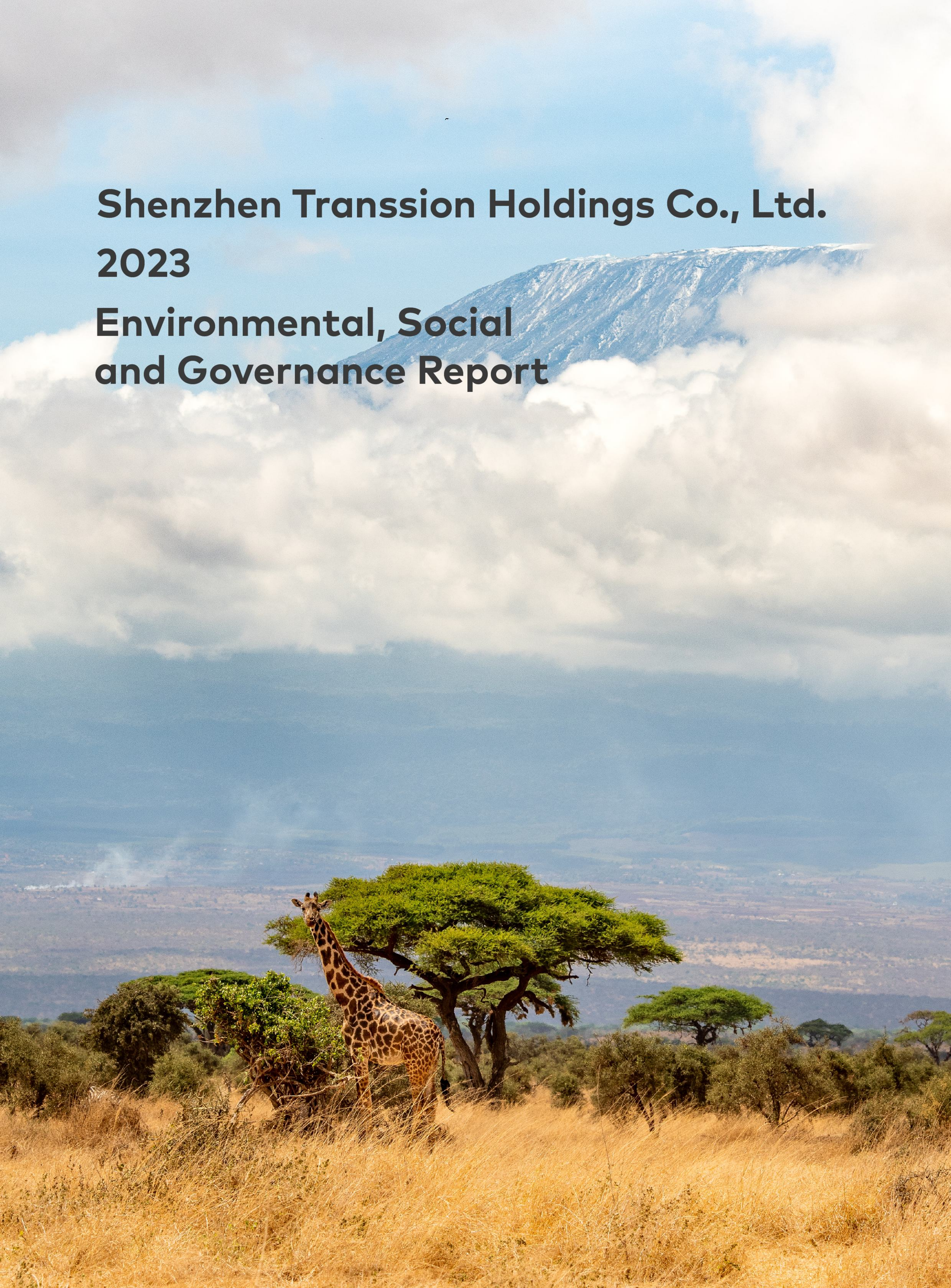


**Shenzhen Transsion Holdings Co., Ltd.**

**2023**

**Environmental, Social  
and Governance Report**





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## About This Report

This report is the 2023 Environmental, Social and Governance (hereinafter referred to as "ESG") Report (hereinafter referred to as "ESG Report" or "the Report"), released by Shenzhen Transsion Holdings Co., Ltd. (hereinafter referred to as "Transsion Holdings", "Transsion", "we" or "the company"). It mainly discloses Transsion Holdings' ESG ideas, important progress, and performance in 2023.

### Basis of Preparation

This Report is prepared mainly according to the *GRI Sustainable Development Report Standards* (GRI Standards) issued by the Global Reporting Initiative (hereinafter referred to as "GRI") and the relevant regulations, guidelines and other requirements in China.

### Scope of This Report

Unless otherwise specified, this Report covers the period from January 1, 2023 to December 31, 2023 ("this year", the "Reporting Period") and covers Transsion Holdings and its subsidiaries and branches.

Unless otherwise specified, the amounts involved in this Report are denominated in RMB.

### Data Source

All the data used in this Report is from the company's official documents, relevant reports and statistical reports.

### Availability of This Report

This Report is prepared in Chinese and English. If there is any difference between the versions, the Chinese version shall prevail.

The electronic version of the Report is available and downloaded from the website of SSE (www.sse.com.cn) and the company's website (www.transsion.com).

### Feedback

Should you have any questions or feedback on this Report and contents hereof, please contact us by:

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## About Transsion

### Company Profile

Transsion Holdings is committed to becoming the most popular provider of smart devices and mobile services for consumers in global emerging markets. The company is best known for its highquality multi-brand smart devices. Mobile phones are its core products, while it also offers mobile Internet services based on a self-developed operating system and traffic entrance. Transsion's brand portfolio comprises leading mobile phone brands in emerging markets, including TECNO, itel and Infinix, as well as oraimo for smart accessories, Syinix for home appliances and Caricare for after-sales services. The company's products have entered more than 70 countries and regions around the world.

Transsion Holdings was listed on the SSE Star Market in 2019 and has been included in the MSCI China A Index, MSCI China A Onshore Index, MSCI China All Shares Index, CSI 300 Index, CSI STAR Entrepreneurship 50 Index, SSE STAR 50 Index, etc. In recent years, Transsion Holdings won various honors including "China Top 500 Enterprises", "Top 500 Enterprises of China's Manufacturing Industry", "China Top 500 Private Enterprises", "China Top 500 Private Manufacturing Enterprises", "Fortune China 500", "China Manufacturing Champion Demonstration Enterprise", "Digital Economy Enterprise TOP500", "Deloitte China Excellence Management", "50 Smartest Companies" by MIT Technology Review.

### Value system

-  **Philosophy** Together we can
-  **Vision** To become the most popular provider of smart devices and mobile services for consumers in global emerging markets
-  **Mission** To improve the lives of as many people as possible through technology and innovation
-  **Core Values**

<p><b>Customers</b> are both the starting point and the end point for all work of Transsioners.</p> <p><b>Openness</b> staying open connects us to the future and its possibilities.</p> <p><b>Sharing</b> invites every "I" to become "we".</p>	<p><b>Respect</b> defines how we treat each other and our differences.</p> <p><b>Innovation</b> is essential to achieving breakthroughs on different levels, both personal and organizational.</p> <p><b>Bottom line</b> we always show compassion, even if it puts us at a disadvantage.</p>
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## Message from Management

Transsion's mission is "To improve the lives of as many people as possible through technology and innovation". We firmly believe that through the power of technology, we can provide users with excellent products and services, help employees realize their self-worth, promote the high-quality development of the enterprise, and create more sustainable value for society.

This mission provides solid guiding principles for Transsion's ESG governance. In 2023, Transsion constantly embraced change, achieved performance growth, and integrated the corporate mission and ESG governance into our strategy formulation, corporate governance, product innovation, corporate culture and public welfare actions. We insist on being "long-termists", pursuing the dual realization of business success and social value, and strive to explore a high-quality development path for sustainable development.

### Excellence in innovation, dedicated to creating smarter and more considerate high-quality products

As a technology company, we understand the importance of products. We insist that each series must have unique value propositions. Transsion always puts product quality and safety first, continuously optimizes and improves the product quality management system, further standardizes the company's management standards in terms of product safety and information security, strengthens the construction of a safety culture, and integrates risk management and safety awareness throughout the product's lifecycle.

Innovative research and development is the core competitive strength of Transsion's high-quality progression. In a complex and changing market environment, what value points Transsion can provide to users is a proposition we always focus on. We delve deeply into product research and development innovation, continuously enhance our research and development capabilities, and are committed to providing the public with more excellent quality products. We actively embrace the wave of technology, strengthen breakthroughs in key areas such as imaging, appearance design, basic experience, gaming, AI, charging, etc. Through the "basic research, technology research, and product development" three-tier research system, we continuously iterate technology and upgrade products, constantly creating more user value. In addition, we also actively promote cooperation with well-known domestic and overseas universities, leveraging each other's technical and resource advantages to help Transsion strengthen its research and development layout, continuously enhance product value, and empower the company's business development.

### People-oriented, employee growth lays the foundation for corporate development.

Talent is the driving force for corporate development. We often say, "If you have a dream, Transsion is a stage." We not only want to make life better for our customers, but also want to make work valuable and meaningful for our employees.

We strive to create a safe, healthy, equal, inclusive, diverse, and harmonious working environment for our employees, enhancing their sense of happiness and belonging. We are more committed to talent development, actively seeking and cultivating excellent professional talents, helping them light up their dreams, become better themselves, and create a virtuous ecology of talent construction. Relying on the rich training resources of Transsion College, we help employees enhance their professional capabilities and career competitiveness, providing broad space for their career development.

### Support public welfare, and contribute to the construction of a harmonious society with practice

During the process of corporate development, we also actively support public welfare, practice social responsibility with actions, and strive to be a warm-hearted enterprise. Domestically, we actively participated in "rural revitalization". In addition to continuing consumer assistance, we also focus on talent revitalization, rural education and other areas, launching public welfare projects such as "Dream Sports Bag" and "Rural Multi-functional Classroom" to improve the educational conditions of rural children and promote educational equity. Overseas, Transsion and its brands provide material and financial support to help local vulnerable groups, use technological means to assist in the development of education, and continuously bring positive changes to the local community.

### Green future, continuously promote low-carbon development of enterprises

As a company with a high sense of social responsibility, we actively promote the company's work in environmental protection, low-carbon production and operation, practice energy saving and emission reduction, promote the application of green technology, and help achieve the country's "dual carbon" goals. Currently, Transsion Holdings, Shenzhen Tecno Factory and Chongqing Transsion Technology have both obtained ISO 14001 environmental management system certification. Shenzhen Tecno Factory and Chongqing Factory have been selected as the "National Green Supply Chain Management Enterprise" and "National Green Factory Demonstration Enterprise" respectively by the Ministry of Industry and Information Technology.

We actively practice the concept of green and sustainable development, implementing green concepts in every dimension of infrastructure construction, factory production, and business operations. In 2023, the company's headquarters building located in Xili, Shenzhen, was completed. The new building has integrated the concepts of green, ecology, and technology in its design. While creating an environmentally friendly, healthy, and pleasant office environment for employees, it has implemented the company's practice of the health and environmental protection concept.

Looking towards the future, Transsion will adhere to the original aspiration and mission, with the endurance of long-termism, the execution power of excellence and efficiency, the driving force of technological innovation, and the courage to embrace change, to steadily advance and promote the high-quality and sustainable development of the enterprise, and become a responsible and high-value good company.





## 2023 ESG Performance

### Responsibilities for 2023

#### Economic indicators

Indicator	Unit	Data
Operating revenue	RMB million	62,294.88
Net profit attributable to shareholders of the listed company	RMB million	5,537.05
Net cash flow from operating activities	RMB million	11,890.06
Taxes paid	RMB million	2,029.75
Cash dividend <sup>Note</sup>	RMB million	4,839.39

#### Social indicators

Indicator	Unit	Data
Total number of employees	Person	17,327
Total training attendance	Person-time	44,346
Total investment in employee training	RMB million	12.8
Total investment in occupational health and safety measures	RMB million	11.7

#### Environmental indicators

Indicator	Unit	Data
Total greenhouse gas (GHG) emissions (including Scope 1 and Scope 2)	tCO <sub>2</sub> e	18,103.2
GHG emission intensity	tCO <sub>2</sub> e/RMB billion revenue	290.6
Total water consumption	ton	145,047.9
Overall energy consumption	tce	3,908.5
Overall energy consumption intensity	tce/RMB billion revenue	62.7

Note: Including the amount of cash dividends distributed in the first three quarters of 2023

### Honors for 2023

**2023 China Top 500 Enterprises of China's Manufacturing Industry**  
China Enterprise Confederation and China Enterprise Directors Association

**2023 China's Top 100 Innovative Large Enterprises**  
China Enterprise Confederation and China Enterprise Directors Association

**2023 China Top 500 Private Enterprises**  
All-China Federation of Industry and Commerce

**2023 China Top 500 Private Manufacturing Enterprises**  
All-China Federation of Industry and Commerce

**2023 Fortune China 500**  
Fortune China

**2023 Fortune China Top 500 Listed Companies**  
Fortune China

**Digital Economy Enterprises Top 500**  
China Enterprise Evaluation Association, China Academy of Information and Communications Technology

**2023 Top 500 New Economy**  
China Enterprise Evaluation Association

**2023 Top 500 Most Valuable Chinese Brands**  
Brand Finance, Federation of Shenzhen Industries

**TopBrand Chinese 500 of 2023**  
TopBrand Union

**2023 Guangdong Top 500 Manufacturing Enterprises**  
Guangdong Manufacturers Association, Guangdong Provincial Development and Reform Commission, Institute of Industrial Economics Jinan University

**2023 Guangdong Top 500 Enterprises**  
GuangDong Provincial Enterprise Confederation, Guangdong Provincial Association of Entrepreneurs

**2023 trade headquarters enterprise**  
Commerce Bureau of Shenzhen Municipality

**Nanshan District headquarters enterprise**  
Shenzhen Nanshan District People's Government

**The 6th "Shenzhen Industrial Award"**  
Federation of Shenzhen Industries, Shenzhen Economic Daily

**2023 Shenzhen Advanced Manufacturing Industry**  
Shenzhen Electronic Equipment Industry Association, Shenzhen Intelligent Equipment Industry Association



## Responsibility Topic: Education for Africa, for Future

Education is a basic human right that is particularly precious for refugees who have experienced disasters and displacement. Education provides refugees with knowledge and skills, enabling them to have a productive, fulfilling, and independent life. Education can improve mental health and provide a stable and safe environment for those who need it most. Education also helps refugee youth build a better future for themselves, their families, and their communities. Access to higher education can help refugee youth broaden knowledge, improve skills, plan careers, and better their lives through exploration and innovation.

Since 2020, Transsion has been deepening its cooperation with the United Nations High Commissioner for Refugees (UNHCR), fully supporting refugee education in Africa. The cooperation between the two sides has expanded from the Educate A Child project, which supports the improvement of educational conditions for African refugee children and safeguards their right to education, to the Refugee Higher Education Scholarship program, which enhances the opportunities for refugee youth to receive higher education and employment.

In 2023, Shenzhen Transsion Holdings Co., Ltd. announced another cooperation with the UNHCR, with its brand TECNO supporting the Refugee Higher Education Scholarship Program - the Albert Einstein German Academic Refugee Initiative. This program is the longest-running and largest refugee higher education scholarship program in the world. In 2023, Transsion donated \$272,640 to UNHCR. This cooperation aims to continue to provide higher education and employment opportunities for African refugee youth, support them in fully unleashing their potential, and ultimately contribute corporate strength to educational equity.



The pictures are from the UNHCR

### Refugee student Bahati

Bahati was born amidst a war. Over twenty years ago, the Rwandan civil war broke out, and her family fled to Kenya with her, who was just a few weeks old. Her childhood was spent in a small house in the suburbs of Nairobi. Fortunately, her family valued her education and supported her to complete French-taught primary and secondary education in a harsh environment. After graduating from high school, with the sponsorship of UNHCR and its partners, Bahati received a refugee higher education scholarship to study nursing at a university in Kenya. Growing up in a multilingual environment, she also began to do translation work in her spare time.

The program that helped Bahati realize her dream was the Albert Einstein German Academic Refugee Initiative, the Refugee Higher Education Scholarship Program by UNHCR. Over the past 30 years, the program has supported more than 21,500 refugee students in 55 countries to receive higher education, making it the longest-running and largest refugee higher education scholarship program in the world. In order to help more refugee students like Bahati complete higher education, in 2023, Transsion continued to support the UNHCR Refugee Higher Education Scholarship Program with its brand TECNO, providing higher education and employment opportunities for African refugee youths, helping them fully unleash their potential, and contributing corporate strength to educational fairness.

After graduating from university, Bahati chose to become a healthcare worker, hoping to help more people who have suffered from violence and conflict, and make her own contribution to the community and local people. "Sometimes I and those around me feel helpless," Bahati admitted, "but I don't want to bow to life." She hopes to have the power to help the community and others. In 2023, Bahati has been the student affairs officer of the Refugee Studies Centre at Oxford University.







# 01. Operation Responsibility for Lean Development

Response to SDGs Indicators



Transsion implements lean management, continues to standardize corporate governance, improves and enhances risk management and control, attaches importance to commercial moral construction, cultivates integrity culture and cement the foundation for sustainable development of the enterprise.



## Honors for 2023<sup>1</sup>

<p><b>Golden Phoebe Award for Most Competitive Listed Company</b></p> <p>China Industrial Cooperation Association, Ji'an Jinxin, Titanium Media</p>	<p><b>The 17th Outstanding Enterprise in Digitalization of China Listed Companies</b></p> <p>Securities Times</p>
<p><b>2023 Most Investment-Worthy Enterprise in the Science and Technology Innovation Board</b></p> <p>Caijing Magazine, SMDC</p>	<p><b>2023 China's Excellent Management Company</b></p> <p>Deloitte China</p>
<p><b>China Management Prize In Memory of Peter Drucker</b></p> <p>China Machine Press, Nanjing University Business School, Lingjiao Workshop</p>	<p><b>2023 Yidong ESG+8 "Value 100" of the Year</b></p> <p>Yidong, Value Online</p>
<p><b>Enterprise of the Year with Impact</b></p> <p>Yicai</p>	<p><b>Listed Company with the Most Investment Value</b></p> <p>Cailian Press</p>
<p><b>Most Valuable Outbound Enterprise of the Year</b></p> <p>Cailian Press</p>	<p><b>Excellent Case of "Belt and Road"</b></p> <p>China fortune network</p>

## ESG governance

Transsion Holdings attaches great importance to the sustainable development of the company, and carries out the sustainable development of the company surrounding the operational responsibility, product responsibility, environmental responsibility, employee responsibility, partner responsibility and community responsibility. We fully integrate the environmental, social and corporate governance matters into our development strategy and business activities, continuously improve the ESG management structure and clarify the division of responsibilities to standardize the governance mechanism, protect rights and interests of stakeholders and practice sustainable development.

In the future, we will continue to improve the ESG management structure, optimize the ESG information sorting work flow, and carry out ESG work under the leadership of the Board of Directors; we will improve the review and decision-making on major ESG matters by the Board of Directors, such as the special review of the annual ESG report; we will improve the ESG management function and hold the Board Secretary's Office accountable for coordinating ESG related matters, such as collection of ESG related information and preparation of ESG reports; we will also improve the centralized management and practical implementation of various ESG issues of each functional department, report or give relevant proposals to the management in due time to enhance the ESG performance of the company.

The company includes major risk indicators in the corresponding performance evaluation system of its executives, and will undertake the corresponding risk responsibilities for the respective business modules.

<sup>1</sup> Honors of Transsion Holdings on corporate governance in 2023

## Stakeholder communication and engagement

We put a high value on the two-way communication with stakeholders, understand the concerns of stakeholders via various communication channels, and constantly improve our management and practice in the communication.

Category of stakeholders	Demands and expectations	Certain communication and response methods
 Shareholders/Investors	<ul style="list-style-type: none"> <li>Continuous and steady business growth</li> <li>Compliant operation</li> <li>Protection of shareholders' rights and interests</li> </ul>	<ul style="list-style-type: none"> <li>Regularly disclose operating and financial information</li> <li>Comply with relevant laws and regulations</li> <li>General meeting of shareholders, regular and routine communication with investors</li> </ul>
 Employees	<ul style="list-style-type: none"> <li>Compensation and benefits</li> <li>Occupational health and safety</li> <li>Employee training and development</li> </ul>	<ul style="list-style-type: none"> <li>Establish a fair and just remuneration system</li> <li>Strengthen occupational health and safety management</li> <li>Carry out diversified training, and keep employee development channels open</li> <li>Cash dividends</li> </ul>
 Suppliers	<ul style="list-style-type: none"> <li>Fair procurement</li> <li>Long-term and stable cooperation</li> <li>Business ethics and anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>Establish fair and transparent procurement principles and processes</li> <li>Carry out regular communication with and training of suppliers</li> <li>Advocate the responsible supply chain</li> </ul>
 Industry-university-research partners	<ul style="list-style-type: none"> <li>Responsible products</li> <li>Product optimization and innovation</li> </ul>	<ul style="list-style-type: none"> <li>Enhance the product responsibility consciousness</li> <li>Strengthen the industry-university-research project cooperation</li> </ul>
 Distributors	<ul style="list-style-type: none"> <li>Win-win cooperation</li> <li>High-quality products and services</li> <li>Business ethics and anti-corruption</li> </ul>	<ul style="list-style-type: none"> <li>Expand cooperation and exchange channels</li> <li>Keep product and service feedback channels open</li> <li>Strictly comply with laws and regulations of each place where we operate</li> </ul>
 Media	<ul style="list-style-type: none"> <li>Product optimization and innovation</li> <li>Compliant operation</li> </ul>	<ul style="list-style-type: none"> <li>Maintain communication with the media</li> <li>Timely disclose necessary information</li> </ul>
 Consumers	<ul style="list-style-type: none"> <li>Information security and privacy protection</li> <li>High-quality products and services</li> </ul>	<ul style="list-style-type: none"> <li>Strengthen the information security and privacy protection measures</li> <li>Keep consumer feedback channels open</li> </ul>
 The government and regulators	<ul style="list-style-type: none"> <li>Compliant operation</li> <li>Enterprise's sustainable development</li> </ul>	<ul style="list-style-type: none"> <li>Conduct integrity management and pay taxes in accordance with the law</li> <li>Lean management and sustainable development</li> </ul>



# Identification and analysis of material issues

Taking the GRI Standards as the basis, the company identified and screened the material ESG issues of Transsion for this year, referring to the relevant regulations, guidelines and other requirements in China, and taking into account the company's business model, the industry development and national policies. We carried out an extensive questionnaires survey targeting all stakeholders in order to enhance the pertinence and materiality of the Report, and conducted analysis on material ESG issues according to the feedback from each stakeholder. The company hopes to pointedly select key issues of high materiality through this procedure, and continuously improve its ESG management accordingly, in an effort to better meet the expectations and demands of stakeholders.

## Step 1 Identification of ESG issues

Based on the company's business model, and taking into account the national policy guidelines, industry development situation and concerns of stakeholders, we have identified 13 ESG issues, namely responsible products, employee health and safety, information security and privacy protection, business ethics and anti-corruption, human resources development, corporate governance, risk management, responsible supply chain management, public welfare and charity, green products, waste management, climate change and GHG management, and energy management in three major areas of environment, society and governance.

## Step 2 Investigation of stakeholders

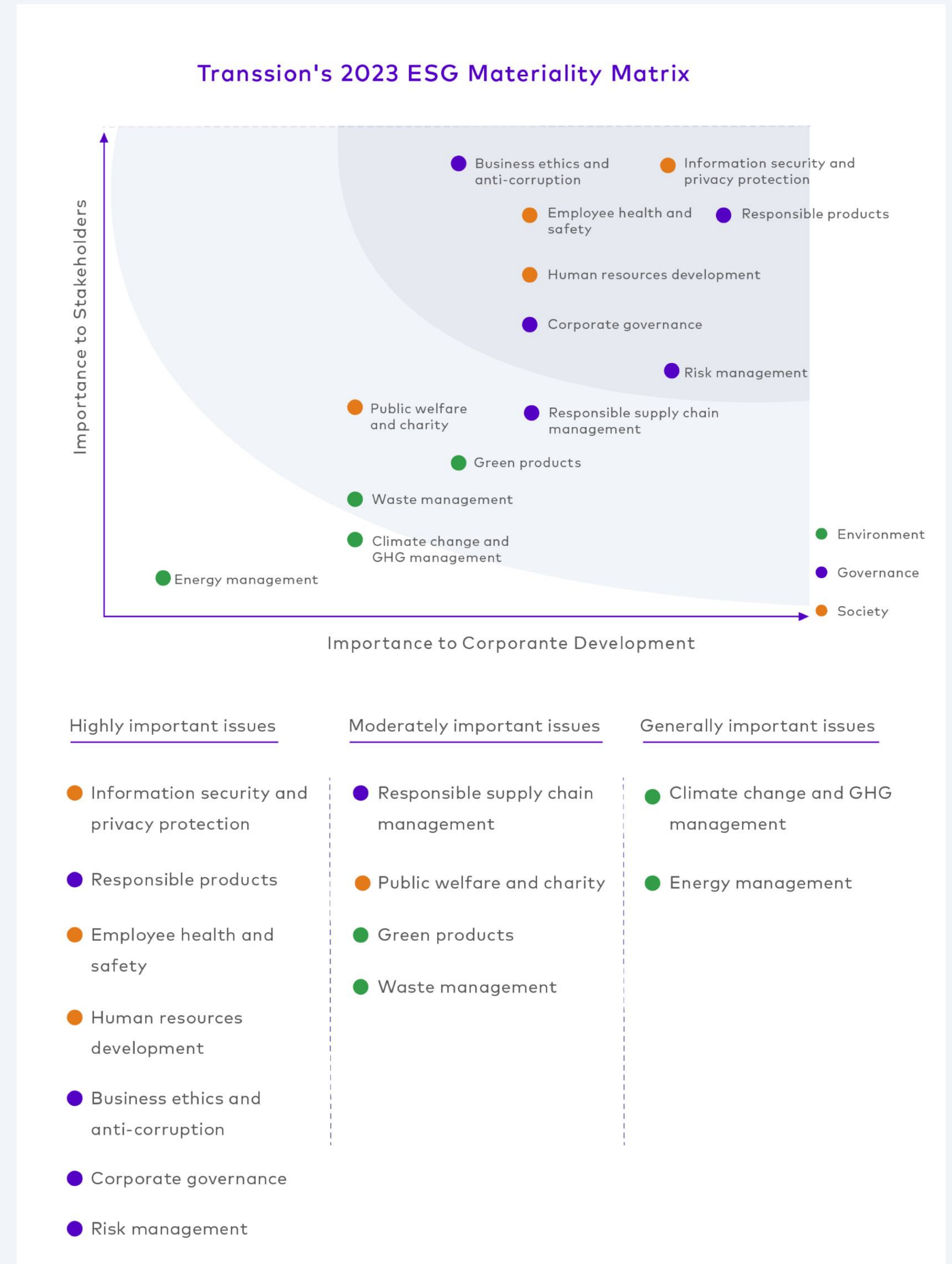
The members of the Board of Directors participated in this year's assessment on the material ESG issues of Transsion Holdings. We also collected a total of 721 answered questionnaires from investors, suppliers, government authorities, distributors, consumers, employees and other stakeholders to fully understand and collect internal and external stakeholders' assessment on the importance of the ESG issues of Transsion Holdings for the year.

## Step 3 Importance analysis

Based on the materiality principle, we ranked the ESG issues from two dimensions of "importance to corporate development" and "importance to stakeholders" based on the results of the questionnaire survey, and drew up a matrix of material issues.

## Step 4 Confirmation by the management

The Board of Directors and management reviewed the results of the importance analysis and confirmed the important ESG issues and the issue matrix for the year.

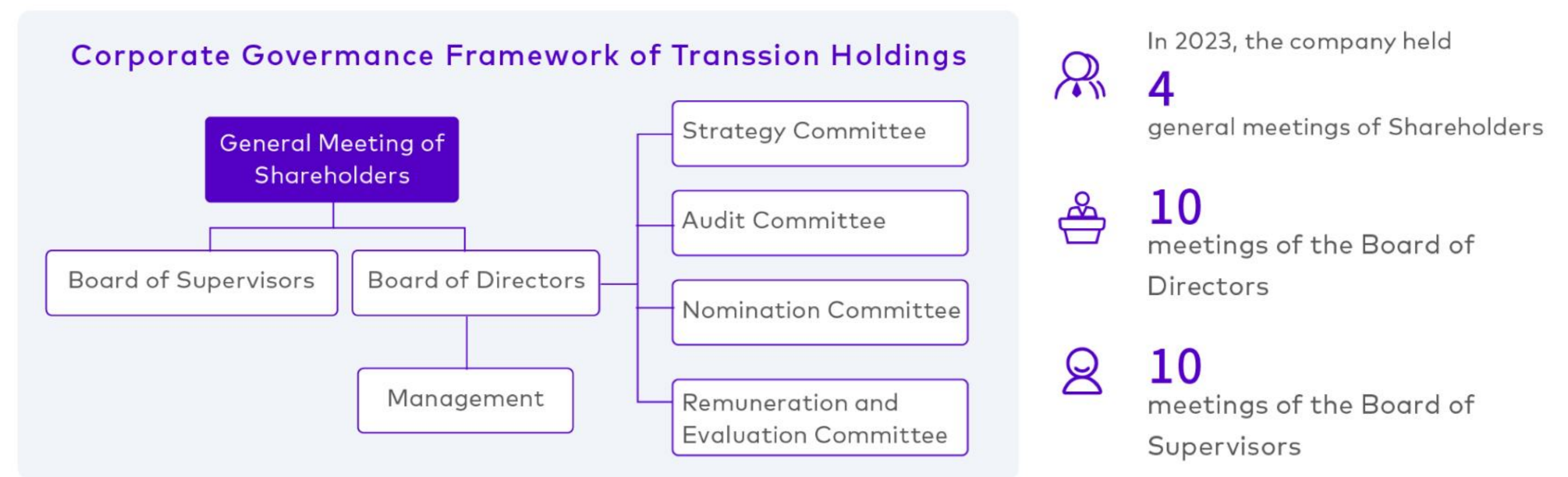




# Regulatory governance and risk control

## Focus on corporate governance

The company attaches importance to the regulation of governance, strictly follows the *Company Law of the People's Republic of China*, *Securities Law of the People's Republic of China*, *Regulations on the Governance of Listed Companies*, *Rules for Listing Shares on the Shanghai Stock Exchange STAR Market* and relevant regulations of regulatory authorities such as the CSRC, and effectively implements the *Articles of Association*, *Rules of Procedure for General Meeting of Shareholders*, *Rules of Procedure of the Board of Directors* and *Rules of Procedure for the Board of Supervisors*, etc., so as to continuously improve the corporate governance of the company, perfect the internal control system, actively regulate the operation of the company, strive to reduce risks and ensure the effective operation of the corporate governance structure.



In 2023, the company held 4 general meetings of Shareholders, 10 meetings of the Board of Directors, 10 meetings of the Board of Supervisors.

The Board of Directors of the company has set up Strategy Committee, Audit Committee, Nomination Committee, and Remuneration and Evaluation Committee. Each committee performs its own duties to fully ensure the rationality of internal resource allocation and the efficiency of operation decision-making. The appointment of Board members fully considers diversified factors, including but not limited to professional, experience, education background, age, gender, etc.

As of December 31, 2023, Transsion had 9 members of the Board of Directors totally, including 6 executive directors (1 female director) and 3 independent directors. The 9 directors have rich industry experience and professional abilities in communication, technology, finance and other fields, 3 independent directors are professionals in finance & taxation, and accounting perspective. and have a professional background in financial risk management.

## Protection of the rights and interests of minority shareholders

Transsion fully respects the rights and interests of all shareholders and attaches particular importance to safeguarding the equal status enjoyed by minority shareholders. In accordance with the *Articles of Association*, the company publishes an announcement according to the relevant information disclosure requirements of the stock exchange before convening a general meeting to disclose the matters to be deliberated at the meeting as well as the date and venue of the meeting. The general meeting adopts a method of on-site voting and online voting in combination to ensure that all shareholders can fully exercise their rights. Meanwhile, it discloses the results of separate vote counting from minority shareholders in the announcement of resolutions of the general meeting for relevant proposals involving separate vote counting from minority shareholders, to fully reflect the opinions of minority shareholders.

## Compliance information disclosure

Transsion actively fulfills its information disclosure obligations and discloses relevant information to all shareholders, investors and the public timely and completely in accordance with the principles of openness, justice and fairness, allowing investors to be fully informed of the company's finance, operation, human resources and other material matters. The company also maintains good communication with investors and the public by establishing various communication channels, and standardizes investor relations management behaviors to ensure honesty, responsibility, and respect to investors.

## Strengthening risk control

Transsion strives to improve the risk control process and mechanism, and constantly lifts the risk control capability to ensure the stable operation of the company. By strengthening the coverage of legal professionals, optimizing the system and process guarantee, promoting standardized construction and management, and establishing special communication mechanisms for major issues, the company reinforces the risk control and applies the risk control process to all aspects of its management and operation. The company has established a risk control committee at the corporate level, which will comprehensively identify and evaluate risks in all aspects of the company's operations in a specialized form, and improve and rectify them based on the identification and evaluation results.

In 2023, Transsion adopted its major risk prevention and control mechanism in a multidimensional way, and no major risk event occurred throughout the year.

<b>Strengthening the coverage of personnel</b>	According to the principle of comprehensive business coverage, for all kinds of business, there were legal personnel of the company responsible for business connection and embedding, sorting out risks in various businesses such as employment risk, outsourced factory risk and property insurance risk, and providing special solutions.
<b>Optimizing the system and process management</b>	The Legal Department of the company issued and implemented the online approval process of contract signing and verification and the recovery and management mechanism of contract files to ensure that the signing of all kinds of contracts is subject to necessary business approval and approval of professional legal department and other relevant departments, thereby preventing risks and standardizing the operation process.
<b>Implementing Standardized management</b>	The company's legal department formulates and iterates various standard contract texts and demonstration texts, and gradually establishes various risk libraries. At the same time, it actively improves the training and publicity of business-related legal knowledge, and through standardized measures, improves business efficiency and enhances the compliance awareness and risk identification capabilities of all employees, thereby reducing legal risks.
<b>Establishing special communication mechanisms for major issues</b>	Regarding various major issues and risk issues, special communication and handling mechanisms were established, and relevant departments were coordinated to follow up on and deal with the key issues, and form a closed loop to avoid potential risks.





## Improving the compliance system

Transsion lays stress on law-based corporate governance, and steadily promotes corporate compliance management by continuously improving the company's compliance management system and making comprehensive arrangements for the building of a law-based culture. Transsion constantly establishes and improves the company's compliance management system and perfect relevant system in terms of fair competition, labor security, intellectual property protection, consumer protection, incorruptible management, contract and business compliance management and case compliance management and other fields to ensure the legality and standardization of its commercial activities.

In accordance with compliance requirements, the company issued the *Contract Management Measures, Lawsuit Management Measures, Case Disclosure and Reporting Management Process* and other rules and regulations, and constantly updated and improved the relevant compliance system and institutional process based on compliance requirements and business development.

The company focused on standardized management in the areas of export control, data privacy and information security, as well as anti-monopoly, anti-money laundering and other fields, and gradually improves the company's compliance governance mechanisms and systems through special forms, effectively preventing compliance risks. In terms of data privacy, the company has established a data privacy committee, issued relevant supporting regulations, and promoted comprehensive implementation throughout the company. In terms of export control, the company has successively formulated relevant regulations on export control, improved the compliance assessment process, and focused on promoting various training on compliance awareness.

## Multiple compliance measures

The company has taken multiple measures to ensure that data collection, storage, processing, and sharing comply with relevant laws, regulations, and standards, and protect user privacy and data security in terms of data privacy. At the same time, the company held the third Information and Privacy Security Culture Promotion Month this year, aimed at promoting and popularizing knowledge and skills in network security risk prevention and enhancing employee awareness of information security privacy compliance, building an all-round defense line. In terms of export control, the company continues to promote the construction of the export control system, carry out compliance training in terms of export control around the controlled status of core products, the dynamic sanctions of major law enforcement regions, risk assessment of key customers, etc., covering key departments such as procurement, sales, logistics, finance, manufacturing and other departments, and continuously enhancing the compliance awareness of the company's relevant departments.

## Emphasizing compliance training and publicity

In order to strengthen employees' compliance awareness, the company carried out diversified compliance training and publicity. In 2023, we conducted training for all employees on the *Transsion Holdings Red Line Management System* in key departments of the company in combination with specific business scenarios, continuously enhancing the compliance awareness of management and employees. At the same time, in 2023, the company also carried out several offline integrity promotion activities in Shenzhen, Shanghai, Chongqing and other places, and newly opened an online integrity service desk, increasing the reach of the integrity concept to employees, and effectively strengthening the company's integrity construction.

## Business ethics and anti-corruption

### Business ethics

Transsion attaches great importance to business ethics management, and promotes effective management mechanism. The Board of Directors is responsible for the supervision and management of the overall operational risks, the Audit and Supervision Department carries out internal business ethics and integrity management, and the Procurement Department carries out targeted business ethics and integrity management of procurement personnel and suppliers.

Transsion strictly observes the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and the *Interim Provisions on Prohibition of Commercial Bribery* issued by the State Administration for Industry and Commerce, as well as other laws and regulations related to business ethics. It has established and implemented *Transsion Holdings Red Line Management System* and other regulations, and published Transsion Holdings's Ethics of Business Operation on its official website to standardize and guide the construction of our business ethics.

- **Information disclosure**

According to applicable regulations and major industry practices, information about business activities, organizational structure, financial condition and performance is made public. All information disclosed has been reviewed by the Board Secretary's Office and other relevant departments to ensure the authenticity, accuracy and integrity of the information.

- **Arm's length transaction**

Applicable fair competition laws and antitrust laws are strictly followed. No employee shall manipulate or use privilege information, or otherwise obtain unfair benefits in an unfair manner. The company adheres to the standards of fair trade, advertising and competition.

- **Operation in good faith**

The company adheres to the strict good faith standard in all business interactions and prohibits any form of bribery, corruption, extortion and embezzlement.

- **Intellectual property rights**

The company respects intellectual property rights, protects innovation and business secrets, follows industry intellectual property rules, and cooperates with industrial parties for mutual benefit.

Transsion Holdings persistently carries out business ethics audit. In 2023, a total of 37 special audits were conducted, covering manufacturing, sales, procurement, after-sales and other areas. Based on the audit results, the company provided opinions to further standardize the company's operation.



Publicity Signs for Strengthening the Construction of Business Ethics



## Construction of integrity

In global business activities, Transsion Holdings fully respects and firmly complies with the applicable laws and regulations in the countries where it operates, always adheres to good-faith operation and standardized management, and adopts a "zero tolerance" attitude towards any form of corruption.

### System Support

- The *Transsion Holdings Red Line Management System* is used as the basic system for the company's business ethics and anti-corruption management, applicable to all employees. This system clearly defines the definition, investigation rights, punishment measures, reporting channels, etc. for illegal or non-compliant behaviors at different levels.
- *Code of Conduct for Procurement Personnel* has been established for procurement personnel, to regulate the relevant principles of integrity and business ethics that procurement personnel must abide by in supplier cooperation and other commercial activities.
- *Process for Introducing New Suppliers*, *Process for Managing Supplier Feedback* and other regulations have been developed to standardize the business ethics and integrity management of the supply chain and further expand the coverage of integrity construction.
- *Employee Handbook* has been formulated to require all employees to resolutely implement the relevant provisions on integrity and self-discipline.

### Multi-dimensional implementation

#### For employees

In accordance with the relevant requirements of the *Employee Handbook*, employees (including laborers and interns) require to sign the *Declaration of Integrity* (or an employment contract with integrity requirement terms).

The employees of the Procurement Department are required to sign the *Letter of Commitment to Integrity and Honesty of Business Practices*, to carry forward honest work value, fulfill the duty of honest business practices and regulate management behavior, and stimulate the healthy, sustainable and rapid development of the company.

#### For suppliers

The company requires suppliers to sign the *Letter of Commitment to Integrity and Honesty for Suppliers* and the *Declaration of Stake for Suppliers*, and promotes integrity and honesty during supplier reviews.

### Special publicity

#### For employees

The *Transsion Holdings Redline Management System* has been pinned to the top of the OA system and promoted to all employees globally. Multiple offline interpretations of the redline system have been held, and online updates have been made to the compliance test content for new employees. The company has also comprehensively promoted the "Clean and Compliant Declaration" and case announcements internally. Meanwhile, in 2023, an online integrity service desk was also newly opened, providing a more convenient communication channel for employees to address questions about integrity and compliance encountered in their work, and feedback on clues, etc.

#### For suppliers

The company holds regular communication meetings with suppliers every year to strengthen the publicity of integrity management to suppliers.

The audit and internal control personnel visit suppliers on site from time to time to listen to external voices and improve internal management.

## Global promotion and examination of *Transsion Holdings Red Line Management System*

The company has formulated and implemented *Transsion Holdings Red Line Management System*, defining 5 categories of red line behaviors, namely improper benefits, forgery, embezzlement, conflict of interests, and information leakage, and clearly defined the investigation rights, processing rights, and reporting channels for red line behaviors. We start with the orientation training for new employees, embedding the learning content of the *Red Line Management System*. This year, we also held several offline advocacy and interpretation sessions for the *Red Line Management System*, and pushed live course and case announcements online, making the company's integrity culture more deeply rooted in people's minds. In 2023, the company promoted and trained the *Transsion Holdings Red Line Management System* to all employees worldwide, and held two global integrity exams, with the participation and pass rates of employees reaching new highs. Through various measures, the company has effectively strengthened the construction of integrity, creating a sunshine, integrity, and self-discipline environment.



Employee training on *Red Line Management System* in Burkina Faso

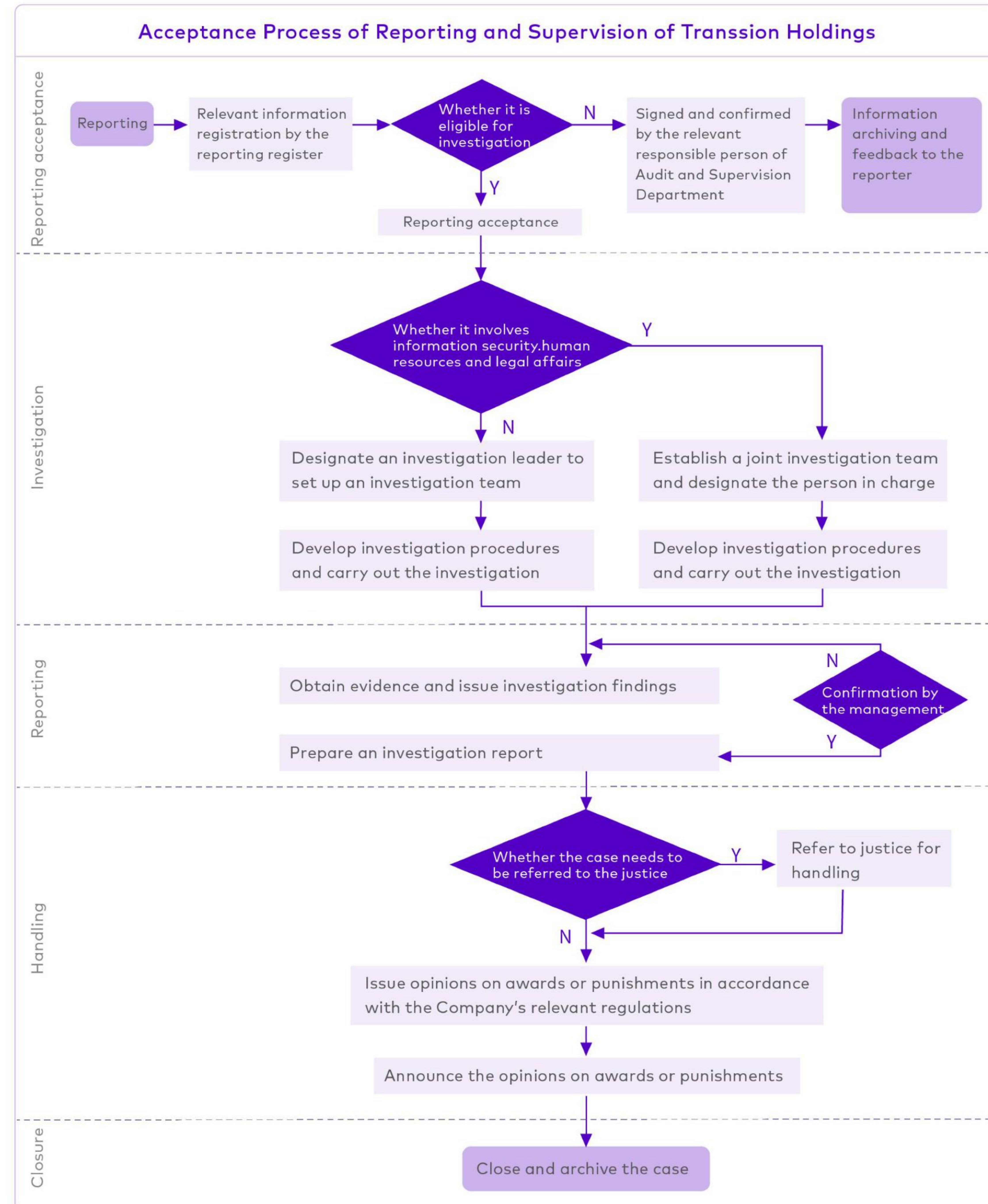
## Reporting mechanism

Reporting is an important part for maintaining the company's business ethics, and Transsion attaches great importance to keeping its reporting channels open and the reported information confidential. In order to ensure the normal operation of the company's management system and encourage employees to actively report problems in the company's management process, based on the reporting procedure of the Audit & Supervision Department, we set regulations for and encourage and support employees and people outside the company to report all suspected irregularities and violations of rules and disciplines by Transsion's employees.



### Reporting handling procedure

In order to foster a clean environment, the company clarifies the acceptance procedure of reporting and supervision to practice corporate management of transparency, integrity and self-discipline. The company handles reported information according to the following process:



### Reporting channels

We regard integrity and honesty as essential qualities for self-discipline and compliance of Transsioners, and accept the supervision from the society. Transsion Holdings has disclosed various reporting channels on the company's website, including email, letters, telephone calls and face-to-face interviews, so as to widely receive opinions on the company's integrity building from all walks of life.

#### Supervision and reporting channels

- Email: Ad@transsion.com
- Tip-off hotline (the same as Wechat ID): 15618156753
- Address: 31st Floor, T33 Full Time Center, 8 Xianyuan Road, Xili Street, Nanshan District, Shenzhen.

Moreover, we have also topped the announcement of supervision and reporting on the company's internal OA system to define the scope and content of supervision and reporting, as well as the reporting methods. If the report is proved true after investigation, the reporter will be given a reward. All employees are welcome to participate in supervision to prevent and stop all violations and ensure the healthy development of the company.

#### Reporter protection

We attach great importance to the protection of the legal rights of reporters, and maintain confidentiality for and protect their identity information. To ensure the interests of reporters, all reported information will be kept confidential to the person being reported against. For reported matters involving its executives, communication will be made directly with the Audit Committee to ensure the interests of the reporter.





# 02. Product Responsibility and Technology Empowerment

Response to SDGs Indicators



In Transsion, product quality and safety are always the top priority, for which we relentlessly improve our product quality management system, strengthen our risk management capability against quality risk, strive for excellence, and devote to innovative R&D. With these in mind, we develop high-quality products that are more intelligent and caring for customers.



## Honors for 2023 <sup>2</sup>

- |           |  |           |   |
|-----------|--|-----------|---|
| <b>01</b> | <p><b><u>International Awards Associates</u></b><br/>TECNO PHANTOM X2 and CAMON 20 respectively won the MUSE Design Awards 2023 Platinum Winner and the MUSE Design Awards 2023 Gold Winner</p>  | <b>13</b> | <p><b><u>China National Intellectual Property Administration, World Intellectual Property Organization</u></b><br/>Infinix NOTE 7 won the Silver Award for Appearance Design at the 24th China Patent Award</p>   |
| <b>02</b> | <p><b><u>Design Zentrum Nordrhein Westfalen</u></b><br/>TECNO MEGABOOK T1 won the reddot winner 2023</p>   | <b>14</b> | <p><b><u>Titans of Technology Awards</u></b><br/>itel won "Best Budget Friendly Mobile Phone Brand of the Year "</p>  |
| <b>03</b> | <p><b><u>IDSA</u></b><br/>TECNO PHANTOM X2 Pro won the IDEA International Design Excellence Awards</p>   | <b>15</b> | <p><b><u>Afrik-inform Awards</u></b><br/>itel won "Most Used Phone Brand"</p>   |
| <b>04</b> | <p><b><u>Shopee</u></b><br/>TECNO won the "Shopee 2023 E-commerce Emerging Brand" Award</p>  | <b>16</b> | <p><b><u>Brandcom Awards</u></b><br/>itel won "Most Outstanding Mobile Phone Brand in Consumer Engagement"</p>  |
| <b>05</b> | <p><b><u>German Design Council</u></b><br/>TECNO CAMON 20 Premier 5G and PHANTOM V Flip 5G won the German Design Award</p>   | <b>17</b> | <p><b><u>Design Zentrum Nordrhein Westfalen</u></b><br/>oraimo Anifast-HyperGan Power Series, UV Sterilization Personal Protection Series, Cordless Handheld Vacuum and other series won the reddot winner 2023</p>   |
| <b>06</b> | <p><b><u>effie Greater China</u></b><br/>TECNO won Gold, Silver, and Bronze Award at the "effie Globalization Awards 2023"</p>   | <b>18</b> | <p><b><u>iF International Forum Design</u></b><br/>oraimo Anifast-HyperGan Power Series won the iF International Design Award</p>   |
| <b>07</b> | <p><b><u>Google, KANTAR</u></b><br/>Infinix won the 2023 China Top 50 Global Brands</p>  | <b>19</b> | <p><b><u>The International Council of Societies of Industrial Design, International Council of Graphic Design Associations &amp; Associazione per il Disegno Industriale</u></b><br/>oraimo Open Pods and Open Circlet Headphones won the A' Design Award</p> |
| <b>08</b> | <p><b><u>iF International Forum Design</u></b><br/>Infinix NOTE 30 VIP won the 2023 iF DESIGN AWARD</p>  | <b>20</b> | <p><b><u>Ongen Publishing Co. Ltd.</u></b><br/>oraimo Open Pods and Open Circlet Headphones won VGP 2023 Summer Awards</p>  |
| <b>09</b> | <p><b><u>School of Advertising at Communication University of China, China Advertising Association Of Commerce, IAI International Advertising Institute</u></b><br/>Infinix won the Gold Award for "Overseas Marketing" at the 23rd IAI International Advertising Awards</p> | <b>21</b> | <p><b><u>Stuff Magazine</u></b><br/>oraimo Open Circlet won the 2023 Stuff Gadget Award for "Headphones of the Year"</p>  |
| <b>10</b> | <p><b><u>Farmani Group</u></b><br/>Infinix NOTE 30 won the Paris Design Award 2023 in the category of "Product Design / Media &amp; Home Electronics"</p>  | <b>22</b> | <p><b><u>CNET</u></b><br/>oraimo Open Circlet won "The Best Earbuds for Running for 2023"</p>   |
| <b>11</b> | <p><b><u>Design Zentrum Nordrhein Westfalen</u></b><br/>Infinix display won reddot winner 2023</p>   | <b>23</b> | <p><b><u>Millennium Communications</u></b><br/>Syinix Swallow Maker won the 2023 Ghana Business and Innovation Award</p>  |
| <b>12</b> | <p><b><u>Organizing Committee of the CMF Design Award</u></b><br/>Infinix GT 10 PRO and NOTE 30 VIP won the 2023 CMF Design Award</p>  |           |   |

<sup>2</sup>Honors of the brands under Transsion in 2023

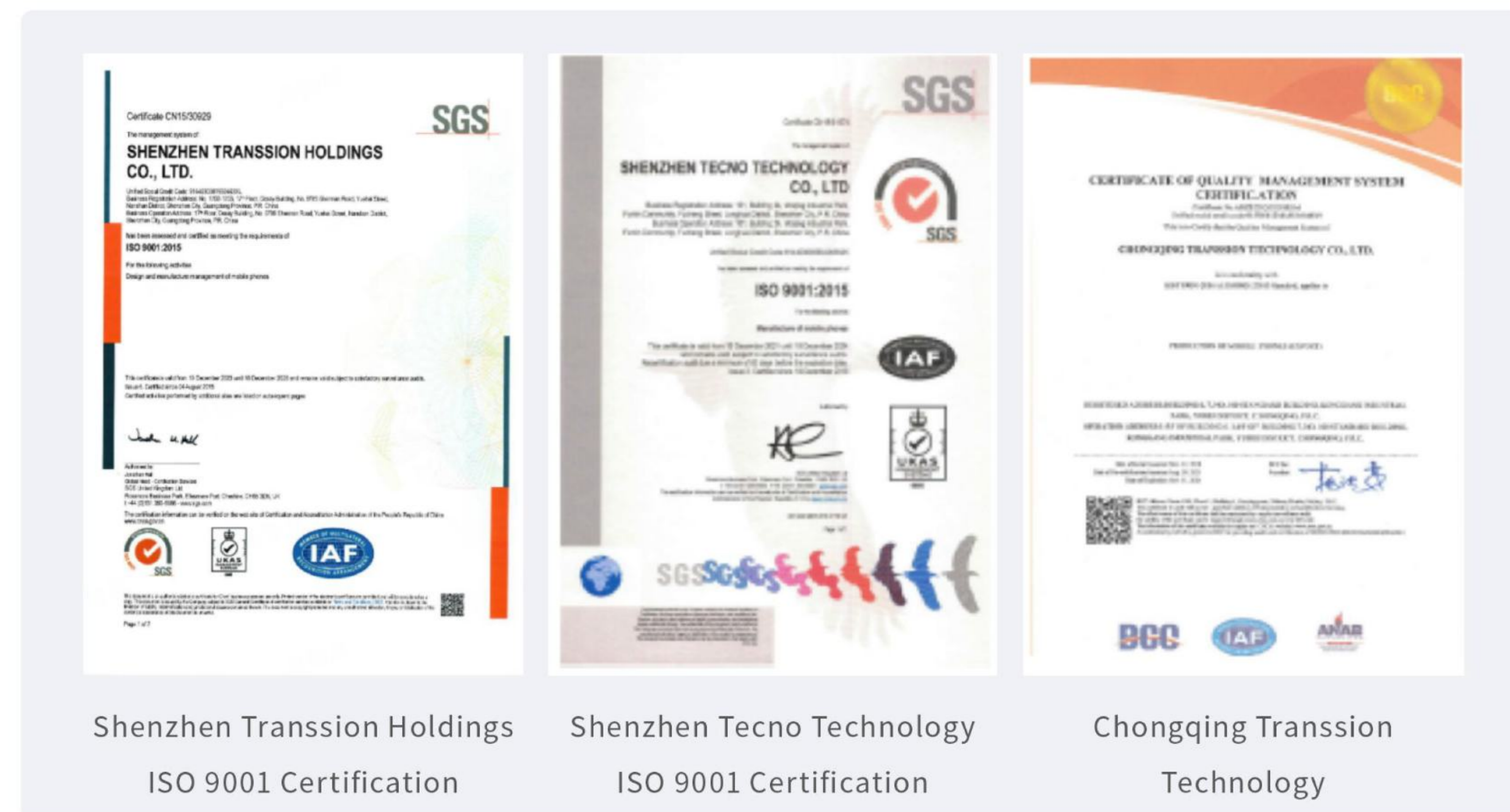


# Product quality assurance

Transsion strictly observes laws and regulations in connection with product quality management, enhances its capability in quality risk management and continuously improves its product quality management system to ensure the top product quality.

## Quality management system

Transsion has put in place a well-established product quality management system and has been in strict compliance with the *Product Quality Law of the People's Republic of China* and other laws and regulations that govern in the places where we operate. Transsion Holdings, Shenzhen Tecno Technology and Chongqing Transsion Technology have all passed the ISO 9001 quality management system certification and have developed comprehensive quality management system processes and management systems based on the ISO 9001 quality management system standard framework. According to the requirements of business development and internal and external audits, the company continuously optimizes and updates relevant processes and systems every year, clarifying the quality inspection requirements and standards for various materials or products. The company has established a quality standard department to unify the quality standards and testing plans for R&D, manufacturing, testing, and suppliers. In 2023, the company exported and iterated more than 90 quality standards.



Shenzhen Transsion Holdings  
ISO 9001 Certification

Shenzhen Tecno Technology  
ISO 9001 Certification

Chongqing Transsion  
Technology

In addition, Transsion has developed corresponding management systems and control procedures in multiple aspects of product quality management, in an effort to improve product management capability in a full and all-round scale, covering R&D process, incoming material quality, manufacturing process, product certification and testing, and other processes.

For the purpose of product quality enhancement, Transsion engaged in several special improvement projects in the above aspects in 2023.

**R&D process quality**

Pre-emptive and preventive management of quality standards is carried out through the selection of new technologies, baselines, and components before product approval. Through advanced product quality planning, collect and identify risks in the product development process in advance, and lead the entire process quality review.

**Incoming material quality**

From the aspects of standard improvement and optimization, selection specifications for key materials at the second and third levels, optimization of structural design, optimization of control processes to prevent errors, and optimization of material packaging methods, we carry out special improvements in material quality, further strengthen inspection and interception capabilities, and ensure the quality level of supplier materials.

**Manufacturing process quality**

Through a series of specific process improvement activities, identify process risks; enhance product manufacturing process capabilities, process assurance and interception capabilities; establish a factory quality prevention management system.

**Product certification and testing**

Improve testing capabilities, increase relevant testing equipment, study the environmental conditions of users in different countries, improve various testing conditions, scenarios, processes, and plans, and enhance the coverage of material and product testing.

## Product quality training

The company is committed to enhancing internal quality management capabilities and has conducted relevant training for the product quality system. This includes training on the system standard requirements for ISO 9001, ISO 14001, and ISO 45001 and process system auditing, etc. To improve the quality awareness and quality improvement capabilities of all staff, we have carried out multiple training sessions on product quality management and product inspection. These covered quality awareness, quality management thinking, tools and methods for solving quality issues, and methods for continuous improvement. During the reporting period, the company conducted over 40 training sessions on product quality management, delving deeply into areas such as research and development, incoming materials, and the manufacturing process, to enhance product quality.



## Quality risk management

The company gives top priority to managing potential risks in respect of product quality, for which we have established and complied with the *Control Procedures for Process Risk Identification and Evaluation*, the *Procedures for Risk and Opportunity Response Planning*, and other internal risk management policies. By doing so, we have put the quality risk identification processes in place, and evaluated and made countermeasures on such risks.

### Quality review

We conduct regular quality management system audits guided by industry standards. In 2023, we conducted internal audits and professional third-party external audits of the ISO 9001 quality management system on all domestic owned factories. Guided by ISO 9001 standards, we evaluated the relevant work of internal quality management and promoted specific management improvements to address potential risks identified during the evaluation process, further consolidating quality assurance.

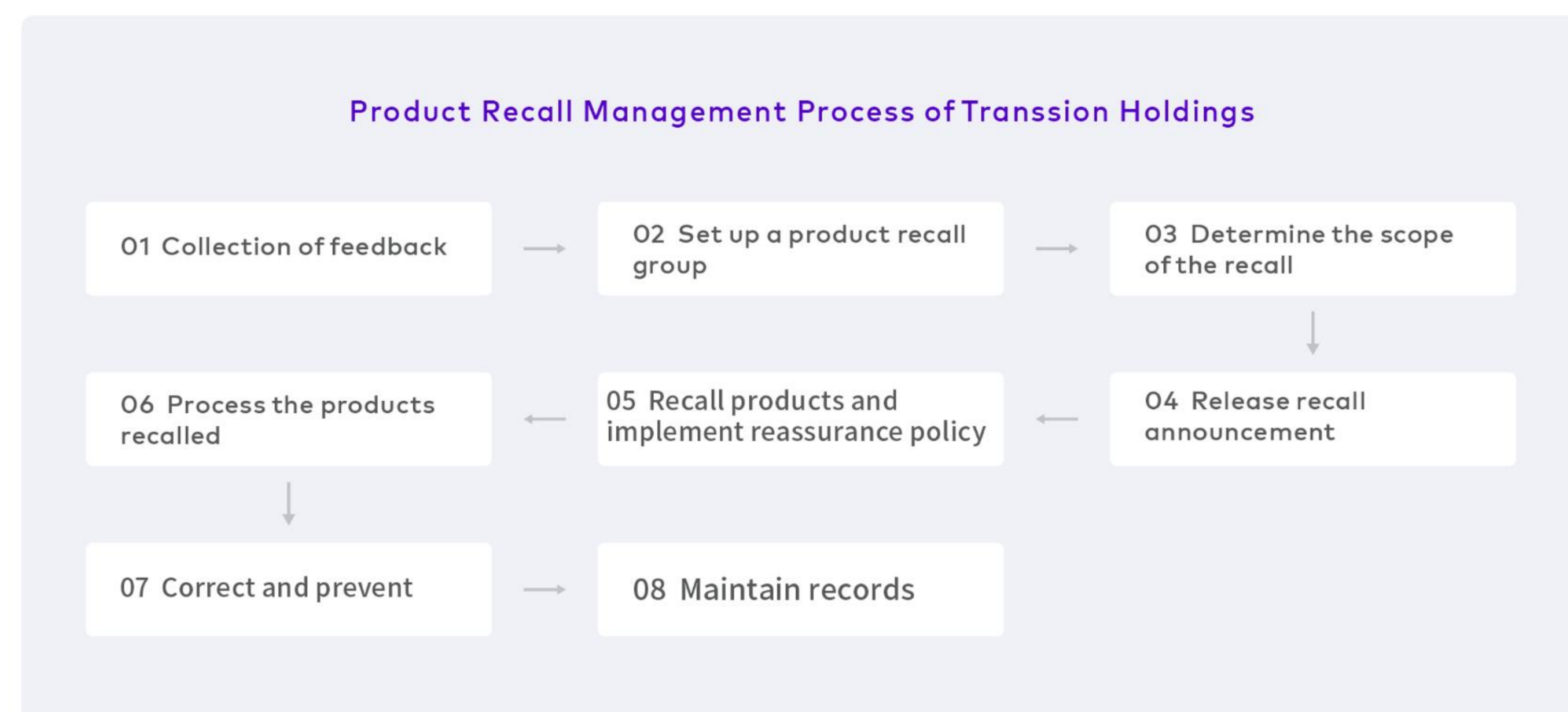
### Product inspection

Transsion has established inspection norms of the supplied materials, manufacturing processes, and finished products for its own plants, central warehouses, and outsourcing factories.

### Product recall

Transsion has always attached great importance to after-sales services and consumer rights and interests, and established a management mechanism for product recall. To standardize the workflow of product recalls, we have developed internal policies, including the Control Measures of Product Recall. In addition, the company has set up a product tracing system at the device level to ensure accurate product identification upon product recall, and solve the problem thereof swiftly and properly.

We value the management of product recall and have established a well-rounded product recall management process with full coverage of closed-loop recall management including pre-recall preparation, recall implementation, and recall summary. In 2023, there was no product recall event arising from product quality.



## Guarantee of product safety

In Transsion, safety is deemed as a key component in the life-cycle of a product. We have strictly observed the laws and regulations in connection with product safety in the countries or regions where we operate. By continuously improving internal policies and standards of safety management, we strengthen the basis for secured operation, and further standardize our management standards in product safety, information security, and other sectors. Besides, we also energetically carry out safety culture activities in order to continuously deepen employees' safety awareness and further improve our management of product safety.

In 2023, there were no major incidents of non-compliance concerning the health and safety impacts of products and services.

### Product safety and reliability

We have established several reliability labs and imaging labs at home and abroad, and build and shape the capabilities of complete set reliability test, raw material certification, standard formulation, among others, targeting smart mobile devices and peripheral products. Our testing capability covers GB/T 2423, GB/T 17626, GB/T 4208, GB/T 1539 and other national and international standards. We adopt multiple tests relating to product safety, including drop test, high and low temperature environment test, leakage test, waterproof test, flame retardant test, high-temperature short circuit, heavy impact, extrusion, high voltage resistance, lightning surge, high voltage on and off and automation APK.

Moreover, we apply the stringent standards to defend the battery safety bottom-line and protect product safety. We prefer long-life battery component materials, meet integrated requirements for environmental protection, recyclability, flame resistance, etc., endeavor to prolong the service life of batteries, thus further implementing the requirements of battery safety and environmental protection.

## Information and privacy security management

We have a key focus on information security management and private data protection by strictly conforming to the laws and regulations in connection with information security and privacy protection in China and other countries and regions where we operate, such as the *Cybersecurity Law of the People's Republic of China*, the *Administrative Measures for the Graded Protection of Information Security* and the *Nigeria Data Protection Regulation*. The company has established and published security management policies on data security, privacy assessment and contingency response, including the *Administrative Measures for Data Encryption*, the *Administrative Measures for Security of Digital Assets*, the *Management Procedures for Privacy Impact Assessment*, the *Norms for Response to Users' Personal Information Rights*, the *Administrative Procedures for Information Security and Privacy Incidents*, etc., which have specified and standardized the process for information security handling and privacy protection.

With its standardized and comprehensive construction in the field of information security, Transsion has obtained ISO/IEC 27001 Information Security Management System, ISO/IEC 27701 Privacy Information Management System, and ISO 27018 Public Cloud Personal Identifiable Information (PII) Information Security Management System certification issued by the international authoritative organization BSI. The certification covers multiple fields such as mobile product design openness, OS operating system, and mobile internet application development. In addition, the Transsion official website, OA system, SRM (Supplier Relationship Management) system, and XHR system have also passed the Level 2 certification of classified protection of information security. In 2023, Transsion was also rated as Pilot Demonstration Enterprise of the Shenzhen Local Standard for *Specifications for Management of Trade Secrets of Enterprises*.

The company has held annual information and privacy security culture promotion activities for many consecutive years, calling on employees from domestic areas such as Shenzhen, Shanghai, and Chongqing and overseas regions to participate. Employee security awareness continues to improve, further consolidating the foundation of information security and privacy protection management.



In 2023, the company did not experience any major incidents of data security or leakage of employee or customer privacy information.



To strengthen the internal information security management of the company, Transsion has established an information security and privacy management framework to further strengthen data and information security management.

Information security management structure	Personnel composition	Main responsibilities
Global Security and Privacy Committee (GSPC)	The committee is chaired by the director	Responsible for the development and management of the company's global information security and privacy protection strategy, planning, and policies, promoting the implementation and achievement of information security and privacy strategies and goals
Security and Privacy Management Office	Composed of dedicated personnel appointed by the Process and Information Center, Mobile Internet Center, Software Engineering Department, Legal Department, and Quality Management Department	Responsible for assisting GSPC in promoting and implementing information security and privacy compliance work in accordance with its requirements
Information Security and Privacy Working Group	Composed of safety liaison personnel from relevant first level departments	Responsible for coordinating various daily tasks related to information security and privacy protection in their departments
Security Technology Working Group	Composed of IT security technicians assigned by the Process and Information Center, Mobile Internet Center, Software Engineering Department, and domestic and foreign factories	Responsible for collecting security threat intelligence, exchanging security and technology information, and emergently dealing with security incidents

In 2023, the company conducted 16 daily training sessions on information security and 5 specialized training sessions on privacy protection. In October 2023, the company organized a large-scale Information and Privacy Security Culture Promotion Month activity to further strengthen information security and privacy protection management.

### Transsion 3rd Information and Privacy Security Culture Promotion Month 2023 series activities

This promotional month has set up online knowledge quizzes, "who's still standing" game, phishing email tests and other forms of activities. At the same time, a self built online knowledge base for security and privacy has been established to promote continuous learning and knowledge sharing among employees. The promotion month held AIGC security forums, security technology forums, and privacy compliance forums in Shenzhen, Shanghai, and Chongqing respectively, keeping up with industry trends and sharing the latest security technology research results, experiences, and practical cases from different perspectives. At the same time, in order to stimulate employees' sense of ownership, the promotion month also set up a "finding security fault" activity, encouraging everyone to actively detect information security vulnerabilities and hidden dangers around them and report them, consciously safeguarding the company's information security.

The first photo shows a group of employees gathered around a table, engaged in a discussion or activity. The second photo shows a group of employees standing in a line, possibly participating in a quiz or game.

We have implemented a series of measures to strengthen the information management mechanism and ensure the security of customer data, employee privacy, and other data.

Hierarchical and classified management	We set up different information classification according to different levels of information and carry out strictly hierarchical and classified management through permission settings.
Dedicated personnel management	A dedicated team is established to manage information and data security.
Encryption and desensitization management	A series measures are taken with reference to related security norms, e.g., mandatory encryption over confidential field in database; Production database which contains personal privacy information requires de-identification before export.
Proactive risk prevention	We conduct internet application security assessment and penetration tests over systems that have been launched, and fix any issues identified on a timely basis. New system or major version iteration cannot go live without passing strict security tests. For key core information systems, we conduct security grading protection assessments based on the <i>Cybersecurity Law of the People's Republic of China</i> , and organize contingency drill at least annually. Production databases are accessed through bastion host and strict measures are implemented for permission control to prevent data leakage risk.



# Product optimization and innovation

Innovative research and development is the core competitiveness of Transsion's high-quality advancement. We are deeply committed to product research and development innovation, constantly improving our research and development capabilities, and committed to providing the public with more high-quality products.

## Guarantee product innovation

Transsion adheres to the development philosophy of "Think Globally, Act Locally", continuing to uphold a market-driven and user-oriented R&D strategy. In response to the needs of local users in the target market, the company has laid out the track in advance, made key technological breakthroughs, and reserved core technologies to build leading R&D capabilities. In addition, the company closely followed the industry's technological development trends, conducted in-depth analysis of the development trends in the target market, and promoted the upgrade of the three-level R&D system for basic research, technological R&D, and product development. During the reporting period, compared with peers, the company continued to maintain a leading advantage in emerging markets in multiple areas such as deep skin tone imaging and innovative application of new hardware materials.

In 2023, Transsion continued to increase R&D investment, actively embraced the new wave of technology, strengthened key areas of R&D, and built core competitiveness of localized products, continuously creating user value. By improving the maturity of the three-level R&D system of basic research, technological R&D, and product development, the company further improved the product development and technological research and development process system, continuously building a leading R&D organization driven by users and technology. The company is committed to building a technology management system, strengthening the layout of core tracks, such as promoting the standardization of mobile terminal computing photography, issuing three international standards and filling the international standard blank in this field. With a global vision, the company deepened the construction of consumer insight system, explored software experience in localized scene, and conducted key technological R&D for smart voice assistants in minority languages for specific groups, continuously creating localized differentiated user value.

	2022	2023
R&D investment (RMB million)	2,078.04	2,255.98
The proportion of R&D investment to operating income	4.46%	3.62%
Number of R&D personnel (person)	3,901	3,725

## Innovation in the field of multi-skin tone imaging

As a provider of intelligent terminal product and mobile internet service in emerging market, Transsion is dedicated to the advanced cultivation of mobile imaging technology. The company persistently innovates within sub-fields such as computational photography and multi-skin tone photography technology. Through relentless technological innovation, Transsion establishes product differentiation advantages, propelling the systematic and standardized construction, and promoting the ecological development of the industry.

In 2023, in the field of mobile photography technology, the company pioneered the ink-fish eye variable aperture and introduced customized liquid telephoto macro lens imaging devices. Additionally, Transsion released Universal Tone(UT)

technology, a milestone in multi-skin tone imaging for mobile phones. UT is committed to accurately capturing and presenting every skin color and texture, and equally respecting the true beauty of diverse skin colors. By improving the quality of smartphone portrait photography, this technology addresses the personalized imaging desires from multiple regions, different skin colors, and aesthetic preferences. It integrates three core engines, Multi-skin Tone Restoration Engine, Regional-specific Tuning System, and AI-Powered Computational Portrait Engine into a unified and powerful framework. Transsion's commitment is to deliver innovative and ultimate imaging product experiences for consumers in vast emerging markets.

## Innovation of new material application in hardware

Transsion always adheres to the harmonious unity of economy and ecological environment, integrates the concept of green development into daily business management, and is committed to researching low-carbon and environmentally friendly new materials to provide users with better environmental protection products.

In terms of new passive photochromic materials, the company has developed "passive trichromatic gradient photochromic technology" and "three-dimensional PGI dual color luminous technology", which respectively achieve zero-power consumption photochromic trichromatic gradient photochromic effect and zero-power consumption dual-color customized pattern luminous effect in dark environment, promoting the development of new passive photochromic materials in the industry.

In terms of low-VOC new materials, the company has developed a leather mobile phone battery cover mainly made of transparent silicon-based polymers. The whole production process is solvent-free while retaining the soft touch of the leather, achieving innovation in domestic new materials and promoting product upgrades.

In terms of environmentally friendly and renewable new materials, the company applies the environmentally friendly coffee plain leather made from recycled coffee grounds to our phone battery covers, reducing the pollution of coffee waste to the natural environment. At the same time, it also brings users a new skin-friendly and tactile materials, advocating a low-carbon attitude to life.

In terms of user innovative interactive experience neo-material technology, the company has developed "E-Color Shift Matrix Electrochromic Neo-material Technology" and "Chameleon Iridescent Electrochromic Neo-Material Technology", which have received a large amount of international media coverage and user praise at CES and MWC exhibitions respectively; The "Galaxy Photoconductive Technology" developed by the company could achieve any shape of luminescence in any area of the battery cover, promoting the development of luminescent battery cover technology.

## Innovation in high precision positioning technology

Based on user behavior and usage scenarios in emerging markets, the company has independently developed weak signal optimization algorithms, MPE inertial fusion algorithms, network assisted positioning algorithms, map matching algorithms, AGPS supl adaptive algorithms, dual frequency positioning algorithms, CNO signal optimization algorithms, and integrated them with unique hardware solutions to achieve high-precision positioning. After testing by relevant third-party organizations, among the multiple models participating in the test, Transsion phones ranked first in open scenes, high buildings, narrow alleys, and tunnels, and were significantly ahead in the hot start first positioning time detection project.

## Localization innovation of Bluetooth wireless technology

Targeting the vast Bluetooth user base, Transsion has launched technology with local differentiation competitiveness through local research. For example, in response to high-frequency weak signal scenarios such as thick buildings in some markets, the company has independently developed A2DP audio adaptive bitrate technology, greatly improving the listening experience of target users in weak signal scenarios. In Indonesia, young people are very fond of mobile games, and the game scene where WiFi and Bluetooth coexist is a local high-frequency scene. The low latency game mode technology through headphones allows users to communicate without barriers, have lower audio latency, and have a better experience in the game.



## Protect intelligent properties

Transsion adheres to R&D investment, attaches importance to technological innovation and intellectual property protection, and continuously improves the company's competitiveness in technology, products, and intellectual property to support the company's commercial development. Transsion not only focuses on protecting its own intellectual property rights, but also respects the intellectual property rights of others. Under the premise of following the rules of industrial intellectual property rights, the company promotes cooperation with industry parties on intellectual property rights. By embedding intellectual property protection, risk investigation, and response mechanisms in the company's main businesses such as procurement, R&D, and sales, Transsion has established a sound intellectual property management system. In 2023, the company conducted over 120 training and interviews on intellectual property protection, continuously improving the overall awareness and management level of intellectual property protection.

In 2023, the company added 777 patent applications and copyrights, and obtained 616 new authorized patents and copyrights, including 163 new authorized invention patents.

## Enhance technology inclusion

### Barrier free design

Transsion always upholds the mission of improving the lives of as many people as possible through technology and innovation. To assist less educated group, the elderly and the group with poor eyesight or the blind people to read all the texts on mobile phones, including menus, phone numbers, short messages, contacts and other non-fixed texts, and solve their troubles when using mobile phones, we adopted NLP intelligent solution to develop intelligent voice reading software for feature phones. ROM and RAM occupied by traditional NLP tend to be more than the hardware capacity of feature phones, making it difficult to import NLP intelligent solution. As a result, Transsion worked with its partners to develop a space optimization solution, making NLP intelligent solution available to users, assisting users to interact with mobile phones through auditory sense. This represents Transsion's commitment to fulfilling its social responsibilities.

### NFC

The company combines NFC technology with the actual needs of users and solves their practical problems through technological innovation. By optimizing the supply chain and reducing costs, the company has enabled this technology to be widely applied in cost sensitive markets. The company innovatively applies NFC tag technology in multiple scenarios to better meet the localization needs of users. At the same time, the company's self-developed NFC localization adaptive configuration technology helps Transsion layout the emerging market NFC ecosystem with an industry-leading success rate in card swiping.

### AIOT

As an emerging market provider of intelligent terminals and mobile internet services, Transsion actively explore the localization of the intelligent hardware ecosystem model based on its mobile phone business, and has established multiple brands and product sequences to meet the needs of different consumers, including digital accessory brand oraimo and home appliance brand Syinix. At the same time, the three mobile phone brands TECNO, itel, and Infinix have also vigorously expanded their category business, launching mobile phone accessories, smart wearables, TWS, laptops, televisions, and other products to create a full scenario smart life experience.

Transsion focuses on the "mobile+AIoT" dual engine strategy. By opening AIoT cloud platform, standardizing interconnection protocols, and other means, and with the support of underlying capabilities such as mobile terminals, smart terminals, module chips, and sensors, Transsion provides intelligent cloud control solutions and ultimately builds an AIoT ecosystem to achieve a smart experience of Internet of Things with interfaces such as laptops, televisions, and smart wearables.

### Transsion won the third prize in the "Smart Home Competition" of 2023 1st China's Innovation Challenge on Artificial Intelligence Application Scene

The China Artificial Intelligence Society and the New Generation Artificial Intelligence Development Research Center of the Ministry of Science and Technology jointly held the 2023 1st China's Innovation Challenge on Artificial Intelligence Application Scene, attracting more than 2,000 enterprises, universities, research institutes and other units in the industry to participate. Transsion won the third prize in the "Smart Home Competition" with its "AIoT Intelligent Mobile Ecology" project. Its achievements in the field of artificial intelligence home applications have been recognized by the industry.



### Artificial intelligence language cognition

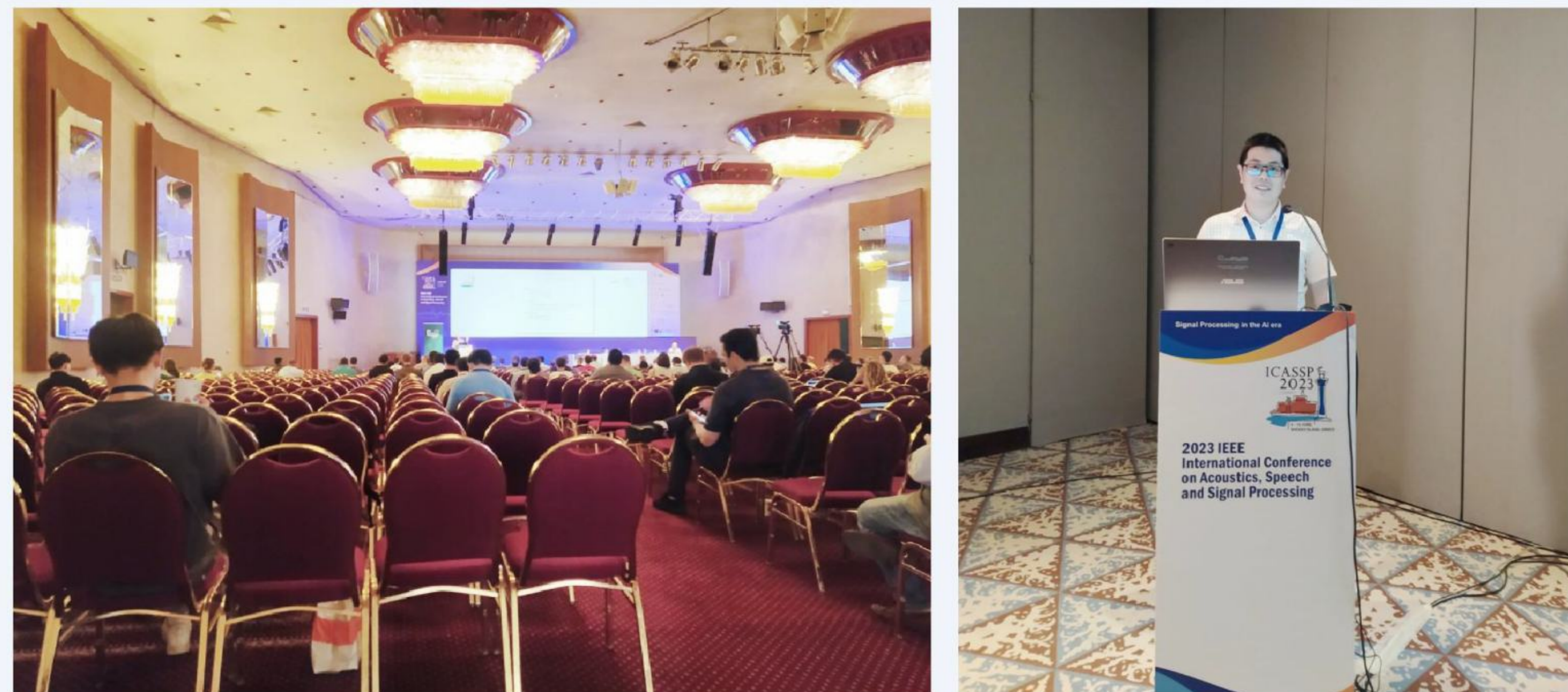
Transsion is committed to building an AI voice technology capability platform that covers multiple local African languages, enhancing the intelligent interactive experience of polishing local languages in vertical fields, promoting the industrialization of AI voice technology for African languages and its widespread application in the intelligent field, allowing intelligent voice services to penetrate into all aspects of local life, and making local languages a new link connecting African users and intelligent life.



In vast emerging markets such as Africa, the development of AI voice technology is slow due to reasons such as complex local languages, scarce speech data resources, and a shortage of language experts. Faced with this technological gap and market demand, and based on the company's intelligent terminal production and R&D platform, as well as local language resources, Transsion has further developed core technologies such as voice recognition, semantic understanding, knowledge graph, and speech synthesis in minority languages. It has built an intelligent understanding and dialogue system that spans many segmented life fields and covers multiple languages, empowering Transsion's multi-scenario applications of intelligent terminal products and mobile Internet services, and forming a localized AI content service ecosystem.

In order to promote the development of speech technology in Africa, the company officially established linguistic research bases in Nigeria, Kenya and other countries in 2023, committed to in-depth research on minority languages and speech data production, providing a solid foundation for the development of speech technology in Africa.

In the absence of speech resources, Transsion adopted innovative methods and successfully improved the model algorithm through algorithm iteration and optimization, thereby enhancing the performance of the speech recognition system. Transsion participated in the 2023 Spoken Language Understanding Challenge (SLU) organized by the International Conference on Acoustics, Speech and Signal Processing (ICASSP) in the field of speech technology, and won first place in the offline voice assistant sub track. The relevant papers were included by the Institute of Electrical and Electronics Engineers (IEEE). In addition, Transsion actively participated in the Automatic Speech Recognition and Understanding (ASRU) 2023 competition, and achieved good results in the low resource speech recognition competition on Bengali and Bojepur languages.



Colleagues from Transsion AI Technology Department share research findings in ICASSP 2023

In addition, Transsion is committed to building an AI voice technology platform that covers multiple local African languages. In November 2023, the joint team of Tongji University and Transsion Holdings won the Best Creativity Award in the 2nd China-Africa Youth Innovation and Entrepreneurship Competition for the "African Local Language AI Translation Technology Leader" project.

### Transsion and the United Nations Economic Commission for Africa signed a memorandum of cooperation to jointly promote digital transformation and development in Africa

On October 18, 2023, at the Third Belt and Road Forum for International Cooperation High level Forum on Digital Economy, Transsion signed a memorandum of cooperation with the United Nations Economic Commission for Africa. The two sides will work together to promote and accelerate Africa's digital transformation and development. The cooperation between the two sides will be based on technology sharing and complementary advantages, leveraging the power of emerging technologies, big data, innovative tools and platforms, focusing on promoting research and analysis of the African digital economy, providing valuable insights and policy recommendations for key areas of the African digital ecosystem, including e-commerce, financial inclusion, digital trade, etc. Nassim Oulmane, Acting Director of the Technology, Climate Change and Resource Management Division of the United Nations Economic Commission for Africa, expressed appreciation for the crucial role played by Transsion in providing affordable and high-quality digital technology for African people. He also praised Transsion's active cooperation with relevant institutions, including the Economic Commission for Africa, to promote Africa's digital transformation and development. Oulmane emphasized, "This partnership will produce profound and fruitful results in addressing digital challenges and bridging the digital divide on the African continent."





# 03. Environmental Responsibility for Green and Low-Carbon Operation

Response to SDGs Indicators



As one of the backbones of the mobile phone industry in the global emerging markets, we comply with laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Energy Conservation Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, the *Administrative Measures for Renewable Resources Recovery*, the *Administrative Measures for the Control of Pollution from Electronic Communication Products*, and the *Policy of Waste Appliance and Electronic Pollution Prevention*. We pay attention to the climate change and ecological harmony, advocate green operation, practice energy conservation and emission reduction, focus on the application of clean technology and continuously improve our operation and management practices, striving to become a resource-friendly provider of intelligent terminal products and mobile internet services.



## Green and low-carbon operation

Transsion practices the green development concept, establishes and improves the environmental management system, strengthens energy management and control, and actively promotes the management and recycle of electronic wastes. Shenzhen Transsion Holdings, Shenzhen Tecno Factory and Chongqing Transsion Technology passed the certification of ISO 14001 Environmental Management System.

### Environmental management system

We have set up the Environment, Health and Safety (EHS) Management Committee, as the leading body of environment, occupational health and safety management of Transsion, to actively promote the company to make continuous progress in the green and low-carbon production and operation.

In terms of management standards, the company strictly complies with local laws and regulations as well as industry emission standards in daily operations, and timely obtains necessary environmental permits, approval documents, and registration certificates. The company has established multiple internal management systems, including the *Agreement on Hazardous Waste Disposal*, the *Solid Waste Management Regulations*, the *Management Regulations for Office Environment Safety*, and *Environmental Management Procedures*, to standardize the environmental protection full cycle management process and requirements, ensuring compliance with local environmental laws and regulations.

In terms of management practice, effective measures such as source control, process collection, and end of pipe governance are taken to reduce or avoid the impact of the company's daily production and operation activities on the surrounding ecological environment.

All factories under the company strictly implement the external discharge standards conforming to local laws and regulations, and carry out management practices complying with the local environmental assessment standards in the production process. We have also formulated a series of response plans for environmental emergencies, and organize routine emergency drills to ensure environmental safety.

There's no major incident of non-compliance with environmental protection laws and regulations this year.



Shenzhen Transsion Holdings  
ISO 14001 Certification

Shenzhen Tecno Technology  
ISO 14001 Certification

Chongqing Transsion Technology  
ISO 14001 Certification

## Green and environmental protection management

To practice the management concept of green and environmental protection, we carry out energy-saving equipment upgrading, improve the energy efficiency, standardize waste management, reduce pollutant emissions, advocate the green operation and green office, and fully implement the green and environmental protection management.

### Water resources management

Transsion actively advocates water conservation, strengthens water resource recycling and utilization, complies with *Law of the People's Republic of China on Prevention and Control of Water Pollution* and local discharge standards, and actively promotes the concept of water resource management. We commissioned a third-party testing agency to test the concentration of water pollutants emitted from Shenzhen Tecno Factory and Transsion Chongqing Factory, and the test results met the standards.

In daily work, we adopted positive measures to save water and measures are implemented as follows:

- The factory realizes the recycling and reuse of air-conditioning condensate water through the method of recycling condensate water, which efficiently reduces the consumption of domestic water.
- We change toilet flushing faucets to water-saving valves, and regularly inspect and repair water facilities to reduce the water consumption per unit.
- We post water saving signs thoroughly to proactively advocate water conservation.

### Recycling system of condensate water

The Shenzhen Tecno Factory promotes to use the recycling system of central air-conditioning condensate water, and realizes the chilled water recycling of the air-cooled air-conditioning main frame and the condensate water recycling of air-conditioning terminal equipment, thus further reducing the water consumption effectively.





## Waste management

While complying with the relevant laws and regulations such as the *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, Transsion formulates and implements the *Agreement on Hazardous Waste Disposal*, the *Agreement on Waste Sales* and other agreements to clarify and standardize the waste management. We adopt classification and grading management standards for different types of waste, and take corresponding management measures to reduce the impact of waste on the environment and improve the recycling rate of recyclable waste.

- **For hazardous waste:** The company classifies, collects, transports, stores, and disposes hazardous waste according to the requirements of the *National Hazardous Waste Catalogue*, and strengthens risk control requirements in each process. At the same time, a dedicated hazardous waste storage warehouse is established, and a qualified third party is entrusted to handle the transfer and disposal uniformly.
- **For general waste:** We set up a specialized warehouse to store general waste. We sign agreements with resource recyclers to carry out effective recycling of general waste such as waste that can be recycled and reprocessed to achieve the effectiveness of recycling.
- **For kitchen waste:** We implement classified management in line with the government requirement, and then the property management company hands it over to the municipal department for unified transfer or disposal.

## Exhaust gas management

Transsion implements the relevant requirements of environmental laws and regulations, improves the management measures for the exhaust gas generated in the production process and ensures that all emissions meet the local emission standards.

- Domestic factories strictly follow the requirements of environmental impact assessment to construct pollution control facilities. On the basis of ensuring effective treatment at the end, we continuously improve the effectiveness of front-end waste gas collection. For VOCs waste gas generation points, closed collection methods are adopted to improve the efficiency of VOCs waste gas collection and reduce the potential impact of unorganized emissions on the surrounding area.
- The company has formulated the *Pollution Control Facility Operation and Maintenance Management Plan* to regularly operate and maintain pollution control facilities, we also replace the adsorption materials in activated carbon adsorbers, and ensure the effective operation of the facilities.
- The company regularly entrusts third-party organizations to test the concentration of exhaust emissions, ensuring that the exhaust emissions meet the emission standards adapted by the factory.



Waste gas purification device

## Shenzhen Tecno Factory and Transsion Chongqing Factory respectively won honors related to green manufacturing

Shenzhen Tecno Factory has been awarded the "Sixth Batch of National Green Factories" and "Seventh Batch of National Green Supply Chains" by the Ministry of Industry and Information Technology of China



Transsion Chongqing Factory has been awarded the "National Green Factory Demonstration Enterprise" by the Ministry of Industry and Information Technology of China





## Recycling of electronic waste

We are committed to realizing the recycling of resources and constantly improving the recycling of electronic waste within the business operation area and scope. The customer service brand Carlcare we operate recycles electronic waste in over 70 countries or regions worldwide. In accordance with the requirements of applicable laws and regulations in the countries or regions where we operate, we strictly comply with the Basel Ban Amendment of the *Basel Convention*, which clearly prohibits the export of electronic waste to Non-OECD countries. We do not charge consumers any amount in the recovery course.

### Recycling scope of products

- Transsion's own brands

Mobile Phone: Including the single phones, PCBA mainboards, batteries, screens, chips, etc., and providing repair service.

Digital Accessories and Home Appliances: Including televisions, laptops, refrigerators, air conditioners, speaker hosts, motherboards, screens, etc., and providing repair service.

- Non-Transsion's own brands

Mobile Phone: Setting recycle bins on the site, marking recycling of mobile phones of all brands for consumers to voluntarily discard their products, including the single phones, PCBA mainboards, batteries, screens, chips,

### Recycling mode

Direct pick-up by Carlcare, or onsite collection.

### Treatment measures

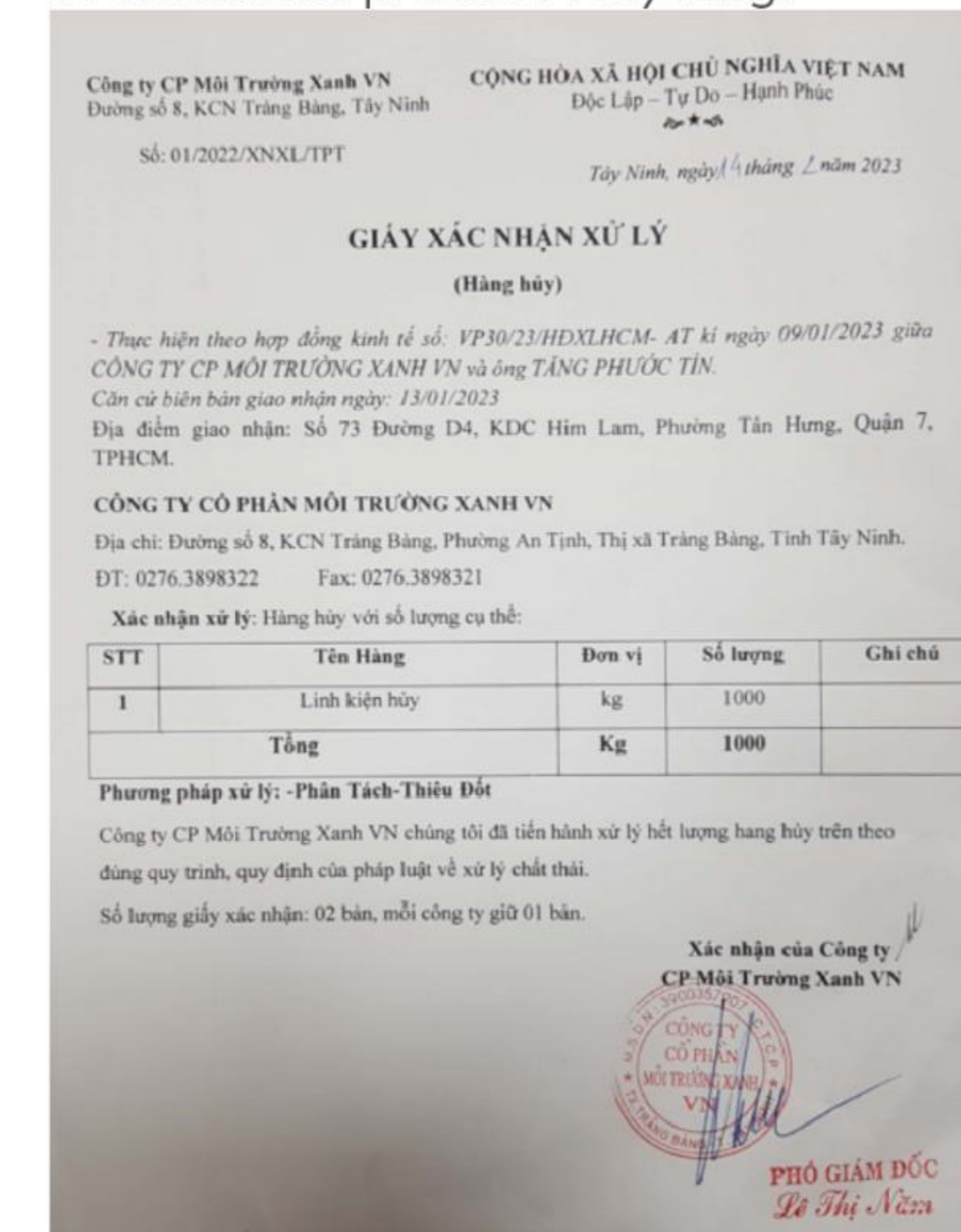
We maintain the cooperation with local designated resource processors or recycling vendors who have professional qualifications, carry out unified collection of waste electronic equipment in accordance with environmental protection requirements, and then classify electronic waste and recycle resources.

### Recycling advocacy

We advocate recycling of electronic waste across the globe, set recycling plans and carry out environmental protection publicity at irregular intervals, promoting environmental protection recycling of electronic products to consumers, so that the electronic waste can be recycled and treated effectively in local places.

## Recycling operation

We cooperate with professional environmental protection organizations to promote the construction of electronic waste recycling networks. By the end of 2023, we have collaborated with qualified environmental agencies in multiple emerging markets around the world, greatly improving the professionalism and efficiency of electronic product recycling.



Environmental recycling agency recycling certificate (example from Vietnam)



Environmental recycling agency recycling certificate (example from Egypt)

### Carlcare offers training courses for after-sales service technicians to improve the level of electronic waste recycling in Nigeria

Carlcare has established a mobile phone repair training school in Nigeria to improve the level of electronic waste recycling in Nigeria. Adhering to the corporate mission of "To improve the lives of as many people as possible through technology and innovation", the after-sales service team of Transsion Nigeria actively communicates with the local government and obtains corresponding training qualifications. As of the end of 2023, We have completed a total of 30 advanced maintenance professional knowledge training sessions in Nigeria, covering more than 300 students, injecting impetus into social employment and the overall technical level improvement of the after-sales service industry.





## Response to climate change

The company is well aware that the extreme weather disasters and global warming effects brought about by climate change will have a significant impact on sustainable development. We actively practice the concept of green sustainable development and implement it in all dimensions of infrastructure construction, factory production, and business operations.

During the construction of the factory, we conduct thorough investigation of the natural and ecological environment of the location, and evaluate the impact of the factory on the natural and ecological environment. In terms of product operation, we integrate green concepts into the entire lifecycle of our products. The company is committed to promoting green and low-carbon development through comprehensive management, and making contributions to mitigating global climate change issues. In 2023, the headquarters building of the company located in Xili Sub-district, Shenzhen was completed. The new building incorporates green, ecological, and technological concepts in its design, creating an environmentally friendly, healthy, and enjoyable office environment for employees while showcasing the company's practice of health and environmental protection concepts.

## Management of GHG emissions

We are committed to promoting technological innovation in an active manner in the process of product design, manufacturing and use, and through technical methods, improve energy utilization efficiency, reduce GHG emission, and gradually introduce renewable energy sources. In addition, we refine the internal management, properly track and record energy consumption in relevant workplaces to advance and enforce energy management, thus controlling the GHG emissions. The company also collaborates with external companies to gradually reduce greenhouse gas emissions in the transportation process.

### Transsion collaborates with shipping companies to jointly promote the global carbon reduction process

Ships using traditional fuel in the global shipping industry emit large amounts of harmful gases, greenhouse gases, and particulate matter such as sulfur oxides, nitrogen oxides and carbon dioxide, causing serious impacts on climate and the environment. In response to this issue, Transsion collaborates with shipping companies to jointly promote the global carbon reduction process. In 2023, the company achieved a carbon reduction of 192 tons by participating in and supporting shipping company CMA CGM's green and environmentally friendly carbon reduction products, and compensated 174 tons of carbon dioxide by supporting CMA CGM's participation in public welfare activities.



## Mechanism for response to extreme weather

For extreme weather such as high temperature and cold wave, rainstorm, typhoon and earthquake, we have formulated emergency response plans from the aspects of early warning and reporting mechanism, employee evacuation, protection of various assets of the company, resource coordination, etc., to minimize the damage caused by extreme weather and protect the life, health and property safety of employees.





## Promotion of green office

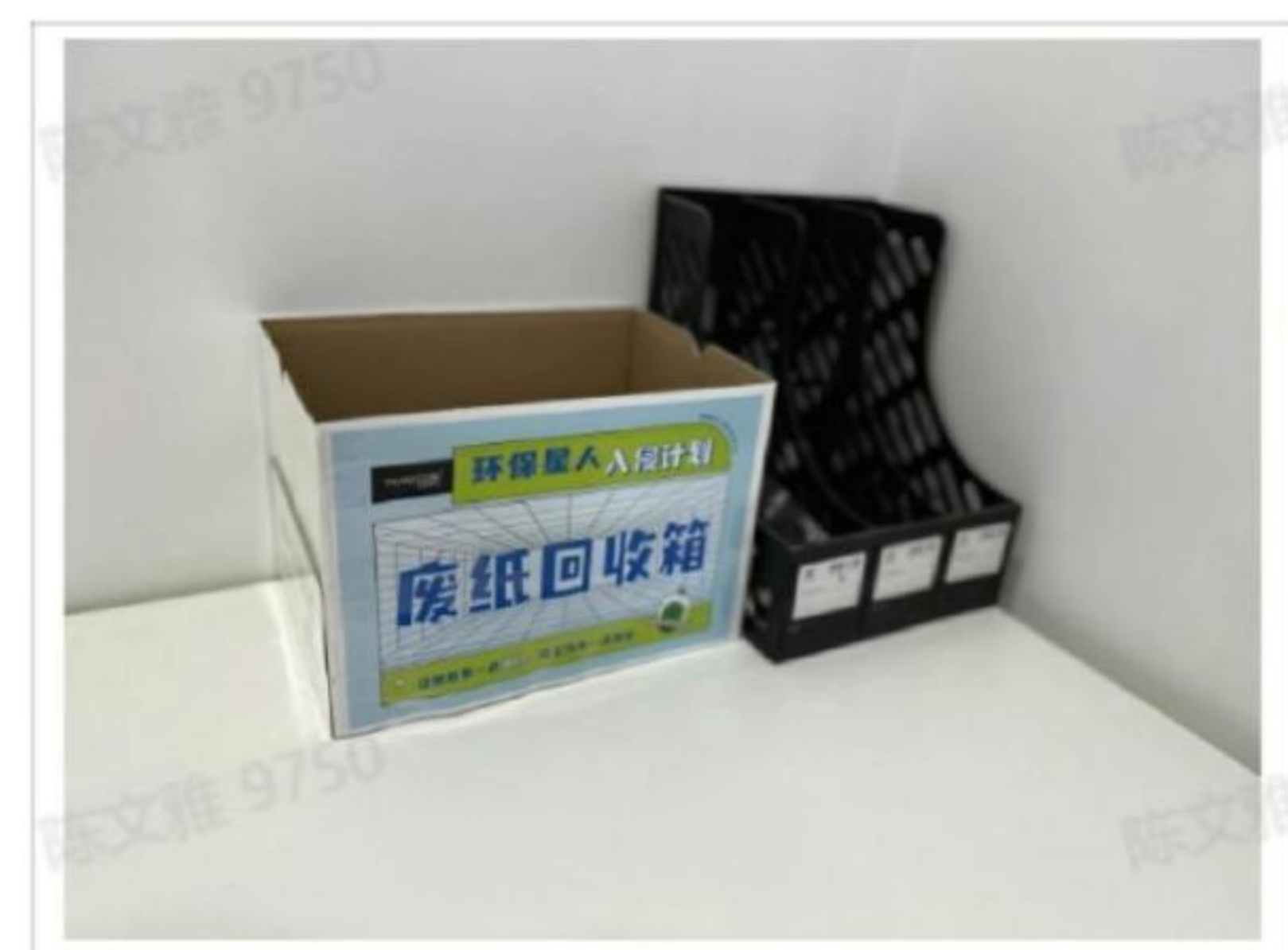
Transsion advocates the green and sustainable concept and applies it to the daily operation and management. We earnestly advocate green office, strictly abide by relevant laws and regulations such as *the Shanghai Public Places Smoking Control Regulation*, *Shanghai Domestic Waste Management Regulation*, *Shenzhen Special Economic Zone Smoking Control Regulation*, and *Shenzhen Domestic Waste Classification Management Regulation*, formulate the *internal Management Regulations of Office Environment Safety*, calling on employees to start from the trivial and start from the side, develop the working habits of green office, energy saving and environmental protection, and create a green and energy-saving office environment.

In 2023, the company continued to promote energy conservation and environmental protection special projects, by applying promotion and inspection measures, setting up waste paper recycling bins, plastic bottle recycling bins, stationery recycling bins, utilizing recycled birthday gift boxes and posting energy-saving warning slogans at various paper and water usage areas, and establishing a regional responsibility system, the company aims to guide employees to develop good environmental habits through various soft strategies, and reduce energy waste.

### Green office measures

#### Paperless office

- Adopt intelligent collaborative office software and advocate paperless office, such as collaborative online documentation, electronic seal and online document signing, etc.
- Set the printer to print in black and white on both sides by default
- Place waste paper recycling bin in the printing room, encourage recycling of recycled paper that does not contain sensitive information



#### Energy-saving office

- Water saving, electricity saving, and paper saving signs have been posted in both office and public areas, such as turning off lights and controlling the air conditioning temperature at 26°C
- Ensure that lighting, air conditioning, and fresh air systems are turned off in unmanned areas after work
- Replace the lighting system with energy-saving lamps according to production demand standards;
- Regularly inspect and maintain water equipment to reduce leakage;
- Utilize recycled birthday gift boxes, set up stationery recycling boxes and waste paper recycling boxes in the printing room, and further promote the concept of starting from myself, promoting energy conservation, environmental protection, and reuse.



## "Green Warrior Invasion Plan"

The company has implemented the "Green Warrior Invasion Plan" project in Shanghai and Shenzhen office. Through posting environmental protection tips, promoting and publicity, conducting inspections by dedicated personnel, and publicizing the results, the company aims to cultivate good environmental protection habits among employees, such as consciously shutting down air conditioning and lighting in unmanned areas, saving paper and water, classifying waste and collecting recyclable materials.





## Green technology empowerment

Transsion actively responds to the call of the national five development concepts of "innovation, coordination, green, opening up and sharing", and seeks and creates new technological assistance. In daily operation, we improve operational efficiency, save energy and reduce consumption by applying the big data, the Internet of Things, etc. In the production and manufacture process, we proactively carry out energy conservation and emission reduction from aspects such as management optimization and technological improvement, strictly control pollutant emissions, and provide the market with green and environmentally friendly products. In the construction process of office buildings, we reduce the emission of harmful substances through various methods and use environmentally friendly materials to create a green office environment.

### Application of energy-saving technology

We take the initiative to eliminate backward production equipment and processes, actively introduce production equipment with lower energy consumption, improve production management, and drive clean production, to improve the comprehensive utilization of resources and reduce pollutant emissions.

#### In terms of energy conservation in production equipment:

- The company prioritizes the use of high-efficiency and energy-saving equipment, arranges dedicated personnel to constantly monitor various operating parameters, and conducts regular inspections and maintenance of operating equipment;
- The company uses pure electric forklifts to effectively reduce diesel usage in factory logistics transportation;
- The company selects different types of energy-saving lamps according to different job requirements and usage conditions, and the coverage rate of energy-saving lamps in the Chongqing factory reaches 100%;
- Shenzhen Tecno Factory has introduced a new type of variable frequency air compressor, which allows the working frequency of the air compressor to be adjusted in real-time according to production needs, reducing the energy consumption level of the air compression system.

#### In terms of energy-saving lighting design:

- The Chongqing Factory has designed graded lighting according to different locations and functional requirements, and has also implemented zoning lighting control in the living area. The lighting intensity is adjusted according to the different needs of the usage environment.
- The newly built buildings of the company follow the principle of maximizing the use of natural light and reducing energy consumption in design, structural form, and material selection.

#### In terms of energy conservation in production management:

- We further reduce energy consumption by optimizing management measures and refining management standards. We adopt the plan of air-conditioning off-peak water cool storage. During the peak electricity price period, the air-conditioning main frames are kept off as much as possible, and the excess valley power of the grid at night is used for cooling through the cool storage tank, which effectively saves the energy consumption.



New Variable Frequency Air Compressor

Pure electric forklift

Water storage air conditioning

#### In terms of mobile internet services:

- With the continuous growth of data volume in Transsion's business, a large amount of data and computing power requirements have brought significant challenges to computing and storage capabilities. Transsion chooses low-carbon public cloud solutions, and when selecting cloud service providers, we take energy conservation and consumption reduction as important measurement indicators. We actively adopt cold and hot separation for large amount of data on cloud to effectively reduce energy consumption. For big data management, we have developed a systematic management plan from data collection to upper level services.

## Create green products

Transsion always adheres to the harmonious unity of economy and ecological environment, integrates the concept of green development into daily business management, and is committed to providing environmentally friendly products, incorporating the concept of green and environmental protection into the whole-life cycle of products, including raw material procurement, R&D, design, production, packaging, use and recycling. We strive to manufacture products with less reliance on resources extracted from nature, increase the use of recycled or sustainable materials, continuously improve the product life-cycle loop through reverse logistics and other supply chain cycles, and work towards creating green products.

#### Raw material procurement

- We optimize raw materials focusing on the packaging used for supply of raw materials, by reducing the proportion of original plastic wrapping materials, and extending the recycling of skids, pallets and other materials.
- We introduce recyclable grey boards for materials of color boxes, to cut carbon emission from the raw material procurement and design stages.
- We require suppliers to promise not to use prohibited substances for raw materials, and to sign *the Agreement on Not Using Prohibited Substances* in the introduction phase.



## Product design

- **New feature design:** We apply the technology of solar light stimulating polymer materials to produce multi-color gradient photochromic in mobile phone products. Compared with the traditional multi-color LED light-emitting color changing technology in the mobile phone industry, it can save power consumption.
- **Environmentally friendly recycled materials:** We apply renewable and environmentally friendly materials to the phone case, and over 50% of the raw materials used in the phone case can be recycled.
- **Lightweight design:** While ensuring product quality, we adopt material reduction design. We use ultra-thin fiberglass material as the substrate for mid to high end battery covers, making mobile phones lightweight and reducing the use of raw materials.
- **Harmless materials:** While retaining the soft touch of leather, we use transparent silicon-based polymers as the main raw material to make leather mobile phone battery cover. The entire process is solvent-free, practicing the concept of environmentally friendly and sustainable design and production.

## Product production

- We extensively use non-spray aesthetic materials as phone shells, eliminating the painting process, effectively controlling the generation of VOC, and reducing the emission of harmful gases and waste water.
- We increase the use of recyclable materials, using a large amount of secondary materials as fixtures during production.
- We introduce eco-friendly cleaning agents that effectively eliminate toxic substances such as 1,2-dichloroethane, ensuring that no harmful gases are emitted during use, and hire professional organizations to conduct testing.

## Product packaging

- We optimize packaging design to minimize the use of packaging consumables.
- We optimize the packaging volume, increase the number of items packed, and reduce the consumption of transportation resources.
- We use materials that can be recycled or degraded such as cardboards, cartons, plastic woven bags, foam, and pearl wool bags, and try to avoid the use of plastic materials. For some products, we replace traditional plastic blister packaging with paper-plastic materials or paper folding methods, and try to replace plastic hooks with paper-mounted methods.
- We utilize packaging materials that have been certified by the RoHS 2.0 standard, including paper, ink, film, and adhesive, etc.
- We collect and sort waste packaging materials, which will be recycled by qualified resource recyclers.

## oraimo environmentally friendly paper pulp inner pallets

We use bamboo pulp and sugarcane pulp as raw materials to make product packaging inner pallets. Unlike traditional wood pulp and plastic materials, this material is 100% recyclable, biodegradable, and compostable. In the design of inner pallets, we creatively incorporated the brand's iconic graphics "o" and slogan, aiming to create a unique and profound brand impression for consumers, as well as symbolizing oraimo's exploration of environmentally friendly packaging.

### Product slogan X eco-friendly paper pulp inner pallets

Keeping up with international eco-packaging trends, creating differentiated product packaging.



## Product use

- We have CNAS-Level laboratories for reliability and safety test, and products undergo stringent tests before delivery.
- Products have no surface additional process, are good in anti-broken performance and weather resistance, and their color is not easy to fade.
- We select long-life materials for batteries that meet safety, reliability, environmental protection and flame retardant requirements, which can extend the battery life.
- We optimize TWS products for energy conservation through self-developed audio algorithms.
- Continuously improving the durability of phone case materials and extending the service life of phone cases.
- Continuously provide product support and regularly update systems and software. We provide users with convenient, efficient, and diversified after-sales services through a wide coverage service network and VOC management. At the same time, we provide multiple protection measures such as screen breakage insurance and extended insurance in different regions to extend the service life of our products.



## Product recycling

- We provide repair and recycling services to customers through our professional after-sales service brand Carcare, which is committed to providing localized one-stop services for emerging markets worldwide. As of 2023, the Carcare brand has spread to over 70 countries or regions worldwide, with over 2,000 service outlets (including third-party cooperation outlets). Meanwhile, Carcare also provides consulting services to users through multiple online channels to quickly respond and meet their needs. At present, Carcare's repair scope has covered its own brand and other brands of mobile phones, its own brand of digital accessories, and home appliances. In addition, we collaborate with local certified recyclers to ensure compliant disposal of electronic waste. We also actively promote environmental protection concepts and hold periodic promotional activities to enhance public awareness of environmental protection.

### Application of passive "0" power consumption functional materials

#### Passive Photochromism with "0" Power Consumption

Compared to the conventional LED color change, it saves about 40mA of power consumption per minute

#### Low VOC Emissions

Compared to the international volatile organic compound content standards, the content of volatile organic compounds has decreased by about 67%

#### 50% Regeneration Cycle

More than 50% of the raw materials in each product's shell can be recycled



INFINIX GT 10 PRO

#### Diversified Effects

The unique mecha style breaks the boundary of conventional texture design, achieving flexibility and diversity in product design and manufacturing

#### High Durability

When the product falls, it can effectively protect the product and prevent damage

#### Rich Texture

Nano level surface tactile coating gives recycled materials a delicate and silky texture, exquisite and full of luxury, bringing users a silky feeling

### Combined power storage product

We have launched a combined power storage product by analyzing the usage scenarios of household power storage in Africa and combining the concepts of environmental protection and clean energy. This product consists of a separable host and battery module, equipped with various battery capacity options and is compatible with users' external lead-acid batteries. It also supports flexible switching between solar panel and main electricity. The standard lithium battery and external lead-acid battery can both be converted and stored through the host inverter, allowing users not to worry about energy storage and consumption. By being compatible with devices such as lead-acid batteries and lithium iron phosphate batteries, this product can maximize the utilization of existing energy storage resources, effectively reduce the elimination rate of battery equipment, and reduce the generation of battery waste. The lithium iron phosphate batteries equipped with this product can be cycled about 8,000 times, maintaining a service life of nearly 20 years, and significantly reducing the number of times users replace the battery pack. When the battery life reaches its end, easy replacement and unified recycling are provided to prevent battery pollution. This mobile power storage product is equipped with 600W inverter and safety design to solve the power outage problem caused by overload protection, which can deliver stable voltage to users. Users also do not need to purchase appliances with precise power matching, reducing the environmental burden caused by discarded appliances due to power mismatch.



**Safe**

Temperature Protection, Overload Protection, Output Disconnection, Short-circuit Protection, Overvoltage Protection

**POWER STORAGE**

The host unit incorporates multiple protective measures, including temperature protection, overload protection, and output disconnection short-circuit protection, ensuring safe operation.

Its portable energy storage source uses lithium iron phosphate batteries, which can be cycled 8,000 times, increasing the service life of batteries. Even with daily charging, it can last for nearly 20 years. When the battery life reaches its end, easy replacement and unified recycling are provided to prevent battery pollution.





# 04

## Employees' Responsibilities for Vital Development

Response to SDGs Indicators



We believe that employees are the core pillars for the continuous development of Transsion. Only by focusing on the core value of talents can we better create the value of Transsion. We formulate and implement the employment policies in accordance with laws and regulations, fully protect the employees' interests through multiple elaborate plans, attach importance to employee safety and health, and help with the long-term development of talents through incentives, guidance and training.



## Honors for 2023<sup>3</sup>



## Employee interests protection

Transsion is deeply aware that talents are the power of enterprise development. We strive to create a safe, healthy, equal and inclusive work environment for the employees. Transsion strictly complies with the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Minors Protection Law of the People's Republic of China*, *Provisions on the Prohibition of Using Child Labor* and other laws and regulations, fully respects the applicable laws and regulations of the company's operating places and the international practices, and formulates talent management processes, policies and measures covering multiple aspects such as employee recruitment, employment, and compensation and benefits, etc.

## Legal employment

Talents are the cornerstone of enterprise development. Based on the demands of strategic plan and business plan of Transsion, we formulate recruitment tasks and goals that cater the enterprise development, and take such tasks and goals as the budget basis of talent recruitment demands to further promote the implementation of relevant recruitment policies. We standardize recruitment process through the recruitment management system, and recruit talents through various channels such as social recruitment, campus recruitment and internal recommendation. In addition, we also reached cooperation with a third-party talent management platform to establish a recruitment management system specific to Transsion, build a dynamic and circulating talent pool, and fully integrate and retain candidate resumes, in order to conduct deep mining of talents and ensure the security and stability of the recruitment system.

<sup>3</sup>Honors of Transsion in talent development in 2023

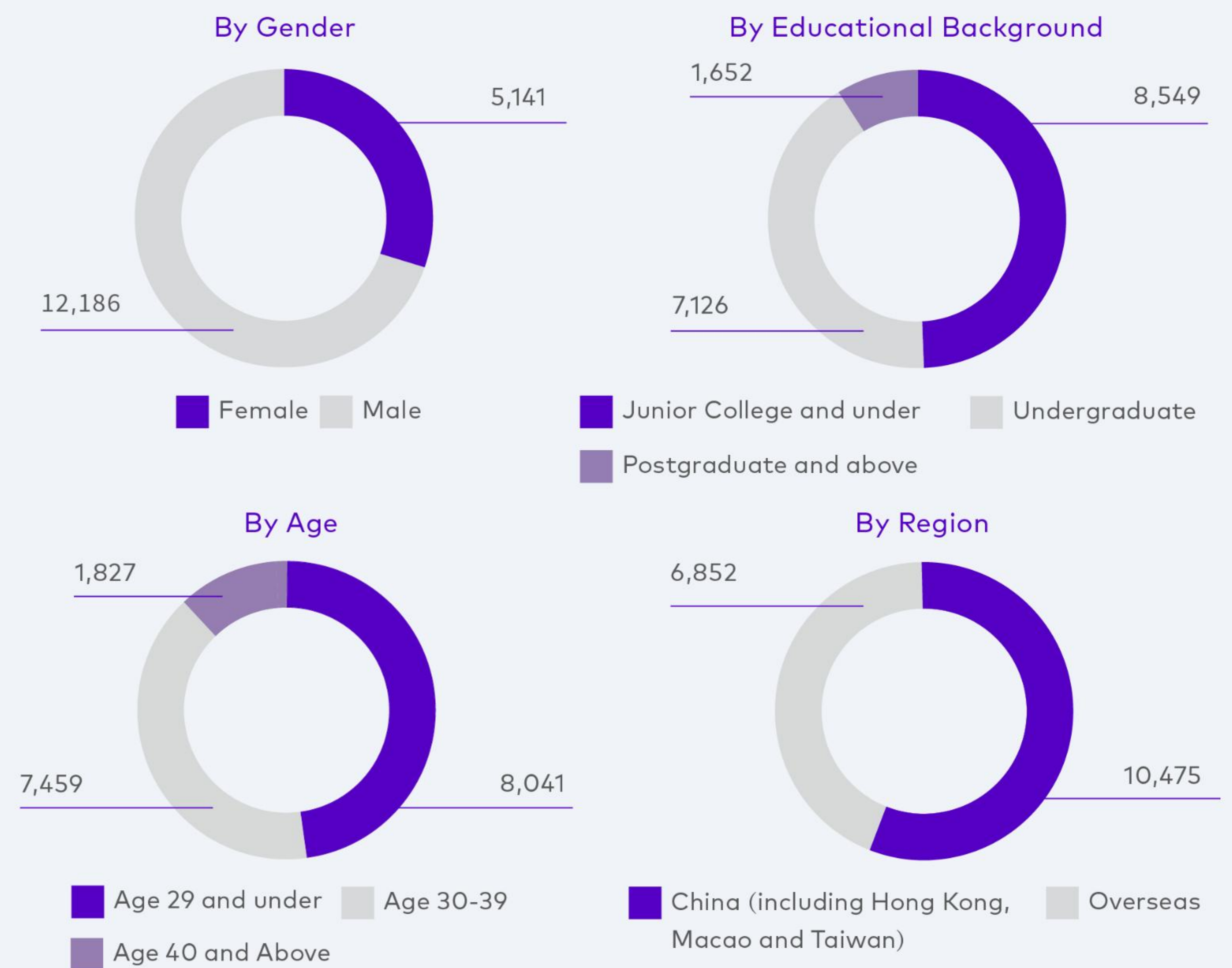
### Social recruitment

Transsion worked with many recruitment platforms and industry resource channels, including 51job, Liepin and LinkedIn, to introduce middle and senior management personnel with excellent background and rich experience.

### Campus recruitment

Through the Rookie Plan and Gyrfalcon Plan, we recruit excellent graduates and strengthen cooperation with local universities overseas. We also recruit local graduates and training. In the 2023 Autumn Campus Recruitment Project of Transsion Holdings, we signed contracts with over 300 students at home and abroad in 2023.

As of December 31, 2023, Transsion employed 17,327 people worldwide, including personnel in production, sales, R&D, finance and administration and other departments.



Employment of Transsion Holdings in 2023



We respect and protect human rights in the global operations. Based on the principles of the *Labor Law of the People's Republic of China*, the *Law on the Protection of Minors* and other regulations, Transsion has developed the *Corporate Social Responsibility Statement*, the *Employee Handbook*, etc. The *Corporate Social Responsibility Statement* undertakes that we comply with the national laws and regulations on labor, health and safety and other social responsibilities, and abide by the relevant standards recognized internationally and other applicable industry standards and international conventions.

### The human rights protection commitments of Transsion Holdings

Human rights protection is the minimum standard for providing an equal working environment. We make the following human rights protection commitments in the *Social Responsibility Statement* and the *Employee Handbook*. The commitments are applicable to all directors, managers and employees of Shenzhen Transsion Holdings and its subsidiaries and branches, whether they work for the company on a full-time, part-time or otherwise temporary basis.

- **Free Employment**

Do not force, do not bind by contract, do not enslave or traffic in labor. It is forbidden to ask employees to pay the deposit or to leave the identity card in company.

- **Non-discrimination**

We promise to protect our employees from harassment and discrimination; the recruitment, wage, training opportunity, promotion, working arrangement (including working overtime) and dismissal are based on the ability of employee and the need of position. We are against and shall never allow any discriminations related to race, social class, nationality, religion, disability, gender, sexual orientation, union membership and politics status.

- **Compensation and Welfare**

The company pays the employee according to local laws and regulations and the wage should not be below the minimum wage standard. The salary detail should be listed clearly through the files, and corresponding holidays, wages, overtime pay as well as insurance should be provided.

- **Prohibit Child Labourer**

It is prohibited to employ child labourer in any section of manufacturing. All the employees must be over the age of 16. Employees under the age of 18 shall not be arranged to do works which may endanger the health or safety of juveniles.

- **Freedom of Association**

Employees have the rights to join unions freely; unions can negotiate with the company on behalf of the employees.

- **Humane Treatment**

To ensure the physical and mental health of employees, and to protect their personality and dignity, any kind of sexual harassment, sexual abuse, physical punishment, physical or mental oppression, verbal abuse and violent threats are strictly prohibited.

In terms of the working hours of employees, Transsion has stipulated working hours in the *Employee Handbook*, the *Attendance Management Regulations* and the *Labor Contract*, and the company shall not force employees to work overtime. The company applies standard working hour system at the headquarters, while the domestic and overseas offices can flexibly adjust their working hours according to the actual situation without violating local labor laws and relevant regulations, and report to the HR Center.

In 2023, there were no major personnel changes, no major labor disputes and no complaints on human rights.

## Democratic communication

Transsion attaches importance to the opinions from employees, and has established various communication channels to address their demands promptly and safeguard their rights to know and participate.

### Keep communication channels open

We attach great importance to communication with our employees, set up diverse communication channels, and promote an open and democratic communication atmosphere within the company through the internal communication channel, "Transsion Knows" platform and its operation principle of "No Deletion of Posts, Respect Every Voice of Employees"; we promote direct communication between the management and the grassroots employees and timely response to employees through diversified approaches like promoting discussion and dialogue at all levels, monthly meetings between departments, new employee communication meetings and trade unions. We also respect employees' advice and suggestions, respect employees' willingness to participate in company management and construction, and investigate their positivity and motility, enhancing their sense of belonging.

In 2023, the company continued to implement the third phase of the "Echo Plan" for open administration platform, as a permanent window for collecting administrative opinions. It opened up online questionnaires, offline symposiums, and hundreds of one-on-one interviews to fully understand the needs of employees and the pain points of business. Combining employee feedback, benchmarking within the industry and company of the same scale, as well as external learning, the company will continuously optimize its employee services.

Transsion has set up a trade union to protect the legitimate rights and interests of all employees in accordance with the law. The trade union has formulated the *Management Policy of the Trade Union Committee of Shenzhen Transsion Holdings Co., Ltd.* to participate in the formulation of corporate democratic resolutions related to the vital interests of employees from the perspective of employees, and provide suggestions and opinions to the management on strengthening employee diversity, safeguarding employee health and safety, enhancing employee welfare, etc.



### Enrich communication content

- Transsion has set up a HR Business Partner (BP) system, where the BP builds bridges for communication between departments, collects and coordinates various business needs and helps departments improve employee satisfaction. The company has specialized online service desks such as administration, HR, compensation, IT, finance, etc. Employees can not only make requests or suggestions directly through various online service desk, but also communicate and receive answers to their questions face-to-face through the offline service desk for employees.
- In terms of communication on performance appraisal, employees' opinions are understood through performance communication, and performance communication coaching and attendance system sharing meetings are conducted to deepen employees' understanding of the remuneration and performance system and help them perform better.



- In terms of policy communication, we help employees to better understand and safeguard their rights and interests by conducting policy communication sessions on various topics such as social security, housing provident fund, settlement policy and the company's commercial insurance. Transsion has opened multiple communication channels such as communication workshops at the theory-discussing meeting and forums for new employees to understand employees in a targeted manner, actively listen to their opinions and build a smooth communication bridge between the management and employees.

## Compensation and benefits

We comply with the Labor Contract Law of the People's Republic of China, the Special Provisions on Labor Protection for Female Employees, the Social Insurance Law and the local regulations, and have formulated the Measures for Employee Performance Management and the Measures for Compensation Management, which set the principles of ranking by post, paying by ability and rewarding by performance.

### Compensation and performance

In terms of compensation and performance, Transsion has formulated the Measures for Compensation Management applicable to employees of Transsion Holdings and its subsidiaries and branches, providing a market-competitive compensation package for all employees, including fixed and variable compensation. We follow the principle of "Equal Pay For Equal Work", and determine salaries based on post requirements and employees' individual abilities, regardless of gender, ethnicity, religion, political stand, marital status and other factors. We adhere to a compensation strategy of putting employees' performance first while taking into account the spirit of hard work and innovation, and favoring key positions.

We conduct regular performance appraisals, establish appraisal criteria from company development, employees' individual performance, work ability, potential and other aspects, and determine the appraisal cycle according to the needs in different development stages and the responsibilities of each department, which is divided into quarterly, semi-annual and annual appraisals. After the performance appraisal of employees, the company conducts enhanced incentives and improvement guidance through interviews and provides feedback on employees' performance. If the appraisee holds an objection, he/she could attempt to resolve grievances with his/her immediate supervisor. In the event the attempts to resolve the grievance are not successful and the appraisee wishes to pursue the matter, he/she could present the grievance in writing to the HR Center. We guarantee that the employees will receive effective feedback and timely response to their opinions.

## Benefits

The company provides a number of benefits for employees, and has purchased overseas commercial insurance for employees based overseas and on an overseas business trip.

Mandated benefits	Basic benefits	Special benefits
<p><b>In accordance with national or local regulations, we provide our employees with:</b></p> <ul style="list-style-type: none"> <li>• National statutory holidays</li> <li>• Social insurance, including basic pension insurance, medical insurance, unemployment insurance, work-related injury insurance, etc.</li> <li>• Housing provident fund</li> <li>• Other statutory employee benefits</li> </ul>	<p><b>Employees enjoy:</b></p> <ul style="list-style-type: none"> <li>• Leaves other than statutory holidays, including sick leave, work-related injury leave, personal leave, marriage leave, condolence leave, prenatal check-up leave, maternity leave, paternity leave, breastfeeding leave, parental leave and annual leave, etc.</li> <li>• Holiday cash gifts or presents for traditional festivals such as Chinese New Year Festival and Mid-Autumn Festival</li> <li>• Cash gifts or presents for employee birthday</li> <li>• Meal allowance</li> <li>• Communication allowance</li> </ul>	<p><b>Employees who meet conditions can enjoy:</b></p> <ul style="list-style-type: none"> <li>• Marriage and family welfare</li> <li>• Work-related injury insurance</li> <li>• Commercial insurance</li> <li>• Accidental injury insurance</li> <li>• Expat subsidies</li> </ul>

Global employees at Transsion Holdings





## Employee care

Transsion adheres to the principle of "People-Oriented" and creates a pleasant working environment for employees to help them balance work and life. We care for special employees and are committed to meeting the needs of every employee by providing barrier-free restrooms, nursing rooms, fitness rooms and other public facilities in the office building. The company regularly holds a variety of cultural activities for employees, including sports, entertainment, parenting and more. In addition, the company has established various themed clubs such as basketball, football, fitness, yoga, flower arrangement and so on. The company also held themed events on various festivals to offer caring greetings, effectively enhancing employee happiness and sense of belonging.

### Monthly Birthday Party

The company held monthly Zodiac-themed birthday party for employees in 2023. Colleagues celebrated their birthdays in the same zodiac sign, enjoyed a delicate tea break together, made birthday wishes and felt the ceremonial atmosphere of being the birthday stars. Moreover, birthday gifts were given out on site.

### Holiday-Themed Events

In 2023, the company carried out the Qixi Festival "Sharing Happiness" theme activity, the Mid-Autumn Festival "Feelings on the Tip of the Tongue" activity, the Christmas "Enjoy the Double Holidays, Gathering of Everything" and other activities. The implementation of these activities not only enlivened the working atmosphere but also greatly enhanced employee happiness and cohesion, further promoting the implementation of the company's corporate culture.

### Clubs

Employees can participate in various activities for free, including swimming, reading, football, basketball, traditional Chinese culture, badminton, tennis, board games, English, music, fitness, calligraphy, flower arrangement, yoga, stand-up comedy, and improv clubs. These activities are organized on a weekly basis, with more than 400 events held by various clubs throughout the year, attracting over 5,000 participants.

### 2<sup>nd</sup> Weight Loss Challenge

In 2023, the company held the second weight loss competition, which motivated employees to develop good exercise habits while working. After the event, many employees gained new sports skills, healthier dietary habits and achieved their ideal body shape.

### Free Chinese Medicine Clinic

In 2022, the company held two Traditional Chinese Medicine free consultation events; thoes two events focused on spinal health and occupational diseases related to office work respectively, providing popular science education and on-site consultation.

### Fat Loss and Body Shaping

In 2023, the company held a free fat loss and body shaping class once a week for two months, advocating for healthy weight loss, healthy exercise, maintaining a good figure while paying attention to physical health.



Fat Loss and Body Shaping Class



Birthday Party



the Christmas "Enjoy the Double Holidays, Gathering of Everything" Activity



the Mid-Autumn Festival "Feelings on the Tip of the Tongue" Activity

Transsion has formulated and released the *Employee Mutual Aid Fund Management Measures*, aimed at assisting employees who have difficulty in treatment due to major diseases, accidents, etc., and specifically set up the "Yin-Wei'ai" Employee Mutual Aid Special Fund to provide assistance, reflecting the team spirit of Transsion people in co-creation and sharing. In 2023, the "Yin-Wei'ai" Employee Mutual Aid Special Fund distributed a total of 166,500 yuan in love mutual aid funds.



# Employee training and development

By implementing career management and establishing a "dual-channel" promotion mechanism, Transsion has achieved multidimensional development of employees through management and professional channels in parallel. In the meantime, by virtue of a plenty of training resources of Transsion College, we help our employees improve their professional ability and career competence, providing a wide space for their career development.


## Talent development

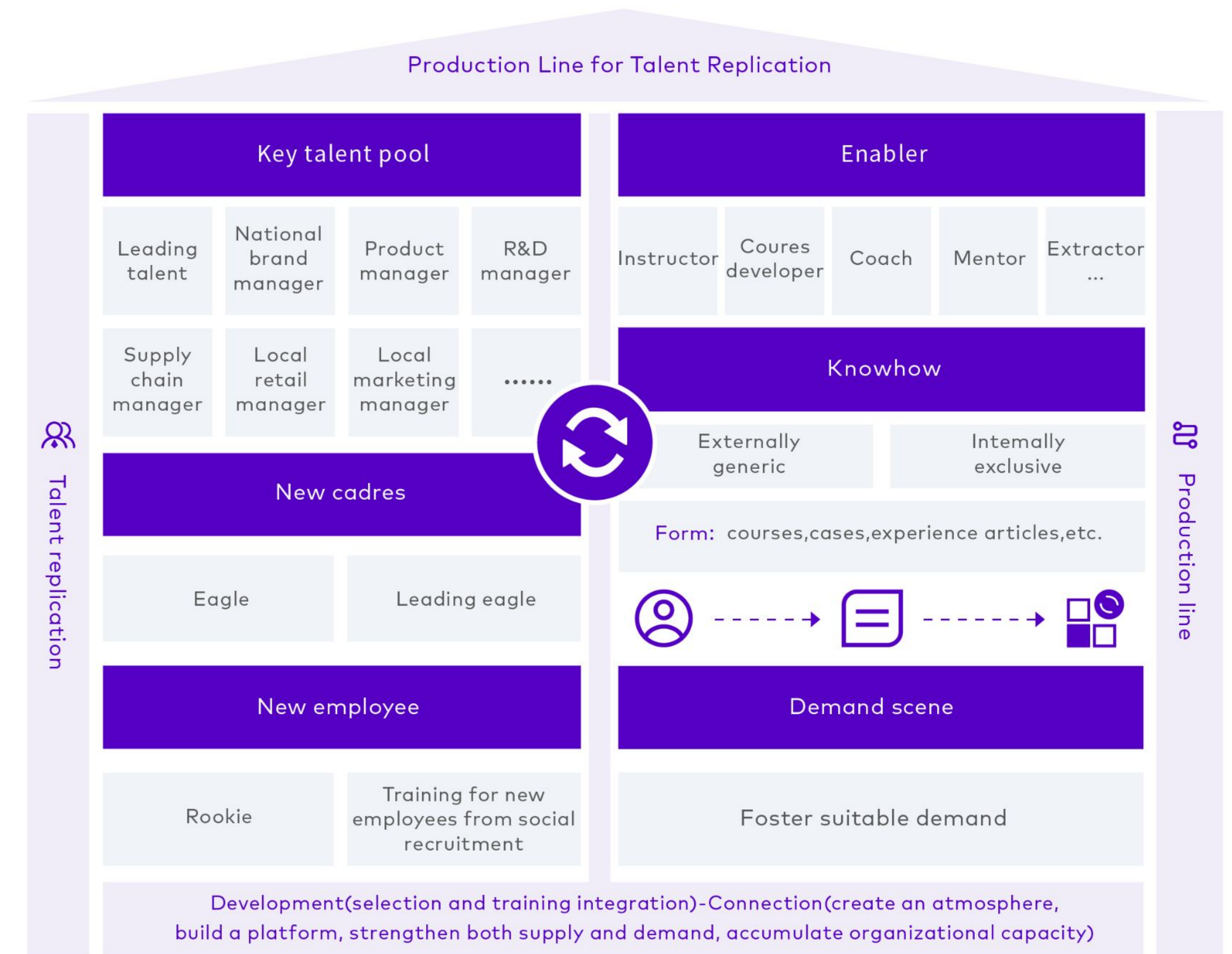
Through the establishment of the Transsion College responsible for overall planning of the training and development of employees, Transsion has built a three-level management structure of "company – department/division – second-tier department", with managers at all levels being responsible for the training of their teams.

Transsion has developed a comprehensive development plan for talents at different levels, and boosts the development of reserve talents; we assign new employees a career mentor who pays close attention to the employee's work status and provides necessary guidance at any time.

Transsion has explored the talent development mode of "Integration of Selection and Training" for the cultivation of "core talent" reserve force by combining the development needs and practices of the company. Benefiting from the talent development project, trainees can maintain timely communication with company executives and obtain effective feedback through face-to-face communication with company executives, so that trainees can be guided in their development direction and improvement space more pertinently. With online and offline training camp, we conducted Key Talents in R&D and Subsidiaries' Grassroots Cadre Training, the Manufacturing Center's Strong Foundation Plan, Product Managers/National Managers Training and other projects.

### Talent development plan of Transsion:

- 
**Talent development plan for fresh graduates**  
 Rookie Program for fresh graduates, Gyrfalcon Program for management trainees, Blue Bird Program for interns
- 
**Leadership development program**  
 Eagle Program for grassroots managers, Leading Eagle Program for middle managers and Future Leaders Training Camp for reserved senior managers
- 
**Key talent development program**  
 Product Manager Training Camp, National Manager Development Training Camp, Local Talent Development Training Camp, Supply Chain Elite Development Training Camp, Financial Reserve Talent Management Training Camp
- 
**For all employees**  
 We have set up the Transsion E-learning System (TES) and Transsion Hall to share generic skills and technologies, and each department also has internal sharing mechanisms focusing on experience sharing and knowledge accumulation in business areas



Training System of Transsion



## Diversified training

We are committed to building a comprehensive training system to provide targeted training for employees in different positions, consolidate their business foundation, and enrich and enhance their professional skills. We have formulated policies such as the *Training Management Measures* and the *College Annual Training Plan* to coordinate the company's training plans, manage progress dynamically through TES, clarify the training operation procedures and instructor responsibilities, and establish a sound training management mechanism.

### TES

TES serves the business needs of all levels of Transsion. The system is operated by the Transsion College, with support from the Process and Information Center, Human Resources Center, and Transsion College. It is a self-owned mobile learning platform covering the entire business landscape of Transsion. In 2023, the platform launched special courses such as "AI Lab Open Course", "Seven Steps to Solve Problems", and "Transsion Integrity Culture Series" to meet the learning needs of employees.

### Manager training program

To meet the diverse learning scenario needs of business departments, Transsion College has created a Grassroots Management Cadre Training Program that combines online and offline learning resources. Combining external series of online courses with offline courses in the three modules of "self-awareness", "people management", and "work management", manager training programs for 7 projects have been launched in Shenzhen, Chongqing, and Shanghai.

### Special training for local key talents

In order to implement the company's deep localization operation strategy, build a local excellent talent system, and cultivate local key talents in management, retail, product design and other aspects, the company irregularly carried out a number of special training projects in the business regions, including "Adaptive Leadership", "Empowering Sales Team For the Future Work", "Localization Training Program", "Designer Training Camp", "Key People Training Camp", etc.

### Corporate culture publicity

The company have successively organized several culture seminars, inviting employees from different businesses, functions and levels including core executives, HR team, procurement, finance, and R&D, to participate in open workshops to express and exchange their true ideas via open workshops, to allow the Transsion culture to take root in the knowledge, belief and behaviors of Transsioners; We have set up a special course of culture tour for new employees to experience the Transsion style with fun and attitude at the induction; We have created 6 IPs of Transsion values and, with the help of peripheral carriers of "Culture Creativity n", integrate them into employees' daily work and life and spread the corporate culture to every corner; We have called on and run a culture ambassador team consisting all business departments to embed the culture into business and nurture the culture with business through the two-way idea of empowerment and practice, and to continuously intensify the core of Transsion culture.

In addition, Transsion supports employees to pursue skill improvement and career development by encouraging them to obtain educational upgrade and qualifications on the job through continuing education based on their professional background. Transsion has formulated the *Training Management Measures* to encourage employees to participate in training programs related to their job skills improvement and provides assistance such as expense reimbursement. We have formulated the *Management Measures for Advanced Study of Company Executives* to provide support for the advanced study for degrees such as MBA. The company provides company executives with assistance including study resources recommendation and partial reimbursement of tuition fees. For language learning, we have formulated the *Implementation Rules for Foreign Language Learning Incentive*, reimbursing expenses such as the examination registration fees for English, Arabic, French and other languages required for the current business, in a view to encouraging employees to improve their foreign language skills.

### Key Talents Training

In 2023, the company conducted a total of 7 sessions of learning and discussion, covering related departments such as R&D, finance, quality, planning, and manufacturing.



### "Adaptive Leadership" Project

"Adaptive Leadership" Project is an offline leadership training organized for local business elites. The "Adaptive Leadership" Project for the fiscal year 2023 was successfully carried out in Dar es Salaam, Tanzania, on July 13-14, covering local key talents in the Sub-Saharan Africa region.





### Malawi Localization Training Program

In October 2023, the company held a concentrated training activity centered on improving communication skills in Malawi. Members from mobile phone and IoT businesses including itel, TECNO, oraimo, etc. participated in the training.



### Marketing Key People Training Camp

To precipitate excellent local marketing talents and cases, strengthen regional linkage, enhance the professional capabilities of local marketing talents, and at the same time strengthen the collaborative capabilities of various professional lines such as market, channel, retail, the company has set up the Key People Training Camp for local marketing talents. In October 2023, the Marketing Key People Training Camp - Nigeria Station was held in Lagos, Nigeria, with more than 60 employees from 21 countries participated.



### Empowering Sales Team for the future Work - Ethiopia Station

Through the combination of "training + battle", the training project helped local retail supervisors systematically to learn retail management knowledge and skills. The project aims to enhance the reach and terminal retail image of local products in Ethiopia, and also plays a key role in promoting the localization and professionalization of Ethiopian talents.



### Designer Offline Training Camp

In December 2023, the company held an intensive workshop-style training for designers/photographers covering multiple brands in the East and West Africa region in Nairobi, Kenya.





## School-enterprise co-development

The core of corporate competition is the competition of technology and talents. Transsion has signed industry-university-research cooperation agreements with many well-known universities such as Tsinghua University, Shanghai Jiaotong University, Huazhong University of Science and Technology, Harbin Institute of Technology, Hong Kong Polytechnic University, University of Leeds, etc. They carry out in-depth cooperation in four major dimensions: industry-research integration, industry-education communication, collaborative innovation, and collaborative talent cultivation. Based on the cooperation agreement, Transsion and universities fully leverage their respective technological and resource advantages and focus on areas such as cameras, communications, displays, games, AI voice, smart OS, basic software experience, etc., to carry out frontier exploration and gradually build an industry-university-research cooperation system, and have established friendly cooperative relations.

We also work hand in hand with the University of Ibadan in Nigeria and the University of Nairobi in Kenya to explore new models of university-enterprise cooperation, and strengthen comprehensive university-enterprise cooperation in professional exchanges, student practice, and graduate employment.

We hope to promote the deepening of university-enterprise cooperation, help Transsion strengthen the research and development layout, aim at market demand and opportunities, continuously enhance product value, and build a good talent construction ecosystem to empower business development.

## Reasonable promotion

To ensure fair promotion of employees is an important factor for the stable development of an enterprise. Transsion Holdings has formulated the *Promotion Program of Professional Serial Certification*, the *Cadre Promotion Program* and other system to standardize and guide the promotion management, and adheres to the promotion principles of "Fairness and Impartiality, Scientific Selection and Merit-based Admission" to select talent in line with the company's culture and team development needs. Transsion Holdings is committed to boosting a promotion mechanism with clearer appointment and promotion requirements and a more specific bottom line, selecting on merit and ensuring a smoother development channel for employees with outstanding performance and ability.

### Promotion mechanism

Transsion has implemented a "dual-channel" mechanism, with management channel and professional channel in parallel to achieve multi-dimensional development of employees.

### Appraisal criteria

Transsion has developed tailored promotion programs for different targets, such as professional serial promotion and cadre promotion, and the main factors to be considered include performance and working ability.

### Supervision of promotion

Cadres are required to undergo assessments such as the leadership assessment and defenses, demonstrate their work results, receive the audit by judges and review for certification, and department announcement. If there are no objections, their promotion will be submitted to the company for approval.

## Employee incentives

In order to cultivate and motivate the entrepreneurial spirit of Transsion employees, Transsion has implemented the 2020 Restricted Stock Incentive Plan and the 2022 Restricted Stock Incentive Plan in accordance with the requirements of relevant laws and regulations such as the *Management Measures for Equity Incentives of Listed Companies*. In July 2023, the company distributed about 1.97 million shares to 237 employees in the third belonging period for the first part of the 2020 Restricted Stock Incentive Plan, and distributed 649.25 thousands shares for 111 employees in the second belonging period for the reserved part. In September 2023, the company granted 3.43 million reserved restricted shares to 224 employees of the 2022 Restricted Stock Incentive Plan.

### In terms of the 2020 Restricted Stock Incentive Plan



In July 2023, the company distributed about 1.97 million shares



To 237 employees, in the third belonging period for the first part



And distributed 649.25 thousands shares



To 111 employees, in the second belonging period for the reserved part

### In terms of the 2022 Restricted Stock Incentive Plan

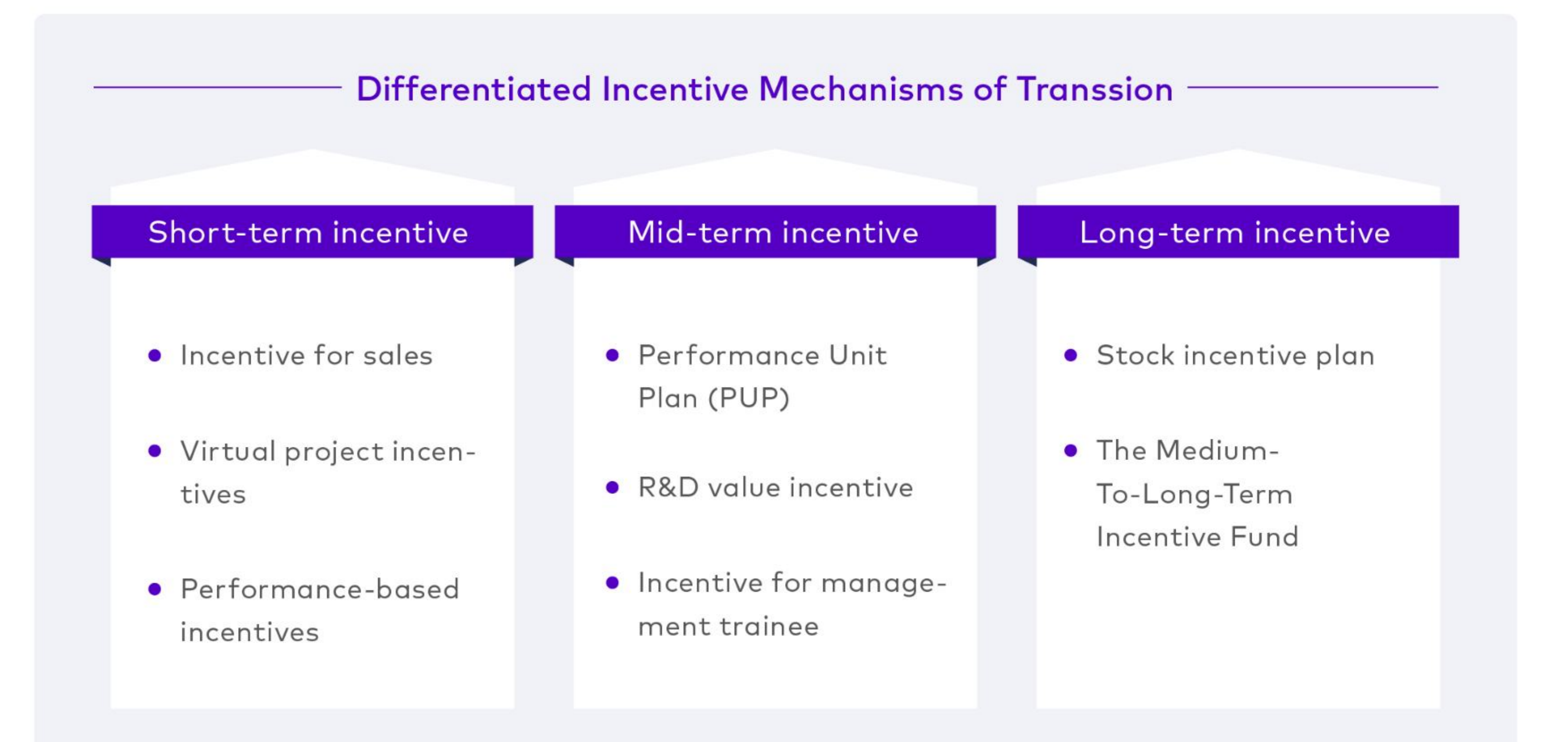


In September 2023, the company granted 3.43 million reserved restricted



To 224 employees

For employees with high value contributions, Transsion provides them with market-competitive remuneration rewards to attract and retain the company's core talent through diversified and differentiated incentive mechanisms.





# Occupational health and safety

Transsion strictly complies with the laws and regulations such as the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on Prevention and Control of Occupational Diseases* and the *Management Measures for the Production Safety Accident Contingency Plan*, and has formulated internal policies such as the *Regulations on the Management of Environmental Safety in Offices*, which provide specific regulatory guidelines on the safety and health of employees.

## Ensure occupational safety and health

- **Standardizing operating requirements**

Employees are required to strictly comply with labor discipline, work safety rules and regulations, operating guidelines on work safety, etc.

- **Providing a safe environment**

Transsion takes corresponding measures to ensure that the workplace complies with regulations in terms of drinking water, sanitation, fire safety, lighting, and ventilation, providing a healthy and safe working and living environment for employees.

- **Furnished with safety equipment**

Transsion equips employees with the labor protection supplies required for their work and regularly distributes necessary pandemic prevention materials to employees during the pandemic.

- **Regular health check-ups**

Transsion pays attention to the health of employees and organizes regular health check-ups.

- **Organizing healthy sports activities**

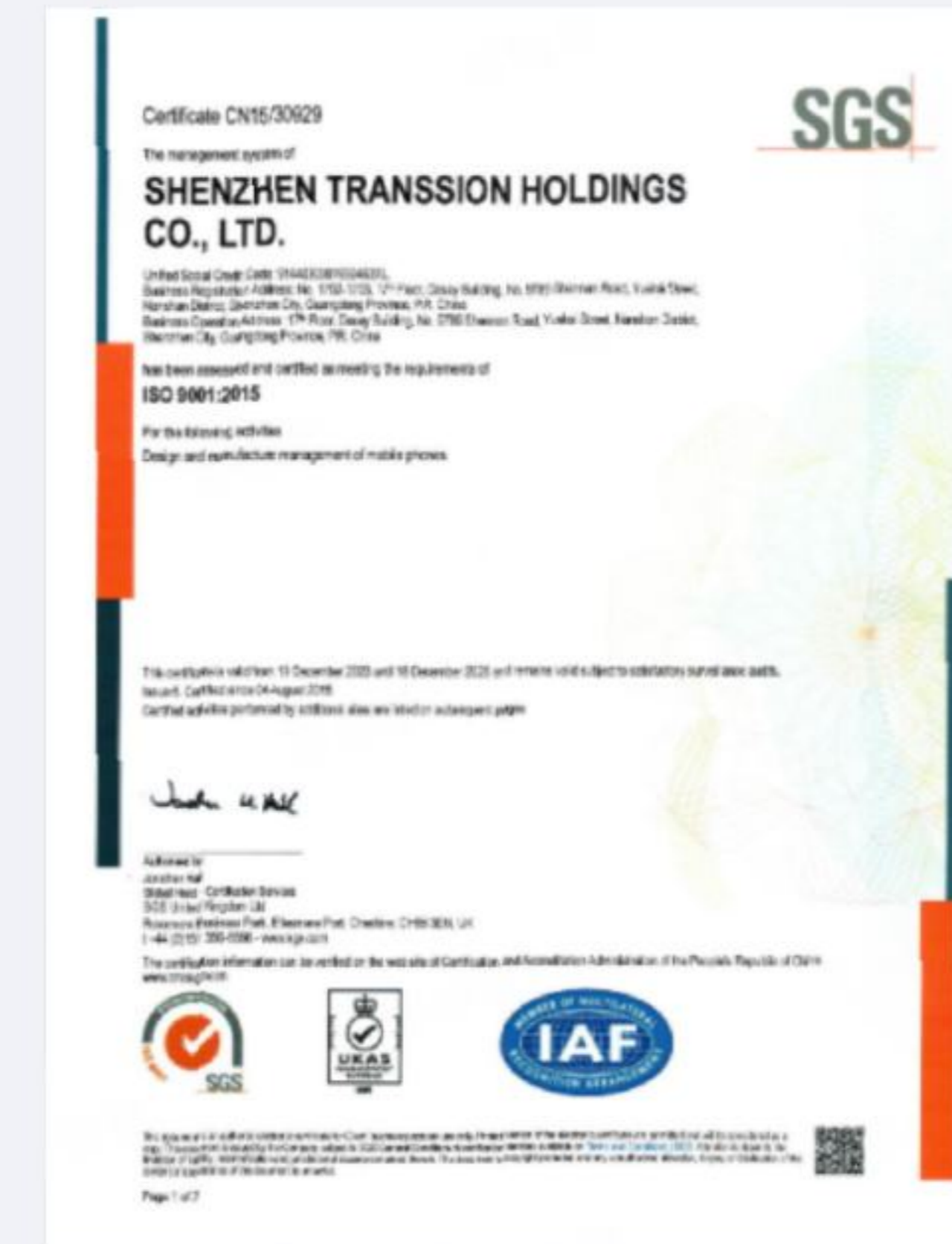
Employees can participate in various sports clubs such as swimming, football, basketball, badminton, tennis, yoga and fitness and other sports clubs for free. The clubs held nearly 400 activities throughout the year, attracting more than 5,000 participants. Badminton, basketball, and football clubs held competition both in the middle of the year and at the end of the year, to allow employees to experience the passion of sports competition. The company also held a 100-day weight loss challenge to encourage employees to develop good fitness habits while working. In addition, the company provides fitness rooms, yoga rooms, and leisure sports areas for employees.

- **Organizing health lectures**

The company organizes employees to participate in lectures and training on office safety, computer virus prevention and treatment, extreme weather travel safety, occupational disease prevention, common and frequently-occurring disease prevention through online and offline methods, which shows the company's care for the physical and mental health of its employees.

- **Certification**

Transsion Holdings, Shenzhen Tecno and Chongqing Transsion Technology have been awarded the Occupational Health and Safety Management System Certificate.



Transsion Holdings ISO 45001 Certification



Shenzhen Tecno ISO 45001 Certification



Chongqing Transsion Technology ISO 45001 Certification



Transsion Badminton Competition



Yoga Club



## Focus on safety training

The company has established a sound EHS management structure and system. It organizes safety knowledge and emergency skills training in accordance with the requirements of laws and regulations and practical needs, deploys emergency materials that meet compliance requirements, and organizes regular contingency plan drills of various security themes to ensure the effectiveness.

In 2023, all domestic factories carried out more than 600 training sessions concerning EHS, with more than 23,000 training attendance, covering 100% factory workers. Based on the three-level training at entry, the company has added monthly team-level safety training, aimed at enhancing the safety awareness of front-line team members and fostering a safety culture among all employees.



Safety Training & Emergency Drill in Factories

### First aid certificate training

In October and November 2023, Transsion organized employees from the Shenzhen and Shanghai offices to participate in first aid certificate training and obtain first aid certificates, helping employees increase their knowledge and practical skills in cardiopulmonary resuscitation, trauma care, and escape and risk avoidance.



### Elevator safety training & emergency drill

In July 2023, the company organized elevator safety knowledge training and trapped emergency drills to improve employees' awareness of elevator safety, learn how to respond when trapped in elevator, and strengthen emergency rescue skills for sudden elevator accidents.



### Fire safety knowledge training & fire escape drill

In May and November 2023, Transsion held fire safety knowledge training and fire escape drills in Shanghai and Shenzhen, helping employees master fire safety knowledge, carry out orderly escape drills, and improve employees' response capabilities in extreme situations.







# 05

## Partner Responsibility for Win-win Results

Responding to SDGs indicators



Transsion upholds the principle of win-win cooperation, actively seeks to establish long term partnerships of mutual trust and benefit with relevant providers in the industry chain, and joins hands with domestic and foreign partners to share the fruits of sustainable development.



## Responsible supply chain management

Suppliers are important partners of Transsion. Transsion and the suppliers jointly comply with the laws and regulations and generally accepted international standards or conventions in the places of product manufacturing and operation. To establish a standardized supplier management procedure and system for the company, we have developed a series of internal policies such as the *Process for Introducing New Suppliers*, *Supplier Feedback Management Process*, *Transsion's Integrity Statement and Procurement Agreement* to shape a healthy and sustainable responsible supply chain. Moreover, Transsion has set up a mandatory supplier introduction standard, the *Supplier Mandatory Criteria Assessment Form*, which clearly sets out the "zero tolerance" criteria related to the environmental and social responsibility of suppliers.

### Supply chain management process

- **Supplier identification and introduction**

We have established strict supplier introduction approval criteria to apply corresponding standards to all introduced suppliers, including but not limited to requiring suppliers to have sound corporate qualifications, matching professional qualifications and service capabilities, and usually adopt an open platform to provide registration and ensure a fair and transparent supplier registration process.

Transsion has developed the *Process for Introducing New Suppliers*, requiring new suppliers introduced to enter into agreements such as the *Safety and Environmental Protection Agreement* and the *Agreement on Not Using Prohibited Substances* with the company when new suppliers are introduced. In addition, we have developed a *Supplier Assessment Form - QSA* to check suppliers' compliance in environmental and occupational health and safety to safeguard the green procurement from the supply chain and the personal and property safety of laborers, and we will first select suppliers with excellent performance.

- **Supplier introduction audit**

We set up a supplier review panel to conduct strict inspections of suppliers' qualifications, product quality, social responsibility, labor rights and interests, and other areas. We have developed and implemented a *Supplier Mandatory Criteria Assessment Form* as the assessment criteria to conduct strict assessments on corporate quality system assessment (QSA), quality process audit (QPA), trade safety and other aspects. Qualified suppliers can be introduced into the resource pool as reserve.

We also actively focus on the practices of suppliers in respect of environmental protection and labor management and advocate the establishment of effective labor, health and safety management systems by them when assessing supplier admission. We set "not using child labor and forced labor" and "not providing false information" as mandatory criterias in *Supplier Mandatory Criteria Assessment Form*. We have formulated environmental, fire and safety audit projects when assessing supplier admission, We require compliance in the use of labor, ensure compliance by reviewing the supplier's employee list, sampling employee information and employment contracts, requiring suppliers to provide proof of salary payment and interviewing employees, and are concerned about the occupational health and safety of suppliers' employees. We require suppliers to pay basic salary and corresponding benefits as required by local laws and regulations, and pay corresponding overtime fees according to local laws and regulations.

- **Audit and assessment of supplier's contract performance**

We conduct regular audits of suppliers' contract performance and have established audit standards for environmental, fire and safety management of suppliers, including ISO 9000 quality management system, ISO 14001 environmental management system, ISO 45001 occupational health management system, RoHS

hazardous substances management system, conflict minerals management, 27001 information security management system and other standards. In addition, we have developed the *Supplier Performance Evaluation Process and Supplier Incentive Management Measures* to evaluate suppliers in terms of labor management, environmental management and other aspects and provide monetary and honorary incentives to suppliers with excellent performance in comprehensive dimensions.

In 2023, we audited all new suppliers to be introduced and suppliers that were on the Approved Vendor List (AVL) to be audited annually, and supplier audit results all met internal management standards.

Proportion of suppliers signing the *Supplier Integrity and Honesty Commitment Letter, Declaration of Supplier Interests*

100%

### Communication with supplier

We conduct business reviews through annual supplier conferences and quarterly, annual and unscheduled communications between middle and senior management among suppliers, putting forward green procurement, delivery, technology, quality and other demands and promoting improvement. In 2023, over 100 supplier QBR/YBR (quarterly/annual) communication meetings were completed.

In addition, we also publicize and arrange for shortlisted suppliers to sign the *Transsion Integrity Statement* during supplier audits, and require partner suppliers to sign the *Supplier Integrity and Honesty Commitment Letter* and the *Declaration of Supplier Interests* in a bid to further strengthen the integrity publicity to suppliers.

#### 2023 Transsion Holdings core partners exchange meeting

In November 2023, we held 2023 Transsion Holdings core partners exchange meeting and exchanged ideas with participating partners on the strategic development direction of various categories of business in the follow-up of Transsion, in which more than 200 major suppliers of approximately 120 core components participated.





## Responsible procurement

Transsion follows the strict standards of integrity in all business interactions, prohibits any form of bribery, corruption, extortion and embezzlement of public funds, and adheres to a green and sustainable procurement philosophy to achieve responsible procurement.

### Optimize conflict minerals management

In terms of conflict minerals management, Transsion complies with the conflict minerals reporting and other requirements under section 1502 of the US *Dodd-Frank Wall Street Reform and Consumer Protection Act (the Dodd-Frank Act)* and irregularly conducts supplier conflict minerals survey and collects conflict minerals reports from suppliers to ensure that conflict minerals from illegal mines are not used in the supply chain. Meanwhile, Transsion has released a statement on conflict minerals management on its website.

### Green and clean procurement

Based on the concept of sustainable development, Transsion regulates green procurement and strengthens the assessment control of the information about suppliers' environmental and social factors. Transsion has improved the supplier collaboration platform, where the environmental protection agreements signed by suppliers and the information related to environment and labor health and safety involved in supplier audits are available.

Transsion pays attention to transparent procurement. In 2023, Transsion and its suppliers signed the contractual documents such as the *Supplier Integrity and Honesty Commitment Letter* and *Declaration of Supplier Interests*. Suppliers shall guarantee not to promise or agree to provide, or authorize any third party to provide, or pay any fees, loans, donations, anything of value or improper advantage to our employees and their spouses, their children and children's spouses and other relatives directly or indirectly, or other specific/interested parties for the purpose of obtaining other improper business benefits, and not to give any kickbacks, commissions, gifts or other benefits to our managers, employees, agents or other related parties in any form. In addition, we established integrity and honesty provisions in the *Procurement Agreement* and organized internal integrity training and publicized anti-corruption cases to internal employees and suppliers on an irregular basis.

Transsion requires supplier partners to fulfill the obligation to inform it in the event of a request for a bribe. In the event of bribery during the cooperation, Transsion will terminate all cooperation with it, regardless of whether an improper benefit is actually obtained.

## Promoting Industry Development

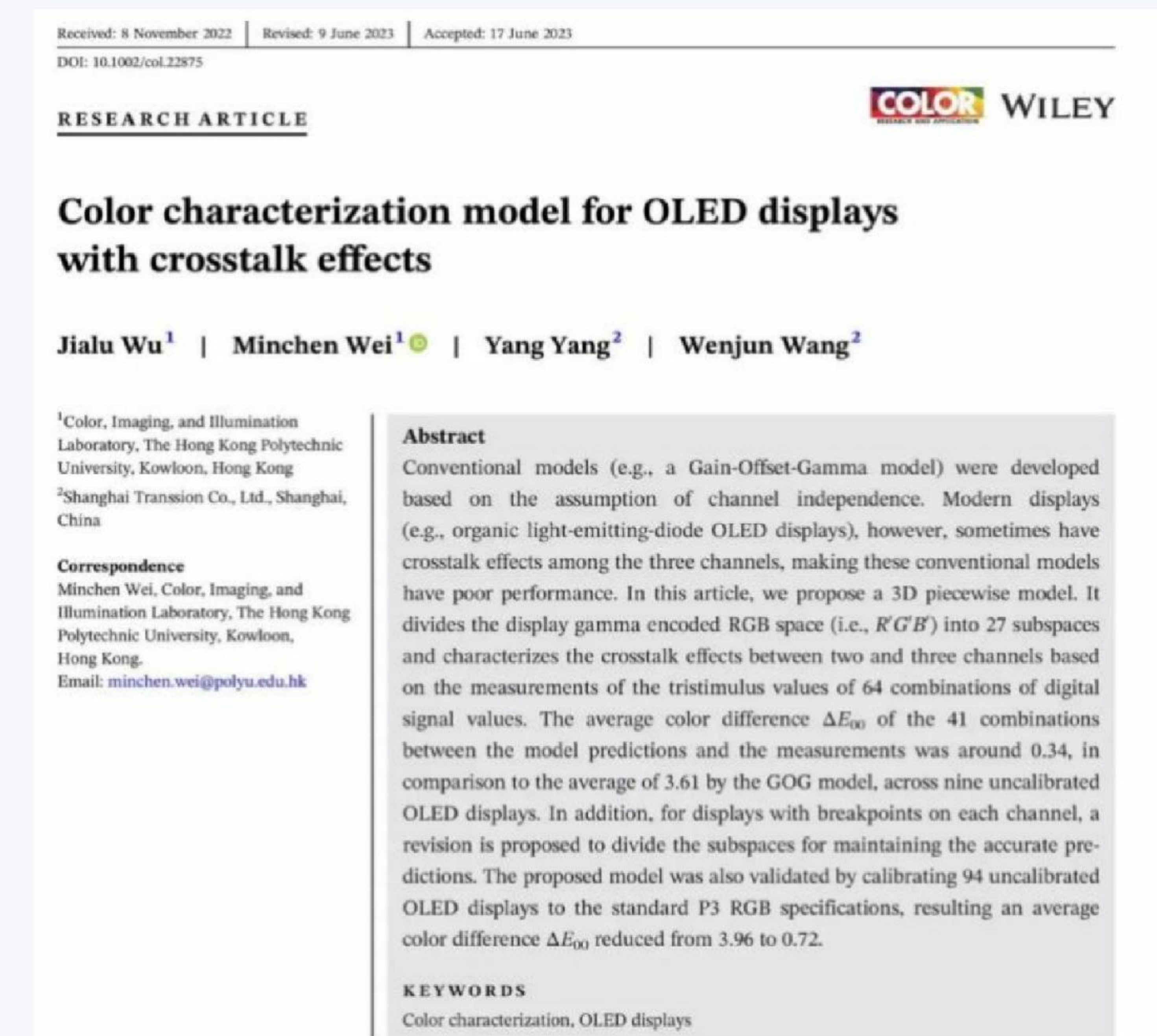
Transsion continues to pay attention to the development trends of the industry, attaches great importance to communication and cooperation within and outside the industry, actively participates in various industry activities, and is committed to innovating and creating value together with all partners. In 2023, Transsion actively built cooperation and sharing platforms, strengthened cooperation with stakeholders such as university institutions and industry associations, actively participated in international cooperation and exchanges, and continuously promoted the standardized development of industry technology.

## Deepen the industry-university-research-application cooperation system

Transsion continues to broaden talent recruitment system by leveraging advantageous enterprise resources to cooperate with well-known domestic and foreign universities in support to the efficient development of business and achieve a win-win situation with the academic community. In 2023, Transsion collaborated with The Hong Kong Polytechnic University, Harbin Institute of Technology and others, by virtue of their unique advantages in the introduction and training of talents, promoted the cooperation in technology and projects, accelerated the industry-university-research results transformation, and the training of innovative talent, and will maintain win-win partnership with the academics in the future.

### "Display Screen Color Calibration" project, jointly conducted by Transsion and the Color Imaging and Metaverse Research Center of The Hong Kong Polytechnic University, was accepted by the international renowned journal in the field of color science - Color Research and Applications

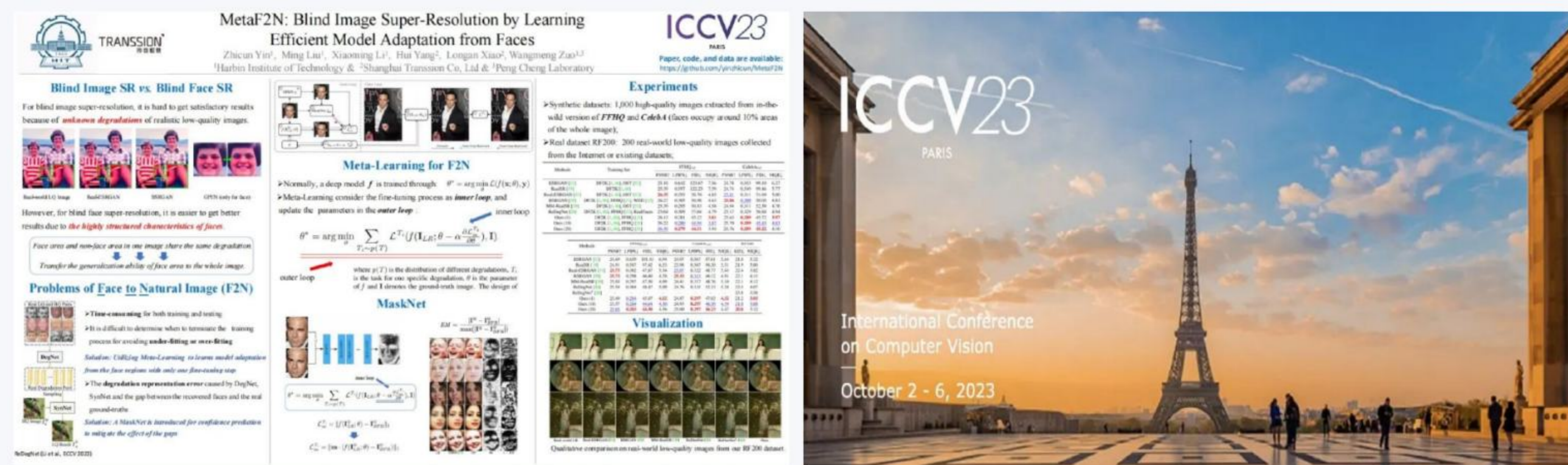
"Display Screen Color Calibration" project, jointly conducted by Transsion and The Hong Kong Polytechnic University, an internationally renowned color science research team, has achieved new results. Through self-developed high standard screen calibration methods and production lines, the consistency and accuracy of screen colors have been achieved. The research article "Color characterization model for OLED displays with crosstalk effects" has been accepted by the international renowned journal in the field of color science - Color Research and Applications.





### The paper from the Transsion Imaging Team in the field of image super-resolution was accepted by International Conference on Computer Vision( ICCV) 2023

In October 2023, ICCV was held in Paris, France. The paper "MetaF2N: Blind Image Super Resolution by Learning Efficient Model Adaptation from Faces", completed by the Transsion Imaging team and the Machine Learning Research Center of Harbin Institute of Technology, has been accepted by ICCV 2023. The paper provides new ideas for the technical challenges in the field of image restoration, which can be applied to the image and video functions of intelligent mobile terminal products and has a wide range of application scenarios.



### Infinix, a mobile phone brand of Transsion, has reached a partnership with Tesla Science Center

In June 2023, Infinix reached a partnership with Tesla Science Center (a non-profit science center established on the site of Nikola Tesla's laboratory, aimed at protecting and promoting the heritage of this great inventor). To pay tribute to Tesla's spirit of inventors, Infinix supports the construction and development of Tesla's Science Center, allowing Tesla's unique spirit of exploration and innovation to provide inspiration and guidance for future generations, inspiring the younger generation to maintain enthusiasm and confidence in scientific innovation. Both sides work together to promote innovative education, inspire more young people to embrace innovative concepts, and inherit the spirit of invention.



### Engage in industry conversations and exchanges

Transsion Holdings has vigorously expanded cooperation areas and promoted diversified strategic cooperation featuring mutual complementarity. In 2023, multiple brands of Transsion conducted cooperation with third parties and engaged in industry conversations.

- Infinix, a mobile phone brand of Transsion, has reached a partnership with Tesla Science Center to jointly promote innovative education.
- Transsion Mobile Internet provided data support for the China-Africa Economic & Trade Research Institute and assists in the research of Africa's digital economy.
- Transsion Mobile Internet held the first Emerging Market Game Industry Summit, committed to growing together with global game developers and partners.

### Transsion Mobile Internet Held the First Emerging Market Game Industry Summit

In May 2023, the first Emerging Market Game Industry Summit held by Transsion Mobile Internet, with the theme of "Game Blue Ocean Escort, Exploring Unlimited Possibilities", officially opened at the Transsion Building in Shanghai. The summit was held in the form of online and offline linkage, attracting hundreds of gaming companies to participate. Transsion Mobile Internet focuses on a new product and service landscape for gaming going global in emerging markets, committed to working together with global game developers and partners to grow, seize new opportunities for digitalization in emerging markets, and explore unlimited possibilities.



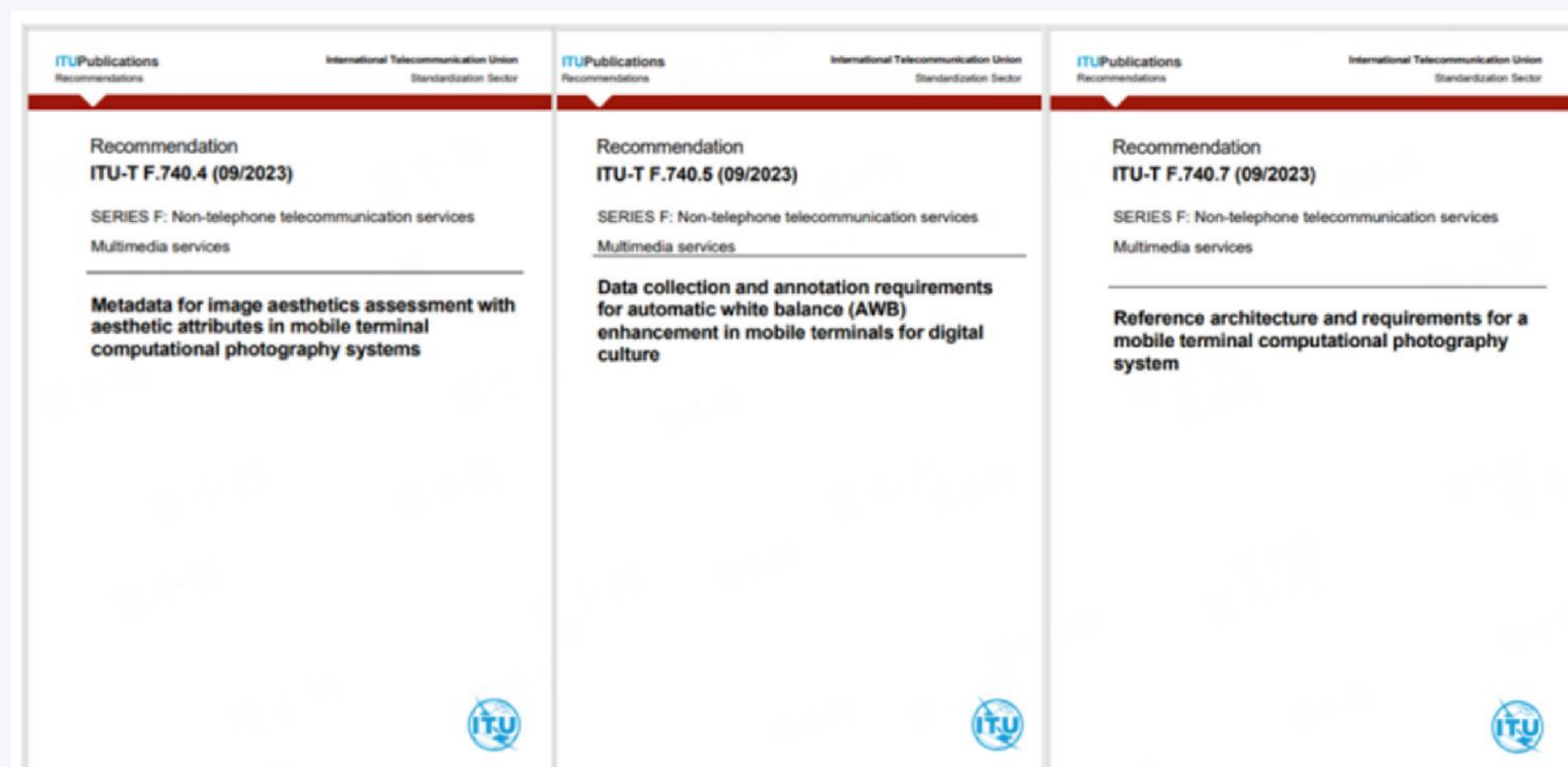
## Advance the development of industry standards

We actively promote relevant standardization research, continue to enhance Transsion's influence in international organizations for standards, and cooperate with ecological partners in the industry to contribute to the development of the industry. Over the years, Transsion has developed a long-term R&D plan around the mainstream industry trend of computational photography technology and product applications, and continued to increase investment in technology R&D. Transsion has also exported research results through standardized methods to establish a deep connection between R&D and industry.

### The first international standard of mobile terminal computing photography system, led by Transsion, has been officially released

In 2023, three draft international standards in the field of computational photography, led by Transsion and jointly cooperated with Beijing University of Posts and Telecommunications, submitted to the International Telecommunication Union (ITU), were finally reviewed and approved by the 16th Research Group of the ITU. The standards were officially released as the first batch of international standards in the field of mobile terminal computational photography, filling the international standard gap in this field.

The international standards officially released by Transsion include: "Reference architecture and requirements for a mobile terminal computational photography system", "Metadata for image aesthetic assessment with aesthetic attributes in mobile terminal computational photography systems", and "Data collection and annotation requirements for automatic white balance(AWB) enhancement in mobile terminals for digital culture". This series of standards innovatively proposed the definition and system architecture of mobile terminal computational photography in the industry, and took the lead in building a basic framework for standardization research in this field internationally. At the same time, it deepened the construction of standards in image system processing procedure and metadata, image enhancement technology, dual camera collaboration technology, image aesthetics evaluation, and other directions. Transsion will collaborate with upstream and downstream industries and industry experts to achieve a comprehensive layout of international standards in the field of computational photography.



### Transsion participated in the development of IEEE 2861 international standard for mobile game performance optimization

In November 2023, the first IEEE(Institute of Electrical and Electronics Engineers) Standards Conference was held in Shenzhen, attracting experts and scholars from global standards organizations to show cutting-edge standard trends, share the latest research results, and jointly promote the development of international standards. At the game and esports standardization forum held at the same time, representatives from Transsion and ecological partners from industry, academia, and research jointly discussed the experience and ideas of game standardization construction. The forum also officially released the IEEE 2861 international standard for mobile game performance optimization, and Transsion, as an important participant in the construction of this standard, won the Outstanding Contribution Award. IEEE currently has 420,000 members from 175 countries, and standards are developed in multiple fields including electrical and electronic equipment, test methods, raw materials, symbols, definitions, and testing methods.







# 06

## Community Responsibilities for Harmony

Responding to SDGs indicators



As an enterprise with a sense of social responsibility, we actively respond to the national appeals, offer assistance to "rural revitalization", participate in public welfare undertakings and give back to society to deeply assume corporate social responsibility.



Adhering to the philosophy of "Together we can", Transsion takes an active part in public welfare undertakings, keeps up with the national development strategies, positively assumes corporate social responsibility, and continues to create a positive impact on the local communities.

In 2023, the total amount of donations to external organizations, public welfare and rural revitalization by Transsion was about RMB 9.01 million.

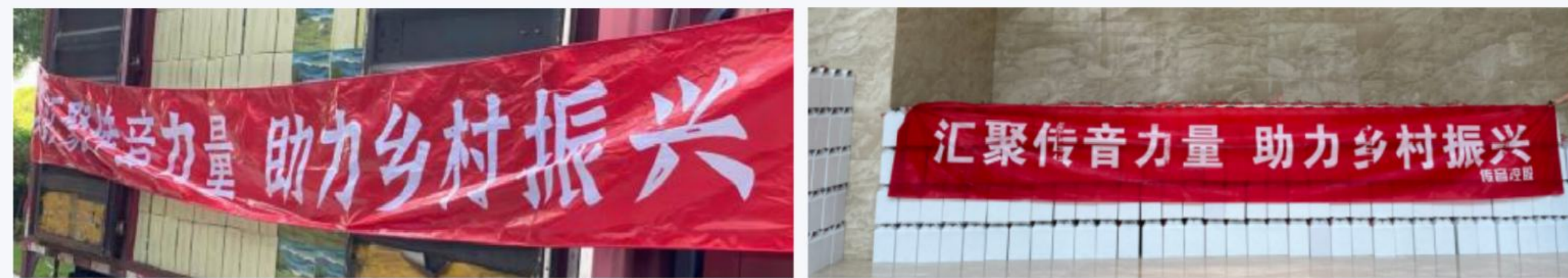
## Rural revitalization

As China declared comprehensive victory in the tough battle against poverty, rural revitalization has become an important strategy to continue to promote the development of rural areas and the increase of people's income. As an enterprise with a sense of social responsibility, Transsion has always attached great importance to promoting local industry development and increasing people's income to make them rich through corporate development. After the national rural revitalization strategy was put forward, Transsion took active actions to deeply assume corporate social responsibility by combining industrial revitalization with talent revitalization based on the business landscape.

"Gather Transsion's power to fuel up rural revitalization." To consolidate and expand the achievements of poverty alleviation and promote the development of industries in key counties supported by national rural revitalization, Transsion continued to carry out the special plan for "rural revitalization" in 2023, providing consumer assistance to Longlin County and Fengshan County in Guangxi Province, Wuding County in Yunnan Province, Yunyang County and Dajin Town of Kaizhou District in Chongqing City. Through actions, Transsion consolidated and expanded the achievements of local poverty alleviation and assisted in rural revitalization.

### Consumer assistance contributed to Rural Revitalization

In 2023, Transsion Holdings purchased agricultural products from the designated consumer assistance group of the Nanshan District in Shenzhen, Dajin Town People's Government of Kaizhou District in Chongqing, and the designated consumer assistance center of Yunyang County Commerce Committee in Chongqing. The total amount of agricultural and sideline products purchased was approximately RMB 1.37 million, which was used to promote industrial revitalization and local employment in Longlin County and Fengshan County in Guangxi Province, Wuding County in Yunnan Province, Yunyang County and Dajin Town of Kaizhou District in Chongqing.



Transsion consumption assistance to Longlin County and Fengshan County in Guangxi Province, Wuding County in Yunnan Province, Yunyang County and Dajin Town of Kaizhou District in Chongqing



The designated consumer assistance group of the Nanshan District in Shenzhen, Dajin Town People's Government of Kaizhou District in Chongqing, and the designated consumer assistance center of Yunyang County Commerce Committee in Chongqing expressed appreciation to Transsion for helping Rural Revitalization



Dajin Town People's Government of Kaizhou District in Chongqing awarded Transsion the honorary title of "Excellent Enterprise in Supporting Rural Revitalization and Consumer Assistance"

While continuing consumer assistance, Transsion focuses on talent revitalization and rural education, and carries out projects such as "Dream Sports Bag", "Rural Multi-functional Classroom", and "Remote Mountain Transsioner" to contribute to improving rural children's education and teaching conditions and promoting social education equity.

### Talent revitalization "Dream Sports Bag" project

In May 2023, Transsion teamed up with the Amity Foundation to launch the "Dream Sports Bag" project, donating approximately RMB 100,000 to the Amity Foundation, mainly for donating sports equipment to remote rural schools such as Dege County in Garze Prefecture, Butuo County and Zhaojue County in Liangshan Prefecture in Sichuan Province, and Gulang County in Wuwei, Gansu Province, to help children grow up healthy.



### Talent revitalization "Rural Multi-functional Classroom" project

In September 2023, Transsion teamed up with Chinese Language and Culture Education Foundation of China to carry out the "Rural Multi-functional Classroom" public welfare project, donating RMB 300,000 to Chinese Language and Culture Education Foundation of China, mainly for the construction of rural multi-functional classrooms in Leishan County, Qiandongnan Prefecture, Guizhou Province, and donating youth reading materials, calligraphy, painting, clay sculptures and other aesthetic education supplies to local students. This project helps to promote the integration of subject education and quality education, helping children broaden their horizons and improve their cognitive abilities.





### Talent revitalization "Remote Mountain Transsioner" project

In September 2023, Transsion donated a batch of "Transsion Teacher's Day gift boxes" to the Beijing Qingxi YuanShan Public Welfare Foundation. During the Teacher's Day period, the foundation distributed them to nearly 700 rural teachers from more than 20 rural schools in 7 provinces, paying high respect to their dedication to teaching in rural areas.



## Public welfare and charity

"Practice corporate social responsibility and give back to the local community". All mobile phone brands of Transsion help the local disadvantaged, support education with technology and fight the disasters through material/fund donations in the places where they operate.

### The mobile phone brand itel of Transsion launched the "Love Always On" public welfare activity, continuously conveying love and care

2023 was the eleventh year of the welfare project "Love Always On", launched by the itel brand. itel insists on donating books, food, and daily necessities to children in remote mountainous areas, aiming to help them enjoy a better life. In 2023, itel brand launched the "Love Always On" activity in 12 countries including Nigeria, Burkina Faso, Mali, Rwanda, Kenya, Guinea, Tanzania, and so on. A total of 10,000 children's books, 25,000 painting books, and 600 book corners were donated, with a total donation amount of approximately RMB 900,000, helping over 30,000 children enjoy the pleasure of reading.



### Transsion's mobile phone brands itel and Infinix, as well as the accessory brand oraimo, fully supported relief efforts after Morocco's earthquake

In September 2023, an earthquake occurred in Morocco, causing serious casualties and house damage. Transsion's mobile phone brands itel and Infinix, as well as the accessory brand oraimo, fully supported the earthquake relief efforts in Morocco.

itel team has set up supply stations for four severely affected villages and prepared supplies worth approximately RMB 80,000 for the victims, including drinking water, milk, bread, cooking oil, biscuits, cheese and other food, bringing the warm to the victims. Infinix team went to the disaster mountainous area of Al Haouz overnight to provide supplies such as mineral water, biscuits, canned goods, milk, sugar, and tissues to the local victims, helping them overcome difficulties. oraimo team rushed to the Aghbal site to set up tents with the local military and volunteers, line up to deliver supplies, and orderly distribute daily necessities such as blankets, shoes, and foods.



itel team went into the disaster area to distribute daily necessities



Infinix team assisted in disaster area



oraimo team rushed to the disaster area to provide aid and donation



### TECNO, a mobile phone brand of Transsion, launched the "Future Star" public welfare program

TECNO, a mobile phone brand of Transsion, launched the "Future Star" public welfare program to support technological innovation among African undergraduate students through scholarships, smart electronic devices, multimedia classrooms, and other means. The total donation amount was approximately RMB 250,000.

In October 2023, TECNO Ghana team launched the "TECNO Future Star Program" at the Faculty of Humanities at the University of Ghana, providing scholarships to outstanding students and establishing a student experience center equipped with TECNO equipment in the office of the New Faculty of Humanities. TECNO Ivory Coast team awarded scholarships and smart electronic devices to 14 students from the School of Mathematics and Computer Science at the University of Bovani. TECNO Nigeria team donated a multimedia classroom to the Department of Linguistics, African and Asian Studies at the University of Lagos, equipped with advanced facilities such as high-speed broadband, interactive whiteboards, and language learning software, aimed at promoting language learning and practice among students. The charity program also promised that TECNO will provide internships and employment opportunities for 5 outstanding graduates every year.



TECNO Future Star Program (Cote d'Ivoire)



TECNO Future Star Program (Ghana)



TECNO Future Star Program (Nigeria)

### Infinix, a mobile phone brand of Transsion, collaborated with the United Nations Educational, Scientific and Cultural Organization (UNESCO) to launch the CogLabs project, helping global youth Science, Technology, Engineering, and Mathematics (STEM) education

In November 2023, Infinix, a trendy and cool technology brand of Transsion, officially announced its collaboration with the UNESCO to launch the CogLabs project. The CogLabs project aims to inspire the next generation of ideologists and creators worldwide by providing accessible robots and machine learning practical experiences. Infinix provided device support for the CogLabs project, including smartphones and laptops, to enhance the effective implementation of the UNESCO CogLabs workshop worldwide. This innovative project aims to provide a unique opportunity for the younger generation to have zero distance contact with robotics technology, and to build a more open, innovative, and equal STEM education environment.



### Mobile phone brand Infinix supported the 8th "Internet Africa Girl Programming Training Camp" held by the United Nations Economic Commission for Africa (UNECA)

In October 2023, the 8th "Internet Africa Girl Programming Training Camp", jointly organized by UNECA, the International Telecommunication Union (ITU), and the UN Women, and co organized by the Mozambican government, successfully concluded in Chimoio city, Mozambique. Infinix, a fashion technology brand of Transsion, sponsored smartphones for the event to promote the learning and development of young African women. The main purpose of the "Internet Africa Girl Programming Training Camp" is to empower young African women and provide them with necessary technical education and skills.





### oraimo, a accessory brand of Transsion, supported community hospital in Ghana

In Mother's Day 2023, the oraimo team donated disinfectant, tissues, baby clothing, and oraimo palm speakers to Kokrobite Health Center, a community hospital in Ghana, demonstrating their deep care for women and the healthcare system in the Ghanaian community through actions.



### oraimo, a accessory brand of Transsion, supported two top universities in Cameroon

In October 2023, oraimo team visited two top universities in Cameroon - Institute Universitaire de la Cote (IUC) and Institute Universitaire de Golf de Guinee (IUGET) - and donated books, pens, water bottles, and oraimo chargers to promote student learning and development. Under the slogan of "continuous exploration", oraimo supported the education industry in Cameroon, inspiring students to pursue excellence and explore the unknown world with courage.



### Carlcare, a after-sales service brand of Transsion, launched a public welfare campaign to assist students in Mali

From November to December in 2023, Transsion after-sales service brand Carlcare visited the campus of Mali to carry out student assistance and public welfare activities. Carlcare team donated approximately RMB 15,000 worth of sports equipment, water storage buckets and distributed learning materials to three schools in the capital of Mali, in order to support basic education in Mali.





# Appendix I Content Index of GRI Standards

General standard disclosure items			Corresponding Chapter
GRI 2: General Disclosures	2-1	Organizational details	About Transsion
	2-2	Entities included in the organization's sustainability reporting	About this Report
	2-3	Reporting period, frequency and contact point	About this Report
	2-4	Restatements of Information	Not applicable
	2-5	External assurance	/
	2-6	Activities, value chain, and other business relationships	Partner Responsibility, Community Responsibility
	2-7	Employees	Employee Responsibilities
	2-8	Workers who are not employees	/
	2-9	Governance structure and composition	Operation Responsibility
	2-10	Nomination and selection of the highest governance body	Operation Responsibility
	2-11	Chair of the highest governance body	Operation Responsibility
	2-12	Role of the highest governance body in overseeing the management of impacts	Operation Responsibility
	2-13	Delegation of responsibility for managing impact	/
	2-14	Role of the highest governance body in sustainability reporting	Operation Responsibility
	2-15	Conflicts of interest	Not applicable
	2-16	Communication of critical concerns	Operation Responsibility
	2-17	Collective knowledge of the highest governance body	Operation Responsibility
	2-18	Evaluation of the performance of the highest governance body	Operation Responsibility
	2-19	Remuneration policies	Employee Responsibilities
	2-20	Process to determine remuneration	Employee Responsibilities
	2-21	Annual total compensation ratio	/
	2-22	Statement on sustainable development strategy	Message from Management
	2-23	Policy commitments	/

General standard disclosure items			Corresponding Chapter	
GRI 2: General Disclosures	2-24	Embedding policy commitment	Environmental Responsibility, Employee Responsibility	
	2-25	Processes to remediate negative impacts	Product Responsibility	
	2-26	Mechanisms for seeking advice and raising concerns	About this Report, Operation Responsibilities, Employee Responsibilities	
	2-27	Compliance with laws and regulations	Operation Responsibility, Product Responsibility, Environmental Responsibility, Employee Responsibility, Partner Responsibility	
	2-28	Membership associations	Not applicable	
	2-29	Approach to stakeholder engagement	Operation Responsibility	
	2-30	Collective bargaining agreements	/	
	GRI 3: Material Topics	3-1	Process to determine material topics	Operation Responsibility
		3-2	List of material topics	Operation Responsibility
3-3		Management of material topics	Operation Responsibility	
GRI 201: Economic Performance	201-1	Direct economic value generated and distributed	/	
	201-2	Financial implications and other risks and opportunities due to climate change	/	
	201-3	Defined benefit plan obligations and other retirement plans	/	
	201-4	Financial assistance received from government	/	
GRI 202: Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	/	
	202-2	Proportion of senior management hired from the local community	/	
GRI 203: Indirect Economic Impacts	203-1	Infrastructure investments and services supported	/	
	203-2	Significant indirect economic impacts	/	
GRI 204: Procurement Practices	204-1	Proportion of spending on local suppliers	/	
GRI 205: Anti-corruption	205-1	Operations assessed for risks related to corruption	Operation Responsibility, Partner Responsibility	
	205-2	Communication and training about anti-corruption policies and procedures	Operation Responsibility, Partner Responsibility	
	205-3	Confirmed incidents of corruption and actions taken	Operation Responsibility, Partner Responsibility	
GRI 206: Anti-competitive Behavior	206-1	Legal actions for anti-competitive behavior, anti-trust, and anti-monopoly practices	Operation Responsibility	



General standard disclosure items			Corresponding Chapter
GRI 207: Tax	207-1	Approach to tax	/
	207-2	Tax governance, control, and risk management	/
	207-3	Stakeholder engagement and management of concerns related to tax	/
	207-4	Country-by-country reporting	/
GRI 301: Materials	301-1	Materials used by weight or volume	/
	301-2	Recycled input materials used	Product Responsibility, Environmental Responsibility
	301-3	Reclaimed products and their packaging materials	Product Responsibility, Environmental Responsibility
GRI 302: Energy	302-1	Energy consumption within the organization	Appendix II Performance Form
	302-2	Energy consumption outside of the organization	/
	302-3	Energy intensity	Appendix II Performance Form
	302-4	Reduction of energy consumption	Environmental Responsibility
	302-5	Reductions in energy requirements of products and services	Environmental Responsibility
GRI 303: Water and Effluents	303-1	Interactions with water as a shared resource	Environmental Responsibility
	303-2	Management of water discharge-related impacts	Environmental Responsibility
	303-3	Water withdrawal	/
	303-4	Water discharge	Environmental Responsibility
	303-5	Water consumption	Environmental Responsibility
GRI 304: Biodiversity	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
	304-2	Significant impacts of activities, products, and services on biodiversity	Not applicable
	304-3	Habitats protected or restored	Not applicable
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable

General standard disclosure items			Corresponding Chapter
GRI 305: Emissions	305-1	Direct (Scope 1) GHG emissions	Appendix II Performance Form
	305-2	Energy indirect (Scope 2) GHG emissions	Appendix II Performance Form
	305-3	Other indirect (Scope 3) GHG emissions	/
	305-4	GHG emissions intensity	Appendix II Performance Form
	305-5	Reduction of GHG emissions	/
	305-6	Emissions of ozone-depleting substances (ODS)	/
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	/
GRI 306: Waste	306-1	Waste generation and significant waste-related impacts	Environmental Responsibility
	306-2	Management of significant waste-related impacts	Environmental Responsibility
	306-3	Waste generated	Environmental Responsibility
	306-4	Waste diverted from disposal	Environmental Responsibility
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GRI 308: Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	Partner Responsibility
	308-2	Negative environmental impacts in the supply chain and actions taken	Partner Responsibility
GRI 401: Employment	401-1	New employee hires and employee turnover	Appendix II Performance Form
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Responsibilities
	401-3	Parental leave	Employee Responsibilities
GRI 402: Labor/ Management Relations	402-1	Minimum notice periods regarding operational changes	Not applicable
GRI 403: Occupational Health and Safety	403-1	Occupational health and safety management system	Employee Responsibilities
	403-2	Hazard identification, risk assessment, and incident investigation	Employee Responsibilities
	403-3	Occupational health services	Employee Responsibilities
	403-4	Worker participation, consultation and communication on occupational health and safety	Employee Responsibilities
	403-5	Worker training on occupational health and safety	Employee Responsibilities



General standard disclosure items			Corresponding Chapter
GRI 403: Occupational Health and Safety	403-6	Promoting of worker health	Employee Responsibilities
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Responsibilities
	403-8	Workers covered by an occupational health and safety management system	Employee Responsibilities
	403-9	Work-related injuries	Appendix II Performance Form
	403-10	Work-related ill health	Employee Responsibilities
GRI 404: Training and Education	404-1	Average hours of training per year per employee	/
	404-2	Programs for upgrading employee skills and transition assistance programs	Employee Responsibilities
	404-3	Percentage of employees receiving regular performance and career development reviews	Employee Responsibilities
GRI 405: Diversity and Equal Opportunity	405-1	Diversity of governance bodies and employees	Employee Responsibilities, Appendix II Performance Form
	405-2	Ratio of basic salary and remuneration of women to men	/
GRI 406: Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	Employee Responsibilities
GRI 407: Freedom of Association and Collective Bargaining	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Employee Responsibilities
GRI 408: Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor	Employee Responsibilities
GRI 409: Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Employee Responsibilities
GRI 410: Security Practices	410-1	Security personnel trained in human rights policies or procedures	/
GRI 411: Rights of Indigenous Peoples	411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 413: Local Communities	413-1	Operations with local community engagement, impact assessment, and development programs	Community Responsibility
	413-2	Operations with significant actual and potential negative impacts on local communities	Community Responsibility
GRI 414: Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	Partner Responsibility
	414-2	Negative social impacts in the supply chain and actions taken	Partner Responsibility

General standard disclosure items			Corresponding Chapter
GRI 415: Public Policy	415-1	Political contributions	Not applicable
GRI 416: Customer Health and Safety	416-1	Assessment of the health and safety impacts of product and service categories	Product Responsibility
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Responsibility
GRI 417: Marketing and Labeling	417-1	Requirements for product and service information and labeling	/
	417-2	Incidents of non-compliance concerning product and service information and labeling	/
	417-3	Incidents of non-compliance concerning marketing communications	/
GRI 418: Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Product Responsibility



## Appendix II Performance Form

### Environmental Indicators

ESG Indicator Category		Unit	Data of 2023
Emissions	Direct GHG emissions (Scope 1)	tCO2e	24.9
	Indirect GHG emissions (Scope 2)	tCO2e	18,078.3
	Total GHG emissions	tCO2e	18,103.2
	GHG emission intensity	tCO2e/RMB billion revenue	290.6
Water Resources	Total water consumption	Ton	145,047.9
Materials	Packaging cartons used	Ton	734.6
	Packaging plastic bags usage	Ton	97.7
Waste	Total hazardous waste	Ton	8.1
	Total other hazardous waste	Ton	0.5
	Kitchen waste weight	Ton	225.3
	Office paper usage	Ton	12.1
Energy	Gasoline usage	L	722.6
	Pipeline natural gas usages	CBM	10,718.1
	Outsourced electricity usage	kWh	31,699,600.8
	Comprehensive energy consumption	tce	3,908.5
	Comprehensive energy consumption intensity	tce/RMB billion revenue	62.7

### Social indicators

ESG Indicator Category		Unit	Data of 2023
Employment	Total number of employees	Person	17,327
	Number of male employees	Person	12,186

ESG Indicator Category		Unit	Data of 2023
Employment	Number of female employees	Person	5,141
	Junior college and under	Person	8,549
	Undergraduate	Person	7,126
	Postgraduate and above	Person	1,652
	Aged 29 and under	Person	8,041
	Aged 30-39	Person	7,459
	Aged 40 and above	Person	1,827
	China (including Hong Kong, Macao and Taiwan)	Person	10,475
	Overseas	Person	6,852
	Manager (M1-M5) turnover rate	%	8.7
Diversity and Equal Opportunity	Number of female employees in management	Person	84
	Number of female employees in senior management	Person	1
	Number of female employees among new employees	Person	1,503
	Chinese ethnic minority employees	Person	723
	Foreign employees	Person	6,880
Occupational Health and Safety	Number of employee deaths related to work in the past three years	Person	0
	Total investment in occupational health and safety measures	RMB million	11.7
Training and Education	Total training attendance	Person-time	44,346
	Total investment in employee training	RMB million	12.8
Supplier Environmental/Social Assessment	Number of annual supplier evaluations (internal evaluations)	Time	124
	The signing rate of honesty agreement by mobile phone raw material suppliers in mainland China	%	100
Anti-corruption	Number of concluded corruption lawsuits brought against the company or its employees	Case	0
	Number of special internal audits (within the company)	Time	37
Local	Volunteer Activity Participation	Person	110



ESG Indicator Category		Unit	Data of 2023
Communities	Donations to external organizations, public welfare and rural revitalization	RMB million	9.0
Customer Service	Number of complaints received about products and services	Case	6,140
	Complaint closing rate	%	99.4
	Total number of information security breaches or other network security incidents	Case	0
	Number of data leakage	Case	0
	Total number of complaints due to customer privacy breaches	Time	0
Intellectual Property Protection	Number of patents granted (including utility models, inventions and designs)	PCS	317
	Number of copyrights (including software and work copyright)	PCS	299
	Total number of patents applied (including utility models, inventions and designs)	PCS	481
Product Quality	Total number of product recalls	Case	0

## Notes:

1. Environmental indicator data only includes the relevant data of Transsion's factories in mainland China and the administrative offices;

2. In accordance with ISO 14064 GHG emission standards, direct GHG emissions (Scope 1) refer to the GHG emissions from sources owned and controlled by the organization, such as its own vehicles; indirect GHG emissions (Scope 2) refer to GHG emissions from indirect sources of energy, such as the outsourced electricity;

3. Direct GHG emissions from gasoline, liquefied petroleum gas and pipeline natural gas were calculated according to the *Guidelines for Compiling Provincial GHG Lists* published by the Department of Climate Change of the National Development and Reform Commission and the *Appendix II: Guidelines for Reporting Environmental Key Performance Indicators* published by the Hong Kong Stock Exchange in *How to Prepare Environmental, Social and Governance Reports*;

4. The indirect GHG emissions from outsourced electricity were calculated according to the national grid emission factor (0.5703tCO<sub>2</sub>/MWh) issued by *The Ministry of Ecology and Environment of the People's Republic of China*;

5. The total energy consumption was converted into standard coal according to the Chinese standard *GB/T 2589-2020 General Rules for Comprehensive Energy Consumption Calculation*;

6. The manager (M1-M5) turnover rate was calculated based on the following formula:

$$\text{Turnover rate} = \frac{\text{Number of employees leaving during the reporting period}}{\text{Number of employees at the beginning of the reporting period} + \text{Number of employees during reporting period}} \times 100\%$$

7. The complaint closing rate is the data of the company as of December 31, 2023.

## Feedback Form

Valued readers,

Thank you for reading this Report. This is our Environmental, Social and Governance (ESG) Report 2023. We sincerely hope that you could evaluate this Report and provide valuable comments to help us make continuous improvement.

Should you have any comments or suggestions on the ESG Report of Transsion Holdings, please feel free to email us by [investor@transsion.com](mailto:investor@transsion.com).

Your information

Name

Work Unit

Tel

Email

### Your comments on this Report: (please tick ✓ where appropriate)

1. Do you think this Report has highlighted the important information about Transsion in terms of environment, society and governance?
2. Do you think the information and indicators disclosed in this Report are clear, accurate and complete?
3. Do you think the content arrangement and style design of the Report are convenient for reading?

	Good	Average	Poor	Relatively poor	Very poor
1.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Which part of the Report are you most interested in?

What information you think you need to know is not reflected in the Report?

Do you have any other suggestions for us to issue the environmental, social and governance report in the future?