

Tianjin Qlte Consulting Co., Ltd.	8,551,062.00	4.3431
GF Fund Management Co., Ltd. - Social Security Fund 420 Portfolio	6,023,280.00	3.0592
Industrial and Commercial Bank of China - Guangfa Stable Growth Securities Investment Fund	5,680,000.00	2.8849
Shanghai Pudong Development Bank Co., Ltd. - Huaxia Innovation Future 18-Month Closed-Ended Mixed Investment Fund	4,645,133.00	2.3593
Agricultural Bank of China Limited-Huaxia Renaissance Mixed Securities Investment Fund	4,030,454.00	2.0471
CAREER SEARCH AND CONSULTING (HONG KONG) LIMITED	3,755,165.00	1.9073
Industrial and Commercial Bank of China Limited—Dongfanghong Qiyuan Three-Year Investment Fund	2,672,300.00	1.3573
Industrial and Commercial Bank of China Limited—China Universal Balanced Growth Hybrid Securities Investment Fund	2,173,345.00	1.1038
Holders of domestically listed Renminbi ordinary shares (A shares)	89,573,391.00	45.4946
Total	196,887,795.00	100.0000

The Company's business scope is: human resources management consulting, human resources supply and demand information collection and dissemination, human resources assessment; according to the relevant state regulations engaged in Internet human resources information services; to carry out network recruitment; to recommend workers for employers; to introduce workers to employers; to provide employment information services for employers and individuals; to carry out senior talent search services (human resources services license (valid until June 10th, 2024) technology promotion, technical services. (Market players choose their own business projects in accordance with the law, to carry out business activities; projects subject to approval by the relevant departments to carry out business activities in accordance with the approved content; shall not engage in business activities prohibited by national and municipal industrial policy and restricted projects.

The highest authority of the Company is the Board of Shareholders. The Company sets up the Board of Directors as a daily decision-making body. The General Manager is responsible for day-to-day business activities. The Company also consists of business and support departments.

2. Scope of the Consolidated Financial Statements

For details, please refer to "VIII. Changes in the scope of consolidation" and "IX. Interests in other entities" in this note.

IV. Basis for The Preparation of The Financial Statements

1. Basis of Preparation

The Group's financial statements are prepared on a going concern basis, based on transactions and events that have actually occurred, in accordance with the Accounting Standards for Business Enterprises issued by the Ministry of Finance and related regulations, and based on the accounting policies and accounting estimates described in "Note V. Significant Accounting Policies and Accounting Estimates".

2. Going Concern

There is no material uncertainty about the Company's ability to continue as a going concern for 12 months from the end of the reporting period.

V. Significant Accounting Policies and Accounting Estimates

Specific accounting policies and accounting estimates prompted:

None.

1. Statement of Compliance with Accounting Standards for Business Enterprises

The financial statements prepared by the Company comply with the requirements of the Accounting Standards for Business Enterprises and give a true and complete view of the financial position, results of operations and cash flows of the Company and the Group and other relevant information.

2. Accounting Period

The accounting period of the Group is from January 1st to December 31st of the calendar year.

3. Business Cycle

The company's operating cycle is 12 months.

4. Functional Currency

The Group uses CNY as its local currency of account. The Group's foreign subsidiaries are denominated in the currencies of the principal economic environments in which they operate, of which: Singapore Company and Aurex Singapore are denominated in Singapore dollars, India Company is denominated in rupees, HKAP, Aurex and Aurex HK are denominated in Hong Kong dollars, Career Malaysia is denominated in ringgit, US Inc. LLC and Investigo LLC are denominated in U.S. dollars, Investigo, Caraffi are denominated in British pounds sterling, and Aurex Group Australia Holdings, Aurex Australia are denominated in Australian dollars. The consolidated statements are translated into CNY.

5. Accounting Treatment for Business Combinations Under the Common Control and Not Under the Common Control

Assets and liabilities acquired by the Group as a consolidator in a business combination under common control are measured at the carrying amount of the consolidated party in the consolidated statements of ultimate control at the date of consolidation. The difference between the book value of the net assets acquired and the book value of the consideration paid for the merger is adjusted to capital reserve; if capital reserve is not sufficient to offset the difference, retained earnings are adjusted.

Identifiable assets, liabilities and contingent liabilities of the acquiree acquired in a business combination not under the common control are measured at fair value at the acquisition date. The cost of consolidation is the fair value of cash or non-cash assets, liabilities issued or assumed, equity securities issued, etc. paid by the Group at the date of purchase to acquire control over the acquiree and all directly related costs incurred in business combinations (for a business combination achieved in steps through multiple transactions, the cost of the combination is the sum of the costs of each individual transaction). The difference between the cost of the merger and the fair value of the acquiree's share of the identifiable net assets acquired in the merger is recognized as goodwill. If the cost of consolidation is less than the fair value of the acquiree's share of the identifiable net assets, the fair value of the identifiable assets, liabilities and contingent liabilities acquired in the consolidation, as well as the fair value of the non-cash assets or equity securities issued in the consideration of the consolidation, is first reviewed; if, after the review, the cost of consolidation is still less than the fair value of the acquiree's share of the identifiable net assets acquired in the consolidation, the difference is recognized in non-operating income in the consolidation period.

6. Methodology for The Preparation of The Consolidated Financial Statements

The Group includes all controlled subsidiaries within the scope of the consolidated financial statements.

When preparing consolidated financial statements, if the subsidiary is inconsistent with the accounting policies or accounting periods adopted by the Company, necessary adjustments shall be made to the financial statements of the subsidiary in accordance with the accounting policies or accounting periods of the Company.

For foreign subsidiaries of the Group that adopt IFRS and related regulations (hereinafter referred to as *IFRS*) for the preparation of financial statements, the Accounting Standard for Business Enterprises No. 21 - Leasing (hereinafter referred to as the New Leasing Standards, and the pre-amended Leasing Standards are referred to as the "original Leasing Standards"), as amended by the Ministry of Finance in 2019, has been applied since January 1st, 2019. The Company and other subsidiaries of the Company implemented the New Leasing Standard effective January 1st, 2021. In preparing the consolidated financial statements, the Group consolidates directly the financial statements prepared by enterprises that have implemented the New Leasing Standard.

All significant internal transactions, balances and unrealized gains within the scope of the consolidation are offset in the preparation of the consolidated statements. The share of the ownership interest of a subsidiary that is not attributable to the parent company and the share of net income, other comprehensive income and total comprehensive income attributable to minority shareholders for the current period are shown in the consolidated financial statements under the items of "Minority interests, Minority gain or loss, Other comprehensive income attributable to minority shareholders and Total comprehensive income attributable to minority shareholders".

For subsidiaries acquired in a business combination under the common control, the results of operations and cash flows are included in the consolidated financial statements from the beginning of the period in which they are consolidated. In preparing the comparative consolidated financial statements, adjustments are made to the relevant items in the prior year's financial statements, and the reporting entity resulting from the consolidation is considered to have existed from the point at which the ultimate controlling party commenced control.

For subsidiaries acquired in a business combination not under the common control, the results of operations and cash flows are included in the consolidated financial statements from the date the Group acquires the control. In preparing the consolidated financial statements, adjustments are made to the financial statements of subsidiaries based on the fair value of each identifiable asset, liability and contingent liability as determined at the date of purchase.

7. Criteria for Determining Cash and Cash Equivalents

Cash in the Group's cash flow statement refers to cash on hand and deposits that are readily available for payment. Cash equivalents in the statement of cash flows are investments that are held for no more than three months, highly liquid, readily convertible to known amounts of cash, and subject to an insignificant risk of changes in value.

8. Foreign Currency Operations and Translation of Foreign Currency Financial Statements

(1) Foreign currency transactions

The Group's foreign currency transactions are translated into CNY at the spot exchange rate at the date of the transaction. At the balance sheet date, monetary items denominated in foreign currencies are translated into CNY using the spot exchange rate at the balance sheet date. The resulting translation differences are recognized directly in profit or loss for the current period, except for exchange differences arising from special borrowings in foreign currencies for the purpose of acquiring or producing assets eligible for capitalization, which are treated in accordance with the principle of capitalization.

(2) Translation of foreign currency financial statements

The items of assets and liabilities in the balance sheet of foreign currency are translated at the spot exchange rate on the balance sheet date. Except for the "retained earnings", the owners' equity items are converted at the spot exchange rate at the time of the occurrence of the business. The income and expense items in income statements are translated using the average exchange rate for the accounting period. The foreign currency translation differences resulting from the above translations are presented under other comprehensive income. Foreign currency cash flows are translated using the spot exchange rate at the date of the cash flow. The effect of changes in exchange rates on cash is shown separately in the statement of cash flows.

9. Financial Instruments

A financial asset or a financial liability is recognized when the Group becomes a party to a contract for a financial instrument. Financial assets and financial liabilities are measured at fair value on initial recognition. For financial assets and financial liabilities at fair value through profit or loss, the related transaction costs are directly recognized in profit or loss; for other types of financial assets and financial liabilities, the related transaction costs are included in the initial recognition amount. When the Group recognizes accounts receivable that do not contain a significant financing component in accordance with *Accounting Standard for Business Enterprises No. 14 - Revenue* ("Revenue Standard") or

does not take into account the financing component of a contract that does not exceed one year, the receivable is initially measured at the transaction price as defined in Revenue Standard.

(1) Classification and measurement of Financial Assets

After the initial recognition, the Group conducts subsequent measurement of different categories of financial assets at amortized cost, at fair value through other comprehensive income, or at fair value through profit or loss, respectively.

1) Financial assets classified as at amortized cost

The contractual terms of the financial asset specify that the cash flows generated at a given date are only payments of principal and interest based on the outstanding principal amount. The Group's business model for managing the financial asset is to collect contractual cash flows. Therefore, the Group classifies the financial asset as a financial asset at amortized cost.

The financial asset is subsequently measured at amortized cost using the effective interest method, and any gain or loss arising from impairment or derecognition is recognized in profit or loss.

① The effective interest method and amortized cost

The effective interest method is a method of calculating the amortized cost of a financial asset or a financial liability and of apportioning interest income or interest expense among each accounting period.

The effective interest rate is the rate that would be used to discount the estimated future cash flows from the financial asset or financial liability over its expected life to the carrying balance of the financial asset or amortized cost of the financial liability. In determining the effective interest rate, the expected cash flows are estimated taking into account all contractual terms of the financial asset or financial liability (e.g., early repayment, rollover, call or other similar options, etc.), but do not take into account expected credit losses.

The amortized cost of a financial asset or financial liability is the cumulative amortization of the initial recognized amount of the financial asset or financial liability, less the principal repayments made, plus or minus the amortization of the difference between the initial recognized amount and the maturity amount using the effective interest method, less the cumulative loss allowance (applicable to financial assets only).

The Group recognizes interest income using the effective interest method on financial assets classified at amortized cost and on financial assets classified at fair value through other comprehensive income. The Group determines interest income based on the carrying balance of the financial asset multiplied by the effective interest rate, except in the following cases:

For financial assets acquired or originated that are credit impaired, the Group determines interest income from the initial recognition on the basis of the amortized cost of the financial assets and the credit-adjusted effective interest rate.

For financial assets acquired or originated that are not credit impaired but become credit impaired in a subsequent period, the Group determines interest income in the subsequent period based on the amortized cost of the financial assets and the effective interest rate. If the financial instrument is no longer credit impaired in a subsequent period because its credit risk has improved, the Group switches to determining interest income by multiplying the effective interest rate by the carrying amount of the financial asset.

2) Financial assets classified as financial assets at fair value through other comprehensive income

Contractual terms of the financial asset specify that the cash flows generated at a given date are only payments of principal and interest based on the outstanding principal amount. The Group's business model for the management of the financial asset is based on both the receipt of contractual cash flows and the sale of the financial asset. Therefore, the financial asset is classified as a financial asset at fair value through other comprehensive income.

Impairment losses or gains related to the financial asset, interest income calculated using the effective interest method, and exchange gains or losses are recognized in profit or loss for the period, except for changes in the fair value of the financial asset, which are recognized in other comprehensive income. Upon derecognition of the financial asset, the accumulated gains or losses previously recognized in other comprehensive income are transferred out and recognized in profit or loss for the period.

3) Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets classified as at fair value through profit or loss and financial assets designated as at fair value through profit or loss.

Financial assets that do not qualify for classification as financial assets carried at amortized cost or as financial assets at fair value through other comprehensive income are classified as financial assets at fair value through profit or loss.

At initial recognition, in order to eliminate or significantly reduce accounting mismatches, the Group may irrevocably designate financial assets as financial assets at fair value through profit or loss.

Except for financial assets that are part of a hedging relationship, these financial assets are subsequently measured at fair value, and gains or losses resulting from changes in fair value and dividend and interest income related to these financial assets are recognized in profit or loss for the current period.

4) Financial assets designated as at fair value through other comprehensive income

On initial recognition, the Group may irrevocably designate non-trading equity instruments as financial assets at fair value through other comprehensive income on the basis of a single financial asset. If the contingent consideration recognized by the Group in a business combination not under common control constitutes a financial asset, the financial asset is classified as a financial asset at fair value through profit or loss and is not designated as a financial asset at fair value through other comprehensive income.

After the designation is made, the change in fair value of the financial asset is recognized in other comprehensive income. When the financial asset is derecognized, the cumulative gain or loss previously recognized in other comprehensive income is transferred from other comprehensive income and included in retained earnings. Dividend income is recognized in profit or loss over the period in which the Group holds the investment in the equity instrument, when the Group's right to receive the dividend has been established, it is probable that the economic benefits associated with the dividend will flow to the Group, and the amount of the dividend can be measured reliably.

(2) Impairment of financial instruments

The Group recognizes a loss provision based on expected credit losses for financial instruments classified at amortized cost, financial instruments classified at fair value through other comprehensive income, lease receivables, contractual assets and accounts receivable, and loan commitments.

The Group measures the allowance for losses on contract assets and receivables resulting from transactions governed by the income guidelines that do not contain a significant financing component or do not consider the financing component in contracts that do not exceed one year, contract assets and receivables resulting from transactions governed by the income guidelines that contain a significant financing component, and lease receivables at an amount equal to the expected credit losses over their entire lives.

For other financial instruments, except for financial assets acquired or originated that are credit impaired, the Group assesses at each balance sheet date the change in the credit risk of the relevant financial instrument since initial recognition. If the credit risk of the financial instrument has increased significantly since initial recognition, the Group measures the allowance for losses at an amount equal to the expected credit loss over the entire life of the financial instrument; if the credit risk of the financial instrument has not increased significantly since initial recognition, the Group measures the allowance for losses at an amount equal to the expected credit loss over the next 12 months of the financial instrument. The amount of increase or reversal of the allowance for credit losses is recognized as impairment loss or gain in profit or loss, except for financial assets classified as at fair value through other comprehensive income. For financial assets classified as at fair value through other comprehensive income, the Group recognizes a provision for credit losses in other comprehensive income and recognizes the impairment loss or gain in profit or loss, and does not reduce the carrying amount of the financial asset as stated in the balance sheet.

If the Group has measured the provision for losses in a previous accounting period at an amount equal to the expected credit losses over the entire life of the financial instrument, but at the current balance sheet date, the financial instrument is no longer subject to a significant increase in credit risk since initial recognition, the Group measures the provision for losses on the financial instrument at the current balance sheet date at an amount equal to the expected credit losses over the next 12 months. The resulting reversal of the loss provision is recognized as an impairment gain in profit or loss for the period.

10. Accounts Receivable

Receivables include accounts receivable, long-term receivables, and other receivables. Accounts receivable for services rendered by the Group are initially recognized at the fair value of the contract or agreement receivable from the service recipient.

The Group adopts the simplified method of recognizing expected duration losses at initial recognition of receivables. The Group estimates expected credit losses based on the customer's credit rating, business size, history of recoveries and bad debt losses using the following two methods:

(1) The Group does not consider the impairment matrix for receivables that involve significant amounts, long-term relationships, or unusual circumstances in the relationship. Instead, the Group recognizes a provision for bad debts at initial recognition of receivables based on the amount of expected credit losses over the entire life of the receivable based on the specific credit risk characteristics of the receivable, such as customer credit ratings, industry and business characteristics, historical recoveries, and bad debt losses. The Group re-evaluates the provision for losses at each reporting date for changes in the amount of expected credit losses over the remaining life of the receivables.

(2) For other receivables not classified as above, the Group classifies the financial instruments into different groups based on the common credit risk characteristics, and determines the credit losses on the relevant financial instruments using an impairment matrix on a portfolio basis. The common credit risk characteristics adopted by the Group include: credit risk rating, initial recognition date, remaining contract term, debtor's industry, history of recoveries, debtor's ability to repay on maturity, etc.

Expected credit losses are the weighted average of credit losses on financial instruments weighted by the risk of default. Credit loss refers to the difference between all contract cash flows receivable under contracts discounted at the original actual interest rate of the Group and all cash flows expected to be received, that is, the present value of all cash shortfalls.

The Group calculates expected credit losses on notes and accounts receivable at the balance sheet date. If the expected credit loss is greater than the carrying amount of the impairment provision for notes and accounts receivable, the Group recognizes the difference as an impairment loss on notes and accounts receivable, which is debited to "credit impairment loss" and credited to "provision for bad debts". Instead, the Group recognizes the difference as an impairment gain and makes an opposite accounting entry.

If the Group actually incurs credit losses and determines that the related notes and accounts receivable are uncollectible and are approved for write-off, the Group debits "provision for bad debts" and credits "notes receivable" or "accounts receivable" according to the approved write-off amount. If the amount written off is greater than the provision for losses made, the difference is debited to "credit impairment loss" for the period.

11. Other Receivables

Method of determining expected credit losses and accounting treatment of other receivables

For more details, see "V. Significant Accounting Policies and Accounting Estimates 10. Accounts receivable".

12. Long-term Receivables

For more details, see "V. Significant Accounting Policies and Accounting Estimates 10. Accounts receivable".

13. Long-term Equity Investments

The Group's long-term equity investments mainly consist of investments in subsidiaries and investments in joint ventures and associates.

The Group, directly or indirectly through a subsidiary, is generally considered to have significant influence over an investee when it owns 20% (or more) but less than 50% of the voting rights in the investee unit. When the voting rights it holds is less than 20%, facts and circumstances shall also be taken into account to determine whether it has significant influence over the investee such as having representatives on the board of directors or similar authority of the investee, or participating in the process of formulating financial and operating policies of the investee, or having significant transactions with the investee, or sending management personnel to the investee, or providing key technical information to the investee.

Where control is formed over the invested entity, it is a subsidiary of the Group. The initial cost of a long-term equity investment acquired through a business combination under common control shall be the share of the carrying value of the net assets of the merged party in the consolidated statement of the final controlling Party at the date of combination. If the carrying value of the consolidated party's net assets is negative at the date of consolidation, the cost of the long-term equity investment is determined at zero.

If the equity interest in an investee under the same control is acquired step by step through multiple transactions, ultimately resulting in a business combination, the treatment of long-term equity investments in the parent company's financial statements shall be disclosed in the reporting period in which control is acquired. For example, where the equity in an investee under the common control is acquired step by step through multiple transactions that results in a business combination, in the case of a "package transaction", each transaction is accounted for as a transaction in which control is acquired. If it is not a "package transaction", the initial investment cost of the long-term equity investment at the date of consolidation is based on the share of the consolidated party's net assets that enjoy the carrying value of the consolidated party's net assets in the consolidated financial statements of the ultimate controlling party. The difference between the initial cost of the investment and the sum of the carrying value of the long-term equity investment before the combination plus the carrying value of the newly paid consideration for further shares acquired at the date of the combination is adjusted for capital surplus; if the capital surplus is not sufficient to offset it, the retained earnings are adjusted.

Long-term equity investments acquired through business combinations that are not under common control use the cost of the combination as the initial investment cost.

Where the equity in an investee not under the same control is acquired step by step through multiple transactions that results in a business combination, the treatment method of long-term equity investment disclosed in the financial statements of the parent company shall

be supplemented during the reporting period of obtaining control. If it is a "package transaction" the sum of the carrying value of the equity investment originally held plus the cost of the additional investment is used as the initial cost of the investment for the change to the cost method of accounting. If the equity method is used to account for the equity held before the date of purchase, no adjustment will be made to the related other comprehensive income under the original equity method, and the disposal of the investment shall be accounted for on the same basis as the direct disposal of the relevant assets or liabilities by the investee. If the equity held prior to the date of purchase is accounted for at fair value in financial assets, the cumulative fair value changes that were previously recorded in other comprehensive income are transferred to current investment gains and losses at the date of consolidation.

In addition to the long-term equity investments acquired through business combinations described above, long-term equity investments acquired with cash payments are treated as investment costs based on the actual purchase price paid. Long-term equity investments acquired with the issuance of equity securities are recorded as investment costs at the fair value of the equity securities issued. The long-term equity investment put in by the investor is treated as the cost of the investment at the value agreed upon in the investment contract or agreement. If a company makes long-term equity investments by means of debt restructuring, non-monetary asset exchange, etc., the method for determining the cost of the investment shall be disclosed in accordance with the provisions of the relevant corporate accounting standards and the Company's actual situation.

The Group's investments in subsidiaries are accounted for using the cost method, while investments in joint ventures and associates are accounted for using the equity method.

For long-term equity investments accounted for using the cost method for subsequent measurement, the carrying value of the cost of the long-term equity investment is increased by the fair value of the cost paid for the additional investment and the related transaction costs incurred when the additional investment is made. Cash dividends or profits declared by the investee are recognized as investment income in the current period to the extent of the entitlement.

The carrying value of the long-term equity investment subsequently measured under the equity method is increased or decreased according to the changes in the owner's equity of the investee. In particular, in recognizing the share of net profit or loss attributable to an investee, net profit of the investee is recognized after adjustment based on the fair value of each identifiable asset of the investee when the investment is acquired, in accordance with the Group's accounting policy and accounting period, and after offsetting the portion of gains and losses from internal transactions with associates and joint ventures attributable to the investee in proportion to the Group's shareholding.

When a long-term equity investment is disposed of, the difference between its carrying value and the price actually received is recognized in the current investment income. For long-term equity investments accounted for by the equity method, if the equity in the investee is included in the owner's equity due to changes in the owner's equity of the investee other than net profit or loss, the portion of the investment originally included in equity shall be transferred to the current investment profit or loss in proportion to the investment originally included in owner's equity upon disposal of the investment.

If a significant influence over an investee is lost due to the disposal of a portion of the equity investment, the remaining equity after disposal is accounted for as financial assets. The difference between the fair value and the carrying value of the remaining equity at the date of loss of the significant influence is recognized in profit or loss for the current period. Other comprehensive income recognized as a result of the equity method of accounting for an original equity investment is accounted for on the same basis as the direct disposal of the related assets or liabilities by the investee upon the termination of the equity method of accounting.

If control over an investee is lost due to the disposal of part of the long-term equity investment, and the remaining equity after disposal is capable of exercising common control over the investee or exerting significant influence over the investee, the equity method of accounting is used instead. The difference between the carrying value of the disposal equity and the disposal consideration is recorded in investment income, and the remaining equity is adjusted as if the equity method of accounting had been used from the time of acquisition. If the remaining equity after disposal cannot exercise common control or exert significant influence over the investee, it is accounted for in accordance with the relevant provisions of financial assets, with the difference between the carrying value of the disposed equity and the consideration for disposal recognized as investment income and the difference between the fair value and the carrying value of the remaining equity at the date of losing control recognized as investment gain or loss in the current period.

The Group accounts for each transaction that is not part of a package deal for the step-by-step disposal of equities to loss of controlling interest separately. In the case of a "package transaction", each transaction is accounted for as a transaction in which subsidiaries are disposed and the control is lost. The difference between the disposal price and the carrying value of the long-term equity investment corresponding to

the equities disposed of in each transaction prior to the loss of control is recognized in other comprehensive income and transferred to the loss of control gain or loss when control is lost.

14. Fixed Assets

(1) Confirmation Criteria

The fixed assets of the Group refer to tangible assets with the following characteristics at the same time, namely, tangible assets held for the purpose of producing goods, providing services, leasing, or managing a business, with a useful life of more than one year and a high unit value.

Fixed assets are recognized when it is probable that the economic benefits associated with them are very likely to flow to the Group and their cost can be measured reliably. The Group's fixed assets include office furniture & equipment and transportation tools.

The Group depreciates all fixed assets except for fully depreciated fixed assets that continue to be use. Depreciation is provided using the average life method. The categories of the Group's fixed assets, their depreciable lives, estimated net residual values, and depreciation rates are as follows:

(2) Depreciation Methods

Category	Depreciation method	Depreciable life (year)	Residual value	Annual rate of depreciation
Transportation tools	Straight-line depreciation	4	5.00%	23.75%
Office furniture & equipment	Straight-line depreciation	3-5	5.00%	19.00%-31.66%

At the end of each year, the Group reviews the estimated useful life, estimated net residual value and depreciation method for fixed assets. If a change occurs, it is treated as a change in accounting estimate.

15. Borrowing Costs

Borrowing costs directly attributable to the acquisition or production of assets eligible for capitalization are capitalised when expenditures for the asset have been incurred, borrowing costs have been incurred, and the acquisition or production activities necessary to bring the asset to its intended use or saleable condition have commenced. Capitalization ceases when the assets acquired or produced to qualify for capitalization reach their intended use or saleable condition, and any subsequent borrowing costs incurred are charged to profit or loss for the period. If an abnormal interruption occurs in the acquisition or production of an asset eligible for capitalization and the interruption lasts for more than three consecutive months, the capitalization of the borrowing costs is suspended until the acquisition or production activity of the asset is restarted.

The remaining borrowing costs are recognized as expenses in the period in which they are incurred.

Actual interest costs incurred during the period of the specific borrowings, net of interest income earned on unused borrowed funds deposited with banks or investment income earned on temporary investments, are capitalised. General borrowings are capitalised based on the weighted average of accumulated asset expenditures in excess of the portion of specific borrowings multiplied by the capitalization rate of general borrowings occupied. The capitalization rate is determined based on a weighted average interest rate for general borrowings. During the capitalization period, all exchange differences on foreign-currency specialized borrowings are capitalized; exchange differences on foreign-currency general borrowings are recognized as current profit or loss.

16. Right-of-use Assets

Right-of-use assets represent the right of the Group, as lessee, to use the leased assets for the term of the lease.

(1) Initial measurement

At the inception date of the lease term, the Group initially measures the right-of-use asset at cost. This cost comprises the following four items: ① Initial measurement amount of the lease liability; ② The amount of lease payments made on or before the commencement date of the lease term for which a lease incentive exists, less the amount relating to the lease incentive already taken; ③ Initial direct costs incurred,

being the incremental costs incurred in arriving at the lease; ④ Costs expected to be incurred to dismantle and remove a leased asset, to restore the site on which the leased asset is located or to restore the leased asset to its agreed condition under the terms of the lease, except where incurred for the production of inventory.

(2) Subsequent measurement

After the commencement date of the lease term, the Group adopts the cost model for subsequent measurement of right-of-use assets, i.e. right-of-use assets are measured at cost less accumulated depreciation and accumulated impairment losses, and where the Group remeasures the lease liabilities in accordance with the relevant provisions of the leasing standards, the carrying amount of the right-of-use assets is adjusted accordingly.

① Depreciation of right-of-use assets

The Group depreciates right-of-use assets from the inception of the lease term. Right-of-use assets are generally depreciated from the month in which the lease term commences. The amount of depreciation provided is charged to the cost of the relevant asset or to current profit or loss, depending on the use to which the right-of-use asset is put.

In determining the depreciation method for right-of-use assets, the Group makes decisions based on the manner in which the economic benefits associated with the right-of-use assets are expected to be consumed and depreciates the right-of-use assets on a straight-line basis.

In determining the depreciable life of right-of-use assets, the Group follows the following principles: where it is reasonably certain that ownership of the leased asset will be acquired at the end of the lease term, depreciation is charged over the remaining useful life of the leased asset; Where it is not reasonably certain that title to the leased asset will be acquired at the end of the lease term, depreciation is provided over the shorter of the lease term and the remaining useful life of the leased asset.

② Impairment of right-of-use assets

If a right-of-use asset is impaired, the Group applies subsequent depreciation to the carrying value of the right-of-use asset after deducting the impairment loss.

17. Intangible Assets

(1) Valuation Method, Useful Life, Impairment Test

The Group's intangible assets, including computer software, trademarks and databases, are measured at actual cost at the time of acquisition. Of which, intangible assets acquired are treated as actual cost based on the price actually paid and related other expenditures. The actual cost of an intangible asset invested by an investor is determined at the value agreed upon in the investment contract or agreement. However, if the value agreed upon in the contract or agreement is not fair, the actual cost is determined at the fair value.

The Group amortizes all intangible assets except those that are amortized and continue to be used. Amortization is based on the straight-line method. The categories of the Group's intangible assets, their amortization lives, estimated net residual values, and amortization rates are as follows:

No.	Category	Amortization life (year)	Estimated residual value rate (%)	Annual amortization rate (%)
1	Computer software	3-10	0.00	10.00-33.33
2	Trademark	30	0.00	3.33
3	Database	10	0.00	10.00

(2) Accounting Policy for Internal Research and Development Expenditures

The Group's internal research and development projects mainly include "Caike HR Recruitment Platform Enterprise Edition", "CTS", "Ruipin", "Caidao HRCLLOUD Platform Software", "Yimai Tongdao", "Hewa", "Caidao Pre-entry Audit System", "HiSalari", "Gee Temp", "ERP Cenetr", "Career International Data Platform", "HRSaaS". The Group's research and development expenditures are categorized into research phase expenditures and development phase expenditures based on the nature of the expenditures and the uncertainty of whether the research and development activities will result in the formation of intangible assets. Expenses incurred during the research phase shall be charged to current profit or loss as they are incurred. Expenditures in the development stage that meet the following conditions at the same time shall be recognized as intangible assets, and those that cannot meet the following conditions shall be recorded into the current profit and loss:

- (1) It is technically feasible to complete the intangible asset so that it can be used or sold;
- (2) There is an intention to complete and use or sell the intangible asset;
- (3) There is a market for the product produced using the intangible asset or for the intangible asset itself;
- (4) There are sufficient technical, financial, and other resources to complete the development of the intangible asset, and there is an ability to use or sell the intangible asset;
- (5) Expenditures attributable to the development phase of the intangible asset can be measured reliably.

Expenditures in the development phase that do not meet the above conditions are charged to current profit or loss as incurred. Development expenditures charged to profit or loss in a prior period no longer recognized as an asset in a subsequent period. Expenditures in the development phase that have been capitalized are reported as development expenditures on the balance sheet and are reclassified as intangible assets from the date the project reaches its intended use.

18. Impairment of Long-term Assets

The Group examines items such as long-term equity investments, fixed assets, and intangible assets with indefinite useful lives at each balance sheet date and performs an impairment test when there is an indication of impairment. Goodwill and intangible assets with indefinite useful lives are tested for impairment at the end of each year, regardless of whether there is an indication of impairment.

Indications of impairment are as follows:

- (1) A significant current decline in the market value of an asset that is significantly greater than the decline expected due to the passage of time or normal use;
- (2) Significant changes in the economic, technological, or legal environment in which the enterprise operates and in the markets in which its assets are or will be located in the near future that could have an adverse effect on the enterprise;
- (3) Market interest rates or other market rates of return on investment have increased in the current period, which affects the discount rate at which the Company calculates the present value of the expected future cash flows from the asset, resulting in a significant reduction in the recoverable amount;
- (4) Evidence of obsolescence or physical deterioration of the asset;
- (5) The asset has been or will be idle, disused, or planned for early disposal;
- (6) Evidence from internal reporting that the economic performance of the asset has fallen or will fall short of expectations, such as net cash flows generated by the asset or operating profit (or loss) realized that is significantly lower (or higher) than the estimated amount;
- (7) Other indications that an impairment of the asset may have occurred.

In the impairment test, the recoverable amount is measured using the discounted future cash flow method.

After the impairment test, if the carrying amount of the asset exceeds its recoverable amount, the difference is recognized as an impairment loss, and the impairment loss is not reversed in subsequent accounting periods once the asset is recognized.

19. Long-term Deferred Expenses

The Group's long-term deferred expense includes operating leasehold improvements. These costs are amortized evenly over the period of benefit, and the full amortized value of the item is transferred to profit or loss if the item is not amortized to benefit future accounting periods. The amortization period for operating leasehold improvements is one year or more.

20. Provisions

Contract liabilities reflect the Group's obligation to transfer goods to customers for consideration received or receivable from customers. If the Group has paid the contract consideration or the Group has obtained the unconditional right to receive the contract consideration before transferring the goods to the customer, a contract liability is recognized for the amount received or receivable at the earlier of the actual payment or the amount due and payable by the customer.

21. Employee Compensation

(1) Accounting for Short-Term Compensation

Short-term compensation, which includes wages and salaries, is recognized as a liability in the accounting period in which the services are rendered, and is charged to profit or loss or the cost of the related assets according to the beneficiary.

(2) Accounting Treatment of Post-Employment Benefits

Post-employment benefits mainly include basic pension contributions, which are categorized as defined contribution plans and defined benefit plans according to the risks and obligations assumed by the Company. A liability is recognised for contributions to a separate entity for the establishment of a deposit plan when the deposit is made at the balance sheet date in exchange for services rendered by employees during the accounting period, and is charged to current profit or loss or to the cost of the related asset according to the beneficiary. The Group does not have a defined benefit plan.

(3) Accounting Treatment of Termination Benefits

Termination benefits refer to the compensation given to an employee by a company to terminate the employment relationship before the expiration of the employee's employment contract, or to encourage the employee to voluntarily accept redundancy. Employee compensation liabilities arising from severance benefits are recognized in current profit or loss at the earlier of the date that the Group is unable to unilaterally withdraw the severance benefits provided as a result of a termination plan or a reduction proposal and the date that the Group recognizes the costs associated with the reorganization that involves the payment of severance benefits.

(4) Accounting Treatment of Other Long-Term Employee Benefits

Other long-term benefits are primarily long-term profit-sharing plans. The Group made provision for the long-term incentive fund from 2014 to 2017 based on a certain proportion of the Company's net profit growth after deducting non-recurring gains and losses, which was distributed among the directors, senior management and other persons resolved by the Board of Directors to be rewarded. The present value of the incentive fund is discounted at an appropriate discount rate according to the accrual basis and is included in the current expense and in the total salary of the current year. The difference between the total incentive accrual and the present value of the incentive is included in unrecognized financing expense and is amortized over the years until all awards are actually paid.

22. Lease Liabilities

(1) Initial measurement

The Group initially measures the lease liability at the present value of the lease payments outstanding at the commencement date of the lease term.

1) Lease payments

Lease payments, which are payments made by the Group to the lessor in connection with the right to use the leased asset during the lease term, include: ① Fixed payments and material fixed payments, net of amounts relating to lease incentives where lease incentives exist;

②Variable lease payments that depend on an index or rate that is determined at the time of initial measurement based on the index or rate at the beginning of the lease term; ③The Group reasonably determines the exercise price of the purchase option when the purchase option will be exercised; ④The lease term reflects the amount required to be paid to exercise the lease termination option when the Group will exercise the option to terminate the lease; ⑤Estimated payments due based on the residual value of guarantees provided by the Group.

2) Discount rate

In calculating the present value of lease payments, the Group uses the incremental borrowing rate as the discount rate because it is unable to determine the interest rate embedded in the lease. This incremental borrowing rate is the interest rate that the Group would have to pay to obtain an asset with a value close to that of the right-of-use asset in a similar economic environment and to borrow funds under similar collateral terms for a similar period. The interest rate relates to the following items: ①The Group's own situation, i.e. the solvency and credit standing of the Group; ②The term of the "loan", i.e. the lease term; ③The amount of "borrowed" funds, i.e., the amount of the lease liability; ④"Collateral conditions", i.e. the nature and quality of the underlying assets; ⑤Economic environment, including the jurisdiction in which the lessee is located, the currency of denomination, and the timing of contract signing. The Group derives this incremental borrowing rate based on bank loan interest rates, adjusted to take into account the above factors.

(2) Subsequent measurement

Subsequent to the commencement date of the lease term, the Group measures the lease liability on a subsequent basis as follows:

①Increase in the carrying amount of the lease liability when interest on the lease liability is recognized; ②Decrease in the carrying amount of the lease liability when lease payments are made; ③The carrying amount of the lease liability is remeasured when there is a change in the lease payments due to revaluation or lease modification, etc.

The Group calculates interest expense on lease liabilities at a fixed periodic rate for each period of the lease term and recognizes it in profit or loss for the current period, except when it should be capitalized. The periodic interest rate is the discount rate used by the Group for the initial measurement of the lease liability or the revised discount rate used by the Group when the lease liability is required to be remeasured at the revised discount rate due to a change in the lease payments or due to a change in the lease.

(3) Remeasurement

After the commencement date of a lease, the Group remeasures the lease liability at the present value of the changed lease payments and adjusts the carrying amount of the right-of-use asset accordingly in the following cases. If the carrying value of the right-of-use asset has been reduced to zero but the lease liability is subject to further reduction, the Group recognizes the remaining amount in profit or loss for the current period. ①Change in the amount of the substantive fixed payment (in this case, discounted using the original discount rate); ②Change in the amount expected to be payable on the guaranteed residual value (in this case, discounted using the original discount rate); ③Changes in the index or rate used to determine the lease payments (in this case, discounted using the revised discount rate); ④Change in the valuation of the purchase option (in this case, discounted using the revised discount rate); ⑤Changes in the valuation results or actual exercise of the lease renewal option or lease termination option (in this case, discounted using the revised discount rate).

23. Provisions

The Group recognises a liability for operations related to contingencies such as foreign guarantees, discounting of commercial promissory notes, pending litigation or arbitration, product quality assurance when the following conditions are also met: the obligation is a present obligation of the Group; the performance of the obligation is likely to result in the outflow of economic benefits from the enterprise; the amount of the obligation can be reliably measured.

Provisions are initially measured at the best estimate of the expenditures required to settle the related present obligation, taking into account the risks, uncertainties, and time value of money associated with the contingency. Where the effect of the time value of money is material, the best estimate is determined by discounting the related future cash outflows. The book value of provisions is reviewed at each balance sheet date and, if changed, adjusted to reflect the current best estimate.

24. Share-based Payments

Equity-settled share-based payments in exchange for services rendered by the employee are measured at the fair value of the equity instruments granted to the employee at the date of grant. If the amount of the fair value is feasible only after completing the service during the waiting period or meeting the specified performance conditions, it shall be calculated into relevant costs or expenses according to the straight-line method in the waiting period based on the best estimate of the number of feasible right equity instruments, and the capital reserve shall be increased accordingly.

Cash-settled share-based payments are measured at the fair value of the liability assumed by the Group determined on a share or other equity instrument basis. If the option is exercisable immediately upon grant, the related cost or expense is recorded at the fair value of the assumed liability at the date of grant, with a corresponding increase in the liability. If the option is not exercisable until the services are rendered or the specified performance conditions are met during the waiting period, at each balance sheet date during the waiting period, the services acquired during the period are recorded at cost or expense based on the best estimate of the viability of the option and the amount of fair value of the liability assumed by the Group, and the liability is adjusted accordingly.

The fair value of the liability is remeasured at each balance sheet date prior to settlement of the liability and at the settlement date, with the change in fair value recognized in current profit or loss.

If the Group cancels an equity instrument granted during the waiting period (except for cancellations due to non-fulfillment of viability conditions), the cancellation is treated as an acceleration, i.e. the equity payment plan is deemed to have fully satisfied the viability conditions for the remaining waiting period, and all expenses for the remaining waiting period are recognized in the period in which the equity instrument is cancelled.

25. Revenue

Accounting policies used for revenue recognition and measurement

(1) Revenue Recognition Standards

The Group's revenue is mainly derived from the flexible employment business, mid-to-high-end talent sourcing business, recruitment process outsourcing business, technical service revenue and other business revenue. The Group recognizes revenue when it has fulfilled its performance obligations under the contract, that is, when the customer obtains control of the relevant goods or services.

The Group's performance obligation is fulfilled at a certain period in time when one of the following conditions is met; otherwise, the performance obligation is fulfilled at a certain point in time and revenue is recognized at the point when the customer obtains definite control of the goods or services.

- 1) The customer obtains and consumes the economic benefits resulting from the Group's performance at the same time as the Group's performance;
- 2) The customer is able to control the services performed in the course of the Group's performance;
- 3) The services performed by the Group in the course of performance are of irreplaceable use and the Group is entitled to receive payment for the cumulative completed performance throughout the contract period.

For performance obligations to be performed within a certain period of time, the Group recognizes revenue in accordance with the progress of performance over that period of time and determines the progress of performance in accordance with the input method. When the progress of performance cannot be reasonably determined, the Group recognizes revenue in the amount of costs already incurred until the progress of performance can be reasonably determined, if the costs already incurred are expected to be reimbursed.

For performance obligations performed at a point in time, the Group recognizes revenue at the point when the customer obtains control of the relevant goods or services.

The Group's unconditional right to receive consideration from customers is presented as a receivable. The Group's rights to receive consideration for goods or services that have been transferred to customers are presented as contract assets, and contract assets are impaired on the basis of expected credit losses. The Group's obligation to transfer services to customers for consideration received or receivable from customers is presented as a contractual liability.

(2) The Specific Methods of Revenue Recognition are:

1) Flexible Employment Business

The Group provides flexible employment business, which is divided into job outsourcing and business outsourcing.

The Group provides flexible labor services to its clients based on contracts which specify the content of the services to be provided, the duration of the contract, the number of personnel to be dispatched, and the management responsibilities of the dispatched personnel. According to the contract, the service fee for the outsourcing of jobs consists of the salary costs paid to the dispatched personnel and an additional service fee for the issuer; the cost of outsourced services is recognized based on the amount of work performed by the dispatched personnel and the agreed criteria. The Group calculates service fees and recognizes revenue on an agreed date each month based on the actual number of personnel dispatched in the previous month, or the actual amount of work performed by the personnel dispatched.

2) Mid-to-high-end Talent Search Services

The Group provides clients with mid-to-high-end talent search services based on contractual agreements. The contract stipulates that the Group recommends qualified candidates for the positions designated by the client and assists the client in completing the relevant interviews and verifications of the candidates.

The contract specifies positions, the number of people, the duration of the services to be provided, the guarantee period for the services, the manner in which the services will be charged, and the payment of the deposit and final payment. Depending on the contract, a fee is generally charged as a percentage of the candidate's annual salary. The issuer's business staff will follow up on the candidate's onboarding status in a timely manner and send a "confirmation letter" to the client via the ERP system after the candidate has joined The Company. The Group recognizes revenue based on the client's confirmation letter after the Group receives confirmation from the client regarding the candidate's onboarding status (i.e., when the candidate reports to the client for onboarding).

The Group provides a guarantee period of ten weeks to six months for recommended candidates and makes a provision for income refunds at a rate determined by historical experience. As a result, the Group recognizes revenue from mid-to-high-end talent search services based on the contracted service revenue less estimated sales returns.

3) Recruitment Process Outsourcing

The Group provides recruitment process outsourcing services to clients on a contractual basis. It is agreed in the agreement or contract that the Group shall send on-site recruitment consultants to the clients upon recommendation or selection of the clients. The on-site recruitment consultant shall complete the client's talent recommendation or other human resource management tasks according to the client's instructions or the recruitment plan of a certain period and the service standards agreed upon by both parties.

The agreement or contract specifies the duration of the service, the content of the service, the number of people to provide the service, the amount of the fee, and the method of payment. Under the agreement, fees for services rendered to on-site consultants for routine work performed at the direction of the client are fixed revenue; the Group's professional fees for candidate recommendation and human resources management for clients are variable revenue.

① Recognition of fixed revenue: At the end of each month, the Group sends a "confirmation letter" to the client via the ERP system, which contains information on the number of on-site consultant assigned, their working hours and the amount of services provided, and recognizes the revenue based on the number of consultants assigned and the fee rates confirmed by the customer.

② Recognition of variable revenue: After a candidate has been hired, the on-site recruitment consultant obtains a "confirmation letter" from the client regarding the candidate's employment status based on the candidate's employment status, and the Group recognizes revenue based on this "letter of confirmation" and a certain percentage of the contractual salary of the candidate.

The Group offers entry-level candidates a guarantee period of three to six months and makes provision for revenue refunds at a rate determined by historical experience. As a result, the Group recognizes variable revenue for recruitment process outsourcing services at the amount of contractual service revenue less estimated sales returns.

4) Technical Services

The Group provides technical services to customers according to contractual agreements. Technical services revenue mainly includes trading platform services revenue, HR SaaS platform revenue and special services revenue. Trading platform service revenue is recognized as revenue according to the customer commission charged by the platform when the company provides transaction aggregation service on the trading platform, and the corresponding cost is mainly the commission sharing service fee paid to the issuing party and the receiving party; HR SaaS platform revenue is determined by the company based on the number of product modules subscribed to by customers and the number of users using the platform, with subscription fees charged on an annual basis. Special service revenue is the service fee recognized for the amount of work the company performs on the platform to customize the development and implementation of the customer's needs.

5) Other Business

The Group's other businesses are mainly in the form of traditional labor dispatch business, material production business, online business, training business, market research, recruitment project consulting services and other small-scale businesses.

Differences in accounting policies for revenue recognition due to different operating models for the same type of business.

26. Government Grants

Government grants received by the Group include financial support, local government tax refunds and special guidance funds. Government grants received by the Group are categorized into revenue-related government grants and asset-related government grants based

on the content of the grants, the limited use of the grants, the progress of appropriation, and the conditions for acceptance as specified in the relevant documents.

Revenue-related government grant: Generally, the Group recognizes government grants as non-operating income when received, except for government grants that are acquired at a fixed quota standard, which are measured at the amount receivable by the issuer and recognized as non-operating income.

Asset-related government grant: The Group recognizes bank deposits and deferred income when the actual amounts received are measured at the actual amounts received in the accounts. Deferred income is transferred to non-operating income on an equal basis over the expected useful life of the long-term asset from the time the related asset is available for use.

For government subsidies for comprehensive projects, the Group accounts for them separately by dividing them into an asset-related component and a revenue-related component; and where it is difficult to distinguish between the two, government grants as a whole are classified as revenue-related government grants.

Other government subsidies related to the Group's daily activities are recognized in other income according to the substance of the economic activity. Government subsidies that are not related to the Group's daily activities are included in non-operating income and expenditure. The Group reports "other income" separately from "operating profit" in the income statement, and government subsidies included in other income are reflected in this item.

27. Deferred Tax Assets and Deferred Tax Liabilities

The Group's deferred tax assets and deferred tax liabilities are recognized based on the difference between the tax bases of assets and liabilities and their carrying amounts (temporary differences). A corresponding deferred tax asset is recognized for deductible losses that can be offset against taxable income in future years in accordance with tax law. For temporary differences arising from the initial recognition of goodwill, the corresponding deferred tax liability is not recognized. For temporary differences resulting from the initial recognition of assets or liabilities arising from transactions that affect neither accounting profit nor taxable income (or deductible loss) in non-business combinations, the corresponding deferred tax assets and deferred tax liabilities are not recognized. At the balance sheet date, deferred income tax assets and deferred income tax liabilities are measured at the tax rates that are expected to apply in the period in which the asset is recovered or the liability is settled.

The Group recognizes deferred tax assets to the extent that it is likely to obtain future taxable income used to offset deductible temporary differences, deductible losses and tax deductions.

28. Leases

(1) Accounting Treatment of Operating Leases

The Group's leasing business mainly takes the form of a lessee under an operating lease and a lessee under a finance lease.

According to the *Notice of the Ministry of Finance on the revision and issuance of Accounting Standard for Business Enterprises No. 21 - Leasing* (Caikual [2018] No. 35), enterprises that are listed both domestically and overseas, as well as those that are listed overseas and adopt IFRS or ASBE for their financial statements, will implement the New Leasing Standard from January 1st, 2019. Other enterprises implementing Accounting Standards for Business Enterprises will adopt the New Leasing Standard from of January 1st, 2021.

On January 1st, 2021, the Group implemented the new leasing standard as follows:

(1) Identification of the Lease

A lease is a contract in which the lessor grants the right to use an asset to the lessee for a specified period of time in return for consideration. At the contract start date, the Group assesses whether the contract is a lease or contains a lease. A contract is a lease or contains a lease if a party to the contract grants the right to control the use of one or more identified assets for a specified period of time in exchange for consideration. In order to determine whether a contract grants the right to control the use of an identified asset for a specified period of time, the Group assesses whether the client under the contract has the right to receive substantially all of the economic benefits arising from the use of the identified asset during the period of use and the right to direct the use of the identified asset during that period of use.

If a contract contains multiple individual leases, the Group splits the contract and accounts for each individual lease separately. If the contract contains both leasing and non-leasing components, the Group splits the leasing and non-leasing components for accounting purposes.

(2) The Group as Lessee

1) Lease Recognition

At the beginning of the lease term, the Group recognizes a right-of-use asset and a lease liability for the lease. Note: For the recognition and measurement of right-of-use assets and lease liabilities, see Note V. "16. Right-of-use assets" and "22. Lease liabilities"

2) Lease Changes

Lease modification refers to the change of lease scope, lease consideration and lease term other than the original contract terms, including adding or terminating the right to use one or more leased assets, extending or shortening the lease term stipulated in the contract, etc. The effective date of lease modification refers to the date when both parties agree on the lease modification.

When a lease change occurs and the following conditions are met, the Group accounts for the lease change as a separate lease: ①The lease modification expands the scope of the lease or extends the lease term by adding the right to use one or more of the leased assets; ②The increased consideration is equivalent to the separate price for the expanded portion of the lease or the extended portion of the lease term adjusted for the circumstances of that contract.

If a lease modification is not accounted for as a separate lease, on the effective date of the lease modification, the Group re-determines the lease term after the modification by apportioning the consideration of the modified contract in accordance with the relevant provisions of the Lease Guidelines.; The revised discount rate was used to discount the changed lease payments to remeasure the lease liability. In calculating the present value of the changed lease payments, the Group uses the interest rate embedded in the lease for the remaining lease term as the discount rate; if it is not possible to determine the interest rate embedded in the lease for the remaining lease term, the Group uses the lessee's incremental borrowing rate as of the effective date of the lease modification as the discount rate. In respect of the effect of the above adjustments to lease liabilities, the Group distinguishes the following scenarios for accounting purposes: ①If a lease change results in a reduction in the scope of the lease or a shortening of the lease term, the lessee should reduce the carrying value of the right-of-use assets and recognize the gain or loss related to the partial termination or complete termination of the lease in profit or loss for the current period. ②If other lease changes result in a remeasurement of the lease liability, the lessee adjusts the carrying amount of the right-of-use assets accordingly.

3) Short-term leases and low-value asset leases

The Group has chosen not to recognize right-of-use assets and lease liabilities for short-term leases with lease terms of up to 12 months and leases of low-value assets that have a lower value when the individual leased assets are brand new. The Group recognizes lease payments under short-term leases and leases of low-value assets as part of the cost of the related assets or in current profit or loss on a straight-line basis or other systematic and reasonable basis over the respective periods of the lease term.

(3) The Group as lessor

On the basis that the contract assessed in (1) is a lease or contains a lease, the Group, as the lessor, classifies the lease into a finance lease and an operating lease at the commencement date of the lease.

If a lease transfers substantially all the risks and rewards associated with ownership of the leased asset, the lessor classifies the lease as a finance lease and leases other than finance leases as operating leases.

The Group generally classifies a lease as a finance lease when one or more of the following circumstances exist: ①At the end of the lease term, ownership of the leased asset is transferred to the lessee; ②The lessee has an option to purchase the leased asset and the purchase price entered into is sufficiently low compared to the fair value of the leased asset at the time the option is expected to be exercised so that it is reasonably certain at the inception date of the lease that the lessee will exercise the option; ③The ownership of the asset does not pass, but the lease term represents the majority of the useful life of the leased asset (not less than 75% of the useful life of the leased asset); ④At the inception date of the lease, the present value of the lease receipt amount is almost equal to the fair value of the leased asset (not less than 90% of the fair value of the leased asset); ⑤Leased assets are special in nature and can only be used by the lessee if no major alterations are made. The Group may also classify a lease as a finance lease if one or more of the following indications exist: ①If the lessee cancels the lease, the lessee shall bear the loss caused to the lessor by the cancellation; ②Gains or losses arising from fluctuations in the fair value of the residual value of assets are attributable to the lessee; ③The lessee has the ability to continue the lease into the next period at a rent well below market rates.

1) Accounting for finance leases

① Initial measurement

Initially measured at the commencement date of the lease term, the Group recognizes finance lease receivables for finance leases and derecognizes finance lease assets. When the Group makes initial measurement of the finance lease receivables, the net lease investment is used as the recorded value of the finance lease receivables.

The net investment in leases is the sum of the unguaranteed residual value and the present value of the lease receipts not yet received at the beginning of the lease term discounted at the interest rate embedded in the lease. The amount of lease receipts is the amount receivable by the lessor from the lessee for the cession of the right to use the leased asset during the lease term, including: ① Fixed payment amount to be paid by the lessee and substantial fixed payment amount; If there is a lease incentive, the amount related to the lease incentive is deducted; ② Variable lease payments that depend on an index or rate that is determined at the time of initial measurement based on the index or rate at the beginning of the lease term; ③ The exercise price of the purchase option, provided that it is reasonably certain that the lessee will exercise the option; ④ Payments required for the lessee to exercise the option to terminate the lease, provided that the lease term reflects that the lessee will exercise the option to terminate the lease; ⑤ The residual value of the guarantee provided to the lessor by the lessee, a party related to the lessee, and an independent third party who is financially capable of meeting the guarantee obligation.

② Subsequent measurement

The Group calculates and recognizes interest income for each period of the lease term based on a fixed periodic interest rate. This periodic rate is the revised discount rate determined in accordance with the relevant provisions when the embedded discount rate is used to determine the net investment in the lease (in the case of a sublease, if the embedded interest rate of the lease for the sublease cannot be determined, the discount rate of the original lease (adjusted for the initial direct costs associated with the sublease) is used), or when a change in a finance lease is not accounted for as a separate lease and the conditions are met that the lease would have been classified as a finance lease had the change been effective at the lease inception date.

③ Accounting for lease changes

The Group accounts for the change as a separate lease when a change in a finance lease occurs and both of the following conditions are met: ① The change expands the scope of the lease by adding the right to use one or more leased assets; ② The increased consideration is equivalent to the separate price of the lease extension adjusted for the circumstances of that contract.

If a change in a finance lease is not accounted for as a separate lease and the conditions are met that the lease would have been classified as an operating lease had the change been effective at the inception date of the lease, the Group accounts for it as a new lease from the effective date of the lease change and uses the net investment in the lease prior to the effective date of the lease change as the carrying amount of the leased asset.

2) Accounting for operating leases

① Treatment of rent

The Group recognises lease receipts from operating leases as rental income on a straight-line basis over the respective periods of the lease term.

② Incentives offered

Where a rent-free period is provided, the Group allocates the total rent on a straight-line basis over the entire lease term without deducting the rent-free period, and rental income should be recognised over the rent-free period. Where the Group has borne certain expenses of the lessee, such expenses are deducted from the gross rental income and allocated over the lease term on the basis of the balance of the rental income after deduction.

③ Initial direct costs

Initial direct costs incurred by the Group in connection with operating leases should be capitalised to the cost of the assets subject to the lease and charged to current profit or loss over the lease term on the same basis of recognition as rental income.

④ Depreciation

For fixed assets under operating leases, the Group depreciates them using the depreciation policy for similar assets; for other operating lease assets, they are amortised using a systematic and reasonable method.

⑤ Variable lease payments

Variable lease payments acquired by the Group in connection with operating leases that are not included in the lease receipts are charged to current profit or loss as they are incurred.

⑥ Changes to operating leases

When a change in an operating lease occurs, the Group accounts for it as a new lease from the effective date of the change, and the amount of lease receipts received in advance or receivable in connection with the lease before the change is considered to be the amount received for the new lease.

(2) Accounting Treatment of Financial Leases

29. Other Significant Accounting Policies and Accounting Estimates

In preparing the financial statements, the Group's management is required to use estimates and assumptions which have an impact on the application of accounting policies and the amounts of assets, liabilities, revenues and expenses. However, the actual condition may differ from these estimates. Therefore, the Group's management continually evaluates its judgment regarding the key assumptions and uncertainties involved in the estimates. The effect of a change in accounting estimates is recognized in the period in which the change occurs and in future periods.

The following accounting estimates and key assumptions have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities in future periods.

(1) Accounting Estimates for Impairment of Receivables

The Group reviews receivables measured at amortized cost at the balance sheet date to assess the specific amount of expected credit losses. The Group measures its provision for losses at an amount equal to the expected credit losses over the entire life. The Group classifies receivables into different groups on the basis of common risk and uses an impairment matrix to determine credit losses on related financial instruments on a portfolio basis. The Group's method of measuring expected credit losses reflects the following factors: credit risk rating, initial recognition date, remaining contractual maturity, the debtor's industry, historical recoveries, and the debtor's ability to repay at maturity. If the re-estimation differs from the current estimate, the difference will affect the profit and the carrying value of the receivables in the period of the change in estimate.

(2) Accounting Estimates for Goodwill Impairment Provision

The Group tests its goodwill for impairment annually. The recoverable amounts of asset groups and combinations of asset groups that contain goodwill are the present value of their expected future cash flows, which is calculated using accounting estimates.

If management revises the gross profit margin used in the calculation of future cash flows for asset groups and combinations of asset groups and the revised gross profit margin is lower than the gross profit margin currently used, the Group shall be required to make an additional impairment provision for goodwill.

If management revises the pre-tax discount rate used for discounting cash flows and the revised pre-tax discount rate is higher than the discount rate currently used, the Group shall be required to make an impairment provision for goodwill.

If the actual gross margin or pre-tax discount rate is higher or lower than management's estimate, the Group cannot reverse the goodwill impairment loss that had been made.

(1) Accounting Estimates for Intangible Asset Impairment Provision

The Group tests its intangible assets for impairment annually. The recoverable amount of asset groups and combinations of asset groups containing intangible assets is the present value of their expected future cash flows, which is calculated using accounting estimates.

If management revises the gross margins used in the calculation of future cash flows for the asset groups and combinations of asset groups and the revised gross margins are lower than the gross margins currently used, the Group shall be required to make an additional impairment provision for the intangible assets.

If management revises the pre-tax discount rate used to discount cash flows and the revised pre-tax discount rate is higher than the discount rate currently used, the Group shall be required to make an impairment provision for the intangible asset.

If the actual gross margin or pre-tax discount rate is higher or lower than management's estimate, the Group cannot reverse the impairment loss on the intangible asset that had been made.

(2) Accounting Estimates for Impairment for Fixed Assets

The Group performs impairment tests on fixed assets for which there are indications of impairment at the balance sheet date. The recoverable amount of a fixed asset is the higher of the present value of its estimated future cash flows and the fair value of assets net of disposal costs, which is calculated using accounting estimates.

If management revises the gross profit margin used in the calculation of future cash flows for the asset groups and combinations of asset groups and the revised gross profit margin is lower than the gross profit margin currently used, the Group shall be required to make an impairment provision for the increase in fixed assets.

If management revises the pre-tax discount rate used for discounting cash flows and the revised pre-tax discount rate is higher than the discount rate currently used, the Group shall be required to make an impairment provision for the increase in fixed assets.

If the actual gross margin or pre-tax discount rate is higher or lower than management's estimate, the Group cannot reverse the impairment provision for fixed assets that had been made.

(3) Accounting Estimates for Deferred Tax Asset Recognition

The estimation of deferred tax assets requires an estimate of taxable income and the applicable tax rate for each future year. The realization of deferred tax assets depends on whether it is probable that the Group will acquire sufficient taxable income in the future. Changes in future tax rates and the timing of the reversal of temporary differences may also affect income tax expense (gain) and the balance of deferred income taxes. The changes in estimates above could result in a material adjustment to deferred income taxes.

(4) Useful Life of Fixed Assets and Intangible Assets

The Group reviews the estimated useful lives of fixed assets and intangible assets at least annually at the end of the year. Expected useful lives are determined by the Management based on historical experience with similar assets, with reference to estimates commonly used in the industry, and in conjunction with anticipated technological upgrades. Depreciation expenses and amortization expenses in future periods are adjusted accordingly when there is a significant change in prior estimates.

(5) Provision for Refund of Expected Income

The Group provides external recruitment process outsourcing and mid-to-high-end talent sourcing with a guarantee period of three to six months for the recommended candidates. Therefore, the Group makes provision for the return of income at a proportion determined by historical experience.

There are cases where personnel are returned due to the termination or suspension of projects in the Group's outsourced production line business. According to the Law of the People's Republic of China on Employment Contracts, the Group shall pay economic compensation to the employee dismissed. At the end of each year, the Group estimates the best estimate of the amount of compensation to be paid and makes provisions for estimated termination indemnities based on the historical data of terminations and compensation payments.

30. Changes in Significant Accounting Policies and Accounting Estimates

(1) Changes in Significant Accounting Policies

√ Applicable □ Not applicable

Contents and reasons for changes in accounting policies	Approval process	Comment
---	------------------	---------

In 2018, the Ministry of Finance promulgated the revised *Accounting Standard for Business Enterprises No. 21 - Leasing* (the "New Lease Standard"), which requires domestic listed enterprises to implement the New Lease Standard as of January 1st, 2021. The Group implemented the New Lease Standard from January 1st, 2021 and chose the simplified retrospective adjustment method for bridging treatment. For finance leases prior to the date of initial execution, right-of-use assets and lease liabilities are measured at the original carrying amounts of the finance lease in assets and finance lease payable, respectively; For operating leases prior to the date of initial execution, the lessee shall measure the lease liability at the date of initial execution based on the remaining lease payments discounted at the present value of the lessee's incremental borrowing rate at the date of initial execution, and measure the right-of-use asset at an amount equal to the lease liability based on each lease election, with necessary adjustments for prepaid rentals; At the date of initial execution, the lessee tests the right-of-use assets for impairment and accounts for them accordingly in accordance with the provisions of *Accounting Standard for Business Enterprises No. 8 - Impairment of Assets*.

The impact of implementing the new lease standard on January 1st, 2021 on the Company's financial statement items is as follows:

Name of standard	Item	January 1 st , 2021	December 31 st , 2020
<i>Accounting Standard for Business Enterprises No. 21 - Leasing</i>	Fixed assets	7,713,956.72	11,411,921.77
	Right-of-use assets	124,694,120.34	789,888.04
	Long-term prepaid expenses	14,570,341.97	24,413,585.76
	Other payables	144,996,481.55	156,615,222.62
	Non-current liabilities due within one year	42,769,717.19	-
	Lease liabilities	81,975,356.15	847,273.10

	Long-term payables	-	1,916,035.71
--	--------------------	---	--------------

(2) Changes in Significant Accounting Estimates

☐ Applicable ☒ Not applicable

(3) Adjustments to items in the financial statements at the beginning of the year in which the new lease standard is implemented for the first time from 2021

☒ Applicable ☐ Not applicable

Whether need to adjust the balance sheet accounts at the beginning of the year

☒ Yes ☐ No

Consolidated Balance Sheet

Units: CNY

Item	December 31 st , 2020	January 1 st , 2021	Adjustment
Current assets:			
Cash and cash equivalents	485,764,137.50	485,764,137.50	
Deposit reservation for balance			
Funds loaned			
Trading financial assets	174,193.53	174,193.53	
Derivative financial assets			
Notes receivable			
Accounts receivable	873,428,403.47	873,428,403.47	
Receivables financing			
Prepayments	20,505,789.58	20,505,789.58	
Premium receivable			
Reinsurance accounts receivable			
Reinsurance reserves receivable			
Other receivables	68,527,056.23	68,527,056.23	
Including: Interest receivable			
Dividends receivable			
Financial assets purchased under resale agreements			
Inventories			
Contract assets			

Beijing Career International Co., Ltd. 2021 Annual Report

Assets held for sale			
Non-current assets due within 1 year			
Other current assets	2,739,815.66	2,739,815.66	
Total current assets	1,451,139,395.97	1,451,139,395.97	
Non-current assets			
Loans and advances issued			
Debt investments			
Other debt investments			
Long-term accounts receivable	27,287,417.50	27,287,417.50	
Long-term equity investments	110,389,595.14	110,389,595.14	
Other investments in equity instruments			
Other non-current financial assets			
Investment properties			
Fixed assets	11,411,921.77	7,713,956.72	-3,697,965.05
Construction in progress			
Productive biological assets			
Oil and gas assets			
Right-of-use assets	789,888.04	124,694,120.34	123,904,232.30
Intangible assets	171,108,066.75	171,108,066.75	
Development expenditure	14,603,767.78	14,603,767.78	
Goodwill	160,263,561.87	160,263,561.87	
Long-term prepaid expenses	24,413,585.76	14,570,341.97	-9,843,243.79
Deferred tax assets	13,799,631.63	13,799,631.63	
Other non-current assets			
Total non-current assets	534,067,436.24	644,430,459.70	110,363,023.46
Total assets	1,985,206,832.21	2,095,569,855.67	110,363,023.46
Current liabilities:			

Beijing Career International Co., Ltd. 2021 Annual Report

Short-term borrowings	38,297,176.15	38,297,176.15	
Borrowings from central bank			
Borrowing funds			
Financial liabilities held for trading			
Derivative financial liabilities			
Notes payable			
Accounts payable	42,946,035.56	42,946,035.56	
Advances from customers			
Contract liabilities	62,185,109.71	62,185,109.71	
Funds from sales of financial assets with repurchase agreement			
Deposits from customers and interbank			
Funds arising from acting trading of securities			
Funds arising from acting underwriting securities			
Employee benefits payable	348,497,279.43	348,497,279.43	
Taxes payable	111,013,318.57	111,013,318.57	
Other payables	156,615,222.62	144,996,481.55	-11,618,741.07
Including: Interest payable	81,962.50	81,962.50	
Dividends payable	3,167,169.37	3,167,169.37	
Handling charges and commissions payable			
Reinsurance accounts payable			
Liabilities held for sale			
Non-current liabilities due within 1 year		42,769,717.19	42,769,717.19
Other current liabilities			
Total current liabilities	759,554,142.04	790,705,118.16	31,150,976.12
Non-current liabilities			
Reserve for insurance contracts			

Long-term borrowings			
Bonds payable			
Including: Preferred shares			
Perpetual bonds			
Lease liabilities	847,273.10	81,975,356.15	81,128,083.05
Long-term payables	1,916,035.71		-1,916,035.71
Long-term employee benefits payable	570,110.28	570,110.28	
Provisions	8,301,099.42	8,301,099.42	
Deferred income	91,426.22	91,426.22	
Deferred tax liabilities	31,073,227.10	31,073,227.10	
Other non-current liabilities			
Total non-current liabilities	42,799,171.83	122,011,219.17	79,212,047.34
Total liabilities	802,353,313.87	912,716,337.33	110,363,023.46
Owner's equity			
Share capital	182,856,000.00	182,856,000.00	
Other equity instruments			
Including: Preferred shares			
Perpetual bonds			
Capital reserves	301,880,700.05	301,880,700.05	
Less: Treasury shares	51,245,521.00	51,245,521.00	
Other comprehensive income	-640,623.92	-640,623.92	
Special reserves			
Surplus reserves	34,116,907.50	34,116,907.50	
General risk provision			
Undistributed profits	571,375,025.44	571,375,025.44	
Total owner's equities attributable to the Company	1,038,342,488.07	1,038,342,488.07	
Non-controlling interests	144,511,030.27	144,511,030.27	

Beijing Career International Co., Ltd. 2021 Annual Report

Total owner's equities	1,182,853,518.34	1,182,853,518.34	
Total liabilities and owners equities	1,985,206,832.21	2,095,569,855.67	110,363,023.46

Note on adjustments

Parent Company Balance Sheet

Currency: CNY

Item	December 31 st , 2020	January 1 st , 2021	Adjustment
Current assets:			
Cash and cash equivalents	173,779,104.99	173,779,104.99	
Trading financial assets			
Derivative financial assets			
Notes receivable			
Accounts receivable	65,590,205.05	65,590,205.05	
Receivables financing			
Prepayments	2,192,106.23	2,192,106.23	
Other receivables	283,494,349.91	283,494,349.91	
Including: Interest receivable			
Dividends receivable			
Inventories			
Contract assets			
Assets held for sale			
Non-current assets due within 1 year			
Other current assets			
Total current assets	525,055,766.18	525,055,766.18	
Non-current assets:			
Debt investments			
Other debt investments			
Long-term accounts receivable			

Long-term equity investments	395,799,779.68	395,799,779.68	
Other investments in equity instruments			
Other non-current financial assets			
Investment properties			
Fixed assets	5,235,383.42	3,087,930.92	-2,147,452.50
Construction in progress			
Productive biological assets			
Oil and gas assets			
Right-of-use assets		22,915,457.47	22,915,457.47
Intangible assets	13,652,834.81	13,652,834.81	
Development expenditure			
Goodwill			
Long-term prepaid expenses	3,287,486.36	3,287,486.36	
Deferred tax assets	6,230,473.11	6,230,473.11	
Other non-current assets			
Total non-current assets	424,205,957.38	444,973,962.35	20,768,004.97
Total assets	949,261,723.56	970,029,728.53	20,768,004.97
Current liabilities:			
Short-term borrowings	38,000,000.00	38,000,000.00	
Financial liabilities held for trading			
Derivative financial liabilities			
Notes payable			
Accounts payable	9,452,186.86	9,452,186.86	
Advances from customers			
Contract liabilities	1,401,198.40	1,401,198.40	
Employee benefits payable	45,191,005.71	45,191,005.71	
Taxes payable	5,283,296.31	5,283,296.31	

Beijing Career International Co., Ltd. 2021 Annual Report

Other payables	193,878,002.89	193,878,002.89	
Including: Interest payable	81,962.50	81,962.50	
Dividends payable			
Liabilities held for sale			
Non-current liabilities due within 4 year		10,063,806.35	10,063,806.35
Other current liabilities			
Total current liabilities	293,205,690.17	303,269,496.52	10,063,806.35
Non-current liabilities			
Long-term borrowings			
Bonds payable			
Including: Preferred shares			
Perpetual bonds			
Lease liabilities		12,594,287.50	12,594,287.50
Long-term payables	1,890,088.88		-1,890,088.88
Long-term employee benefits payable	570,110.28	570,110.28	
Provisions	457,671.39	457,671.39	
Deferred income			
Deferred tax liabilities	583,131.84	583,131.84	
Other non-current liabilities			
Total non-current liabilities	3,501,002.39	14,205,201.01	10,704,198.62
Total liabilities	296,706,692.56	317,474,697.53	20,768,004.97
Owner's equity			
Share capital	182,856,000.00	182,856,000.00	
Other equity instruments			
Including: Preferred shares			
Perpetual bonds			
Capital reserves	293,125,208.11	293,125,208.11	

Less: Treasury shares	51,245,521.00	51,245,521.00	
Other comprehensive income			
Special reserves			
Surplus reserves	34,116,907.50	34,116,907.50	
Undistributed profits	193,702,436.39	193,702,436.39	
Total owner's equities	652,555,031.00	652,555,031.00	
Total liabilities and owners equities	949,261,723.56	970,029,728.53	20,768,004.97

Adjustment description

(4) Note on retrospective adjustment of prior period comparative data for the first implementation of the new lease standard from 2021

☐ Applicable ☒ Not applicable**VI. Taxes****1. Main Tax Type and Tax Rate**

Tax type	Tax basis	Tax rate
Value-added tax (VAT)	Taxable sales	Main tax rate 5%, 6%, 20%
Urban maintenance and construction tax	Value added tax payable	Main tax rate 5%, 7%
Corporate income tax	Taxable income	Main tax rate 25%, 19%

If there are tax entities with different corporate income tax rates, disclosure statement

Name of taxpayer	Income tax rate
Career International-FOS Pte Ltd	17.00%
Career International AP (HongKong) Limited	16.50%
Aurex Recruitment Group Holdings Limited	16.50%
Career international FOS Sdn Bhd	18.00%
Aurex Recruitment Group Americas, Inc.	21.00%
AxG Contracting LLC	--
Aurex Group, LLC	--
Investigo Limited	19.00%

Investigo Europe B.V.	--
Investigo LLC	--
Caraffi. Ltd	19.00%
Aurex Group Australia Pty Ltd	27.50%-30.00%
Aurex Group Australia Holdings Pty Ltd	27.50%-30.00%
Note: AxG Contracting LLC is a partnership with Aurex Group, LLC as the shareholder. The manner in which it pays income tax is by way of profit sharing followed by payment; Aurex Group, LLC is a partnership with two natural persons as shareholders and Aurex Recruitment Group Americas, Inc., which pays income tax by way of profit sharing followed by the payment of personal income tax by the natural persons based on their income; Aurex Group Inc. and Investigo LLC are taxed at the applicable income tax rates based on their share of profits and their own taxable income, using the applicable income tax rates in progressive tax brackets.	

2. Tax Preference

Caike Maipin, Career Beijing Branch, Tianjin Xinrui are small taxpayers. According to the *Announcement on Clarifying the VAT Exemption Policy for Small-scale VAT Payers* (Ministry of Finance and General Administration of Taxation Caishui 2019 No. 13), it is stipulated that "from April 1st, 2021 to December 31st, 2022, VAT will be exempted for small-scale VAT payers with monthly sales of less than CNY 150,000 (inclusive)". According to *Notice of the General Administration of Taxation of the Ministry of Finance on the Implementation of Universal Tax Relief Policies for Small and Micro Enterprises* (Caishui [2019] No. 13), urban construction tax, education surcharge and local education surcharge are reduced within the range of 50% of the tax amount, and the actual reduction is 50% of the levy. As a result, Caike Maipin, Tianjin Xinrui and Career Beijing Branch city construction tax, education surcharge and local education surcharge rates of 3.5%, 1.5% and 1%, respectively.

The Group's domestic subsidiaries, in accordance with the *Announcement on Policies Relating to the Deepening of VAT Reform* (Announcement No. 39 of 2019 by the Ministry of Finance, the General Administration of Taxation and the General Administration of Customs), which stipulates that "from April 1st, 2019 to December 31st, 2021, taxpayers in the production and domestic service industries are allowed to deduct their tax payable by adding 10% to the current deductible input tax", are allowed to deduct their VAT payable by adding 10% to the current deductible input tax.

For the Group's domestic subsidiaries, according to the *Announcement on the Implementation of Enterprise Income Tax Policies Relating to Deduction of Equipment and Apparatus* (State Administration of Taxation), which stipulates that "enterprises are allowed to deduct the one-time deduction of newly purchased equipment and apparatus with a unit value not exceeding CNY 5 million in the period from January 1st, 2018 to December 31st, 2020 in the calculation of taxable income" and the *Announcement on the Extension of the Implementation Period of Certain Preferential Tax Policies* (Announcement of the Ministry of Finance and the State Administration of Taxation No. 6 of 2021), "Some preferential policies such as the one-time deduction for equipment and apparatus below CNY 5 million have been extended and the implementation period has been extended to December 31st, 2023", all newly purchased equipment from January 1st, 2018 to December 31st, 2023 are deducted in the calculation of taxable income by taking into account the current costs and expenses on a one-off basis.

Career Digital and JuPin Suzhou, Yuwuhua, according to the Ministry of Finance and Ministry of Science and Technology of the General Administration of Taxation's Caishui [2018] No. 99, *Notice on Increasing the Percentage of Pre-tax Deduction for Research and Development Expenses*, the notice on improving the policy of pre-tax deduction for research and development expenses, the actual research and development expenses incurred by science and technology-based small and medium-sized enterprises in carrying out research and development activities, which do not form intangible assets and are included in the current profit and loss, shall be deducted on the basis of the actual deduction as stipulated, and then deducted on a pre-tax basis at 75% of the actual amount incurred during the period from January 1st, 2018 to December 31st, 2020; If intangible assets are formed, they will be amortized before tax at 175% of the cost of the intangible assets

during the above period. *Government Work Report* in 2021 proposes to continue the implementation of the policy of 75% additional deduction for enterprise R&D expenses from January 1st, 2021.

Career Digital, the Group's domestic subsidiary, was evaluated as a software enterprise by the Jiangsu Software Industry Association on September 14th, 2021, in compliance with the *Relevant Provisions of Certain Policies for Further Encouraging the Development of Software Industry and Integrated Circuit Industry and Software Enterprise Evaluation Standards*, with certificate number: Su RQ-2016-E0252, valid for one year; On May 20th, 2016, Career Digital's Jianke and Caike talent e-commerce system software was evaluated as a software product, certificate number: Su RC-2016-E0029, valid for five years; Its Career Digital HR Recruitment Integrated Management Cloud Platform Software V3.0, held on April 20th, 2021, was evaluated as a software product with certificate number: Su RC-2021E0034, valid for five years. In addition, according to the *Notice of Ministry of Finance and State Administration of Taxation on Further Encouraging the Development of Software Industry and Integrated Circuit Industry on Enterprise Income Tax Policy* (Caishui [2012] No. 27), Career Digital is entitled to two exemptions and three halves of the Double Software Enterprise Income Tax until December 31st, 2017, but it did not actually enjoy the preferential policy due to actual losses in previous years. Profits for FY2018, FY2019, FY2020 and FY2021 will be treated in accordance with the policy of enjoying two exemptions and three halves of income tax. Therefore, the income tax is reduced by half in 2021 and the effective corporate income tax rate is 12.5%.

According to the *Announcement of the State Administration of Taxation on Matters Relating to the Implementation of Preferential Income Tax Policies to Support the Development of Small and Micro-profit Enterprises and Individual Entrepreneurs*, *State Administration of Taxation Announcement No. 8 of 2021*, from January 1st, 2021 to December 31st, 2022, the portion of the annual taxable income of small and micro-profit enterprises not exceeding CNY 1 million shall be reduced by 12.5% of the taxable income and subject to a 20% tax rate. Therefore, the effective enterprise income tax rate for the part of taxable income not exceeding CNY 1 million is 2.5%; For the part of the annual taxable income exceeding CNY 1 million but not exceeding CNY 3 million, it is reduced by 50% of the taxable income and subject to corporate income tax at a rate of 20%. Ningbo Koncor, SoonPoint, Career HiTalen Consulting, Career Jiangcheng and Tianjin Xinrui 's taxable income for the year exceeded CNY 1 million but did not exceed CNY3 million, so the effective corporate income tax rate was 10%; Hanlin, Chengdu Kezhirui, Soonfit, Yunwuhua, Jinke Zhirui, Antal Consulting, Yufei Antal, Antal Suzhou, Caike Maipin, JuPin Suzhou, Carrer Smart, Tibet e-Town, Hangzhou Kezhirui, Career Wuhan, Career Changchun, Urumqi Career, Tianjin Zhiru, Rongrui, Beijing Rongrui, Career Digital (Wuhu) and Wanhehe's taxable income for the year did not exceed CNY 1 million, so the effective corporate income tax rate was 2.5%.

VII. Notes to Consolidated Financial Statement Items

1. Cash and Cash Equivalents

Unit: CNY

Item	Closing balance	Opening balance
Bank deposits	1,075,585,702.21	485,764,137.50
Other cash and cash equivalents	912,428.76	
Total	1,076,498,130.97	485,764,137.50
Including: Total amount deposited abroad	60,894,130.57	33,033,578.29
Total amount restricted for use due to mortgage, pledge or freeze	912,428.76	

Other descriptions

Note: The cash and cash equivalents with restricted access as at December 31st, 2021 are as follows:

(1) Guarantee deposit: e-Town International, a subsidiary of the Company, was restricted from using CNY 44,584.17 due to the restriction on its guarantee deposit account. The restriction will be lifted upon expiry of the margin account.

(2) Long overhang: Antal Consulting, a subsidiary of the Company, has restricted access to its account for a long overhang of CNY 9,238.84. The account was released from the overhang on April 14th, 2022 and returned to normal.

(3) Change of reserved information: Caike Maipin, a subsidiary of the Company is restricted from the use of CNY 96,439.50 as the reserved information has not been changed.

Beijing Career International Co., Ltd. 2021 Annual Report

(4) Write-off not yet completed: Zhixin Changchun, a subsidiary of the Group, is restricted from using CNY 217.62 due to the company's write-off not yet completed. The cancellation was completed on January 14th, 2022 and the restriction was lifted.; The use of CNY 193,853.58 was restricted by the Group's subsidiary, Koncor Shenyang Branch, because the write-off was not completed.

2. Trading Financial Assets

Unit: CNY

Item	Closing balance	Opening balance
Financial assets at fair value through profit or loss	174,193.53	174,193.53
Including:		
Trading equity instrument investment	174,193.53	174,193.53
Including:		
Total	174,193.53	174,193.53

Other descriptions:

3. Accounts Receivable

(1) Accounts Receivable Classification Disclosure

Unit: CNY

Category	Closing balance					Opening balance				
	Book balance		Bad debt provision		Book value	Book balance		Bad debt provision		Book value
	Amount	Proportion	Amount	Accrual rate		Amount	Proportion	Amount	Accrual rate	
Including:										
Accounts receivable provision for bad debts by portfolio	1,575,206,823.74	100.00%	26,854,124.37	1.70%	1,548,352,699.37	897,713,464.17	100.00%	24,285,060.70	2.07%	873,428,403.47
Including:										
Accounts receivable	1,575,206,823.74	100.00%	26,854,124.37	1.70%	1,548,352,699.37	897,713,464.17	100.00%	24,285,060.70	2.07%	873,428,403.47
Total	1,575,206,823.74	100.00%	26,854,124.37	1.70%	1,548,352,699.37	897,713,464.17	100.00%	24,285,060.70	2.07%	873,428,403.47

Provision for bad debts on an individual basis

Unit: CNY

Name	Closing balance			
	Book balance	Bad debt provision	Accrual rate	Accrual reason

Provision for bad debts by portfolio: 26,854,124.37

Unit: CNY

Name	Closing balance		
	Book balance	Bad debt provision	Accrual rate
Within 1 year	1,552,899,632.69	6,794,568.43	0.44%
1 to 2 years	4,717,338.68	3,023,452.05	64.09%
2 to 3 years	3,845,718.50	3,291,970.02	85.60%
More than 3 years	13,744,133.87	13,744,133.87	100.00%
Total	1,575,206,823.74	26,854,124.37	

A description of the basis for determining the combination:

The Group classifies financial instruments into different groups based on common credit risk characteristics and uses an impairment matrix on a portfolio basis to determine the credit losses on the relevant financial instruments. The common credit risk characteristics used by the Group include: credit risk rating, initial recognition date, remaining contractual maturity, industry in which the debtor operates, historical repayment history and the debtor's ability to repay when due.

Provision for bad debts by portfolio:

Unit: CNY

Name	Closing balance
------	-----------------

Beijing Career International Co., Ltd. 2021 Annual Report

	Book balance	Bad debt provision	Accrual rate
--	--------------	--------------------	--------------

A description of the basis for determining the portfolio:

If the provision for bad debts is based on the general model of expected credit losses, please disclose information about the provision for bad debts in accordance with the disclosure for other receivables:

☐ Applicable v Not applicable

Disclosure by Aging

Unit: CNY

Aging	Book balance
Within 1 year (including 1 year)	1,552,899,632.69
1 to 2 years	4,717,338.68
2 to 3 years	3,845,718.50
More than 3 years	13,744,133.87
Total	1,575,206,823.74

(2) Provision for Bad Debts Provided for, Collected or Reversed during the Period

Provision for bad debts for the period:

Unit: CNY

Category	Opening balance	Current change amount				Closing balance
		Accrual	Recover or reverse	Write-off	Others	
Provision for credit losses	24,285,060.70	7,177,071.94	3,642,122.44	864,433.29	-101,452.54	26,854,124.37
Total	24,285,060.70	7,177,071.94	3,642,122.44	864,433.29	-101,452.54	26,854,124.37

Of which the amount of bad debt provision recovered or reversed in the current period is significant:

Unit: CNY

Company name	Amount recovered or reversed	Take-back methods
--------------	------------------------------	-------------------

(3) Actual Write-Offs of Accounts Receivable during the Period

Unit: CNY

Item	Write-off amount
Normal Risk Portfolio	864,433.29

Of which, the significant write-offs of accounts receivable:

Unit: CNY

Company name	Nature of accounts receivable	Write-off amount	Reasons for write-off	Write-off procedures	Whether the amount arose from a related transaction
--------------	-------------------------------	------------------	-----------------------	----------------------	---

Description of write-off of accounts receivable:

(4) Top Five Accounts Receivable Aggregated by Obligated Party on Closing Balance

Unit: CNY

Company name	Closing balance of accounts receivable	Percentage of total accounts receivable closing balance	Closing balance of bad debt provision
Company 1	269,533,379.04	17.12%	1,185,946.86
Company 2	70,169,370.23	4.45%	308,745.23
Company 3	38,759,773.02	2.46%	170,543.00
Company 4	33,458,982.56	2.13%	147,219.52
Company 5	30,604,556.28	1.94%	134,660.05
Total	442,526,061.13	28.10%	

4. Prepayments

(1) Prepayments Shown by Aging

Unit: CNY

Aging	Closing balance		Opening balance	
	Amount	Proportion	Amount	Proportion
Within 1 year	17,230,152.49	95.49%	20,164,142.05	98.33%
1 to 2 years	814,038.56	4.51%	341,647.53	1.67%
Total	18,044,191.05		20,505,789.58	

Explanation of the reasons why prepayments aging over one year and with significant amounts were not settled on time:

(2) The Top Five Prepayments in Terms of Closing Balances Aggregated by Prepayment Recipients

Company name	Closing balance	Aging	Percentage of total closing balance of prepayments (%)
Company 1	1,571,017.51	Within 1 year	8.71
Company 2	1,265,929.21	Within 1 year	7.02
Company 3	1,148,668.46	Within 1 year	6.37
Company 4	494,229.50	Within 1 year	2.74
Company 5	477,681.29	Within 1 year	2.65
Total	4,957,525.97	—	27.49

Other Descriptions:

5. Other Receivables

Unit: CNY

Beijing Career International Co., Ltd. 2021 Annual Report

Item	Closing balance	Opening balance
Other receivables	87,433,355.25	68,527,056.23
Total	87,433,355.25	68,527,056.23

(1) Other Receivables

1) Other Receivables by Nature of Payment

Unit: CNY

Nature of Payment	Closing book balance	Opening book balance
Traditional labour dispatch and other disbursements	63,654,410.89	49,646,716.64
Deposits	20,372,540.50	13,914,255.34
Share disposal fund	1,565,464.05	1,565,464.05
Staff Loans	1,255,976.82	1,264,346.95
Others	584,962.99	416,273.25
Investment		1,000,000.00
Renovation Allowance		720,000.00
Total	87,433,355.25	68,527,056.23

2) Provisions for Bad Debts

Unit: CNY

Bad debt provision	Phase I Expected credit losses over the next 12 months	Phase II Expected credit losses over the entire term (no credit impairment)	Phase III Expected credit losses (credit impairment incurred) over the life of the financial instrument	Total
Balance as of January 1, 2021 in the current period				
Accrual for the period			1,163,306.22	1,163,306.22
Reversal in the period			240,000.00	240,000.00
Write-offs during the period			923,306.22	923,306.22

Changes in book balance for which the change in loss provision was material during the period

☐ Applicable ☒ Not applicable

Disclosure by Aging

Unit: CNY

Aging	Book balance
Within 1 year (including 1 year)	77,451,023.53

1 to 2 years	2,829,639.69
2 to 3 years	2,451,121.51
More than 3 years	4,701,570.52
Total	87,433,355.25

3) Provision for Bad Debts Accrued, Collected or Reversed during the Period

Provision for bad debts for the period:

Unit: CNY

Category	Opening balance	Current change amount				Closing balance
		Accrual	Recover or reverse	Write-off	Others	
Provision for credit losses		1,163,306.22	240,000.00	923,306.22		
Total		1,163,306.22	240,000.00	923,306.22		

In which the reversal or recovery of the provision for bad debts during the period was significant:

Unit: CNY

Company name	Amount reversed or collected	Recover method
Company 1	240,000.00	Payment recovery
Total	240,000.00	

4) Other Receivables Actually Written off during the Period

Unit: CNY

Item	Write-off Amount
Transactions	923,306.22

Of which, the significant write-offs of other receivables:

Unit: CNY

Company name	Nature of other receivables	Write-off amount	Reasons for write-off	Write-off procedures	Whether the amount arose from a related transaction
Company 1	Transactions	923,306.22	Uncollectible		Yes
Total		923,306.22			

Description of write-off of other receivables:

5) Other Receivables in the Top Five Closing Balances by Obligated Party

Unit: CNY

Company name	Nature of payment	Closing balance	Aging	Percentage of the total closing balance of other receivables	Closing balance of bad debt provision
--------------	-------------------	-----------------	-------	--	---------------------------------------

Beijing Career International Co., Ltd. 2021 Annual Report

Company 1	Traditional labour dispatch and other disbursements	8,330,420.89	Within 1 year	9.53%	
Company 2	Traditional labour dispatch and other payments in lieu	4,290,931.16	Within 1 year	4.91%	
Company 3	Traditional labour dispatch and other disbursements	4,038,670.95	Within 1 year	4.62%	
Company 4	Deposits	3,987,677.01	Within 1 year	4.56%	
Company 5	Deposits	2,757,846.08	Within 1 year	3.15%	
Total		23,405,546.09		26.77%	

6. Other Current Assets

Unit: CNY

Item	Closing balance	Opening balance
Prepayment of income tax	3,816,369.42	1,954,344.38
Input tax to be deducted	667,265.70	487,430.99
Others	322,573.06	298,040.29
Total	4,806,208.18	2,739,815.66

Other descriptions:

7. Long-Term Receivables

(1) Long-term Receivables Status

Unit: CNY

Item	Closing balance			Opening balance			Discount rate interval
	Book balance	Bad debt provision	Book value	Book balance	Bad debt provision	Book value	
Dividend preference rights							
Original value	28,490,266.17		28,490,266.17	32,597,254.41		32,597,254.41	13%
Less: Unrealized financing gains	-4,729,089.54		-4,729,089.54	-5,309,836.91		-5,309,836.91	13%
Total	23,761,176.63		23,761,176.63	27,287,417.50		27,287,417.50	

Impairment of bad debt provision

Unit: CNY

Bad debt provision	Phase I	Phase II	Phase III	Total
	Expected credit losses over the next 12 months	Expected credit losses over the entire term (no credit impairment)	Expected credit losses (credit impairment incurred) over the life of the financial instrument	
Balance as of January 1 st , 2021				
In the current period				

Status Changes in book balance for which the change in loss provision was material during the period

☐ Applicable ☒ Not applicable

(2) Amounts of assets and liabilities transferred from long-term receivables and continued to be involved in their formation

Other descriptions

Note: The *Shareholder Investment in Investigo* signed by Fufill (2) Limited, a minority shareholder of Investigo, a subsidiary of the Company's subsidiary HKAP, HKAP, the Manager and the Company agreed that, after HKAP's acquisition of 52.5% of Investigo's shares, the Company would invest in Investigo in the following manner Investigo's dividend policy is to distribute at least 50% of the audited profit after tax for the year in the form of dividends. Any dividends declared shall be paid first on the dividend component of the shares held by Career HKAP, until the total amount of dividends distributed to HKAP reaches £9,400,000.00. During the year, closing balance of long-term receivables of CNY 23,761,176.63 represents a discount on the amount of dividends preferentially distributed to HKAP, a subsidiary of the Company.

8. Long-Term Equity Investments

Unit: CNY

Investee	Opening balance (book value)	Current change								Closing balance (book value)	Closing balance of impairment provision
		Additional investment	Negative investment	Investment gains and losses recognized under the equity method	Other comprehensive income adjustments	Other changes in equity	Declared cash dividends or profits	Impairment provision	Others		
I. Joint venture											
Henan Huirong Career Human Resources Co., Ltd.	1,373,618.31	1,250,000.00		255,494.12						2,879,112.43	
Subtotal	1,373,618.31	1,250,000.00		255,494.12						2,879,112.43	
II. Associates											
Beijing Thank Technology Co., Ltd.	946,420.87			-8,594.84						937,826.03	
Beijing Hezhong Kecheng Technology Co., Ltd.											1,447,456.66
Wuxi Zhirui Industrial Service Outsourcing Co., Ltd.	65,348,338.07			1,541,280.86			879,867.09			66,009,751.84	
Hebei Xiong'an Human Resources Service Co., Ltd.	5,399,604.65			641,425.07						6,041,029.72	
Tianjin Shangxian Investment Management Co., Ltd.	1,052,750.14			125,115.11						1,177,865.25	
Tianjin Shangxian Asset Management Partnership (Limited Partnership)	999,332.82			0.55						999,333.37	

Investee	Opening balance (book value)	Current change								Closing balance (book value)	Closing balance of impairment provision
		Additional investment	Negative investment	Investment gain/losses recognized under the equity method	Other comprehensive income adjustments	Other changes in equity	Declare cash dividends on profits	Impairment provision	Others		
Shangxian (Tianjin) Venture Capital Fund	19,906,721.76			1,461,694.34						18,445,027.42	
Partnership (Limited Partnership)											
SDIC Career (Hainan) Human Resources Technology Co., Ltd.	1,659,354.06		2,385,000.00	725,645.94							
Zhongce Gaoke (Beijing) Talent Assessment Center Co., Ltd.	13,703,454.46			1,614,433.67						15,317,888.13	
Tianjin Yikerui Enterprise Service Co., Ltd. (Note 1)		49,000.00		-216.91						48,783.09	
Talent Kerui (Shandong) Human Resources Information Service Co., Ltd. (Note 2)		5,000,000.00								5,000,000.00	
Subtotal	109,015,976.83	5,049,000.00	2,385,000.00	3,177,395.11			879,867.09			113,977,504.85	1,447,456.66
Total	110,389,595.14	6,299,000.00	2,385,000.00	3,432,889.23			879,867.09			116,856,617.28	1,447,456.66

Other descriptions

Note 1: Rongrui, a subsidiary of the Group, and Tianjin Yijieyun Enterprise Management Consulting Co., Ltd. jointly invested in the establishment of Tianjin Yikerui Enterprise Service Co., Ltd. ("Tianjin Ekorui"), with a capital contribution of CNY 490,000 from Tianjin Xinrui and CNY 510,000 from Tianjin Huashi Yundao Management Consulting Co., Ltd. corresponding to a shareholding. The proportions were 49% and 51% respectively. on March 18th, 2021, Tianjin Yikerui had obtained the business license and Rongrui had significant influence over the investee and was accounted for under the equity method.

Beijing Career International Co., Ltd. 2021 Annual Report

Note 2: The Company and Shandong Talent Development Group Co., Ltd. entered into an equity investment cooperation agreement in September 2021 to jointly invest in the establishment of Talent Kerui (Shandong) Human Resources Information Service Co., Ltd. ("Talent Kerui"), with a registered capital of CNY 20 million and 50% shareholding by each party, shall pay 50% of the registered capital within 12 months after the incorporation of the Company. Based on the shareholding ratio of shareholders, the allocation of seats on the Board of Directors and the rules of procedure of the shareholders' meeting and the Board of Directors, the Company has significant influence over Talent Kerui and does not constitute control or joint control. On November 4th, 2021 Talent Kerui has obtained a business licence and as at December 31st, 2021, the Company has made a paid-up capital contribution of CNY 5 million, which is accounted for under the equity method.

9. Fixed Assets

Unit: CNY

Item	Closing balance	Opening balance
Fixed assets	10,714,669.40	7,713,956.72
Total	10,714,669.40	7,713,956.72

(1) Fixed Assets Status

Unit: CNY

Item	Office Furniture & Equipment	Transportation Tools	Total
I. Original book value:			
1. Opening balance	31,892,844.54	3,209,701.90	35,102,546.44
2. Increase in current period	7,467,076.96		7,467,076.96
(1) Acquisition	7,467,076.96		7,467,076.96
(2) Transferred from construction in progress			
(3) Increase in business combinations			
3. Decrease in current period	2,291,796.59		2,291,796.59
(1) Disposal of obsolescence	2,001,720.61		2,001,720.61
(2) Effect of exchange rate changes	211,387.33		211,387.33
(3) Scope of consolidation impact	78,688.65		78,688.65
4. Closing balance	37,068,124.91	3,209,701.90	40,277,826.81
II. Accumulated depreciation			
1. Opening balance	25,357,027.11	2,031,562.61	27,388,589.72
2. Increase in current period	3,796,118.20	461,225.40	4,257,343.60
(1) Accrual	3,796,118.20	461,225.40	4,257,343.60
3. Decrease in current period	2,082,775.91		2,082,775.91

(1) Disposal or obsolescence	1,908,147.66		1,908,147.66
(2) Effect of exchange rate changes	100,924.00		100,924.00
(3) Scope of consolidation impact	73,704.25		73,704.25
4. Closing balance	27,070,369.40	2,492,788.01	29,563,157.41
III. Impairment provision			
1. Opening balance			
2. Increase in current period			
(1) Accrual			
3. Decrease in current period			
(1) Disposal or obsolescence			
4. Closing balance			
IV. Book value			
1. Closing book value	9,997,755.51	716,913.89	10,714,669.40
2. Opening book value	6,535,817.43	1,178,139.29	7,713,956.72

10. Right-of-Use Assets

Unit: CNY

Item	Houses & buildings	Electronic equipment	Total
I. Original book value			
1. Opening balance	114,125,529.14	13,627,873.13	127,753,402.27
2. Increase in current period	40,148,898.62	2,817,435.79	42,966,334.41
(1) Rental	40,148,898.62	2,817,435.79	42,966,334.41
3. Decrease in current period	5,271,710.06	371,237.42	5,642,947.48
(1) Variation of Lease Agreement	3,601,663.32		3,601,663.32
(2) Effect of exchange rate changes	1,670,046.74	371,237.42	2,041,284.16
4. Closing balance	149,002,717.70	16,074,071.50	165,076,789.20
II. Accumulated depreciation			

Beijing Career International Co., Ltd. 2021 Annual Report

1. Opening balance	3,017,131.05	42,150.88	3,059,281.93
2. Increase in current period	47,415,698.51	4,182,780.88	51,598,479.39
(1) Accrual	47,415,698.51	4,182,780.88	51,598,479.39
3. Decrease in current period	520,700.38	22,954.06	543,654.44
(1) Disposal			
(2) Variation of Lease Agreement	212,302.70		212,302.70
(3) Effect of exchange rate changes	308,397.68	22,954.06	331,351.74
4. Closing balance	49,912,129.18	4,201,977.70	54,114,106.88
III. Provision for impairment			
1. Opening balance			
2. Increase in current period			
(1) Accrual			
3. Decrease in current period			
(1) Disposal			
4. Closing balance			
IV. Book value			
1. Closing book value	99,090,588.52	11,872,093.80	110,962,682.32
2. Opening book value	111,108,398.09	13,585,722.25	124,694,120.34

Other descriptions:

11. Intangible Assets

(1) Intangible Asset Status

Unit: CNY

Item	Land use rights	Patent rights	Non-patented technology	Computer software	Trademarks	Database	Total
I. Original book value							

Beijing Career International Co., Ltd. 2021 Annual Report

Item	Land Use rights	Patent rights	Non-patented technology	Computer software	Trademarks	Database	Total
I. Opening Balance				79,092,342.73	97,938,423.42	25,883,923.69	202,914,689.84
2. Increase in current period				30,155,781.43			30,155,781.43
(4) Acquisition				2,509,866.94			2,509,866.94
(2) Internal research & development				27,645,914.49			27,645,914.49
(3) Increase in business combinations							
3. Decrease in current period				174,116.16			174,116.16
(1) Disposal				172,327.58			172,327.58
(2) Effect of exchange rate changes				1,788.58			1,788.58
4. Closing Balance				109,074,008.00	97,938,423.42	25,883,923.69	232,896,355.11
II. Accumulated amortization							
1. Opening Balance				17,727,718.00	7,574,590.84	6,504,314.25	31,806,623.09
2. Increase in current period				9,155,154.35	2,558,780.78	2,588,392.37	14,302,327.50
(1) Accrual				9,155,154.35	2,558,780.78	2,588,392.37	14,302,327.50
3. Decrease in current period				174,116.16			174,116.16
(1) Disposal				172,327.58			172,327.58

Beijing Career International Co., Ltd. 2021 Annual Report

Item	Land use rights	Patent rights	Non-patented technology	Computer software	Trademarks	Database	Total
(2) Effect of exchange rate changes				1,788.58			1,788.58
74. Closing Balance				26,708,756.19	10,133,371.62	9,092,706.62	45,934,834.43
III. Impairment provision							
1. Opening Balance							
2. Increase in current period							
(1) Accrual							
3. Decrease in current period							
(1) Disposal							
4. Closing Balance							
IV. Book value							
1. Closing book value				82,365,251.81	87,805,051.80	16,791,217.07	186,961,520.68
2. Opening book value				61,364,624.73	90,363,832.58	19,379,609.44	171,108,066.75

At the end of the period, intangible assets formed through internal research and development accounted for 11.87% of the balance of intangible assets.

12. Development Expenditures

Unit: CNY

Item	Opening balance	Increase in current period			Decrease in current period			Closing balance
		Internal development expenses	Others		Recognized as intangible asset	Transfer to current profit and loss		
CTS V1.0	4,984,205.02	1,164,871.75			6,149,076.77			
CTS V2.0		3,528,610.07						3,528,610.07
Hewa Platform V1.0	873,885.49	6,076,510.72			6,950,396.21			
Gee Temp Platform V5.0	1,385,754.30	3,993,104.60						5,378,858.90
Rülpin V2.0	1,938,387.73	92,241.93			2,030,629.66			
Medical Pulse V1.0	603,212.61	830,179.58			1,433,392.19			
Career International Data Platform		1,288,574.32						1,288,574.32
HiSalary V2.0	809,255.03	103,111.83			912,366.86			
Calke.Com HR Recruitment Platform Enterprise Edition V4.0		278,928.86			278,928.86			
Caldao HRCLOUD Platform Software V20	3,875,671.38	5,882,056.34			9,757,727.72			
Pre-entry audit system	133,396.22				133,396.22			
Total	14,603,767.78	23,238,190.00			27,645,914.49			10,196,043.29

Other descriptions

13. Goodwill**(1) Original Book Value of Goodwill**

Unit: CNY

Name of the investee or the matter forming goodwill	Opening balance	Increase in the current period		Decrease in the current period		Closing balance
		Business combination		Disposal	Exchange rate changes	
Shanghai Kohco Marketing Co., Ltd.	6,268,428.39					6,268,428.39
Qinhuangdao Soonpoint Consulting Co., Ltd.	799,055.66					799,055.66
ANTAL International Business Consulting (Beijing) Co., Ltd. Antal AG (Beijing) Human Resources	9,296,963.56					9,296,963.56
Career International-FOS Pte.Ltd	2,497,473.80					2,497,473.80
Aurex Recruitment Group Holdings Limited	14,389,870.59					14,389,870.59
Beijing RRC Financial Services Outsourcing Co., Ltd.	11,176,583.23					11,176,583.23
Investigo Limited	99,438,178.97					99,438,178.97
Caraffi Ltd	8,709,292.34				278,119.76	8,431,172.58
Shanghai Yunwuhua Technology Co., Ltd.	7,687,715.33					7,687,715.33
Total	160,263,561.87				278,119.76	159,985,442.11

(2) Goodwill Impairment Provision

Unit: CNY

Name of the investee or the matter forming goodwill	Opening balance	Increase in the current period		Decrease in the current period		Closing balance
		Accrual		Disposal		
Total						

Information about the asset group or combination of asset groups in which the goodwill is located

Beijing Career International Co., Ltd. 2021 Annual Report

Describe the goodwill impairment testing process, key parameters (e.g., forecast period growth rate, stable period growth rate, profit margin, discount rate, forecast period, etc.) and the method of recognizing goodwill impairment losses when the present value of future cash flows is expected:

The impact of goodwill impairment testing

Other notes

Note: The Group performs an impairment test on the asset group related to goodwill, using the present value of the asset group's expected future cash flows as its recoverable amount. The Group's management bases its projections of future cash flows on a 5-year detailed forecast period and a subsequent forecast period. The projected future cash flows for the detailed forecast period are based on the business plan developed by management; the projected future cash flows for the subsequent forecast period are determined based on the level of the last year of the detailed forecast period, taking into account the Group's business plan, industry trends and inflation rates. The key assumptions used by the Group in projecting future cash flows include business growth rates, gross margins and discount rates. Upon testing, the Group's management believes that any reasonable change in these assumptions would not result in the carrying value of the asset group to which the goodwill relates falling below its recoverable amount.

14. Long-Term Prepaid Expenses

Item	Opening balance	Increase in current period	Current amortization amount	Other decrease	Closing balance
Operating leased-in fixed asset improvements	14,570,341.97	5,032,221.26	6,017,033.00	33,897.53	13,551,632.70
Total	14,570,341.97	5,032,221.26	6,017,033.00	33,897.53	13,551,632.70

Unit: CNY

Other descriptions

15. Deferred Tax Assets/Deferred Tax Liabilities

(1) Deferred Tax Assets Without Offsetting

Unit: CNY

Item	Closing balance		Opening balance	
	Deductible temporary differences	Deferred tax assets	Deductible temporary differences	Deferred tax assets
Provision for asset impairment	1,447,456.66	361,864.17	1,447,456.66	361,864.14
Deductible losses	57,904,060.68	6,201,244.13	18,066,624.97	1,675,129.35
Accrued expenses not yet paid	30,837,128.52	7,590,098.45	26,210,817.43	6,471,150.58
Credit impairment provision	19,939,943.70	4,798,588.15	16,739,438.47	4,072,814.29
Provisions	5,350,529.72	1,226,653.03	4,284,024.36	1,054,029.85
Accrued and unpaid employee benefit			570,110.28	142,527.57
Others	49,906.28	8,983.13	101,486.40	22,115.85

Beijing Career International Co., Ltd. 2021 Annual Report

Item	Closing balance		Opening balance	
	Deductible temporary differences	Deferred tax assets	Deductible temporary differences	Deferred tax assets
Total	115,529,025.56	20,187,431.06	67,419,958.57	13,799,631.63

(2) Deferred Tax Liabilities Without Offsetting

Unit: CNY

Item	Closing balance		Opening balance	
	Taxable temporary differences	Deferred tax liabilities	Taxable temporary differences	Deferred tax liabilities
Appreciation of consolidated assets of companies not under common control	133,040,435.53	28,307,299.41	141,093,442.01	30,020,970.64
Accelerated depreciation of fixed assets	7,327,663.40	1,791,042.48	4,444,064.13	1,052,256.46
Total	140,368,098.93	30,098,341.89	145,537,506.14	31,073,227.10

(3) Deferred tax assets or liabilities net of offsets

Unit: CNY

Item	Deferred tax assets and liabilities are netted out at the end of the period	Closing balance of deferred tax asset or liability after offsetting	Opening netting amount of deferred tax assets and liabilities	Opening balance of deferred tax asset or liability after offsetting
Deferred tax assets		20,187,431.06		13,799,631.63
Deferred tax liabilities		30,098,341.89		31,073,227.10

(4) Details of unrecognized deferred tax assets

Unit: CNY

Item	Closing balance	Opening balance
Deductible losses	57,625,329.66	45,215,601.30
Total	57,625,329.66	45,215,601.30

16. Short-Term Borrowing**(1) Classification of Short-term Borrowings**

Unit: CNY

Item	Closing balance	Opening balance
Pledged loans	41,916,712.98	297,176.15
Credit loans		38,000,000.00
Total	41,916,712.98	38,297,176.15

A description of the classification of short-term borrowings:

Note: Pledged borrowings from Investigo, a subsidiary of the Group, amounted to £4,870,400,000. Investigo entered into a pledge loan agreement with Lloyds Bank based on accounts receivable and obtained the borrowings on a pledge of £39,874,665.43 of accounts receivable.

17. Accounts Payable**(1) Presentation of Accounts Payable**

Unit: CNY

Item	Closing balance	Opening balance
Within 1 year	78,568,890.60	42,240,362.74
Above 1 year	856,307.69	705,672.82
Total	79,425,198.29	42,946,035.56

(2) Significant Accounts Payable Aged over 1 Year

Unit: CNY

Item	Closing balance	Reasons for non-reimbursement or carryover
Company 1	569,900.33	Not Settled
Company 2	62,900.00	Not Settled
Total	632,800.33	

Other descriptions:

18. Contract Liabilities

Unit: CNY

Item	Closing balance	Opening balance
Advance receipts for services rendered	63,575,902.79	62,185,109.71
Total	63,575,902.79	62,185,109.71

Amount and reasons for significant changes in book value during the reporting period

Unit: CNY

Item	Change amount	Reason for change
------	---------------	-------------------

19. Employee Benefits Payable

(1) Presentation of Employee Benefits Payable

Unit: CNY

Item	Opening balance	Increase in the current period	Decrease in the current period	Closing balance
I. Short-term compensation	332,003,274.34	6,156,924,571.06	6,047,234,419.60	441,406,299.52
II. Post-employment benefits defined contribution plans	16,469,762.35	571,044,469.61	548,420,199.40	39,094,032.56
III. Termination benefits	24,242.74	20,836,630.05	20,860,872.79	0.00
Total	348,497,279.43	6,748,805,670.72	6,616,515,491.79	480,500,332.08

(2) Presentation of Short-term Compensation

Unit: CNY

Item	Opening balance	Increase in the current period	Decrease in the current period	Closing balance
1. Salaries, bonuses, allowances and subsidies	295,025,078.30	5,450,145,530.56	5,342,741,507.19	402,184,920.53
2. Social insurance charges	24,445,567.92	381,007,094.88	377,129,963.69	28,306,601.41
Including: Medical insurance	17,526,134.67	292,683,622.88	290,440,221.16	19,769,536.39
Work-related injury insurance premium	1,195,847.59	10,108,021.82	9,446,874.34	1,856,995.07
Maternity insurance premium	1,412,710.67	10,943,136.12	11,278,880.12	1,076,966.67
Social Security - Others	4,310,874.99	67,272,314.06	65,963,988.07	5,603,103.28
3. Housing provident fund	7,871,442.85	303,888,810.71	303,936,592.95	7,823,660.61
4. Commercial Insurance	2,678,221.72	16,828,064.38	16,712,541.40	2,793,744.70
5. Others	1,982,963.55	5,055,070.53	6,713,814.37	297,372.27
Total	332,003,274.34	6,156,924,571.06	6,047,234,419.60	441,406,299.52

(3) Presentation of Defined Contribution Plans

Unit: CNY

Item	Opening balance	Increase in the current period	Decrease in the current period	Closing balance
1. Basic Pension Insurance	15,199,930.07	551,966,863.64	529,875,222.63	37,291,571.08
2. Unemployment Insurance Premiums	1,269,832.28	19,077,605.97	18,544,976.77	1,802,461.48
Total	16,469,762.35	571,044,469.61	548,420,199.40	39,094,032.56

Other descriptions:

20. Taxes Payable

Unit: CNY

Item	Closing balance	Opening balance
Value added tax	125,458,622.35	58,161,118.74
Corporate income tax	37,921,954.14	32,670,759.97
Individual income tax	26,968,065.77	17,983,408.24
City Maintenance and Construction Tax	2,470,149.47	1,236,248.36
Education surcharge	1,764,907.02	960,511.26
Others	1,012.23	1,272.00
Total	194,584,710.98	111,013,318.57

Other descriptions:

21. Other Payables

Unit: CNY

Item	Closing balance	Opening balance
Interest payable		81,962.50
Dividends payable	9,198,090.00	3,167,169.37
Other payables	151,675,941.25	141,747,349.68
Total	160,874,031.25	144,996,481.55

(1) Interest Payable

Unit: CNY

Item	Closing balance	Opening balance
Interest payable on short-term borrowings		81,962.50
Total		81,962.50

Status of significant overdue interest:

Unit: CNY

Borrowing unit	Overdue amount	Overdue reason
----------------	----------------	----------------

Other descriptions:

(2) Dividends payable

Unit: CNY

Item	Closing balance	Opening balance
Dividends payable to minority shareholders	9,198,090.00	3,167,169.37
Total	9,198,090.00	3,167,169.37

Other descriptions, including significant dividends payable that have not been paid for more than one year, should disclose the reasons for non-payment:

(3) Other Payables

1) Other Payables by Nature of Payment

Unit: CNY

Item	Closing balance	Opening balance
Restricted stock price	38,013,856.20	51,245,521.00
Traditional labor dispatch and other payments	31,792,728.76	18,466,357.05
Reimbursement	25,590,264.64	22,515,236.71
Intermediary Fees and Service Fees	11,474,236.43	6,822,600.90
Rent, property and utilities	10,742,401.49	8,750,528.73
Social Security and Social Security Service Fees	10,142,415.84	11,549,416.47
Other taxes	7,128,909.43	5,414,226.09
Market expense	4,733,075.55	3,044,516.84
Office expense	2,918,770.77	1,688,419.67
Asset purchase and maintenance fees	2,415,893.72	1,526,439.37
Conference fee	1,262,907.83	1,930,372.14
Deferred equity consideration	1,077,495.46	2,226,077.77
Airline ticket	847,803.56	900,305.19
Resume download	789,595.40	1,024,949.71

Beijing Career International Co., Ltd. 2021 Annual Report

Item	Closing balance	Opening balance
Transactions	537,033.54	303,650.00
Correspondence	363,522.70	613,430.61
Education and training	164,442.79	332,697.52
Others	1,680,587.14	3,392,603.91
Total	151,675,941.25	141,747,349.68

22. Non-current liabilities due within one year

Item	Closing balance	Opening balance
Lease liabilities due within one year	43,038,487.12	42,769,717.19
Total	43,038,487.12	42,769,717.19

Other descriptions:

23. Other current liabilities

Unit: CNY

Item	Closing balance	Opening balance
Provision for return of income	8,310,163.84	
Total	8,310,163.84	

Increase or decrease in short-term bonds payable:

Unit: CNY

Bond name	Par value	Issue date	Bond term	Issue amount	Opening balance	Current issue	Interest accrued at par value	Amortization of premium and discount	Current repayment	Closing balance
Total	—	—	—							

Other descriptions:

24. Lease Liabilities

Unit: CNY

Item	Closing balance	Opening balance
Lease payment amount	71,761,037.01	86,598,538.65
Less: Unrecognized financing costs	-3,364,568.26	-4,623,182.50
Total	68,396,468.75	81,975,356.15

25. Long-Term Payables

Unit: CNY

Item	Closing balance	Opening balance
------	-----------------	-----------------

26. Long-Term Employee Benefits Payable**(1) Long-Term Employee Benefits Payable**

Unit: CNY

Item	Closing balance	Opening balance
I. Other long-term benefits		570,110.28
Total		570,110.28

27. Provisions

Unit: CNY

Item	Closing balance	Opening balance	Causes
Income refund reserve		5,192,470.27	Sales returns
Dismissal risk payment	2,206,623.00	1,864,539.63	Employee termination compensation
House renovation	1,204,616.45	1,244,089.52	House renovation
Total	3,411,239.45	8,301,099.42	

Other descriptions, including significant assumptions related to significant estimated liabilities, and descriptions of estimates:

28. Deferred Income

Unit: CNY

Item	Opening balance	Increase in the current period	Decrease in the current period	Closing balance	Causes
Value added tax credit	91,426.22	3,217,449.06	3,262,014.08	46,861.20	
Total	91,426.22	3,217,449.06	3,262,014.08	46,861.20	

Items involving government grants:

Unit: CNY

Liability items	Opening balance	New grants for the period	Amount included in Non-Operating Income	Amount included in other income for the period	Deductions for the period	Other Changes	Closing balance	Asset-Related/Profit-Related

Other descriptions:

29. Share Capital

Unit: CNY

Item	Opening balance	Change for the year (1-3)					Closing balance
		Issue of new shares	Issue of bonus share	Provident Fund Transfer	Others	Subtotal	
Total shares	182,856,000.00	14,094,955.00			-63,160.00	14,031,795.00	196,887,795.00

Other descriptions:

Note: The increase in the current year is due to the issuance of 14,094,955 A shares of the Company to specific targets on August 6th, 2021 at an issue price of CNY 53.92 per share. The total proceeds raised from this issue amounted to CNY 759,999,973.60, net of various issue expenses of CNY 11,886,698.11, resulting in net proceeds of CNY 748,113,275.49. After the completion of this issue, the share capital increased by CNY 14,094,955.00 and the capital reserves - share capital premium increased by CNY 734,180,529.31.

Decrease in the current year: On December 1st, 2020, the Company issued *Announcement on Completion of Registration of Reserved Restricted stock Price under the 2019 Restricted stock Incentive Plan by Beijing Career International Human Resources Co., Ltd.*, which identified November 2nd, 2020 as the grant date, and made a grant of restricted stock to 30 incentive participants at a price of CNY 29.68 per share 569,000 shares. The payment of 63,160 restricted shares for 2 incentive recipients in 2021 was CNY 948,852.68, of which the capital was reduced by CNY 63,160.00.

30. Capital Reserve

Unit: CNY

Item	Opening balance	Increase in the current period	Decrease in the current period	Closing balance
Capital premium (equity premium)	275,180,056.65	749,650,100.49	896,240.40	1,023,933,916.74
Other capital reserve	26,700,643.40	21,181,722.51	15,003,252.60	32,879,113.31

Beijing Career International Co., Ltd. 2021 Annual Report

Total	301,880,700.05	770,831,823.00	15,899,493.00	1,056,813,030.05
-------	----------------	----------------	---------------	------------------

Other descriptions, including changes in the current period and the reasons for the changes:

Note 1: Increase in capital reserves - equity premium for the year: (1) On August 6th, 2021, the Company issued 14,094,955 A shares to certain parties, and the capital reserves - equity premium increased by CNY 734,180,529.31; (2) The unlocking of the Company's restricted shares resulted in an increase in capital reserves - equity premium of CNY 13,789,977.60. (3) Capital reserves - equity premium increased by CNY 1,213,275.00 as a result of the unlocking of stock options granted to minority shareholders by Aurex Australia, a subsidiary of the Group. (4) The difference between the consideration paid for the purchase of minority interest in the subsidiary and the share of identifiable net assets of the subsidiary calculated in proportion to the new shareholding and calculated on an ongoing basis from the date of purchase was CNY 671,340.82, as a result of the acquisition of a 10% equity interest in Yunwuhua by Shanghai Kezhirui, a subsidiary of the Company; The Group's subsidiary, Aurex Group, was affected by the minority shareholder's capital increase of CNY -1,104,067.87. (5) Capital reserves increased by CNY 899,045.63 due to capital increase by minority shareholders of Aurex Group, a subsidiary of the Group.

The decrease in capital reserves - equity premium for the year was due to the effect of the Company's repurchase of restricted shares.

Note 2: The increase in other capital reserves for the year was due to the recognition of CNY 18,858,512.18 in equity incentive share-based payments by the Company, CNY 1,213,275.00 in equity incentive share-based payments by Aurex Australia, a subsidiary of the Group, and CNY 1,109,935.33 in equity incentive share-based payments by Aurex Group, a subsidiary of the Group.

The decrease in other capital reserves for the year was due to the transfer of other capital reserves to capital reserves - equity premium of CNY 13,789,977.60 as a result of the unlocking of the Company's restricted shares and the transfer of capital reserves - equity premium of CNY 1,213,275.00 as a result of the unlocking of stock options for minority shareholders of Aurex Australia, a subsidiary of the Group.

31. Treasury Share

Unit: CNY

Item	Opening balance	Increase in the current period	Decrease in the current period	Closing balance
Restricted stock repurchase obligations	51,245,521.00	899,677.58	14,141,890.00	38,003,308.58
Total	51,245,521.00	899,677.58	14,141,890.00	38,003,308.58

Other descriptions, including changes in the current period and the reasons for the changes:

Note: The increase in the current year is due to an increase in repurchase obligations resulting from the grant of the Aurex Group Equity Incentive Plan, a subsidiary of the Company; The decrease in the current year is due to the unlocking of the Company's restricted stock 867,840 shares and a decrease of CNY 14,141,890.00 in the repurchase obligation due to the repurchase of 63,160 shares that did not meet the unlocking conditions.

32. Other Comprehensive Income

Unit: CNY

Item	Opening balance	Current amount						Closing balance
		Amount incurred less income tax of this period	Less: Transferred to profit or loss from other comprehensive income in the prior period	Less: Transferred to retained earnings from other comprehensive income in the current period	Less: Income tax expense	Attributable to parent company after taxes	Attributable to minority shareholders after taxes	
Other comprehensive income to be redistributed to profit or loss	-640,623.92	6,321,165.77				3,657,311.92	2,663,853.85	4,297,935.84
Translation differences on foreign currency financial statements	-640,623.92	6,321,165.77				3,657,311.92	2,663,853.85	4,297,935.84
Total other comprehensive income	-640,623.92	6,321,165.77				3,657,311.92	2,663,853.85	4,297,935.84

Other descriptions, including adjustments to the effective portion of cash flow hedges to the initial recognition amount of the hedged item:

33. Surplus Reserves

Unit: CNY

Item	Opening balance	Increase in the current period	Decrease in the current period	Closing balance
Statutory surplus reserve	34,116,907.50	13,573,694.55		47,690,602.05
Total	34,116,907.50	13,573,694.55		47,690,602.05

Description of the surplus reserve, including changes during the period and reasons for the changes:

34. Undistributed Profits

Unit: CNY

Item	Current period	Prior period
Undistributed profits at the end of the preceding period before adjustments	571,375,025.44	421,747,269.91
Adjustments to opening undistributed profits	571,375,025.44	421,747,269.91
Add: Net profit attributable to owners of the parent for the period	252,542,936.81	186,313,762.62
Less: Withdrawal of statutory surplus reserve	13,573,694.55	6,244,078.09
Common stock dividends payable	18,704,340.53	30,441,929.00
Undistributed profits at the end of the period	791,639,927.17	571,375,025.44

Adjustments to opening undistributed profits breakdown:

1) As a result of the retroactive adjustment of the *Accounting Standards for Business Enterprises (ASBE)* and its related new provisions, the opening undistributed profits of CNY 0 were affected.

2) As a result of the change in accounting policy, the opening undistributed profits of CNY 0 were affected.

3) As a result of the correction of a material accounting error, the opening undistributed profits of CNY 0 were affected.

4) The change in scope of consolidation due to common control affected the opening undistributed profits of CNY 0.

5) Total other adjustments affected opening undistributed profits of CNY 0.

35. Operating Revenue and Operating Costs

Unit: CNY

Item	Current amount		Prior amount	
	Revenue	Cost	Revenue	Cost
Main business	7,010,450,882.75	6,202,706,159.62	3,931,236,616.64	3,398,369,290.11
Other business			764,425.21	50,000.00
Total	7,010,450,882.75	6,202,706,159.62	3,932,001,041.85	3,398,419,290.11

Is the lower of the net profit before and after deducting the non-recurring profit and loss negative?

☐ Yes ☒ No

Revenue-related information:

Unit:
CNY

Classification of contracts	Segment 1	Segment 2		Total
Product type				
Including:				
By operating region				
Including:				
Market or customer type				
Including:				
Type of contract	7,010,450,882.75			7,010,450,882.75
Including:				
Flexible employment	5,931,471,349.85			5,931,471,349.85
Mid to high end talent search	698,679,442.57			698,679,442.57
Recruitment process outsourcing	145,591,553.96			145,591,553.96
Technical services	22,573,542.41			22,573,542.41
Others	212,134,993.96			212,134,993.96

Beijing Career International Co., Ltd. 2021 Annual Report

Classification of contracts	Segment 1	Segment 2		Total
By time of commodity transfer				
Including:				
By contract term				
Including:				
By sales channel				
Including:				
Total	7,010,450,882.75			7,010,450,882.75

Information relating to performance obligations:

The Group recognizes revenue when it has fulfilled its performance obligations under a contract, that is, when the customer obtains control of the related goods or services.

Contracts may contain multiple performance obligations, and the transaction price of each individual performance obligation is determined based on the proportion of the individual price of each individual performance obligation in total contract price. Information on performance obligations for major business contracts is as follows:

(1)Flexible employment business: The main performance business is to provide flexible employment services to customers, and the service fee is calculated and revenue is recognized on the agreed date each month based on the actual number of personnel dispatched in the previous month, or the actual amount of work performed by the dispatched personnel.

(2)Mid to high end talent search business: The main performance obligation is to recommend qualified candidates for the positions designated by customers, and assist customers to complete the interview and verification of candidates. Revenue is recognized upon receipt of customer confirmation of the candidate's entry status.

The company provides a guarantee period of ten weeks to six months for the recommended candidates, and the revenue is recognized according to the amount of service revenue agreed in the contract after deducting the expected sales return.

(3)Recruitment process outsourcing business: The main performance obligations include the dispatch of on-site recruitment consultants to customers upon their request or selection by customers; the on-site recruitment consultants will complete the recommendation of talents or other operations of human resources management for customers in accordance with customers' instructions or recruitment plans for a certain period of time and in accordance with the service standards agreed by both parties. The service fee for the daily work performed by the on-site recruitment consultant according to the client's instruction is fixed income, and the income is recognized at the end of each month according to the number of dispatchers confirmed by the client and the fee standard; the professional service fee for the Group's candidate recommendation and human resources management work for the client is variable income, and the income is recognized after obtaining the "confirmation letter" from the client regarding the candidate's employment status.

The Company provides a guarantee period of three to six months for onboarding candidates and recognizes variable revenue based on the contracted service revenue less expected sales returns.

Information related to the transaction price amortized to the remaining performance obligations:

The amount of revenue corresponding to performance obligations that have been contracted for but not yet performed or not yet completed at the end of the reporting period is CNY 0, of which CNY* is expected to be recognized in the year, CNY* is expected to be recognized in the year, and CNY* is expected to be recognized in the year.

Other descriptions

36. Taxes and Surcharge

Unit: CNY

Item	Current amount	Prior amount
City maintenance and construction tax	22,027,352.41	11,009,070.19
Education surcharge	15,796,658.76	7,977,838.84
Stamp tax	110,947.96	34,044.99
Others	4,417,350.54	2,840,832.06
Total	42,352,309.67	21,861,786.08

Other descriptions:

37. Selling Expense

Unit: CNY

Item	Current amount	Prior amount
Labor costs	121,193,596.00	64,453,382.14
Market expense	23,742,788.52	13,641,280.58
Office and business hospitality	7,442,070.03	8,903,771.70
Rental, property and utilities	5,355,400.00	3,760,967.70
Resume download	4,299,254.06	4,215,285.88
Travel and transportation	3,979,304.24	2,656,545.69
Conference fees	1,213,637.85	556,333.03
Depreciation and amortization	936,823.38	721,403.26
Communication fees	652,389.79	194,166.30
Others	378,873.53	383,374.91
Total	169,194,137.40	99,486,511.19

Other descriptions:

38. Administration Expense

Unit: CNY

Item	Current amount	Prior amount
Labor costs	109,672,746.15	77,452,292.32
Share-based payment	20,437,414.73	25,030,520.53
Information technology construction costs	18,368,127.58	18,456,961.17

Beijing Career International Co., Ltd. 2021 Annual Report

Rental, property and utilities	17,912,621.96	19,749,736.84
Training fees	10,040,322.65	4,061,017.42
Depreciation and amortization	12,808,531.92	12,386,561.70
Attorney and audit fees	12,303,303.63	10,477,209.72
Office and business hospitality	7,184,635.51	5,752,020.85
Conference and directors' fees	3,161,717.12	2,363,828.34
Travel expenses	1,896,427.75	1,436,562.56
Communication fees	1,128,117.73	1,213,719.05
Listed company dues	731,640.10	448,829.37
Taxes	233,803.49	464,930.41
Others	360,538.62	195,326.47
Total	216,239,948.94	179,489,516.75

Other descriptions:

39. Research & Development Expenditure

Unit: CNY

Item	Current amount	Prior amount
Labor costs	31,600,366.73	10,966,032.92
Depreciation and amortization	3,610,129.19	1,436,176.34
Rental fees	1,300,725.88	651,168.27
Rental, property and utilities	799,341.30	448,030.57
Office allowance	543,590.11	312,476.88
Service fees	447,447.30	447,739.48
Communication fees	224,948.19	136,559.07
Others	229,168.51	136,494.97
Total	38,755,717.21	14,534,678.50

Other descriptions:

40. Financial Cost

Unit: CNY

Beijing Career International Co., Ltd. 2021 Annual Report

Item	Current amount	Prior amount
Interest expense	10,328,302.19	1,356,107.31
Less: Interest income	4,135,890.03	2,794,087.61
Add: Foreign exchange losses	4,479,012.14	
Less: Foreign exchange gains		1,868,002.15
Add: Bank charges	765,927.76	766,245.60
Add: Other expenses	-573,412.52	-1,570,597.20
Total	10,863,939.54	-4,110,334.05

Other descriptions:

41. Other Income

Unit: CNY

Source of other income	Current amount	Prior amount
Subsidies and grants	12,598,007.43	18,207,107.89
Tax refunds	5,904,933.68	7,129,316.81
Offsetting VAT taxable amount	3,545,228.08	1,866,095.29
Others		20,000.00
Total	22,048,169.19	27,222,519.99

42. Investment Income

Unit: CNY

Item	Current amount	Prior amount
Investment income from long-term equity investments accounted for under the equity method	3,432,889.23	2,043,275.40
Investment income arising on disposal of long-term equity investments	-435,168.98	
Gain from remeasurement of equity at fair value upon acquisition of control		1,030,444.88
Total	2,997,720.25	3,073,720.28

Other descriptions:

43. Credit Impairment Loss

Unit: CNY

Item	Current amount	Prior amount
Bad debt losses on other receivables	-923,306.22	
Credit impairment loss on accounts receivable	-3,578,131.78	-8,360,019.61
Total	-4,501,438.00	-8,360,019.61

Other descriptions:

44. Gains on Disposal of Assets

Unit: CNY

Sources of gains from asset disposal	Current amount	Prior amount
Gains on disposal of non-current assets	43,397.66	76,913.87
Including: gains on disposal of right-of-use assets	43,397.66	
Gain on disposal of fixed assets		76,913.87
Total	43,397.66	76,913.87

45. Non-Operating Income

Unit: CNY

Item	Current amount	Prior amount	Amounts included in current non-recurring gains and losses
Government grants	37,520,129.64	27,710,246.64	37,520,129.64
Others	162,540.89	339,486.29	162,540.89
Total	37,682,670.53	28,049,732.93	37,682,670.53

Government grants included in current non-recurring gains and losses:

Unit: CNY

Subsidy projects	Issuing body	Reason for release	Characteristic type	Does the subsidy affect the current year's profit and loss	Is there a special subsidy	Current amount incurred	Prior amount incurred	Asset-related/Income-related
Development support funds	Shanghai Pudong New Area World Expo Area Development Management Committee	Awards	Subsidies received for engaging in specific industries encouraged and supported by the State (obtained in accordance with national policies and in accordance with the law)	No	No	26,770,500.00	20,464,000.00	Income-related
Economic contribution growth incentive funds	Finance Bureau Beijing Economic-Technological Development Area	Awards	Subsidies received for compliance with local support policies such as investment promotion by local governments	No	No	3,292,942.00	1,471,610.87	Income-related
Chaoyang District SME development fund	Chaoyang District Commission of Development & Reform of Beijing Municipality	Awards	Subsidies received for compliance with local support policies such as investment promotion by local governments	No	No	1,390,000.00	780,000.00	Income-related
Suzhou municipal special fund for building advanced manufacturing base	Treasury Payment Center of Suzhou Industrial Park	Subsidies	Subsidies received for engaging in specific industries encouraged and supported by the State (obtained in accordance with national policies and in accordance with the law)	No	No	1,200,000.00		Income-related

Beijing Career International Co., Ltd. 2021 Annual Report

Paycheck Protection Programme	US Government	Subsidies	Subsidies received for undertaking state functions to secure the supply of a public utility or socially necessary product or for price control	No	No	1,048,218.75	689,410.00	Income-related
Economic Development Committee Headquarters Enterprise Operating Incentive Fund	Beijing Chaoyang District Party and Government Logistics Service Center	Awards	Subsidies received for compliance with local support policies such as investment promotion by local governments	No	No	846,200.00	500,000.00	Income-related
IRAS Wage Credit Scheme, IRAS Jobs Support Scheme, IRAS Jobs Growth Incentive, IRAS Jobs Support Scheme GOVERNMENT	Inland Revenue Authority of Singapore	Subsidies	Subsidies received for engaging in specific industries encouraged and supported by the State (obtained in accordance with national policies and in accordance with the law)	No	No	782,249.94	76,597.48	Income-related
Human resource services Industry funding	Jing'an District financial direct payment internal account	Subsidies	Subsidies received for engaging in specific industries encouraged and supported by the State (obtained in accordance with national policies and in accordance with the law)	No	No	710,000.00		Income-related
Guidance funds for the high-quality development of business economy	Beijing Municipal Chaoyang District Commerce Bureau	Subsidies	Subsidies received for engaging in specific industries encouraged and supported	No	No	500,000.00		Income-related

			by the State (obtained in accordance with national policies and in accordance with the law)					
Rental refunds	Chengdu Hi-Tech Industrial Development Zone Economic Operation Bureau	Subsidies	Subsidies received for compliance with local support policies such as investment promotion by local governments	No	No	401,580.00		Income-related
Online training subsidy	Beijing Daxing District Social Insurance Administration Center	Awards	Subsidies received for undertaking state functions to secure the supply of a public utility or socially necessary product or for price control	No	No	209,438.95		Income-related
Rewards for small and micro enterprises in the service industry to upgrade to large-scale enterprises (annual main business income of 20 million or more)	Jiangnan District Development and Reform Commission of Wuhan Municipality	Awards	Subsidies received for engaging in specific industries encouraged and supported by the State (obtained in accordance with national policies and in accordance with the law)	No	No	200,000.00		Income-related
Financial support for different enterprise according to different policy	Hangzhou, Xiacheng District Finance Bureau	Subsidies	Subsidies received for engaging in specific industries encouraged and supported by the State (obtained in accordance with national policies and in accordance with the law)	No	No	86,600.00	177,700.00	Income-related

Funding subsidies for projects that transform scientific and technological achievements	Treasury Payment Center of Suzhou Industrial Park	Subsidies	Grants received for research and development, technological upgrading and renovation, etc.	No	No	48,500.00		Income-related
Funding for shortage of talents in key industries in Gusu	Treasury Payment Center of Suzhou Industrial Park	Subsidies	Subsidies received for compliance with local support policies such as investment promotion by local governments	No	No	30,000.00	1,050,000.00	Income-related
Software copyright registration subsidy funds	Treasury Payment Center of Suzhou Industrial Park	Subsidies	Subsidies received for undertaking state functions to secure the supply of a public utility or socially necessary product or for price control	No	No	3,900.00		Income-related
Subsidy for business services innovation project	Beijing Municipal Commerce Bureau	Subsidies	Grants received for research and development, technological upgrading and renovation, etc.	No	No		2,000,000.00	Income-related
Investment promotion policy delivery	Fengxi New City Management Committee, Xi'an New Area, Shaanxi Province	Awards	Subsidies received for compliance with local support policies such as investment promotion by local governments	No	No		274,783.59	Income-related
Incentives for recognition of municipal R&D institutions	Treasury Payment Center of Suzhou Industrial Park	Awards	Grants received for research and development, technological upgrading and renovation, etc.	No	No		200,000.00	Income-related
Shanghai Jing'an District Human Resources and Social Security Bureau 100 Excellent	Shanghai Jing'an District Human Resources and Social Security Bureau	Awards	Subsidies received for engaging in specific industries encouraged and supported	No	No		10,000.00	Income-related

Beijing Career International Co., Ltd. 2021 Annual Report

Enterprises Bonus			by the State (obtained in accordance with national policies and in accordance with the law)					
Beijing Circulation Economic Research Center Enterprise Subsidy Fund	Beijing Circulation Economy Research Center	Subsidies	Subsidies received for engaging in specific industries encouraged and supported by the State (obtained in accordance with national policies and in accordance with the law)	No	No		7,200.00	Income-related
Employment Over-proportionate Incentive for The Disabled Employment Service Center of Shanghai	The Disabled Employment Service Center of Shanghai	Awards	Subsidies received for undertaking state functions to secure the supply of a public utility or socially necessary product or for price control	No	No		5,864.70	Income-related
Temporary job allowance for people stranded in Hubei	Beijing Tongzhou District Social Insurance Administration Center	Subsidies	Subsidies received for undertaking state functions to secure the supply of a public utility or socially necessary product or for price control	No	No		3,080.00	Income-related
Total						37,520,129.64	27,710,246.64	

Other descriptions:

46. Non-Operating Expenses

Unit: CNY

Item	Current amount	Prior amount	Amounts included in current non-recurring gains and losses
------	----------------	--------------	--

Beijing Career International Co., Ltd. 2021 Annual Report

Item	Current amount	Prior amount	Amounts included in current non-recurring gains and losses
External donations	641,236.07	961,645.41	641,236.07
Loss on disposal of non-current assets	84,745.81	159,613.90	84,745.81
Including: Fixed Asset Obsolescence Losses	84,745.81	159,613.90	84,745.81
Others	106,939.27	164,319.24	106,939.27
Total	832,921.15	1,285,578.55	832,921.15

Other descriptions:

47. Income Tax Expense

(1) Income Tax Expense

Unit: CNY

Item	Current amount	Prior amount
Current income tax expenses	100,228,249.28	72,666,606.21
Deferred income tax expense	-7,374,791.28	-9,150,314.77
Total	92,853,458.00	63,516,291.44

(2) Accounting Profit and Income Tax Expense Adjustment Process

Unit: CNY

Item	Current amount
Total profits	387,776,268.85
Income tax expense at statutory/applicable rates	96,944,067.21
Effect of different tax rates for subsidiaries	5,817,784.77
Effect of adjusting income taxes from prior periods	364,546.80
Impact of non-taxable income	-3,127,260.46
Impact of non-deductible costs, expenses and losses	-5,282,995.64
Effect of deductible temporary differences or deductible losses on unrecognized deferred tax assets for the period	-1,862,684.68
Income tax expense	92,853,458.00

Other descriptions

48. Other Comprehensive Income

See Note VII.32 Other Comprehensive Income for details.

49. Cash Flow Statement Items

(1) Other cash received in connection with operating activities

Unit: CNY

Item	Current amount	Prior amount
Government grants	50,222,369.56	47,950,640.99
Interest income	4,142,221.18	9,359,256.27
Collection of payments for traditional labor dispatch services	3,286,062.07	3,108,463.32
Other subsidies	6,879,258.81	2,789,924.64
Others	5,263,529.10	6,290,700.79
Total	69,793,440.72	69,498,986.01

Description of other cash received in connection with operating activities:

(2) Other cash paid in connection with operating activities

Unit: CNY

Item	Current amount	Prior amount
Paid administration expenses	58,176,843.45	52,839,179.74
Paid selling expenses	46,489,131.39	30,670,680.98
Paid research and development expenditure	1,445,154.11	2,132,469.24
Others	1,279,073.16	1,608,654.84
Total	107,390,202.11	87,250,984.80

Description of other cash paid in connection with operating activities:

(3) Other cash received in connection with investing activities

Unit: CNY

Item	Current amount	Prior amount
Repayment from related parties		200,000.00
Total		200,000.00

Description of other cash received in connection with investing activities:

(4) Other cash paid in connection with investing activities

Unit: CNY

Item	Current amount	Prior amount
Disposal of subsidiaries	6,082.91	
Borrowings from related parties		1,000,000.00
Total	6,082.91	1,000,000.00

Description of other cash received in connection with investing activities:

(5) Other cash paid in connection with financing activities

Unit: CNY

Item	Current amount	Prior amount
Rent	54,737,858.07	
Minority shareholder recovery of capital contribution	868,166.93	
Financing intermediary costs		175,000.00
Total	55,606,025.00	175,000.00

Description of other cash received in connection with investing activities

50. Supplementary information to the cash flow statement

(1) Supplementary information to the cash flow statement

Unit: CNY

Supplementary Information	Current amount	Prior amount
1. Reconciliation of net income to cash flow from operating activities:		
Net Profit	294,922,810.85	207,580,590.74
Add: Asset Impairment provision		
Depreciation of fixed assets; depreciation of oil and gas assets	4,257,343.60	5,862,889.37
depreciation of productive biological assets		
Depreciation of right-of-use assets	51,598,479.39	1,760,913.85
Amortization of Intangible assets	14,302,327.50	13,973,582.84
Amortization of long-term prepaid expenses	6,017,033.00	7,406,793.93
Loss on disposal of fixed assets, intangible assets and other long-term assets (Revenues are denoted by a "+")	-43,397.66	-76,913.87
Loss on scrapping of fixed assets (Revenues are denoted by a "+")	84,745.81	159,613.90
Loss on changes in fair value (Revenues are denoted by a "+")		
Financial costs (Revenues are denoted by a "-")	3,839,673.90	-1,868,002.15
Investment losses (Revenues are denoted by a "-")	-2,997,720.25	-3,073,720.28
Decrease in deferred tax asset (Increase is denoted by a "-")	-6,387,799.43	-7,512,594.78
Increase in deferred tax liability (Decrease is denoted by a "-")	-974,885.21	-1,636,093.37

Beijing Career International Co., Ltd. 2021 Annual Report

Decrease in inventory (Increase is denoted by "+")		
Decrease in operating receivables (Increase is denoted by "+")	-1,594,475,949.40	-108,353,908.89
Increase in operating payables (Decrease is denoted by "-")	1,182,627,660.79	78,348,602.32
Others	4,501,438.00	8,360,019.61
Net cash flows from operating activities	-42,728,239.11	200,931,773.22
2. Significant investing and financing activities that do not involve cash or cash equivalents		
Conversion of debt to capital		
Convertible bonds due within one year		
Fixed assets leased through finance lease		
3. Net changes in cash and cash equivalents		
Closing balance of cash	1,075,585,702.21	485,764,137.50
Less: Opening balance of cash	485,764,137.50	392,442,382.42
Add: Closing balance of cash equivalents		
Less: Opening balance of cash equivalents		
Net increase in cash and cash equivalents	589,821,564.71	93,321,755.08

(2) Net cash received during the period from disposal of subsidiaries

Unit: CNY

	Amount
Cash or cash equivalents received during the period on disposal of subsidiaries	100,000.00
Including:	
Hunan Kerui Human Resources Co., Ltd.	100,000.00
Career International Search and Selection India Private Limited	
Less: Cash and cash equivalents held by subsidiaries at the date of loss of control	106,082.91
Including:	
Hunan Kerui Human Resources Co., Ltd.	98,956.55
Career International Search and Selection India Private Limited	7,126.36
Including:	
Hunan Kerui Human Resources Co., Ltd.	

Career International Search and Selection India Private Limited	
Net cash received on disposal of subsidiaries	-6,082.91

Other descriptions

(3) Composition of cash and cash equivalents

Unit: CNY

Item	Closing balance	Opening balance
I. Cash	1,075,585,702.21	485,764,137.50
Bank deposits readily available for disbursements	1,075,585,702.21	485,764,137.50
III. Closing balances of cash and cash equivalents	1,075,585,702.21	485,764,137.50
Including: Restricted use of cash and cash equivalents of the parent or subsidiaries within the group	912,428.76	

Other descriptions:

Note: The specific restrictions on cash and cash equivalents are detailed in Note "VII. 1. cash and cash equivalents."

51. Foreign Currency Monetary Items

(1) Foreign currency monetary items

Unit: CNY

Item	Closing balance of foreign currency	Conversion rate	Closing balance of CNY
Cash and cash equivalents			52,682,187.31
Including: USD	3,345,983.19	6.37570	21,332,985.02
EUR	255,770.85	7.21970	1,846,588.81
HKD	5,987,225.19	0.81760	4,895,155.32
SGD	1,399,311.45	4.71790	6,601,811.49
MYR	570,206.98	1.52665	870,506.49
GBP	1,514,624.25	8.60640	13,035,462.15
AUD	814,390.45	4.62200	3,764,112.66
SEK	398,166.06	0.71369	284,167.14
JPY	927,431.00	0.05542	51,398.23
THB	0.02	0.19169	0.00

Beijing Career International Co., Ltd. 2021 Annual Report

Accounts receivable			361,938.37/2.13
Including: USD	3,462,430.90	6.37570	22,075,420.69
EUR	587,800.39	7.21970	4,243,742.48
HKD	9,839,192.68	0.81760	8,044,523.94
AUD	167,884.13	4.62200	775,960.45
INR	4,652,672.37	0.08542	397,431.27
MYR	851,746.36	1.52665	1,300,318.58
JPY	942,412.00	0.05542	52,228.47
SGD	632,068.62	4.71790	2,982,036.54
GBP	37,421,768.65	8.60640	322,066,709.71
Other receivables		--	31,619,750.39
Including: AUD	43,083.73	4.62200	199,133.00
HKD	13,425,348.17	0.81760	10,976,564.66
INR	815,000.00	0.08542	69,617.30
MYR	1,396,043.87	1.52665	2,131,270.37
USD	438,869.34	6.37570	2,798,099.25
SGD	461,003.81	4.71790	2,174,969.88
GBP	1,541,886.96	8.60640	13,270,095.93
Short-term borrowing		--	41,916,712.98
Including: GBP	4,870,411.90	8.60640	41,916,712.98
Accounts payable		--	78,660,788.46
Including: HKD	4,787,752.83	0.81760	3,914,466.71
MYR	536,861.75	1.52665	819,599.99
USD	100,409.84	6.37570	640,183.02
GBP	8,420,199.20	8.60640	72,467,602.39
EUR	113,430.80	7.21970	818,936.35
Other payables			42,650,544.56
Including: AUD	58,564.25	4.62200	270,683.96

Beijing Career International Co., Ltd. 2021 Annual Report

HKD	2,354,639.17	0.81760	1,925,152.99
INR	9,636,101.40	0.08542	823,115.78
MYR	1,228,243.57	1.52665	1,875,098.05
USD	2,554,283.69	6.37570	16,285,346.52
SGD	1,190,621.12	4.71790	5,617,231.38
GBP	1,842,107.72	8.60640	15,853,915.88
Long-term borrowings			
Including: USD			
EUR			
HKD			

Other descriptions:

(2) A description of the foreign operating entity, including, for significant foreign operating entities, the principal place of business outside the country, the standard currency for accounting and the basis for its selection. If there is a change in the currency of account, the reason should also be disclosed.

☒ Applicable ☐ Not applicable

1)Career International Search and Selection India Private Limited, Principal place of business: India, standard currency for accounting: INR, determined on the basis of the currency in the primary economic environment in which the business operates.

2)Career International-FOS Pte Ltd, Principal place of business: Singapore, standard currency for accounting: SGD, determined on the basis of the currency in the primary economic environment in which the business operates.

3)Career International AP (Hong Kong) Limited, Principal place of business: Hong Kong, standard currency for accounting: HKD, determined on the basis of the currency in the primary economic environment in which the business operates.

4)Aurex Recruitment Group Holdings Limited, Principal place of business: Hong Kong, standard currency for accounting: HKD, determined on the basis of the currency in the primary economic environment in which the business operates.

5)Career international FOS Sdn Bhd, Principal place of business: Malaysia, standard currency for accounting: MYR, determined on the basis of the currency in the primary economic environment in which the business operates.

6)Aurex Recruitment Group Americas, Inc., Principal place of business: America, standard currency for accounting: USD, determined on the basis of the currency in the primary economic environment in which the business operates.

7)Aurex Group, LLC, Principal place of business: America, standard currency for accounting: USD, determined on the basis of the currency in the primary economic environment in which the business operates.

8)Investigo Limited, Principal place of business: the UK, standard currency for accounting: GBP, determined on the basis of the currency in the primary economic environment in which the business operates.

9)Investigo LLC, Principal place of business: America, standard currency for accounting: USD, determined on the basis of the currency in the primary economic environment in which the business operates.

10)Aurex Singapore Pte. Ltd., Principal place of business: Singapore, standard currency for accounting: SGD, determined on the basis of the currency in the primary economic environment in which the business operates.

Beijing Career International Co., Ltd. 2021 Annual Report

11)Aurex Group Australia Holdings Pty Limited, Principal place of business: Australia, standard currency for accounting: AUD, determined on the basis of the currency in the primary economic environment in which the business operates.

12)Aurex Group Australia Pty Limited, Principal place of business: Australia, standard currency for accounting: AUD, determined on the basis of the currency in the primary economic environment in which the business operates.

13)Aurex Group Hong Kong Limited, Principal place of business: Hong Kong, standard currency for accounting: HKD, determined on the basis of the currency in the primary economic environment in which the business operates.

14)Caraffi. Ltd, Principal place of business: British, standard currency for accounting: GBP, determined on the basis of the currency in the primary economic environment in which the business operates.

15)Investigo Europe B.V., Principal place of business: Netherlands, standard currency for accounting: EUR, determined on the basis of the currency in the primary economic environment in which the business operates.

16)AxG Contracting LLC, Principal place of business: America, standard currency for accounting: USD, determined on the basis of the currency in the primary economic environment in which the business operates.

52. Government Grants

(1) Basic information on government grants

Unit: CNY

Type	Amount	Presentation Items	Amount Included in current gain or loss
Development support funds	26,770,500.00	Non-operating income	26,770,500.00
Economic contribution growth incentive funds	3,292,942.00	Non-operating income	3,292,942.00
Chaoyang District SME development fund	1,390,000.00	Non-operating income	1,390,000.00
Suzhou municipal special fund for building advanced manufacturing base	1,200,000.00	Non-operating income	1,200,000.00
Pay check Protection Programme	1,048,218.75	Non-operating income	1,048,218.75
Economic Development Committee Headquarters Enterprise Operating Incentive Fund	846,200.00	Non-operating income	846,200.00
IRAS Wage Credit Scheme, IRAS Jobs Support Scheme, IRAS Jobs Growth Incentive, IRAS Jobs Support Scheme GOVERNMENT	782,249.94	Non-operating income	782,249.94
Human resource services industry funding	710,000.00	Non-operating income	710,000.00
Guidance funds for the high-quality development of business economy	500,000.00	Non-operating income	500,000.00
Rental refunds	401,580.00	Non-operating income	401,580.00

Beijing Career International Co., Ltd. 2021 Annual Report

Type	Amount	Presentation items	Amount included in current gain or loss
Online training subsidy	209,438.95	Non-operating income	209,438.95
Rewards for small and micro enterprises in the service industry to upgrade to large-scale enterprises (annual main business income of 20 million or more)	200,000.00	Non-operating income	200,000.00
Financial support for different enterprise according to different policy	86,600.00	Non-operating income	86,600.00
Funding subsidies for projects that transform scientific and technological achievements	48,500.00	Non-operating income	48,500.00
Funding for shortage of talents in key industries in Gusu	30,000.00	Non-operating income	30,000.00
Software copyright registration subsidy funds	3,900.00	Non-operating income	3,900.00
Job stability and job subsidies	7,454,507.26	Other income	7,454,507.26
Labor dispatch subsidy	2,067,100.00	Other income	2,067,100.00
Rental subsidy	1,373,204.00	Other income	1,373,204.00
Human resource services industrial park development funding	725,983.67	Other income	725,983.67
Employment Subsidy, entrepreneurship and employment policy subsidy	497,089.51	Other income	497,089.51
Training subsidies	367,726.70	Other income	367,726.70
Tax retention 50% rebate	102,396.29	Other income	102,396.29
Integrity organization selection	10,000.00	Other income	10,000.00
Total	50,118,137.07		50,118,137.07

(2) Government grant refunds

☐ Applicable ☒ Not applicable

Other descriptions:

VIII. Changes in Scope of Consolidation

1. Disposal of Subsidiaries

Whether there is a single disposal of an investment in a subsidiary that results in a loss of control

☒ Yes ☐ No

Unit: CNY

Name of subsidiary	Amount of equity disposal	Percentage of equity disposal	Method of disposal of equity	Time of loss of control	Basis for determining the time of loss of control	The difference between the disposal price and the share of the net assets of the subsidiary at the level of the consolidated financial statements corresponding to the disposal of the investment	Percentage of remaining equity interest at the date of loss of control	Book value of the remaining equity interest at the date of loss of control	Fair value of the remaining equity interest at the date of loss of control	Gain or loss arising on remeasurement of the remaining equity interest to fair value	Methodology and key assumption for determining the fair value of the remaining equity interest at the date of loss of control	Transfer of other comprehensive income related to equity investments in former subsidiaries to investment gains and losses
Hunan Kerui Human Resources Co., Ltd.	100,000.00	100.00%	Transfer	2021-09-30	Loss of control	100,000.00	0.00%				Agreed price	
Career international search and selection india private limited	34,168.00	100.00%	Transfer	2021-12-31	Loss of control	753,588.75	0.00%				Agreed price	-260,622.59

Other descriptions:

Whether there is a step-by-step disposal of investment in a subsidiary through multiple transactions and loss of control during the period

☐ Yes ☒ No

2. Changes in Scope of Consolidation for Other Reasons

Describe other reasons for changes in the scope of consolidation (e.g., new subsidiaries, liquidating subsidiaries, etc.) and related information:

(1) Companies included in the scope of consolidation as a result of new establishment during the period: RRCT Digital Technology (Hubei) Co., Ltd., AxG Contracting LLC, Shanghai Wanhehe Information Technology Co., Ltd., Kerui Digital Technology (Wuhu) Co., Ltd., Kerui Smart Technology (Chongqing) Co., Ltd.

(2) Subsidiaries written off during the period: RRCT Digital Technology (Hubei) Co., Ltd., Anhui Rongrui Human Resources Co., Ltd., Shanghai CoHirer Network Technology Co., Ltd., Kerui Zhixin Human Resources (Changchun) Co., Ltd.

IX. Interests in Other Entities

1. Interests in Subsidiaries

(1) Composition of Corporate Groups

Name of subsidiaries	Main place of business	Place of registration	Nature of business	Shareholding ratio		Acquisition method
				Direct	Indirect	
Beijing Ougelin Consulting Co., Ltd. (Hereinafter referred to as Beijing Ougelin)	Beijing	Beijing	Human resources services	100.00%	0.00%	Acquisition
Shanghai Kezhirui Consulting Ltd. (Hereinafter referred to as Shanghai Kezhirui)	Shanghai	Shanghai	Human resources services	100.00%	0.00%	Acquisition
Beijing Caike Maipin Technology Co., Ltd. (Hereinafter referred to as Caike Maipin)	Beijing	Beijing	Human resources services	100.00%	0.00%	Acquisition
Qinhuangdao Soonpoint Consulting Co., Ltd. (Hereinafter referred to as Qinhuangdao Soonpoint)	Qinhuangdao	Qinhuangdao	Human resources services	100.00%	0.00%	Acquisition
Shanghai Konkor Marketing Co., Ltd. (Hereinafter referred to as Shanghai Konkor)	Shanghai	Shanghai	Human resources services	0.00%	100.00%	Acquisition
ANTAL International Business Consulting (Beijing) Co., Ltd. (Hereinafter referred to as ANTAL Consulting)	Beijing	Beijing	Human resources services	51.00%	0.00%	Acquisition
Antal Ag (Beijing) Human Resources Services Company Limited (Hereinafter referred to as Antal Ag)	Beijing	Beijing	Human resources services	51.00%	0.00%	Acquisition
Career International-FOS Pte. Ltd (Hereinafter referred to as Singapore Company)	Singapore	Singapore	Human resources services	0.00%	100.00%	Acquisition

Beijing Career International Co., Ltd. 2021 Annual Report

Career International Consulting (Suzhou) Co., Ltd. (Hereinafter referred to as Career Suzhou)	Suzhou	Suzhou	Human resources services	100.00%	0.00%	Establishment
Career International Search and Selection India Private Limited (Hereinafter referred to as India Company)	India	India	Human resources services	99.99%	0.00%	Establishment
Career Digital Technology (Suzhou) Co., Ltd. (Hereinafter referred to as Career Digital)	Suzhou	Suzhou	Computer technology consultancy	100.00%	0.00%	Establishment
Career International AP (Hong Kong) Limited (Hereinafter referred to as Hong Kong AP)	Hong Kong	Hong Kong	Human resources services	100.00%	0.00%	Establishment
Huipin Management Consulting (Shanghai) Co., Ltd. (Hereinafter referred to as Career Huipin Consulting)	Shanghai	Shanghai	Human resources services	100.00%	0.00%	Establishment
Aurex Recruitment Group Holdings Limited (Hereinafter referred to as Aurex Group)	Hong Kong	Hong Kong	Human resources services	0.00%	80.00%	Acquisition
Beijing e-Town International Human Resources Co., Ltd. (Hereinafter referred to as e-Town International)	Beijing	Beijing	Human resources services	63.00%	0.00%	Acquisition
Tibet e-Town Human Resources Co., Ltd. (Hereinafter referred to as Tibet e-Town)	Tibet	Tibet	Human resources services	0.00%	100.00%	Establishment
Antal AG (Suzhou) Human Resources Services Co., Ltd. (Hereinafter referred to as Antal Suzhou)	Suzhou	Suzhou	Human resources services	0.00%	100.00%	Establishment
Career International FOS Sdn Bhd. (Hereinafter referred to as Career Malaysia)	Malaysia	Malaysia	Human resources services	0.00%	100.00%	Acquisition

Beijing Career International Co., Ltd. 2021 Annual Report

Hangzhou Kezhirui Consulting Co., Ltd. (Hereinafter referred to as Hangzhou Kezhirui)	Hangzhou	Hangzhou	Human resources services, etc.	100.00%	0.00%	Establishment
Hangzhou Soonfit Consulting Co., Ltd. (Hereinafter referred to as Hangzhou Soonfit)	Hangzhou	Hangzhou	Information and advice	0.00%	100.00%	Establishment
Career International Consulting (Shaanxi) Co., Ltd. (Hereinafter referred to as Career Shaanxi)	Xianyang	Xianyang	Human resources services, etc.	0.00%	100.00%	Establishment
Aurex Recruitment Group Americas, Inc (Hereinafter referred to as America Inc)	State of Delaware, America	State of Delaware, America	Human resources services, etc.	0.00%	100.00%	Establishment
Aurex Group, LLC (Hereinafter referred to as America LLC)	State of Delaware, America	State of Delaware, America	Human resources services, etc.	0.00%	51.00%	Establishment
Ningbo Konkor Marketing Co., Ltd. (Ningbo Konkor)	Ningbo	Ningbo	Marketing planning	0.00%	100.00%	Establishment
Chengdu Kezhirui Consulting Co., Ltd. (Hereinafter referred to as Chengdu Kezhirui)	Chengdu	Chengdu	Human resources services, etc.	0.00%	100.00%	Establishment
Beijing Starring Air International Human Resource Management Co., Ltd. (Hereinafter referred to as Beijing Starring Air)	Beijing	Beijing	Human resources services, etc.	0.00%	60.00%	Establishment
Career Hanlin Consulting (Wuhan) Co., Ltd. (Hereinafter referred to as Hanlin)	Wuhan	Wuhan	Business services	0.00%	65.00%	Establishment
Beijing RRCT Financial Services Outsourcing Co., Ltd. (Hereinafter referred to as RR)	Beijing	Beijing	Software and IT services	0.00%	55.00%	Acquisition
Tianjin Jinke Zhirui Human Resources Co., Ltd. (Hereinafter referred to as Jinke)	Tianjin	Tianjin	Business services	0.00%	80.00%	Establishment

Beijing Career International Co., Ltd. 2021 Annual Report

Zhirui)						
JuPin Technology (Suzhou) Co., Ltd. (Hereinafter referred to as JuPin Suzhou)	Suzhou	Suzhou	Software and IT services	0.00%	100.00%	Establishment
Career International (Wuhan) Co., Ltd. (Hereinafter referred to as Career Wuhan)	Wuhan	Wuhan	Business services	100.00%	0.00%	Establishment
Career International (Changchun) Co., Ltd. (Hereinafter referred to as Career Changchun)	Changchun	Changchun	Business services	100.00%	0.00%	Establishment
Career Zhixin (Changchun) Co., Ltd. (Hereinafter referred to as Changchun Zhixin)	Changchun	Changchun	Business services	0.00%	51.00%	Establishment
Urumqi Career High-Tech Talent Service Co., Ltd. (Hereinafter referred to as Career Urumqi)	Urumqi	Urumqi	Human resources services, etc.	51.00%	0.00%	Establishment
Investigo Limited (Hereinafter referred to as Investigo)	The UK	The UK	Human resources services, etc.	0.00%	52.50%	Acquisition
Investigo LLC (Hereinafter referred to as Investigo LLC)	Delaware, USA	Delaware, USA	Human resources services, etc.	0.00%	49.00%	Acquisition
Aurex Singapore Pte. Ltd (Hereinafter referred to as Aurex Singapore)	Singapore	Singapore	Human resources services, etc.	0.00%	75.00%	Establishment
Dongguan Kezhirui Human Resource Service Co., Ltd (Hereinafter referred to as Dongguan Kezhirui)	Dongguan	Dongguan	Human resources services, etc.	0.00%	100.00%	Establishment
Tianjin Xinrui Network Technology Co., Ltd. (Hereinafter referred to as Tianjin Xinrui)	Tianjin	Tianjin	Technology promotion and application services	0.00%	100.00%	Establishment
Yufei Antal (Chongqing) Human Resources Services Co., Ltd. (Hereinafter referred to as Yufei Antal)	Chongqing	Chongqing	Talent agency services, etc.	0.00%	100.00%	Establishment

Beijing Career International Co., Ltd. 2021 Annual Report

Aurex Group Australia Holdings Pty Limited (Hereinafter referred to as Aurex Group Australia Holdings)	Australia	Australia	Human resources services, etc.	0.00%	100.00%	Establishment
Aurex Group Australia Pty Limited (Hereinafter referred to as Aurex Australia)	Australia	Australia	Human resources services, etc.	0.00%	65.00%	Establishment
Shanghai CoHirer Network Technology Co., Ltd. (Hereinafter referred to as Shanghai CoHirer)	Shanghai	Shanghai	Business management consulting, etc.	0.00%	80.00%	Acquisition
Career Jiangcheng Human Resource Management Consulting (Wuhan) Co., Ltd. (Hereinafter referred to as Career Jiangcheng)	Wuhan	Wuhan	Human resources services, etc.	0.00%	80.00%	Establishment
Aurex Group Hong Kong Limited (Hereinafter referred to as Aurex HK)	Hong Kong	Hong Kong	Human resources services, etc.	0.00%	95.00%	Establishment
Caraffi. Ltd (Hereinafter referred to as Caraffi)	British	British	Human resources services, etc.	0.00%	70.00%	Acquisition
Investigo Europe B.V. (Hereinafter referred to as B.V.)	Netherlands	Netherlands	Human resources services, etc.	0.00%	100.00%	Establishment
Shanghai Career Send Talent Consulting Co., Ltd. (Hereinafter referred to as Career Send)	Shanghai	Shanghai	Business management consulting, etc.	0.00%	100.00%	Establishment
Shanghai Yunwuhua Technology Co., Ltd (Hereinafter referred to as Yunwuhua)	Shanghai	Shanghai	Software and IT services	0.00%	69.28%	Acquisition
Anhui Rongrui Human Resources Co., Ltd. (Hereinafter referred to as Anhui Rongrui)	Wuhu	Wuhu	Business services	0.00%	100.00%	Establishment

Beijing Career International Co., Ltd. 2021 Annual Report

Tianjin Zhirui Human Resources Co., Ltd. (Hereinafter referred to as Tianjin Zhirui)	Tianjin	Tianjin	Human resources services, etc.	0.00%	100.00%	Establishment
Hunan Kerui Human Resources Co., Ltd. (Hereinafter referred to as Hunan Kerui)	Hengyang	Hengyang	Human resources services, etc.	0.00%	100.00%	Establishment
Beijing Rongrui Human Resources Co., Ltd. (Hereinafter referred to as Beijing Rongrui)	Beijing	Beijing	Human resources services, etc.	0.00%	100.00%	Establishment
RRCT Digital Technology (Hubei) Co., Ltd. (Hereinafter referred to as Huibei Rongrui)	Wuhan	Wuhan	Human resources services, etc.	0.00%	100.00%	Establishment
AxG Contracting LLC (Hereinafter referred to as AXG LLC)	America	America	Human resources services, etc.	0.00%	100.00%	Establishment
Shanghai Wanhehe Information Technology Co., Ltd. (Hereinafter referred to as Wanhehe)	Shanghai	Shanghai	Software and IT services	0.00%	100.00%	Establishment
Career Digital Technology (Wuhu) Co., Ltd. (Hereinafter referred to as Career Digital (Wuhu))	Wuhu	Wuhu	Internet and related services	0.00%	100.00%	Establishment
Career Intelligent Technology (Chongqing) Co., Ltd. (Hereinafter referred to as Career Intelligent)	Chongqing	Chongqing	Software and IT services	0.00%	100.00%	Establishment

Description of the percentage of shareholding in a subsidiary different from the percentage of voting rights:

Basis for holding half or less of the voting rights but still controlling the investee, and for holding more than half of the voting rights but not controlling the investee:

For significant structured entities included in the scope of consolidation, basis for control:

Basis for determining whether the company is an agent or a principal:

Other descriptions:

(2) Significant Non-Wholly Owned Subsidiaries

Beijing Career International Co., Ltd. 2021 Annual Report

Unit: CNY

Name of subsidiaries	Minority shareholding ratio	Profit or loss attributable to minority shareholders during the period	Dividends declared to minority shareholders during the period	Balance of minority interests at the end of the period
Antal AG (Beijing) Human Resources Services Co., Ltd. (Consolidated)& ANTAL International Business Consulting (Beijing) Co., Ltd. (Consolidated)	49.00%	2,005,404.06		9,126,402.87
Aurex Recruitment Group Holdings Limited (Consolidated)	20.00%	2,687,952.99		6,841,130.50
Beijing e-Town International Human Resources Co., Ltd. (Consolidated)	37.00%	23,038,504.27	9,710,000.00	45,794,678.34
Beijing RRCT Financial Services Outsourcing Co., Ltd. (Consolidated)	45.00%	-7,051,272.07		5,217,596.33
Career Hanlin Consulting (Wuhan) Co., Ltd.	35.00%	-56,979.23		1,330,415.74
Investigo Limited (Consolidated)	47.50%	28,657,305.81	9,198,090.00	89,940,453.44
Urumqi Career High-Tech Talent Service Co., Ltd.	49.00%	-1,098,226.57		824,509.89

Description of the percentage of shareholding of minority shareholders of a subsidiary different from the percentage of voting rights:

Other descriptions:

(3) Key Financial Information of Significant Non-Wholly Owned Subsidiaries

Beijing Career International Co., Ltd. 2021 Annual Report

Unit: CNY

Name of subsidiaries	Closing balance						Opening balance					
	Current assets	Non-current assets	Total assets	Current liabilities	Non-current liabilities	Total liabilities	Current assets	Non-current assets	Total assets	Current liabilities	Non-current liabilities	Total liabilities
ANTAL International Business Consulting (Beijing) Co., Ltd. (Consolidated)	2,797,908.41	778,285.25	3,576,193.66	1,816,415.68	272,127.14	2,088,542.82	3,434,851.71	161,697.10	3,596,548.81	1,398,185.30		1,398,185.30
Antal AG (Beijing) Human Resources Services Co., Ltd. (Consolidated)	25,352,433.29	5,727,834.49	31,080,267.78	11,959,582.92	1,945,876.21	13,905,459.13	19,760,805.81	2,437,980.09	22,198,785.90	9,827,351.27		9,827,351.27
Aurex Recruitment Group Holdings Limited (Consolidated)	28,594,272.15	1,412,405.80	30,006,677.95	11,054,841.45	214,800.57	11,269,642.02	15,854,575.17	858,129.25	16,712,704.42	5,920,413.03	502,735.32	6,423,148.35
Beijing e-Town International Human Resources Co., Ltd. (Consolidated)	318,137,522.88	7,378,298.95	325,515,821.83	209,830,337.96	2,061,408.74	211,891,746.70	222,224,970.77	6,247,280.93	228,472,251.70	148,822,904.91	1,939,624.15	150,762,529.06
Beijing RRCT Financial Services Outsourcing Co., Ltd. (Consolidated)	23,703,715.21	12,054,837.22	35,758,552.43	21,831,781.13	2,980,557.34	24,812,338.47	35,908,206.55	11,417,767.11	47,325,973.66	18,278,055.06	2,698,980.59	20,977,035.65

Beijing Career International Co., Ltd. 2021 Annual Report

Career Hanlin Consulting (Wuhan)Co , Ltd.	3,166,917.36	259,930.68	3,426,848.04	2,875,660.22		2,875,660.22	1,334,409.85	178,814.81	1,513,224.66	799,239.04		799,239.04
Investigo Limited (Consolidat ed)	373,196,111.29	135,459,388.69	508,655,499.98	266,137,549.07	49,851,914.75	315,989,463.82	198,847,481.95	109,195,100.85	308,042,582.80	129,268,228.12	20,230,511.58	149,498,739.70
Urumqi Career High-Tech Talent Service Co., Ltd.	4,446,617.73	270,200.16	4,716,817.89	2,895,232.57	3,343.88	2,898,576.45	6,587,193.39	283,057.06	6,870,250.45	2,898,079.15	27,479.87	2,925,559.02

Beijing Career International Co., Ltd. 2021 Annual Report

Unit: CNY

Name of subsidiaries	Current amount				Prior amount			
	Operating income	Net profit	Total comprehensive income	Cash flows from operating activities	Operating income	Net profit	Total comprehensive income	Cash flows from operating activities
ANTAL International Business Consulting (Beijing) Co., Ltd. (Consolidated)	5,217,534.44	-710,712.67	-710,712.67	936,979.90	2,492,933.13	-1,482,185.90	-1,482,185.90	-1,027,636.46
Antal AG (Beijing) Human Resources Services Co., Ltd. (Consolidated)	56,149,095.42	4,803,374.02	4,803,374.02	7,572,812.89	36,899,556.01	-5,512,271.22	-5,512,271.22	1,759,793.02
Aurex Recruitment Group Holdings Limited (Consolidated)	60,604,494.87	6,477,035.22	6,124,269.52	9,246,065.46	30,977,441.55	2,444,828.80	1,522,481.35	4,843,746.01
Beijing e-Town International Human Resources Co., Ltd. (Consolidated)	655,722,246.81	59,929,478.33	59,929,478.33	67,499,977.77	208,640,043.36	37,877,739.62	37,877,739.62	50,759,196.63
Beijing RRCT Financial Services Outsourcing Co., Ltd. (Consolidated)	177,113,164.37	-15,587,521.65	-15,587,521.65	-6,484,006.54	146,558,032.95	4,889,949.99	4,889,949.99	4,603,634.68
Career Hanlin Consulting (Wuhan) Co., Ltd.	4,677,765.75	-162,797.80	-162,797.80	1,273,373.61	2,264,279.00	-529.67	-529.67	-613,441.26
Investigo Limited (Consolidated)	1,488,578,450.99	58,024,280.00	53,486,593.06	-8,900,340.87	1,032,719,411.48	18,432,716.86	16,110,870.00	60,060,324.65
Urumqi Career High-Tech Talent Service Co., Ltd.	3,450,329.93	-2,241,278.71	-2,241,278.71	-2,416,238.61	5,583,657.03	623,984.30	623,984.30	3,138,615.30

Other descriptions:

2. Transactions in which the share of ownership interest in subsidiaries changes and the subsidiaries remain in control

(1) Description of changes in share of ownership interests in subsidiaries

During the year, the shareholding in Yunwuhua, a subsidiary of the Group, increased from 59.275% to 69.275% and the shareholding in Aurex Group, a subsidiary of the Group, decreased from 90.29% to 80.00%.

(2) Effect of the transaction on minority interests and owners' equity attributable to the parent company

Unit: CNY

	Yunwuhua	Aurex Group
Purchase cost / consideration for disposal		
Cash	2,500,000.00	
Fair value of non-cash assets	0.00	912,585.14
Total purchase cost / consideration for disposal	2,500,000.00	912,585.14
Less: Share of net assets of subsidiaries based on proportion of share of equity acquisition/disposal	3,171,340.82	2,016,653.01
Difference	-671,340.82	-1,104,067.87
Including: Adjustment to capital reserve	-671,340.82	-1,104,067.87
Adjustment to surplus reserves		
Adjustment to retained profit		

Other descriptions:

3. Interests in Joint Ventures or Associates**(1) Significant joint ventures or associates**

Joint ventures or associates	Main place of business	Place of registration	Nature of business	Shareholding ratio		Accounting treatment of investments in joint ventures or associates
				Direct	Indirect	
Shangxian (Tianjin) Venture Capital Fund Partnership (Limited Partnership)	Tianjin	Tianjin	Capital markets services		28.07%	Equity method of accounting
China Test and Measurement (Beijing) Talent Assessment Center Co., Ltd.	Beijing	Beijing	Business services	20.00%		Equity method of accounting

Beijing Career International Co., Ltd. 2021 Annual Report

Joint ventures or associates	Place of business	Place of registration	Nature of business	Shareholding ratio		Accounting treatment of investments in joint ventures or associates
				Direct	Indirect	
Wuxi Zhirui Industrial Service Outsourcing Co., Ltd.	Wuxi	Wuxi	Power electronic device technology development, transfer, manufacturing and testing; recruitment of personnel, etc.		21.05%	Equity method of accounting
Hebei Xiong'an Human Resources Service Co., Ltd.	Xiong'an	Xiong'an	Employment agency services, labour dispatch services, human resources agency services, etc.		25.00%	Equity method of accounting

Description of shareholdings in joint ventures or associates that differ from the proportion of voting rights:

The basis for holding less than 20% of the voting rights with significant influence, or 20% or more of the voting rights without significant influence:

(2) Key Financial Information On Significant Associates

Unit: CNY

	Closing balance/Current amount				Opening balance/Prior amount			
	Shangxian (Tianjin) Venture Capital Fund Partnership (Limited Partnership)	China Test and Measurement (Beijing) Talent Assessment Center Co., Ltd.	Wuxi Zhirui Industrial Service Outsourcing Co., Ltd.	Hebei Xiong'an Human Resources Service Co., Ltd.	Shangxian (Tianjin) Venture Capital Fund Partnership (Limited Partnership)	China Test and Measurement (Beijing) Talent Assessment Center Co., Ltd.	Wuxi Zhirui Industrial Service Outsourcing Co., Ltd.	Hebei Xiong'an Human Resources Service Co., Ltd.
Current assets	66,530,972.49	51,199,869.51	120,844,864.31	54,347,369.53	27,008,333.33	46,184,214.58	112,769,638.67	34,596,872.72
Non-current assets	15,000,000.00	4,229,794.53	63,445.93	339,588.67		4,303,311.47	97,643.36	174,809.31
Total Assets	81,530,972.49	55,429,664.04	120,908,310.24	54,686,958.20	27,008,333.33	50,487,526.05	112,867,282.03	34,771,682.03
Current Liabilities	10,552,436.23	13,257,594.62	27,690,762.49	30,522,839.32	129,595.00	16,191,961.23	20,229,179.73	13,173,263.42
Non-current Liabilities						301,200.00		
Total Liabilities	10,552,436.23	13,257,594.62	27,690,762.49	30,522,839.32	129,595.00	16,493,161.23	20,229,179.73	13,173,263.42
Minority Interests								

Beijing Career International Co., Ltd. 2021 Annual Report

Equity attributable to shareholders of the parent company	70,978,536.26	41,925,220.47	93,217,547.75	24,164,118.88	26,878,738.33	33,994,364.82	92,638,102.30	21,598,418.61
Share of net assets held on percentage of shareholding	19,922,605.59	8,385,044.09	19,622,293.80	6,041,029.72	20,675,958.76	6,798,872.96	19,500,320.53	5,399,604.65
Adjustments	-1,477,578.17	6,932,844.04	46,387,458.04		-769,237.00	6,904,581.50	45,848,017.54	
- Goodwill								
- Unrealized profits on internal transactions								
- Others								
Book value of equity investments in associates	18,445,027.42	15,317,888.13	66,009,751.84	6,041,029.72	19,906,721.76	13,703,454.46	65,348,338.07	5,399,604.65
Fair value of equity investments in associates where publicly quoted prices exist								
Operating income	917,443.29	69,024,435.47	247,083,056.27	101,717,993.17	3,375.00	61,692,070.07	243,182,005.83	77,358,799.48
Net profit	-1,900,202.07	8,126,564.44	7,321,999.34	2,752,771.21	-121,261.67	11,941,891.95	14,252,458.72	1,114,990.04
Net profit from termination of operations								
Other comprehensive income								
Total comprehensive income	-1,900,202.07	8,126,564.44	7,321,999.34	2,752,771.21	-121,261.67	11,941,891.95	14,252,458.72	1,114,990.04
Dividends received from associates during the year			879,867.09				1,370,333.66	

Other descriptions

(3) Aggregate Financial Information for Insignificant Joint Ventures and Associates

Unit: CNY

	Closing balance/Current amount	Opening balance/Prior amount
Joint ventures:		
Total book value of investments	2,879,112.43	1,373,618.31
Total of the following by percentage of ownership		
Net profit	1,505,494.12	123,618.31
Total comprehensive income	1,505,494.12	123,618.31
Associates:		
Total book value of investments	8,163,807.74	4,657,857.89
Total of the following by percentage of ownership		
Net profit	841,949.85	-1,496,106.73
Total comprehensive income	841,949.85	-1,496,106.73

Other descriptions

X. Fair Value Disclosures**1. Closing Fair Value of Assets and Liabilities Measured at Fair Value**

Unit: CNY

Item	Closing fair value			
	Level 1 of fair value measurement	Level 2 of fair value measurement	Level 3 of fair value measurement	Total
I. Continuing fair value measurement				
(1) Trading financial assets	174,193.53			174,193.53
1. Financial assets at fair value through gains or losses	174,193.53			174,193.53
(2) Investments in equity instruments	174,193.53			174,193.53
Total assets measured at fair value on a continuing basis	174,193.53			174,193.53
II. Non-continuing fair value measurement				

2. Basis for Determining the Market Value of Continuing and Discontinuing Level 1 Fair Value Measurement Items

Non-adjustable quoted prices in active markets for identical assets or liabilities that are available at the measurement date.

XI Related Parties and Related Transactions**1. Information on the Parent Company of the Company**

Name of parent company	Place of registration	Nature of business	Registered capital	Parent company's shareholding in the enterprise	Proportion of parent company's voting rights in the enterprise
Khorgas Taiyong Kangda Venture Capital Co., Ltd.	Xinjiang	Venture capital businesses	36,294,960.00	30.40%	30.40%

Description of the parent company of the Company

The ultimate controlling parties of the business are Gao Yong and Li Yuezhang.

Other descriptions:

2. Subsidiaries of the Company

Details of the Company's subsidiaries are set out in Note IX.1 Interests in subsidiaries.

3. Joint Ventures and Associates of the Enterprise

Details of the Company's significant joint ventures or associates are set out in Note IX.3 Interests in joint ventures or associates.

Other joint ventures or associates with which the Company had related party transactions during the period, or with which the Company had related party transactions in prior periods that resulted in balances, are as follows:

Name of joint ventures or associates	Relationship with the Company
Hebei Xiong'an Human Resources Service Co., Ltd.	Associates
Henan Huirong Career Human Resources Co., Ltd.	Associates
Wuxi Zhirui Industrial Service Outsourcing Co., Ltd.	Associates

Other descriptions

4. Other Related Parties

Name of other related parties	Other related party relationship with the Company
Antai International Limited	Minority shareholders of subsidiaries
Shanghai Caipin Software Technology Partnership (limited Partnership)	Minority shareholders of subsidiaries
Beijing Yizhuang Investment Holding Limited	Parent company of a minority shareholder of a subsidiary

Other descriptions

5. Related Transactions**(1) Transactions Related to the Purchase and Sale of Goods, and the Provision and Receipt of Labor Services**

Purchase of goods/receipt of labor services table

Unit: CNY

Beijing Career International Co., Ltd. 2021 Annual Report

Related parties	Content of related transactions	Current amount	Amount of transactions approved	Whether the transaction limit is exceeded	Prior amount
Henan Huirong Career Human Resources Co., Ltd.	Receipt of labor services	212,562.80		No	
SDIC (Hainan) Technology Innovation Co., Ltd., Jiujiang Branch	Receipt of labor services	143,696.95		No	
SDIC (Hainan) Technology Innovation Co., Ltd.	Receipt of labor services				18,554,928.35
Total		356,259.75			18,554,928.35

Sale of goods / provision of labor services table

Unit: CNY

Related parties	Content of related transactions	Current amount	Prior amount
Hebei Xiong'an Human Resources Service Co., Ltd.	Provision of labor services	792,420.00	
Henan Huirong Career Human Resources Co., Ltd.	Provision of labor services	547,117.87	
SDIC (Hainan) Technology Innovation Co., Ltd.	Provision of labor services		1,676,776.63
Total		1,339,537.87	1,676,776.63

Description of related transactions for the purchase and sale of goods, provision and receipt of labor services

(2) Related Leasing

The Company as lessor:

Unit: CNY

Name of lessee	Type of leased asset	Rental income recognized in the period	Rental income recognized in the prior period
----------------	----------------------	--	--

The Company as lessee:

Unit: CNY

Name of lessor	Type of leased asset	Lease payments recognized in the period	Lease payments recognized in the prior period
Beijing Yizhuang Investment Holding Limited	Houses	789,576.74	666,929.31

Description of related leasing

(3) Key Management Compensation

Unit: CNY

Item	Current amount	Prior amount
Gao Yong	3,523,158.50	3,475,349.00
Li Yuezhong	3,940,183.23	4,231,717.84
Wang Zhen	3,420,000.00	
Zhou Xi		
Zhang Weihua	150,000.00	100,000.00
Yu Xinxu	150,000.00	

Beijing Career International Co., Ltd. 2021 Annual Report

Xun Endong		
Zhang Hongwei	999,566.00	1,398,400.00
Guo Huizhen		
Bu Qiong	298,494.00	252,917.00
Duan Lixin	1,844,816.00	1,619,294.00
Zeng Cheng	1,846,578.02	1,838,216.00
Chen Song	1,542,562.00	1,213,800.00
Zhang Yuan	1,635,002.98	1,751,823.00
Wang Tianpeng	1,005,480.01	1,362,696.00
Guo Xin	499,164.00	2,792,316.00
Wan Haoji		
Xu Lei		
Yao Ning		100,000.00
Zhao Baodong		100,000.00
Mei Mei	101,775.86	211,668.00

6. Amounts due from and to related parties

(1) Items receivable

Unit: CNY

Item	Related parties	Closing balance		Opening balance	
		Book balance	Bad debt provision	Book balance	Bad debt provision
Other receivables	Beijing Yizhuang Investment Holding Limited	264,029.60		194,281.24	

(2) Items Payable

Unit: CNY

Item	Related Parties	Closing book balance	Opening book balance
Accounts payable	Antal International Limited	580,468.23	580,468.23
Contract liabilities	Beijing Yizhuang Investment Holding Limited	262,491.19	
Other payables	Beijing Yizhuang Investment Holding Limited	705,213.94	576,535.53
Other payables	Shanghai Caipin Software Technology Partnership (Limited Partnership)	393,740.00	303,650.00

Other payables	Gao Yong	357,105.13	127,332.00
Other payables	Li Yuezhong	153,592.98	112,381.09

7. Related Party Commitments

None.

XII. Share-Based Payment

1. Share-based payments in general

☒ Applicable ☐ Not applicable

Unit: CNY

Total amount of each equity instrument granted by the Company during the period	0.00
Total amount of each equity instrument exercised by the Company during the period	13,182,489.60
Total amount of equity instruments lapsed by the Company during the period	63,160.00
Range of exercise price and remaining contract term of stock options issued and outstanding at the end of the period	15.19 Yuan/share, 2 years; 29.68 Yuan/share, 2 years
Range of exercise prices and remaining contractual maturity of other equity instruments issued and outstanding at the end of the period	No

Other descriptions

On October 27th, 2020, the Twenty-fourth Meeting of the Second Session of the Board of Directors and the Twenty-second Meeting of the Second Session of the Board of Supervisors of the Company were held, at which the *Proposal on the Granting of Restricted Shares Reserved under the 2019 Restricted Share Incentive Scheme by the Company to the Incentive Recipients* was adopted. On the same day, the Company published the *Announcement of Beijing Career International Co., Ltd. on the Grant of Restricted Shares Reserved under the 2019 Restricted Share Incentive Scheme to the Incentive Recipients*. The announcement identified November 2nd, 2020 as the grant date for the initial grant of 570,000 restricted shares at a price of CNY 29.68 per share to 31 incentive recipients. On December 1st, 2020, the Company published the *Announcement of Beijing Career International Co., Ltd. on the Completion of the Registration of Restricted Shares Reserved under the 2019 Restricted Share Incentive Plan*, which determined that during the process of fund payment and share registration after the date of the second restricted share grant, one incentive recipient for personal reasons had abandoned subscribing to all the restricted shares to be allocated to him by the Company. Therefore, the actual number of restricted shares granted was adjusted from 31 to 30 and the number of restricted shares was adjusted from 570,000 to 569,000. The incentive targets of the second grant include senior management and core personnel of the company (including subsidiaries, the same below). They do not include independent directors, supervisors, shareholders holding more than 5% of the shares individually or in aggregate, or persons in effective control, their spouses, parents and children.

The restricted shares of the second grant shall be released from the restricted sale ratio in two phases in the proportion of 50% and 50%, and the corresponding restricted sale period shall be calculated from the first trading date after 12 months and 24 months from the date of listing of the restricted shares of the first grant to the day of the last trading date within 24 months and 36 months from the date of listing of the restricted shares of the first grant portion, respectively. The indicators for the release of restricted shares under the secondary grant consist of two parts: (1) The performance assessment requirements at the company level, in the fiscal years 2020-2021, the performance indicators of the company will be assessed by year, with the achievement of the performance assessment targets as one of the conditions for the release of the incentive targets for the current year. (2) The performance appraisal requirements at the individual level of the incentive recipients, according to the implementation of the company's internal performance appraisal system, the personal appraisal results of the incentive recipients are divided into "excellent", "qualified" and "unqualified", correspond to the release coefficient of 100%, 80% and 0% respectively. Restricted shares that cannot be released by the incentive recipients shall be bought back and cancelled by the Company at the grant price.

Beijing Career International Co., Ltd. 2021 Annual Report

On February 4th, 2021, the First Meeting of the Third Session of the Board of Directors and the First Meeting of the Third Session of the Supervisory Board held by the Company considered and passed the *Proposal on Adjusting the Repurchase Price of the Company's 2019 Restricted Stock Incentive Plan* and the *Proposal on Repurchasing and Cancelling Part of the Restricted Stock Granted but Not Yet Unlocked*, the Company repurchased and cancelled a total of 63,160 restricted shares that had been granted but not yet released from restriction at a price of CNY 15.023 per share. At the same time, the *Proposal on the Achievement of the Conditions for the Release of Restricted Shares in the First Release Period of the 2019 Restricted Share Incentive Plan* was considered and passed, agreeing to release 867,840 restricted shares of the Company's incentive targets who meet the conditions for the release of restricted shares in accordance with the regulations.

2. Equity-Settled Share-based Payments

☒ Applicable ☐ Not applicable

Unit: CNY

Methodology for determining the fair value of equity instruments at the date of grant	Black-Scholes Model
Basis for determining the number of exercisable equity instruments	The incentive is available to senior management and key employees of the Company (including subsidiaries) who are unlikely to leave The Company during the waiting period.
Reasons for significant differences between current and prior period estimates	None
Cumulative amount of equity-settled share-based payments included in capital reserves	44,795,054.38
Total expenses recognized for equity-settled share-based payments during the period	18,858,512.18

Other descriptions

(1) Aurex Australia share-based payments

The senior management of Aurex Australia, a subsidiary of the Group, achieved performance targets in December 2021 for which an employee equity incentive plan was introduced, converting their Class A and B shares into ordinary shares. As at December 31st, 2021, the percentage of ordinary shares held by minority shareholders increased to 35%.

(2) Aurex Group share-based payments

Aurex Group, a subsidiary of the Group, entered into an agreement with the minority shareholders of the Company (namely three executives), in which it was agreed that the Company would grant 6,625 shares to the three executives at a price of HKD 166.10 per share, increasing the minority shareholders' shareholding to 20% as at December 31st, 2021.

3. Cash-settled share-based payments

☐ Applicable ☒ Not applicable

XIII. Commitments and Contingencies

1. Significant Commitments

Significant commitments at the statement of financial position date

As at December 31st, 2021, the Group has no significant contingencies that require disclosure.

2. Contingencies

(1) Significant contingencies existing at the statement of financial position date

As at December 31st, 2021, the Group has no other significant commitments to disclose.

(2) The company should clarify even if there are no significant contingencies that requires disclosure

There are no significant contingencies that need to be disclosed by the Company.

XIV. Subsequent Events on the Statement of Financial Position

1. Distribution of profits

Unit: CNY

Profit or dividends to be distributed	40,745,282.81
Profits or dividends declared after consideration and approval	40,745,282.81

2. Notes on other post statement of financial position events

1. On February 17th, 2022, the Seventh Meeting of the Third Session of the Board of Directors and the Sixth Meeting of the Third Session of the Board of Supervisors were held to consider and adopt the *Proposal on the Achievement of the Conditions for the Release of the Second Release Restriction Period of the Initial Grant Portion and the First Release Restriction Period of the Reserved Portion of the 2019 Restricted Share Incentive Plan*, and the Board of Directors considered that the conditions for the release of the second release restriction period of the initial grant portion of restricted shares under the 2019 Restricted Share Incentive Plan of the Company were available. In accordance with the authorization of the Board of Directors at the First Extraordinary General Meeting of the Company in 2019 and the provisions of the *2019 Restricted Share Incentive Plan of Beijing Career International Co., Ltd.*, it was agreed that the listing and circulation procedures for the release of 55 incentive recipients who met the conditions for the release of the restricted shares would be carried out. The total number of restricted shares released was 932,220 shares, of which the initial portion of the grant totaled 661,980 shares and the reserved portion of the grant totaled 270,240 shares.

2. On February 17th, 2022, the Seventh Meeting of the Third Session of the Board of Directors and the Sixth Meeting of the Third Session of the Board of Supervisors were held to consider and approve the *Proposal on Adjusting the Repurchase Price of the Company's 2019 Restricted Share Incentive Scheme* and the *Proposal on Repurchasing and Cancelling Part of the Restricted Shares Granted but Not Yet Unlocked*. Among the incentive recipients of the initial grant and the reserved grant of the incentive plan, 4 incentive recipients no longer qualified for the incentive because they left the company, and 5 incentive recipients failed to achieve excellent personal performance appraisal, resulting in some or all of the restricted shares granted to them but not yet released from restriction of sale could not be released from restriction of sale. The Company intends to repurchase and cancel a total of 50,680 restricted shares granted but not yet released from restriction of sale as mentioned above, of which 28,920 restricted shares were repurchased and cancelled as part of the initial grant at a price of CNY 14.928 per share and 21,760 restricted shares were repurchased and cancelled as part of the reserve at a price of CNY 29.585 per share.

3. The Company held the Eighth Meeting of the Third Session of the Board of Directors on April 20th, 2022, at which the *Annual Profit Distribution Proposal for 2021* was considered and approved. The Company's profit distribution proposal for 2021 is as follows: a cash dividend of CNY 2.07 (including tax) for every 10 shares to be distributed to all shareholders on the basis of the Company's total share capital of CNY 196,837,115, making a total cash dividend of CNY 40,745,282.81 (including tax). No bonus shares will be distributed and no transfer of capital from provident fund will be involved in this distribution.

4. As at the date of approval of this report, the Group has no other significant events post statement of financial position to disclose other than the above post statement of financial position event disclosures.

XV. Other Significant Matters

1. Others

As at December 31st, 2021, the Group has no other significant matters to disclose.

XVI. Notes to the Main Items in the Parent Company's Financial Statements

1. Accounts Receivable

(1) Classified disclosure of accounts receivable

Unit: CNY

Category	Closing balance					Opening balance				
	Book balance		Bad debt provision		Book value	Book balance		Bad debt provision		Book value
	Amount	Proportion	Amount	Accrual ratio		Amount	Proportion	Amount	Accrual ratio	
Including:										
Accounts receivable with provision for bad debts by portfolio	105,024,931.09	100.00%	11,865,238.79	11.30%	93,159,692.30	75,741,909.92	100.00%	10,151,704.87	13.40%	65,590,205.05
Including:										
Normal risk portfolio	105,024,931.09	100.00%	11,865,238.79	11.30%	93,159,692.30	75,741,909.92	100.00%	10,151,704.87	13.40%	65,590,205.05
Total	105,024,931.09	100.00%	11,865,238.79	11.30%	93,159,692.30	75,741,909.92	100.00%	10,151,704.87	13.40%	65,590,205.05

Provision for bad debts is made on an individual basis:

Unit: CNY

Name	Closing balance			
	Book balance	Bad debt provision	Accrual ratio	Reasons for accrual

Provision for bad debts by portfolio:

Unit: CNY

Name	Closing balance		
	Book balance	Bad debt provision	Accrual ratio
Normal risk portfolio Within 1 year	94,512,085.26	2,072,062.26	2.19%
Normal risk portfolio 1-2 years	1,451,336.04	900,554.01	62.05%
Normal risk portfolio 2-3 years	784,792.17	615,904.90	78.48%
Normal risk portfolio Above 3 years	8,276,717.62	8,276,717.62	100.00%
Total	105,024,931.09	11,865,238.79	

Description of the basis for determining the portfolio:

Accrual of credit risk based on duration

Provision for bad debts by portfolio:

Unit: CNY

Beijing Career International Co., Ltd. 2021 Annual Report

Name	Closing balance		
	Book balance	Bad debt provision	Accrual ratio

Description of the basis for determining the portfolio:

If the provision for bad debts for accounts receivable is based on the general model of expected credit losses, please refer to the disclosure of other receivables to disclose information about the provision for bad debts:

☐ Applicable ☒ Not applicable

Disclosure by Aging

Unit: CNY

Aging	Book balance
Within 1 year (including 1 year)	94,512,085.26
1-2 years	1,451,336.04
2-3 years	784,792.17
Above 3 years	8,276,717.62
Total	105,024,931.09

(2) Provision for bad debts accrued, recovered or reversed during the period

Provision for bad debts for the period:

Unit: CNY

Category	Opening balance	Change in current period				Closing balance
		Accrual	Recover or reverse	Write-off	Others	
Provision for credit losses	10,151,704.87	3,828,159.08	2,114,625.16			11,865,238.79
Total	10,151,704.87	3,828,159.08	2,114,625.16			11,865,238.79

Of which the amount of bad debt provision recovered or reversed in the current period is significant:

Unit: CNY

Name of company	Amount reversed or recovered	Recover method
-----------------	------------------------------	----------------

(3) Top five accounts receivable with closing balances, grouped by party in arrears

Unit: CNY

Name of company	Closing balance of accounts receivable	As a percentage of the total closing balance of accounts receivable	Closing balance of provision for bad debts
Company 1	4,668,199.79	4.45%	102,233.58
Company 2	4,525,242.18	4.31%	99,102.81
Company 3	3,781,817.59	3.60%	82,821.81
Company 4	1,759,665.00	1.68%	38,536.66

Beijing Career International Co., Ltd. 2021 Annual Report

Company 5	1,635,575.37	1.56%	35,819.10
Total	16,370,499.93	15.60%	

2. Other receivables

Unit: CNY

Item	Closing balance	Opening balance
Other receivables	617,497,250.07	283,494,349.91
Total	617,497,250.07	283,494,349.91

(1) Other receivables

1) Breakdown of other receivables by nature of amount

Unit: CNY

Nature of payment	Closing book balance	Opening book balance
Current payments	608,306,193.87	279,491,258.37
Deposits	9,061,142.83	3,607,552.66
Staff loans	70,997.87	368,952.49
Others	58,915.50	26,586.39
Total	617,497,250.07	283,494,349.91

2) Provision for bad debts

Unit: CNY

	Stage 1	Stage 2	Stage 3	Total
Bad debt provision	Expected credit losses for the next 12 months	Expected credit losses (no credit impairment) for the entire duration	Expected credit losses (credit impairment has occurred) throughout the entire duration	
Balance at January 1, 2021				
In the current period				
Accrued during the period			898,029.49	898,029.49
Written off during the period			898,029.49	898,029.49

Changes in the book balance of the provision for losses with a significant amount of change in the period

☐ Applicable ☒ Not applicable

Disclosure by Aging

Unit: CNY

Aging	Book balance
-------	--------------

Within 1 year (including 1 year)	614,092,993.81
1-2 years	1,418,987.62
2-3 years	166,520.69
Above 3 years	1,818,747.95
Total	617,497,250.07

3) Provision for bad debts accrued, recovered or reversed during the period

Provision for bad debts for the period:

Unit: CNY

Type	Opening balance	Change in current period				Closing balance
		Accrual	Recover or reverse	Write-off	Others	
Provision for credit loss		898,029.49		898,029.49		
Total		898,029.49		898,029.49		

Of which the amount of provision for bad debts reversed or recovered during the period is significant:

Unit: CNY

Name of company	Amount reversed or recovered	Recovery method
-----------------	------------------------------	-----------------

4) Other receivables actually written-off during the period

Unit: CNY

Item	Write-off amount
------	------------------

Significant write-off of other receivables:

Unit: CNY

Name of company	Nature of other receivables	Write-off amount	Write-off reason	Write-off procedure performed	Whether arising from related transactions
-----------------	-----------------------------	------------------	------------------	-------------------------------	---

Description of write-off of other receivables:

5) Top five other receivables with closing balances, grouped by party in arrears

Unit: CNY

Name of company	Nature of the Payment	Closing balance	Aging	As a percentage of the total closing balance of other receivables	Closing balance of provision for bad debts
Company 1	Deposit	3,987,677.01	Within 1 year	0.65%	
Company 2	Deposit	1,211,623.52	Within 1 year	0.20%	

Beijing Career International Co., Ltd. 2021 Annual Report

Company 3	Deposit	594,282.00	Within 1 year	0.10%	
Company 4	Deposit	580,054.02	Within 1 year	0.09%	
Company 5	Deposit	545,841.72	Within 1 year	0.09%	
Total		6,919,478.27		1.13%	

3. Long-Term Equity Investments

Unit: CNY

Item	Closing balance			Opening balance		
	Book balance	Impairment provision	Book value	Book balance	Impairment provision	Book value
Investments in subsidiaries	389,556,845.84		389,556,845.84	379,063,352.85		379,063,352.85
Investments in associates and joint ventures	23,197,000.56		23,197,000.56	16,736,426.83		16,736,426.83
Total	412,753,846.40		412,753,846.40	395,799,779.68		395,799,779.68

(1) Investments in Subsidiaries

Unit: CNY

Investee	Opening balance (Book value)	Changes in current period				Closing balance (Book Value)	Closing balance of provision for impairment
		Additional Investment	Reduction in Investment	Provision for impairment	Others		
Career Human Resources Services (Suzhou) Co., Ltd.	46,608,948.90				2,124,146.30	48,733,095.20	
Qinhuangdao Soonpoint Consulting Co., Ltd.	7,300,000.00					7,300,000.00	
Shanghai Kezhirui Consulting Ltd.	26,020,918.85				6,842,080.20	32,862,999.05	
Beijing Ougelin Consulting Co., Ltd.	4,092,984.32				184,797.60	4,277,781.92	
Career International Search and Selection India Private Limited	61,501.62		61,501.62				
ANTAL International Business Consulting (Beijing) Co., Ltd.	7,505,000.00					7,505,000.00	
Antal AG (Beijing) Human Resources Services Co., Ltd.	4,495,000.00					4,495,000.00	
Beijing Caike Maipin Technology Co., Ltd.	22,604,817.11					22,604,817.11	

Beijing Career International Co., Ltd. 2021 Annual Report

Career Digital Technology (Suzhou) Co., Ltd.	11,634,682.30				645,407.67	12,280,089.97	
Career International AP(HongKong) Limited	215,089,210.10					215,089,210.10	
Beijing e-Town International Human Resources Co., Ltd.	8,301,736.72				184,874.16	8,486,610.88	
HiTalen Management Consulting (Shanghai) Co., Ltd.	2,000,000.00					2,000,000.00	
Hangzhou Kezhirui Consulting Co., Ltd.	10,000,000.00					10,000,000.00	
Career International (Changchun) Co., Ltd.	2,000,000.00					2,000,000.00	
Career International (Wuhan) Co., Ltd.	10,241,060.02				89,264.76	10,330,324.78	
Urumqi Career High-Tech Talent Service Co., Ltd.	1,040,739.47				114,828.72	1,155,568.19	
Beijing RRCT Financial Services Outsourcing Co., Ltd.	33,376.72				184,797.60	218,174.32	
Shaanxi Career Human Resource Service Co., Ltd.	33,376.72				184,797.60	218,174.32	
Total	379,063,352.85		61,501.62		10,554,994.61	389,556,845.84	

(2) Investments in Associates and Joint Ventures

Investment Units	Opening Balance (Book value)	Changes in current period							Closing Balance (Book value)	Closing Balance (Book value)	
		Additional Investment	Reduction in Investment	Capital losses on disposal of equity method	Adjustments to other comprehensive income	Other share assets	Depreciation of long-term equity investments	Provision for impairment			
I. Joint ventures											
Henan Huirong Career Human Resources Co., Ltd.	1,373,618.31			1,505,494.12						2,879,112.43	
Subtotal	1,373,618.31			1,505,494.12						2,879,112.43	
II. Associates											
SDIC (Hainan) Technology Innovation Co., Ltd.	1,659,354.06		2,385,000.00	725,645.94							
China Measureme nt Technology (Beijing) Talent Assessment Center Co., Ltd.	13,703,454.46			1,614,433.67						15,317,888.13	
Talent Career (Shandong) Human Resources Information Service Co., Ltd.		5,000,000.00								5,000,000.00	
Subtotal	15,362,808.52	5,000,000.00	2,385,000.00	2,340,079.61						20,317,888.13	
Total	16,736,426.83	5,000,000.00	2,385,000.00	3,845,573.73						23,197,000.56	

(3) Other descriptions

Note: The increase in the Company's long-term equity investments in subsidiaries during the year was due to the Group's share-based payments.

4. Operating revenue and operating costs

Unit: CNY

Item	Current amount		Prior amount	
	Revenue	Cost	Revenue	Cost
Main business	391,547,936.01	251,883,757.13	263,013,405.87	161,610,151.30
Total	391,547,936.01	251,883,757.13	263,013,405.87	161,610,151.30

Income related information:

Unit: CNY

Classification of contracts	Division 1	Division 2		Total
Type of product				
Including				
Classification by region of operation				
Including				
Type of market or customer				
Including				
Type of contract				
Including				
Classification by the time of good transfer				
Including				
Classification by contract duration				
Including				
Classification by sales channel				
Including				

Total				

Information related to performance obligations:

The Group recognizes revenue when it has fulfilled its performance obligations under the contract, that is, when the customer obtains control of the relevant goods or services.

Contracts may contain multiple performance obligations and the transaction price of each individual performance obligation is determined based on the total contract price as a proportion of the individual price of each individual performance obligation. Information on performance obligations for major business contracts is as follows:

(1) Flexible employment business: The main performance business is the provision of flexible employment business to customers, and the service fees are calculated on the basis of the actual number of staffs dispatched or the actual workload performed by the staff dispatched in the previous month on an agreed date each month and a "monthly statement" is submitted to the customer. The Group recognizes revenue based on the "monthly statement" confirmed by the customer.

(2) Mid-to-high end talent sourcing: The main performance obligation is to recommend qualified candidates for the positions specified by the client and to assist the client in completing interviews and verification of the hired candidates. Revenue is recognized upon receipt of confirmation from the client of the candidate's on-boarding status.

The Company provides a guarantee period of ten weeks to six months for recommended candidates and recognizes revenue based on the contracted service revenue less estimated sales returns.

(3) Recruitment process outsourcing: The main performance obligations include the assignment of on-site recruitment consultants to the client upon request or selection by the client, the on-site recruitment consultants will carry out talent referrals or other HR management tasks in accordance with the client's instructions or recruitment plan for a certain period of time and in accordance with mutually agreed service standards. The service fee for the daily work performed by the resident recruitment consultant in accordance with the client's instructions is a fixed income and is recognized at the end of each month based on the number of people sent and the fee rate confirmed by the client., for the Group's professional services such as candidate referrals and human resources management for clients, revenue is variable and is recognized upon receipt of a "confirmation letter" from the client regarding the candidate's on-boarding status.

The company provides a guarantee period of three to six months for onboarding candidates and recognizes variable revenue based on the contracted service revenue less expected sales returns.

Information related to the transaction price apportioned to the remaining performance obligation:

The amount of revenue corresponding to performance obligations that have been contracted for but not yet performed or not yet completed at the end of the reporting period is CNY 0.00, of which CNY is expected to be recognized in the year, CNY is expected to be recognized in the year and CNY is expected to be recognized in the year.

Other description:

5. Investment Income

Unit: CNY

Item	Current amount	Prior amount
Investment income from long-term equity investments accounted for under the cost method	136,990,000.00	65,100,000.00
Investment income from long-term equity investments accounted for under the equity method	2,595,573.73	1,236,426.83
Investment income arising on disposal of long-term equity investments	-27,333.62	
Total	139,558,240.11	66,336,426.83

XVII. Supplementary Information**1. Current Non-Recurring Gains and Loss**☒ Applicable ☐ Not applicable

Unit: CNY

Item	Amount	Description
Gain or loss on disposal of non-current assets	43,397.66	Gain on disposal of fixed assets and right-to-use assets
Government grants included in current gains or losses (except those closely related to the company's normal business operations, which are in accordance with national policies and continuously enjoyed in accordance with certain standards or quotas)	59,568,298.83	For details of the main items of government grants charged to current gains or losses, please see Note "VII. 41 Other income, VII. 45 Non-operating income"
Other non-operating income and expenses in addition to those mentioned above	-670,380.26	
Less: Income tax effect amount	13,188,243.48	
Minority interest impact amount	3,855,836.25	
Total	41,897,236.50	

Details of other items of profit or loss that meet the definition of non-recurring gains or losses:

☐ Applicable ☒ Not applicable

The Company has no other specific items of profit or loss that meet the definition of non-recurring profit or loss.

Information on the definition of non-recurring items of gains or losses as recurring items of gains or losses as set out in the *Explanatory Proclamation No. 1 on Disclosure of Information by Companies Issuing Public Securities - Non-recurring Gains or Losses*☐ Applicable ☒ Not applicable

2. Return on Net Assets and Earnings per Share

Profit for the reporting period	Weighted average return on net assets	Earnings per share	
		Basic earnings per share (CNY/share)	Diluted earnings per share (CNY/share)
Net profit attributable to ordinary shareholders of the company	16.25%	1.3534	1.3452
Net profit attributable to ordinary shareholders of the company after non-recurring gains and losses	13.74%	1.1289	1.1220

3. Differences in Accounting Data between Domestic and Foreign Accounting Standards

- (1) Differences in net profit and net assets in financial reports disclosed simultaneously under International Accounting Standards and under Chinese Accounting Standards

☐ Applicable ☒ Not applicable

- (2) Differences in net profit and net assets in financial reports disclosed simultaneously under Foreign Accounting Standards and under Chinese Accounting Standards

☐ Applicable ☒ Not applicable

- (3) Explanation of the reasons for the differences between accounting data under domestic and foreign accounting standards, and the name of the foreign auditor if the differences have been reconciled for the data audited by the foreign auditor

4. Others

Section XI. Docket Contents

- I. Financial statements containing the signatures and seals of the Company's legal representative, financial controller, and head of the accounting organization.
- II. The original audit report containing the seal of the accounting firm and the signature and seal of the certified public accountant.
- III. The originals of all company documents and original announcements that have been publicly disclosed on the information disclosure vehicles designated by the China Securities Regulatory Commission during the reporting period.
- IV. The original 2021 Annual Report of the Company containing the signature of the legal representative.
- V. Other relevant information.
- VI. The above docket is available at the office of the Board of Directors.

This is an English translated document from its original source material in the Chinese language. Translation was performed by ShineWing (Xi'an) Business Data Service Co., Ltd.



(Stamp)