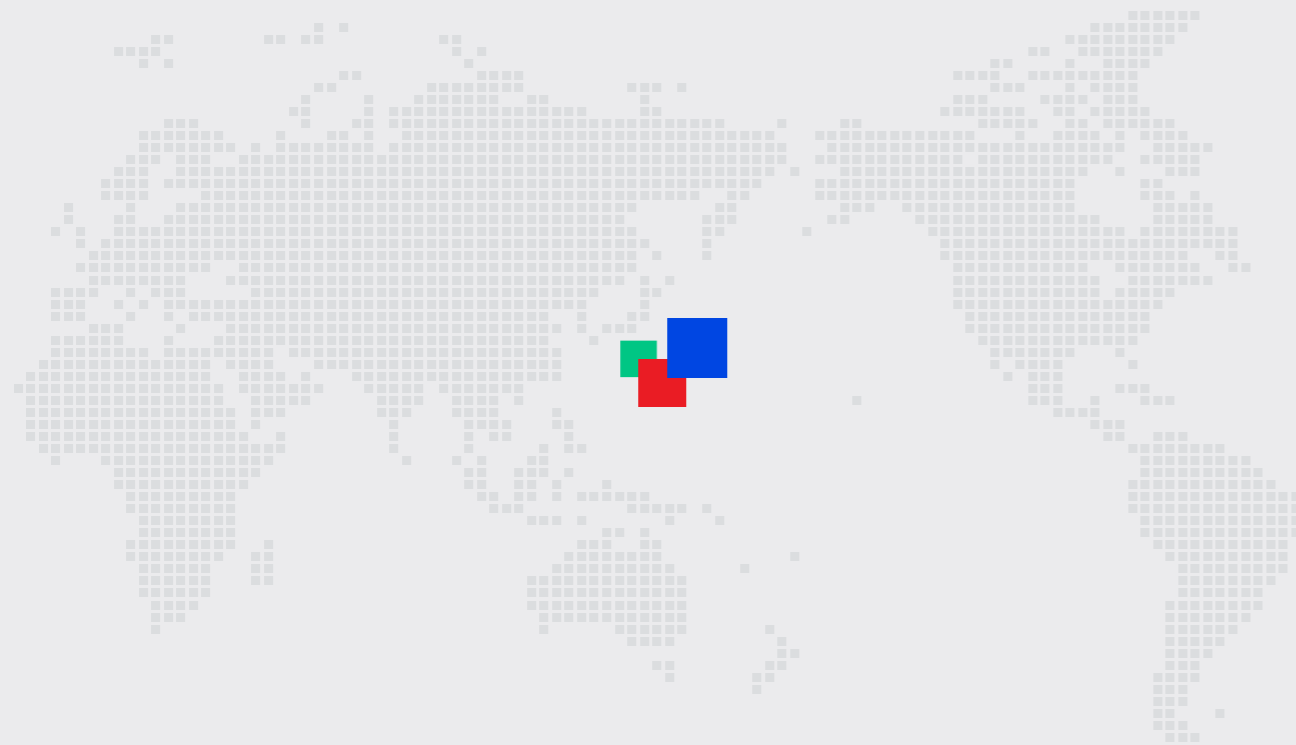


UNILUMIN 2025

ENVIRONMENT, SOCIAL AND CORPORATE GOVERNANCE (ESG) REPORT



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UNILUMIN GROUP CO., LTD.



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About This Report

This report is the 2025 Environmental, Social and Governance (ESG) Report issued by Unilumin Group. It highlights the Group's sustainable development philosophy, practices, performance and vision in ESG aspects. The Group released its inaugural ESG Report prior to this one.

Report Scope

This report covers the information and data of Unilumin and its subsidiaries for the period from January 1 to December 31, 2025 (the "Reporting Period"), with some information tracing back to 2024 or before, or extending to 2026.

Preparation Basis

This Report has been compiled by referring to the GRI Standards for Sustainability Reporting issued by the Global Sustainability Standards Board (GSSB), the Self-regulatory Guidance No.2 for Companies Listed on the Shenzhen Stock Exchange - Standardised Operation of ChiNext Listed Companies, the Code of Corporate Governance for Listed Companies, the Self-Regulatory Guidance No.3 for Companies Listed on the ChiNext Market of Shenzhen Stock Exchange - Preparation of Sustainability Report, and the Guide for Business Action on the SDGs (the United Nations Sustainable Development Goals), while combining features of Unilumin and the industry.

Statement on Data Sources

Financial data in this Report is from the 2025 Annual Report of Unilumin. In case of any differences, the Annual Report shall prevail. Other information and data mainly come from the Company's official documents and related internal statistical reports or documents. Amounts involved in this Report are denominated in RMB.

Access to the Report

It's an independent ESG report with simplified Chinese version and English for the review by readers. For online browsing or downloading of this Report, please visit the website of Unilumin (<https://en.unilumin.com>) or Shenzhen Stock Exchange. If there are any discrepancies in the content, please refer to the Chinese version.

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Message from Chairman



Time surges forward, relentless and unceasing. We have just passed the milestone of Unilumin's 20th anniversary and now stand at the threshold of 2025 — a year universally recognized by the industry as the pivotal starting point for the accelerated large-scale adoption of AI technology. Over the past year, the national "AI +" initiative has sounded a clarion call, and the vision of new productive forces has been fully realized. We have embraced AI with conviction and comprehensiveness, driving the industry towards greater efficiency, lower carbon emissions, and greater human care.

In terms of the Environment (E), we focus on AI empowerment to light the way for green energy conservation. In the display field, through self-developed technologies such as the Mont Blanc AI Image Quality Engine, we continuously reduce energy consumption while enhancing the visual experience. In the lighting field, we continue to advocate for and remain committed to advancing the global transformation of public illumination to LED. With the joint efforts of the industry, cost-effective LED streetlights can now achieve 200 lumens per watt, saving up to 70% – 80% more energy compared with traditional high-pressure sodium lamps. Over the past 20 years, Unilumin has implemented lighting replacement projects through Energy Management Contracting (EMC) in nearly 100 cities, including Wenzhou, Shenzhen, and São Paulo, Brazil.

In terms of Society (S), we advocate AI co-creation to build a collaborative and symbiotic ecosystem. Going alone is fast, but going together is far. The in-depth application of AI is inseparable from its integration with all industries. We are committed to deepening our engagement with various sectors such as sports, culture and tourism, education, and film and television, working with partners to explore scenarios and co-create solutions. We are committed to providing a one-stop solution of "hardware + software + content + AI", creating new experiences, new models, and new values together with partners, so that technological progress can benefit society and empower people.

In terms of Governance (G), we have implanted AI genes to reshape the core of operations and products. We firmly believe that AI is not a decoration, but a new engine driving enterprise evolution and product reconstruction. Internally, AI is penetrating into the supply chain, production and manufacturing, and management processes, improving decision-making efficiency and accuracy. Externally, we are redefining every screen we deliver to the world: it is no longer a one-way information carrier, but an intelligent display robot with a "brain" and "perception". By integrating self-developed vertical large models and sensing technologies, the screen can think, interact, and provide services. We have enabled display terminals to move from "being seen" to "delivering insight" and from "displaying" to "serving".

Looking to the future, Unilumin will continue to uphold the values of "Mindfulness with altruism and progress with innovation", and work hand in hand with all partners towards a smarter, friendlier, and more sustainable tomorrow.

About Unilumin

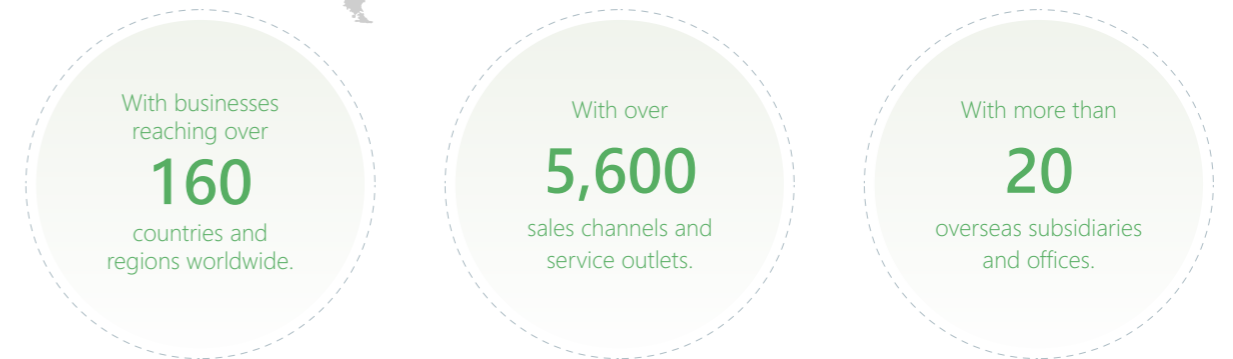
About the Company

Unilumin Co., Ltd., founded in 2004 and listed in 2011 (Stock Code: 300232), is dedicated to providing high-quality LED display and lighting solutions for global customers.

Among the first batch of national high-tech enterprises, Unilumin has consecutively won the "Manufacturing Single-item Champion" Award issued by the Ministry of Industry and Information Technology and won the "First Prize of the National Science and Technology Progress Award" in 2020.

Currently, Unilumin has over 40 wholly owned subsidiaries and affiliated companies, with more than 5,600 channel partners all over the world and forming a sales service network reaching 160 countries and regions. It also has a comprehensive system covering R&D, manufacturing, sales, and services, with independent production bases and R&D centers in mainland China, Japan, and the U.S. The LED Smart Manufacturing Base at Daya Bay, Huizhou, covers an area of 400,000 square meters and is currently the largest global LED smart manufacturing base.

Business Presence



Fuyong Headquarters in Shenzhen



Daya Bay Intelligent Manufacturing Base



Nanchang Intelligent Manufacturing Base



Pingshan ROE Base



The Zhongshan Smart Manufacturing Base

Core values of the Company

- **Vision**
 Focus on technologies and designs, and become the leader in Metasight industry
- **Mission**
 Display a glorious world and light up a happy life
- **Core values**
 Mindfulness with altruism and progress with innovation



Figures of 2025

Environmental Responsibility:

Eco-Protection & Low-Carbon Symbiosis

Low-Carbon &
Eco-Friendly
Products

- UNI-STB6 Series LED street lights: Achieve 180lm/W overall luminous efficacy, with energy savings of up to 80%.
- UMini/UMicro : Significantly reduce energy consumption and carbon emissions through efficient LED technology and intelligent energy-saving control systems. Compared to similar products, they achieve over 50% energy reduction at the same brightness level, delivering remarkable energy-saving results.
- Usurface PL1 Series: Equipped with DVPS energy-saving technology, it greatly lowers energy consumption. A 100m² display screen can save up to 36,500 kWh of electricity annually, significantly reducing energy usage.
- ULWIII MIP 0.9 : Utilizes an MIP 8K large screen with self-developed EBL+ technology, presenting delicate low-gray images and clear, bright highlights. It features a cool-to-the-touch panel design (no heat felt in front of the screen) and employs full flip-chip + common cathode driving, achieving 50% energy savings compared to conventional screens.
- Double-Sided Screen Uslim S2: An innovative product that supports dual-sided display with "different pitches, different brightness, and different content". It uses common cathode energy-saving technology, saving 34% more energy compared to traditional LED displays.

Breakthrough in
lifecycle carbon
management

- In 2025, the UTV SC Series All-in-One Machines and LEDskin Series LED Displays obtained Carbon Footprint Verification Statements. Approximately 70% of the high-end lighting product series have received Environmental Product Declaration (EPD) certification.
- In 2025, the company's photovoltaic (PV) electricity usage reached 1,945,078.10 kWh, a 27.28% increase compared to 2024.

Social Responsibility:

Creating Value with Wisdom, Thriving in Diversity

People-Oriented, Growth Together	<ul style="list-style-type: none"> In 2025, U Fund expended RMB 1.22 million, covering employee medical assistance, family emergencies, weddings, funerals, and other matters. Launched the AI-powered employee inquiry service "HR Assistant," which integrates a core HR knowledge base, enabling 24/7 online responses to HR inquiries. The average processing time per ticket is 18.78 seconds, with responses covering multiple categories of key information.
Intelligent R&D and Precision Engineering, Leading Development	<ul style="list-style-type: none"> The group has 1,081 R&D personnel, accounting for 20.26% of the total workforce. R&D investment amounted to RMB 380 million, representing 4.70% of operating revenue. In 2025, the Group's R&D and Delivery System conducted over 60 quality training sessions, achieving 100% coverage of relevant personnel. Global Service Network: The distribution network spans over 160 countries and regions, with 5,600+ sales channels and service outlets, and employs 5,000+ staff worldwide.

Intelligent Chain Collaboration, Empowering Industries	<ul style="list-style-type: none"> In 2025, the audit coverage rate for key suppliers reached 100%.
Illuminating Society, Shared Responsibility	<ul style="list-style-type: none"> In the field of education and teaching assistance: The Unilumin Foundation cumulatively donated 1.436 million RMB in 2025. In the field of rural revitalization: The Unilumin Foundation cumulatively donated RMB 1.73 million in 2025. In the fields of emergency disaster relief and health advocacy: The Unilumin Foundation cumulatively donated approximately RMB 1.11 million in 2025. In the field of care for special groups: The Unilumin Foundation cumulatively donated RMB 274,000 in 2025.

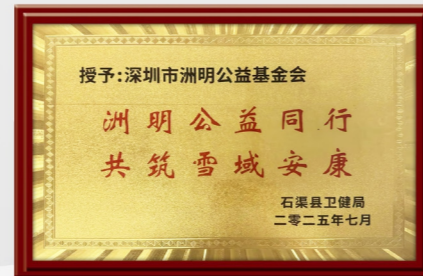
Governance Responsibility:

Integrity and Compliance for Robust Development

Sound Governance and Standardized Operations	<ul style="list-style-type: none"> This year, the company once again received the highest "A" rating for information disclosure from the Shenzhen Stock Exchange (SZSE). In 2025, the company held 6 shareholder meetings and 11 board meetings. All meeting decision-making procedures were lawful and compliant, with a 100% approval rate for decisions. A total of 218 announcement documents were disclosed throughout the year.
Property Rights Safeguard Intellectual Property and Innovation Drives Protection.	<ul style="list-style-type: none"> As of the end of 2025, the Company had a cumulative total of 3,728 granted patents and 303 software copyrights.

Honors 2025





Sustainability Management

ESG Governance framework

Unilumin continually improves and deepens its ESG governance system, while further strengthening the top-level design and systematic integration of ESG capabilities to integrate the concept of sustainable development into the company's values and operational practices. The company has established a three-tier ESG governance structure consisting of the decision-making, management, and Implementation levels. The main responsibilities of this structure and each level are as follows

Decision-making level: The Strategy and Sustainability Committee under the Board of Directors

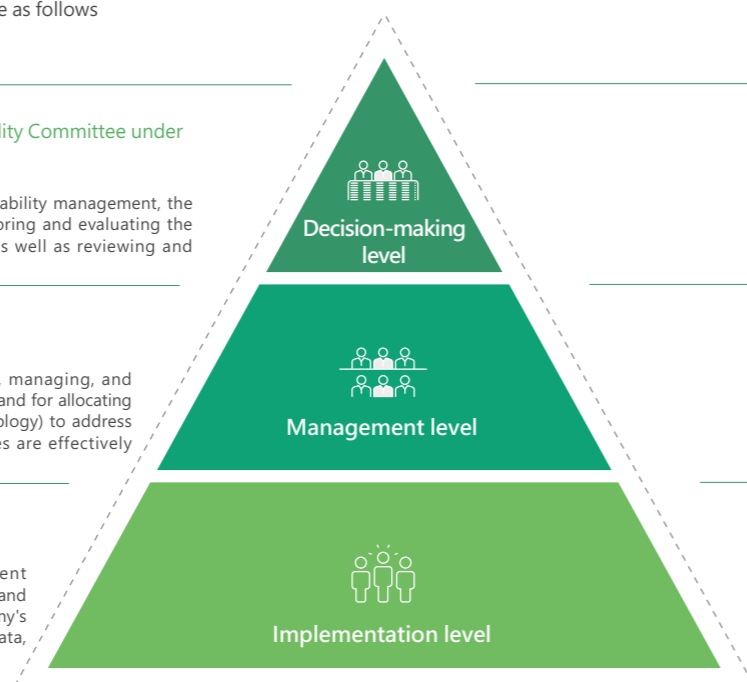
As the highest decision-making body for the Company's sustainability management, the Strategy and Sustainability Committee is responsible for monitoring and evaluating the Company's ESG performance and progress toward its goals, as well as reviewing and approving the ESG reports.

Management level: Senior management

Senior management is responsible for identifying, mitigating, managing, and monitoring sustainability-related impacts, risks, and opportunities, and for allocating the necessary costs and resources (such as personnel and technology) to address them. This ensures that the Company's sustainability initiatives are effectively implemented and adequately resourced.

Implementation level: The dedicated ESG group

The dedicated ESG group is led by the Securities Investment Department, with members selected from different departments and equipped with sufficient ESG-related knowledge and the Company's businesses. The group is responsible for statistical analysis of data, preparation of the sustainability report and other specific work.



Major Progress

- We have completed a double materiality assessment to comprehensively identify key issues with both financial and impact materiality
- We have promoted green procurement and supply chain management to ensure our partners meet environmental standards and encouraged their participation in EcoVadis rating.
- We have conducted carbon inventories for two consecutive years to systematically review energy consumption.
- We have systematically organized the ESG management framework and formulated the ESG Management Policy to strengthen the company's sustainable development governance foundation.
- We have completed the ESG report disclosure, demonstrating substantive progress and performance in environmental protection, social responsibility, and governance mechanisms.

Communication with Stakeholders

Unilumin values the expectations and concerns of its stakeholders and continuously optimizes its sustainable development management and performance accordingly. In 2025, the company followed the exchange guidelines and the GRI Standards to maintain ongoing two-way communication with 9 key stakeholder groups, including investors, employees, customers, and suppliers. Through interviews, questionnaires, and thematic seminars, the company deeply listened to feedback from all parties, responding to their expectations in the field of sustainable development through sustainability information.

Stakeholders	Way to Communicate
Governmental and regulatory agencies	<ul style="list-style-type: none"> • Regular information disclosure • Communication through meetings and forums • Participation in policy and planning research and formulation
Investors	<ul style="list-style-type: none"> • Hold shareholders' meetings • Regularly disclose operational and financial information • Have regular and daily communication with investors
Employees	<ul style="list-style-type: none"> • Conduct an employee satisfaction survey • Provide channels to collect employees' needs
Customers	<ul style="list-style-type: none"> • Formulate the quality management system and optimise the service network • Provide channels for suggestions • Conduct product satisfaction surveys
Suppliers	<ul style="list-style-type: none"> • Establish fair and transparent procurement principles and processes • Conduct regular supplier audits • Provide suppliers with regular communication and training
Distributors	<ul style="list-style-type: none"> • Expand channels for cooperation and communication • Unblock channels for feedback about products and services
Community organizations	<ul style="list-style-type: none"> • Carry out public benefit activities • Support local development
Colleges and universities, research institutions, and experts	<ul style="list-style-type: none"> • Hire them as the Company's technical consultants • Conduct joint R&D programs
Industry associations and peers	<ul style="list-style-type: none"> • Actively participate in industry association events • Ensure that the Company's products and services reach the industry standards

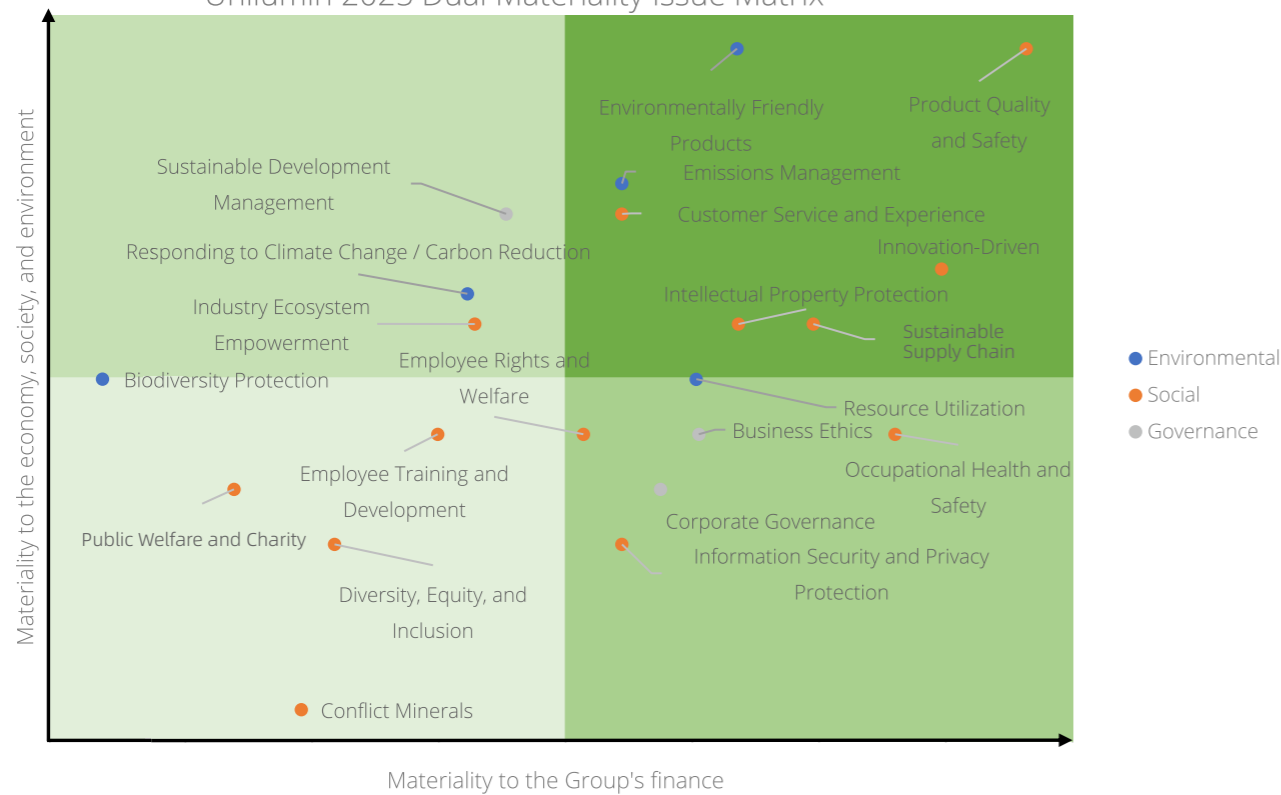


Material Issues

To systematically identify key issues highly aligned with the company's sustainable development strategy and stakeholder concerns, Unilumin conducted its first double materiality assessment in 2025. The company adopted a combination of management assessment and expert evaluation methods, integrating domestic and international ESG trends, exchange guidelines, mainstream rating standards, social hotspots, and industry practices, while referencing international frameworks such as the GRI Standards. Through this process, the company comprehensively reviewed and confirmed a list of 21 material topics covering environmental, social, and governance areas.

On this basis, the company further carried out a double materiality assessment, evaluating the topics from two dimensions: "impact on the company's financial performance" (financial materiality) and "impact on the economy, society, and environment" (impact materiality). Based on the assessment results, the company prepared the annual materiality matrix.

Unilumin 2025 Dual Materiality Issue Matrix



Double materiality topics

Product Quality and Safety, Environmentally Friendly Products, Innovation-Driven, Sustainable Supply Chain, Emissions Management, Customer Service and Experience, Intellectual Property Protection

Financial materiality topics

Occupational Health and Safety, Resource Utilization, Business Ethics, Employee Rights and Welfare, Corporate Governance, Information Security and Privacy Protection

Impact materiality topics

Sustainable Development Management, Responding to Climate Change / Carbon Reduction, Industry ecosystem empowerment

General materiality topics

Employee Training and Development, Diversity, Equity, and Inclusion, Public welfare and charity, Biodiversity Protection, Conflict Minerals



Environmental Responsibility

Eco-Protection & Low-Carbon Symbiosis

Adhering to the concept of green development, Unilumin has established a sound environmental management system and dynamically followed up on the implementation of environmental objectives. Focusing on climate change response and the improvement of environmental management capacity, the Company has steadily promoted its green transformation by optimizing energy efficiency, strictly controlling waste discharge, implementing refined water resource management, and promoting green office practices. Meanwhile, the Company has deepened the practice of circular economy, continuously improved resource utilization efficiency through resource reduction and recycling, and effectively contributed to the development of a resource-conserving and environment-friendly society.

Key issues

- Pollutant Emission and Management
- Addressing Climate Change
- Environmentally Friendly Products
- Biodiversity Conservation
- Efficient Use of Resources

Corresponding SDGs





Green Operations & Digital-Intelligent Efficiency Enhancement

Unilumin is committed to building a sound environmental management system. By the end of 2025, **Unilumin, Aplus Lighting Technology, ROE, and Tsinghua Kangli**. had all successfully obtained ISO 14001 Environmental Management System Certification.

As a benchmark enterprise in green manufacturing, the Company integrates the eco-design concept into the entire product lifecycle, formulates a medium- and long-term plan for green factories, and has been successfully included in the Green Manufacturing List of the Ministry of Industry and Information Technology and awarded the Green Manufacturing Plant certification. It has also been named a "Demonstration Enterprise for Green Design of Industrial Products (4th Batch)", setting a benchmark for the sustainable development of the industry.




Resource Use

The Company attaches great importance to energy and resource management and strictly complies with the Environmental Protection Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China and other laws and regulations. It has established a full-process energy management system covering objective management, organizational setup and responsibility implementation, and formulated internal systems including the Energy Objective Management System, Energy Management Organization System and Energy Management Responsibility System. By the end of 2025, all production bases at the Company's headquarters had obtained ISO 50001 energy management system Certification.

Energy Management Improvement

Unilumin continues to deepen the concept of green and low-carbon development, optimizes energy management at all stages, reduces energy and resource consumption, and improves energy efficiency.



High-Efficiency and Energy-Saving Equipment:

- The Company has introduced eco-friendly refrigeration equipment adopting low-energy consumption and low-emission cooling technologies. The equipment complies with international standards for environmentally friendly refrigerants and supports separate control of central air conditioning systems, facilitating more scientific energy management. It can reduce refrigeration energy consumption by approximately 30% and effectively improve the internal environment of the factory buildings.
- A PLC energy management system has been installed in the workshops, enabling intelligent control and management of lighting and air conditioning equipment. It is estimated that 670,000 kWh of electricity can be saved annually.
- The old fixed-frequency air compressors in the workshops have been replaced with energy-saving variable-frequency models, which are expected to save approximately 109,200 kWh of electricity per year.

Optimized Transportation Routes:

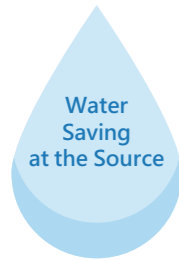
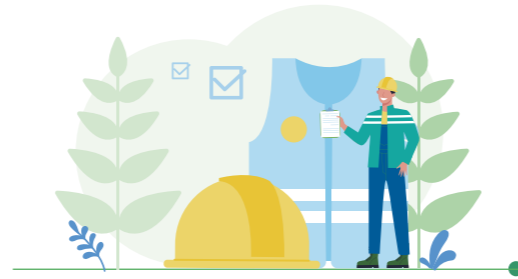
- We have optimized logistics and transportation routes, reduced mileage and fuel consumption through intelligent logistics systems, and piloted low-emission vehicles while maximizing the use of new energy vehicles for one-way deliveries. Transportation energy consumption has been significantly reduced, with carbon emissions from diesel truck deliveries reduced by approximately 85%.

In addition, the Company has actively promoted the use of clean energy through photovoltaic power generation. In 2025, the Company's photovoltaic power consumption amounted to 1,945,078.10 kWh.



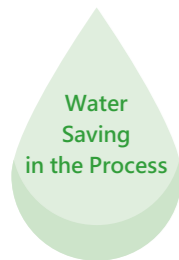
Optimized Water Resource Management

Unilumin strictly complies with the *Water Law of the People's Republic of China* and the *Regulations on the Administration of Water Withdrawal Licenses* and the *Collection of Water Resources Fees*. The Company scientifically manages water use in production and daily operations at all stages to improve water resource efficiency.



High-efficiency water-saving equipment:

The Company actively adopts water-saving faucets, water-saving toilets, low-flow showerheads and other highly efficient water-saving facilities.



Smart water meters and monitoring systems:

Smart water meters are installed in key water-use areas to monitor and record water consumption in real time. Through data analysis, the Company accurately understands the water demand of each area and formulates more reasonable water use plans.

Water-saving skills training:

Systematic water-saving training is carried out to strengthen employees' awareness and operational skills in water conservation.

Water-saving incentive mechanism:

A water-saving incentive mechanism is established to reward or recognize employees or teams with outstanding performance in water conservation.

Optimized greenery irrigation:

Large-scale greenery irrigation has been converted to trickle irrigation to reduce water consumption.



Rainwater collection and utilization system:

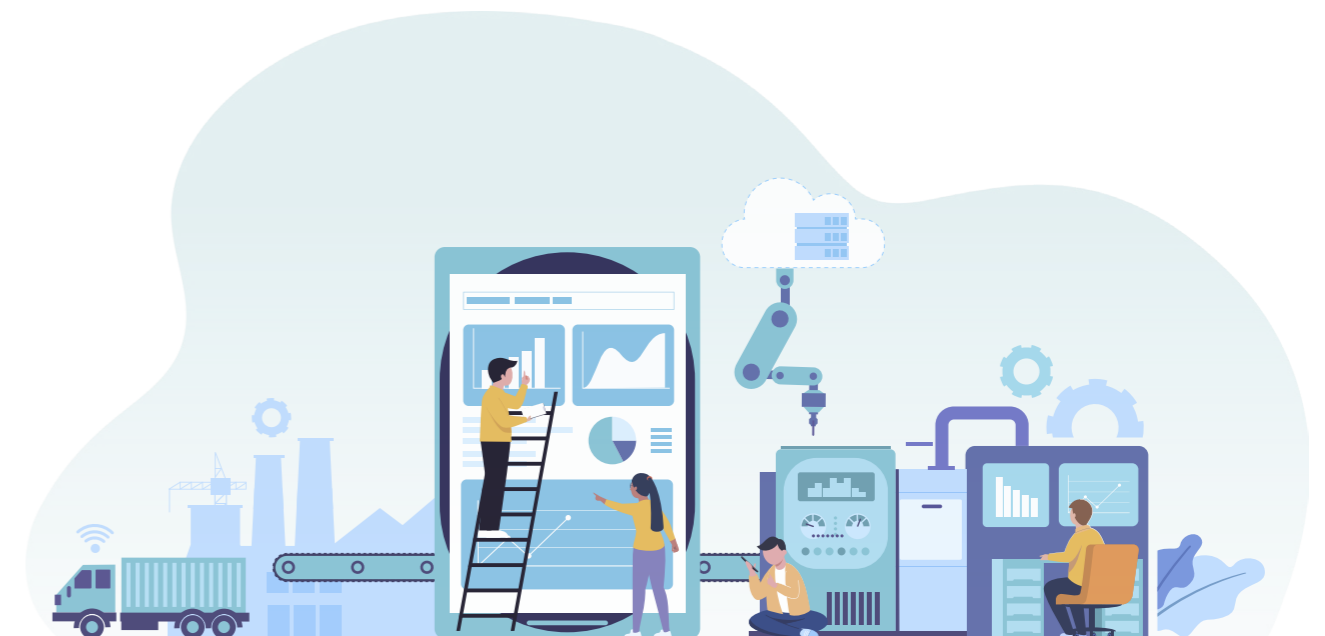
A rainwater collection system is set up, and the collected rainwater is used for non-potable purposes such as toilet flushing and cleaning.

Intelligent Empowerment for Green Products

The Company upholds the concept of green and low-carbon development. Relying on innovations in LED display technology and integrated solutions, it drives the high-quality and sustainable development of industry through a new paradigm of energy conservation and environmental protection. In 2025, Unilumin Group Co., Ltd. and its wholly-owned subsidiary Shenzhen LAMP Technology Co., Ltd. were officially authorized as the "Carbon Neutrality Commitment Demonstration Unit" by China Bidding & Tendering Network.



The Company fully implements the national "Dual Carbon Strategy" and responds to market demand for low-carbon and environmental protection. Through product lifecycle management, the Company integrates environmental impact assessment into the early stage of the Integrated Product Development (IPD) process, and has achieved remarkable breakthroughs in efficient heat dissipation, energy-saving design, lightweight materials, modular recyclable design and other fields.



Green and Environmental Protection Technologies

(1) AI Technology Integration

Based on the original low-power-consumption hardware, the Company uses AI algorithms to identify image details and turn off drive channels for dark areas, achieving nearly 30% energy efficiency optimization. Relevant products have obtained Level 1 Energy Conservation Certification, and some segmented products rank among the most energy-efficient in the industry. In addition, the Company's self-developed AI algorithms, combined with dedicated chips to build control systems, enable precise light control of displays, balancing energy conservation and image quality improvement.

(2) High Luminous Efficacy Technology

Luminous efficacy refers to the luminous flux generated per watt of power consumed. The higher the luminous efficacy of a product, the less electricity it consumes to produce the same luminous flux. Unilumin focuses on optimizing product energy consumption and efficiency, and prioritizes the development of LED display and LED lighting products with significant energy-saving features.

The Company is committed to improving the energy efficiency of LED display and lighting products, developing high-efficiency green products, and reducing energy consumption per unit luminous flux through technological innovation.

The project Key Technologies and Industrialization of High-Efficiency and Long-Life Semiconductor Lighting won the First Prize of the National Science and Technology Progress Award. It has improved the energy-saving effect of LED lighting by more than 70% compared with traditional light sources, reaching an internationally leading level.

(3) Advanced LED Technologies and Packaging Processes

The Company improves luminous efficiency and energy utilization through advanced LED technologies and packaging processes. In MiP Micro LED chip-scale packaging, the Company took the lead in breaking through mass transfer technology for Micro LED and realized substrate-free packaging of Micro LED with a size of $30\mu\text{m} \times 50\mu\text{m}$ (0202 package: $0.2\text{mm} \times 0.2\text{mm}$), which significantly improves heat dissipation and luminous efficiency compared with traditional processes. Breakthroughs in fine-pitch LED display technology have achieved higher pixel density and finer display effects while reducing energy consumption per unit area. These two technological innovations simultaneously optimize product energy efficiency and enhance low-carbon performance.

(4) Innovative Thermal Design

The Company has created innovative thermal designs for LED products. Taking the Mercury and UNI-STB6 streetlights as examples, they adopt an independent power cavity and a thermal-electric separation structure. By optimizing the thermal layout, heat dissipation efficiency is greatly improved. This design reduces operating temperature, extends product lifespan, cuts both energy consumption and carbon emissions, and strengthens the low-carbon performance of products.

(5) Multi-Scene Adaptive Design

The Company's LED displays and lighting products feature full-scenario adaptability. Through intensive design covering diversified application scenarios, the production of single-function products is reduced, achieving lower resource consumption and production-related carbon emissions.

(6) Energy-Efficient Three-in-One Driver Board Technology

Unilumin adopts high-efficiency GES device design, raising power supply efficiency from the traditional 88% to 94%. Under the same brightness, the energy saving ratio reaches 7%, saving approximately 24W per square meter. This reduces heat generation and further lowers energy consumption.

Energy-saving solutions

Intelligent energy-saving control system

Our company adopts a dual-track collaborative mode combining time-based adjustment and optical probe adjustment to achieve precise display brightness matching. The time-based adjustment is primarily based on installation environment, comprehensively considering objective conditions such as screen installation orientation, with pre-set brightness parameters for each time period to drive the screen to automatically complete brightness regulation.

The optical probe adjustment relies on the optical probe device to capture ambient light data in real time. In night mode, it automatically calibrates and outputs the optimal viewing brightness of the display screen, achieving the dual goals of energy saving and visual presentation.

Common Cathode Energy Saving Solution

The common cathode design of Unilumin LED displays reduces redundant heat dissipation through precise voltage distribution, maintaining low operating temperatures while extending LED lifespan and ensuring uniform image stability. This solution eliminates redundant cooling systems in cabinet modules, reducing material and mold costs. Currently implemented in product lines including UminiW and UMicro, the Umini W (P1.8) model demonstrates exceptional energy efficiency with a maximum single-unit power consumption of 30W – a 70% reduction from conventional 95W standards.

Low-Temperature Screen Technology Energy-saving Solution

The UMicro 0.4 series from Unilumin employs Low-Temperature Screen Technology, which utilizes low-temperature environmental design to achieve precise temperature control during high-brightness continuous operation. With a maximum power consumption of just $200\text{W}/\text{m}^2$, the product demonstrates significantly enhanced energy efficiency.

DVPS Energy-Saving Solution

The Unilumin DVPS Energy Saving Solution enhances energy conversion efficiency by optimizing the power management system and LED driver circuitry, significantly reducing energy consumption while maintaining equivalent brightness levels, demonstrating superior energy-saving performance compared to similar products. This solution has been successfully implemented in LED display products such as USK and Usurface PL1, achieving efficient energy utilization.



Integrated Environmental Solutions

The company innovatively applies the Energy Management Contract (EMC) model, integrating hardware equipment, intelligent control systems, and professional services to deliver comprehensive energy-saving solutions. Its independently developed high-efficacy LED technology achieves a luminous efficacy of 180 lm/W, representing a 125% improvement over traditional high-pressure sodium lamps. Coupled with an intelligent lighting control system, it dynamically optimizes illumination parameters based on environmental conditions and user needs. Through smart sensors and a remote management platform, the system enables precise energy consumption monitoring and optimized scheduling, significantly enhancing energy utilization efficiency while delivering higher energy performance and lower operational costs.

Through the zero-investment and zero-risk EMC operational mechanism, customers pay fees in installments based on electricity savings benefits, with equipment ownership transferred free of charge upon project completion. This year, the EMC operational model has continued to expand its coverage, being implemented in regions such as Southwest China, South China, and East China.

Low-carbon and eco-friendly products

Mercury Series LED Street Lights

This year's newly launched Mercury 3rd Generation LED street lights have achieved upgraded energy-saving and environmental performance, with an industry-leading mass production luminous efficacy of up to 210lm/W. Specifically engineered for ultra-long service life scenarios spanning 5-10 years, these products are particularly suited for Energy Management Contract (EMC) projects, enabling significant reductions in electricity consumption.

UNI-STB6 LED Street Lights Series

With a full light efficiency of 180lm/w and an energy-saving efficiency as high as 80%; equipped with a unique anti-glare design for enhanced driving safety; compatible with various intelligent control systems to achieve secondary energy savings. Widely used in large-scale municipal lighting renovation projects, and has been awarded the China Energy-saving Product Certification Certificate.

UMini/UMicro

Through efficient LED technology and intelligent energy-saving control systems, it significantly reduces energy consumption and carbon emissions. Compared to similar products, it achieves over 50% lower energy consumption at the same brightness level, demonstrating remarkable energy-saving effects.

Usurface PL1 Series

The product features DVPS energy-saving technology, significantly reducing power consumption. A 100m² display screen can achieve an annual electricity savings of 36,500 kilowatt-hours (kWh), demonstrating remarkable energy efficiency.

ULWIII MIP 0.9

Featuring a self-developed EBL+ technology-based MIP 8K large screen with refined low-gray tones and crisp high-brightness display, it offers a non-thermal front panel (cold-touch design) and employs full flip-chip technology with common cathode driving, achieving 50% energy savings compared with conventional screens.

Uslim S2 Dual-Screen Display

The product introduces an innovative solution featuring dual-sided display with customizable spacing, brightness levels, and content. Equipped with common cathode energy-saving technology, it achieves 34% energy savings compared with conventional LED displays.

Product Carbon Footprint Verification and Certification

As an industry leader in carbon footprint management, the company pioneered the first LED display carbon label certification in 2023, earning recognition as a TUV SÜD-certified carbon label holder for LED displays. It has established a comprehensive lifecycle carbon management system covering raw material sourcing, production, transportation, usage, and end-of-life disposal. Its COB products (UMini/UMicro platforms) and Mercury streetlights (UNI-STA7) had previously passed carbon labeling evaluations. In 2025, UTV SC series all-in-one units and LEDskin series displays obtained carbon footprint verification declarations. Approximately 70% of its premium lighting product lines have achieved Environmental Product Declaration (EPD).

Emission Management



Emission Management System

The Company strictly complies with relevant laws and regulations including the *Environmental Protection Law of the People's Republic of China*, *Air Pollution Prevention and Control Law of the People's Republic of China*, *Water Pollution Prevention and Control Law of the People's Republic of China*, *Solid Waste Pollution Prevention and Control Law of the People's Republic of China*, and *Hazardous Waste Transfer Management Measures*. It also implements internal systems such as the Waste Gas, Wastewater and Solid Waste Discharge Management System, Exhaust Gas Treatment Facilities Operation Management Regulations, and Hazardous Waste Management System to standardize its waste discharge management practices.

The company regularly engages qualified external firms to conduct testing, inspection, and evaluation of wastewater, exhaust gases, and noise levels. Waste materials are disposed of by qualified third-party entities, while hazardous waste is declared and approved via government platforms on a monthly basis. Strict compliance with regulatory standards for emission control ensures the continuous and effective operation of the environmental management system.

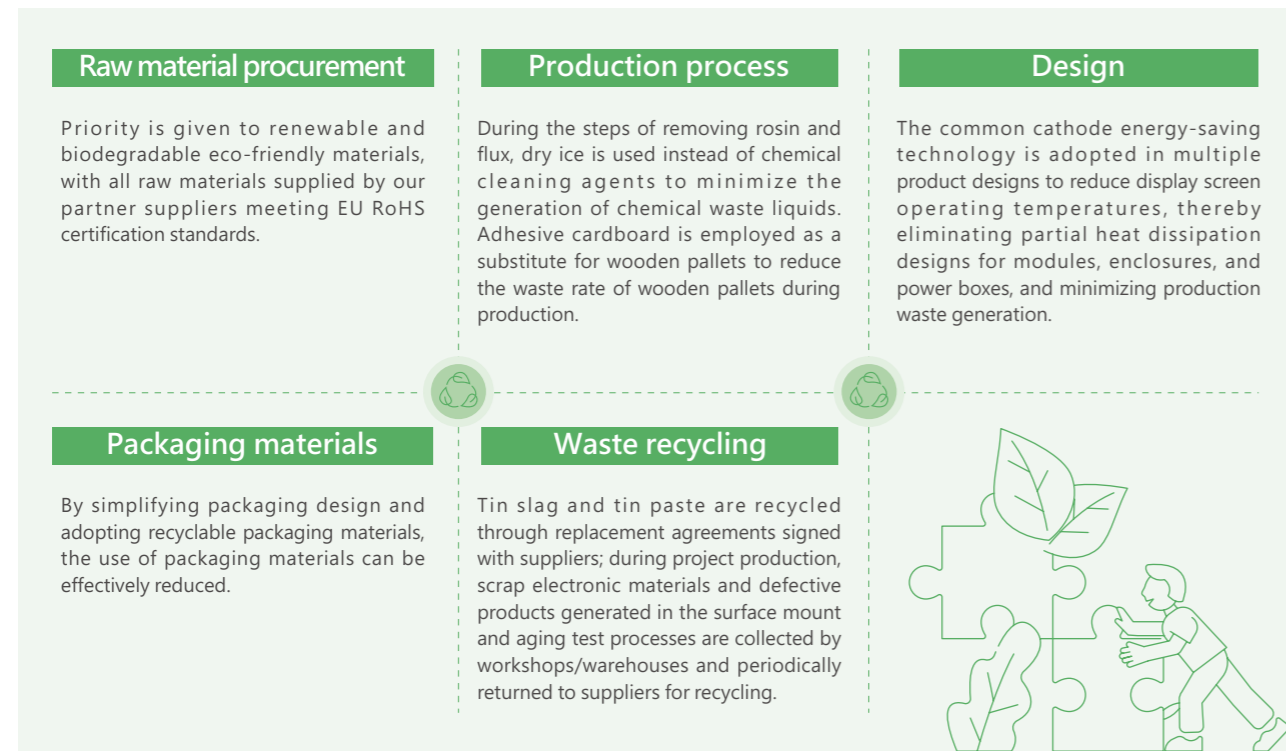
Environmental Emergency Response Plan System

In strict compliance with regulations such as the Emergency Management Measures for Sudden Environmental Incidents and the Interim Measures for Emergency Plan Management of Sudden Environmental Incidents, the company has developed a three-tier emergency response system integrating comprehensive plans, specialized contingency plans, and on-site response protocols. This framework is tailored to address environmental risks associated with exhaust emissions and hazardous waste in its production processes, ensuring full coverage of the entire lifecycle management for preventing, responding to, and resolving various types of sudden environmental incidents.

Waste Management

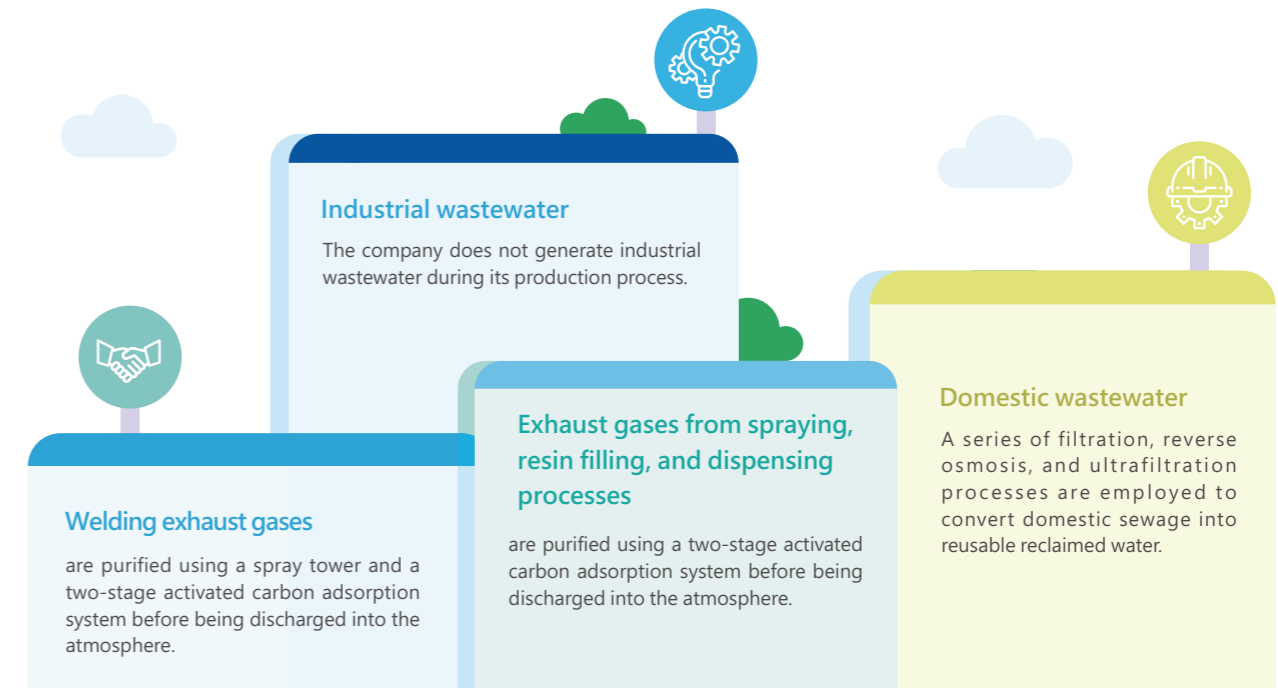
The company has established a dynamic monitoring mechanism for hazardous waste, achieving 100% traceability management from generation to disposal through dynamic monitoring records. All hazardous waste is entrusted to qualified third-party institutions for standardized treatment. For solid waste, a classification and grading management system is implemented, with proper collection, storage, and disposal conducted based on different waste types and properties.

The company implements various measures to manage waste:

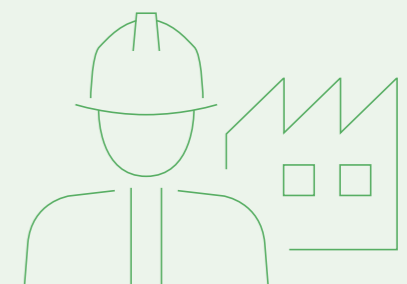


Waste Gas and Wastewater Management

The company's exhaust emissions are mainly generated during welding, spraying, potting, and dispensing processes.



In 2025, the company and its subsidiaries met all national and local environmental protection standards for waste emissions, and received no environmental penalties. Aplus Lighting Technology Co., Ltd. has achieved the goal of 100% elimination of significant industrial exhaust emissions and atmospheric pollution in all its production and operational processes. ROE Visual Technology Co., Ltd. has achieved its annual **"Zero Pollution"** target, demonstrating its commitment to green development through robust environmental practices.





Climate Response and Intelligent Risk Prevention

Unilumin fully recognizes the far-reaching impact of global climate change. The company continuously improves its management systems, advances product technology innovation, and comprehensively promotes low-carbon transformation.



Establishing an emergency management framework

To strengthen its disaster prevention, mitigation and emergency response capabilities, the Company's headquarters has established an emergency rescue team while setting up emergency command centers and supporting organizational frameworks at all its industrial parks. These structures encompass core functions including rescue operations, evacuation coordination, medical assistance, communication systems, and logistical support, staffed with dedicated technical professionals. The company has developed comprehensive flood prevention and control emergency plans, implementing regular training programs and live drills to build a closed-loop emergency management system covering "prevention-response-disposal" phases. This integrated approach ensures rapid response and efficient handling of emergencies under various scenarios.



Refining Climate Emergency Response Plans

To strengthen climate risk resilience, the company has continuously enhanced its climate adaptation emergency response system. It has formulated specialized contingency plans, such as the Emergency Plan for Typhoon and Flood Prevention and established a dynamic assessment mechanism covering climate hazards including typhoons, heavy rains, floods, prolonged heatwaves, sudden temperature drops, frost and cold waves, as well as regional water supply risks. Additionally, the company has advanced specialized emergency material reserves and regular inspections, clearly defining emergency response responsibilities across departments and positions. This has established a climate resilience management framework covering **risk identification, contingency plan activation and material support**, providing a strong guarantee for operational continuity and employee safety.

Category	Climate Risk	Impact	Mitigation Measures
Acute	Typhoon, heavy rain, flood	<ul style="list-style-type: none"> May cause water ingress in factory premises, moisture accumulation in equipment, power system failures, and even damage to critical documents and materials. Failure to promptly remove surface water accumulation could also result in safety incidents such as slips and falls. 	<ul style="list-style-type: none"> Issue timely extreme weather warnings, conduct enhanced patrols of factory areas, focusing on verifying door/window closure status and checking for drainage issues in pipelines. Implement unified management and regular maintenance of flood control equipment, and stock up on emergency supplies. Timely relocate critical items and archival documents from areas prone to rainwater erosion, and swiftly complete the clearance of surface water accumulation.
	Sudden drop in temperature	<ul style="list-style-type: none"> May lead to freezing expansion and rupture of outdoor water pipes, impairing the normal operation of the water supply system. If the roof insulation layer is aged or lacks sufficient performance, it will exacerbate indoor heat loss, increase energy consumption, reduce office comfort, and potentially cause abnormal operation or failure of electrical equipment. 	<ul style="list-style-type: none"> Monitor pipelines for signs of freeze cracking and regularly replace aging roof insulation layers.
Chronic	Prolonged high temperatures	<ul style="list-style-type: none"> Increase health risks such as heatstroke and fatigue among employees. Prolonged exposure to high temperatures may also accelerate equipment heating, increase failure rates, and elevate the load on cooling systems such as air conditioners, leading to higher energy consumption and increased operational costs 	<ul style="list-style-type: none"> Provide employees with high-temperature allowances, as well as cooling beverages and heatstroke prevention supplies such as herbal tea and mung bean soup.
	Water quality deterioration/ Unstable municipal water supply	<ul style="list-style-type: none"> May affect the safety of drinking water for employees. Lack of emergency water supply or purification capacity will affect the operation of basic living facilities such as canteens and restrooms. 	<ul style="list-style-type: none"> Conduct strict water quality testing and implement professional drinking water purification treatment.

Climate Change Opportunities

The company proactively leverages industrial opportunities arising from climate change, focusing on energy conservation and extreme environmental adaptation technologies. It has developed a range of streetlights and LED display products featuring wind resistance, heat tolerance, and corrosion resistance, ensuring efficient and stable operation even under harsh weather conditions. Core technological capabilities include:

Corrosion-resistant coating technology

Compatible with harsh corrosive environments such as high-salt fog, ensuring long-term stable operation of products. A 5-year warranty plan is provided concurrently to comprehensively guarantee operational reliability.

Typhoon-resistant technical solution

Based on optimized structural design and stability technology, the platform scheme can theoretically withstand typhoons up to Category 17 and effectively address extreme wind load challenges.

Solid-state power supply technical solution

Demonstrates exceptional low-temperature adaptability, maintaining stable power supply and operational performance even in extreme low-temperature environments of -40°C, meeting the requirements for use in severely cold regions.

Technical solution for fog penetration in rainy seasons

Focus visible light on road markings to reduce light scattering losses caused by water vapor and particulate matter in rain and fog, thereby enhancing local road illumination under rainfall conditions.

Technical solution for red crosswalks

Utilizing a highly penetrative red light source with a specific wavelength, the light is precisely projected onto critical areas of the road surface to form a marking band, enhancing road boundaries and warning signals.

Moving forward, the company will continue to empower clients in addressing climate change through product innovation, with key focuses on enhancing electro-optical conversion efficiency, adopting lightweight structural designs, and consistently integrating eco-friendly sustainable materials. These efforts aim to deliver more competitive solutions for global clients tackling climate change challenges.



Protect Ecology and Coexist in Harmony

Based on its focus on light pollution and nocturnal ecological protection, the Company conducts R&D of lighting products with Dark Sky Preservation as one of its key design principles. Dark Sky Preservation-certified products achieve precise light control through the collaborative design of lamp structure and optical lenses, significantly reducing upward and spill light to ensure that light is focused only on areas of actual demand. Lighting adopts a low color temperature scheme below 3000K, effectively reducing light pollution caused by blue light scattering, and earnestly safeguarding the stability of nocturnal ecosystems such as insect survival and bird migration.

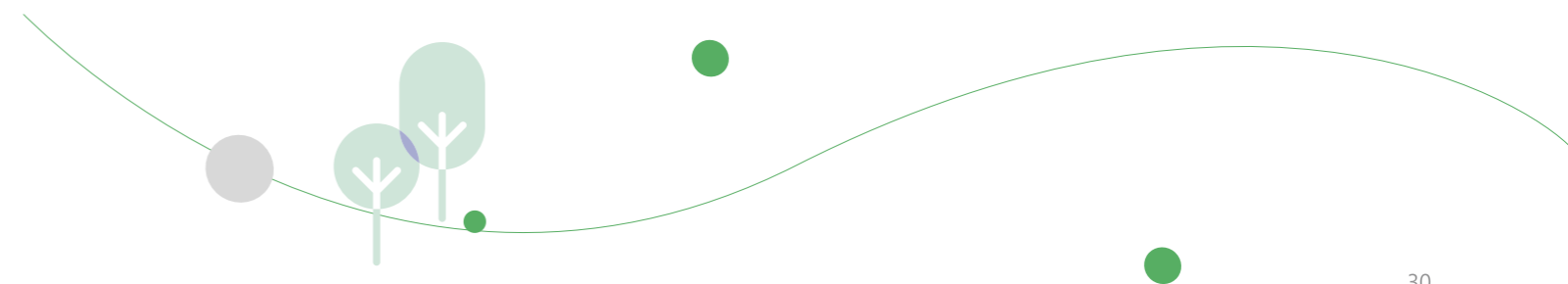
Unilumin's Dark Sky Preservation-certified products now cover more than half of its high-end streetlight series, which are mainly sold to regions with clear requirements for light pollution control and nocturnal ecological protection, such as Europe and South America.



While turning technological products into eco-friendly infrastructure, we have also actively expanded the boundaries of corporate responsibility by focusing on and participating in local biodiversity conservation initiatives.

Shenzhen Ancient Tree Adoption Charity Initiative

In 2025, Unilumin actively participated in the "45+ Carbon Pathfinders" Shenzhen Ancient Tree Adoption Campaign. As one of the first corporate representatives, the Company adopted ancient trees and was awarded a certification plaque by the Shenzhen Charity Federation.



Social Responsibility

Creating Value with Wisdom, Thriving in Diversity

Unilumin consistently upholds a philosophy of social responsibility, deeply integrating it into all aspects of its business operations. The company fulfills its social responsibilities across multiple dimensions, including improving product and service quality, building a responsible supply chain, protecting employee rights and interests, and implementing rural revitalization initiatives. By strengthening employee care and career development mechanisms, continuously reinforcing product quality and customer service, establishing a green and compliant responsible supply chain, and advancing social value initiatives such as rural revitalization, Unilumin effectively transforms social responsibility into an internal driver of corporate growth. While achieving its own high-quality development, the company continuously creates social value, promotes the symbiosis and shared prosperity of the enterprise, society, and environment, and contributes to sustainable social development.

Key issues

- Optoelectronic Display Ecosystem Empowerment
- Business Ethics
- Intellectual Property Protection
- R&D and Innovation
- Product Quality and Safety
- Customer Service and Experience
- Information Security and Privacy Protection
- Conflict Minerals
- Employee Employment Management
- Employee Rights and Benefits
- Diversity, Equity, and Inclusion
- Employee Training and Development
- Occupational Health and Safety
- Support for Rural Revitalization
- Public welfare and charity



People-Oriented, Growth Together

Employee Rights and Benefits

Unilumin strictly abides by the *Labor Law of the People's Republic of China*, *Labor Contract Law of the People's Republic of China*, *Law of the People's Republic of China on the Protection of Minors*, *Law of the People's Republic of China on the Protection of Women's Rights and Interests*, *Law of the People's Republic of China on the Protection of Persons with Disabilities* and other applicable laws and regulations. The Company has put in place a comprehensive human resource management system, maintains a zero-tolerance policy towards child labor and forced labor in any form, and safeguards the legitimate rights and interests of all employees. For recruitment and onboarding, the Company enforces a stringent age verification process: it inspects the original identity card prior to onboarding and cross-verifies age via the public security integrated ID recognition system. No individual under the age of 18 will be recruited or employed under any circumstances.

Employee Communication

Unilumin has established a multi-channel communication system based on the WeCom Service Account and related applications and established a sound diversified communication guarantee mechanism to ensure efficient transmission and timely response to employee appeals and demands.

- The Company regularly hosts symposiums chaired by the Chairman, building a face-to-face communication and Q&A bridge between senior management and frontline employees.
- A company-wide CEO Direct Mailbox is available to ensure grassroots opinions reach the management layer directly. The "Unilumin Voice" platform has been launched to provide employees with an open channel for free expression and feedback submission.
- A dedicated mailbox for performance appeals is set up, and the Human Resources Service Account is operated to cover various appeals related to employees' career development.
- The intelligent AI employee inquiry service "HR Assistant" has been launched, integrating a core HR knowledge base to enable 7/24 online responses to HR inquiries. The average processing time for a single ticket is 18.78 seconds, with replies covering multiple categories of core information.

Each communication channel has a clear responsible entity, operated by dedicated staff from corresponding departments including the CEO's Secretariat and Corporate Culture. The Company collaborates with all business departments to follow up on the implementation and feedback of employee appeals, forming a closed-loop communication mechanism featured by unobstructed channels, clear responsibilities and timely responses.



Compensation, Benefits and Incentive System

Unilumin has established a robust internal institutional framework, including the *Individual Performance Management System* and *Employee Attendance and Leave Management Measures*, covering such core areas as performance management, attendance tracking, probation and regularization, as well as rewards and penalties. This system clearly defines employees' entitlements to fair recruitment, regulated working hours and leave, and competitive compensation and benefits, while standardizing internal management procedures. The Company regularly reviews its governance structure via internal and external audits to ensure full implementation and dynamic optimization of its policies and protocols.

Compensation Management

The Company strictly complies with applicable laws and regulations, enrolling employees in statutory social insurance and housing fund schemes upon onboarding, and disbursing salaries accurately and on schedule. Grounded in its business objectives, and integrating its technology-driven innovation positioning and operating performance, Unilumin has formulated a tiered compensation structure consisting of "base salary + performance bonuses + long-term development incentives".

Employee Incentives

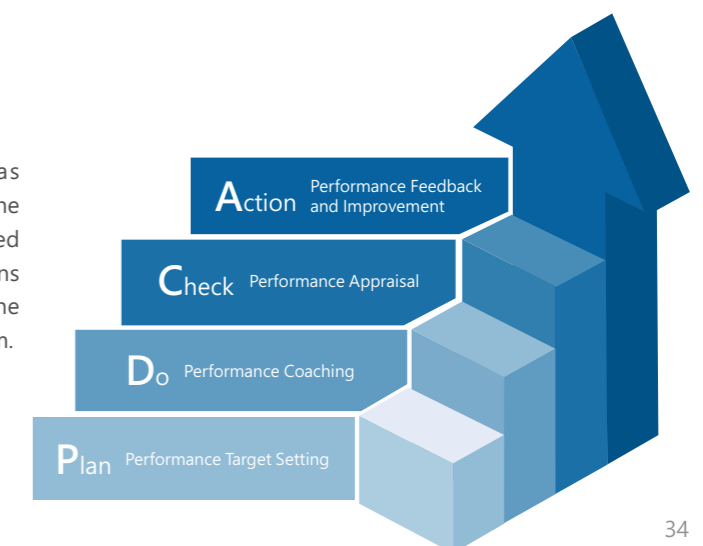
During the reporting year, the Company rolled out a diversified set of incentive initiatives, including the Phase II Business Partner Shareholding Plan, Employee Stock Ownership Plan and Restricted Stock Incentive Plan, covering middle and senior management personnel, core technical talents and key business backbones. Through target stock purchases and restricted stock grants, the Company aligns employees' interests with corporate growth, enables shared achievement of development outcomes, and retains high-caliber core talent for mutual growth.

On April 18, 2025, the Board of Directors approved the *Proposal on Granting Reserved Restricted Stocks to Incentive Participants of the 2024 Restricted Stock Incentive Plan*, with a total of 2,072,000 restricted shares issued to 19 incentive recipients. On November 28, 2025, the Company completed the stock purchase under the Phase II Business Partner Shareholding Plan, acquiring an aggregate of 14,273,400 shares, representing 1.31% of the total issued share capital.

Performance Evaluation

The Company has implemented a PDCA closed-loop performance management system, conducting differentiated periodic assessments via the Personal Business Commitment framework across four dimensions including business objectives and key initiatives. Complementary mechanisms are in place: one-on-one performance review and feedback sessions, a dedicated performance appeal mailbox for seamless grievance redress, and targeted performance management certification training for managerial staff, all to ensure fairness and impartiality in evaluations and elevate employee engagement.

In 2025, performance management certification was delivered to more than **400** management cadres across the Group, achieving a **99%** pass rate. All managers are required to assume their roles with certification, which strengthens their performance governance capabilities and sustains the effective operation of the performance management system.



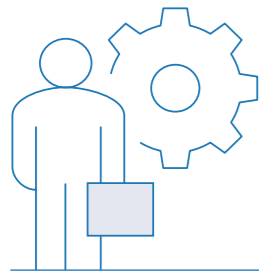
Employee Care

Unilumin places strong emphasis on employee well-being and has established robust trade union and mutual support mechanisms across its three core industrial parks. In close cooperation with the trade unions, the Company regularly organizes a wide range of cultural and recreational activities to enhance employee experience and foster a strong sense of belonging.

The Company offers benefits beyond statutory requirements to support its workforce. For the past five years, it has provided two additional paid leave days during the Spring Festival holiday. Employees with 5 to 9 years of service are also granted extra annual leave based on their tenure, offering tailored care for different seniority groups. In the first quarter of 2025, the Company carried out focused communication and interpretation sessions in all departments based on the previous year's organizational climate survey, and provided targeted recommendations and support to further improve the workplace environment.

To strengthen our employee care and support system, Unilumin has set up the Unilumin Care U Fund, which serves as a dedicated mutual assistance platform. The Company also maintains caring and respectful offboarding practices, including exit interviews, farewell videos, and a rehire channel for high-performing former employees, helping to sustain positive and stable labor relations.

In 2025, the Unilumin Care U Fund allocated a total of RMB 1.22 million to support employees facing medical hardships, family emergencies, weddings, funerals, and other significant life events. These initiatives continuously improve employee well-being and demonstrate the Company's ongoing commitment to social responsibility and sustainable care for its people.



In 2025, Unilumin conducted an employee satisfaction survey involving over 200 participants. The survey focused on five core dimensions: institutional system and regulatory development, workplace safety and environment, compensation, benefits and rights protection, internal communication and coordination, as well as labor relations and workplace atmosphere.

The overall employee satisfaction score reached 3.94 out of 5.

Moving forward, Unilumin will continue to prioritize employee feedback and professional work experience, and further optimize management processes and policy implementation.

Health & Wellness Care

Lactation Rooms

Company-wide Annual Physical Examinations

Cultural & Sports Activities

Unilumin Basketball League

Annual Mountain Climbing Event

Themed Events

Children's Day Family Day

ROE Halloween Event

Daily Employee Benefits

Afternoon Tea

Employee Birthday Celebrations

ROE "Fun Olympics"

In November 2025, ROE held a "Fun Olympics" to boost team cohesion. A total of 25 teams from various business centers competed in group events including tug-of-war and giant volleyball challenges, while employees also showcased their talents in individual events such as arm wrestling and gobang. This activity further strengthened teamwork and bonding among staff.



"Climb for Dreams, Unite for Long-Term Growth" Team Building Trip



In July 2025, the Group's leadership and the management team of Unilumin Kangli launched a diversified team building activity. The event integrated outdoor challenges, fun competitions, cultural immersion and vision-sharing sessions, which deeply inspired employees and fostered a stronger sense of mission and belonging.



Teacher's Day Celebration



Film Screening: Born to Fly

Diversity, Equity and Inclusion

Upholding regulatory compliance as a strict compliance baseline and embracing a steadfast philosophy of diversity, equity and inclusion, Unilumin strictly adheres to a full suite of applicable laws and regulations, including the *Civil Code of the People's Republic of China*, *Personal Information Protection Law of the People's Republic of China* and *Company Law of the People's Republic of China*. Backed by internal policies such as the *Unilumin Position and Rank Management Measures*, the Company ensures that all employees have access to equal and impartial career development opportunities, with zero tolerance for any form of discrimination, including but not limited to race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religion, political affiliation, or marital status.

The Company actively promotes workforce diversity by proactively recruiting employees from ethnic minority groups, foreign nationalities, as well as Hong Kong, Macao and Taiwan regions. At present, one employee with a disability serves in a key role within the Group.

As of the end of 2025, the Group employed a total workforce of 5,336 people. Women accounted for approximately 33.17% of the total headcount, reflecting a healthy gender balance across the organization. Meanwhile, young talents under the age of 30 made up approximately 31.67% of the workforce, forging a premium talent structure characterized by "seasoned middle management leadership paired with youthful innovative vitality".



The group employed a total workforce of **5,336** people

Women accounted for approximately **33.17%** of the total headcount

Young talents under the age of 30 made up **31.67%** of the workforce

Employee Training and Development

Unilumin has built a comprehensive employee training system, underpinned by a core set of internal policies including the *Unilumin Training Management Regulations, Internal Lecturer Management Measures and External Training Management Measures*. These policies cover the full lifecycle of training operations, from organization and lecturer management to external training oversight.

The Company has established a talent development system featuring a three-tier training management model and the Six-Navigation Development Program. Guided by the Unilumin Training Management Regulations, it has formed a three-dimensional governance structure: Unilumin Academy oversees Group-wide training initiatives, departmental teams implement tailored plans, and the Channel Management Department manages training for authorized partners.

Under the innovative Six-Navigation Development Program, comprising Pilot, Voyage, Pivot/Continuity, Launch and Guidance tracks, the Company delivers targeted courses including executive lectures, management cadres training camps and professional competency workshops. These programs cover three core dimensions: leadership, professional expertise and general competencies. Combined with mentorship schemes, on-the-job training (OJT) and job rotation systems, the Company precisely addresses training needs at every stage of employees' career development, aligning individual capabilities with job requirements efficiently.

Category	Development Track	Core Program	Target Audience	Core Content & Objectives
Leadership	Pilot	Mini MBA – Senior Executive Training Camp	Middle & Senior Management	Delivers six thematic training workshops to enhance holistic decision-making, organizational development and ecosystem cultivation capabilities. Cultivates business leaders accountable for operational results, supporting the implementation of the Group's medium- to long-term strategy.
	Voyage	Project Management Practical Training & Warfare Camp	Managers & Core Backbone Employees	Provides project management enablement and certification, improving project operational efficiency and success rate.
		Performance Management Enablement Training	Management Cadres	Conducts performance management certification training to elevate the performance management capabilities of cadres.
Professional Competence	Pivot/Continuity	Sales Elite Strategic Sales Training & Warfare Camp	International & Domestic Key Account Sales, Industry Sales & Core Backbone Employees	Delivers three-dimensional enablement through strategic sales courses, one-on-one order coaching and customized order review templates, enhancing large-order analysis, operational capabilities and management standardization.
		Consultant-Style Sales/ Foundation Training Camp	Frontline Sales Personnel	Leverages the ASK (Attitude-Skill-Knowledge) model to strengthen comprehensive capabilities, knowledge building and sales techniques. Supports multi-dimensional assessment to drive "theory-practice-implementation" transformation, elevating service standardization.
	Utalk Expert Lecture Hall	All Employees	Invites R&D and delivery experts to deliver lectures, conduct technical exchanges, deepen professional knowledge and foster an internal learning culture.	
General Competence	Launch	External Hire Onboarding Training	New External Hires	Facilitates new employee integration, solidifies job competency foundations, and cultivates "Three-Competent Unilumin Talents."
		2025 Campus Recruitment Development Program	New Campus Hires	Adopts a five-dimensional model: military-style expansion + intensive curriculum + job rotation + mentorship + project practice, nurturing campus recruits into reserve talents for technical and management roles.
	Guidance	Momentum-Building Training & Warfare Camp	Agent Sales Personnel	Strengthens product sales capabilities and empowers channel sales teams.
Insight-Driven CEO Program		Agent Business Owners	Expands management cognition and perspective, driving practical problem-solving through "listening to frontline voices."	

The Company provides support for academic programs and skill certification in accordance with the *Unilumin Technology External Training Management Measures*. During the reporting period, a total of 29 employees were sponsored to pursue academic advancement, skill development, and professional certification, with reimbursement amounting to 80,185.23 RMB, effectively supporting employees' capability enhancement and career development.



Voyage Track: Project Management Training Camp

Developed in collaboration with senior lecturer Mr. Xiang Zheng, the Company launched the Project Management Training Camp in a format of "2-day in-person training plus 1-day case coaching". Targeted at management cadres with demand for project management tools, the program covered 185 cadres and core backbone employees. It aims to cultivate systematic and strategic thinking, standardize work processes, and help improve work efficiency and project success rates.



Continuity Track: Sales Elite Strategic Sales Training & Warfare Camp

Partnering with Mr. Cui Jianzhong, the founder of the "Value-Based Selling" methodology, the Company designed the Strategic Selling training program and rolled out the Sales Elite Strategic Sales Training & Warfare Camp. Grounded in the "Value-Based Selling" methodology, the program adopted a three-dimensional empowerment model: "3-day training & warfare/strategic sales courses/one-on-one order coaching/customized exclusive order review templates".

Targeted at international & domestic key account sales, industry sales, and core sales backbone personnel, the program covered over 60 participants. It effectively helped participants establish a systematic sales methodology and holistic order analysis mindset, achieving precise integration of sales theory and practical application.



Campus Recruitment: Cultivating Future Talent Pipeline

In April–May 2025, Unilumin Kangli, adhering to the philosophy of diverse talent acquisition and inclusive development, carried out campus recruitment at Shandong Jianzhu University and Shandong University of Finance and Economics.

Focused on identifying potential management trainees, the Company opened its doors to talents across a wide range of disciplines. The events attracted over 200 in-person inquiries and received more than 120 resumes. Led personally by the President, the recruitment campaign integrated information sessions and practical training to deliver on the "equal emphasis on talent attraction and development" strategy. A formal cooperation framework was signed with the universities, injecting fresh talent into the enterprise and fueling innovative business growth.



Occupational Health and Safety

Unilumin strictly abides by the *Work Safety Law of the People's Republic of China*, *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases*, *Fire Protection Law of the People's Republic of China* and other relevant laws and regulations. The Company has formulated a series of occupational health and safety (OHS) management systems, including the *Occupational Disease Prevention and Control Responsibility System*, *Management System for Individual Protective Equipment Against Occupational Hazards*, and *Management System for Monitoring and Evaluation of Occupational Hazards*, committing itself to building a safe working environment and providing comprehensive occupational health protection for all employees.

The Company has established an Occupational Health and Safety Management Committee to oversee OHS-related affairs. In line with national regulatory requirements and its actual operations, Unilumin has set clear occupational health and safety management objectives, and steadily elevated its safety management capabilities through scientific planning and continuous improvement.

Backed by the *Occupational Health and Safety Operation Control Management Procedures and Compliance Evaluation Management Procedures*, the Company has established a standardized governance and review mechanism. All controlled policies and procedures are subject to compliance review by the Legal and Risk Control Department, ensuring the compliant and efficient implementation of occupational health and safety management.

The Company provides a comprehensive physical examination for all employees on an annual basis. The examination covers routine checkups as well as targeted items tailored to employees' age, gender and job nature. The Company cooperates with professional institutions to ensure orderly delivery of the examinations and offers report interpretation services, enabling early detection and intervention of health risks, which safeguards both employee well-being and stable business operations.

Beyond physical health, the Company also attaches great importance to mental health care and counseling for employees. Unilumin cooperates with external professional institutions to provide free offline psychological counseling services for all employees of the Group's core brand. Employees may register voluntarily, and sessions are held on a rotating basis each P22month at the Fuyong Headquarters and Daya Bay Park.

In 2025, the Company organized a total of 5 psychological counseling activities, delivering professional support for employees' mental health.





Intelligent R&D and Precision Engineering, Leading Development

R&D and Innovation

The company adheres to an innovation-driven development strategy, supporting sustainable growth through the research and development of new technologies and products. We have established a three-tiered R&D system comprising the Central Research Institute, product line R&D, and business units. This structure continuously drives product innovation, promotes corporate transformation through innovative practices, and injects strong momentum into high-quality development.

R&D Process	R&D Quality Assurance	R&D Personnel and Investment
We have built an end-to-end Integrated Product Development (IPD) system that is "customer-centric and demand-oriented." Through IPD, we achieve top-level design and resource sharing of processes, organizational structures, and decision-making mechanisms. This promotes the integration of front-end and back-end resources, thereby enhancing overall R&D and operational efficiency.	An independent "Quality and Test Center" has been established to build a quality assurance system covering the entire product lifecycle. This center is responsible for test strategy formulation, the construction of automated testing platforms, and performance and security testing, providing comprehensive technical support and quality empowerment to all R&D business lines.	The company deeply understands that technological R&D is fundamental to its survival and growth. In building our R&D team, we adhere to the principles of specialization and multi-level configuration, establishing a team that encompasses technical expertise, product quality assurance, and project management.

Highlight

Group R&D personnel	Accounting for	R&D investment RMB	Accounting for
1,081 people	20.26%	380 million	4.70%
	of the total group employees		of the operating revenue

Core R&D Breakthroughs

The company continuously focuses on key areas such as display system security protection, distributed control, smart meetings, and digital exhibitions. Through independent R&D and technological integration, we drive product iteration and solution upgrades.

◎ Public Display Content Security Protection System

The company has built a full-link security protection system covering hardware, software, and platforms. This enhances the capability to detect and block violations in images and text, improves management efficiency in multi-screen scenarios, and achieves autonomous control over key technologies along with cost optimization.

◎ Distributed Cloud-Screen Integration Technology

The company has successfully developed a highly integrated distributed cloud-screen product that integrates sending cards, receiving cards, power supplies, video processing, and distributed functions into one unit. This significantly simplifies system architecture and cabling complexity, enabling an ultra-simple deployment model described as "connecting the world with a single network cable."

◎ Smart Meeting Ecosystem Integration

For the first time, the company has integrated large displays with the Internet of Things (IoT) ecosystem. By accessing the Tuya ecosystem, a lightweight intelligent control solution has been achieved without traditional wiring, enhancing the convenience of meeting space management and the interactive experience.

◎ Unified Digital Exhibition Control Platform

The company completed the development of the 'Optoelectronic Display Magic Pen' product, achieving full integration with the optoelectronic display platform.

◎ Breakthroughs in Materials and Driver Technology

The company has achieved multiple industry firsts in basic materials and core driver technology:

- Developed COB flame-retardant material technology, achieving BS476 Class 2 standard, successfully applied in scenarios with high safety standards such as subways;
- Achieved high-efficiency display driving power supply through GES chip technology, with conversion efficiency exceeding 94%;
- Pioneered Tcon driving technology, realizing a "single-cable" connection solution for large screens, significantly enhancing installation convenience and system reliability.

Uslim S2 Double-Sided Screen



The Unilumin Uslim S2 double-sided screen is a display solution specifically designed for core scenarios in transportation hubs. Through structural optimization and energy management technology, this product achieves safe, reliable, and lightweight energy-saving operation while ensuring long-term stable performance.



Case Study: U-Natural Texture Screen



The Lingyin Series U-Natural Textured Screen is a novel LED "decorative material" developed by Unilumin based on its self-developed micro-nano optics and material technology. It functions not only as a high-definition display for precise information delivery but also presents natural decorative textures such as wood grain or stone patterns when turned off, effectively addressing the visual intrusion of traditional screens. In an era where aesthetics drive productivity, U-Natural embraces the design philosophy of "On for content, off for art," allowing technological products to seamlessly integrate into spatial environments. It meets practical needs for information display while also serving as an aesthetic



Case Study: Holographic Transparent Screen (Double-Sided)



Based on MIP technology, the holographic transparent screen is only 2mm thick with a transparency rate exceeding 90%. Images appear to float in the air, completely breaking free from the frame constraints of traditional screens. Whether in city sightseeing centers, art spaces, or commercial window displays, it can instantly transform into a "new urban landmark and a must-visit Instagrammable spot." During the 15th National Games, Unilumin created a 2,500m² holographic transparent screen at the Shenzhen Bay Sports Center, which has become the world's largest project of its kind, illuminating the city's night sky with the light of technology.



LED Advertising Lightbox Early Warning and Sensing Management Platform



The company has overcome the industry technical bottleneck of "low power consumption + long-distance interconnection" in the digital signage field. Addressing issues such as high power consumption of traditional equipment, unstable IoT connectivity, and limited scenario adaptability, an intelligent signage IoT management platform based on "LoRaWAN + edge computing" was constructed. This achieves breakthroughs in four core technologies: multi-protocol compatibility, low-power endurance, remote precise control, and product safety early warning.

Industry-Academia-Research Collaboration

Leveraging the joint research institute for a foundational model of fine traditional Chinese culture as a core driver, we deepen industry-academia-research collaborative innovation. In partnership with universities such as Zhejiang University, we integrate academic research resources with industrial application experience to transform the essence of fine traditional Chinese culture into computable and displayable digital assets, overcoming key challenges in integrating cultural digitalization with optoelectronic display technology. Simultaneously, we implement a dual-mentor system involving "industry mentors + academic mentors," and jointly establish internship bases and research centers with universities like the Fuyao University of Science and Technology. This approach cultivates job-ready talent specifically for the optoelectronic display industry, continuously providing both technological and human resources to drive the ecosystem forward.

Product Quality and Safety

Product Quality and Safety Management System

The company strictly complies with laws and regulations such as the *Product Quality Law of the People's Republic of China*, the *Regulations on Compulsory Product Certification Management*, and the national standard GB7000 series for lighting fixtures. We have established internal systems including the "Corrective and Preventive Action Control Procedures", "Routine Inspection and Verification Inspection Control Procedures", and "Periodic Inspection Control Procedures for Key Components and Materials". This forms a comprehensive quality and safety management system covering the entire chain of "supplier management - incoming inspection - production process - finished product inspection - after-sales customer complaints", ensuring the effective management of product quality and safety, providing both technological and human resources to drive the ecosystem forward.

Management Structure with Clear Responsibilities

The company has established a three-tier quality management structure consisting of "Product Strategy Decision-Making - Professional Execution - Expert Audit", forming a closed-loop management system of "top-level decision-making - mid-level execution - back-end supervision". This ensures efficient coordination between product strategy and quality execution:



Highest Decision-Making Level

IPMT (Integrated Portfolio Management Team), composed of the company's Chairman, board members, and heads of R&D, product lines, and sales. It is responsible for decisions regarding product planning, product portfolio competitiveness, product business benefits, and the operation of product development teams, while also providing corresponding resource support.



Implementation Level

Under the Quality Center, there are departments including System Management, Incoming Inspection, Supplier Quality, Quality Assurance (comprising R&D Quality, Process Quality, Outgoing Quality), and Customer Service Quality, implementing quality management throughout the entire process.



Supervision Level

A part-time expert team is established within the R&D Interactive System to conduct regular audits, identify risks through quality data analysis, and formulate improvement measures.

Whole-Life-Cycle Quality Control

The company has obtained ISO 9001 Quality Management System certification covering the entire group, and has established a whole-life-cycle quality control system encompassing quality policy, responsibility management, document management, resource management, and continuous improvement mechanisms. Relying on the resources of the CNAS-accredited laboratory and third-party witnessed laboratories such as SGS and TUV, the company provides technical support for quality control.

In the field of reliability product inspection, the company has established a full-process inspection system covering raw materials, production, finished products, and pre-shipment. Starting from the source, key components are sampled and tested in accordance with strict specifications. During production, process control is ensured through the "Three-Check System" (self-check, mutual check, and specialized check) and key process monitoring. Comprehensive performance and safety tests are conducted on finished products before shipment, with checks at every level to ensure 100% qualification of delivered products.

For quality risk prevention and control, the company has a complete recall and response mechanism. Once quality issue feedback is received, an assessment process is promptly initiated, and recalls are executed as needed. During the recall process, a cross-departmental team collaborates to advance customer notification, product recovery, cause analysis, process improvement, and continuously enhances preventive measures, forming a closed-loop management system. During the reporting period, the company did not experience any actual recalls.

Quality Culture Development

Unilumin places great emphasis on building a quality culture and has developed a systematic quality training plan, establishing a training system that includes ISO quality system training, basic quality knowledge training, customer complaint case summary and sharing, VDA6.3 supplier management training, 7S management, and quality awareness training.

In 2025, the Group's R&D and Delivery System conducted over 60 quality training sessions, achieving 100% coverage of relevant personnel.

The main categories of training included:

New employee basic quality training
(covering regulations, systems, and operational standards)



Management training on national military standards systems and quality tools (such as MSA)

Frontline employee skills enhancement training (such as inspection operations and anomaly identification), with training effectiveness incorporated into employee competency assessments

To reinforce the philosophy of "winning with quality, achieving mutual benefits through cooperation, and building sustainable high-quality development", and to continuously improve manufacturing quality, the company organized "Quality Month" cultural promotion activities, contribution incentive programs, and quality culture promotion campaigns. These activities included quality culture promotion, professional quality knowledge training, company-wide improvement proposals, and quality knowledge and skills competitions. These efforts increased the closed-loop rate of process audit issues from 67.8% to 96% and further advanced the development of the quality culture.

case

Optimization of Terminal Matching Risk Control for Distribution Product Lines

To systematically manage the terminal matching risks in distribution product lines, the company established a cross-departmental collaborative control mechanism. The Quality Center took the lead in formulating a standardized bill of materials, the R&D Center improved the terminal parameter database, and the product lines simultaneously optimized selection rules and design verification processes. Through data alignment and standard consolidation, end-to-end quality control from design source to production assembly was achieved. This ultimately resulted in a standardized matching table, completely eliminating terminal deformation issues, significantly improving order delivery stability and production efficiency, and avoiding production line stoppages and rework caused by quality problems, thereby ensuring stable product delivery quality.

case

Improvement of Inconsistent/Missing Assembly Process Issues

To address inconsistencies in the assembly process, the company carried out a specialized improvement project centered on "data-driven, standard implementation." Through full-process issue review, SOP optimization, physical sample comparison, and cross-departmental root cause analysis, the standardization of operations was promoted. This project led to a short-term reduction of 63% in the occurrence rate of related quality issues, reduced rework losses, prevented the risk of defective products flowing out from the source, protected customer experience, refined the assembly operation specification system, and provided solid support for subsequent quality control.

Quality Target Setting

2025, the company set "Zero Occurrence of Major Quality Incidents in Material, Design, and Manufacturing Processes" as its annual quality target. To achieve this goal, the company implemented several specific measures, including:

- » Strengthening the closed-loop mechanism for customer complaint tracking and establishing a dedicated person responsibility system
- » Optimizing the management of key material suppliers and increasing the frequency of incoming inspection
- » Improving the response process for production process anomalies, shortening the handling cycle, and enhancing closed-loop timeliness
- » Conducting targeted training to raise the quality awareness of all employees.

During the reporting period, the company did not experience any major quality incidents.

Performance Management Mechanism

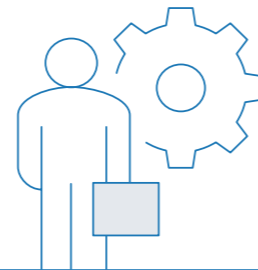
The company has incorporated product quality and safety performance as core indicators in the assessments for managers at all levels, including frontline, middle, and senior management. By clearly defining the linkage hierarchy, detailing assessment criteria, and specifying the impact mechanism, the company has established an incentive and constraint system that unifies "authority, responsibility, and benefit". The assessment cycle is implemented through a combination of "quarterly reviews and annual evaluations", conducted in accordance with the Individual Performance Management System. This ensures a fair and equitable process, aiming to strengthen the quality responsibility awareness of managers at all levels and promote the effective implementation and continuous improvement of quality management measures.

Customer Service and Experience

Customer Service System

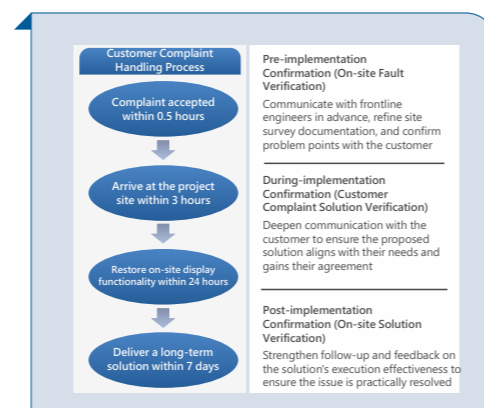
The company has established a comprehensive customer service management system. Relying on a three-tier service system, it has created a three-hour service circle domestically and set up localized service outlets internationally, aiming to ensure the immediate handling of customer needs. Additionally, the company provides diversified service solutions, including project delivery, warranty, value-added services, and regular inspections. These cover key areas such as after-sales service configuration and customer request handling procedures, ensuring customers receive high-quality service experience.

The company has passed the annual surveillance audit by the China Quality Certification Centre and has obtained the ISO 20000 Information Technology Service Management System certification, the Information Technology Service Standards (ITSS) Conformance (Operation and Maintenance) Level 3 certification, the Excellent Certification and Continuous Service Capability Validation (CTEAS) 12-Star certification, and the 5-Star (5S) After-sales Service certification.



Customer Complaint Handling Procedure

The company has established a systematic and standardized customer complaint management system to ensure prompt responses to customer feedback and continuous improvement of customer satisfaction. This system encompasses the complete recording of complaint information, careful assessment of complaint matters, establishment of responsible departments, in-depth analysis of root causes, and the formulation and implementation of corrective actions. Through a closed-loop management mechanism, it ensures the timely resolution of customer issues, continuous optimization of products and services, and the provision of superior product and service experiences to customers.



Customer Satisfaction

The company recognizes that the continuous monitoring and improvement of customer satisfaction is not only a key indicator for measuring service quality but also a core driver for the company's sustained growth. Accordingly, the company has established a closed-loop management system of "survey analysis - problem correction - effectiveness verification" in accordance with the Customer Satisfaction Control Procedure. Customer satisfaction surveys are conducted annually, and based on the survey results combined with routine customer feedback, special reports are generated to target and optimize service processes.



Collaborate with the industry to cultivate technical talents and establish a "three-hour service circle"

The company has innovatively established a new talent cultivation model of "Industry Co-Cultivation + Certification Empowerment", creating a learning and growth platform for LED technical service engineers—the Unilumin Certified Engineer (UCE) Learning and Certification Platform. The platform provides learners with a complete path for learning and progressive certification. Breaking the limitation of technical services being solely for internal company use, it has launched a new model of industry resource sharing—UCE Shared Services. This initiative assists enterprises in cultivating professional, standardized, and efficient technical service talent, enhances their after-sales service capabilities, boosts their commercial competitiveness, and jointly builds an LED after-sales "three-hour service circle."

Case UCE Training



From January to November 2025, UCE training sessions were actively held across five continents worldwide. Cumulatively, over 70 training sessions were conducted, attracting more than 1,500 participants from countries and regions including China, Hong Kong (China), Indonesia, the United Kingdom, Thailand, the United States, and Kenya, receiving unanimous praise from the participants. This steadily advanced the company's GTS (Global Technical Service) system development and enhanced local service capabilities.

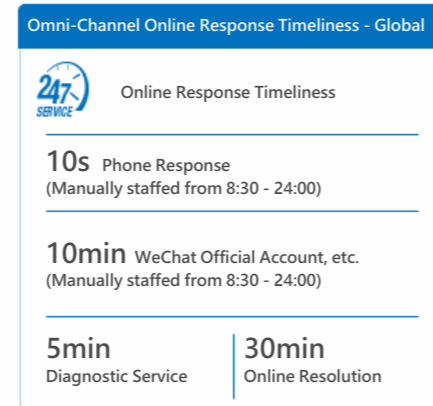


Global Service Network

Advancing a global service network to provide localized support and rapid response services

The company adheres to the strategy of "Localized Sales, Localized Service, Localized Manufacturing" to provide more convenient and efficient service and support for global customers.

- Global Service Network: The distribution network spans over 160 countries worldwide, with more than 5,600 sales channels and service outlets, and over 5,000 global employees.
- Service Guarantee for Rapid Response: Omni-channel online rapid response services are provided.



Omni-Channel Online Response Timeliness

Case Building an Expert Team

During the reporting period, the company regularly organized case-sharing meetings to accumulate and solidify problem and troubleshooting experiences into the GTS After-Sales Service Manual – Technical Volume. This manual covers multiple sections including product introduction, LED display maintenance techniques, troubleshooting methods, display equipment debugging procedures, and LED display calibration, totaling over 110,000 Chinese characters. It serves as an indispensable knowledge repository for the after-sales technical support team.



Case System

Case GTS – Advanced Training Class

To build an expert team with comprehensive after-sales service skills, the company organized five sessions of the GTS Advanced Training Class during the reporting period. The course content covered nine major complex issues, including fault investigation, on-site root cause analysis, cross-verification, and problem resolution.

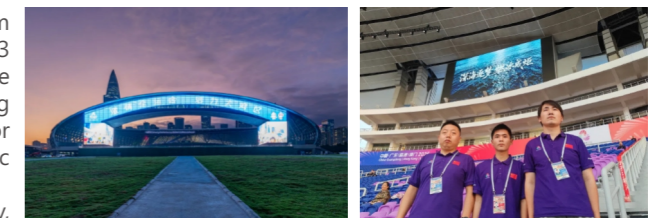


Case GTS – "Teaching to Fish" Program

During the reporting period, the company organized and conducted sixteen sessions of the "Teaching to Fish" Program, covering all in-house GTS after-sales engineers. The program focused on enhancing the control system debugging skills of in-house engineers, aiming to promote knowledge sharing and exchange, and strengthen the empowerment and learning through knowledge transfer among after-sales engineers. Through training sessions, knowledge in areas such as after-sales products, debugging, and application scenarios was reinforced to improve overall technical proficiency and work efficiency.

Case Escorting the 15th National Games

Unilumin deeply participated in the display system construction, upgrading, and maintenance for 23 large-scale venues. It deployed over 10,000 square meters of LED large screens and sports lighting display solutions, providing end-to-end services for competition venues, training venues, and public sports events. Adhering to a "customer-centric" service philosophy, GTS conducted regular inspections and maintenance on all installed LED displays to ensure the equipment was always in optimal working condition. The company established a rapid response mechanism, initiating emergency plans immediately upon receiving after-sales service requests to ensure issues were resolved in the shortest time possible.



Information Security and Privacy Protection

The company fully recognizes the importance of protecting customer privacy and data security and strictly complies with laws and regulations such as the *Cybersecurity Law of the People's Republic of China*, the *Data Security Law of the People's Republic of China*, and the *Personal Information Protection Law of the People's Republic of China*. The company has obtained GB/T 22080-2016 / ISO/IEC 27001:2013 certification and has established internal systems including the *Information System Account Management and Authorization Regulations*, *System Security and Network Management Regulations*, *Computer Network Room Management Regulations*, *IT Network Equipment Installation and Configuration Management Regulations*, *IT Cabling On-site Management Regulations*, and *Website Domain Name Management Regulations*, achieving compliant control over data collection, storage, transmission, and usage.

The company has established an information management architecture comprising the "Information Security Committee and Business Departments." The Information Security Committee is responsible for formulating information security policies, approving major regulations, reviewing the management system, developing and maintaining relevant policies, conducting risk assessments and privacy impact analyses, and handling security incidents and privacy complaints. Each business department implements security measures, the technical department maintains the security architecture, and all employees receive information security training and comply with relevant regulations.

Regarding cybersecurity and data governance, the company has established a full-process, defense-in-depth system covering network architecture, perimeter protection, endpoint access control, remote access, and permission management. By implementing network logical segmentation, strengthening perimeter access controls, enforcing compliant endpoint access, standardizing encrypted VPN remote access, and adhering to the role-based principle of least privilege, the company systematically safeguards the security of business data, personal information, and system assets. Concurrently, the company continuously conducts penetration testing, vulnerability scanning, and internal audits, has established a dedicated emergency response team, and dynamically optimizes protection mechanisms. During the reporting period, the company did not experience any major data breaches or cybersecurity incidents.



Case

Disaster Recovery



To verify the effectiveness of the company's data backups and its system disaster recovery capabilities, a dedicated task force was established to conduct a data backup and recovery drill. This exercise tested the company's response and recovery capabilities in the event of system interruptions and data loss, ensuring the resilience of critical business operations and data security. The company did not experience any major data breaches or cybersecurity incidents.



Intelligent Chain Collaboration, Empowering Industries

Empowering the Optoelectronic Display Ecosystem

Unilumin upholds "Mindfulness and Altruism" as its core ecological value, with the vision of "Digitalizing optoelectronic displays to warm a hundred countries and a thousand cities". The Company is committed to empowering partners and facilitating the development of all industries through technological empowerment and resource sharing, while uniting global partners to jointly build a thriving optoelectronic display industrial ecosystem.

LED + AI

Unilumin has defined "LED + AI" as its core strategy, driving the industrial transformation from hardware manufacturing to intelligent services, and building a full-chain layout covering technology foundation – platform development – scenario implementation.

Software & Models

The Company leverages AI tools to empower content creation, which has been applied in major projects including the Spring Festival Gala. In parallel, the Company has cooperated with universities to develop industry-specific large models and cross-modal models, enhancing interactive experience in scenarios such as digital exhibition halls and intelligent reading. Through the establishment of an independently accounted AI wholly-owned subsidiary, the Company further takes displays as the carrier, and integrates AI models with sensing technologies to elevate the level of intelligent interaction.

Hardware Innovation

Based on self-developed AI algorithms and dedicated chips, the Company has built an intelligent control system that achieves precise light control of displays, improving image quality while optimizing energy consumption. The Company has also launched the "display-shaped robot" product form, which takes the display as the base and is equipped with an AI "brain" and multi-modal sensors to strengthen environmental perception and intelligent interaction, further expanding application boundaries in cultural tourism, commercial and other scenarios.

AI Interactive Products

- To C Products: Including AI learning companion desk lamps and AI holographic emotional companion assistants, focusing on emotional companionship and healthy lighting environments for home scenarios.
- To B Solutions: Providing scenario-based solutions covering AI all-in-one machines, AI smart lamp poles, AI digital vending kiosks, AI interactive digital fish tanks and LED display robots, delivering immersive intelligent experience for cultural tourism, education, commerce, households and other fields.

Case Mont Blanc AI Image Quality Engine



Unilumin's self-developed Mont Blanc AI Image Quality Engine is the industry's first AI engine built exclusively for LED displays. It brings users an intuitive upgrade in visual experience: sharper imagery, more vibrant colors, intact dark-area details, and smooth, stable dynamic picture performance.

Furthermore, the product is designed to create emotional connections and immersive experiences across home, commercial and public spaces. A series of the Company's products, including AI all-in-one machines, digital vending kiosks and interactive digital fish tanks, have been mass-deployed and widely reused across scenarios, reflecting Unilumin's continuous deep cultivation and strong production capabilities in the integrated development of "LED + AI".



Case Unilumin UniOS



Unilumin UniOS is the industry's first optoelectronic display operating system that integrates AI, IoT and audio-video engines. It enables plug-and-play management of over 300 protocols and 10,000 types of devices, with the industry's lowest single-point access cost. The platform has completed compatibility adaptation with the domestic HarmonyOS and passed security and reliability testing, providing a secure and compliant digital infrastructure for government, finance and other key sectors.

UniOS encapsulates interactive technologies including naked-eye 3D and digital humans into modular "Scenario Blocks", supporting flexible self-configuration by users. It also leverages the Mont Blanc AI Image Quality Engine to deliver enhanced visual clarity. At present, the platform has been widely applied across a wide range of scenarios, including digital exhibitions, commercial guidance, cultural tourism night tours and smart conferences.

Industry Ecosystem Collaboration

Through cross-sector cooperation and resource integration, Unilumin has broken down silos across the full value chain: technology, hardware, content and scenario deployment.

The Company has integrated leading mainstream AI models including Microsoft, Google and DeepSeek, and forged partnerships with top film and television enterprises such as Xiaoxiang Film Group. These collaborations directly address the longstanding pain point of content scarcity for optical display terminals.

By optimizing display devices for HarmonyOS 5.0, Unilumin has fully integrated its displays into the broader IoT ecosystem. This has culminated in a closed-loop, one-stop ecosystem anchored by "hardware + software + content + services" to deliver end-to-end intelligent solutions.

Case Strategic Joint Venture Powers AI-Driven Display Terminal Upgrade



In October 2025, Unilumin joined hands with Zhipu AI and Yuanke Vision to establish a joint venture — Shenzhen Zhixian Robotics Co., Ltd., positioned as an AI Agent Service & Application Provider.

The three parties integrate their respective competitive edges in hardware R&D, large-scale models, and perceptual interaction technologies to build an all-in-one solution featuring "algorithmic models + hardware terminals + perceptual interaction". This solution drives the multi-scenario rollout of embodied display powered by AI agents.

This move marks a critical milestone in Unilumin's strategic leap to a comprehensive service provider. It helps the Company explore new growth drivers and further empowers the intelligent upgrading of the global optoelectronic display industry.



Case Zero-Fault Display Service for the 15th National Games Venues



Unilumin Technology supplied over 10,000 square meters of LED displays and integrated optoelectronic display solutions for 23 venues of the 15th National Games, covering full competition scenarios. The Company also delivered critical services including closing ceremony visual effects, urban landscape lighting and event live broadcasting.

A dedicated professional team provided on-site support throughout the entire event, achieving zero-fault operation. This milestone has set a benchmark for display services in large-scale sports events, and empowered the digital upgrading of the sports event ecosystem.



Case 1,000-Square-Meter LED Display Deployment for Expo 2025 Osaka



Unilumin assembled a specialized service team to overcome cross-border collaboration challenges and successfully completed the deployment of a 1,000-square-meter LED display for the China Pavilion at Expo 2025 Osaka.

The project integrates the Company's proprietary technologies with oriental aesthetics to create an immersive visual experience. By joining hands with Chinese and overseas partners, it has realized cross-border integration of technology and cultural-tourism ecosystems, setting a global benchmark for eco-empowerment in landmark projects.



Virtual Production Services

With a track record of high-profile landmark projects, Unilumin has become a true industry pacesetter in virtual production. To date, the Company has delivered more than 140 digital virtual production studios across the globe, and its cutting-edge LED display solutions have powered a host of blockbuster films — among them Everything Everywhere All at Once and Born to Fly. These deployments have lifted shooting efficiency by over 30%, setting a replicable standard for advanced display technology across the entire sector.



Leading Industrial Standardization

We take the lead in drafting the industrial standard *Specifications for LED Displays for Virtual Production*. By pooling strengths from government, industry, universities and research institutes, as well as integrating expertise from nearly 30 industry players, we focus on standardizing core indicators such as optical performance and equipment interfaces.

This initiative addresses key industry pain points including uneven product quality and inconsistent delivery standards, steering the sector from quantitative expansion to qualitative leap through standardized development.

Service & Brand Globalization

Unilumin has upgraded its globalization strategy from "product exports" to "service and brand globalization". We have established a tiered marketing network covering more than 160 countries, with over 20 overseas subsidiaries and localized service centers worldwide.

Leveraging major international projects, we deploy dedicated local teams to deeply integrate into regional industrial ecosystems, collaborate with global partners to enhance brand influence, and build a win-win ecosystem featuring global resource integration and local value creation.



Moving forward, Unilumin will continue to uphold the philosophy of openness and collaboration. Building on its global best practices, the Company will deepen synergy between technological innovation and standard development, rally global industrial forces to build a new optoelectronic display ecosystem, and lead the industry toward ultimate visual experiences.

We will steadily advance the "LED+AI" strategy, focusing on diversified scenarios including sports, healthcare, security surveillance and digital government affairs.



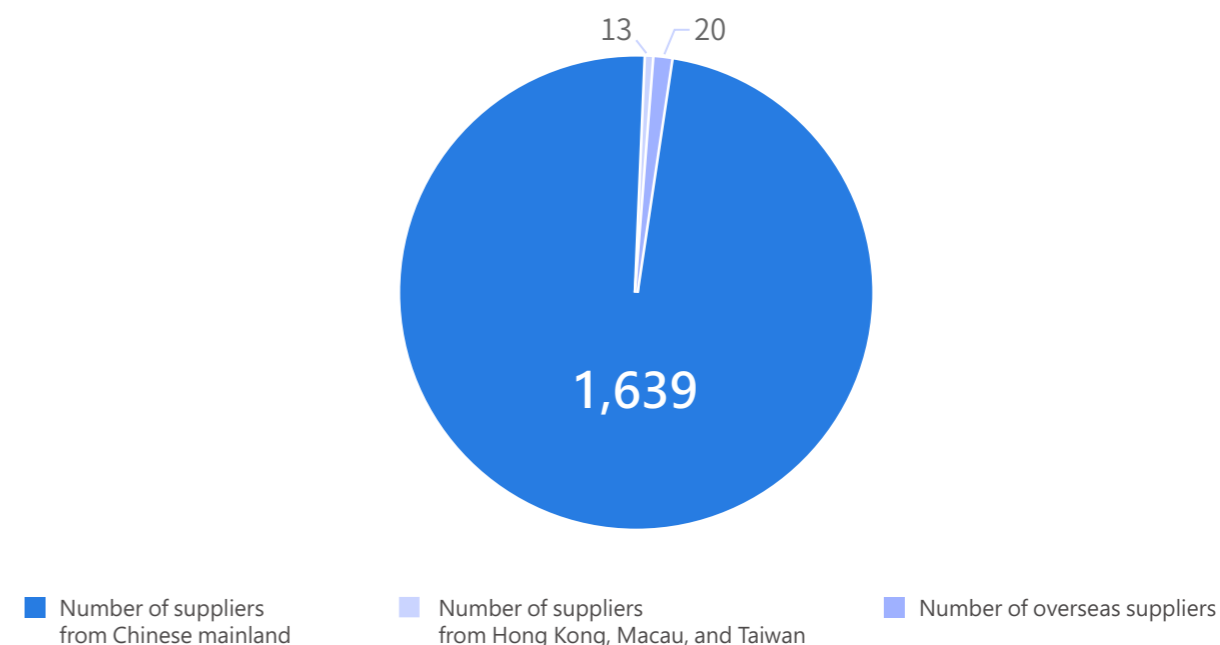
Sustainable Supply Chain

Unilumin integrates compliance mandates and ESG principles into the full lifecycle of its supply chain, grounding all practices in core national laws including the *Labor Law of the People's Republic of China* and *Anti-Unfair Competition Law of the People's Republic of China*.

The Company has rolled out a comprehensive set of internal management policies to enforce end-to-end oversight, covering supplier onboarding, performance monitoring and offboarding via documents such as the *Supplier Admission and Exit Management Procedures*, *Group Procurement Roles and Guidelines*, and *Procurement Contract Management Measures*. To further strengthen sustainable governance, it has also established targeted supplementary agreements: *HSF (Hazardous Substance Free) Environmental Protection Agreement*, *PCN (Product Change Notification) Agreement*, *Confidentiality Agreement*, *Integrity and Anti-Corruption Agreement*, and *Trade Security Agreement*.

This layered framework forms a robust sustainable supply chain management system spanning raw material procurement to finished product delivery, driving the full transformation of the supply chain toward long-term sustainability.

Supplier Statistics (Current Reporting Period): Unilumin works with a total of 1,672 suppliers, with the geographic breakdown detailed below:



Supplier Admission & Offboarding

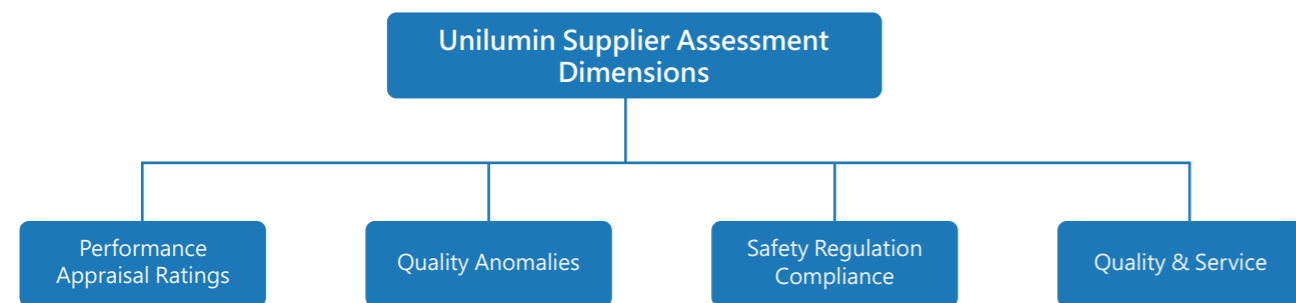
Unilumin continuously refines its supply chain management framework, revising and upgrading core policies and ESG-specific rules in line with evolving business needs to provide clear guidance for end-to-end supply chain governance.

The Supplier Admission and Exit Management Procedures define strict qualification thresholds, evaluation criteria and exit mechanisms for suppliers. The Company has also updated the supplier onboarding assessment workflow and implemented qualification certification for all evaluation personnel, ensuring professional and rigorous supplier screening. In addition, the HSF Environmental Protection Agreement embeds environmental requirements into the entire supplier cooperation lifecycle, driving the green transformation of the supply chain.

Supplier Performance Management

Procedures and established a standardized monthly performance appraisal mechanism, with clear scoring criteria aligned with the R&D Center and Quality Center.

The Company conducts remediation meetings with C-level and D-level rated suppliers to supervise and push for improvement, forming a closed-loop management system of "screening – appraisal – remediation – optimization" for full-cycle supply chain excellence.



In 2025, the coverage rate of key supplier audits reached 100%.



Standardizing Thread Hole & Blister Criteria to Strengthen Supplier Quality Governance

To address the challenges stemming from suppliers' ambiguous understanding of criteria for thread hole blisters and the inability to eliminate defective products through random inspections—both of which disrupt final assembly—the Company took the lead in advancing targeted quality control optimization initiatives.

Through functional validation, a unified standard was formally established: any component with more than 3 blisters surrounding a thread hole is classified as non-functional. This standardized criterion was comprehensively communicated to all suppliers, with strict enforcement and implementation ensured across the supply chain.

Simultaneously, suppliers were mandated to optimize die-casting process parameters: extending pressure-holding time and adding dedicated exhaust processes to minimize blister formation at the source. In parallel, robust requirements were put in place to enforce full outgoing visual inspection and proactive defect interception mechanisms.

These measures collectively formed a closed-loop quality governance system for suppliers, underpinned by unified standards, source-level control and in-process screening. The outcome effectively resolved assembly issues caused by blister defects, elevating overall supply chain quality management.

Supplier Digital Upgrade

In 2025, Unilumin advanced the digital upgrade of its supply chain by focusing on SRM system optimization and cross-system integration.

The Company enhanced core modules of the SRM system, including pricing and bid submission & approval, enabling automatic data capture and one-click report generation to reduce manual offline workload.

In addition, Unilumin integrated its SRM system with PLM and SAP systems to achieve data collaboration and automatic invalidation of banned material codes, establishing an integrated management system. This has significantly improved procurement efficiency and control accuracy, providing intelligent digital support for the sustainable operation of the supply chain.

Conflict Minerals Management

Unilumin has established a routine conflict minerals management system focusing on tantalum, tin, gold and tungsten (3TG). Guided by customer requirements, we conduct regular supply chain compliance due diligence by collecting information on 3TG usage, supply chain sources and smelter facilities through mineral compliance questionnaires for key customers. We also perform traceability audits on cooperating smelters to verify their compliance and risk-free sourcing regions, while strengthening supplier screening to ensure supply chain transparency. The Company will continue to optimize its management system and improve relevant policies and control mechanisms in line with industrial compliance requirements.



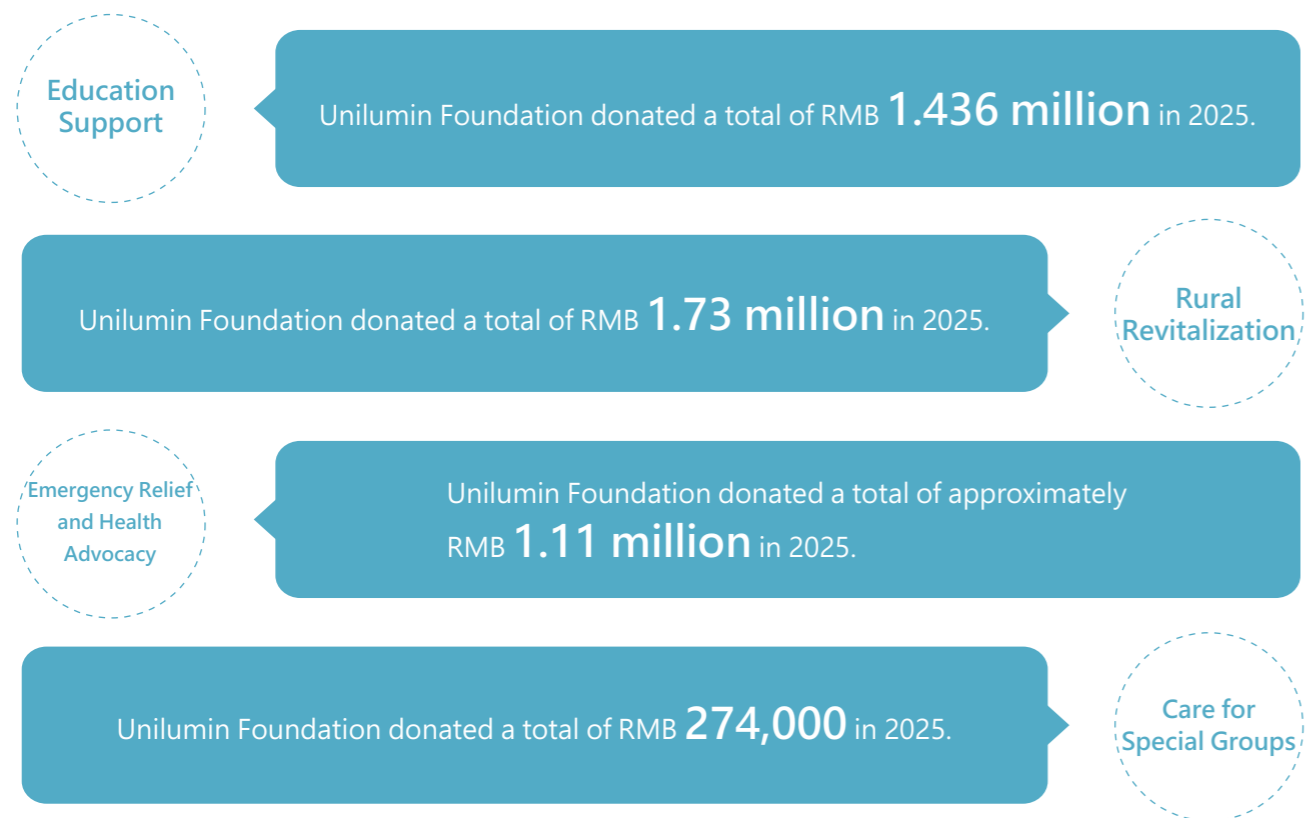
Illuminating Society, Shared Responsibility

Unilumin adheres the public welfare philosophy of "Empowering Public Welfare with Technology, Lighting Up a Hopeful Future," striving to move beyond traditional charitable donations. Through a systematic, professional, and sustainable public welfare model, we aim to become a responsible corporate citizen and a trusted community partner. The Company has evolved from conventional one-way donation models to build a public welfare ecosystem featuring the collaborative participation of multiple stakeholders, including the enterprise, its foundation, professional social institutions, beneficiary groups, employees, and partners.

Unilumin consistently prioritizes compliance in its public welfare initiatives, strictly adhering to regulations such as the *Charity Law of the People's Republic of China*, the *Law of the People's Republic of China on Donation for Public Welfare*, the *Regulations on the Administration of Foundations*, the *Accounting System for Non-Governmental Non-Profit Organizations*, and the *Interim Measures for the Administration of Investment Activities for Value Preservation and Appreciation of Charitable Organizations*. Concurrently, in key operational regions like Guangdong, Guangxi, Guizhou, and Tibet, we proactively study and comply with local regulations and policy guidelines concerning charity management, volunteer services, rural revitalization, and educational support. We have established internal management systems including the *Foundation Financial Management System*, the *Public Welfare Foundation Project Management System*, and the *Shenzhen Unilumin Public Welfare Foundation Management System for Value Preservation and Appreciation Investment Activities*, providing a solid guarantee for the robust and transparent operation of our public welfare projects. In 2017, Mr. Lin Mingfeng, the company's Chairman, initiated and funded the establishment of the Unilumin Foundation.

As the core platform for our company to fulfill social responsibility, the Unilumin Foundation focuses on three strategic areas: "Education Support," "Rural Revitalization," and "Health Advocacy." The Foundation fully leverages Unilumin's expertise in the LED display and lighting sectors, systematically developing public welfare project brands such as "Lighting Up Villages", "Lighting Up the Future," and "Lighting Up Hope." It is committed to empowering public welfare through technology, providing replicable and sustainable solutions for social good.

©2025 Donation Overview



Lighting Up Rural Areas

Improving basic rural lighting is a critical public welfare project that enhances the living environment, ensures the safety of villagers traveling at night, and promotes nighttime economic activity and social vitality in the countryside. Leveraging its industrial advantages, the company applies green lighting technology to rural public welfare initiatives, aiming to eliminate "dark corners" and illuminate the path toward rural revitalization. Innovatively, the company has implemented a comprehensive "point-area-region" lighting model, actively mobilizing employees and collaborating with multiple stakeholders to participate.

To this end, the Company not only integrates existing product resources but also proactively responds to actual rural needs: the company's Lighting Business Unit specifically designed and mass-produced several low-cost, highly reliable solar streetlights for the public welfare project. Their performance parameters are optimized for rural environments, and the price is significantly lower than comparable market products. Not sold on the open market, they are exclusively supplied to Unilumin Foundation's rural revitalization projects. This "tailor-made" model directly lowers the threshold for rural areas to access high-quality lighting products, ensuring that public welfare resources precisely reach the most needed corners.

【Key Performance】

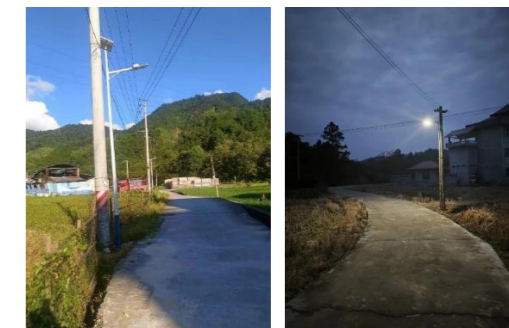
By the end of 2025, the Company had cumulatively donated over **10,000** efficient LED solar streetlights, benefiting hundreds of villages across 21 domestic provinces and international regions such as Timor-Leste and Brazil, effectively improving the nighttime travel safety and quality of life for tens of thousands of rural residents.



2025
Key Performance

Special Initiative I: Employee-Driven "Light Up Hometown" Campaign

In 2025, Unilumin Foundation continued "Employee Public Welfare: Light Up Hometown" campaign. Responding to the call, hundreds of employees facilitated the donation of 1,500 streetlights, covering over 400 natural villages across 18 provinces. This fostered a sustainable public welfare model characterized by a "platform built by the company, participation by employees, benefiting their hometowns".



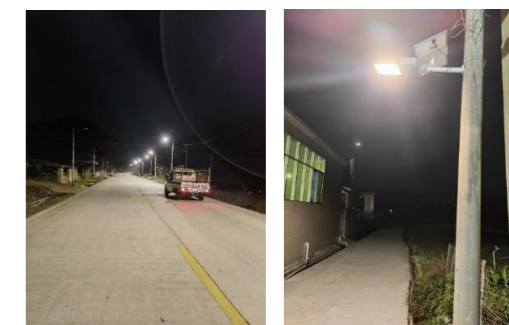
Special Initiative II: Multi-Party Collaboration to Light Up Dunbei Village

In 2025, addressing the issue of aging lighting facilities in Dunbei Village, Fenglang Town, Dabu County, Guangdong Province, Unilumin Foundation partnered with the local branch of Guangdong Power Grid and the village committee to jointly implement a lighting improvement project. The project successfully installed over one hundred new streetlights in the village. This model of "corporate donation + professional support + villager co-construction" efficiently and cost-effectively solved the lighting problem, significantly enhancing villagers' sense of community participation and self-governance. At the same time, this model was successfully replicated in eight other villages, including Taoxi Village and Huangsha Village, with cumulative donations exceeding 1,000 streetlights, providing a replicable practical template for the collaborative governance of rural public affairs.



Special Initiative III: Exploring Regional and Scaled "Region Lighting" Actions

In 2025, to systematically address the challenge of "dispersed villages with concentrated lighting needs" in remote central and western regions, the Company moved beyond single-point donations. By collaborating with local governments, public welfare organizations, and corporate partners, and integrating diverse resources and professional expertise, it aimed to design and implement broader, more cost-effective contiguous lighting plans. Currently, this model is being piloted in concentrated contiguous destitute areas such as the Yunnan-Guizhou-Guangxi rocky desertification area and the Qinba Mountain area. This marks a deepening of the company's public welfare practice from project execution towards model innovation and systemic empowerment, committed to contributing replicable solutions for larger-scale regional livelihood improvement.



Lighting Up the Future

The Company focuses on the pain point of imbalanced resources in educational development and is committed to improving the rural education ecosystem through precise interventions. Through a three-dimensional support system encompassing "student and faculty support, teacher empowerment, and child development," Unilumin ignites hope for rural children and empowers rural educators. The company not only focuses on direct financial assistance but also emphasizes systematically empowering the rural education ecosystem by supporting the growth of "people"—namely, beneficiary students, frontline teachers, and left-behind children.



Long-term Companionship, Safeguarding Students' Pursuit of Knowledge

Unilumin and Unilumin Foundation have long carried out student aid programs, providing sustained financial support to disadvantaged students in Guangdong, Guangxi, Hunan, Sichuan, Tibet, and other regions. Among them, dozens of students have received comprehensive companion-style support spanning from elementary school through university. Through grant distributions and personal care, we help students complete their education and grow into valuable talents. The company believes that sustained investment in education can promote social equity and sustainable development while cultivating more outstanding talents for the future.

Strengthening the Foundation, Empowering the "Guides" of Rural Education

Unilumin and Unilumin Foundation systematically design teacher support programs, conducting specialized training targeting the shortage of teachers in rural areas for subjects like music, physical education, arts, and comprehensive literacy. Two sessions of the "Elementary School Physical Education Key Teacher Training Program" have been successfully held in Northeast Guangdong. Concurrently, the program has been upgraded to launch the "Future Educator" series, encompassing training camps for key homeroom teachers and innovative leadership workshops for principals, aiming to enhance core educational forces at the county level from multiple dimensions including teaching, management, and leadership.

"ROE Left-Behind Children Summer Camp" — Building a Fulfilling and Joyful Summer Vacation

During the summer of 2025, the Unilumin Public Welfare Foundation, in collaboration with its subsidiary ROE, organized the "ROE Left-Behind Children Summer Camp" for 50 left-behind children. The activities featured a series of programs including physical fitness training, urban study tours, interest workshops, and parenting classes, aimed at promoting children's physical and mental development and enhancing parent-child relationships. The project provided children with a fulfilling and joyful summer experience and, by empowering families, initially established a social support network.

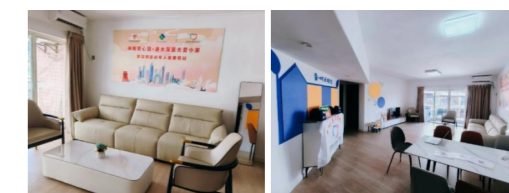


Lighting Up Hope

The ultimate goal of corporate social responsibility lies in enhancing public welfare and people's well-being. The Company focuses on the health, cultural, and sports needs of diverse groups within the community, committing to safeguard people's aspirations for a better life through diverse public welfare initiatives. We support comprehensive community development, enhancing residents' sense of happiness and fulfillment. The company undertakes actions across multiple dimensions, including health assistance, care for special groups, promotion of national fitness, and cultural preservation.

"Loving Home" Safeguards the Medical Journey of Veteran Families

In 2025, Unilumin Foundation partnered with the Beijing One Heart Sphere Charity Foundation, contributing RMB 280,000 to establish the "Unilumin One Heart Sphere-Caring Home and Shenzhen Veteran Health Station." This initiative provides comprehensive services including transitional free accommodation, shared kitchens, psychological support, and community mutual aid to over 500 veteran families and other families coping with major illnesses.



"Brightness Action" Assists Cataract Restoration for Elderly Tibetan Residents in Western China

In 2025, Unilumin Foundation donated nearly RMB 400,000 to the Shenzhen Nanshan District Wishing Tree Association, specifically designated for a cataract restoration public welfare project benefiting elderly Tibetan residents in Shiqu County, Sichuan Province. The project organized medical teams to venture into high-altitude pastoral areas, providing free screenings for local residents and performing restorative surgeries for eligible patients. During the year, a total of 2,800 cataract screenings were completed, and 312 patients successfully received free surgeries.



Launch of the "Sports Life" Community

March 2025, Unilumin Foundation, together with the Fujian Highsun Foundation and Shenzhen Hemu Yiyou Social Innovation Center, jointly initiated the "Sports Life" physical education practice community. At its inaugural launch event, the platform brought together nearly 900 educators and public welfare practitioners to engage in in-depth discussions on core topics such as evidence-based evaluation, policy implementation, and AI-driven curriculum development.



Supporting National Fitness Advocacy Initiatives — Promoting Healthy Lifestyles, Empowering Public Body and Mind

In 2025, Unilumin continued as a major supporting entity for large-scale health advocacy public welfare activities, including "Fasting Walk," "Walking with Love," and "Chengxin Mindful Hiking." Through material support, personnel participation, and promotional efforts, the company helped facilitate scientific hiking practices and health knowledge dissemination within these activities, consistently advocating for the health philosophy of "moderation in diet and regularity in daily life." The activities attracted tens of thousands of participants during the year, effectively enhancing the public's health literacy and self-management capabilities.



Governance Responsibility

Integrity and Compliance for Robust Development

Unilumin regards sound, transparent, and responsible corporate governance as the driving force behind sustainable development. By continuously optimizing the structure of its Board of Directors, strengthening its comprehensive risk management system centered on the "three lines of defense" and continually refining its compliance governance framework, the company ensures steady and sustainable progress in a complex environment, creating long-term, reliable value for all stakeholders.

Key Issues

- Corporate governance
- Business ethics
- Intellectual property (IP) protection

Corresponding SDGs



Sound Governance and Standardized Operations

Unilumin is committed to building a modern governance system that aligns with international best practices and fits the Company's development strategy. We continuously optimize the Board structure, consolidate a solid foundation for compliance and risk control, and improve internal control and risk management processes. This ensures the effective implementation of corporate strategy and provides a strong organizational and institutional guarantee for fulfilling our environmental and social responsibilities.



Board Diversity Building

The Company has established a corporate governance structure with clear powers, responsibilities, checks, and balances. The shareholders' meeting, the Board of Directors, and management each perform their respective duties and operate in a standardized manner. The Board of Directors is the Company's decision-making body, responsible for making decisions on the Company's overall strategy and major issues.

The Company's Board consists of seven directors, including one employee representative director elected by the employees' representatives congress, who bears the responsibility of safeguarding employee interests, reflecting their legitimate demands, and representing and protecting their legal rights and interests in Board decisions. Among them, three are independent directors, accounting for more than one-third of the Board. The Board comprises two internal directors and five external directors, all from different fields, ensuring that the Board can provide professional advice on the Company's strategic planning, financial management, and brand structure from diverse professional backgrounds. For details on the composition of the Board's various special committees, please refer to the 2025 Annual Report disclosed by the Company on CNINFO (www.cninfo.com.cn).

Name	Lin Mingfeng	Li Zhi	Wu Jun	Zhang Xiaoyun	Yongzhi	Quan Zhi	Gan Yaoren
Gender	Male	Male	Male	Female	Male	Male	Male
Non-independent/Independent Director	Chairman	Employee Representative Director	Non-independent Director	Non-independent Director	Independent Director	Independent Director	Independent Director
Professional Background	Management	Marketing and business administration	Strategy, management and finance	Strategy and branding	Management	Electronics and information engineering	Accounting
Education Background	EMBA	Master	Master	Bachelor	Bachelor	Doctor	Master

The Board of Directors has three special committees – the Audit Committee, the Strategy and Sustainability Committee, and the Nomination and Remuneration and Appraisal Committee – to assist the Board in fulfilling its professional functions. Committee members are predominantly independent directors, with the Chairman of the Audit Committee being an independent director, ensuring supervisory independence.

The Company has established and implemented a regular effectiveness evaluation mechanism for the Board of Directors and its special committees. The evaluation covers the overall operation of the Board, the performance of each committee, and the contributions of individual directors, aiming to continuously enhance the level of corporate governance.

Compliance Governance

The Company strictly adheres to laws and regulations related to corporate governance, including the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Governance Guidelines for Listed Companies, and the Shenzhen Stock Exchange Stock Listing Rules. It has established a compliance organization structure led by the Board of Directors and consisting of the Legal and Risk Control Department and a Compliance Working Group. The Board of Directors holds ultimate responsibility for compliance management; the Legal and Risk Control Department acts as the professional hub responsible for system building, risk identification, and compliance review; and the Compliance Working Group, composed of leaders from various business and functional departments, is responsible for compliance building and execution in their respective areas. In 2025, to enhance information disclosure quality and internal control levels, the Company revised several core systems, including the Information Disclosure Management System and the Internal Control Evaluation Management Measures.

In 2025, the Company convened 6 shareholders' meetings and 11 Board meetings. All meeting decision-making procedures were legal and compliant, with a 100% approval rate. A total of 218 disclosure documents were published throughout the year. This year, the Company once again received the highest "A" rating for information disclosure from the Shenzhen Stock Exchange.

In 2025, Unilumin was jointly awarded the highest rating of "A" by Shenzhen Stock Exchange.



Shareholders' Meetings

6

Board Meetings

11

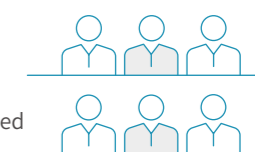
Approval Rate

100%

2025

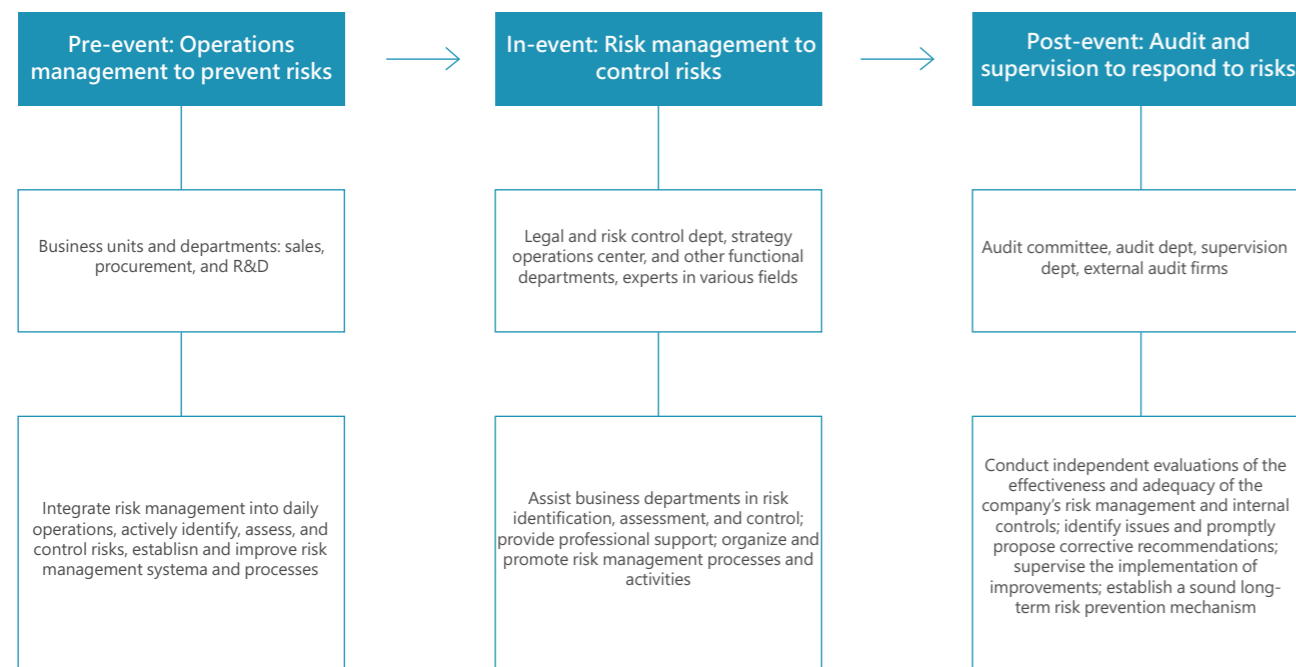
218

Disclosure Documents Published



Risk Management

Adhering to a risk-oriented principle, the Company ensures coverage of key business processes and major risk matters. It has established a comprehensive risk management and internal control system covering various areas such as strategy, finance, operations, and compliance to comprehensively identify, assess, and respond to potential risks. Based on the "Three Lines of Defense" model, the Company has built a clear risk control management structure.



Structure Under the Three Lines of Defense in Risk Management

Upholding Ethics and Conducting Business with Integrity

Integrity and probity are core values of our corporate culture and the foundation for earning the trust of customers, partners, and society. Upholding the value orientation of "Mindfulness with Altruism," the Company is committed to establishing and maintaining the highest standards of business ethics. We resolutely oppose any form of corruption, bribery, unfair competition, and conflicts of interest, ensuring that all business activities operate within a legal, compliant, and ethical framework.

As the supreme supervisory body, the Audit Committee presides over a structured management framework encompassing the Legal & Risk Control Department, the Internal Audit Department, and the Supervision Department. Together, they form a closed-loop control system of "Prevention - Monitoring - Response".

Integrity and Compliance

The Company systematically promotes a culture of integrity through a combination of education, prevention, supervision, and punishment. We maintain a "zero-tolerance" policy towards corruption and have established a mechanism of "Whistleblower Handling - Risk Assessment - Supplier Supervision"

· Proactive Assessment

The Company conducts regular corruption risk assessments across all business operations with a 100% coverage and issues annual risk assessment reports. High-risk areas are notified and required to take corrective actions within a specified period. Failure to address these issues may affect the annual performance appraisal of related personnel.

· Supplier Supervision

The Company strictly enforces its anti-corruption policy in supplier management. All suppliers are required to sign the "Integrity and Probity Agreement," which explicitly prohibits any form of commercial bribery and other improper conduct. Any violation of this agreement or related policies may result in measures including, but not limited to, termination of cooperation, economic compensation claims, and legal action, and the purpose is to uphold a fair and transparent business environment.

We consistently uphold the principles of anti-corruption and transparent procurement, promoting a code of conduct for transparent procurement, standardizing the entire procurement process, and eliminating covert operations and benefit transfers to ensure fairness, justice, and transparency in procurement activities.

· Integrity Education and Training

The Company regularly conducts tiered and categorized integrity education and ethical training covering all employees, aiming to build a strong ideological defense line.

Specialized Training on Integrity in the Workplace for Management



On November 26, 2025, the Company's Supervision Department organized the annual integrity-themed training for all senior management. The training was delivered by key leaders from the Supervision Department, systematically interpreting laws, regulations, and policies, analyzing typical cases, and focusing on strengthening executives' legal responsibilities for ethical conduct, decision-making risk prevention and control, and their exemplary role. This high-level specialized training further enhanced the management team's sense of discipline and their commitment to "dual responsibility," demonstrating the Company's firm resolve to persistently promote integrity construction from the top down.

Educational Visit to Prison Integrity Education Base



In 2025, the Company organized employees in key positions to visit an integrity education center for a warning education session. Through vivid and impactful on-site instruction, employees gained a firsthand understanding of the severe consequences of violating laws and regulations, further reinforcing their commitment to the principles of "daring not to be corrupt, being unable to be corrupt, and having no desire to be corrupt".



"Integrity and Win-Win" Themed Business Ethics Training



From May to August 2025, the Company conducted ongoing "Integrity and Win-Win" themed business ethics training for supplier partners through a combination of online and offline formats. The training systematically communicated the Supplier Code of Conduct, focusing on compliance requirements such as anti-corruption and anti-bribery, and organized suppliers to sign integrity commitment letters. This training effectively enhanced the compliance awareness of all parties in the supply chain, fostered a good atmosphere of jointly abiding by business ethics, and further consolidated the foundation for the Company and its partners to build an open, transparent, and clean business ecosystem.

We assign dedicated personnel responsible for managing reporting channels. The digital reporting platform enables full-process closed-loop management. We encourage internal and external stakeholders to report, either by real name or anonymously, any suspected violations of business ethics. The Company commits to strictly maintaining the confidentiality of whistleblowers' information and strictly prohibits any form of retaliation, ensuring the effective operation of the reporting mechanism.

Current reporting channels are:

[Reporting Email: jubao@unilumin.com]

[Reporting Hotline: 18948163668]

[Reporting Address: Supervision Department, Unilumin Group, No. 18, Haoye Road, Qiaotou Community, Fuhai Street, Bao'an District, Shenzhen, Guangdong Province, China

Zip Code: 518103]

Anti-Corruption Management

The Company has formulated relevant codes of conduct and regulations, including the *Anti-Corruption Management Measures, Complaint and Report Management Measures, Management Regulations on Employee Acceptance of Gifts, Integrity Commitment Letter, Integrity and Probity Agreement, Confidentiality Agreement, and Management Regulations on Disciplinary Violations and Punishments*. These form an anti-corruption management system covering all personnel and business partners, aiming to regulate the conduct of employees and related parties, prevent improper transactions and benefit transfers, and uphold fair and just market competition.

Anti-Monopoly and Fair Competition

In accordance with the *Anti-Unfair Competition Law*, we resolutely combat actions that violate the principles of voluntariness, equality, fairness, and good faith, as well as laws and business ethics, disrupt market competition order, and harm the legitimate rights and interests of operators or consumers.



Protecting Property Rights and Driving Innovation

Intellectual property serves as a crucial carrier of the Company's core competitiveness. Unilumin places high importance on the creation, application, protection, and management of intellectual property, respecting both its own and others' intellectual achievements.

The Company strictly complies with the *Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China, the Copyright Law of the People's Republic of China*, and other laws and regulations, and has formulated the *IP Management Measures, the Regulations on Trademark Management*, and other management regulations, continuously improving its intellectual property management system.

We have established a dedicated Intellectual Property Department responsible for the standardized management, overall guidance, and supervision of intellectual property work, effectively safeguarding technological security, maintaining fair market competition order, and supporting the Company's long-term strategic objectives. In 2025, the Company passed the Intellectual Property Compliance Management System certification for the first time.

Intellectual Property Promotion and Training

The Company actively promotes the development of an intellectual property culture by organizing specialized IP training sessions for R&D, marketing, and management personnel. These sessions cover topics such as patent mining and strategy, IP risk mitigation, and trade secret protection, thereby enhancing IP awareness among all employees. In 2025, the Company conducted three specialized IP training sessions to share knowledge and skills related to patent searching, patent information utilization, and patent mining with R&D staff; it also held three training sessions for IP professionals to enhance the professional capabilities of its internal IP team.

Intellectual Property Thematic Training



In 2025, the Company organized thematic training sessions for the R&D team and the IP compliance system team, providing in-depth explanations of practical pathways for enterprise intellectual property management and high-quality patent development, strengthening relevant personnel's understanding of patent quality and management standards.

As of the end of 2025, the Company had a cumulative total of 3,728 granted patents and 303 software copyrights.

Appendices

ESG KPIs Environmental ESG KPIs

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2025
Pollution Control and Ecosystem Protection—Wastewater	Chemical Oxygen Demand (COD) Emissions	Tonne	0.30
	Ammonia Nitrogen n (NH3-N) Emissions	Tonne	0.20
	Wastewater Discharge Volume	Tonne	5.00
Pollution Control and Ecosystem Protection—Waste Gas	Nitrogen Oxides (Nox)	Tonne	0.1
	Sulfur Dioxide (So2)	Tonne	0.02
	Particulate Matter (PM)	Tonne	23.72
	Volatile Organic Compounds (VOCs)	Tonne	7.08
Pollution Control and Ecosystem Protection—Hazardous Waste	Waste printer cartridges, ink boxes and other hazardous office waste produced	Tonne	0.1655
	Hazardous waste and other hazardous production wastes	Tonne	76.59
	Total amount of hazardous waste	Tonne	76.76
	Density of hazardous waste	Tonne/revenue of RMB1 million	0.01
Pollution Control and Ecosystem Protection—Non-hazardous Waste	Household garbage	Tonne	1,387.5
	Other non-hazardous production waste	Tonne	49
	Other non-hazardous office waste	Tonne	3.61
	Total non-hazardous waste	Tonne	1,440.11
	Non-hazardous waste density	Tonne/revenue of RMB1 million	0.18
Pollution Control and Ecosystem Protection—Ecological Protection	Major environmental incidents during reporting period	Case	0
	Environmental protection investment	RMB 10,000	188.6

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2025
Resource Utilisation and Circular Economy—Energy Use	Gasoline Consumption (Official Vehicles)	Litre	76,171.00
	Diesel Consumption	Litre	7,428.30
	Liquefied Petroleum Gas (LPG) Consumption	Tonne	8.00
	Natural Gas Consumption	Cubic Meter (m³)	91,589.00
	Renewable Energy Consumption (Photovoltaic)	kWh	1,945,078.10
	Total Outsourced Electricity Consumption	kWh	85,353,956.00
	Total Direct Energy Consumption	Tonne of Standard Coal (tce)	453.57
	Total Indirect Energy Consumption	Tonne of Standard Coal (tce)	10,490.00
	Total Comprehensive Energy Consumption	Tonne of Standard Coal (tce)	10,943.57
Resource Utilisation and Circular Economy—Resource Use	Comprehensive Energy Consumption Intensity	Tonne of standard coal/revenue of RMB1 million	1.35
	Production Water Consumption	Tonne	152,850.00
	Office Water Consumption	Tonne	353,767.00
	Total Water Consumption	Tonne	506,617.00
Climate Response--GHGs	Total Water Consumption Intensity	Tonne/revenue of RMB1 million	62.60
	Total Scope 1 Greenhouse Gas (GHG) Emissions	Tonne of Co2	390.54
	Total Scope 2 Greenhouse Gas (GHG) Emissions	Tonne of Co2	45,288.81
	Total Greenhouse Gas (GHG) Emissions	Tonne of Co2	45,679.35
Climate Response--GHGs	Greenhouse Gas (GHG) Emission Intensity	Tonne of Co2	5.64

Social ESG KPIs

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2025
Employees - Employment	Total Number of Group Employees	Person	5,336
	Proportion of Male Employees	%	66.83
	Proportion of Female Employees	%	33.17
	Proportion of Employees Aged 29 and below	%	31.67
	Proportion of Employees Aged 30-49	%	65.85
	Proportion of Employees Aged 50 and above	%	2.47
	Labor Contract Coverage	%	100
Employees - Safety Management	Work Injury Rate	%	0.75
	Total Work Days Lost Due to Work Injuries	Day	269.25
	Work Days Lost Due to Work Injuries Per Million RMB Revenue	Day / revenue of RMB1 million	0.03
	Injury Rate Per Million Working Hours	%	3.80
	Number of Work Safety-Related Training Sessions	Time	137
	Number of Work Safety-Related Training Participants	Person-Time	4,996
	Coverage of Work Safety-Related Training	%	100
Employees – Training	Coverage of work injury insurance/work safety liability insurance	%	100
	Proportion of Trained Male Employees	%	66.83
	Proportion of Trained Female Employees	%	33.17
	Proportion of trained employees aged 29 and below	%	31.67
	Proportion of trained employees aged 30-49	%	62.85
	Proportion of trained employees aged 50 and above	%	2.47
	Total Training Hours	Hour	62,998.87
	Employee Training Coverage	%	100
	Total Number of Training Sessions During Reporting Period	Time	612
Annual Training Expenditure	RMB 10,000	189.71	

Injury Rate = (Number of work-related injury incidents / Total number of employees) × 100%
 Lost Time Injury Frequency Rate (LTIFR) = (Number of work-related injury incidents × 1,000,000) / Total employee working hours

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2025
Innovation and Ethics of Science and Technology - R&D and Innovation	R&D Investment Amount	RMB 10,000	38,048.28
	Number of Group R&D Personnel	Person	1,081
	Number of Granted Patents(cumulative)	Patent	3,728
	Number of Acquired Software Copyrights	Copyright	303
	Number of subsidiaries certified as high-tech enterprises	Subsidiary	9
	Suppliers and Customers - Suppliers	Total Number of Suppliers	Supplier
Number of suppliers from Chinese mainland		Supplier	1,639
Number of suppliers from Hong Kong, Macau, and Taiwan		Supplier	13
Number of overseas suppliers		Supplier	20
Suppliers and Customers - Product Responsibility	Number of Product Complaints Received	Time	942
	Number of Service Complaints Received	Time	543
	Major safety or quality liability accidents related to products and services during the Reporting Period	Accident	0
	Proportion of products recalled due to safety or quality reasons in total products sold or delivered	%	0
	Number of products recalled due to safety or quality reasons in total products sold or delivered	Tonne	0
	Data Security Incidents During Reporting Period	Incident	0
	Customer Privacy Breach Incidents During Reporting Period	Incident	0
Rural Revitalisation and Social Contributions - Community Investment	Community Investment	RMB 10,000	729
	Investment in Focus Area – Education	RMB 10,000	144
	Other Investment in Focus Area – Lighting up Rural Areas	RMB 10,000	173
	Other Investment in Focus Area – Care for Special Groups	RMB 10,000	27
	Other Investment in Focus Area – Health advocacy	RMB 10,000	111
	Other Expenses (Administrative Management)	RMB 10,000	274
	Hours spent by employees in charitable/volunteer activities	Hour	65

Governance ESG KPIs

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2025
Business Practises – Business Ethics	Number of corruption-related lawsuits pending or resolved	Lawsuit	5
	Number of directors attending anti-corruption trainings of the Group	Person	3
	Number of management attending anti-corruption trainings of the Group	Person	39
	Total number of employees attending anti-corruption	Person	5,336

Content Index for the Sustainability Reporting Guidelines for Listed Companies

Dimension	No.	Topic	Report sections
Environmental	1	Responding to climate change	Climate Response and Intelligent Risk Prevention
	2	Pollutant emissions	Emissions Management
	3	Waste disposal	Emissions Management
	4	Ecosystem and biodiversity protection	Protect Ecology and Coexist in Harmony
	5	Environmental compliance management	Emissions Management
	6	Energy utilisation	Resource Use
	7	Water resources utilisation	Resource Use
	8	Circular economy	Eco-Protection & Low-Carbon Symbiosis
Social	9	Rural revitalisation	Lighting up Rural Areas
	10	Social contribution	Lighting Up the Future
	11	Innovation-driven	R&D and Innovation
	12	Technology ethics	R&D and Innovation
	13	Supply chain security	Sustainable supply chain
	14	Equal treatment to SMEs	Empowering the Optoelectronic Display Ecosystem
	15	Safety and quality of products and services	Product Quality and Safety
	16	Data security and customer privacy protection	Information Security and Privacy Protection
	17	Employees	People-Oriented, Growth Together
Sustainability-related governance	18	Due diligence	/
	19	Stakeholder communication	Communication with Stakeholders
	20	Anti-commercial bribery and anti-corruption	Upholding Ethics and Conducting Business with Integrity
	21	Anti-unfair competition	Upholding Ethics and Conducting Business with Integrity