



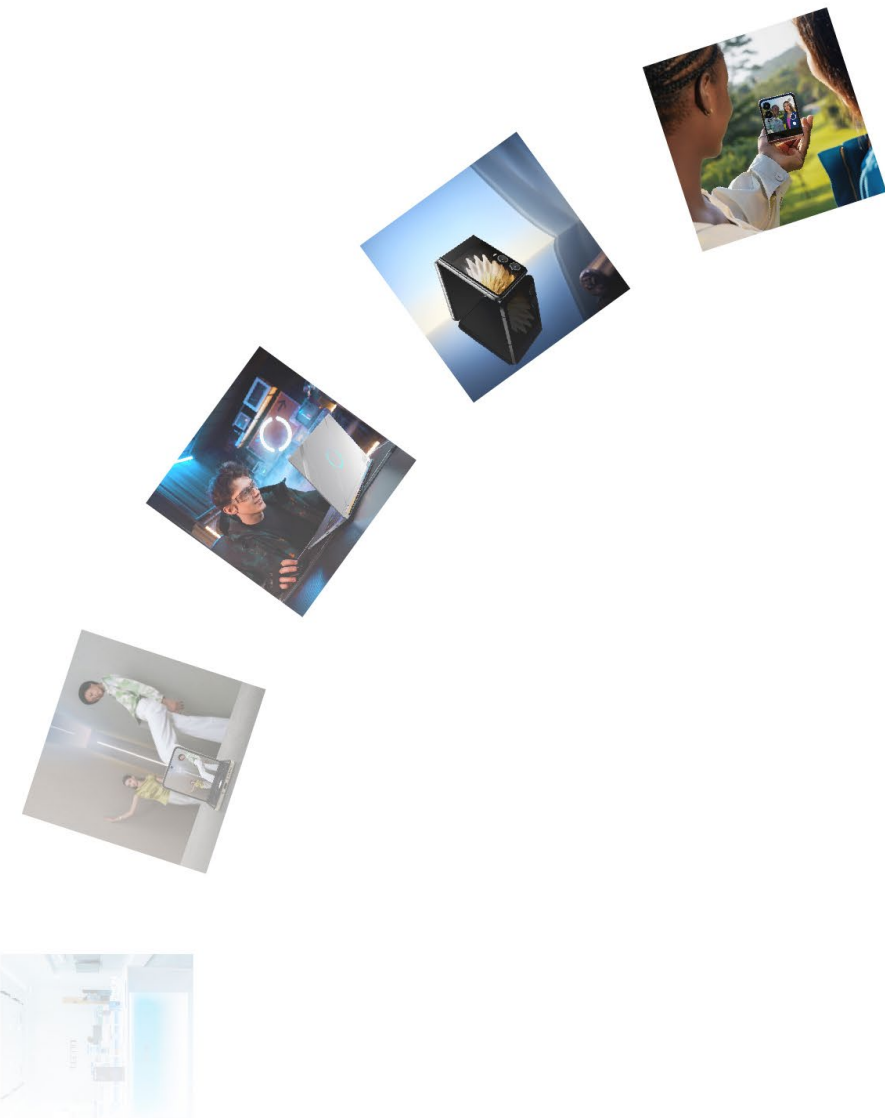
Transsion

SHENZHEN TRANSSION HOLDINGS CO., LTD.

2024

Environmental, Social and Governance Report

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About This Report

This Report is the 2024 Environmental, Social and Governance Report (hereinafter referred to as “this Report,” or “the ESG report”) published by Shenzhen Transsion Holdings Co., Ltd. (hereinafter referred to as “Transsion Holdings,” “Transsion,” “we/us,” or “the Company”). It primarily discloses the Company’s ESG philosophy, material advancements, and performance during the 2024 reporting period.

Basis for Preparation

This Report has been prepared in accordance with the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)* (hereinafter referred to as the “Sustainability Report Guidelines” or the “Guidelines”). It also references the Global Reporting Initiative (“GRI”) Sustainability Reporting Standards (“GRI Standards”) and the United Nations Sustainable Development Goals (“SDGs”).

Scope of the Report

Unless otherwise specified, the time frame covered by this Report is from 1 January 2024 to 31 December 2024 (hereinafter referred to as “this year” or “reporting period”). The content of this Report encompasses Transsion Holdings and its subsidiaries and branches.

Unless specifically indicated, all amounts referenced in this Report are denominated in RMB.

Data Sources

The data presented in this Report has been sourced from the Company’s official documents, relevant reports, and statistical data.

Report Availability

This Report is available in both Chinese and English versions. In the event of any discrepancies between the two versions, the Chinese version shall prevail.

The electronic version of this Report can be accessed and downloaded from the Shanghai Stock Exchange (“SSE”) website (www.sse.com.cn) and the Company’s official website (www.transsion.com).

Feedback

For any enquiries or feedback regarding this Report or its contents, please contact us through the following channels:

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Company Overview

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 high-quality multi-brand smart devices. Mobile phones are its core products, while it also offers mobile Internet services based on the self-developed operating system and data traffic portals. Transsion's brand portfolio comprises leading mobile phone brands in emerging markets, including TECNO, itel and Infinix, as well as Carlcare for after-sales services, oraimo for smart accessories, and Syinix for home appliances.

Transsion Holdings focuses on consumers in emerging markets and values the neglected needs of people in emerging markets, to improve the lives of as many people as possible through technology and innovation.

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&CHINEXT 50 Index and SSE STAR 50 Index, etc. In recent years, the Company has also been honoured with numerous awards, including “Top 500 Enterprises of China”, “Top 500 Enterprises of China’s Manufacturing Industry”, “China Top 500 Private Enterprises”, “China Top 500 Private Manufacturing Enterprises”, “Fortune China 500”, “Deloitte China Best Managed Companies” and “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



Customers

Customers are both the starting point and the end point for all work of TRANSSIONers.



Respect

Respect defines how we treat each other and our differences.



Openness

Staying open connects us to the future and its possibilities.



Innovation

Innovation is essential to achieving breakthroughs on different levels, both personal and organisational.



Sharing

Sharing invites every “I” to become “we”.



Bottom Line

We always show compassion, even if it puts us at a disadvantage.

Message from the Management

Transsion is a “Long-term-oriented” technology company. Guided by our Mission of “To improve the lives of as many people as possible through technology and innovation”, we are committed to continually improving and implementing our ESG governance strategies and goals whilst striving for operational excellence.

We integrate our Mission and ESG governance into our strategic formulation, corporate governance, product innovation, corporate culture, and public welfare initiatives. We aim for the dual achievement of business success and social value, working to discover a sustainable and high-quality development path.

Innovation Breakthroughs: Intelligent Experience for a Better Life

The emergence of the AI era brings unprecedented opportunities and challenges for innovation. We strive to promoting AI technolog widespread adoption in global emerging markets. By providing high-quality smart devices, we offer users a rich and diverse AI-connected experience, helping them progress steadily towards a smarter, interconnected future.

In this rapidly evolving technological landscape, we are advancing a three-tier research and development (R&D) system—comprising basic research, technological innovation, and product development. We continuously increase our R&D investment, focusing on local user needs whilst leveraging global technological advancements. We aim to deliver intelligent, high-quality, and reliable products and services, powered by AI, to create an all-encompassing experience that enhances lives.

Working Hand in Hand with Employees: Sharing Development Achievements

Human resource is a fundamental factor in our Company's core competitiveness and the cornerstone of our development. We uphold the core values of “Respect” and “Sharing,” treating each other with equality and embracing diversity. We take our responsibility to employees seriously and share the Company's growth with them.

We value the diverse development of our employees and continually develop a “dual-channel” promotion mechanism. Through Transsion College's extensive training resources, we help employees improve their professional skills and enhance their career competitiveness, offering them ample growth opportunities. We also prioritise the physical and mental well-being of our employees, striving to create a flexible, open, green, safe, and comfortable working environment to enable employees to generate innovative energy and create greater value in a warm collective.

Spreading Warmth: Benefiting Society and Improving People's Lives

We are committed to actively assuming responsibility in the communities where we operate, using digital and intelligent products and services to benefit society and help local users and communities enjoy the conveniences of the digital world. In Nigeria, we provide essential support for digital education for children and teenagers, ensuring access to quality educational resources. In Kenya, Uganda, Tanzania, and other regions, we contribute to improving the facilities of schools in underprivileged communities and provide curriculum support.

Simultaneously, we actively respond to the national call by supporting rural industries through consumption-driven assistance,

promoting local farmers' employment and agricultural development. Through various rural education initiatives, we continuously improve educational conditions for children in rural areas, promote educational equity, and foster talent development.

Striving to Protect the Environment: Ensuring Green Development

Green and low-carbon development is one of the most significant trends in the transformation of the global economy and society. We believe that digital and intelligent development, coupled with green and low-carbon initiatives, can reinforce and promote each other, working together to create a sustainable future.

In alignment with the future trends of digitalisation, intelligence, and low-carbon development, we maintain our strategic focus on building a green ecosystem. We strengthen climate change management and push forward energy-saving and emission-reduction efforts to minimise greenhouse gas emissions. Additionally, we actively promote the application of green products and technologies, continuously shaping the full lifecycle management of our products and driving new momentum for green development.

In 2025, we will continue to adhere to our Philosophy “Together We Can”. By consistently fostering openness, innovation, and a thriving ecosystem, we aim to achieve the Company's healthy and sustainable development whilst fulfilling our commitment to both society and the environment.



Honours

<div>2024 Top 500 Enterprises of China</div> <div>China Enterprise Confederation and China Enterprise Directors Association</div>	<div>2024 Top 500 Enterprises of China's Manufacturing Industry</div> <div>China Enterprise Confederation and China Enterprise Directors Association</div>	<div>2024 China Top 500 Private Enterprises</div> <div>All-China Federation of Industry and Commerce</div>	<div>2024 China Top 500 Private Manufacturing Enterprises</div> <div>All-China Federation of Industry and Commerce</div>	<div>2024 Fortune China 500</div> <div>Fortune China</div>	<div>Time 100 Most Influential Companies 2024</div> <div>Time Magazine</div>
<div>2024 Phoenix Star Best Listed Companies: Overseas Innovation Award</div> <div>Phoenix Satellite TV and Ifeng.com</div>	<div>Standard Chartered Corporate Achievement Awards 2024: Cross-border Corporate Leadership Awards</div> <div>Standard Chartered Bank</div>	<div>2024 Guangdong Top 500 Enterprises</div> <div>Guangdong Provincial Enterprise Confederation and Guangdong Provincial Association of Entrepreneurs</div>	<div>2024 Guangdong Top 100 Private Enterprises</div> <div>Guangdong Provincial Enterprise Confederation and Guangdong Provincial Association of Entrepreneurs</div>	<div>2024 Guangdong Top 100 Manufacturing Enterprises</div> <div>Guangdong Provincial Enterprise Confederation and Guangdong Provincial Association of Entrepreneurs</div>	<div>2024 Guangdong Top 100 Innovative Enterprises</div> <div>Guangdong Provincial Enterprise Confederation and Guangdong Provincial Association of Entrepreneurs</div>
<div>2024 Guangdong Top 100 Private Enterprises</div> <div>Guangdong Federation of Industry and Commerce</div>	<div>2024 Top 500 Most Valuable Chinese Brands</div> <div>Brand Finance and Federation of Shenzhen Industries</div>	<div>2024 China Top 50 Listed Companies by Brand Value (Overseas List)</div> <div>National Business Daily and China Enterprise Research Center of Tsinghua University's School of Economics and Management</div>	<div>2024 ESG Gold Medal</div> <div>China Enterprise Social Responsibility 40 - Person Forum Think - Tank</div>	<div>China Best Managed Companies</div> <div>Deloitte China</div>	



Special Topic on Responsibility: Education for Africa, for the Future

Education is the cornerstone of social equity, providing equal opportunities for African individuals, especially those in impoverished and vulnerable groups, to transform their destinies. In Africa, we help vulnerable populations to access inclusive and equitable quality education which is essential for fostering sustainable social development.

As a fundamental human right, education holds even greater significance for refugees who have endured the hardships of war and displacement. Since 2020, Transssion has forged a strong partnership with the United Nations High Commissioner for Refugees (UNHCR), continuously providing high-quality protection and educational support to refugee children and youth across Africa. Over the past four years, the collaboration has successfully assisted more than 17,000 refugee children and around 40 refugee youths in higher education.

In 2024, Transssion and UNHCR further strengthened their cooperation in primary education. Among the approximately 11,000 refugee children expected to enrol in Kenya that year, over 7,000 directly benefited from Transssion's support for the primary education programme. Furthermore, Transssion continues to support the refugee higher education scholarship programme—the Albert Einstein German Academic Refugee Initiative (DAFI)—which is dedicated to providing higher education and internship opportunities for African refugee youth, helping them unlock their potential and contribute to advancing educational equity.

Over the past four years, the collaboration has assisted more than

17,000 refugee children

Among the approximately 11,000 refugee children expected to enrol in Kenya that year, over

7,000 directly benefited from Transssion's support for the primary education programme



Transssion and UNHCR deepened collaboration, continuing support for primary education for children in Kenya.

Beyond refugee education, the quality of educational environments in Africa's impoverished communities is equally crucial. In 2024, Transssion, in partnership with the Amity Foundation and Dream Building Service Association (DBSA), launched the "Africa Hope Campus Plan," aimed at enhancing the educational environments of schools in impoverished communities across East Africa. This project, which includes both hardware and software improvements, has benefited 29 schools in Kenya, Uganda, and Tanzania by donating blackboards, desks, chairs, and other educational supplies. Over 6,000 students and more than 200 teachers have directly benefited. In addition to improving the physical infrastructure, the project has also introduced art education activities in these schools, including art classes, workshops, and exhibitions.



By donating blackboards, desks, chairs, and other educational supplies. Over

6,000 students have directly benefited



Transssion's "Africa Hope Campus Plan" helped improve the learning environment in impoverished communities.

Transsion’s support for education in Africa continues to expand geographically, extending from East Africa to West Africa, and in scope, from offline to online formats. In 2024, Transsion partnered with the United Nations Children’s Fund (UNICEF) to support the global digital education platform for children and youth—the Learning Passport—which was expanded in Nigeria. This platform combines both online and offline approaches, providing multilingual courses to ensure that children, regardless of location, can access rich digital content either online or offline, ensuring the accessibility and reach of quality education. In 2024, the project provided offline learning resources to approximately 50,000 children in remote and low-income areas of Nigeria, thereby narrowing the educational gap and improving the quality of education.



Transsion partnered with UNICEF to support the digital education project for children in Nigeria.

Felix, a Refugee Youth from Africa

Felix is a refugee youth from Bujumbura, Burundi’s capital, Central-East Africa, whose journey is full of inspirational power. Supported by Transsion’s partnership with UNHCR’s DAFI programme, Felix received a higher education scholarship, enabling him to attend the University of Burundi to study Computer Science.

After achieving outstanding academic results, Felix’s career prospects took a positive turn. He was selected to intern in the IT department of Econet Wireless Burundi. After six months, he successfully secured a position in the technical department of Lumitel Burundi. However, Felix did not stop there—he courageously took the first step towards entrepreneurship by opening a small printing business, offering a range of services to his customers. He understands that in a highly competitive environment, the key to staying ahead lies in continuously expanding one’s capabilities and horizons.

As Felix stated, “My motivation comes from the unexpected opportunity provided by DAFI. I had to seize this opportunity to create a new path for myself and elevate my life to new heights.”



Felix, a student supported by DAFI

Materiality Assessment of Topics

The Company has conducted its materiality assessment in accordance with the Sustainability Report Guidelines issued by the SSE, while also taking into account relevant domestic and international regulations and standards. The identification and selection of material sustainability topics for the year have been based on the Company’s business model, industry development trends, national policies, and other factors.

Steps for materiality analysis

As international ESG disclosure standards and regulatory requirements continue to evolve, we have conducted a thorough research and analysis process to ensure the relevance and substance of this Report. The analysis has focused on two key aspects: whether these topics have a significant impact on the Company’s business operations and operating results (referred to as “Financial Materiality”), and whether the Company’s performance on these topics has a significant effect on the economy, society, and the environment (referred to as “Impact Materiality”). To conduct this double materiality analysis, we surveyed our stakeholders, analysed the feedback, and incorporated the opinions of internal financial experts to derive the financial materiality results.

Step

Understanding the Company’s activities and business relationships and backgrounds

1

We identified a broad range of stakeholders—including investors, suppliers, government and regulators, distributors, consumers, and employees—based on the Company’s business model, relevant laws and regulations, policies, and industry developments. We then analysed the engagement method of each stakeholder group.

Step

Establishing the topic list

2

Using the topics outlined in the sustainability reporting guidelines, we organised our ESG topics and compiled a list based on industry-specific characteristics, development stages, concerns from rating agencies, and peer analysis.

Step

Assessment and determination of topic materiality

3

To assess both financial materiality and impact materiality, we applied a combination of qualitative and quantitative methods, taking into account the specific characteristics of our industry and business operations.

Impact materiality assessment

- We identified key factors for assessing the materiality of each topic, such as impact level and scale, and scored these factors.
- We collected 782 valid questionnaires from stakeholders, including investors, suppliers, government and regulators, distributors, consumers, and employees.
- Stakeholder feedback, along with input from external professional institutions, was considered to set thresholds for the “Impact Materiality” of each topic.
- Based on the survey results and expert assessment, we formed conclusions regarding the materiality of each topic's impact.

Financial materiality assessment

- We assessed the connection between each topic and the continuity of the Company’s business, considering its reliance on resources and relationships, and assessed the financial impact of each topic.
- Judgment criteria were established to determine the financial impact of each topic.
- We conducted questionnaire surveys with relevant internal departments, communicated on topics of financial materiality, and incorporated input from external professional institution.
- We established thresholds to determine whether each topic holds “Financial Materiality.”
- Based on surveys and expert assessments, we reached conclusions on the financial materiality of each topic.

Step

Topic determination

4

We integrated the analyses of impact materiality and financial materiality to compile the double materiality assessment results. These results were reviewed by the Board of Directors and Management, who determined the material ESG topics for the year. A final topic matrix was also established.



Due diligence and stakeholder communication

Due Diligence

In our routine business operations and management, Transsion Holdings organises and identifies factors related to business operations, financial management, and other elements that could impact the Company’s ESG performance, such as human capital, innovation and R&D, and compliance management. Based on the identified risks, we conduct due diligence in relevant management scenarios, and define the scope and procedures for such due diligence as necessary.

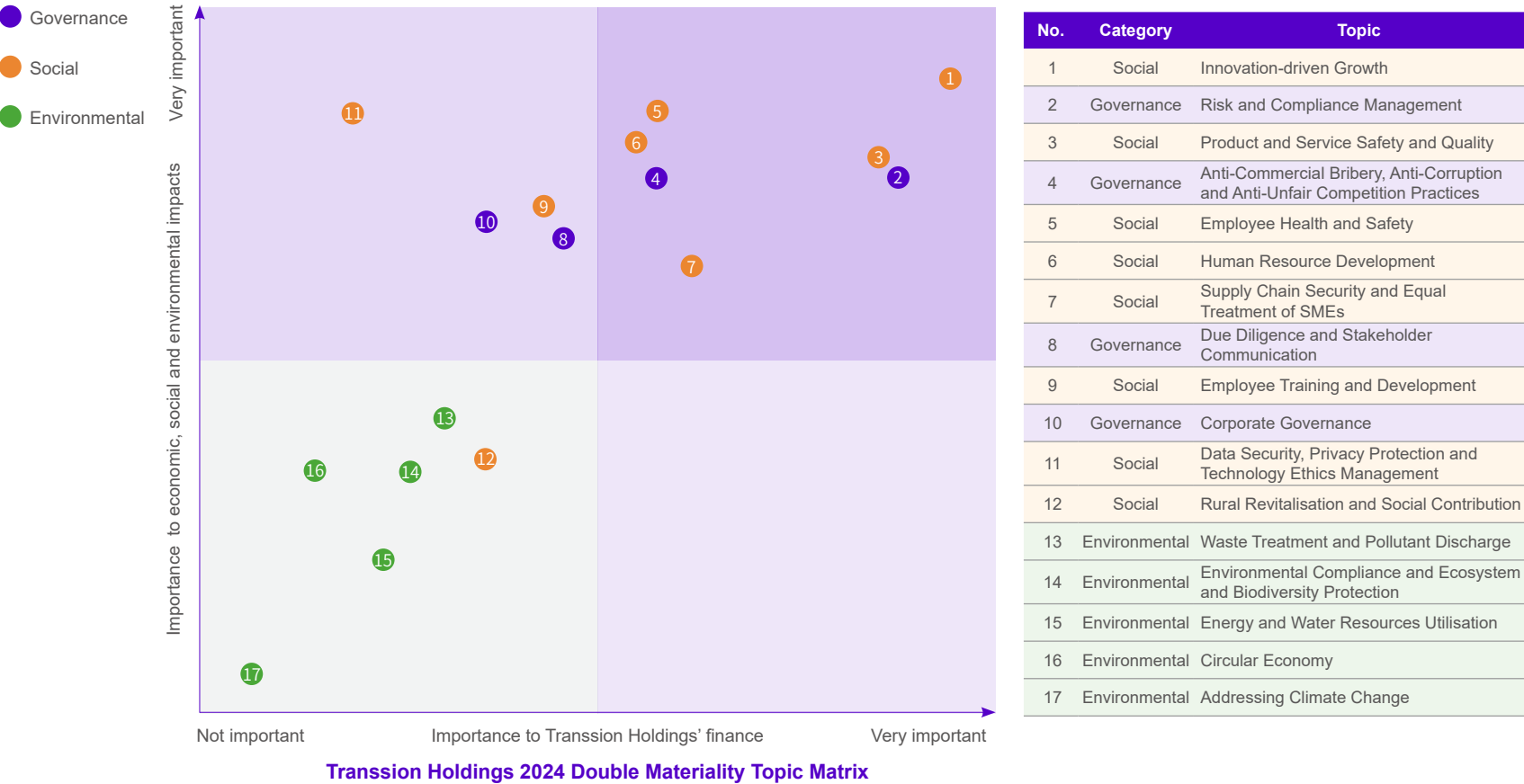
Stakeholder Communication

We place great importance on two-way communication with our stakeholders and maintain a diversified communication mechanism to understand their concerns. Through continuous engagement, we seek to improve our management practices and proactively respond to stakeholders’ expectations and requirements.

Stakeholder Category	 Shareholders/ investors	 Employees	 Suppliers	 Industry-university- research partners	 Distributors	 Media	 Consumers	 Government and regulators
Demands and Expectations	<ul style="list-style-type: none">• Sustained and stable business growth• Compliance• Protection of shareholder rights	<ul style="list-style-type: none">• Compensation and benefits• Occupational health and safety• Employee training and development	<ul style="list-style-type: none">• Fair procurement• Long-term stable partnerships• Business ethics and anti-corruption	<ul style="list-style-type: none">• Responsible products• Product optimisation and innovation	<ul style="list-style-type: none">• Win-win cooperation• High-quality products and services• Business ethics and anti-corruption	<ul style="list-style-type: none">• Product optimisation and innovation• Compliance	<ul style="list-style-type: none">• Information security and privacy protection• High-quality products and services	<ul style="list-style-type: none">• Business and tax compliance• Corporate sustainable development
Some Communication and Response Methods	<ul style="list-style-type: none">• Regular disclosure of operational and financial information• Compliance with relevant laws and regulations• General Meeting of Shareholders and regular and ongoing communication with shareholders and investors	<ul style="list-style-type: none">• Establishment of a fair and just compensation and benefits system• Strengthening occupational health and safety management• Providing diversified training and creating clear channels for employee development	<ul style="list-style-type: none">• Establishment of fair and transparent procurement principles and processes• Conducting regular communication and training with suppliers• Advocating for a responsible supply chain	<ul style="list-style-type: none">• Raising awareness of product responsibility• Strengthening industry-university-institute collaboration	<ul style="list-style-type: none">• Expanding channels for cooperation and communication• Facilitating feedback channels for products and services• Strictly compliance with the laws and regulations of each operating region	<ul style="list-style-type: none">• Maintaining communication with the media• Timely disclosure of necessary information	<ul style="list-style-type: none">• Strengthening information security and privacy protection measures• Ensuring smooth consumer feedback channels	<ul style="list-style-type: none">• Operating with integrity and paying taxes in accordance with the law• Implementing lean management for sustainable development

Materiality analysis conclusion

Following the double materiality analysis and extensive communication with stakeholders, Transssion has established the double materiality topic matrix for 2024. The topics identified as having financial materiality include innovation-driven growth, risk and compliance management, product and service safety and quality, anti-commercial bribery & anti-corruption & anti-unfair competition practices, employee health and safety, human resource development, supply chain security and equal treatment of small and medium-sized enterprises (SMEs). In this Report, we adhere to *Guide No.13 for Self-Regulatory Supervision on Listed Companies of the SSE STAR Market—Compilation of Sustainable Development Reports* standards. Detailed disclosures are provided on these topics across the four key elements: “Governance,” “Strategy,” “Impact,” “Risk and Opportunity Management,” and “Indicators and Targets.”



ESG governance

Transssion Holdings places great emphasis on the sustainable development and actively carries out ESG governance across environmental, social, and sustainability areas. We have fully embedded ESG matters into our development strategy and business operations, continuously improving our ESG governance structure, clarifying responsibilities, standardising governance mechanisms, safeguarding stakeholder rights, and promoting sustainable development.

ESG Governance Structure

We continually enhance our ESG governance structure, optimising the process of ESG information organisation and refining the Board of Directors' oversight, review, and decision-making on key ESG matters. On 25 March 2025, the Company convened the 13th meeting of the third Board of Directors, where the *Proposal to Restructure the Board Strategy Committee into the Board Strategy and Sustainability (ESG) Committee and Amend the Relevant Work Rules* was approved. This change grants the committee authority over ESG work management, in addition to its existing responsibilities. Following the approval of this proposal, the Company's ESG governance structure was appropriately adjusted. Under the guidance of the Board of Directors, the Strategy and Sustainability (ESG) Committee now leads the work related to the Company's strategy and ESG governance system. The committee has also established an ESG Working Group, responsible for the execution of ESG-related tasks.



01 Environmental

In 2024, Transsion Holdings strictly adhered to various 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 the Recovery of Renewable Resources and Management Measures for the Restriction of Hazardous Substances in Electrical and Electronic Products*. The Company actively responded to the national "dual carbon" strategy, continuously enhancing its environmental management system and advancing green operational practices. Transsion Holdings is committed to integrating environmental responsibility throughout the entire product lifecycle. Management measures have been implemented in key areas such as climate change and GHG management, energy management, green operations, waste management, and the development of ecological and green products, all contributing to the Company's ongoing efforts towards building a green future.

Response to SSE Topics

Climate change tackling, Circular economy, Energy usage, Usage of water resources, Waste disposal, Pollutant discharge, Environmental compliance management and Ecosystem and biodiversity protection

Response to SDGs



Addressing climate change

Climate change is one of the most significant global challenges, and Transsion Holdings places great importance on the risks and opportunities it presents. Integrating climate change addressing into our ESG strategy remains a priority. In 2024, we continued to enhance our climate change governance system and advanced GHG emission reduction initiatives. Through measures such as optimising our energy structure, improving energy efficiency, and exploring renewable energy applications, we are committed to reducing carbon emissions across our operations.

Governance

Recognising the importance of addressing climate change, the Board of Directors has integrated climate-related topics, along with other ESG topics, into the Company’s routine management and decision-making processes. The Board has authorised the Strategy and Sustainability (ESG) Committee to oversee the management of climate change-related matters. An ESG Working Group, operating under the Committee, is responsible for executing ESG-related activities, which include the identification, analysis, and addressing climate change risks, as well as the formulation of related actions.

Strategy

In accordance with the *Guide No.13 for Self-Regulatory Supervision on Listed Companies of the SSE STAR Market—Compilation of Sustainable Development Reports*, and based on the net-Zero 2050 and NDCs¹ scenario assumptions of IPCC, IEA, NGFS², Transsion identifies and sorts out physical risks, transformation risks and special project opportunities. For each risk and opportunity, we have conducted business and financial impact analyses, and formulated corresponding transition plans. These are detailed in the table below.

Climate risks and opportunities

Transsion Holdings recognises the profound impact of various climate change-related risks and opportunities on its business. We conduct short-term, medium-term and long-term climate change-related risk and opportunity analysis in accordance with the ISSB's *International Financial Reporting Sustainability Disclosure Standard 2 - Climate-related Disclosures (IFRS S2)* recommendations and the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)*. We identify climate-related risks and opportunities in the short term (less than 1 year), medium term (1 to 5 years) and long term (more than 5 years).



¹ Nationally Determined Contributions (NDCs) are national plans and commitments by countries under the *Paris Agreement* to reduce greenhouse gas emissions and address climate change. These contributions reflect countries' efforts to mitigate and adapt to climate change, with the aim of achieving the long-term goal set out in the *Paris Agreement* of limiting global average temperature rise to no more than 2 degrees Celsius above pre-industrial levels and to no more than 1.5 degrees Celsius.

² NGFS: The Network for Greening the Financial System (NGFS) comprises 144 central banks and financial regulators, along with 21 observer organisations. It is committed to developing climate and environment-related risk management systems for the financial sector. The NGFS provides a range of scenarios to help organisations understand how physical and transition risks may evolve in different scenarios.

Risk or Opportunity Type		Risk or Opportunity	Potential Business Impact	Impact period	Potential Financial Impact	Response Plans
Physical risk	Acute risks	Tropical cyclones	Tropical cyclones may significantly damage the equipments and facilities of factories and suppliers located in coastal areas, halting production lines and disrupting logistics.	Short/medium term	<ul style="list-style-type: none">Factory shutdowns and equipment damage could result in revenue loss and increased repair costs.Logistics disruptions may delay parts supply and finished product delivery, affecting both sales and cash flow.	<ul style="list-style-type: none">Reinforce factory building structures and develop emergency preparedness plans for cyclones.Purchase property insurance to cover damage from tropical cyclones.
		Flooding	Flooding may also affect factories and storage facilities situated near rivers or coastlines, leading to production stoppages, equipment damage, and inventory losses.	Short/medium term	<ul style="list-style-type: none">Factory shutdowns and equipment damage will escalate repair costs, whilst inventory losses will directly impact revenue.Supply chain disruptions may lead to component shortages, further affecting production schedules.	<ul style="list-style-type: none">Develop a comprehensive drainage system and establish emergency plans to address flooding risks.Collaborate with suppliers to establish alternative supply channels and optimise the logistics network.Purchase property insurance to cover flooding damage.
		Extreme high temperatures	Extremely high temperatures can impact production efficiency in factories located in tropical regions, leading to an increase in equipment failures, health issues among employees, and a decline in overall work performance.	Short term	<ul style="list-style-type: none">Increased equipment failure rates will lead to higher repair costs.Employee health issues may result in higher medical expenses.Declining production efficiency could lead to reduced output, negatively impacting revenue.	<ul style="list-style-type: none">Install efficient cooling systems, optimise production schedules, and avoid high-intensity operations during extreme heat periods.Provide employees with heat prevention supplies and health monitoring services.
		Extreme rainfall	Extreme rainfall can result in waterlogging at factories and storage facilities in regions prone to heavy rain, causing disruptions to production lines, equipment damage, and losses of inventory.	Short/medium term	<ul style="list-style-type: none">Factory shutdowns and equipment damage due to rainfall will increase repair costs.Rainfall may cause direct inventory losses in warehouses, impacting revenue.Rainfall-induced supply chain disruptions could lead to component shortages, further affecting production schedules.	<ul style="list-style-type: none">Build an efficient drainage system and implement emergency plans for extreme rainfall.Collaborate with suppliers to establish alternative supply channels and optimise logistics routes.
		Extreme winds	Extreme winds may cause damage to factories and storage facilities located in coastal and windy areas, leading to production halts, equipment damage, and inventory losses.	Short/medium term	<ul style="list-style-type: none">Factory shutdowns and equipment damage will increase repair costs.Damage to warehouses may result in inventory or equipment losses, leading to asset impairment.	<ul style="list-style-type: none">Reinforce factory structures and establish emergency plans for strong winds.Develop a comprehensive warehousing and transportation mechanism to safeguard against wind damage.
	Chronic risks	Shortage of water	Shortages of common water sources increase direct costs	Long term	<ul style="list-style-type: none">Possible increase in operating expenses for reserve water procurement	<ul style="list-style-type: none">Track changes in public service policies for water supply.
Transition risk		Policy and regulatory risks	The introduction of more stringent global climate policies gradually increases compliance pressures on businesses.	Medium/long term	<ul style="list-style-type: none">Future risks may include increased carbon allowance purchase costs and penalties for non-compliance.	<ul style="list-style-type: none">Establish a sustainable development-related management framework.Promote low-carbon and energy-efficient production processes.
		Market risks	Consumer preferences shift towards low-carbon products, whilst stricter green requirements within supply chains will contribute to higher overall supply chain costs.	Long term	<ul style="list-style-type: none">Supply chain costs are increased.A shift towards low-carbon products by customers may result in reduced revenue.	<ul style="list-style-type: none">Develop low-carbon product lines, and launch green publicity to enhance market competitiveness by obtaining product carbon footprint certification or low-carbon related certification.
		Technology risks	The rapid advancement of low-carbon technologies, such as clean energy and carbon capture, is creating challenges in identifying and selecting the most optimal energy-saving processes or equipment upgrades.	Medium/long term	<ul style="list-style-type: none">There will be a surge in technology R&D costs.Outdated technologies lead to energy efficiency losses.	<ul style="list-style-type: none">Prioritise R&D investments, stay aligned with industry innovations, and collaborate with universities and research institutions to address core technological challenges.
Opportunity		Energy structure adjustment	Demand for clean energy is surging across various industries. In some domestic markets, the unit price of clean energy is now lower than conventional energy, thus enhancing benefits.	Medium/long term	<ul style="list-style-type: none">The declining price of new energy equipment and the lower unit price of clean energy compared to conventional electricity can help reduce operating costs.	<ul style="list-style-type: none">Some of our factory sites have begun attempts to use clean energy. We will continue to embrace the energy structure transformation trend in the future.
		Smart grids and energy storage	Extreme weather events are accelerating the need for upgrades to grid resilience and energy storage, thereby expanding the market for Transsion's energy storage solutions.	Medium/long term	<ul style="list-style-type: none">Increased demand for energy storage and distributed energy is contributing to the operating revenue growth of the business of Transsion's energy storage.	<ul style="list-style-type: none">Continue to focus on smart energy management and other integrated solutions for households, and commercial users in global emerging markets.
		Circular economy development	The pressure surrounding electronic waste management is driving the need for full lifecycle management of equipment.	Medium/long term	<ul style="list-style-type: none">Managing equipment residual value and utilising regenerated resources can effectively reduce corporate costs whilst boosting profitability.	<ul style="list-style-type: none">Continue to promote Carlcare, to provide repair and recycling services, further advancing resource recycling initiatives.

Risk management

Transsion conducts risk management assessments based on industry characteristics and its own business operations, and gradually integrates climate-related risk factors into risk management strategies through policy studies, case sharing, and data collection.

Risk and Opportunity List

Transsion examines the risks relevant to its operations and then identifies, assesses, and updates the list of risks and opportunities accordingly.

Business Impact Analysis

Transsion assesses the potential impacts of the identified risks and opportunities on its business.

Transition Plan Formulation

Based on the business impact analysis, Transsion formulates transition plans each year, adjusting resource allocation based on the likelihood of identified risks occurring.

Indicators and targets

The global challenge of climate change is intensifying. Transsion has integrated GHG management into its routine risk management framework. By developing scientifically grounded and feasible business models, and adjusting and optimising internal operations and management practices, we aim to progressively reduce the environmental impact of our activities. In parallel, we are actively exploring innovative strategies to accelerate the green transformation of the entire industrial chain.

Indicators and Targets		Description
	Green production	We are committed to expanding the use of clean energy in an orderly manner, refining production processes, and implementing lean management practices to continually reduce energy consumption and resource usage.
	Green products	Gradually reduce the carbon footprint of products

Circular economy

Transsion proactively aligns with the national new development philosophy of “innovation, coordination, green, openness, and sharing”, seeking and creating new drivers of growth. We are dedicated to shaping the full lifecycle management of our products and actively engaging in ecological construction and biodiversity protection, with the goal of building an environmentally friendly enterprise.

Green products

Transsion integrates environmental protection into every phase of product design and production. We are committed to delivering environmentally friendly and energy-efficient smart devices. Through our active participation in green and sustainable development initiatives, we contribute to global environmental protection efforts.

Raw material procurement

- Supply Packaging Optimisation:** Reduce the use of plastic coatings, opt for recyclable greyboard paper, and implement the recycling and reuse of materials such as pallets and trays.
- Supply Chain Management:** Require suppliers to pledge not to use banned substances by signing the *Agreement on the Non-use of Banned Substances* at the onboarding stage; strengthen partnerships with environmentally responsible suppliers, prioritising renewable, biodegradable, or certified green materials to minimise environmental impact.

Product design

- Lifecycle Environmental Assessment:** Conduct lifecycle assessments to assess the environmental impact of our products and identify areas for improvement.
- Sustainable Design:** Factor in environmental performance during the design phase by selecting low-energy, low-pollution solutions, and enhancing the product's lifespan and maintainability.
- Lightweight Design:** Adopt a lightweight design whilst ensuring product quality, such as using the ultra-thin fibreglass board for the battery cover substrate, which both lightens the product and reduces raw material consumption.
- Non-harmful Materials:** Use transparent silica-based polymer as the primary material for organic silicone leather phone battery covers, which eliminates solvents whilst maintaining leather-like softness, supporting sustainable design and production practices.



Product production

- **No-paint Process:** Implement no-paint aesthetic materials for mobile phone casings to effectively control VOC emissions, reducing harmful gas and wastewater production.
- **Eco-friendly Renewable Materials:** Continue investing in research into eco-friendly renewable materials. To date, we have developed mobile phone back covers from coffee grounds, eco-leather and coconut eco-leather, which not only protect the environment but also foster a heart-to-heart connection with local communities.
- **Tool Reuse:** Utilise reprocessed secondary materials to enable the reuse of fixtures and tools in subsequent production cycles.
- **Eco-friendly Cleaning Agents:** Use environmentally friendly cleaning agents to eliminate harmful substances such as 1,2-dichloroethane, ensuring no harmful gas emissions, and detected by professional institutions.
- **Carbon Footprint Management:** Monitor and reduce carbon emissions throughout the product lifecycle by improving production processes and optimising supply chain management to lower the overall carbon footprint.



Product packaging

- **Optimising Packaging Design:** Minimise packaging volume and reduce the use of packaging materials wherever possible.
- **Using Eco-friendly Materials:** Opt for recyclable and biodegradable materials such as corrugated paper, cardboard boxes, woven bags, foam, and pearl cotton bags for packaging.
- **Improving Packaging Standards:** Use packaging materials such as paper, ink, adhesive films, and glues that meet RoHS 2.0 certification standards.
- **Orderly Packaging Recycling:** Collect and sort waste packaging materials, such as plastic, trays, pallets, and cardboard boxes, for recycling by certified service providers.



Product usage

- **Product Reliability:** Carry out rigorous laboratory testing and safety checks at a CNAS-level reliability and safety testing laboratory on products before they leave the factory.
- **Product Durability:** Ensure that product surfaces undergo no additional processing and offer good drop and weather resistance and colour retention and that batteries are designed for a long lifespan, safety, reliability, and environmentally friendly flame retardancy.
- **Product Energy Efficiency:** Optimise energy use in products such as TWS by developing proprietary audio algorithms that enhance energy efficiency.



Product recycling

- Provide repair and recycling services to customers through our professional after-sales service brand, Caricare.
- Establish standards for the scrapping of defective products and collaborate with certified local recycling agencies to ensure proper disposal of electronic waste.
- Actively promote the environmental protection philosophy through public awareness campaigns aimed at raising awareness of environmental issues.



Eco-friendly New Material Made From Coffee Grounds



We have creatively repurposed coffee grounds extracted from coffee beans, processing them through an advanced process to recycle and regenerate them into a five-colour gradient green mobile phone back cover. This innovative technology has been applied to the TECNO CAMON30 Series Designed by LOEWE, which won the Supreme Gold Award at the 2024 International CMF Design Award.



TECNO CAMON30 Series designed by LOEWE

Energy storage technology and products

Transsion is actively involved in the research, development, production, and sales of new-energy power equipment, including solar energy and energy storage solutions. We have developed over ten series of grid-connected and energy storage photovoltaic (PV) inverter products, with power ranges from 0.5 kW to 100 kW. Additionally, we offer a variety of lithium batteries, energy storage all-in-one units, and PV modules, providing a comprehensive range of one-stop energy solutions to customers and consumers globally.



During the Reporting Period, **100%** of material suppliers for Transsion Holdings' energy storage products signed the *Agreement on the Non-use of Banned Substances*.

DYQUE 5-in-One Energy Storage System: Bringing Smart Energy Solutions



Guided by customer needs, Transsion continues to research and enhance energy storage products and technologies. During the Reporting Period, DYQUE launched and applied the 5-in-One energy storage system by integrating Solar Inverter, EV DC Charger, Battery PCS, Battery Pack, and EMS into one powerful energy system to provide safer, smarter, simpler, and more efficient energy solutions for small and medium-sized businesses, as well as household customers.



Rendering of DYQUE 5-in-One energy storage system

Energy and water resource utilisation

Transssion continuously optimises energy consumption through the use of energy-efficient equipment to reduce energy use and transform the energy structure. We have established a monitoring system to continuously assess and adjust our energy strategy, ensuring that we meet our environmental goals. The Company actively improves energy efficiency and promotes renewable energy applications, driving sustainable development whilst contributing to the creation of an environmentally friendly future.

Clean energy application

Transssion is actively committed to the philosophy of green development. Through initiatives such as upgrading clean energy infrastructure, we are systematically advancing the transformation of our energy structure. In 2024, we continued to expand the scope of PV power generation across our factory sites, enhancing energy usage monitoring platforms, and developing an energy management system to progressively increase the share of renewable energy in our energy consumption.

Installation of Rooftop PV at the Pakistan Joint Venture Factory



The Pakistan joint venture factory has reduced its reliance on fossil fuels and conventional electricity by installing a PV system on its rooftop. This move has decreased harmful gas emissions. In 2024, the Pakistan joint venture factory generated nearly 100,000 kWh of PV power.



Rooftop PV system at the Pakistan joint venture factory

Energy-saving technology application

Process and Equipment Upgrades

Systematic energy management begins with a focus on the production process as a key area of improvement. We actively promote the gradual reduction of unit energy consumption by identifying energy consumption risks, conducting thorough energy consumption analyses, and upgrading processes and equipment at each stage of production.



The factory has implemented an integrated solution combining water storage technology and peak-valley electricity price adjustment. This system utilises off-peak electricity during the night to freeze and store cooling energy, which is then used to meet daytime air conditioning demands. The initiative aims to reduce electricity costs and minimise carbon emissions.



Additionally, the factory is upgrading its reflow oven cooling system by incorporating a central air conditioning network pre-cooling system coupled with heat exchanger gradient cooling. This approach reduces reliance on compressors, thereby avoiding additional energy consumption and lowering workshop temperatures.



To further enhance energy efficiency, the factory has established internal energy efficiency standards for equipment procurement. The focus is on prioritising the purchase of Grade 1 energy-efficient equipment and phasing out high-energy-consuming machinery. A new variable frequency air compressor has been introduced, enabling the compressor's operation to adjust based on actual air demand, ensuring more economical operation. Furthermore, modifications to the ventilation and exhaust systems have been made to ensure safe and stable operation.



Digital Energy Management

Building on equipment upgrades, Transsion actively adopts digital energy consumption management practices, further enhancing overall energy performance through advanced management techniques.

Green logistics network

The factory has implemented an intelligent warehouse logistics system with highly automated surface mount technology (SMT) processes, creating a “dark factory” to reduce lighting energy consumption. Additionally, an eco-friendly access control system has been established, requiring all transporting vehicles to meet at least the National V emission standard or be new-energy vehicles. Vehicles not meeting these standards are prohibited from entering the park for cargo transportation.

Cloud platform energy efficiency

In the mobile internet business, the Company optimises the energy efficiency of its cloud platform by redeploying cloud services through a variety of methods, including resource allocation, link optimisation, traffic management, content delivery network (CDN) optimisation, web application firewall (WAF) optimisation, and more.

Water resource management

We are committed to continuously improving water usage performance by establishing water recycling systems and implementing regular monitoring and management optimisation.

In 2024, water used at our factories in Shenzhen, Chongqing, Nanchang, and Bangladesh was sourced from municipal water supplies. No water was extracted from water-scarce areas for internal production operations, thereby reducing pressure on water sources and mitigating water consumption risks at each operational site.

Equipment improvement

We have installed water meters to monitor and track water usage across our factories. Through refined monitoring methods, we closely analyse consumption patterns to minimise water wastage.

Process optimisation

We are focused on reducing unnecessary water usage by optimising the air conditioning water circulation system, enhancing water use efficiency, and lowering overall water consumption.

Management enhancement

Water-saving signs are displayed, and daily inspections of water-use equipment are conducted to ensure proper functioning.
Regular checks are carried out on the Company’s water supply pipelines and water meter facilities to ensure their optimal operation, helping to prevent water resource waste due to equipment failures.

Shenzhen Tecno Factory – Continuous Operation of Condensate Water Recycling System

In 2024, Shenzhen Tecno Factory continued to implement its central air conditioning condensate water recycling system. The system consists of an air-cooled air conditioning main unit, a water tank, and end devices. After collecting condensate water, it is reused for cooling purposes and sprayed onto the air conditioning main unit, enabling reuse after recycling process. This reduces the energy consumption of the air conditioning unit and lowers the overall electricity load.

Waste treatment and pollutant discharge

Transsion follows the principles of “waste minimisation, waste valorisation, and safe treatment” to minimise waste generation by optimising production processes. The Company strengthens the classification and compliant disposal of hazardous waste, rigorously controls wastewater, exhaust, and noise pollution, and promotes circular economy practices. Environmental concepts are integrated into product design, increasing the use of renewable materials. Additionally, a recycling system for electronic waste has been established, collaborating with industry partners to build a resource closed-loop management system. This approach effectively transforms waste into renewable resources, contributing to the Company’s green and low-carbon transformation and achieving sustainable development goals.

Pollutant management

Transsion strictly adheres to the *Integrated Emission Standard of Air Pollutants* and has developed a systematic pollutant management system. The Company actively manages environmental risks through technological innovation and compliant management practices.

Exhaust Treatment

The Company implements differentiated exhaust treatment methods based on the specific characteristics of emissions during production:

- Shenzhen Tecno Factory uses an “activated carbon adsorption” process to treat organic exhaust. Efficient purification is achieved through closed collection at the pollution source and end-of-pipe treatment. A detailed process flow diagram has been developed to ensure transparency and traceability throughout the entire process.
- Chongqing Factory employs precise control based on exhaust characteristics. For emissions from processes such as welding, cleaning, and wiping, a “high-efficiency filtration + two-stage activated carbon adsorption” treatment process is used. The factory also strictly controls hazardous waste storage and catering grease emissions. Third-party monitoring confirms that particulate matter, non-methane hydrocarbons (NMHC), tin compounds, and other emissions meet the *Integrated Emission Standard of Air Pollutants* (DB 50/418-2016), whilst unorganised emissions comply with the *Standard for Fugitive Emission of Volatile Organic Compounds* (GB 37822-2019) special limits.

Compliance Monitoring

Transsion actively conducts third-party external exhaust testing, routine internal monitoring, and comprehensive data analysis to continually improve exhaust management performance. These efforts systematically enhance pollutant treatment effectiveness, ensuring compliance with national and local standards.



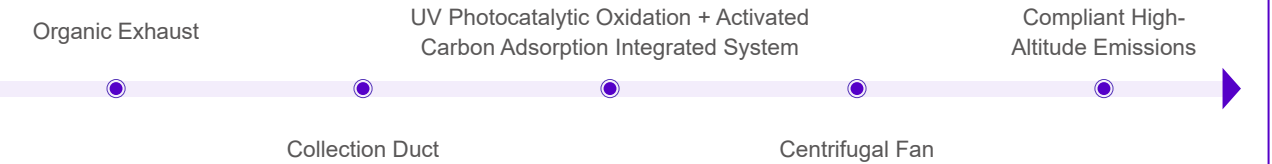
During the Reporting Period, all domestic factories within Transsion proactively implemented various pollutant source collection and treatment measures, conducted environmental risk identification and emergency management drills, and ensured **100%** compliance with annual environmental monitoring standards, with no significant adverse impact on employees or local residents.

Shenzhen Tecno Factory Establishing Organic Exhaust Point Collection + UV Photocatalytic Oxidation + Activated Carbon Adsorption Integrated Purification Process



To treat organic exhaust generated during production, the Shenzhen Tecno Factory designed an efficient purification process tailored to the nature of the emissions, emission conditions, and site-specific factors. The factory uses point collection technology and UV photocatalytic oxidation technology to decompose organic compounds. Additionally, activated carbon adsorption is employed to further purify any remaining harmful substances, ensuring that emissions meet the required environmental standards. This integrated process—combining collection, decomposition, and adsorption—effectively addresses organic exhaust from the workshop, reducing environmental impact.

Operational Flow of the UV Photocatalytic Oxidation + Activated Carbon Adsorption Integrated System



Waste management

Effective waste management is a critical component of achieving sustainable development. Transsion reduces the negative environmental impact of its production operations through scientific and systematic waste management measures. The Company advances its green transformation by implementing waste classification, recycling, minimisation, and safe treatment strategies.

Hazardous Waste

Transsion manages hazardous waste in accordance with the *National Catalogue of Hazardous Wastes*. The hazardous waste generated during our production processes includes cleaning waste liquids, scraps, substandard products, substandard components, waste filter cartridges, waste activated carbon, waste hazardous chemical packaging materials, oily condensate wastewater, and waste UV lamps. The factory has established standardised hazardous waste temporary storage rooms, with floors coated with epoxy mortar anti-permeation layers to prevent land contamination during storage. Prominent warning signs have been placed to mitigate leakage risks.



During the Reporting Period, all hazardous waste generated in the production process was entrusted to qualified third-party agencies for legal transportation and disposal, ensuring **100%** compliance with disposal regulations.

General Industrial Waste

Transsion actively promotes the valorisation of general industrial waste, continually advancing its circular economy initiatives. We implement a graded and classified management system for general industrial waste to maximise its valorisation value.



General low-value waste (packaging waste)

Classified for disposal through waste collection, recycling, and sorting methods.



High-value waste

Engaging waste disposal suppliers through public bidding to classify, recycle, and dispose of high-value waste.

Hazardous Waste Storage Area Pollution Prevention at Chongqing Factory



Transsion's Chongqing Factory takes proactive steps in the collection, storage, and disposal of hazardous waste, ensuring full compliance with stringent environmental standards.

- An independent hazardous waste storage area has been established, incorporating a sealed negative pressure design that effectively prevents any potential environmental contamination from the waste.
- To mitigate secondary pollution risks, the factory has introduced a high-efficiency activated carbon adsorption treatment process that captures and processes VOCs from hazardous waste gases.
- Anti-corrosion and anti-permeation measures have been implemented on the ground, including the installation of a leakage prevention trench and the provision of appropriate emergency response materials.



Independent hazardous waste storage area at Chongqing Factory

We actively promote the recycling of electronic waste within the regions and the scope of our operations. Carlgear has established over 2,000 service points across more than 70 countries and regions to recycle electronic waste in compliance with the applicable laws and regulations of each country or region. We also strictly adhere to the Basel Ban Amendment of the *Basel Convention*, which explicitly prohibits the export of electronic waste to countries outside the Organisation for Economic Co-operation and Development.

Electronic Waste

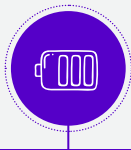
Scope of Recycled Products



Transssion-owned Brands

Mobile Phones: The recycled products include mobile phones main units, motherboards, batteries, screens, chips, etc., with repair services provided. Scrapped products are also eligible for recycling.

Digital Accessories and Home Appliances: The recycled products include main units, motherboards, screens of televisions, laptops, refrigerators, air conditioners, speaker etc., with repair services provided. Scrapped products are also eligible for recycling.



Non-Transssion-owned Brands

Mobile phones not produced by Transssion, including their components such a main units, motherboards, batteries, screens, chips, etc., are also eligible for recycling.

Recycling Methods

Consumers can recycle their electronic waste through drop-off, mail-in, direct or home pick-up services. They can also bring their electronic waste to Carlcare service centres for collection and recycling.

We offer these services free of charge. In certain cases, we provide train-in services for consumers.

Treatment Measures

We actively participate in local electronic waste recycling programmes in our operating regions and continuously collaborate with professionally certified suppliers to process the electronic waste we collect. Additionally, we promote the development of electronic waste recycling networks. We require our suppliers to comply with local environmental regulations by centrally collecting, classifying, recycling, and properly disposing of discarded electronic devices. Furthermore, we conduct inspections and audits of relevant suppliers to ensure compliance.

Recycling Advocacy

Transssion advocates for global electronic waste recycling and reuse through dedicated recycling programmes and environmental awareness campaigns. These initiatives aim to educate consumers about the importance of electronic product recycling, ensuring the effective recycling and treatment of electronic waste at the local level.

Environmental compliance and ecosystem and biodiversity protection

Environmental Compliance Management

Transssion continues to strengthen its internal environmental management systems, focusing on water conservation and recycling to achieve green development goals. This commitment fosters a balanced approach to environmental protection and economic growth. In 2024, Shenzhen Transssion Holdings Co., Ltd.(including a subsidiary), Shenzhen Tecno Technology Co., Ltd., Chongqing Transssion Technology Co., Ltd, and Nanchang Chuanshuo Technology Co., Ltd. received ISO 14001 Environmental Management System certification.



ISO 14001 Environmental Management System certification for Shenzhen Transssion Holdings Co., Ltd.(including a subsidiary)

ISO 14001 Environmental Management System certification for Shenzhen Tecno Technology Co., Ltd.

ISO 14001 Environmental Management System certification for Chongqing Transssion Technology Co., Ltd.

ISO 14001 Environmental Management System certification for Nanchang Chuanshuo Technology Co., Ltd.

Ecosystem Protection

We assess the ecological management conditions in our operating locations to prevent any negative impact on the external environment and ecosystem from our production operations. When selecting factory sites, we strictly avoid building, rebuilding, or expanding factories within ecological protection zones, surrounding areas, or regions with significant ecological functions. Construction begins only after obtaining environmental impact assessment (EIA) approval. We strictly adhere to the “three simultaneous requirements” for environmental protection in project construction and management to minimise negative impacts on the ecosystem.

Transsion Building Achieves China Green Building Two-Star and WELL Platinum Certifications

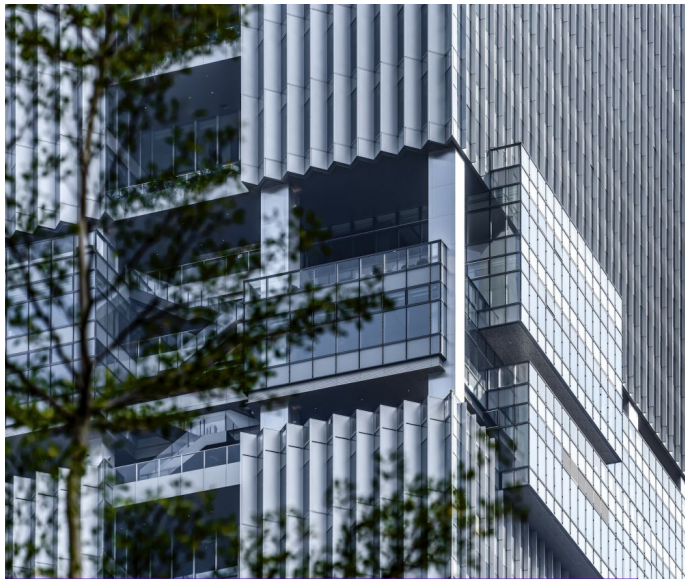


The T33 Full Time Center (Transsion Building), the Shenzhen headquarters building of Transsion Holdings, has achieved China Green Building Two-Star and WELL Platinum Certifications.

The building features an eco-intelligent design, with 30% green coverage, including 8% vertical greenery, and an automatic irrigation system. The segmented facade optimises natural ventilation and lighting, resulting in a about 20% reduction in energy consumption compared to traditional office buildings. The building also integrates advanced systems such as central water circulation, multi-split air conditioning, and ice storage cooling for efficient energy use. A rainwater recovery system on the curtain wall collects water for use in sanitary facilities, enhancing the building's environmental credentials whilst creating a comfortable, green office environment.



WELL Platinum Certification of Transsion Building



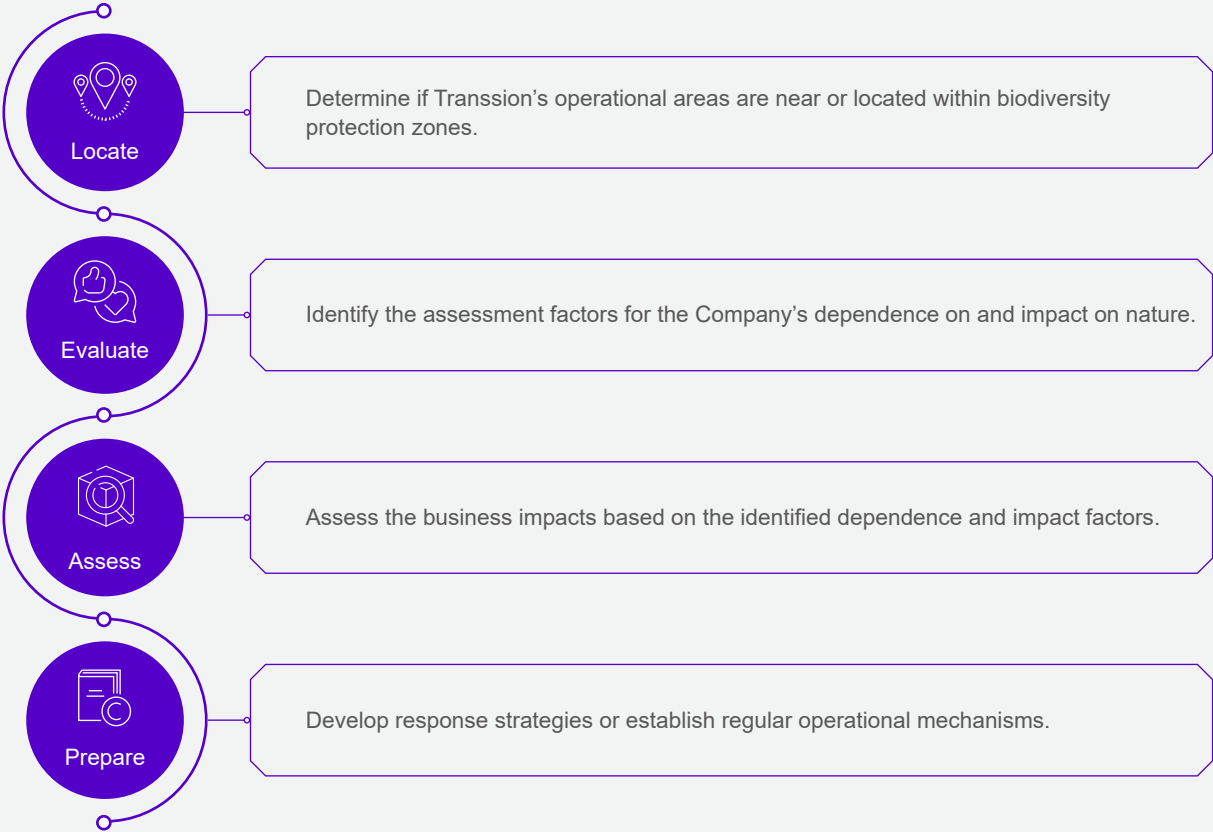
Transsion Building



Green environment in the public area of Transsion Building

Biodiversity Protection

In 2024, Transsion initially assessed the impact and dependence of its business on biodiversity, referring to the Taskforce on Nature-related Financial Disclosures (TNFD) framework. We identified relevant risks and opportunities through the “Locate, Evaluate, Assess, and Prepare” (LEAP) nature-related risk assessment model.



02 Social

We are committed to continuously enhancing our product quality management system, with a strong focus on risk mitigation and privacy protection. We strive for excellence through innovation, delivering intelligent, safe, and user-centric high-quality products that drive improved customer satisfaction. We recognise that our employees are the cornerstone of the Company's long-term sustainable development. By nurturing talent and strengthening core human capital, we aim to collectively foster the continued creation of value at Transsion. Upholding the principle of mutually beneficial cooperation, we work in close partnership with both domestic and international stakeholders to build a sustainable value chain. In alignment with national priorities, we actively support rural revitalisation initiatives, engage in public welfare programmes, and remain committed to giving back to society—demonstrating our dedication to responsible corporate citizenship.

Response to SSE Topics

Safety and quality of products and services, Innovation-driven, Data security and customer privacy protection, Ethics of science and technology, Supply chain security, Equal treatment to small and medium-sized Employees, Rural revitalization and Contributions to the society

Response to SDGs



Product and service safety and quality

Governance

Transsion places a high priority on ensuring the safety and quality of its products and services. The Deputy General Manager is responsibility for quality management across the Company. Dedicated governance structures—namely, the Quality Management Department and the Customer Service Centre—have been established to oversee product quality and customer service management. These departments are tasked with formulating policies and standards relating to product safety and service quality, enhancing quality control and customer service systems, leading targeted improvement initiatives, and advancing the Company’s declaration of accountability for product and service safety and quality. These efforts collectively reinforce Transsion’s overall quality governance and service capabilities.

Strategy

Transsion strictly adheres to all applicable quality management regulations and has developed a comprehensive quality management system supported by a robust risk prevention framework. The Company proactively obtain quality management system certifications through standardised control procedures and professional training. These measures are aimed at the continual improvement of product quality and the sustained elevation of customer satisfaction.



Indicators and targets

Targets



Increase the coverage of quality certifications for Transsion-related entities



Expand the coverage of domestic and international standards used in product testing, and strictly control the use of product materials



Enhance global overall Customer Satisfaction (CSAT)

Indicator Progress

Shenzhen Transsion Holdings Co., Ltd.(including two subsidiaries), Shenzhen Tecno Technology Co., Ltd., Chongqing Transsion Technology Co., Ltd., and Nanchang Chuanshuo Technology Co., Ltd. have successfully obtained ISO 9001 Quality Management System certification.

Transsion has established multiple reliability and imaging laboratories both within China and overseas. These facilities are equipped to conduct testing on the reliability, raw material certification, and standards development of smart mobile devices and peripheral products. The testing capabilities align with both domestic and international standards, including GB/T 2423, GB/T 17626, GB/T 4208, and GB/T 1539.

TRANSSION achieved a global Customer Satisfaction Score (CSAT) of around 94% in 2024.

Impact, risk, and opportunity management

Quality Management System

Quality Management System and Certification

Transssion strictly adheres to the *Product Quality Law of the People's Republic of China*, as well as other laws and regulations of the place where it operates. During the Reporting Period, Shenzhen Transssion Holdings Co., Ltd.(including two subsidiaries), Shenzhen Tecno Technology Co., Ltd., Chongqing Transssion Technology Co., Ltd., and Nanchang Chuanshuo Technology Co., Ltd. passed the ISO 9001 Quality Management System certification. Building upon the ISO 9001 framework, the Company has established a comprehensive quality management system and mechanisms.



ISO 9001 Quality Management System Certification for Shenzhen Transssion Holdings Co., Ltd. (including two subsidiaries)

Shenzhen Tecno Technology Co., Ltd. ISO 9001 Quality Management System Certification

Chongqing Transssion Technology Co., Ltd. ISO 9001 Quality Management System Certification

Nanchang Chuanshuo Technology Co., Ltd. ISO 9001 Quality Management System Certification

Product Quality Management System and Mechanisms

Research and development process quality

Through structured R&D quality planning and rigorous management practices, quality control and review processes are embedded throughout product development to ensure compliance with expected quality standards and the delivery of the project according to the quality requirement.

Quality standards

The establishment and ongoing management of product quality standards ensure that all products consistently meet defined quality requirements throughout their lifecycle. This encompasses product lifecycle management, well-defined product and component standards, as well as certification of individual components.

Incoming material quality

By managing material quality coordination activities, we ensure that all materials meet established quality standards prior to entering the production process, thereby safeguarding the stability in material quality throughout manufacturing.

Process/shipping quality

Product quality during the manufacturing process is ensured through process quality planning, quality control and assurance measures, as well as the handling and resolution of quality issues. These activities support the stability of product quality throughout production.

Testing and certification

Through rigorous testing and certification, we ensure that products comply with relevant quality and safety standards, thereby guaranteeing their stability, reliability, and market compliance.

After-sales service quality

By managing after-sales issues and monitoring performance indicators, we enhance customer satisfaction and drive continuous improvement in product quality.




As of 31 December 2024,

the certifications obtained for the Company's products included CE, CB, FCC, WEEE, BIS, CA65, RoHS, and REACH, etc.


Quality Standards and Business Processes

Transsion conducts annual updates to its processes and systems to clearly define inspection requirements and quality standards for both materials and finished products. We have established a dedicated Quality Standards Department to standardise quality criteria and testing protocols across research and development, manufacturing, quality inspection, and related functions. In 2024, over 300 process documents and more than 400 forms were updated, with a particular focus on optimising core processes such as non-conforming product management, supplier management, and project risk management. In addition, process documentation in specialised areas such as mobile internet and software engineering was further refined.




During the Reporting Period, Transsion did **not** experience any major safety or quality incidents related to products and services.


Quality Management Business Process Optimisation

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New additions

We have established formal processes for the *Project Launch Decision-making* and *R&D Issue Approval Decision-making*, and implemented electronic management systems to support R&D change control, quality review alerts, and other procedures.
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Optimisations

We have optimised the workflows for *Supplier Admission and Exit* and *Supplier Performance Management*, while also introducing electronic management for quality risk reviews related to product and material transfer requirements. Additionally, we have enhanced the synchronisation of internal and external research quality information.
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Systematisation

The self-developed “Quality Issue Management System” has completed phase one development and testing, and is now in operational use.

In addition, during the Reporting Period, the Company issued and updated over 70 product quality standards. Notably, for green and safety-related products, the following standards were introduced: *QM-ST-STC-R-094 Wireless Charging Dock Testing Standard*, *NB-NTE-R-006 Business Accessories Infinix Power Bank Inspection Standard*, and *NB-NTE-R-001 Power Bank Battery Cell Inspection Standard*, etc.

Product Quality Training

The Company has systematically strengthened its internal quality management capabilities by delivering training on ISO 9001, ISO 14001, and ISO 45001 system standards, as well as process auditing. During the Reporting Period, over 80 training sessions on quality management and product inspection were conducted across areas such as R&D, incoming materials, and manufacturing, continuously deepening the effectiveness of the Company’s quality control system.



Quality Risk Management

Transsion has established a comprehensive quality risk prevention framework, guided by internal policies such as the *Process Risk Identification and Evaluation Control Procedure* and the *Risk and Opportunity Response Planning Procedure*. These systems enable structured identification, assessment, and response to quality-related risks across operations.

Quality Audits

Aligned with industry standards, the Company conducts quality management system audits. In 2024, internal audits of the ISO 9001 Quality Management System were carried out across all domestic manufacturing sites, alongside third-party external audits in order to systematically assess the internal quality management status. According to the potential risk points identified during the assessment process, we promoted specific improvement measures, to further consolidate quality assurance.

Product Inspection

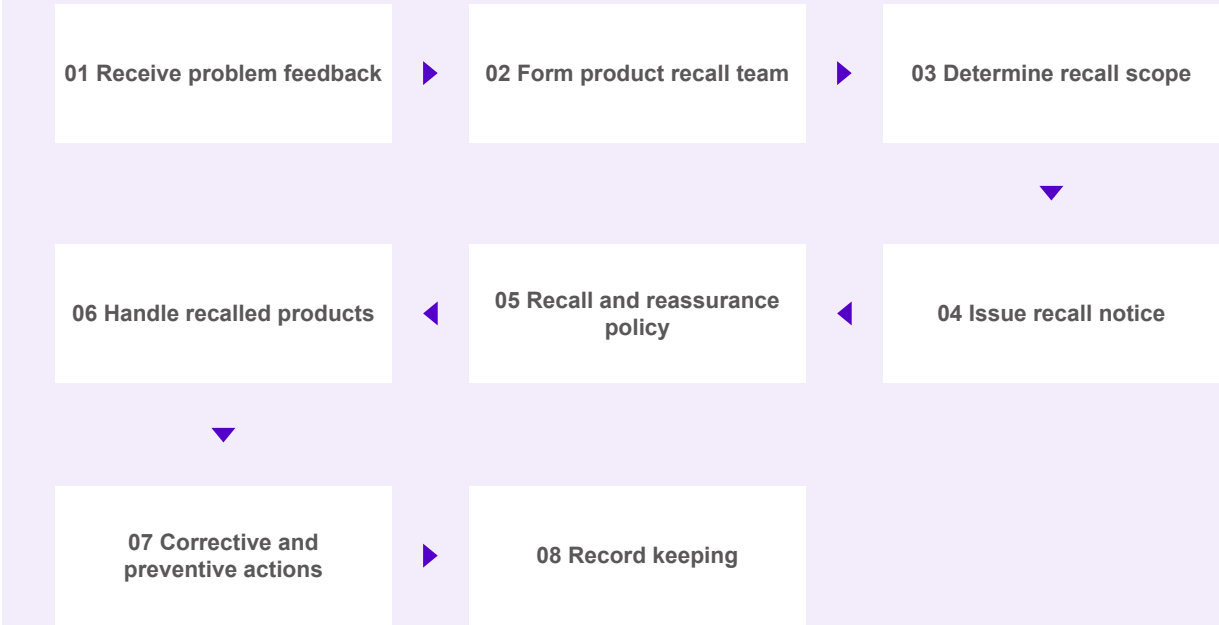
Transsion has developed detailed inspection standards covering incoming materials, manufacturing processes, and finished product shipment. These standards apply across the Company’s in-house factories, central warehouses, subcontracted sites, and overseas manufacturing sites.

Product Recall

Transsion places strong emphasis on after-sales service and the protection of consumer rights, underpinned by a robust product recall management mechanism. The *Product Recall Control Procedure* standardises the recall process, while a component-level product traceability system enables swift and accurate issue identification and handle potential problems. A full-process recall framework—spanning preparation, execution, and review—has been established.



Transsion Holdings Product Recall Management Process



No product quality-related recall incidents occurred during the Reporting Period

Product Safety and Reliability

Transsion has established multiple reliability and imaging laboratories both domestically and internationally. These facilities support the development of advanced capabilities in areas such as whole-device reliability testing, raw material certification, and standard formulation for smart mobile devices and peripheral products. Our testing protocols are aligned with both domestic and international standards, including GB/T 2423, GB/T 17626, GB/T 4208, and GB/T 1539, among others. A wide range of product safety tests are conducted, such as drop testing, high and low temperature environment testing, leakage testing, waterproof testing, flame retardancy testing, high-temperature short circuit testing, heavy object impact, compression resistance, high-voltage resistance, lightning surge, high-voltage switching, and automated APK testing.

In addition, Transsion adheres to stringent battery safety standards to ensure product safety. We prioritise the use of long-life battery materials that meet environmental protection, recyclability, and flame retardancy requirements, with the aim of extending battery life while reinforcing both safety and environmental standards.



Innovative power management chip CheetahX1

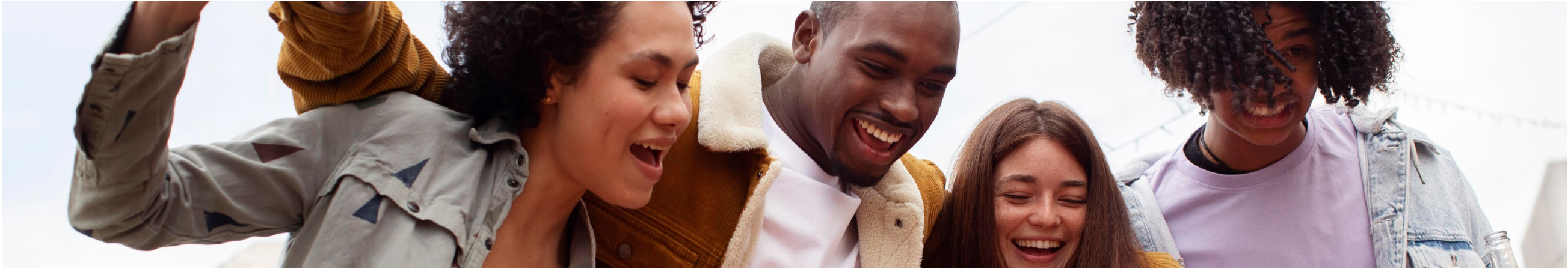


Transsion's self-developed power management chip Cheetah X1 provides the solid foundation for its new All-Round FastCharge 2.0.

CheetahX1 integrates three core modules—full-scenario support, high-precision current monitoring, and safety protection—into a single chip, providing tailored power for All-Round FastCharge 2.0. The full-scenario support module covers eight charging scenarios through protocol integration and algorithm design, including multi-gear variable speed fast charging up to 100W, wireless charging, wired and wireless reverse charging, bypass charging, AI night charging, ultra-low temperature charging at -20°C, and multi-protocol compatibility. This integration ensures stable charging performance in a variety of demanding usage situations.

The high-precision current monitoring module continuously tracks voltage and current in real time, adjusting output to maintain a balance between charging speed and temperature while protecting battery health. Meanwhile, the safety module integrates multiple protective measures, covering nearly all potential unsafe charging scenarios. These safeguards are automatically activated through the chip's monitoring and detection capabilities, transmitting information to the device's associated ports to alert the user, providing a convenient and safe charging experience.





Customer Satisfaction Management

Transsion continually improves service quality and customer satisfaction by optimising service processes and enhancing responsiveness.

Service Quality Assurance System

In terms of ensuring the quality of customer service, Transsion has established the Consumer Voice Processing Guidelines. This system governs the full cycle from complaint reception and issue analysis to solution feedback. All customer complaints are required to be addressed within 48 hours of receipt. Feedback channels include call centres, mobile apps, online platforms, and more. By tracking key metrics such as Dissatisfaction Reasons (DSAT) and Root Cause Analysis (RCA), the Company can proactively identify underlying issues and implement feasible improvement plans.

For mobile phone products, Transsion has implemented the *Voice of the Consumer Circulation and Closed-loop Process*, offering a systematic management framework to customer feedback. Inputs are collected from hotlines, official websites, proprietary apps, and social media, demonstrating the Company’s comprehensive engagement with its user base. Clearly defined roles—such as after-sales service representatives, consumer voice handling personnel, and technical support coordinators—ensure effective feedback resolution, thereby improving customer satisfaction and enhancing the quality of the products launched.

Customer Satisfaction Survey

In 2024, Transsion achieved a global customer satisfaction score of around 94%, covering users of mobile phones, home appliances, laptops, etc.

Customer Service Measures

Issue Handling and Consultation Guidance

In 2024, a new knowledge base for non-fault device issues was introduced, enabling users to access support without visiting service centres. For selected models, we launched a user satisfaction improvement campaign, offering exclusive UI features, promotional coupons, intelligent app-based customer service, and value-added in-store services such as screen film application, device cleaning, customised tempered glass, and in-home services.

After-Sales Warranty Management

During the Reporting Period, we updated the *After-Sales Warranty Card Management Process*, enhancing execution and oversight of warranty-related policies. Improved interdepartmental collaboration ensured more efficient transfer of product and service information, leading to greater operational efficiency and improved customer satisfaction.

Innovation-driven


Governance

Transssion continues to strengthen its user-focused, and technology-driven R&D capabilities. The Company has established the Technology Management Team (TMT), composed of a review team consisting of the R&D director, the chief architect, and the head of the Technology R&D Department and supported by the heads of various fields, responsible for guiding technological direction, managing resource allocation, and supporting technology investment decisions. Under the TMT, the Technical Management Group (TMG) has also been established, composed of domain-specific technical experts, responsible for the management of technology field directions, analysis and review of technical issues, and the development of the technical field, etc. To drive innovation across multiple areas, the Company has set up specialised R&D departments, including the Technical Research Department, Product Platform Department, Hardware Engineering Department, Software Engineering Department, Imaging Department, R&D Testing Department, TEX AI Centre, Industrial Design Department for different research and development fields and key directions.

Strategy

Transssion adheres to a strategy that balances innovation with quality, positioning technological innovation as the core driver of high-quality development. The Company promotes product innovation, safeguards intellectual property, enhances technology inclusion, supports industry development, and provides strong foundations for a future where technology and society progress in harmony.

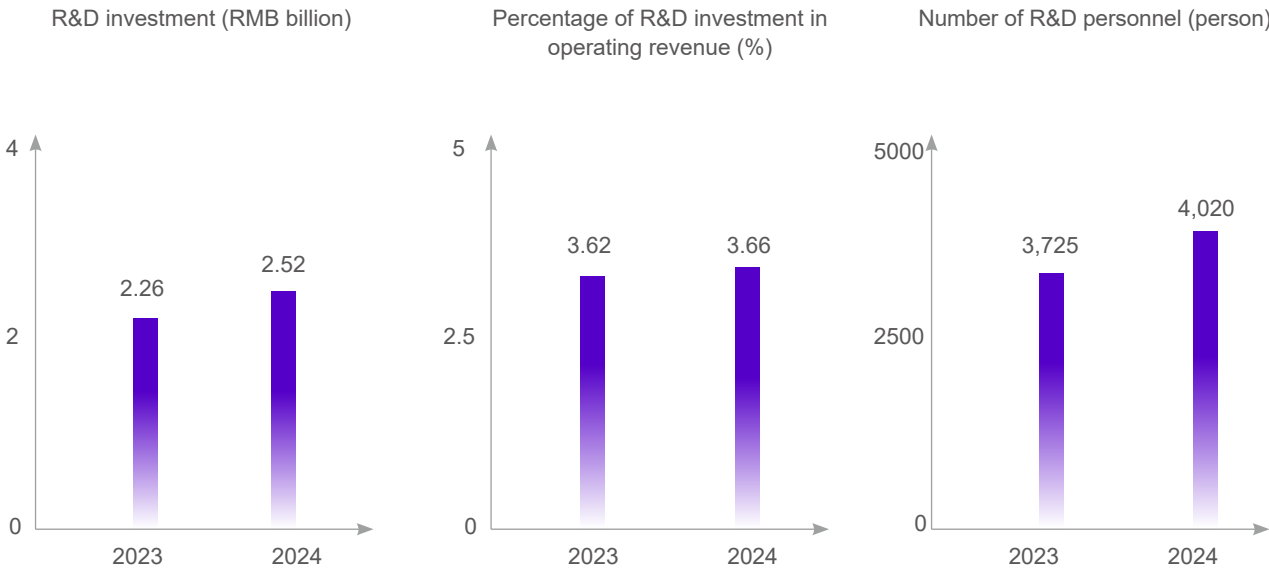
Metrics and targets

Targets	Progress
<div></div> <div>Increase investment in technology R&D on an ongoing basis</div>	Transssion has continued to strengthen its investment in R&D. In 2024, R&D investment increased by 11.55% year on year.

Impact, risk, and opportunity management

Ensure Product Innovation

Transssion adheres to a “Think Globally, Act Locally” approach and actively implements an innovation-driven development strategy. The Company continues to optimise its three-tier R&D system, focusing on fundamental research, technological R&D, and product development. In 2024, Transssion further advanced its user- and technology-driven R&D strategy, strengthening hardware-software integration based on user scenarios. This led to enhancements across multiple dimensions, including design, communication, navigation, games, AI, imaging, and charging, delivering a more comprehensive and refined user experience. The Company also actively explores new technologies, new business formats, and new models, leveraging AI to empower smarter lifestyles and unlock new quality productive forces.

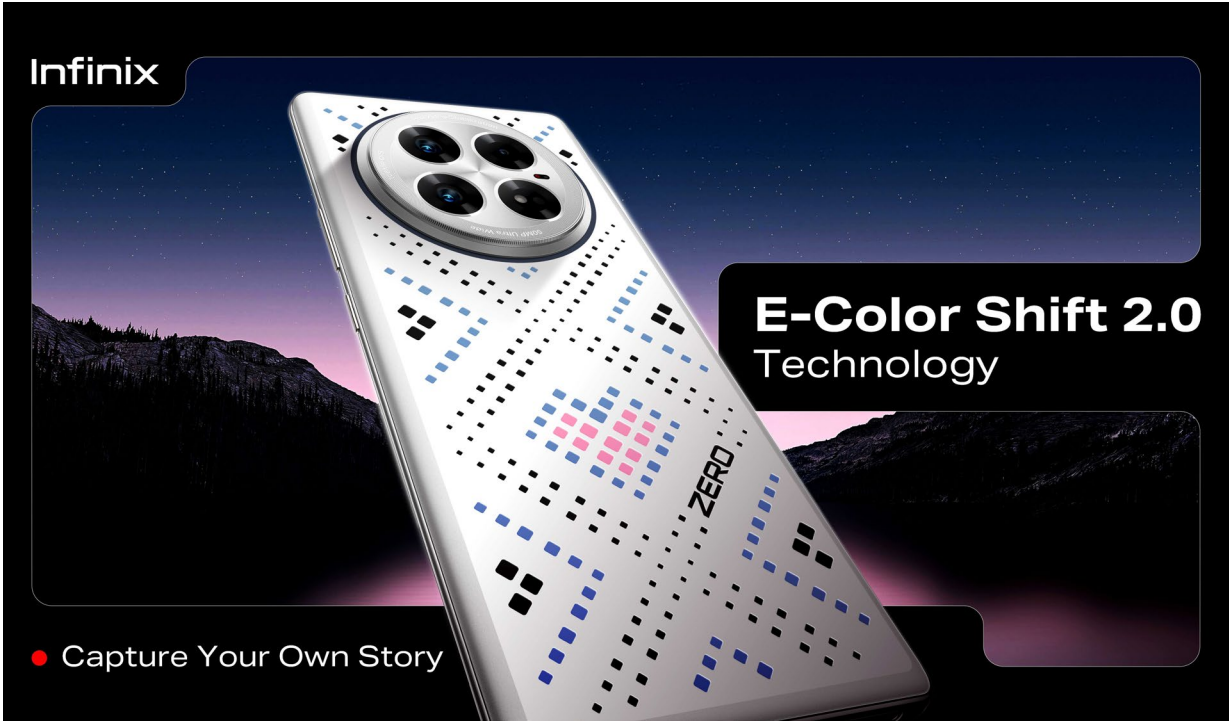


Statistics Chart of R&D Investment

Elnk Prism



By integrating AI full-scene interactive and utilising bistable electronic nanoparticle materials alongside a lightweight hardware design, Elnk Prism has enabled dynamic colour-changing smartphone backs. This innovation transcends traditional design boundaries, supporting full-scene AI interactions such as colour extraction via photography, weather-based colour matching, and mood-driven visual effects. Additionally, the dynamic hover feature allows users to display customised colours permanently.



Elnk Prism

Super thin triple-fold concept phone PHANTOM ULTIMATE 2



TECNO launched the superthin triple-fold concept phone PHANTOM ULTIMATE 2, achieving an impressive 11mm thickness through an innovative hinge design. The device delivers optimal imaging performance while optimising camera module layout and supports seamless transition between a 6.48-inch flat screen and a 10-inch tablet, catering to diverse user scenarios.

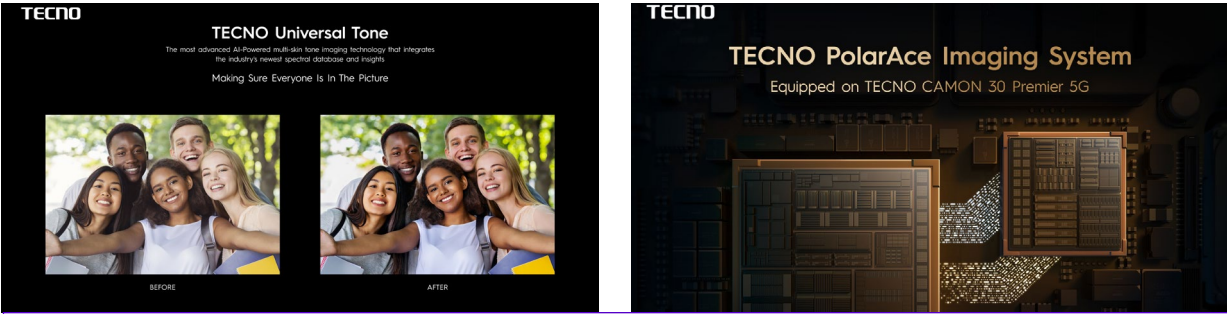


PHANTOM ULTIMATE 2

Technological innovation empowering imaging experience



TECNO launched its Universal Tone imaging technology, introducing an industry-leading colour chart of 268 skin tones. This breakthrough combines in-depth research in skin tone science with proprietary portrait algorithms. TECNO also unveiled the PolarAce imaging system, powered by Sony CXD5622GG chip, supporting 4K 30fps AI-NR HDR video recording in all scenarios. As of March 2025, the Universal Tone image color card has been expanded to 372 skin-tone color blocks.



Universal Tone imaging technology

PolarAce Imaging System

Technological innovation enhancing navigation experience

TECNO introduced the PinPoint Nav precision-level navigation system, delivering fast, accurate, and multi-scenario navigation via advanced hardware and software. Infinix followed with high-precision positioning lane-level navigation, supported by a robust GPS security system and a suite of innovative technologies that form a next-generation high-accuracy positioning solution. Transsion's "Investigation of GNSS-based Smartphone Positioning and Navigation" has also received authoritative certification from the University of Melbourne and RMIT University.



TECNO

PinPoint Nav

Precision Like Never Before!

PinPoint Nav Precision-Level Navigation System



Infinix

Infinix车道级导航

超高还原道路真实场景，体验高精导航服务

Infinix Lane-Level Navigation



1. Executive Summary

1) KEY INFORMATION

Project Title	Investigation of GNSS-based Smartphone Positioning and Navigation
Project Leading Organisations	The University of Melbourne (UoM), Melbourne, AUSTRALIA Royal Melbourne Institute of Technology (RMIT or RMIT University), Melbourne, AUSTRALIA
Industrial Partner	Transsion Holdings Limited (Transsion), Shanghai, CHINA
Project Collaborators	UoM — Amir Khodabandeh RMIT — Suelynn Choy, Safoora Zaminpardaz, Yuntian Brian Bai, HaoBo Li Transsion — Li Cao, Xiaoqing Yang, Lanqin He, Liping Xu, Yunhui Wen, Siyuan Zhang, Xiaoying Xian
Start Date	01 May 2024
End Date	15 November 2024
Report Date	22 November 2024

2) DOCUMENT CONTROL

Document	Smartphone project final assessment report
Author(s)	Suelynn Choy, Amir Khodabandeh, Safoora Zaminpardaz, Yuntian Brian Bai, HaoBo Li
Draft date	18 November 2024

3) AUTHORISED REPORT SIGN OFF


	Amir Khodabandeh	Signoff	Date
Project Reviewer	Faculty of Engineering and Information Technology The University of Melbourne		21/11/2024
Project Leader	Suelynn Choy Professor, Deputy Dean, Industry, International and Engagement School of Science STEM College RMIT University		22/11/2024

Technology Certification Report of the Investigation of GNSS-based Smartphone Positioning and Navigation

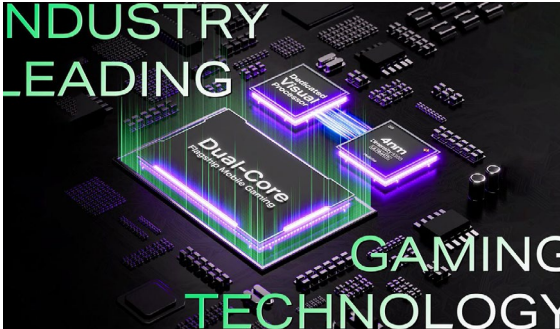
Technological innovation leading game experience

Infinix launched its flagship gaming phone, GT 20 Pro, incorporating self-developed technologies such as shell temperature prediction, game storyline recognition, high-performance graphite cooling, and a frame-stabilising game engine. It became one of the first devices globally to be certified for 120FPS gameplay by PUBG and HOK, and was selected as the official device for major global esports events including PUBG, MLBB, and HOK. Meanwhile, TECNO CAMON 30 Pro has been officially certified as the designated device for the national Farlight 84 tournament.

Infinix also introduced its Flagship Mobile Gaming Concept, integrating the MediaTek Dimensity 9300 chip, a semiconductor and wind-based cooling system (CoolMax), and an AI performance management platform to deliver smooth and immersive gaming experiences.



Infinix GT 20 Pro provides a smooth experience for esports players



Flagship Mobile Gaming Concept



Protecting Intellectual Property

Transsion places high importance on R&D and values technological innovation and the protection of intellectual property (IP). Transsion continuously enhance the competitiveness of the Company's technology, products, and IP rights to support the Company's business development. A comprehensive IP management system has been established, embedding IP protection, risk screening and response mechanisms across procurement, R&D, and sales functions. The Company actively participates in international standard-setting initiatives and promotes broad adoption of foundational and applied technologies, contributing to the development of global communication technology and making contributions to improving the lives of as many people as possible through technology and innovation. While protecting its own IP, Transsion also respects the intellectual property rights of others. Under the framework of industry IP regulations, it actively promotes intellectual property and business collaboration with industry partners.



In 2024, the Company added
825 new patent and copyright applications, and
received
705 new granted patents and copyrights,
including
224 new granted invention patents

Promoting Technological Inclusivity

Transsion is committed to “Technological Empowerment for Development, Innovation Promoting Inclusive Growth,” working to improve quality of life.

Inclusive AI: Integrating into Diverse, Better Lives

Transsion launched smart devices to meet the diverse needs of users in emerging markets, accelerating digital transformation across the global emerging market landscape.

AIGC Smart Watch Face

Supports image generation and AI face-swap video functions, enhancing smartwatch personalisation and interactivity.

Skin Tone and Language Adaptation

Developed proprietary skin tone-matching algorithms that ensure fairness across diverse complexions. The technology supports mainstream languages and several local dialects in our markets, enhancing the ability to recognise and generate low-resource languages.

Multimodal Content Review

Combines text, image, and video data to deliver regionally compliant content moderation in line with legal and cultural standards.

Accessible Design: Inclusive Technology for Vulnerable Groups

Transsion is dedicated to meeting the needs of users with lower levels of education, the elderly, and individuals with visual impairments. To address challenges such as difficulty in navigating phone menus, reading numbers, messages, and contacts, Transsion has integrated NLP-powered intelligent voice reading technology. This innovation allows users, including those with feature phones, to interact with their devices through auditory feedback.

To overcome the memory and storage constraints of feature phones, Transsion co-developed a space-optimised NLP solution, expanding accessibility without increasing hardware requirements. This technological breakthrough effectively solves the problems of users, not only making the life of special groups more convenient, but also helping the Company fulfil social responsibility and promote the inclusion of technology.



Inclusive Translation: Overcoming Language Barriers

In emerging markets such as Africa, users face multiple barriers in cross-language communication, such as poor translation quality in low-resource languages, inaccurate semantic understanding, and insufficient content generation capabilities. Transsion deeply understands the needs of users in emerging markets and delivers innovative technological solutions.

TEX AI translation technology was recognized by 2024 WMT



Transsion TEX AI Centre's Translation Team secured three championship titles at the Ninth Conference on Machine Translation (2024WMT). By advancing low-resource language machine translation technology, Transsion has developed highly efficient and accurate translation systems, providing seamless and accessible services to users in emerging markets.



Transsion' Awards at the 2024WMT

Inclusive Communication: Connecting Every Corner

Access to communication networks in emerging markets continues to face numerous challenges, including limited coverage, frequent signal interference, and slow internet speeds. Transsion is committed to promoting inclusive technological applications, addressing these issues through innovative communication technologies and tailored solutions:



Communication Solutions for Island Communities in Southeast Asia: Transsion has developed robust and adaptable communication technologies specifically designed to support stable connectivity for residents living on islands.



Optimised Communication in Complex Environments: We have introduced optimised communication modes for use in specific scenarios such as subways, high-speed trains, and lifts, enhancing signal quality and user experience in these environments.



Driving Industry Advancement

Transssion actively engages with the wider industry ecosystem, fostering collaboration and dialogue with internal teams and external stakeholders, actively participating in various activities, innovating together with partners and creating greater value. In 2024, we established a collaborative platform to deepen partnerships with universities, industry associations, and other stakeholders, promoting international contributing and contribution to the standardisation and development.

In addition, we have expanded our global academic collaborations, establishing partnerships with over 30 universities worldwide. These alliances cover a wide range of core technological fields, including image processing algorithms, telecommunications, gaming, display technology, GPS, and operating systems. Together, we drive the commercialisation of technology and enhance IP protection.

TECNO collaborated with the University of Leeds and Saudi Institutions to develop a skin tone imaging database

In 2024, TECNO entered a strategic partnership with the University of Leeds and Dar Al-Hekma University to initiate research into the skin tone characteristics of Saudi consumers. The project aims to improve smartphone imaging experience of Saudi consumers. By combining expertise in colour science, imaging technology, and consumer insights, the collaboration enhances TECNO’s Universal Tone technology in terms of the understanding of Saudi users and enables a more personalised imaging experience for Saudi users.

TECNO

UNIVERSITY OF LEEDS

جامعة دار الحكمة

DAR AL-HEKMA UNIVERSITY

TECNO's collaboration with the University of Leeds and Dar Al-Hekma University

TECNO partnered with Nanyang Technological University to advance Universal Tone imaging technology

TECNO has also formed a strategic partnership with Nanyang Technological University to conduct deep research into skin tone characteristics and portrait preferences among Southeast Asian consumers. This collaboration strengthens TECNO Universal Tone portrait imaging solution, ensuring it authentically reflects the diversity, richness, and natural beauty of Southeast Asian skin tones—delivering a more localised user experience.

TECNO

NANYANG TECHNOLOGICAL UNIVERSITY

INTERNATIONAL IMMERSION PARTNER SCHOOL

TECNO's partnership with Nanyang Technological University

34

Data Security, Privacy Protection, and Technology Ethics Management

Transssion constantly enhances strategy for information security and privacy protection. This strategy is underpinned by a well-defined regulatory framework encompassing certification and accreditation, system governance, security audits, and the deployment of secure solutions. Through continuous training and awareness initiatives, we foster a strong security culture across the organisation and maintain a systematic approach to managing information security.

Data security and customer privacy protection

Management System

The Board of Directors at Transssion places significant emphasis on safeguarding information security and privacy protection. To this end, the Company has established a dedicated governance framework for information security and privacy protection, strengthening management practices at the organisational level.


Overview of Transssion Holdings Information Security and Privacy Protection Governance Structure

Governance Structure	Personnel Composition	Main Responsibilities
Global Security and Privacy Committee (GSPC)	Chaired by the director of Board	Oversees the global information security strategy and policy development, ensuring that information security and privacy protection measures are effectively implemented across all business regions, while continuously monitoring the achievement of defined objectives.
Security and Privacy Management Office	Comprised of designated representatives from the Process and Information Centre, Mobile Internet Centre, Software Engineering Department, Legal Affairs Department, Quality Management Department, and other functional units	Promotes and implements information security and privacy compliance as required by GSPC.
Information Security and Privacy Working Group	Includes security liaisons from each relevant tier-one department	Responsible for coordinating the daily work related to information security and privacy protection of respective departments.
Security Technology Working Group	Comprised of IT security technicians from the Process and Information Centre, Mobile Internet Centre, Software Engineering Department, as well as both domestic and international manufacturing sites	Responsible for collecting security threat intelligence, security technologies communication and learning, emergency response to security incidents and other related work.

Management System

Transssion attaches paramount importance to information security and the protection of personal data. The Company maintains strict compliance with relevant domestic legislation, including the *Data Security Law of the People’s Republic of China* and the *Personal Information Protection Law of the People’s Republic of China*, as well as applicable information security and privacy regulations in all jurisdictions where it operates internationally. To underpin this commitment, Transssion has developed and implemented a suite of internal policies and procedures aimed at establishing a full-process information security framework. These include, but are not limited to, the *Data Encryption Management Measures*, the *Data Asset Security Management Measures*, the *Privacy Impact Assessment Management Procedures*, the *User Personal Information Rights Response Process Specification*, and the *Information Security and Privacy Incident Management Procedures*.

These policies are uniformly applied across all relevant business lines and subsidiaries. All departments and subsidiaries are required to adhere strictly to the Company’s standards and share collective responsibility for safeguarding data and maintaining overall information security.



In 2024, Transssion reported

no significant incidents relating to data breaches or the unauthorised disclosure of employee or customer personal information.



Management System Certification

Transssion has established a compliance framework for information security management, underpinned by internationally recognised standards. During the Reporting Period, the Company has attained authoritative certifications, issued by DNV, a leading global certification body. These include the ISO/IEC 27001 Information Security Management System certification (upgraded from the 2013 version to the latest 2022 standard), the ISO/IEC 27701 Privacy Information Management System Certification, and the ISO/IEC 27018 Code of practice for protection of personally identifiable information (PII) in public clouds acting as PII processors. During the Reporting period, the ISO 27001 Information Security Management System covered more than 90% of the Company's owned operations.

Information Security Management System Certification Overview



ISO/IEC 27001 Certificate



ISO/IEC 27018 Certificate



ISO/IEC 27701 Certificate

Risk Management

To ensure the comprehensive protection of the Company's information assets, Transssion continuously evolves its information security framework. A range of robust measures are implemented to enhance the effectiveness of information governance mechanisms and to elevate the overall level of information security.

Transssion's Information Security Management Framework

Graded and classified management

- Transssion applies differentiated management to information and data based on their classification levels. By continuously refining data classification standards and access control protocols, the Company enhances the whole process of data storage and transmission, ensuring accurate classification and effective management.

Dedicated personnel management

- A dedicated and expanding information management team is in place, with clearly defined roles and responsibilities for each position, ensuring comprehensive oversight of the entire data lifecycle. A strict division of labor control system is enforced to ensure that employees only have access to systems and data relevant to their specific roles.

Encryption and data masking management

- Advanced encryption techniques are employed to safeguard sensitive data. Production databases containing personal information are protected through data masking. These measures ensure the secure use of data across various compliance scenarios.

Proactive risk prevention

- Ongoing security assessments and penetration tests are conducted on systems already launched to identify and promptly address security risks.
- All new system launches and major version updates undergo rigorous information security testing prior to deployment.
- Carry out evaluation of classified protection of information security for core information systems in batches, and organize emergency drills at least once a year.
- Access to production databases is managed through bastion hosts, with stringent permission controls to mitigate data leakage risks.
- Build an intelligent risk early warning system to identify risks in advance through big data analysis. Regular security drills are conducted to strengthen organisational risk response capabilities.

Information Security Protection Technology

Transssion has established a comprehensive information security protection framework, with continuous optimisation across core domains including physical security, network access, endpoint protection, and system hardening. These measures are designed to ensure the safe operation of business. Key initiatives undertaken during the Reporting Period include:



Physical Access Control

Physical security was enhanced through the upgrade of employee ID badges with enhanced encryption and access control systems, and the implementation of authorisation protocols for the company office areas during the Reporting Period.



Network Access Management

The Company strengthened its VPN zero-trust architecture and upgraded its intrusion detection systems. We implemented fine-grained authority partitioning based on functions and strictly controlled device access through network access technology, with real-time monitoring of network traffic to promptly detect, alert, and block abnormal activities.



Terminal Security Protection

The Company upgraded terminal antivirus software, adjusted data leakage prevention policies, and strictly restricted the transfer permission of sensitive internal files to ensure security and compliance of terminal devices.



System Security Hardening

Routine vulnerability scans, security baseline checks on servers and databases, as well as security penetration testing and emergency drills,were carried out and security patches were updated promptly, to strengthen system resilience and incident response capabilities.

Stakeholder Data Management

Consumer Data Privacy Protection

Protecting user privacy is fundamental to a company's ability to provide a secure and reliable product experience.and is also the key to fostering long-term customer trust. The Company ensures that users have control over individuals' data, including the right of access, rectification and deletion. To this end, a standardised User Data Rights Response Mechanism has been implemented. This mechanism integrates internal governance with external channels, ensuring that requests for user data deletion are addressed in a timely and lawful response.

User Data Rights Response Mechanism

Internal response norms

Transssion has formulated the *User Personal Information Rights Response Process Specification*, which clearly defines user data rights, departmental responsibilities, and standardised response procedures. Requests for personal data deletion are jointly processed by relevant departments, including the Legal Affairs Department and Information Security Department, ensuring full compliance throughout the lifecycle—from initial receipt to resolution and confirmation of outcomes.

External response channels

For products that involve the collection of personal data, clear instructions for exercising data deletion rights are included in the product's privacy policy. These channels are actively maintained by designated personnel.

During the Reporting Period, Transssion is clearly committed to users in the privacy- related agreement (including but not limited to the privacy policy) that the Company does not sell personal information to third parties. Personal data is used or shared solely within the scope necessary for service provision, regulatory declarations, or with explicit user consent. At the same time, the Company reminds users in the agreement that if there are relevant purposes that are not disclosed to users, it will be explained in the corresponding privacy policy or notice of the specific product or service.



Supply Chain Data Security Review and Management


Transssion enforces stringent data security and privacy protection standards throughout its supply chain. Prior to entering into partnerships, the Company conducts compliance inspections of suppliers and provides specific privacy compliance requirements. Key requirements include:

- Suppliers must strictly comply with all applicable laws and regulations governing data security and privacy protection.
- Suppliers are required to understand and align with Transssion’s requirements for classified data protection, as well as its privacy protection policy, and cooperate with due diligence processes.
- Suppliers must sign Non-Disclosure Agreements (NDAs) and relevant data processing agreements before cooperation.
- Suppliers are contractually bound to fulfil data protection requirements and perform the information protection obligations, including maintaining data processing records to demonstrate compliance, the right to be audited on an annual basis by Transssion, and the need to obtain our approval in advance if the suppliers introduce other trustees (i.e., subprocessors), etc.
- Suppliers, in accordance with agreements, must implement appropriate technical and process specifications and organisational measures to ensure our data and information security.

Following the completion of compliance reviews and agreement execution, Transssion further safeguards supply chain data security through encrypted data transmission, assigning minimum permissions based on roles, and periodic audits.

Information Security Audit

To continuously strengthen its capabilities of responding to data leakages, Transssion internal audits conduct regular audits of its information security systems, data storage and cybersecurity policies, focuses on the rationality of permission configuration, security vulnerability repair and system implementation, and follows up the implementation of corrective measures. In addition, the Company engages independent third-party organisations to conduct external audits of information security systems, using their feedback to inform continuous improvement.



During the Reporting Period, Transssion conducted

10

information security audits in total

comprising

7

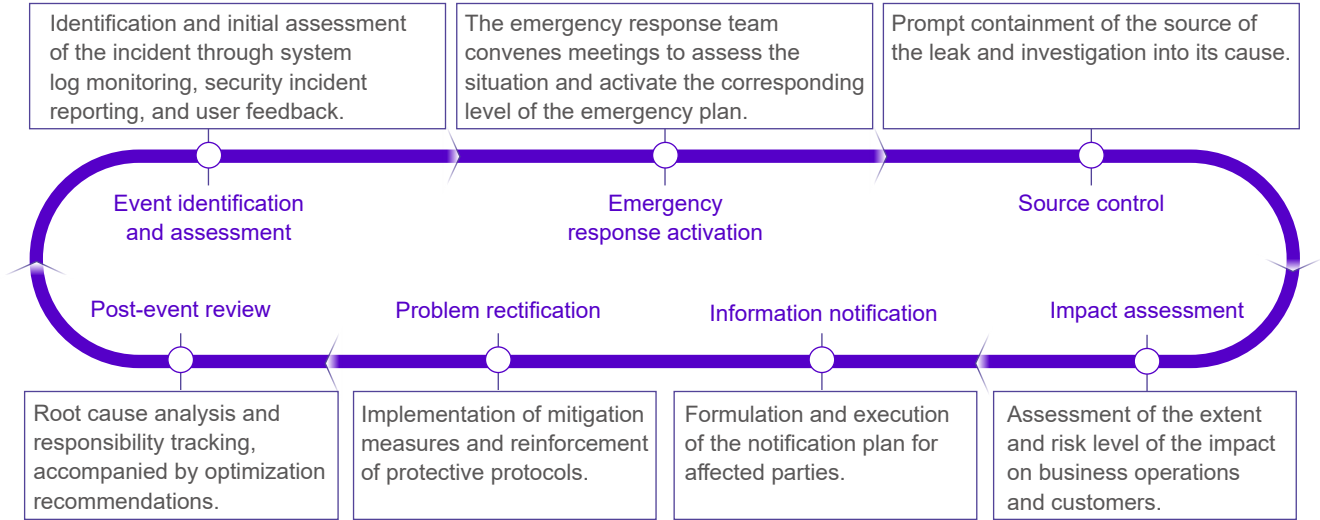
internal audits


3

independent external audits

Data Leakage Incident Handling Process

Transssion has established a comprehensive data security incident management and emergency response mechanism to ensure timely and effective handling of security incidents, effectively reducing the impact of potential risks. A cross-functional emergency response team—comprising members from the department of Information Security, IT Operation, R&D, Legal, and Customer Service—ensures swift coordination during incident response. The Legal and Customer Service departments are responsible for managing external information release, ensuring accurate and timely disclosure. For major data leakage incidents, the Company follows the relevant processes, including:





During the Reporting Period, the Company did

not

experience any major incidents of customer privacy information leakage.

Information and Privacy Security Training and Publicity

Transsion places great emphasis on fostering a culture of data security and privacy protection. Through ongoing training and education, the Company seeks to enhance employees' security awareness and practical competencies. During the Reporting Period, we actively organised and delivered 19 information security and privacy protection training sessions, reaching over 20,000 participants. The training covered fundamental information security concepts such as password protection, data classification and safeguarding, alongside interpretations of privacy regulations and case studies. The training sessions were tailored for the Board of Directors, executive management, full-time, temporary employees, suppliers, contractors, partners, designated security and privacy personnel, etc. In addition, we regularly conduct self-assessments of training effectiveness through security knowledge examinations to evaluate employees' understanding of the material. External professional bodies also assess the Company's information security culture, and we continually refine our practices in response to their feedback.



Fourth Information and Privacy Security Culture Week

2024 Transsion Holdings Information and Privacy Security Exam

In 2024, we organised two information and privacy security examinations for all employees. The exams were conducted in both Chinese and English, with a total score of 100 and a passing mark of 90, to ensure that all employees maintained a high level of information security awareness. The training included full-time employees, temporary staff, suppliers, partners, and dedicated security and privacy personnel.



In addition, following the completion of the information security awareness training, we introduced post-training quizzes to assess and reinforce learning outcomes. Employees' active participation and high levels of engagement not only reflected their strong grasp of information and privacy security, but also laid a solid foundation for strengthening the Company's security defences. These initiatives have effectively raised overall employee awareness, establishing a robust barrier for the Company's information security and privacy protection.

2024 Transsion Holdings Information and Privacy Security Training

In July 2024, we completed information security awareness training for over 400 newly recruited graduates. Through carefully designed in-person sessions, new employees gained a solid understanding of fundamental information security principles, company policies, and risk identification skills. They actively applied the knowledge in their daily work, contributing to the Company's security framework and providing firm support for our data protection and business continuity efforts.

At the same time, we conducted dedicated information security and privacy protection training for overseas local employees in countries including Tanzania, Kenya, and Ethiopia.




2024 Graduate Recruit Information Security Awareness Training



Overseas Information and Privacy Security Training Session

Technology ethics management

We have carefully drawn upon key regulatory documents such as the *Opinions on Strengthening Governance over Ethics in Science and Technology*, the *Measures for Science and Technology Ethics Review (Trial)*, and industry references, including the *Standardisation Guide for Artificial Intelligence Ethics Governance* and the *White Paper on Artificial Intelligence Security Standards*. Based on these, we have established Transsion's internal technology ethics management system and operational mechanisms.



During the Reporting Period, Transsion did **not** engage in any conduct that violated technology ethics.

Management System

The Board of Directors holds overall responsibility for overseeing and managing operational risks. Through strategic planning and supervision, actions are implemented across multiple levels. The Process and Information Centre, Procurement Department, Legal Affairs Department, and other relevant departments work collaboratively to ensure data security while upholding ethical standards in technological activities.

Management Mechanism

The Company has established a comprehensive mechanism encompassing three stages: pre-implementation prevention, real-time monitoring, and post-implementation adjustments. This framework ensures that technological innovation remains aligned with ethical principles and the social responsibilities.

Full Lifecycle Management Stage	Details
Pre-implementation prevention	<ul style="list-style-type: none">● Risk assessment: Prior to product development, technological deployment, and project initiation, an assessment is conducted to evaluate technology ethics risks, including data privacy, algorithmic fairness, AI ethics, product safety, and social impacts.● Employee training: Technology ethics related training is delivered to enhance employees’ awareness of technology ethics and their associated responsibilities, while encouraging active engagement in discussions and feedback.● Stakeholder communication: The Company actively engages with stakeholders and incorporates their input into management frameworks, promoting collaboration with industry bodies, academic institutions, and non-governmental organisations.
Real-time monitoring	<ul style="list-style-type: none">● Data Privacy Protection: Real-time monitoring is undertaken across data collection, storage, and usage processes to safeguard the security of user data.● Algorithm fairness assessment: AI algorithms are subject to review to ensure fairness and transparency.● Whistleblowing mechanism: A dedicated channel is in place to receive feedback on ethical concerns from employees and stakeholders, with measures to ensure confidentiality, impartial investigation and resolution.
Post-implementation adjustment	<ul style="list-style-type: none">● Incident investigation and handling: Ethical incidents are investigated promptly, responsibilities clarified, and corrective actions implemented—including internal remediation and accountability measures.● Mechanism optimisation: The effectiveness of technology ethics related management mechanisms is assessed, integrating industry best practices and external developments to raise overall management standards.

The Company assesses the effectiveness of its technology ethics management mechanism and undertakes improvements in response to internal and external developments. We actively adopt industry best practices and continually refine our management system.

Training and Awareness Campaigns

Transsion places strong emphasis on enhancing employees’ awareness of technology ethics and behavioural standards. Through structured training and a range of awareness activities, we help employees understand and strictly adhere to the Company’s technology ethics policies, thereby providing ethical assurance for technological innovation and business operations.

Technology Ethics Training

Technology ethics related training to employees covers all levels including management personnel, R&D teams, marketing, and sales staff, etc.

Training formats include both online and offline methods, such as classroom instruction, e-learning modules, seminars, and expert-led lectures, enhancing engagement and practical relevance.

Technology Ethics Daily Awareness Campaigns

We organizes themed discussions, cultural activities, etc., to comprehensively enhance the awareness of scientific and technological ethics, strengthening employees’ understanding and focus on technology ethics.

Supply Chain Security and Equal Treatment of SMEs



Governance

Led by the Board of Directors, Transsion has established an ESG governance structure to oversee collective decision-making on key matters in this area. The structure is responsible for managing topic-related risks, monitoring progress towards annual targets, and is specifically coordinated by the Procurement Department. Other departments, including the Quality Management Department, Process and Information Centre, and the Audit and Inspection Department, work collaboratively to comprehensively oversee the Company’s supply chain security management system, thereby ensuring the security and stability of the supply chain.

Strategy

Transsion upholds the principle of win-win cooperation, strengthening procurement risk management and defining full-process management requirements for suppliers. The Company has also established an incentive mechanism for suppliers and actively pursued transparent, eco-friendly, and mutually beneficial models of collaboration. Transsion works closely with both domestic and international partners to build a sustainable value chain, while promoting the fair and orderly development of SMEs.

Metrics and targets

Targets		Progress	
			
Eco-friendly, transparent, and sustainable value chain		All suppliers have signed the <i>Declaration of Stake for Suppliers</i> and the <i>Letter of Commitment to Integrity and Honesty for Suppliers</i> when accessing.	
			
Accurately identify supply chain risks and improve supply chain efficiency		During the Reporting Period, Transsion conducted over 130 supplier audits, with zero major procurement risk incidents.	

Impact, risk, and opportunity management

Supply Chain Security

Responsible Supply Chain Management

Transsion mandates that all suppliers to strictly adhere to local laws, regulations, and internationally recognised standards. These compliance obligations are fully integrated into suppliers’ daily operations via signed cooperation agreements. We continuously improve and implement the supplier access mechanism including supplier incentive and feedback mechanisms, as well as ad hoc qualification evaluations and risk assessments. In addition, we perform regular audits of suppliers and offer professional training to drive ongoing enhancements in their ESG performance.

• Supplier Access Management

We have established rigorous audit standards for supplier onboarding and apply these uniformly across all suppliers. These include, but are not limited to, ensuring that suppliers possess full corporate qualifications, appropriate professional credentials, and relevant service capabilities. Registration is typically conducted via public platforms to ensure that the supplier registration process remains fair and transparent.

Transsion has introduced the *Process for Introducing New Suppliers*, requiring suppliers to sign agreements such as the *Safety and Environmental Protection Agreement* and the *Agreement on the Non-use of Banned Substances, etc.* We have also developed the *Supplier Evaluation Form-QSA*, which evaluates suppliers’ compliance with environmental and occupational health and safety regulations, thereby supporting green procurement and safeguarding labour and property security across the supply chain.

When assessing supplier access, we also actively consider environmental practices, labour management, and related aspects. We encourage suppliers to establish effective labour, health and safety management systems. The *Supplier Mandatory Criteria Assessment Form* contains a zero-tolerance policy for the use of child labour, forced labour, or submission of false information. In terms of supplier access audit projects, the Company has developed environmental, fire control and safety audit projects. Suppliers demonstrating strong performance in labour management, environmental protection, and social responsibility are prioritised for collaboration under equal conditions.

• Supplier Incentive and Feedback Management

Transsion has developed the *Supplier Incentive Management Measures*, offering honorary, financial, and material incentives to outstanding partners. These incentives are awarded by a review committee through a defined process, fostering a mutually beneficial relationship between Transsion and its suppliers, and enhancing the operational efficiency, benefit, and competitiveness of the supply chain.

We place great emphasis on supplier feedback and have established a *Supplier Feedback Management Process*. The Company regularly issues *Supplier Suggestions Summary* and surveys, collecting and consolidating this information. The internal control team categorises and analyses the results, with the *Supplier Suggestions Summary* serving as one of the reference points in procurement strategy decisions.

• Supplier Auditing Assessment and Risk Management

The Company has issued the *Supplier Regular Audit Management Measures* and the *Supplier On-Site Audit Management Measures* to support routine supplier assessments. All newly imported suppliers are required to sign agreements such as the *Agreement on the Non-use of Banned Substances*, the *Safety and Environmental Protection Agreement*, and the *Supplier Labour Compliance Declaration Letter*, which set out Transsion’s expectations on labour standards. During audits, we review employee management systems, training records, and performance in areas such as social responsibility, information security, environmental protection, fire safety, and compliance with labour practices. These include prohibition of child labour, forced labour and fair wage guarantees (including overtime pay and minimum wage), and anti-discrimination.



During the Reporting Period, Transsion conducted over

130 supplier audits

with

0 major procurement risk incidents reported



Green and integrity procurement

In the Reporting Period, all newly imported suppliers had signed the *Declaration of Stake for Suppliers*, the *Letter of Commitment to Integrity and Honesty for Suppliers*, and the *Transsion Integrity Statement*, working jointly to implement transparent procurement practices.

Transsion requires both parties to clearly define responsibilities and obligations regarding integrity cooperation. All suppliers establish anti-corruption regulations or mechanism and pledge not to provide gifts or financial support, whether directly or indirectly, to Transsion employees, their families, or associated parties to obtain business opportunities or other improper benefits. Suppliers are strictly prohibited from offering kickbacks, commissions, gifts, or any other forms of benefit to Transsion management, employees, agents, or related parties. Integrity clauses are explicitly included in procurement contracts to reinforce the mutual commitment to ethical conduct.

Conflict mineral management

In fulfilling its corporate social responsibilities, Transsion adheres to Section 1502 of the *Dodd-Frank Wall Street Reform and Consumer Protection Act (Dodd-Frank Act)*, relating to conflict mineral reporting. We conduct ad hoc conflict mineral due diligence and collect relevant supplier reports. A formal statement has been published on our official website.

We are committed to further enhancing our conflict-free mineral audit processes to ensure compliance with international regulatory requirements throughout our value chain.

Equal Treatment of SMEs

Transsion upholds the principle of win-win cooperation and actively seeks transparent, environmentally responsible, and mutually beneficial models of collaboration. We work closely with domestic and international partners to build a sustainable value chain and to foster the fair and orderly development of SMEs. We continuously improve governance mechanisms, risk management, supplier management systems, and other operational processes to enhance transparency. This ensures SMEs within our business ecosystem have timely and equitable access to relevant information. During the Reporting Period, the Company’s management and settlement of accounts payable processes concerning SMEs were fully compliant with national regulations and industry standards.

Human Resource Development

Governance

Under the leadership of the Board of Directors, Transsion has established an ESG management framework responsible for collective decision-making on significant matters related to "Employees – Human Resource Development". This framework is tasked with managing related risks and monitoring progress against annual objectives. The Human Resources Centre is fully responsible for workforce planning, talent recruitment, career development, employee rights and interests, compensation and benefits, employee incentives, and corporate culture initiatives, etc. Additionally, the Company has established Transsion College, which coordinates and implements employee training and development.

Strategy

Transsion adopts a proactive approach to achieving dynamic human resources management, with a focus on performance management, organisational capacity building and others. By continuously improving the talent cultivation plan, we accelerate employee growth, promote young talent, and strengthen the construction of talent depth. We also place high importance on workforce diversity. Supported by a robust performance evaluation and compensation and benefits system, we ensure the protection of employees' legal rights and foster mutual development between employees and the Company.

Metrics and targets

Targets	Progress
<div></div> <div>Uphold the rights of every employee, achieving mutual creation and sharing between employees and the Company</div>	<div></div> <div>Established trade unions to safeguard employee rights and interests</div>
<div></div> <div>Build a diversified team, improve the internal development system, and promote personalised employee growth</div>	<div></div> <div>Team members come from nearly 100 countries and regions, improve diversified growth path</div>

Impact, risk, and opportunity management

Employee Rights and Interests

Transsion recognises the vital role that talent plays in driving the Company's development. Accordingly, we are committed to providing a safe, healthy, and equitable working environment for our employees. We strictly adhere to applicable national laws and regulations, including but not limited to the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on the Protection of Minors*, and the *Provisions on the Prohibition of Child Labour*. Transsion respects both local legal frameworks and international norms, and has developed mature talent management processes and systems that comprehensively address employee recruitment, employment, training and development, occupational health and safety, and compensation and benefits, thereby ensuring compliance and operational efficiency in talent management.

Transsion aligns its practices with global standards, adhering to the *Guiding Principles for Business and Human Rights*, and the International Labour Organisation (ILO) standards, and other international human rights standards, such as the principle of autonomy on security and human rights. We respect the cultures, customs, and languages of the countries and regions in which we operate, ensuring that our business activities remain harmonised with the social contexts of each location.



Transsion’s Human Rights Protection Commitment

Human rights protection is the minimum standard for providing an equitable working environment. In our *Social Responsibility Statement* and *Employee Handbook*, we make the following human rights protection commitments, applicable to all directors, managers, and employees of Shenzhen Transsion Holdings Co., Ltd. and its subsidiaries and branches, regardless of whether they are employed on a full-time, part-time, or 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 the employee and the need of the 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 work which may endanger the health or safety of juveniles.



Freedom of Association

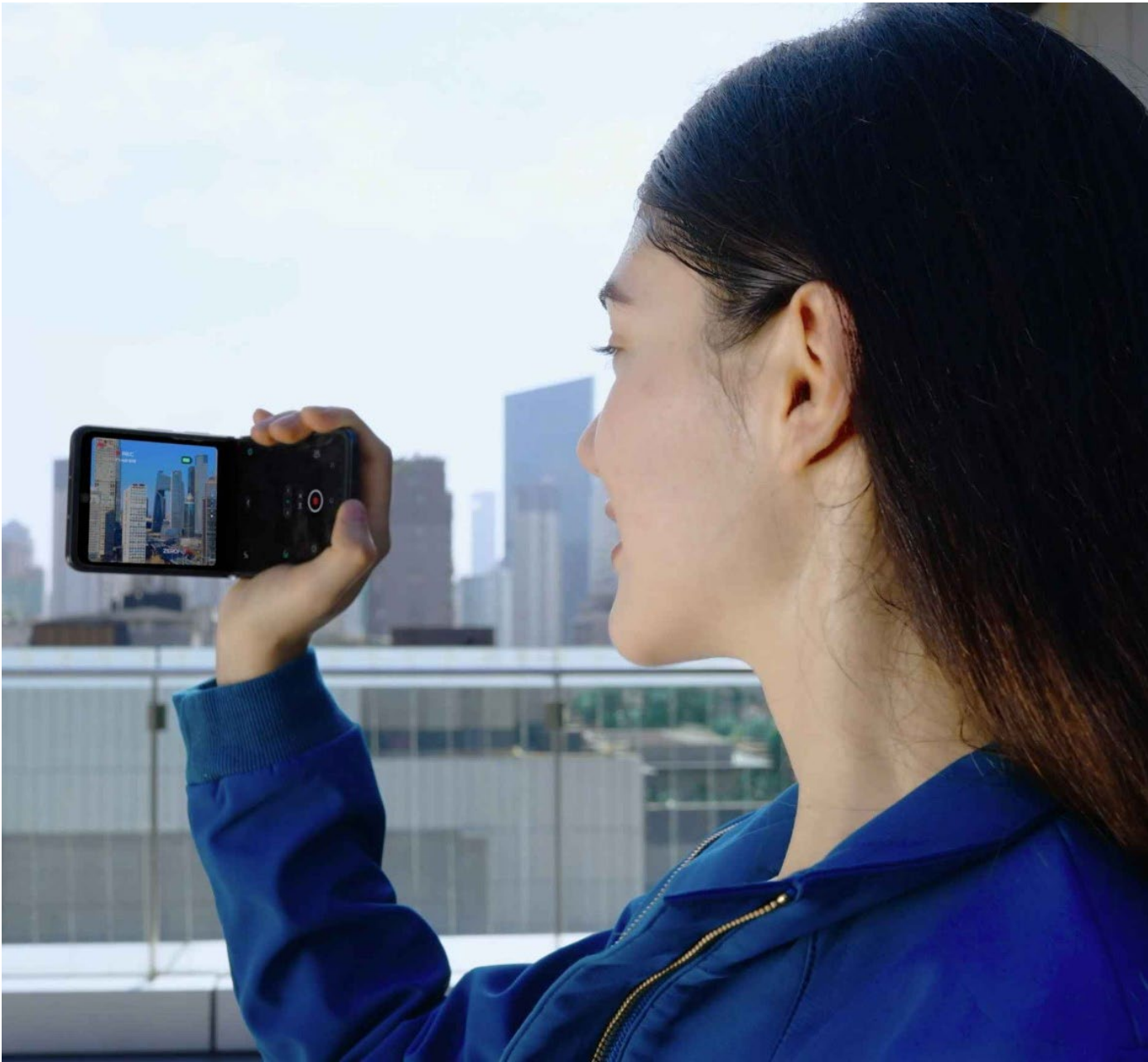
The Company respects freedom of association, including the right of employees to organize and join unions.



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 line with the above human rights protection commitments, the Company encourages all employees to express their views openly, thereby safeguarding employee rights and enhancing workplace transparency.



Democratic Construction

We attach great importance to communication with employees and have established diverse communication channels. Through our internal platform *Transsion Knows* and the principle of “No Deletion of Posts, Respect Every Voice of Employees”, we promote an open and democratic workplace culture. We promote direct communication between the management and grassroots employees through approaches such as promoting discussion and dialogue across all levels, departmental monthly meetings, new employee communication meetings, and trade unions, ensuring timely responses to employees. We respect employee suggestions and their willingness to participate in corporate decision-making, which strengthens the enthusiasm and initiative of employees and enhances their sense of belonging. Transsion has established trade unions to legally protect employee rights. The union has formulated the *Transsion Holdings Union Committee Management System*, to participate in the formulation of corporate democratic resolutions to the vital interests of employees from the perspective of employees, and offers recommendations to management on improving diversity, health and safety, employee welfare, etc.

“Echo Plan” on Transsion Knows Platform



In 2024, the Company continued to implement the “Echo Plan”, an open administrative feedback initiative. Suggestion boxes were placed in front office areas and break rooms on various floors to serve as ongoing feedback channels. Additionally, online surveys and offline discussion forums were organised to maintain close engagement with employees and gain insight into their needs and operational challenges. The 2024 employee satisfaction survey recorded a participation of over 1,600 employees, with an overall satisfaction rate of 93.4%.



“Echo Plan” Suggestion Box

Human Resources Business Partner (HRBP) System

Transsion has implemented an HRBP system, serving as communication bridges between departments. HRBPs collect and coordinate business needs while supporting improvements in employee satisfaction. The Company has also established dedicated online service desks covering administration, HR, compensation, IT, finance, etc. Employees can not only submit requests and feedback through online service desks, but also opt for face-to-face consultation via offline service desks.

Policy Communication

We regularly organise themed policy briefings, covering areas such as social insurance, housing provident fund, residency policies, and company commercial insurance, in order to help employees better understand and protect their rights. Multiple communication channels have been created, including informal team discussions, workshops, and forums for new hires, all designed to improve understanding of employee concerns, foster dialogue, and create an open communication bridge between managers and staff.

Legal Employment

Multi-Channel, Diversified Recruitment Process

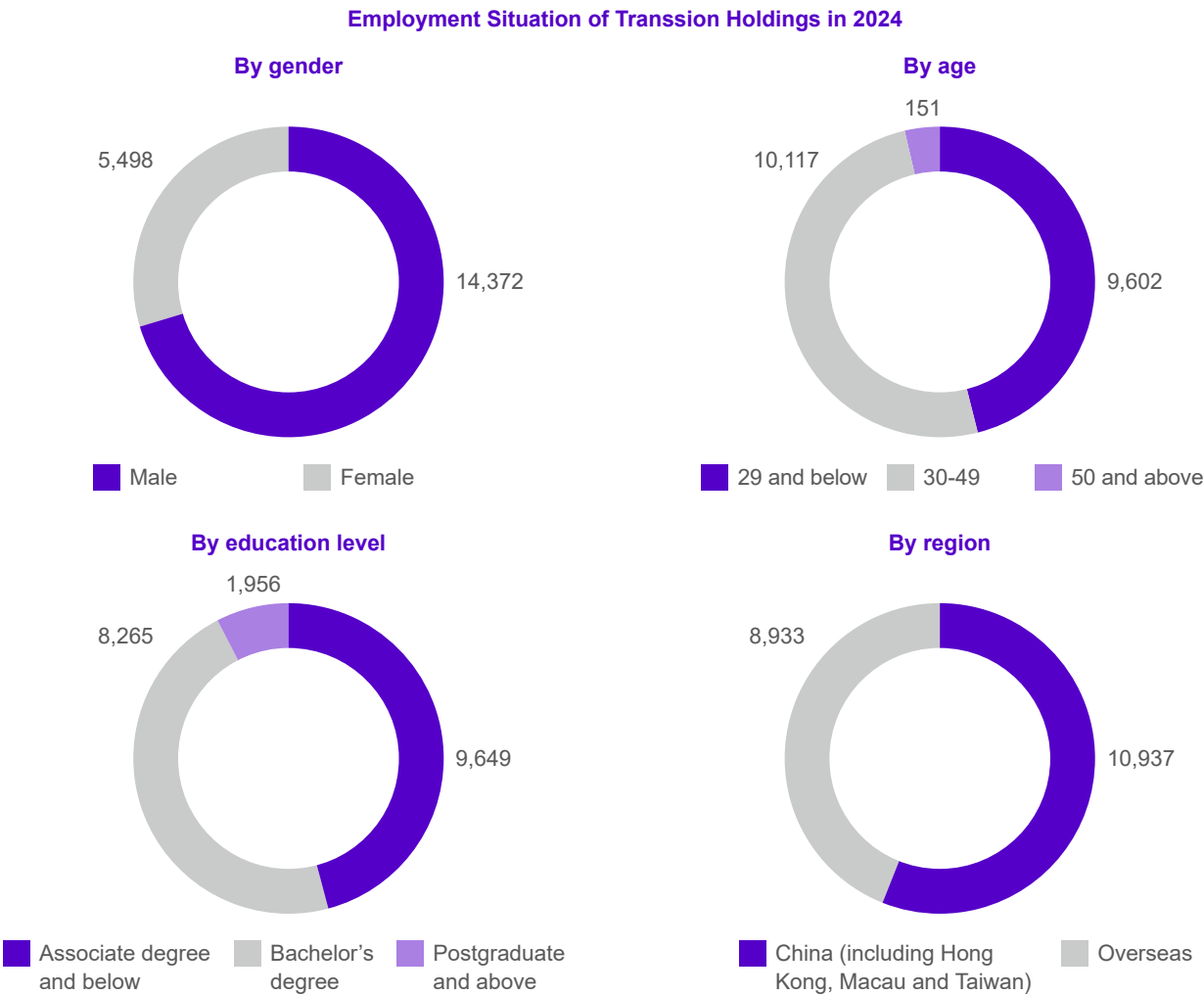
Talent forms the cornerstone of enterprise development. We utilise a recruitment management system to standardise our hiring processes and recruit talent across multiple channels, including social recruitment, campus recruitment, and internal referrals. We have also partnered with third-party talent management platforms to establish a dedicated Transsion recruitment system, which integrates candidate CVs into a centralised database, enabling more effective talent exploration while ensuring system stability and data security. The Company maintains a strict zero-discrimination policy throughout recruitment. No form of discrimination is tolerated on the basis of gender, age, race, nationality, religion, or other personal or social attributes, thereby ensuring equal opportunities for all applicants and employees.



Internationalisation & Diversification

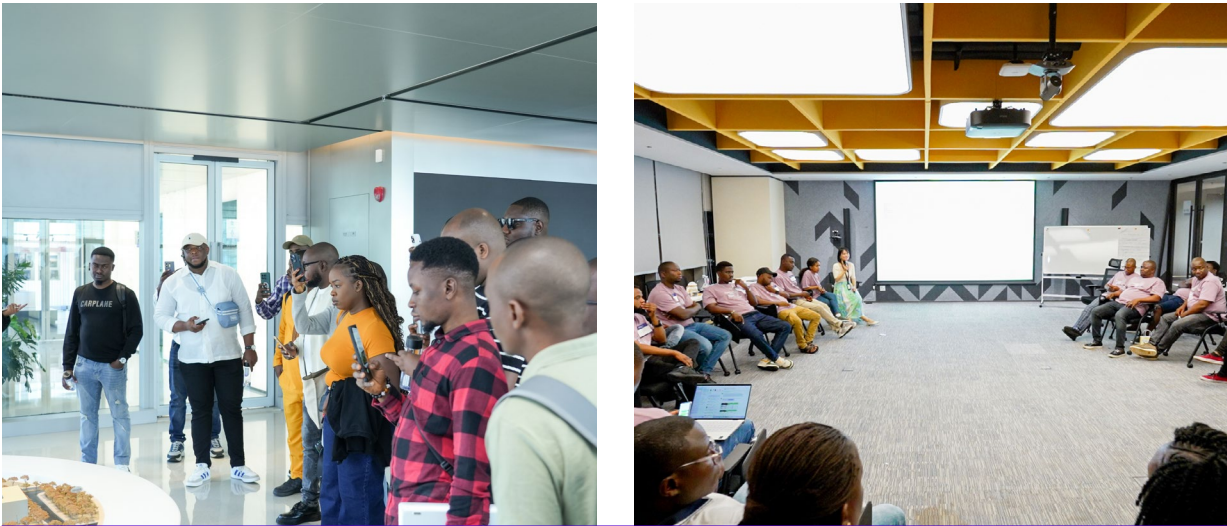
Transsion places a high value on talent internationalisation and diversity. We are committed to attracting global talent, including local graduates and hires, and we provide ongoing tailored training for employees from different regions through both online and offline channels. For critical roles, we enhance the promotion of local talent.

As of 31 December 224, Transsion employed a total of 19,870 staff globally, spanning R&D, production, sales, administration, and other functions.



Transsion Cultural Discussion Forum


During the Reporting Period, Transsion organised a cultural sharing and discussion forum for over 100 overseas employees who visited China to participate in discussions about Transsion's corporate culture.





Transsion Cultural Discussion Forum

Talent Pool Development

Transsion's talent strategy includes both internal development and external recruitment. We have established talent development pathways and career progression planning to support employees in having diversified career development curves in the workplace.

 In 2024, there were **no** major personnel changes

 In 2024, there were **no** major labor disputes

 In 2024, there were **no** complaints on human rights

Compensation and Benefits

Transsion complies with the *Labor Contract Law of the People’s Republic of China*, the *Social Insurance Law of the People’s Republic of China*, the *Special Rules on the Labor Protection of Female Employees*, and other relevant national laws and regulations. The Company has developed the *Employee Performance Management Measures* and the *Compensation Management Measures*, which define compensation principles based on job levels, individual capabilities, and performance.

Compensation and Performance

Transsion has established the *Compensation Management Measures*, applicable to employees across Transsion and its subsidiaries and branches. The Company offers a competitive remuneration package comprising fixed salaries, variable performance-based pay, performance bonuses, and year-end bonuses. A range of short, medium, and long-term incentive schemes is also in place. Each year, the Company determines its annual compensation adjustment strategy in line with business performance. Particular consideration is given to employees who have been promoted, demonstrated strong performance, or hold critical positions. Performance assessments are conducted regularly based on corporate development, individual achievement, work capabilities, potential, and other relevant factors. Assessment cycles vary by department and development stage, and may be conducted quarterly, semi-annually, or annually. Following the assessment, the Company provides face-to-face conversation to strengthen incentives and guide for improvement. Employees who wish to challenge their evaluation results may feed back concerns through a structured appeal process. If issues cannot be resolved at the departmental level, a formal written appeal may be submitted to the Human Resources Centre, ensuring effective feedback and timely response to employees.

Benefits System

Transsion offers a comprehensive benefits system, encompassing statutory benefits, basic benefits, and special benefits. The Company has also established dedicated aid funds to support employees facing hardship. By the end of 2024, a total of RMB 2.457 million had been disbursed.

Statutory Benefits	Basic Benefits	Special Benefits
<div><ul style="list-style-type: none">• Statutory holidays• Social insurance, including basic pension insurance, medical insurance, unemployment insurance, and work injury insurance, etc.• Housing provident fund• Other statutory employee benefits</div>	<div><ul style="list-style-type: none">• Holidays beyond statutory holidays, including sick leave, work injury leave, and personal leave, annual leave, etc.• Traditional holiday gifts or bonuses for Spring Festival , Mid-Autumn Festival, Dragon Boat Festival, etc.• Employee birthday gifts• Meal allowance• Communication allowance• Annual health check-ups</div>	<div><p>Eligible employees are entitled to:</p><ul style="list-style-type: none">• Marriage and childbirth benefits: Marriage/birth bonuses, marriage leave, prenatal check-up leave, maternity leave, paternity leave, breastfeeding leave, etc.• Work injury insurance• Commercial insurance• Accidental injury insurance• Overseas assignment allowance• Aid Funds</div>

Birthday and festival-themed activities

During the Reporting Period, the Company hosted monthly birthday celebrations, inviting employees whose birthdays fell within the month to gather in person, enjoy a thoughtfully arranged tea break, make birthday wishes, and experience a sense of occasion dedicated to them. Birthday gifts were distributed, with the selection of annual gifts updated each year. For outposted employees, a dedicated service was also in place to send birthday gifts to their family members.

In addition, the Company organised a variety of festival-themed activities during the Reporting Period, including events for International Women’s Day, the Dragon Boat Festival, and the Mid-Autumn Festival. These activities reached nearly 10,000 employees across various office locations, enhancing employee engagement and enriching their leisure experience.



Monthly Employee Birthday Party



Mid-Autumn Festival Event

Employee Health and Safety



Governance

Transssion has established an Environment, Health, and Safety (EHS) Management Committee, which acts as the leading body for the Company's environmental, occupational health, and safety management efforts. An EHS management system has been developed, identifying relevant EHS risk factors across departments, and planning appropriate control measures to address them. Designated personnel are assigned to oversee occupational health, production safety, environmental protection, fire safety, and other related areas.

Strategy

Transssion places strong emphasis on the occupational health and safety of employees. We regularly conduct workplace safety inspections, assessments of occupational hazards, and assessments of health-related risks. Safety education and training programmes are implemented, and routine employee health check-ups are organised. The Company also engages employees in a variety of social and recreational activities, thereby safeguarding their occupational health and safety while supporting both physical and mental well-being.

Metrics and targets

Targets	Progress
<div></div> <div>Ensure employees' occupational health and safety</div>	In 2024, the Company did not experience any major occupational health and safety incidents.
<div></div> <div>Ensure employees' physical and mental well-being</div>	Transssion organised various health and fitness competitions and medical consultation activities through different themed clubs.

Impact, risk, and opportunity management

Safety Workplace

The Company has established an EHS management system. Acting as the leadership body for Transssion's environmental, occupational health, and safety oversight, the EHS Management committee has developed internal frameworks such as the *Environmental Management System* and the *Manufacturing Centre Safety Performance Assessment Management Measures*, etc. These systems govern and support the implementation of environmental, health, and safety practices across all factories and departments. In addition, the Company regularly conducts business training and skills assessments, actively promotes equipment upgrades, and works to enhance its overall safety capabilities and standards.

The Company complies with applicable laws and regulations, including the *Work Safety Law of the People's Republic of China*, the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, the *Measures for the Administration of Contingency Plans for Work Safety Accidents* and other laws and regulations. We have also developed internal safety protocols, such as the *Management Regulations for Office Environment Safety*, which provide clear guidance to ensure employee safety and health in the workplace.

ISO 45001 Occupational Health and Safety Management System Certification

Shenzhen Transssion Holdings Co., Ltd.
ISO 45001 Certification

Shenzhen Tecno Technology Co., Ltd.
ISO 45001 Certification

Chongqing Transssion Technology Co., Ltd.
ISO 45001 Certification

Nanchang Chuanshuo Technology Co., Ltd.
ISO 45001 Certification

Transsion has established an EHS management structure and system. In line with relevant laws and regulations, the Company organises training in safety knowledge and emergency response skills, equips workspaces with compliant emergency supplies, and conducts regular emergency drills simulating various scenarios, such as fire evacuations, elevator emergencies, and electric shock incidents. These exercises are designed to enhance employees' preparedness and ability to respond to emergencies in the office environment.

Safety training and emergency drills



In 2024, the Company delivered targeted training and drills covering electrical safety, first aid, and elevator emergencies, aiming to mitigate the risk of workplace incidents. Fire safety training and evacuation drills were also conducted to strengthen employees' understanding of fire prevention awareness and emergency response.



Fire Evacuation Drill



Fire Safety Training



First Aid Drill



Elevator Emergency Drill

Occupational health

Transsion places a high priority on safeguarding the physical and mental well-being of its employees. We continuously standardise operational requirements, provide a safe working environment, and supply necessary safety protection measures. Employees are encouraged to undertake regular health check-ups, and the Company organises a range of wellness and fitness activities to support occupational health and safety.

Standardised Operational Requirements

Employees are required to comply strictly with internal systems such as the *Environmental Management System*, the *Management Regulations for Office Environment Safety*, and the *Manufacturing Centre Safety Performance Assessment Management Measures* to strengthen workplace safety and occupational health protections.

Providing a Safe Environment

The Company ensures that drinking water, sanitation facilities, lighting, and ventilation meet regulatory standards across workplaces. Regular inspections and maintenance are conducted to ensure a safe and healthy environment for both work and rest.

2024年6月16日除虫服务报告						
服务地址	深圳市南山区西丽街道传音大厦			服务范围	业主自用层24-32层所有区域	
服务项目	灭鼠、灭蟑螂、灭蚊蝇		服务日期	2024年6月16日	服务人员	王忠全 张金平 刘俊涛
目标害虫		使用药械		使用方法		
老鼠		粘鼠板		检查、更换		
蟑螂		灭蟑胶饵、都灭		投放、滞留喷洒		
蚊蝇		优士水乳剂、大灭		超低容量空间喷洒、滞留喷洒		
服务情况汇总						
1、检查茶水间/卫生间等处蟑螂，并投放灭蟑饵剂杀灭蟑螂；2、检查线槽/管道井等处放置的粘鼠板并更换；3、对办公室/会议室/茶水间/休闲区/卫生间等空间喷洒处理杀灭飞虫；4、对洗手间地漏/垃圾桶等处滞留喷洒处理；5、本次服务时老鼠、蟑螂、蚊蝇等害虫密度为正常状态，未见异常情况。						
服务图片展示						
						
						

Pest Control Notice



Water Dispenser Quality Inspection Report

Regular Health Checks

We pay attention to the physical health of employees and regularly organise general health check-ups. We also conduct specialised health screenings for employees in high-risk roles (e.g. electricians, drivers,etc.), with a focus on occupational health and safety.

Annual free clinic

In 2024, Transsion partnered with Shanghai Shuguang Hospital and Shenzhen University General Hospital to offer free medical consultations. Employees actively participated in the event. In addition, during International Women’s Day and Programmer’s Day, the Company hosted a Traditional Chinese Medicine (TCM) Free Clinic Public Welfare Week, which included shoulder and neck massage services for employees.



Free Clinic Services



Organising Health and Fitness Activities

Employees are encouraged to take part in a wide range of free activities organised by various employee clubs. These initiatives promote work-life balance and help employees develop personal interests and hobbies.

Organising health and fitness activities

In 2024, the Company supported employee clubs including swimming, photography, basketball, badminton, fitness, language, and music. Facilities such as gyms, yoga rooms, and leisure sports areas were provided, and over 700 events were held throughout the year, attracting more than 14,000 participants.



Book Club



Annual Badminton Tournament

Third Annual Weight Loss Competition

In 2024, the Company hosted its third annual Weight Loss Competition, encouraging employees to build healthy habits while enhancing motivation and engagement at work.



Poster for Weight Loss Competition

Employee Training and Development

Transsion has established Transsion College to oversee and plan employee training and development. A three-tier management structure “Company – Departments/Business Units – Tier-two Departments” has been implemented, with leaders at each level responsible for developing talent within their respective teams.

The Company formulates tailored development plans for different levels of talent, placing strong emphasis on cultivating future leaders. New employees are assigned mentors, and their progress is closely monitored with continuous guidance.

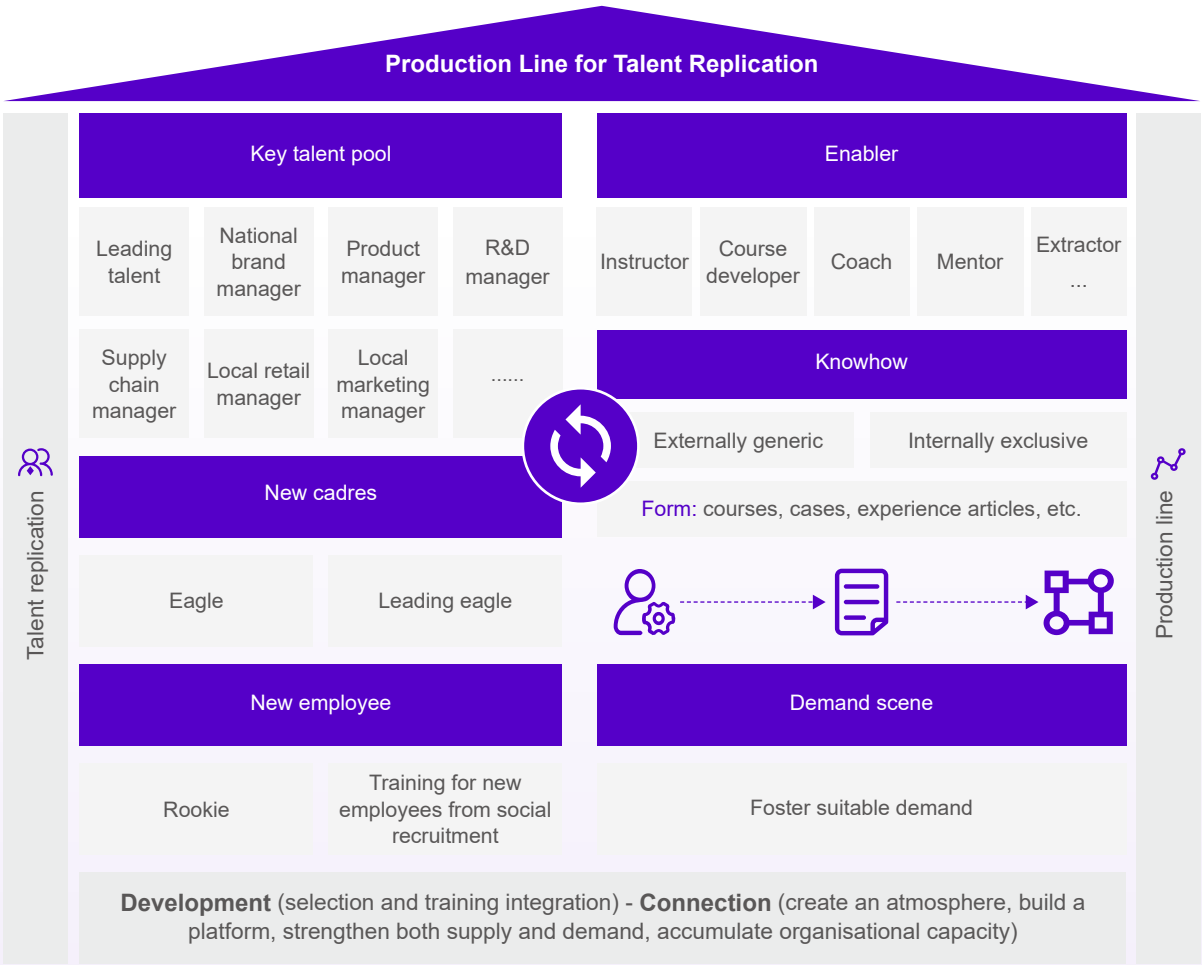
The Transsion E-learning System (TES) has been developed to support departmental training and experience sharing. The platform is designed to empower talent development and facilitate multi-channel engagement within the organisation.

Diverse training system

Transsion continues to enhance its employee training and development efforts. Through the three-tier structure of Transsion College, the Company strengthens career development planning, enabling employees to grow along multiple pathways. Transsion College draws on training resources across management, professional, and general skill categories, and leverages the AI-powered TES platform to deliver online learning solutions that help employees build professional capabilities and increase their career competitiveness.

To nurture “core talent” reserve force, the Company has implemented a "selection and cultivation" integrated model, aligned with corporate development needs and practical scenarios. Participants in this programme benefit from direct engagement with senior executives, allowing for timely feedback so that trainees can be guided in their development direction and improvement space more pertinently.

In 2024, Transsion continued its blended online & offline training camp model, offering development opportunities for recent graduates, managers, and core talent, etc.



Transsion Holdings Training System

For All Employees

Transsion has established TES to facilitate the sharing of general knowledge and skills. In parallel, each department has developed its own internal training mechanisms, focusing on industry-specific knowledge sharing and the accumulation of professional expertise.

AI empowering TES

In 2024, TES introduced the AI Course Creation feature. This functionality enables more diverse training scenarios and provides tailored services to meet the business learning needs of talent across all levels and departments at Transsion.



TES-AI Smart Courses

For Fresh Graduates

Rookie Program for fresh graduates is a dedicated talent development programme designed by Transsion to support recent graduates. Its goal is to unlock their potential and help them integrate into the workplace. In the early onboarding and integration stages, the programme provides a structured online “Turning Point Plan” and an intensive offline “Bootcamp Competition”, assisting participants in evolving into capable professionals, active contributors, and well-rounded members of the Transsion team. Additionally, for management trainees and other designated roles, the Company has established customised development initiatives, such as the Gyr Falcon Program for management trainees.

Definition

- The “teamwork” and “results-oriented” concepts are integrated into the pre-employment and bootcamp phases, helping Rookies meet the basic requirements of professionals in the workplace.

Cooperation for Win-Win

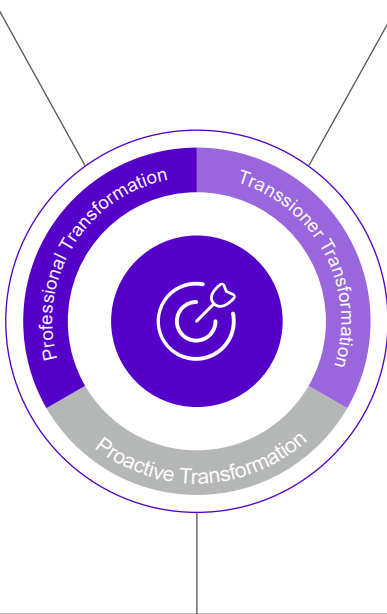
- Skilled at utilising existing resources while constantly seeking cooperation
- Considerate of others’ feelings, with a win-win mindset
- Understands the importance of sacrificing personal interests to balance team interests

Mission-Driven

- Actively seeks to understand, clarify, and align with goals
- Breaks down goals and creates action plans
- Actively seeks solutions when faced with difficulties

Definition

- The learning approach transitions from passive learning to learning through competition, strengthening the Rookies’ active learning and the acceptance of learning outcomes.



Definition

- Through learning and understanding Transsion’s current status, products, and market, the Rookies accelerate their comprehensive understanding of their future work.

Understanding Transsion

- Existing company products and main markets
- Key consumer groups and their characteristics
- Current technological trends at Transsion

Recognition of Transsion Culture

- Acknowledges and practices Transsion’s culture

Self-Driven Motivation

- Strong sense of responsibility and ownership
- Open mindset, energetic spirit
- Strong resilience under pressure and spreading positive energy

Self-Refreshing

- Strong willingness to learn, actively learning and accepting feedback
- Timely reflection on the gains and losses of activities, and active sharing
- Quick learning and application of knowledge

Rookies Growth Objectives

Local Rookie Programme



In 2024, the Human Resources Department launched a Local Rookie Programme (for fresh graduates) in key countries such as Nigeria, Ethiopia, Kenya, Uganda, and Tanzania, with the aim of building a pipeline of local talent for long-term development. The programme focused on establishing university-industry partnerships with the top three universities in each target country. Outstanding graduates were recruited into the local Rookie Programme, which provided career development pathways through boot camps, job rotations, and other structured initiatives. This effort has fostered strong relationships with academic institutions, strengthened Transssion's employer brand, and laid a solid foundation for local talent development to support future business growth.



Local Rookie Programme

For Managers

Transssion has introduced structured programmes for management development, including the Eagle Program for grassroots managers, the Leading Eagle Programme for middle managers, and the Future Leaders Training Camp for reserved senior managers. In support of executive development, the Company has established the *Management Measures for Further Education of Senior Executives*, which provide opportunities for senior leaders to pursue further academic qualifications such as MBAs.

Local management training – “Rising Leader” Programme



In 2024, the "Rising Leader" Programme was delivered in Ethiopia, with a focus on cultivating reserved senior managers. The initiative concentrated on marketing and other strategic topics, helping high-potential employees transition into core management roles. The programme successfully identified and developed future talent for both retail and channel management teams.



“Rising Leader” Programme

Key Talent Development Programmes

We have launched the Product Manager Talent Training Camp, National Manager Talent Development Training Camp, Local Talent Development Training Camp, Supply Chain Elite Talent Development Training Camp, and Financial Talent Reserve Management Training Camp, etc.

Bangladesh global talent base construction



Transsion has placed a strategic focus on developing local talent and has established the Bangladesh Global Talent Base. Leveraging the local talent pool, the Company selects high-potential individuals to be deployed to regions such as Africa, the Middle East, and Southeast Asia. This international talent mobility model enables employees to broaden their career horizons, accelerate cross-border knowledge transfer, and strengthen organisational capability—fostering a more diverse and globally integrated workforce.



Global Talent Base Construction

TTT Ignite Training Camp Programme in East Africa



In 2024, the East Africa Human Resources team, in partnership with Transsion College, launched the TTT Ignite Training Camp Programme. This initiative identified high-quality, multidisciplinary in-house training content and delivered it to local teams through a structured, high-frequency training model. The programme aims to cultivate empowered, business-minded professionals and enhance the operational competencies of both Chinese and local teams.

Transsion remains committed to creating long-term value by building a learning organisation that accumulates knowledge, strengthens multi-faceted operational capabilities, and enhances both local professional and leadership skills to improve overall competitiveness.

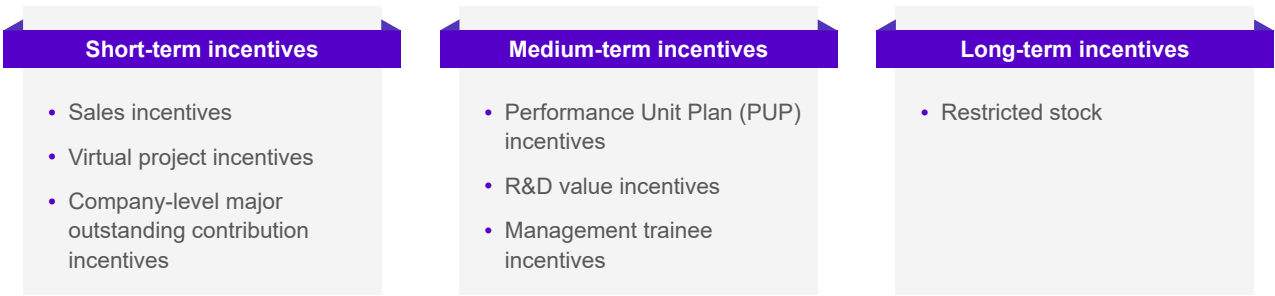


TTT Ignite Training Camp Programme

Human capital management

The Company provides a range of performance-based incentives, including floating salaries, and short, medium, and long-term incentives, as well as annual salary reviews. These mechanisms are designed to ensure the incentives are fair and effective.

Transsion Holdings Differentiated Incentive Mechanism



Restricted Stock Incentive Plan

Since 2020, the Company's General Meeting of Shareholders has resolved to implement a long-term stock incentive plan for eligible employees. On 18 September 2024, the 10th meeting of the 3rd Board of Directors and the 7th meeting of the 3rd Board of Supervisors were held. It was confirmed that the conditions for the first vesting period of both the initial grant and the reserved grant under the restricted stock incentive plan had been fulfilled. In accordance with the relevant provisions of the plan, the Company completed the share vesting for eligible participants (including those under both the initial and reserved grants) for the first vesting period. A total of 815 employees received shares under the initial grant, and 211 under the reserved grant. The vested shares became available for trading on 17 October 2024, with a total of 11,159,295 shares released for trading.

Kenya Star Sales Promoter Incentive Programme

In 2024, Transsion Kenya launched the Star Sales Promoter Incentive Programme. Quarterly assessment criteria were established for recognising outstanding sales promoters, offering honours and material rewards to enhance motivation and performance in the frontline sales teams.

Incentive for outstanding local employees – Study Tour to China

In 2024, the Company recognised outstanding local employees by organising a visit to China, where selected individuals toured Transsion's headquarters, factories, and other sites. This initiative enhanced cultural integration, deepened understanding of the Company's values, and fostered a sense of pride among international employees.



Transsion values fairness in employee career progression. The Company has implemented *Promotion Programme of Professional Serial Certification, the Cadre Promotion Programme and other systems*. Upholding the principles of fairness, scientific evaluation, and meritocracy, Transsion selects talent that aligns with both the corporate culture and team development goals.

Promotion Mechanism

A “dual-channel” career development system allows employees to grow either through the management track or the professional track.

Assessment Criteria

Promotion plans are tailored to different categories (e.g. professional vs managerial), with evaluation based on performance, capability, and so on.

Promotion Supervision

Candidates for management promotion are required to undergo leadership assessments, deliver presentations, provide evidence of their work achievements, and undergo evaluation by a panel, followed by a review and final validation. Final results are publicly announced, and if uncontested, are submitted for approval.

Rural Revitalisation and Social Contribution

Transsion actively responds to the national call and promotes rural revitalisation and public welfare and charity. We contribute to rural revitalisation through consumption assistance and rural education public welfare projects, and actively engage in social charity, deeply practising corporate social responsibility.

Rural revitalisation

Transsion actively supports China’s national “rural revitalisation” strategy through a dedicated Rural Revitalisation Plan. Through consumption assistance, we are contributing to rural characteristic industries and economic development and industrial upgrading.

In 2024, Transsion invested approximately



RMB **8.7254** million in external donation, public welfare and charity and rural revitalisation efforts.

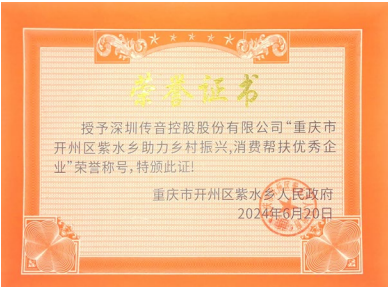
“Harnessing Transsion’s power to assist Rural Revitalisation”

In 2024, Transsion continued its Rural Revitalisation Plan by supporting agricultural industries in Sichuan (Jinchuan), Guangxi (Donglan), Yunnan (Zhenxiang), and Chongqing (Kaizhou and Yunyang), with total investment in rural revitalisation of approximately RMB 2.08 million.

In June 2024, TRANSSION, together with its consumer support partner—the CUNSHOP.COM platform of the Chongqing Supply and Marketing Cooperative—organised a rural support team to visit a local agricultural factory in Zishui Township, Kaizhou District, Chongqing. The team toured the plantation base, assessed the types and quantities of unsold agricultural products, and confirmed that products such as Longchashan shiitake mushrooms, flower mushrooms, poplar mushrooms, red rice, and black rice produced by the factory would be included in the procurement scope of this consumer support initiative. This consumption assistance has promoted the increase of farmers' income, employment and the development of the local agricultural economy.



Transsion Holdings procured specialty agricultural products from Kaizhou, Chongqing



The Zishui Township Government awarded Transsion the “Outstanding Company for Assisting Rural Revitalisation and Consumption Assistance”

While advancing its consumption assistance initiatives, Transsion is also actively exploring humanitarian efforts beyond economic support, with a particular focus on rural education. Building upon earlier projects such as the “Dream Sports Bag” and “Multi-functional Rural Classrooms”, Transsion has partnered with several public welfare foundations to carry out rural education programmes, including the “Renewal Plan, Transsion Guardians Programme”, and “Mountain Village Science Courses” in primary schools across multiple regions. These efforts aim to improve the educational environment for rural children and contribute to the revitalisation of rural human capital.

“Mountain Village Science Courses”



In March 2024, Transsion partnered with the Beijing Qingxi Yuanshan Public Welfare Foundation to launch the “Mountain Village Science Courses” initiative. This public welfare project provides hands-on science courses and customised teaching material kits to rural primary schools in remote areas of Ningxia and Yunnan, with the aim of improving students’ scientific literacy. The programme also supports schools in delivering comprehensive science-based activities, enhancing teachers’ capacity in science instruction, enriching after-school services, and promoting equitable development in rural science education.



“Transsion Science Kits”



Science Teaching Tools

“Renewal Plan”



In 2024, Transsion collaborated with the Amity Foundation to implement the “Renewal Plan”, an initiative aimed at enhancing sports infrastructure in rural schools. The project supports the physical development and holistic well-being of children, contributing to balanced educational outcomes. As part of the initiative, basketball courts were constructed and sports equipment donated to schools in Ruijin, Jiangxi and Jianshui, Yunnan.



Visit of Transsion Volunteers to the Shazhouba Branch of Ruijin No. 4 Middle School



“Renewal Plan” Rural School Sports Infrastructure

Public welfare and charity

Transsion adheres to the principle of practising corporate social responsibility and giving back to local communities. Our public welfare and charitable initiatives span areas including online education, educational support for sick children in rural areas, and programmes for refugee children across Africa, reflecting Transsion’s strong sense of social responsibility.

Makoko water slum care in Nigeria

In 2024, the itel Nigeria team, in collaboration with local non-profit organisation Lagos Food Bank, visited Makoko—the largest water slum in the region—and donated educational materials and essential living supplies to the Mawumadoka Children’s Foundation. The total value of donations reached approximately USD 35,000, extending care and support to disadvantaged families and children.



Makoko Water Slum Care in Nigeria



itel women’s care donation event

On 8 March 2024, to mark International Women’s Day, itel organised a donation event in Lagos, Nigeria, providing essential daily goods, festive greetings, and food items to women from refugee communities. The initiative benefited approximately 3,000 women.



Women’s Day Donation Event

In October 2024, during the back-to-school season in Tanzania, itel also organised a donation campaign for female students. The event included menstrual health education and the distribution of hygiene products, promoting adolescent health and female empowerment. Around 2,000 individuals benefited from the initiative.



Campus Donation Event for Women



TECNO donates computers



In 2024, the team in Pakistan of TECNO, the mobile phone brand under Transsion Holdings, donated 20 computers to the computer lab of the Hope Uplift Foundation, a local charity, and accompanying technical training and professional courses were provided. The initiative aimed to equip students with vital digital skills for the modern workforce, supporting youth employability and long-term development.



Computer Donation Certificate



Technology Training

“Dream on the Field”



Football Field Renovation in Senegal

In 2024, TECNO launched the “Dream on the Field” football field renovation CSR initiative, aiming to renovate 100 football fields across Africa over a five-year period. The project seeks to provide more opportunities for young people passionate about football to pursue their dreams.

In November 2024, the first renovated pitch was completed in the Parcelles residential area of Dakar, Senegal. The field, covering approximately 440 square metres, now serves as the only local space for playing football and is expected to benefit around 6,000 residents in the area.

03 Governance

Transsion is committed to continuously refining its corporate governance framework to ensure the scientific rigor and transparency of decision-making processes. In terms of risk management, We continue to improve and strengthen our systems, enabling us to effectively identify, assess, and mitigate various risks that may affect the business. We place significant emphasis on upholding high business ethics, cultivating a corporate culture rooted in integrity. The principles of honesty, fairness, and transparency are consistently implemented throughout all of our operations.

Response to SSE Topics

Anti-commercial bribery and anti-corruption
and Anti-unfair competition

Response to SDGs



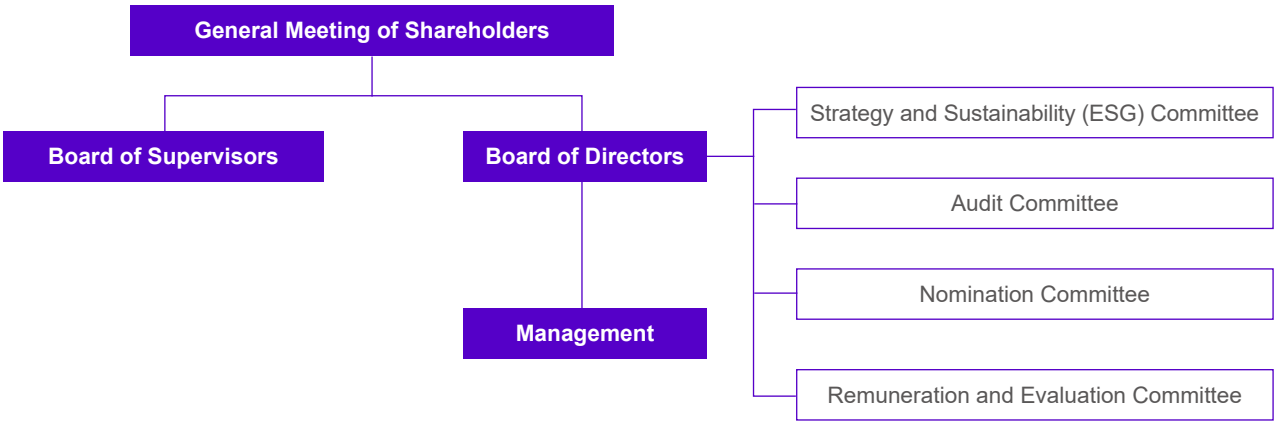
Corporate Governance

Good corporate governance is the cornerstone of Transsion's long-term development. We have established a robust corporate governance framework to ensure the efficiency and transparency of decision-making processes. Our focus is on creating long-term value while achieving sustainable governance. We actively promote the Board diversity by incorporating members with varied backgrounds and expertise, ensuring a range of perspectives and balanced decision-making. Simultaneously, we place great emphasis on protecting the rights of minority shareholders. Through fair information disclosure and transparent decision-making mechanisms, we share the fruits of the Company's growth.

Corporate governance

Standardised governance forms the foundation of the Company's operations. We strictly comply with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code on the Governance of Listed Companies*, the *Rules Governing the Listing of Stocks on the Science and Technology Innovation Board of Shanghai Stock Exchange* and other relevant regulations issued by China Securities Regulatory Commission and other regulatory bodies. We effectively implement the *Articles of Association*, the *Rules of Procedure for the General Meeting of Shareholders*, the *Rules of Procedure for the Board of Directors*, and the *Rules of Procedure for the Board of Supervisors*, and continually enhance the Company's governance systems and structures.

Transsion Holdings Corporate Governance Structure



Protection of minority shareholders’ rights

Transsion fully respects the rights of all shareholders, ensuring that minority shareholders enjoy equal standing. In accordance with the Company’s *Articles of Association*, we publish an announcement prior to the General Meeting of Shareholders, in compliance with the information disclosure requirements of the stock exchange. This announcement includes the proposed agenda items for the meeting, as well as the date and location. The General Meeting of Shareholders adopts a combination of onsite and online voting to ensure that all shareholders can fully exercise their rights. Moreover, for resolutions that require separate voting by minority shareholders, the Company discloses the results of this separate voting in the General Meeting of Shareholders resolution announcement, thereby reflecting the views of minority shareholders.



Board of Directors diversity

The Board of Directors of the Company has established Strategy and Sustainability (ESG) Committee, the Audit Committee, the Nomination Committee, and the Remuneration and Evaluation Committee. These professional committees exercise their rights and fulfil their responsibilities, effectively implementing and overseeing corporate governance, safeguarding the rights and interests of both shareholders and the Company, ensuring the rational allocation of internal resources, and enhancing the efficiency of operational decision-making. Transsion places emphasis on the diversity of its Board of Directors. The appointment of Board of Directors members takes into consideration various diversity factors, including but not limited to profession, experience, educational background, age, and gender.

As of the end of the Reporting Period, Transsion had nine members on its Board of Directors, including six non-independent directors (one female director) and three independent directors, with independent directors making up one-third of the Board of Directors. All nine directors bring extensive industry and relevant experience, with expertise in telecommunications, technology, and finance, etc. The three independent directors specialise in finance, taxation and accounting, with backgrounds in financial risk management.

	Audit Committee	Nomination Committee	Remuneration and Evaluation Committee	Strategy and Sustainability (ESG) Committee
Chairman of the Committee	Independent Director	Independent Director	Independent Director	Director
Directors	1	1	1	2
Independent Directors	2	2	2	1
Proportion of Independent Directors	67%	67%	67%	33%

Information disclosure

The Company strictly fulfills its information disclosure obligations in accordance with relevant laws, regulations, regulatory documents and the Company's Information Disclosure System. At the same time, the Company attaches great importance to compliant information disclosure, strengthens training on the performance of duties by directors, supervisors and senior managers, and improves the compliance awareness of employees. It discloses information truly and completely without false records, misleading statements or major omissions, increasing the Company's transparency and effectively playing the role of protecting the right to know of small and medium investors.



Risk and Compliance Management

Governance

The Company has established a comprehensive, multi-layered internal control and risk management system, primarily supported by the Board of Directors, the Audit Committee, and internal controls. Regarding internal controls, the Company has developed a robust risk management and internal control system, underpinned by the “Three Lines of Defence” framework.

First Line of Defence



Business Departments

The business departments form the foundation of risk management and are responsible for identifying, assessing, and initially addressing risks in day-to-day operations. The Company integrates risk management responsibilities into the routine activities of these departments, requiring them to proactively identify, report, and control risks within their respective business processes.

Second Line of Defence



Risk Management and Compliance Team

The second line of defence consists primarily of the Company’s internal risk management, legal compliance, and internal control teams, oversees the risk management activities of the first line of defence while providing policy support and guidance. The Company continually optimises risk management policies and processes, strengthens communication with the first line of defence, offers guidance and support, and ensures the effective implementation of risk management policies.

Third Line of Defence



Audit and Inspection Department

The Audit and Inspection Department is responsible for independently assessing the effectiveness of the Company’s overall risk management system and controls. The Company guarantees the independence of internal auditing and provides the Management with improvement recommendations through internal audit reports, while overseeing the implementation of corrective actions to enhance the overall quality of risk management.

Strategy

Transsion continues to build and enhance its comprehensive compliance system, strengthening risk management through risk assessment tools and monitoring mechanisms. We have developed a practical crisis response plan to ensure a swift and effective reaction in the event of an emergency. At the same time, we place great emphasis on compliance training to enhance the compliance awareness and risk prevention capabilities of all employees, thereby laying a solid foundation for the Company’s high quality operations and sustainable development.

Metrics and targets

Targets



Implementation of risk culture and strengthen risk and compliance awareness

Progress

Conduct risk management training for Directors and employees to enhance decision-making abilities in risk response and promote awareness of risk compliance.

Impact, risk, and opportunity management

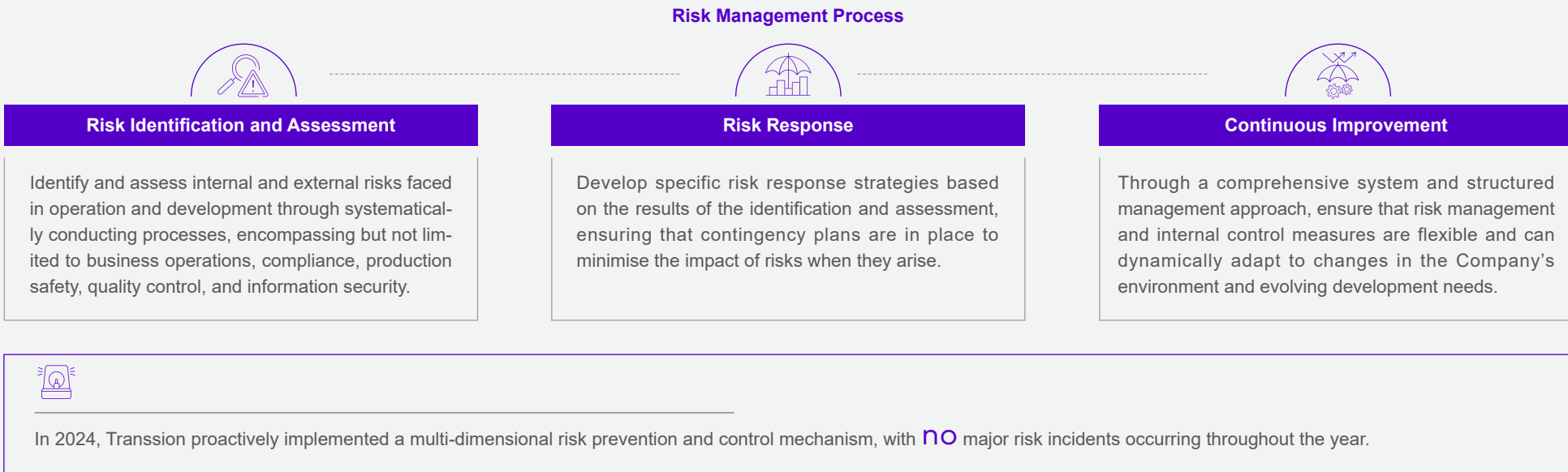
Enhancement of the Compliance System

Transsion places great emphasis on operating in full compliance with laws and regulations. By continually improving the Company’s compliance management system, we are steadily advancing corporate compliance practices. In areas such as fair competition, labour protection, IP rights protection, consumer protection, business integrity practices, contract and business compliance management, case compliance management, data privacy, and information security, Transsion is consistently developing and refining the Company’s compliance management system and associated regulations, ensuring the legality and standardisation of the Company’s commercial activities.

In response to compliance requirements, the Company has introduced various policies, including the *Contract Management Measures*, the *Lawsuit Management Measures*, *Case Disclosure and Reporting Management Process* and other rules and regulations. We continue to develop and enhance relevant compliance systems and procedures in line with evolving regulatory demands and business developments. In 2024, we introduced the *Mobile Application Compliance Standards*, which set out the rules and standards to be followed throughout the development, release, and operation of mobile applications. These regulations require applications to comply with applicable laws and regulations while respecting user rights when providing services.

Strengthening Risk Management

Transsion has established a comprehensive risk management framework, clearly defining responsibilities at each level. We have developed and continuously optimise processes for risk identification, assessment, and response, further strengthening our risk management efforts. Additionally, we integrate ESG-related factors into our risk management practices. We have identified potential risks arising from technology ethics, environmental compliance, health and safety, product quality, and supplier management. Through continuous monitoring and feedback mechanisms, we manage ESG-related risks within acceptable limits, ensuring the achievement of our ESG objectives.



Crisis Management Implementation

We improve our crisis management mechanism by identifying potential crises in areas such as workplace safety, environmental risks, supply chain disruptions, business ethics, data security, and responsible procurement. These risks are assessed in the context of our business characteristics, global trends, geopolitical factors, and climate change. Thereby the significant business disruptions can be effectively addressed.

Compliance Training and Promotion

To strengthen and enhance the compliance culture, the Company conducts diverse compliance training and promotional activities. In 2024, as part of our efforts to promote a risk-aware culture, we continued to implement risk policy advocacy, holding more than over ten sessions of multi-level risk management training, risk event simulation exercises, and cultural development activities. Topics covered included overseas contract compliance, safety week promotions, data breach drills, and more, all aimed at fostering employees’ compliance awareness.

Anti-commercial Bribery, Anti-Corruption and Anti-unfair Competition



Governance

Transsion has established an ESG governance structure led by the Board of Directors, which is responsible for collective decision-making on this topic, managing associated risks, and monitoring progress towards annual objectives. The Audit and Inspection Department oversees anti-bribery and anti-corruption measures, including system development, policy creation, case reporting follow-up, and promoting a culture of integrity. The Legal Affairs Department manages anti-unfair competition practices, ensuring compliance with relevant laws and regulations and sharing case studies to reinforce best practices.

Strategy

Transsion advocates for high standards of business ethics, with integrity, fairness, and transparency forming the cornerstone of the operations. We continuously enhance our anti-corruption policies, encourage employees and partners to actively report violations, protect the legal rights of whistleblowers, and establish an anti-corruption oversight network. Our objective is to foster a clean, honest, and fair business environment.

Indicators and targets

Targets		Indicator Progress	
	Continue to implement integrity-building initiatives and expand the scope of business ethics training.	In 2024, the Company organised a business ethics training for all domestic and international employees.	
	 Further strengthen efforts to prevent and combat anti-unfair competition behaviour, continuously monitor changes in the market competition environment, and adjust anti-unfair competition strategies to address emerging challenges and risks.	In 2024, Transsion was not involved in any cases of anti-unfair competition behaviour, did not face any unfair competition lawsuits, and was not subject to any related administrative penalties.	



Impact, risk, and opportunity management

Anti-bribery and Anti-corruption Management

Business Ethics Management

Transsion strictly complies with relevant business ethics laws and regulations, including 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*. We have established and implemented the *Transsion Holdings Red Line Management System* and published the Company's ethical guidelines for operations on our official website to standardise and guide our commercial ethics practices.

We have set up a business ethics management structure, and the Company adheres to rigorous integrity standards in all commercial interactions, prohibiting any form of bribery, corruption, extortion, embezzlement, or other unethical behaviour.

In 2024, Transsion conducted fraud and compliance risk assessments covering both employees and partners, carrying out over 30 specialised audit projects. These audits examined areas such as sales, marketing, procurement, production, and after-sales services. Based on the audit results and corrective recommendations, the Company continuously improves its business risk management system.

Integrity Building

Transsion fully respects and strictly adheres to the applicable laws and regulations of the countries in which it operates, upholding integrity in business operations and standardised management practices. We focus on system development, agreement signing, and targeted promotional activities to implement integrity-building initiatives, adopting a "zero-tolerance" approach to any form of corruption.



During the Reporting Period, Transsion was not involved in any lawsuits related to major commercial bribery or corruption.

System Development

- We have established the **Transsion Holdings Red Line Management System**, which applies to all employees. This system clearly defines the standards for misconduct, specifies investigation authority and penalties, provides a clear reporting pathway, encourages employees to report improper behaviour, and protects whistleblowers.
- We have developed the **Code of Conduct for Procurement Personnel**, specifically for procurement staff, which outlines the integrity and business ethics principles that must be followed in supplier collaboration and other commercial activities.
- We have implemented systems such as the **Process for Introducing New Suppliers** and the **Process for Managing Supplier Feedback** to regulate the business ethics and integrity management of the supply chain.
- We have formulated the **Employee Handbook**, which requires all employees to strictly adhere to relevant regulations on integrity and self-discipline.

Targeted Promotion

· For Employees

Employee Promotion

The *Transsion Holdings Red Line Management System* applies comprehensively to all employees and has been prominently featured in the OA system to advocate to employees around the world. Additionally, several in-person integrity training sessions were conducted.

· For Directors

Director Training

In 2024, Independent Directors participated in the specialised course "Independent Director Anti-Fraud Responsibilities and Suggestions for Listed Companies," organised by the China Association for Public Companies.

· For Suppliers

The Company continues to strengthen its integrity management initiatives for suppliers by conducting regular site visits, listening to external feedback, and driving internal management improvements.

Ongoing implementation of regular integrity training and related activities

Each year, the Company organises training for all employees on the *Transsion Holdings Red Line Management System* and holds two online integrity exams for global employees. Multiple in-person integrity training sessions and activities are conducted to reinforce employees' awareness of integrity and enhance their ability to resist corruption. At the same time, anti-corruption and integrity campaigns are continually carried out for domestic and international branches, distributors, and suppliers to foster integrity, honest, and win-win relationships.



Integrity Training



Transsion Holdings Red Line Management System



During the Reporting Period, we held two global online integrity exams, over 10 in-person integrity training sessions, and more than 40 online events, covering the Company's global business operations, with a

100% participation rate.

Reporting Mechanism

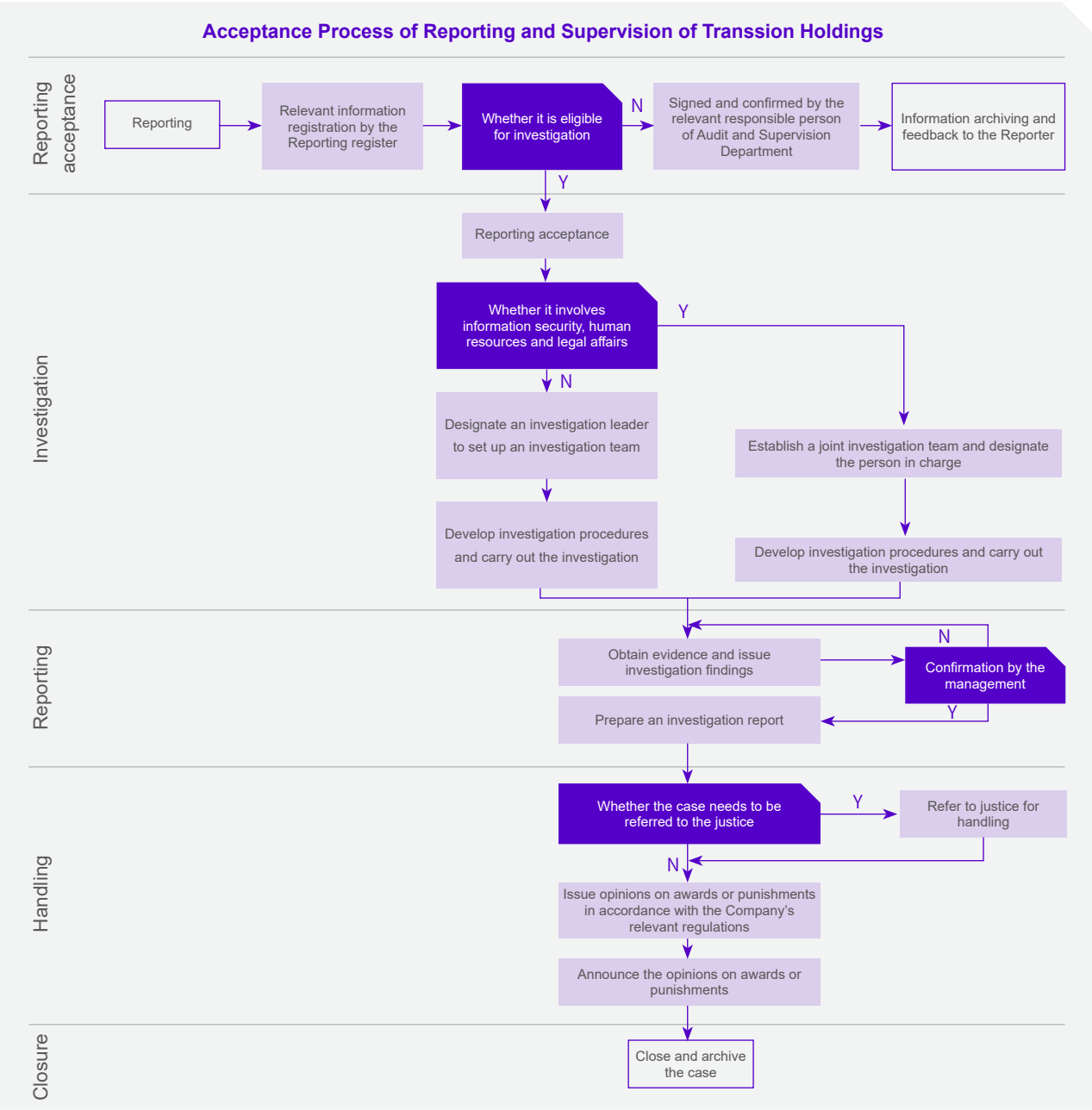
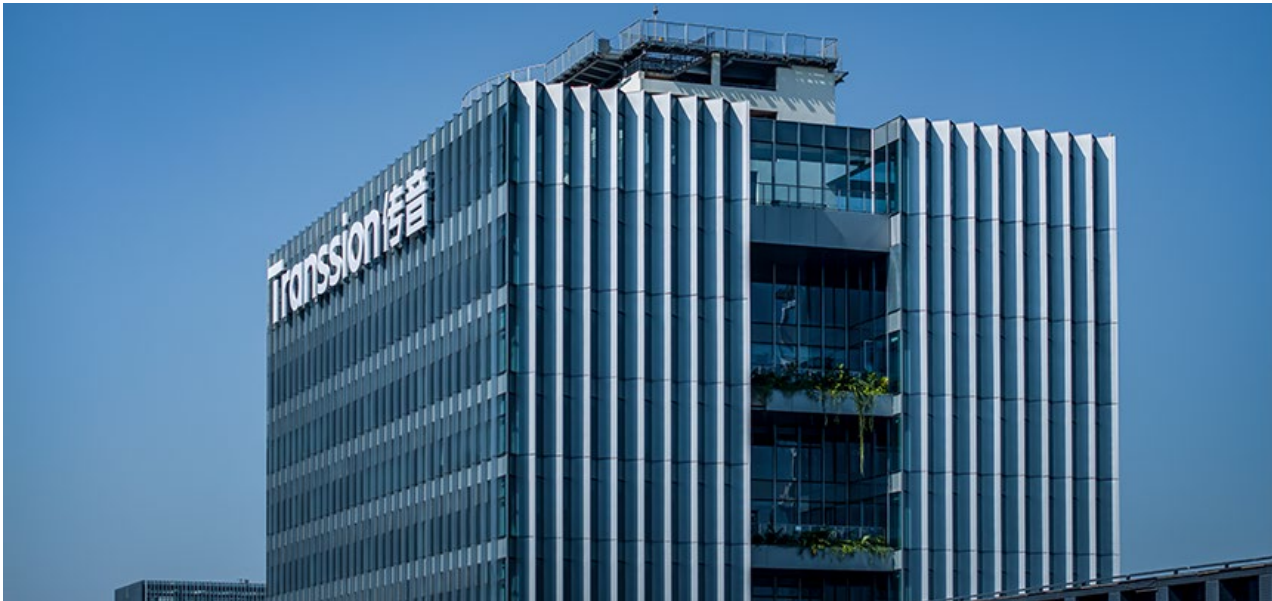
Transsion places a high priority on business ethics management and the implementation of effective management mechanisms. The Board of Directors and the Audit Committee are responsible for overseeing and managing the overall operational risks of the Company. The Audit and Inspection Department supervises the establishment and operation of the internal risk management system. The *Transsion Holdings Red Line Management System* and the “Integrity Culture Development” section on the Company’s official website include reward and protection mechanisms for whistle-blowers.

Supervision and Reporting Channels

Email: Ad@transsion.com

Tip-off hotline (the same as Wechat ID): 15618156753

Address: 31st Floor, T33 Full Time Centre, 8 Xianyuan Road, Xili Street, Nanshan District, Shenzhen.



Anti-unfair Competition

We strictly adhere to the *Anti-Monopoly Law of the People’s Republic of China*, the *Anti-Unfair Competition Law of the People’s Republic of China*, and other relevant laws and regulations. In accordance with these laws, we have established the *Anti-Monopoly Guidelines* to standardise relevant definitions and prohibited practices. We are committed to fair trade and prohibit any employee from manipulating, using privileged information, or gaining unfair advantages through other unethical means. We systematically prevent the abuse of market dominance, confusion act, commercial bribery, false advertising, infringement of trade secrets, and fraudulent prize promotions. These efforts ensure the maintenance of a fair, competitive market environment and the development of a compliant, transparent business ecosystem.



During the Reporting Period, Transsion was **not** involved in any major cases of unfair competition, and there were **no** related lawsuits or administrative penalties.

Tax Management

We rigorously comply with the tax laws and regulations applicable in the jurisdictions where we operate, fulfilling our taxpayer obligations and exercising our taxpayer rights in accordance with the law. We adhere to internationally coordinated measures to eliminate tax avoidance and refrain from using tax structures with no commercial substance to evade tax obligations or shift profits.



Appendix

Appendix 1: ESG Data Table and Notes

Environmental Indicators

ESG Indicator Category		Unit	2024 Data
Pollutant management	Total VOCs emissions	kg	847.00
	Wastewater discharge volume	Tonnes	28,098.82
	Chemical oxygen demand (COD)	kg	3,610.80
	Biochemical oxygen demand (BOD)	kg	1,316.44
Waste management	Total hazardous waste	Tonnes	16.32
	Total non-hazardous waste	Tonnes	1,176.10
	Total packaging material used for finished products	Tonnes	734.77
	Packaging material recycling volume	Tonnes	243.68
	Electronic waste recycling and utilisation volume	Tonnes	27.42
	Packaging box usage	kg	3,852,939.33
Greenhouse gas management ¹	Scope 1 greenhouse gas emissions	tCO ₂ e	219.19
	Scope 2 greenhouse gas emissions	tCO ₂ e	25,769.41
	Total greenhouse gas emissions	tCO ₂ e	25,988.61
	Greenhouse gas emission intensity	tCO ₂ e/RMB billion revenue	37.82
Energy consumption management ²	Gasoline consumption	Tonnes	5.79
	Natural gas consumption	m ³	101,761.00

ESG Indicator Category		Unit	2024 Data
Energy consumption management	Purchased electricity consumption	kWh	48,023,506.47
	Direct energy consumption	tce	143.87
	Indirect energy consumption	tce	5,902.09
	Total energy consumption	tce	6,045.95
	Energy consumption intensity	tce/RMB billion revenue	8.80
Water resource management	Water withdrawal volume	Tonnes	151,778.03
	Water withdrawal intensity	Tonnes/RMB billion revenue	220.88

¹ Transsion Holdings' Scope 1 and Scope 2 greenhouse gas emissions encompass the Company's major operational sites in China, including regions such as Shenzhen, Shanghai, Chongqing, and Nanchang. The primary sources of emissions are the combustion of fossil fuels (such as gasoline and natural gas) and the use of purchased electricity. We apply the operational control approach and calculate greenhouse gas emissions in accordance with the Guidelines for *the Accounting and Reporting of Green - house Gas Emissions from Other Industrial Sectors Enterprises*. The carbon dioxide emission factor of electricity is based on *the Announcement on the Carbon Dioxide Emission Factor of Electricity in 2022* issued by the Ministry of Ecology and Environment and the National Bureau of Statistics, which lists the 2022 national average carbon dioxide emission factor of electricity at 0.5366 kg CO₂/kWh.

² The energy consumption data for Transsion Holdings covers the energy use of facilities directly controlled or owned by the Company during the Reporting Period. The parameters and calculation basis are derived from the *General Principles for Calculation of Total Production Energy Consumption* (GB/T 2589-2020).

Social Indicators

ESG Indicator Category		Unit	2024 Data
Human resources management	Total number of employees	Persons	19,870
	Total number of directors and senior management	Persons	12
	Number of other management	Persons	557
	Number of grassroots employees	Persons	19,301
	Number of male employees	Persons	14,372
	Number of female employees	Persons	5,498
	Number of employees aged 29 and below	Persons	9,602
	Number of employees aged 30-49	Persons	10,117
	Number of employees aged 50 and above	Persons	151
	Number of employees in Mainland China	Persons	10,903
	Number of employees in Hong Kong, Macau, and Taiwan	Persons	34
	Number of foreign employees	Persons	8,933
	Number of ethnic minority employees	Persons	723
Employee turnover rate	Employee turnover rate (management level M1-M5) ¹	%	10.70
Occupational health and safety	Total duration of workplace safety training	Hours	32,823.50
	Actual number of participants in workplace safety training	Times	18,185
	Employee number of fatalities	Persons	0
	Employee number of work-related injuries	Persons	7
	Total work hours lost due to work injuries	Hours	1,553.50

ESG Indicator Category		Unit	2024 Data
Occupational health and safety	Coverage rate of work injury insurance	%	100
Employee training	Total training hours	Hours	97,249
	Average training hours per employee	Hours	4.89
	Total number of employee training sessions	Persons	146,985
	Total investment in employee training	RMB million	12.76
Supplier management	Signing rate of the Transsion Integrity Declaration of newly imported supplier	%	100
	Signing rate of the Supplier Integrity and Honesty Commitment Letter of newly imported supplier	%	100
	Signing rate of the Declaration of Stake for Suppliers of newly imported supplier	%	100
Product quality	Number of quality management training sessions	Times	84
	Total duration of quality management training	Hours	6,870.55
	Total number of participants in quality management training	Times	3,866
Information security and privacy protection	Coverage rate of information security and privacy protection training for employees	%	97.80
Business ethics	Total number of directors and senior management receiving anti-bribery and anti-corruption training	Persons	9
	Total number of employees receiving anti-bribery and anti-corruption training	Persons	19,870
	Signing rate of the <i>Transsion Holdings Red Line Management System</i>	%	100
Public welfare and charity	Total investment in rural revitalisation	RMB million	2.08
	Total investment in public welfare and charity	RMB million	3.24
	Total amount in external donation	RMB million	3.40

¹The manager (M1-M5) turnover rate was calculated based on the following formula: Turnover rate=Number of employees leaving during the reporting period / (Number of employees at the beginning of the reporting period + Number of newly hired employees during the reporting period) x100%

Appendix 2: Benchmark Index Table

Sustainability Report Guideline Index Table

Disclosure Requirements	Corresponding Sections in This Report
Addressing Climate Change	Environmental – Addressing Climate Change
Pollutant Emissions	Environmental – Waste Treatment and Pollutant Discharge
Waste Disposal	Environmental – Waste Treatment and Pollutant Discharge
Ecosystem and Biodiversity Protection	Environmental – Environmental Compliance and Ecosystem and Biodiversity Protection
Environmental Compliance Management	Environmental – Environmental Compliance and Ecosystem and Biodiversity Protection
Energy Utilisation	Environmental – Energy and Water Resources Utilisation
Water Resources Utilisation	Environmental – Energy and Water Resources Utilisation
Circular Economy	Environmental - Circular Economy
Rural Revitalisation	Social – Rural Revitalisation and Social Contribution
Social Contribution	Social – Rural Revitalisation and Social Contribution
Innovation-driven Growth	Social –Innovation-driven Growth
Technology Ethics	Social – Data Security, Privacy Protection, and Technology Ethics Management
Supply Chain Security	Social - Supply Chain Security and Equal Treatment of SMEs
Equal Treatment of SMEs	Social – Supply Chain Security and Equal Treatment of SMEs
Product and Service Safety and Quality	Social – Product and Service Safety and Quality
Data Security and Customer Privacy Protection	Social – Data Security, Privacy Protection, and Technology Ethics Management
Employees	Social – Human Resource Development
	Social – Employee Health and Safety
	Social – Employee Training and Development

Disclosure Requirements	Corresponding Sections in This Report
Due Diligence	Materiality Assessment of Topics
Stakeholder Communication	Materiality Assessment of Topics
Anti-Bribery and Anti-Corruption	Governance – Anti-Commercial Bribery, Anti-Corruption and Anti-Unfair Competition Practices
Anti-Unfair Competition	Governance – Anti-Commercial Bribery, Anti-Corruption and Anti-Unfair Competition Practices
Self-Disclosure Topics	Governance – Corporate Governance
	Governance – Risk and Compliance Management

GRI Standards Indicator Index Table

General Standard Disclosures			Reporting Sections
GRI 2: General Disclosures 2021	2-1	Organizational details	Company Overview
	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	Supply Chain Security and Equal Treatment of SMEs
	2-7	Employees	Human Resource Development Employee Health and Safety Employee Training and Development ESG Data Table and Notes
	2-8	Workers who are not employees	/
	2-9	Governance structure and composition	Corporate Governance ESG Governance
	2-10	Nomination and selection of the highest governance body	Corporate Governance
	2-11	Chair of the highest governance body	Corporate Governance

General Standard Disclosures			Reporting Sections
GRI 2: General Disclosures 2021	2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Governance
	2-13	Delegation of responsibility for managing impact	ESG Governance
	2-14	Role of the highest governance body in sustainability reporting	ESG Governance
	2-15	Conflicts of interest	Corporate Governance
	2-16	Communication of critical concerns	Materiality Assessment of Topics
	2-17	Collective knowledge of the highest governance body	Corporate Governance
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance
	2-19	Remuneration policies	Human Resource Development
	2-20	Process to determine remuneration	Human Resource Development
	2-21	Annual total compensation ratio	/
	2-22	Statement on sustainable development strategy	Management Statement
	2-23	Policy commitments	/
	2-24	Embedding policy commitment	Management Statement Supply Chain Security and Equal Treatment of SMEs
	2-25	Processes to remediate negative impacts	Product and Service Safety and Quality
	2-26	Mechanisms for seeking advice and raising concerns	About This Report, Corporate Governance, Human Resource Development
	2-27	Compliance with laws and regulations	Environmental, Social, Governance
	2-28	Membership associations	Not applicable
	2-29	Approach to stakeholder engagement	Materiality Assessment of Topics
	2-30	Collective bargaining agreements	/

General Standard Disclosures			Reporting Sections
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality Assessment of Topics
	3-2	List of material topics	Materiality Assessment of Topics
	3-3	Management of material topics	Materiality Assessment of Topics
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	/
	201-2	Financial implications and other risks and opportunities due to climate change	Addressing Climate Change
	201-3	Defined benefit plan obligations and other retirement plans	Human Resource Development
	201-4	Financial assistance received from government	Refer to 2024 Annual Report
GRI 202: Market Presence 2016	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 2016	203-1	Infrastructure investments and services supported	/
	203-2	Significant indirect economic impacts	/
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers	/
GRI 205: Anti-Corruption 2016	205-1	Operations assessed for risks related to corruption	Anti-commercial bribery, anti-corruption and anti-unfair competition practices
	205-2	Communication and training about anti-corruption policies and procedures	Anti-commercial bribery, anti-corruption and anti-unfair competition practices
	205-3	Confirmed incidents of corruption and actions taken	Anti-commercial bribery, anti-corruption and anti-unfair competition practices
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and anti-monopoly practices	Anti-commercial bribery, anti-corruption and anti-unfair competition practices

General Standard Disclosures			Reporting Sections
GRI 207: Tax 2019	207-1	Approach to tax	/
	207-2	Tax governance, control, and risk management	Anti-commercial bribery, anti-corruption, and anti-unfair competition practices
	207-3	Stakeholder engagement and management of concerns related to tax	/
	207-4	Country-by-country reporting	/
GRI 301: Materials 2016	301-1	Materials used by weight or volume	ESG Data Table and Notes
	301-2	Recycled input materials used	Circular Economy
	301-3	Reclaimed products and their packaging materials	Circular Economy
GRI 302: Energy 2016	302-1	Energy consumption within the organization	ESG Data Table and Notes
	302-2	Energy consumption outside of the organization	/
	302-3	Energy intensity	ESG Data Table and Notes
	302-4	Reduction of energy consumption	Energy Utilisation and Water Resources Utilisation
	302-5	Reductions in energy requirements of products and services	Circular Economy
GRI 303: Water Resources and Wastewater 2018	303-1	Interactions with water as a shared resource	Energy Utilisation and Water Resources Utilisation
	303-2	Management of water discharge-related impacts	Energy Utilisation and Water Resources Utilisation
	303-3	Water withdrawal	ESG Data Table and Notes
	303-4	Water discharge	Energy Utilisation and Water Resources Utilisation
	303-5	Water consumption	Energy Utilisation and Water Resources Utilisation
GRI 304: Biodiversity 2016	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	Environmental Compliance and Ecosystem and Biodiversity Protection
	304-3	Habitats protected or restored	Not Applicable

General Standard Disclosures			Reporting Sections
GRI 304: Biodiversity 2016	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	ESG Data Table and Notes
	305-2	Energy indirect (Scope 2) GHG emissions	ESG Data Table and Notes
	305-3	Other indirect (Scope 3) GHG emissions	/
	305-4	GHG emissions intensity	ESG Data Table and Notes
	305-5	Reduction of GHG emissions	/
	305-6	Emissions of ozone-depleting substances (ODS)	/
	305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	/
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Waste Treatment and Pollutant Discharge
	306-2	Management of significant waste-related impacts	Waste Treatment and Pollutant Discharge
	306-3	Waste generated	Waste Treatment and Pollutant Discharge ESG Data Table and Notes
	306-4	Waste diverted from disposal	Waste Treatment and Pollutant Discharge
	306-5	Waste directed to disposal	Waste Treatment and Pollutant Discharge
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Supply Chain Security and Equal Treatment of SMEs
	308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Security and Equal Treatment of SMEs
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	ESG Data Table and Notes
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Human Resource Development
	401-3	Parental leave	Human Resource Development
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Not applicable

General Standard Disclosures			Reporting Sections
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Employee Health and Safety
	403-2	Hazard identification, risk assessment, and incident investigation	Employee Health and Safety
	403-3	Occupational health services	Employee Health and Safety
	403-4	Worker participation, consultation and communication on occupational health and safety	Employee Health and Safety
	403-5	Worker training on occupational health and safety	Employee Health and Safety Employee Training and Development
	403-6	Promoting of worker health	Employee Health and Safety
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Safety
	403-8	Workers covered by an occupational health and safety management system	Employee Health and Safety
	403-9	Work-related injuries	ESG Data Table and Notes
	403-10	Work-related ill health	Employee Health and Safety
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	ESG Data Table and Notes
	404-2	Programs for upgrading employee skills and transition assistance programs	Employee Training and Development
	404-3	Percentage of employees receiving regular performance and career development reviews	Human Resource Development
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Human Resource Development ESG Data Table and Notes
	405-2	Ratio of basic salary and remuneration of women to men	/
GRI 406: Non-Discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Human Resource Development
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable

General Standard Disclosures			Reporting Sections
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	Not applicable
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not applicable
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	/
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessment, and development programs	Responsibility Topics Public Welfare and Charity
	413-2	Operations with significant actual and potential negative impacts on local communities	Not applicable
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Supply Chain Security and Equal Treatment of SMEs
	414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Security and Equal Treatment of SMEs
GRI 415: Public Policy 2016	415-1	Political contributions	Not applicable
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of products and services categories	Product and Service Safety and Quality
	416-2	Non-compliance incidents related to the health and safety impacts of products and services	Product and Service Safety and Quality
GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labelling	Product and Service Safety and Quality
	417-2	Incidents of non-compliance concerning the health and safety impacts of products and services	/
	417-3	Incidents of non-compliance concerning marketing communications	/
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Security, Privacy Protection, and Technology Ethics Management

Feedback Form

Dear reader,

Thank you for reading the *Shenzhen Transsion Holdings 2024 Environmental, Social and Governance (ESG) Report*. We values your feedback highly and would greatly appreciate any comments or suggestions that can help us continuously improve our report.

If you have any feedback or suggestions regarding this Report, please feel free to contact us using the following methods:

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Email: investor@transsion.com

Your information

Name:_____

Organisation:_____

Position:_____

Contact number:_____

Email address:_____

Your evaluation of this Report: (Please tick the relevant box)

Question	Excellent	Good	Average	Poor	Not Applicable
Do you think this Report highlights the key information regarding Transsion Holdings’ sustainability efforts?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you think the information and indicators disclosed in this Report are clear, accurate, and complete?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you find the content arrangement and style design of this Report easy to read?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
How would you assess Transsion Holdings’ efforts in serving customers and protecting their interests?	<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?

Do you believe there is any important information that is not reflected in this Report?

Do you have any suggestions for the Company regarding future reports?

Transssion