

2024 ENVIRONMENTAL, SOCIAL AND CORPORATE GOVERNANCE (ESG) REPORT

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Figures of 2024

Environmental responsibility

Drive the green development of the industry through green innovation

Matrix of low-carbon products

- The Company has launched the next-generation UMini/UMicro LED display products, which achieve approximately 50% reduction in energy consumption compared to traditional products and reduce carbon emissions.
- The high-luminous-efficiency LED technology has a luminous efficacy of 180lm/w, which is 125% higher than that of traditional high-pressure sodium (HPS) lights. With the UNI-STA7 Series LED street lights, the Company was awarded the national-level Low Carbon Product Supplier Certificate.
- After our LED displays obtained the Product Carbon Label Evaluation Certificate as the first in the industry, in 2024, our COB products (UMini/UMicro platform) and the UNI-STA7 Series LED street lights successively passed the carbon label evaluation.

Breakthroughs in lifecycle carbon management

- The Company and its subsidiary Shenzhen LAMP Technology Co., Ltd. (renamed as "LAMPRO") was awarded the title of "Carbon Neutrality Commitment Demonstration Unit" by the Ministry of Industry and Information Technology for its technical advantages in LED display products.
- A total of 27 series of products, including Upanel II and UminiW, received the carbon footprint certification (including the Intertek Green Leaf Statement and the carbon footprint certificate), as well as the "Green Leaf Mark". ED street lights, the Company was awarded the national-level Low Carbon Product Supplier Certificate.
- Carbon footprint verification was conducted for 19 series of products of the Company and its subsidiary LAMPRO.
- The annual power generation of distributed photovoltaic generation facilities in the Company's Daya Bay Smart Manufacturing Base was up to 1,133,150 kWh.

Social responsibility

Empower sustainability from multiple dimensions

Upgrading the employee benefits system

- "U Fund" has provided RMB1.52 million and accumulatively helped 633 employees.
- We have established the "Six Navigations (Pathfinding, Seagoing, Shifting, Sustaining, Sailing, and Guiding)" talent cultivation system, which combines training with practices and improves the talent retention rate of key positions.

Establishing the Metasight ecosystem with innovation synergy

- In 2024, the Group has 1,124 technical personnel, making up 19.94% of total headcount, and has invested RMB376 million in R&D, which makes up 4.84% of its revenue.
- We have made notable strides in next-generation Micro LED display technology, LED + AI, energy conservation and health, and other fields.
- Pioneering integrated Metasight solution enables hardware-software collaboration.
- By establishing the Metasight ecosystem, we realised mutual development with diverse participants.
- We collaborated with industry partners to cultivate technical talents and form a "3-hour service circle".
- We have been certified against ISO 9001 standard for the quality management system, with the certification scope covering the entire group.

Building a sustainable supply chain

- The coverage rate of new supplier sifting by environmental standards and social standards reached 100%.
- We conducted ESG compliance inspections for suppliers' manufacturing process.

Global expansion of public welfare program

- The public welfare program "Lighting up the Countryside" has accumulatively donated 6,000 LED street lights, which cover 21 provinces in China and two foreign countries and benefit over 10,000 rural residents.
- The "Enlightening the Future" Pilot Zone for Educational Revitalisation benefited 8,000 teachers and students and formed a replicable rural education solution.
- Hours spent by employees in volunteer services were 205 hours in this year and 368 hours in the aggregate.

Notable effect in health initiatives

- We accumulatively held 11 public benefit health events, including health walks, which cover over 2000 person-times.
- We donated sports facilities that were worth RMB3 million for stadium construction to promote fitness for all.

Corporate governance

Dual driving force with compliance and innovation

Continuously optimising the governance system

- The Company's information disclosure received the highest "A" rating from Shenzhen Stock Exchange.
- We have established a rational governance system. Our directors are with diverse professional backgrounds. Independent directors make up 3/7 of the board and can made decisions independently.
- In terms of digital governance, we boosted the UBS program to support digital transformation and establish an excellent operational system.

Breakthroughs in intellectual properties

- The Company was awarded a Grade III certificate in the grading evaluation of innovation and IP management under the ISO 56005 international standard, becoming the first enterprise in the LED display industry nationwide and in Shenzhen to achieve this distinction.
- The Company has successively obtained licensing for 74 invention patents and obtained 176 utility model patents, 90 design patents, 166 software copyrights, and 54 trademarks.

ESG management for the supply chain

- The signing rate of the Integrity Agreement by suppliers reached 100%.



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Harmonious Coexistence

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ABOUT THE REPORT

This is an Environmental, Social and Corporate Governance Report (hereinafter referred to as "ESG") issued by Unilumin Group Co., Ltd. (hereinafter referred to as "Unilumin or "the Company"), which discloses the performance and management measures of Unilumin on the economic, environmental, social, and governance aspects in 2024. This Report contains no false records, misleading statements, or significant omissions, and the Company is responsible for the truthfulness, accuracy, and completeness of the content.

Scope

This Report covers the information and data of Unilumin and its subsidiaries for the period from 1 January 2024 to 31 December 2024 (the "Reporting Period"), with some information tracing back to 2023 or before, or extending to 2025.

Basis of preparation

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.

Information sources

Financial data in this Report is from the 2024 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 this 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.

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Chairman's Message

In an era of global movement toward sustainability, Unilumin has consistently positioned itself at the forefront by deeply incorporating the ESG concepts into its development.

Harnessing LED light sources' superior characteristics of "high photovoltaic conversion efficiency, extended longevity, and environmental friendliness", we have seized the opportunity of "energy conservation, carbon reduction, and green development" to spearhead the Third Lighting Revolution. We take the green design concept and low-carbon development requirements as important guidelines for our corporate strategy. Starting from technology innovation and product R&D, we have established a green supply chain that covers the entire product lifecycle, and gradually realised the transparent management of product carbon emissions. From meticulous raw material selection and rigorous production controls to product use after sale, every phase reflects our consideration of impact on the environment. In our R&D process, we have conquered key technical difficulties regarding high energy efficiency, weight reduction, and recyclability, successfully establishing a full-spectrum product lineup that aligns with low carbon and energy conservation requirements. Moreover, by fostering seamless collaboration across the value chain, we continue to empower the green development of the industry.

We always carry a strong sense of social responsibility. To care for our employees, we create a safe and healthy working environment for them, build a fair compensation system, and provide diverse career development paths. By operating with integrity, we safeguard the rights and interests of shareholders and employees. Through the Unilumin Public Welfare Foundation, we actively engage in charity and public welfare undertakings. In 2024, the Unilumin Public Welfare Foundation spent RMB6.94 million in multiple fields such as education and culture, rural revitalisation, sports and health, to contribute to the harmonious development of the society with practical actions.

We understand that a perfect governance structure is the cornerstone for steady progress. The Company has established a fair and transparent decision-making mechanism to ensure that decisions are rational and reasonable, and in line with long-term development and the interests of stakeholders. With a strict supervision system, we ensure compliance and efficiency in operations. We actively maintain close communication with investors, partners, and other stakeholders, listen to the voices of all parties, and continuously optimise our corporate governance system.

Looking forward, we will adhere to the path of sustainability. Driven by technology innovation, shouldering social responsibility, and guaranteed by excellent governance, we will contribute more "Unilumin Power" to global sustainability.

A stylized, handwritten signature in black ink, likely belonging to the Chairman of Unilumin Group Co., Ltd.

About Unilumin

About the Company

Unilumin Group Co., Ltd. is a global leading provider of LED display and lighting products and Metasight solutions, which was established in 2004, with its shares listed on the ChiNext market since 2011 (stock code: 300232).

It has maintained its position as the industry No.1 and world No.1 LED display manufacturer in terms of sales and delivered total area for several consecutive years.

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. Unilumin has over 40 wholly owned subsidiaries and holding companies, forming a sales service network reaching 160 countries and regions and with more than 5,600 channel partners all over the world. It also has an integral system covering R&D, manufacturing, sales and services and its independent manufacturing bases. The LED Smart Manufacturing Base at Daya Bay, Huizhou, covers an area of 400,000 square metres and is currently the global largest LED smart manufacturing base.



Fuyong Headquarters in Shenzhen



Pingshan ROE Base

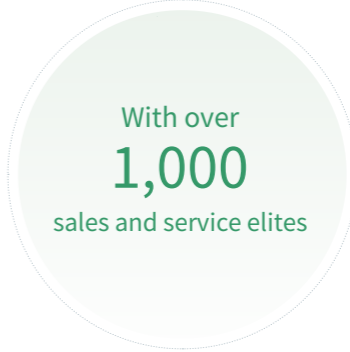
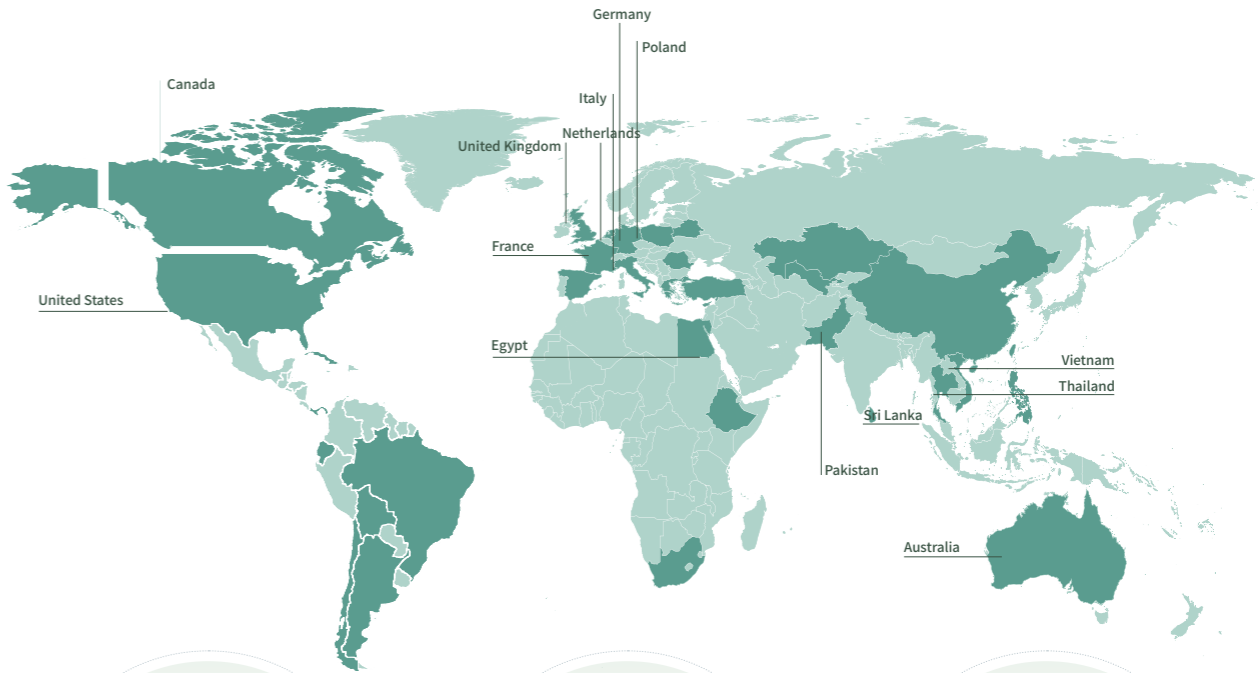


The Daya Bay Smart Manufacturing Base



The Zhongshan Smart Manufacturing Base

Global Presence



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



Honors

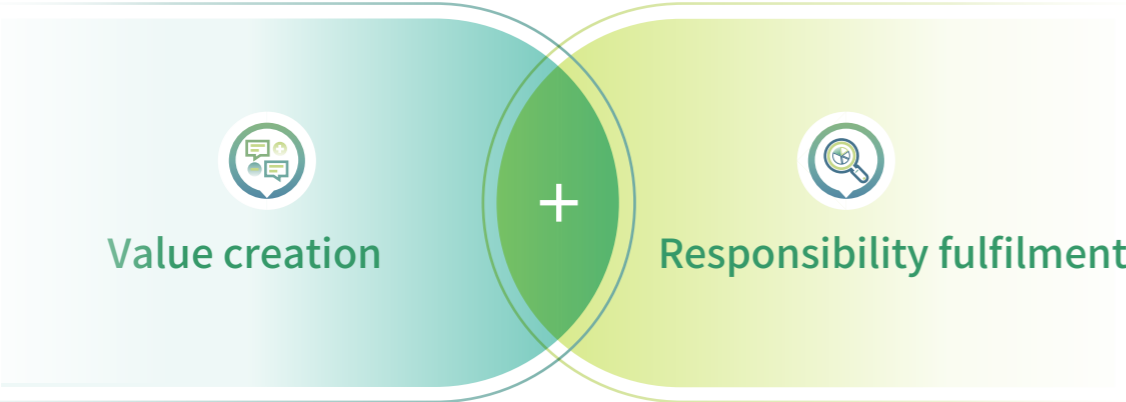
Unilumin



Sustainability Management

ESG motivation and philosophy

Under the global trend of sustainability, ESG has become the core driving force in reconstructing the business ecosystem, and spans across policy regulation, capital allocation, supply chain management, and the entire chain of value creation. As a leading enterprise in the LED display industry, Unilumin is deeply aligned with the global ESG development trend and has integrated the sustainability gene into its strategic core to build an ESG governance system driven by "value creation + responsibility fulfilment". The Company has established a comprehensive management framework covering environment, society, and governance by benchmarking against the United Nations Sustainable Development Goals (SDGs) and the ISO 26000 social responsibility standards, to promote the deep integration of ESG strategy into business management, continuously optimise the governance structure, technology innovation, and industrial upgrading, and build a sustainability model that meets global standards.



In the future, the Company will take ESG as a strategic pivot to deepen global practices. It will enhance its environmental performance through green manufacturing and low-carbon operations, strengthen social responsibility management and governance transparency, and strive to become a benchmark for ESG practice in the global LED display industry. By building a co-existing system of economic, social, and environmental values, the Company will continuously enhance its global competitiveness, create long-term sustainable returns for shareholders, customers, and society, and achieve a strategic upgrade from an industry leader to a sustainability model.

ESG governance system

The Company has started building its ESG governance system, continuously improved the top-level design for its ESG capacity, and improved the management system and the ESG governance structure, to promote the integration of the sustainability concept into the Company's values and business practices.

During the Reporting Period, the Company established a three-level ESG management structure, which comprises the decision-making level, the management level, and the implementation level. Primary duties of the 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, it is responsible for reviewing and approving the Company's ESG reports.

Management level

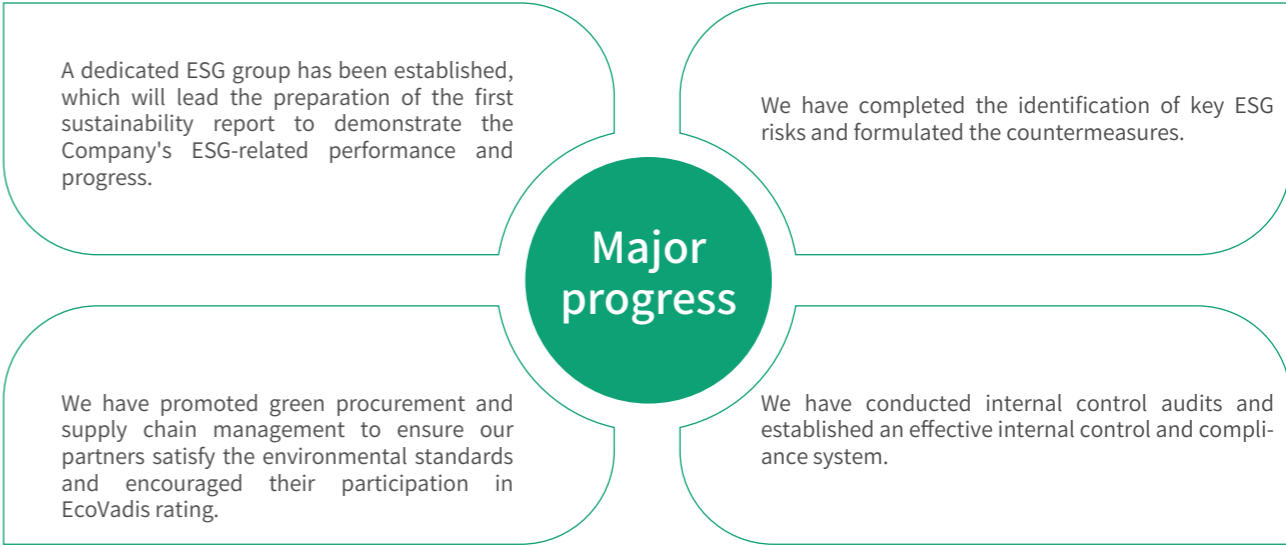
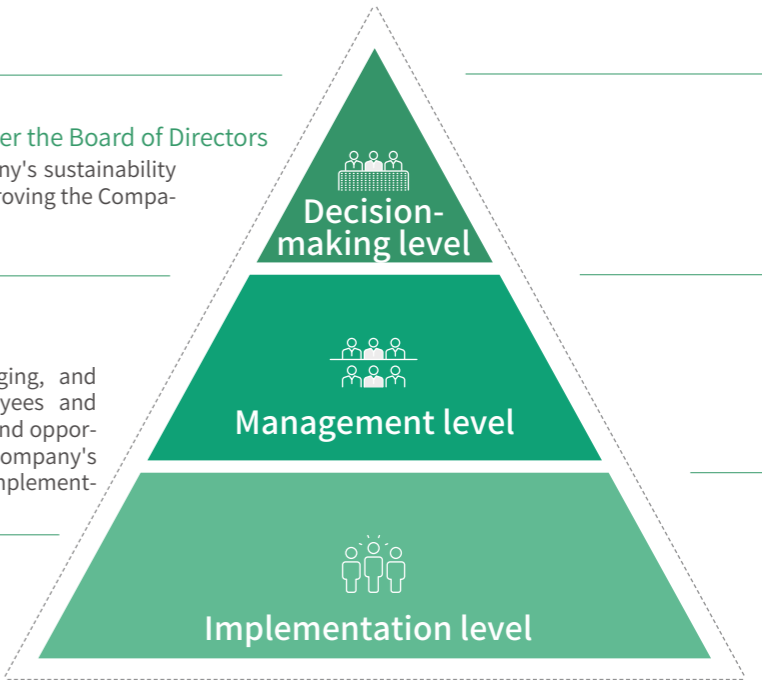
Senior management

It's responsible for identifying, mitigating, managing, and monitoring costs and resources (such as employees and technologies) required to respond to impacts, risks and opportunities related to sustainability, to ensure that the Company's sustainability-related measures can be effectively implemented and supported by sufficient resources.

Implementation level

The dedicated ESG group

It's 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.



Communication with stakeholders

The Company complies with the guidance of stock exchanges and the GRI Standards. It has established a mechanism for communication with stakeholders and has systematically identified 9 categories of primary stakeholders. Through interviews, investigations, themed conversations, questionnaire surveys, and other channels of interaction with stakeholders, we obtained a thorough understanding of stakeholders' core demands regarding sustainability and responded to stakeholders' expectations through sustainability information disclosures.

Stakeholders	Way to Communicate
Governmental and regulatory agencies	<ul style="list-style-type: none">· Strictly comply with laws and regulations of different operating locations· Conduct business activities in good faith and pay taxes according to law· Participate in the research and formulation of policies and plans
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 smooth the service network· Provide channels for suggestions· Conduct product satisfaction surveys· Consecutively make technology innovation· Enact policies to combat counterfeits on the market
Suppliers	<ul style="list-style-type: none">· Establish fair and transparent procurement principles and processes· Advocate sustainable supply chain and conduct ESG management for the supply chain· 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 organisations	<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

Adopting the management's analysis and the Delphi method and combining domestic and overseas ESG trends, requirements of stock exchanges, rating standards, hot topics of the society, industry practices, and GRI Standards, the Company identified and confirmed material issues in environmental, social, and governance areas and formulated a list of 20 core issues covering corporate governance, social, and environmental areas, to ensure that the issues are in line with the sustainability strategy and stakeholders' demands.



Environmental Responsibility

Green and Low-carbon,
Harmonious Coexistence

Key issues

- Climate response
- Biodiversity protection
- Resource utilisation
- Emissions management
- Eco-friendly products

Corresponding SDGs

6

CLEAN WATER AND SANITATION



7

AFFORDABLE AND CLEAN ENERGY



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SUSTAINABLE CITIES AND COMMUNITIES



12

RESPONSIBLE CONSUMPTION AND PRODUCTION



13

CLIMATE ACTION



14

LIFE BELOW WATER



15

LIFE ON LAND





Guiding the Evolution of Eco-friendly Products and Services

The Company has been practicing the green and low-carbon development concept. Relying on the LED Metasight technology innovation and integrated solutions, Unilumin has driven the industry to high-quality sustainability through the new energy-conserving and eco-friendly layout. The Company and its subsidiary LAMPRO were awarded the title of "Carbon Neutrality Commitment Demonstration Unit" by the Ministry of Industry and Information Technology for its technical advantages in LED display products.



Promoting the design and R&D of eco-friendly products

The Company thoroughly practices China's "carbon peaking and carbon neutrality" strategy and addresses the market demand for low-carbon and eco-friendly solutions. By integrating environmental impact assessments into the front end of the Integrated Product Development (IPD) process through product lifecycle management, we have made significant breakthroughs in efficient heat dissipation, energy-saving designs, lightweight materials, and modular recyclable designs.


Taking advantage of eco-friendly technology innovation, the Company launched the next-generation green products with lower energy consumption, higher energy efficiency, and longer life, completed upgrades of products on all lines, and established a benchmark for low-carbon development of the industry. Moreover, the Company made breakthroughs in ultra-low-attenuation LED light source modules and system integration technologies, which not only reduced the costs of end products and increased added value of products, but also accelerated the industrialisation and large-scale application of the technologies.

Green design


(1) High-luminous-efficiency technology

Luminous efficiency represents the luminous flux generated by 1 watt of electricity. The higher a product's luminous efficiency is, the less the electricity consumption is to generate the same luminous flux. Unilumin focused on optimising the energy consumption and efficiency of products and mainly developed LED display and LED lighting products with notable energy saving features.


Focusing on raising the energy efficiency and reducing the energy consumption of LED display and lighting products, the Company developed energy-efficient green products, aiming to reduce energy consumption of unit luminous flux through technology innovation.



The Program "Key Technologies and Their Industrialisation for High-luminous-efficiency and Long-life Semiconductor Lighting" was awarded the **First Prize of the National Science and Technology Progress Award**, with the new LED lighting sources achieving energy savings of over 70% compared with traditional lighting sources and reaching global leading level.



UL Solution (a third-party safety certification institution) tested our modules. The result indicated that the luminous efficiency reached 256 lm/W, which was **at industry leading level**.



(2) Advanced LED technologies and packaging technologies

The Company leverages advanced LED technologies and packaging technologies to improve luminous efficiency and energy utilisation rate: In terms of micro LED in package (MIP), which is the micro LED chip scale packaging for mini devices, the Company was the first to make a breakthrough in the mass transfer technology and realised substrate-free 0202 (0.2mm x 0.2mm) packaging for micro LED chips at a 30µm x 50µm scale. Compared to traditional technologies, this breakthrough significantly improved the heat dissipation and luminous efficiency. Moreover, Unilumin also made a breakthrough in the small-pitch LED display technology, which not only realised higher pixel density and colour accuracy, but also reduced the energy consumption of unit area. These dual technology innovations collectively raised product energy efficiency and reinforced low-carbon capabilities accordingly.

(3) Innovative heat dissipation design

The Company's LED products feature an innovative heat dissipation design. Taking the UNI-STA7 Series and UNI-STB6 Series street lights as an example, they adopted an independent power supply unit and a structure characterised by separation of heat and electricity, which improved the heat dissipation efficiency through the optimised heat dissipation layout. Such design not only lowered the operating temperature of equipment and extended the lifespan of products, but also reduced energy consumption and carbon emissions, contributing to reinforced low-carbon capabilities of products.

(4) Multi-scenario adaptability design

The Company's LED displays and lighting products had full-scenario adaptability. Through intensive design, products can be used in diverse application scenarios, which reduced the production of products with a single function, and resulted in less resource consumption and carbon emissions in the production process.

◎ Low-carbon and eco-friendly flagship products

UNI-STA7 Series LED street lights:

Being equipped with optical grade PC lens, these street lights feature an overall luminous efficacy of 180lm/w, with an energy-conserving efficiency up to 80%, and achieving further energy savings through compatibility with multiple intelligent control systems. The products are widely used in large urban lighting retrofitting projects, through which, the Company has been awarded the national-level Low Carbon Product Supplier Certificate.

UNI-STB6 Series LED street lights:

These street lights feature an overall luminous efficacy of 180lm/w, with an energy-conserving efficiency up to 80%. With unique anti-dazzle design, they are beneficial to driving safety. The products are compatible with multiple intelligent control systems, which realise further energy savings. They are widely used in large urban lighting retrofitting projects, through which, the Company has been awarded the China Certificate for Energy Conservation Product.



◎ Case: Low-carbon and eco-friendly flagship products



UMini/UMicro

These platforms can largely reduce energy consumption and carbon emissions through the efficient LED technologies and the intelligent energy-conserving control system. Energy conservation effect: Compared to comparable products, Unilumin's LED displays achieve over 50% reduction in energy consumption given the same luminosity, exhibiting notable energy-conserving effects.



Usurface PL1 Series

With the DVPS energy-conserving technology, the Usurface PL1 Series can substantially reduce energy consumption. Usurface PL1 screens with a total area of 100 m2 can significantly reduce energy consumption by saving approximately 36,500 kWh of electricity annually.

Energy consumption reduction

Intelligent Energy-conserving Control System

The Company's LED displays and lighting products are equipped with an intelligent energy-conserving control system, which can intelligently adjust the luminosity and power consumption according to the ambient light, viewing distance, and usage scenarios, ensuring a dynamic balance between display effect and energy consumption. The system can monitor energy consumption data in real time, offer visualised analysis and energy saving suggestions, help users optimise energy management, and realise intelligent low-carbon operations.



Energy-conserving Solution of the Cool Screen Technology

Unilumin's UMicro 0.4 Series products have adopted the "cool screen technology", with maximum power consumption of only 200W/m². Taking advantage of a low-temperature environment design, the technology enables temperature control even during continuous operation with high luminosity, which markedly improves energy efficiency.

Common Cathode Energy-conserving Solution

The common cathode solution for Unilumin's LED displays minimises heat loss caused by excess voltage through precise voltage distribution. Low working temperature maintained by a common cathode display contributes to the prolonged life of lamp beads and ensures the homogeneity and stability of images. The solution does not need redundant heat dissipation devices in the cabinet-type module, which reduces costs for materials and moulds. Currently, the solution has been applied to series products, such as UminiW and UMicro. For instance, the UminiW (P1.8) achieves the maximum single-cabinet power consumption of merely 30W, representing a significant 70% reduction compared with the standard single-cabinet power consumption of 95W.

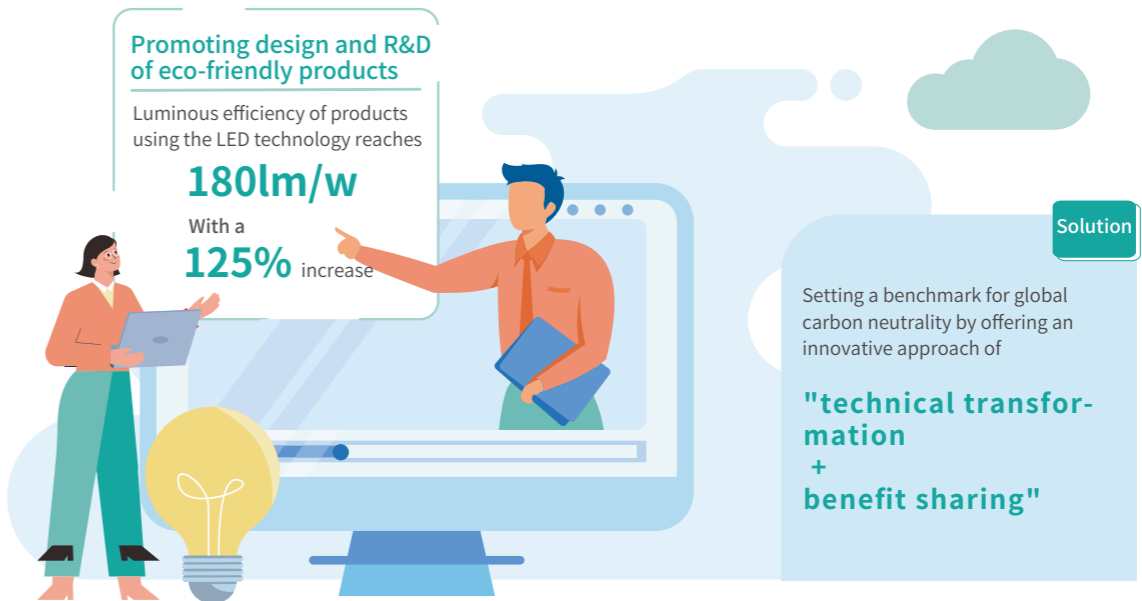
DVPS Energy-conserving Solution

Unilumin's DVPS energy-conserving solution improves energy conversion efficiency by optimising the power management system and LED driving circuit. The design significantly reduces energy consumption of LED products while maintaining consistent luminosity, thereby demonstrating exceptional energy-conserving performance surpassing that of comparable products. The solution has been applied to LED display products including USK and Usurface PL1 for efficient energy utilisation.

Developing eco-friendly integrated solutions

Through the innovative application of Energy Management Contract (EMC) mode, the Company integrated its hardware equipment, intelligent control system, and professional services to provide customers with systematic energy conservation solutions. The Company independently developed the high-luminous-efficiency LED technology with luminous efficiency of 180lm/w, representing a 125% increase compared with that of traditional high-pressure sodium lights. With the intelligent lighting control system, lighting parameters can be optimised based on environment conditions and user demands. Furthermore, with intelligent sensors and remote management platforms, we have achieved precise monitoring and optimised scheduling of energy consumption, resulting in higher energy efficiency and lower operational costs.

Under the EMC operation mechanism which requires zero initial investment and involves no risk, payments are made in instalments based on electricity saving benefits. At the end of the project term, the ownership of equipment is transferred at no cost. This model has been successfully adopted in countries across Europe and South America, which not only reduces electricity costs for customers but also enables them to get additional benefits through carbon asset transactions. This initiative sets a benchmark for global carbon neutrality by offering an innovative approach of "technical transformation + benefit sharing".



Case EMC project for Guangzhou Shenzhen superhighway

Since 2012, the Company has carried out the Chinese first large EMC project for Guangzhou Shenzhen Superhighway. This project has five "No.1" titles in the industry, respectively, the domestic first and longest highway accepting LED transformation, the first big LED transformation project after the issuance of the Implementation Plan of Guangdong Province for the Promoting and Application of LED Lighting Products, the domestic first highway that uses LED street lights for the whole route, the domestic first road transformation project adopting the ten-year EMC mode, and the domestic first highway that uses the LED intelligent control system for the whole route.

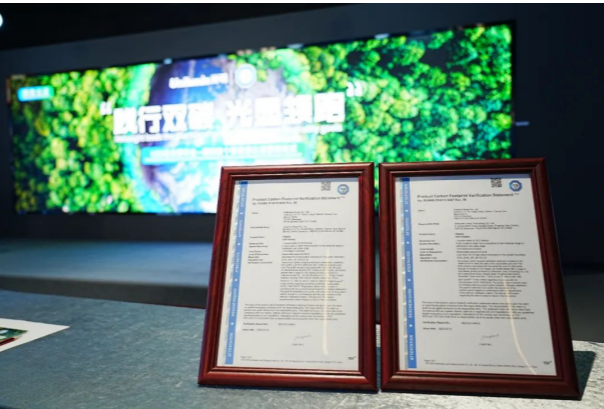
Guangzhou Shenzhen Superhighway is the core major highway in Guangdong Province and has street lights along the whole route. The energy saving rate is an important performance indicator. The project used 6,280 Unilumin's fourth generation 100W LED street lights to replace the previous 250W high-pressure sodium lights, with an energy saving rate up to 72%. In this project, the Company deployed the industry-leading intelligent remote stepless dimming control system. Wireless transmission was adopted between the centralised controller of the monitoring system and each light. Each light can store its one-week operation data and can provide lighting on demand to further save energy. Moreover, the system functions include remote monitoring and control for a single light, traffic flow adaptability adjustment, and data collection and analysis.



- Winning the bid for the domestic first whole-route highway LED street light transformation project
- Achieving an unprecedented luminous efficiency of 122 LM/W per light, establishing a benchmark in the LED street light industry
- Comprehensive energy savings of over 70%
- The domestic first road transformation project adopting the ten-year EMC mode
- The domestic first highway that uses the LED intelligent control system for the whole route

Conducting product carbon footprint verification and certification

As a leader in the industry in terms of carbon footprint management, the Company was the first in the industry to obtain the Product Carbon Label Evaluation Certificate in 2023 and a LED display manufacturer with carbon label certified by TÜV SÜD. It has built a lifecycle carbon management system covering the acquisition of raw and auxiliary materials, and the manufacturing, transportation, use and disposal of products. In 2024, the Company's COB products (the UMini/UMicro Platform) and the UNI-STA7 Series street lights successfully passed the carbon label evaluation.



Carbon Footprint Verification Reports for 19 series of products of the Company and its subsidiary LAMPRO (partial certificates showed only)



Carbon Label Evaluation Certificate for the COB products (the UMini/UMicro Platform)

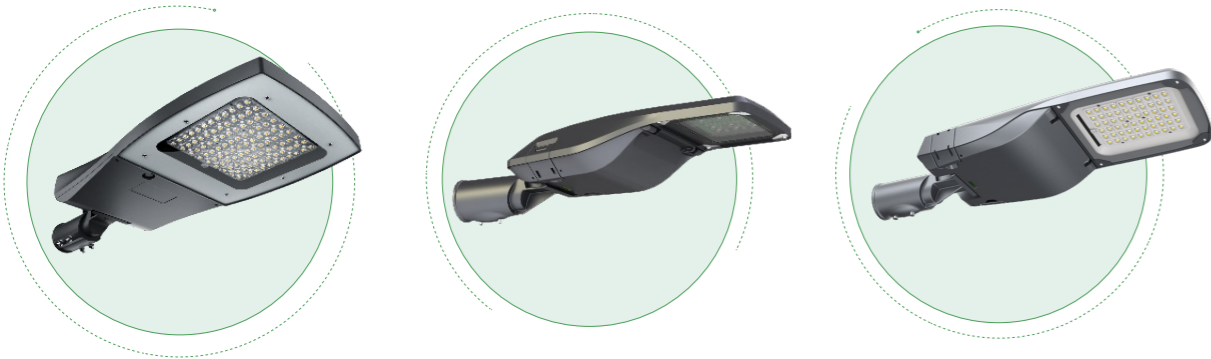
Case: Several series of Unilumin's LED displays obtained the carbon footprint certification

In 2024, the Company received carbon footprint certifications from Intertek and Beijing Saidi Certification Centre (including the Intertek Green Leaf Statement and the carbon footprint certificate) for 27 series of products, as well as the "Green Leaf Mark". The certifications covered products such as the Upanel II and UminiW series LED display products. The statement and certificate were awarded following assessments conducted in accordance with ISO 14067:2018 Greenhouse Gases - Carbon Footprint of Products - Requirements and Guidelines for Quantification and ISO 14040:2006 Environmental Management - Life Cycle Assessment - Principles and Framework. The assessments encompassed calculations of greenhouse gas emissions at the stages of raw material acquisition, manufacturing, and distribution, as well as evaluations of carbon emissions throughout product lifecycle. The joint certifications from domestic and international bodies implemented a product carbon footprint evaluation service, which not only provided data support for the Company's energy-efficient and low-carbon production and supply chain management, but also provided valuable carbon footprint data for downstream enterprises to participate in global green trade initiatives, laying a solid foundation for the Company's favourable position in the global green trade initiatives.



Biodiversity protection

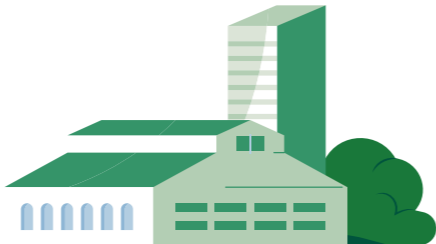
By incorporating dark-sky conservation principles into lighting product designs, the Company has developed intelligent luminaires featuring low colour temperatures and high shield rate using precise light control technology, mitigating light pollution, and protecting the natural night skies. By virtue of professional optical designs (light distribution control + low colour temperature + light-tight accessories + dynamic dimming), the Company's existing dark-sky conceptual products, the Beluga, Manta, and Marlin series flat-glass street lights, meet the criteria for Dark Sky certification defined by the International Dark-Sky Association (IDA). Applied in smart city projects across multiple European countries, these series products satisfy nighttime traffic and landscape lighting needs while offering innovative solutions for biodiversity protection and urban ecological balance through light pollution control.



Enhancing Resource Utilisation Management

The Company values energy and resource management. It 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, and has formulated a comprehensive energy management system encompassing target management, organisational structure, and responsibility framework, including the Regulations on the Management of Energy Targets, the Institutional Regulations on Energy Management, the Regulations on Energy Management Responsibilities and other internal regulations to drive continuous low-carbon upgrades in the Company's production and operations. As at the end of 2024, the headquarters and all the manufacturing bases have been certified against the ISO 5001 standard for energy management systems.

As a benchmark enterprise for green manufacturing, the Company has integrated the eco-design concept into the entire lifecycle of products, and has formulated a medium- to long-term plan concerning green factory. Besides, it has been successfully listed in Green Manufacturing List of the Ministry of Industry and Information Technology and certified as a "Green Factory", and has also entered the "Fourth Batch of Green Design Demonstration Enterprises for Industrial Products". These achievements set a fine example for sustainability within the industry.



Improving energy management

The Company has continuously deepened its commitment to green and low-carbon concept in clean production by implementing source reduction and process control, continuously optimising production technologies, improving energy efficiency, and striving to establish an eco-friendly and efficient production mode.

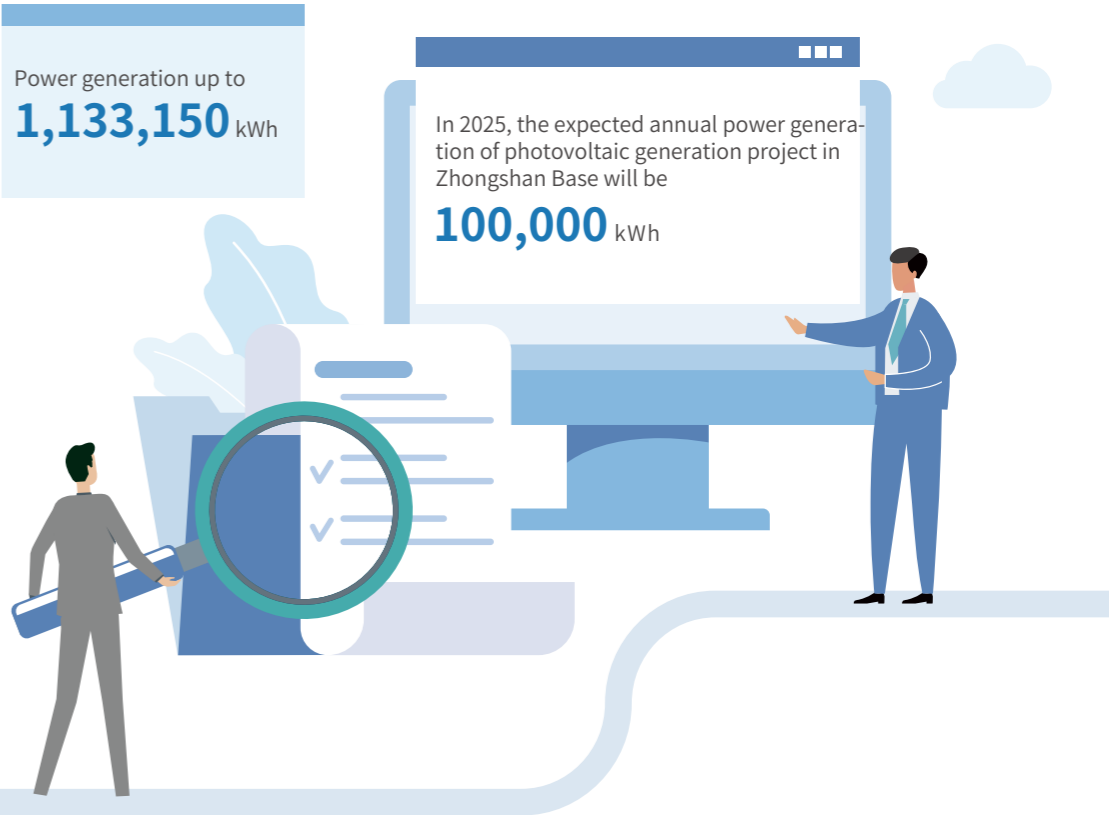
Efficient energy-conserving production equipment:

By introducing production equipment with high energy efficiency and low energy consumption (such as energy-conserving motors, energy-efficient compressors, and energy-conserving wafer bonders), the Company notably reduced energy consumption and improved production efficiency.

Intelligent control system:

By adopting the advanced digital control system and establishing the BI and the SCADA (Supervisory Control and Data Acquisition) system, the Company realised automatic and intelligent control of the production process. By precisely managing parameters, the Company improved production precision and efficiency and reduced energy waste.

Meanwhile, the Company actively promoted the application of clean energy and the transformation of energy structure. In 2024, the annual power generation of distributed photovoltaic generation facilities at the Company's Daya Bay Smart Manufacturing Base was up to 1,133,150 kWh. In 2025, the expected annual power generation of photovoltaic generation project at Zhongshan Base will be 100,000 kWh.



Optimising water resource management

The Company strictly complies with the Water Law of the People's Republic of China and conducted all-round management of water use in production processes from three aspects, respectively water saving from the source, water saving in processes, and recycling of water, to improve the water use efficiency.



Water saving from the source

Efficient water saving equipment

We have actively adopted water-saving taps and toilets, low-flow showerheads, and other efficient water-saving equipment.

Water saving in processes

Smart water meter and monitoring system

We have installed smart water meters in key water use areas to monitor and record water consumption in real time and analysed data to precisely figure out the water demand of different areas, so as to develop more rational water use plans.

Water saving skills training

We have conducted systematic water saving training to enhance employees' water-saving awareness and operational skills.

Water saving motivation mechanism

We have established a water saving motivation mechanism to reward or praise employees or teams with excellent performance in water saving.

Recycling of water

Rainwater collection and utilisation system

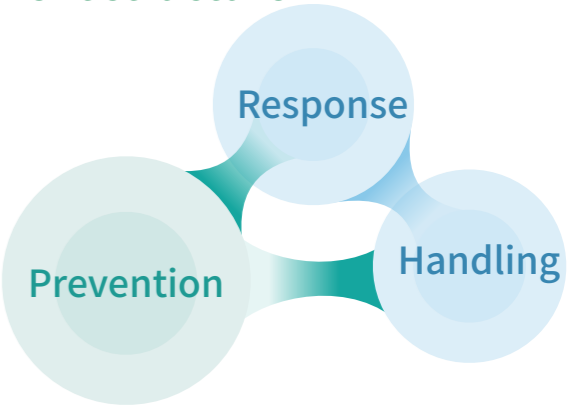
We have established a rainwater collection system to use the collected rainwater for non-drinking purposes, such as toilet flushing and cleaning.

Proactive Climate Response

The Company has actively responded to challenges brought by global climate change and promoted all-round low-carbon transition by improving internal management and product technology innovation.

Setting up the emergency management structure

The headquarters have established an emergency rescue team, and arranged an emergency command and an emergency command organisational structure in each park. The structure comprises functions and technical personnel responsible for emergency rescue, evacuation and safeguarding, medical aid, communication, and logistics support. We have offered training and drills at least 4 times each year to enhance quick response capabilities and emergency preparedness mechanisms of the emergency team, and promptly addressed hidden dangers identified in drills to form a closed loop of "prevention - response - handling."



Improving the climate emergency plan

The Company has refined its climate-resilient emergency response system by formulating special emergency plans such as the Emergency Plans for Typhoon and Flood. Moreover, Unilumin has developed dynamic risk assessment mechanisms for climate risks such as typhoon, storm, flood, continued hot weather, and sudden drop in temperature/frost/cold wave (including geographical water supply risk). Additionally, the Company has reserved specialised emergency supplies and conducted regular inspections, and defined emergency response roles and responsibilities of departments and positions. This structured approach has forged a resilient climate management framework of "risk identification, plan-based response, and supply guarantee", to safeguard production continuity and employee safety.

Category	Climate-related risks	Countermeasures
Acute	Typhoon, storm, and flood	· We have early warning in place for extreme weather, have enhanced patrol inspections and found and blocked leakage points in advance; · We have moved away significant articles and documents from areas having been eroded by rainwater and cleared puddles; · In addition, we have centralised management and regular maintenance for flood control facilities.
	Sudden drop in temperature	· We have checked whether pipes have burst in cold weather and regularly replaced the insulation layer on the roof.
Chronic	Sustained higher temperature	· We distribute high-temperature subsidy, herbal tea, mung bean soup to employees and have prepared drugs to relieve and clear away the summer heat.
	Deterioration of water quality/Instable municipal water supply	· We have conducted water quality inspections and have purification treatment for drinking water.

Seizing opportunities brought by climate change

The Company leverages industrial opportunities brought by climate change, with a focus on R&D of energy-efficient and extreme environment adaptive technologies. We have developed a series of wind, high temperature, and corrosion resistant products, which can remain efficient and stable operation in severe weather. Our core technologies for products include:

- Corrosion resistant spray technology**
Products can stably operate in a high salt fog environment, with a five-year quality warranty.
- Typhoon resistant technical scheme**
According to the technical scheme, the platform can theoretically resist Category 17 typhoon.
- Solid-state power supply technical scheme**
The product can still operate stably in a low-temperature (-40°C) environment.

Our innovative surface magnetic force optimisation technology for lighting products has been successfully applied in global rail transit projects in Japan, Shanghai, etc.

In the future, the Company will continuously improve our products to help customers in response to climate change. Major improvements will cover enhancements in products' electro-optical conversion efficiency, the use of lightweight structural designs, and the consecutive introduction of green, eco-friendly, and sustainable materials, providing more competitive solutions for global customers to respond to climate change challenges.

Standardising the Emissions Management System

The Company strictly complies with the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Law of the People's Republic of China on Prevention and Control of Water Pollution, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, Management Measures for the Transfer of Hazardous Wastes, and other relevant laws and regulations, and has formulated the Rules on the Operation and Management of Waste Gas Treatment Facilities, Regulations on the Management of Hazardous Wastes, and other regulations, to standardise the management of wastewater, waste gas and solid wastes discharge.

The Company regularly monitors the environment and hands over wastes to qualified companies for treatment. All the hazardous wastes are up to standard before discharge according to laws and regulations to ensure continued and effective operation of the environmental management system. On 17 January 2022, we obtained the certification for the energy management system.

In April 2024, local government of Huizhou City issued the Detailed Evaluation Rules on the Construction of "Zero-Waste Parks" in Huizhou, the Detailed Evaluation Rules on the Construction of "Zero-Waste Factories" in Huizhou, and other documents. The Company's Daya Bay Factory strictly followed government policies by establishing a "zero-waste factory" specialised group. As at the end of 2024, the Daya Bay Smart Manufacturing Base has been certified against the ISO 14001 standard for environmental management systems.

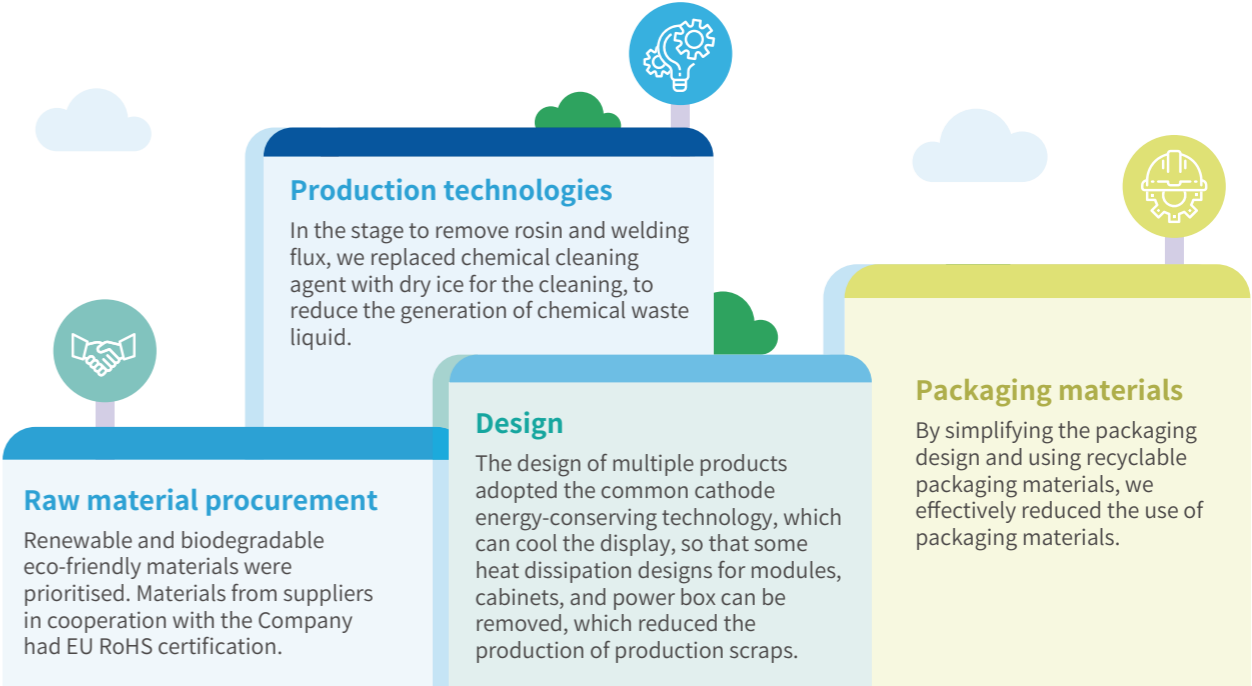


Enhancing the management of wastewater and waste gas discharge

- Waste gas**
The Company's waste gas mainly comes from the welding, spraying, glue filling, and glue dispensing processes.
 - **Welding fumes:** Through a spray tower and an activated carbon-based two-stage adsorption device, welding fumes are purified and guided to a height for discharging.
 - **Waste gas from spraying, glue filling, and glue dispensing:** An activated carbon-based two-stage adsorption device is used to purify the waste gas and guide the waste gas to a height for discharging.
- Waste water**
 - **Industrial wastewater:** The Company's production process generates no industrial wastewater.
 - **Sanitary sewage:** Through a series of filtering, reverse osmosis, ultra filtration technologies, we converted sanitary sewage into reusable reclaimed water.

Controlling waste discharge management

The Company has actively identified waste discharge sources of its production and operation processes, minimised pollution from production and operation processes by implementing source reduction and process control, and adopted a series of measures to maximise the prevention and control of waste generation.



The Company has developed dynamic monitoring mechanisms for hazardous wastes, achieving 100% traceable management from generation to disposal through dynamic monitoring ledgers. All hazardous wastes are handed over to qualified third party organisations for standardised treatment. For solid wastes, the Company implements classified management. Wastes are collected, stored, and disposed of according to their types and properties.

In 2024, the discharge of wastewater, waste gas and solid wastes by the Company and its subsidiaries satisfied national and local environmental standards and they did not receive any punishments related to environmental protection.

Social Responsibility

Heart-to-heart and Hand-in-hand Journey

On the path of practising social responsibility, the Company values employee rights and benefits, promotes diversity, equality, and inclusion, supports employee training and development, and ensures occupational health and safety. On the business side, the Company focuses on R&D innovation as well as product quality and safety, enhances customer service experience, and safeguards information security and privacy. Furthermore, the Company actively participates in supporting rural revitalisation and public welfare and charitable activities.

Key issues

- Interests and welfare of employees
- Diversity, equality, and inclusion
- Employee training and development
- Occupational health and safety



- R&D and innovation
- Product quality and safety
- Customer service and experience
- Information safety and privacy protection



- Contribution to rural revitalisation
- Public charity



- Empowering the Metasight ecosystem
- Sustainable supply chain



Protecting the Rights and Interests of Employees and Supporting Employee Development

Protecting the Rights and Benefits of Employees

Rights and interests of employees

The Company strictly adheres to relevant laws and regulations, including the Labour Law of the People's Republic of China, the Labour Contract Law, the Law on the Protection of Minors, the Law on the Protection of Women's Rights and Interests, and the Law on the Protection of Disabled Person. The Company has established a scientific human resources management system and is committed to eliminating any form of child labour and forced labour, ensuring the legal rights and interests of employees.

The Company value employees' experience and the building of corporate culture. By conducting annual employee engagement and satisfaction surveys, the Company responds promptly to employee needs. In 2024, the overall engagement score was 81.4, and the satisfaction score was 80.1.

The Company has established a multi-dimensional communication platform, ensuring that employee concerns can be voiced through channels such as email address, Human Resources Service Account, President Mailbox, and online forum. A dedicated appeal mechanism has been set up for performance management, including a performance appeal mailbox and a company-wide performance management survey (with 1,039 valid questionnaires collected in 2024). These initiatives aim to optimise systems and processes, and enhance employee participation and management effectiveness.



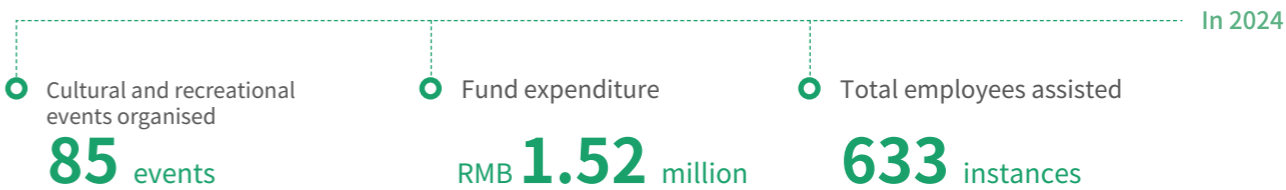
Democratic management

The Company has established a "System Guarantee + Full-Process Participation" democratic management system. In accordance with the Management Measures for Democratic Participation of Employees, employee representatives participate directly in the decision-making discussions of significant company matters, such as the implementation of the employee stock ownership plan, the election of employee representatives to the Board of Supervisors, and strategic planning, through the staff and workers' congress and the trade union.

Employee benefits

The Company has developed a benefits system that covers statutory benefits, lifestyle care, and career development support, including social insurance, housing provident fund, health check-ups, birthday benefits, team building activities, and subsidies. The Company also fosters employee well-being through interest-based groups (with professional activity spaces and equipment) and annual cultural and recreational events, such as basketball and badminton games and fun sports days. In total, 85 such events were held throughout the year, enhancing employees' quality of life.

The Company has established the "U Fund" to build a long-term care mechanism for employees. Funded primarily by the Company, supplemented by voluntary contributions from employees, the fund follows a standardised process of "Application - Review - Distribution" to provide targeted assistance. In 2024, the fund expenditure amounted to RMB 1.52 million, benefiting a total of 633 employees. The fund covers medical assistance, family emergencies, weddings, funerals, and other matters, effectively enhancing employees' sense of well-being and belonging, while fulfilling the Company's social responsibility.



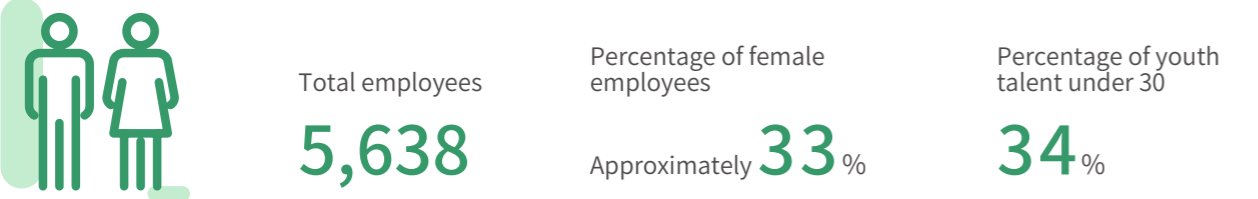
Employee welfare system of Unilumin

Creating a Diverse and Equal Atmosphere

The Company strictly adheres to relevant laws and regulations, including the Civil Code of the People's Republic of China, the Personal Information Protection Law of the People's Republic of China, and the Company Law of the People's Republic of China. At the same time, through formulating regulations such as the Unilumin Management Measures for Employee Positions and Levels, the Company ensures equal opportunities and treatment for all employees within the organisation.

The Company does not discriminate against employees based on factors such as race, skin colour, age, gender, sexual orientation, ethnicity, disability, pregnancy, religious belief, political affiliation, or marital status. The Company hires minority, foreign, and Hong Kong/Macau/Taiwan-based employees. Currently, there is one employee with disabilities who holds an important position.

By the end of 2024, the Group had a total of 5,638 employees. Among them, female employees accounted for approximately 33%, demonstrating a good gender balance. Employees under the age of 30 made up 34%, creating a "mid-career management + youth innovation" talent structure. With a diverse talent pool and practical experience, the Company was recognised as the **Best Employer in Bao'an District, Shenzhen**, the **Best Employer (Enterprise) for Graduates of Guangdong University of Foreign Studies**, and an **Internship Base for Shenzhen University**, among other accolades.



Vegetarian canteen

The Company has established two vegetarian restaurants (in Fuyong and Daya Bay) to offer a diverse range of meal options, thereby meeting varied dietary needs, while promoting a healthy and environmentally friendly philosophy.



Yoga room

The Company has set up an exclusive yoga room for employees, equipped with a professional team of instructors. Weekly yoga classes are held, covering topics such as shoulder and neck care, stress-relief meditation, and more, to help employees achieve physical and mental balance.



Gym

The Company has created an intelligent gym, equipped with both cardio and strength training areas. The gym operates with an open-access policy, supporting personalised health management for employees, contributing to an improvement in the health benchmark compliance rate.



Psychological counselling room

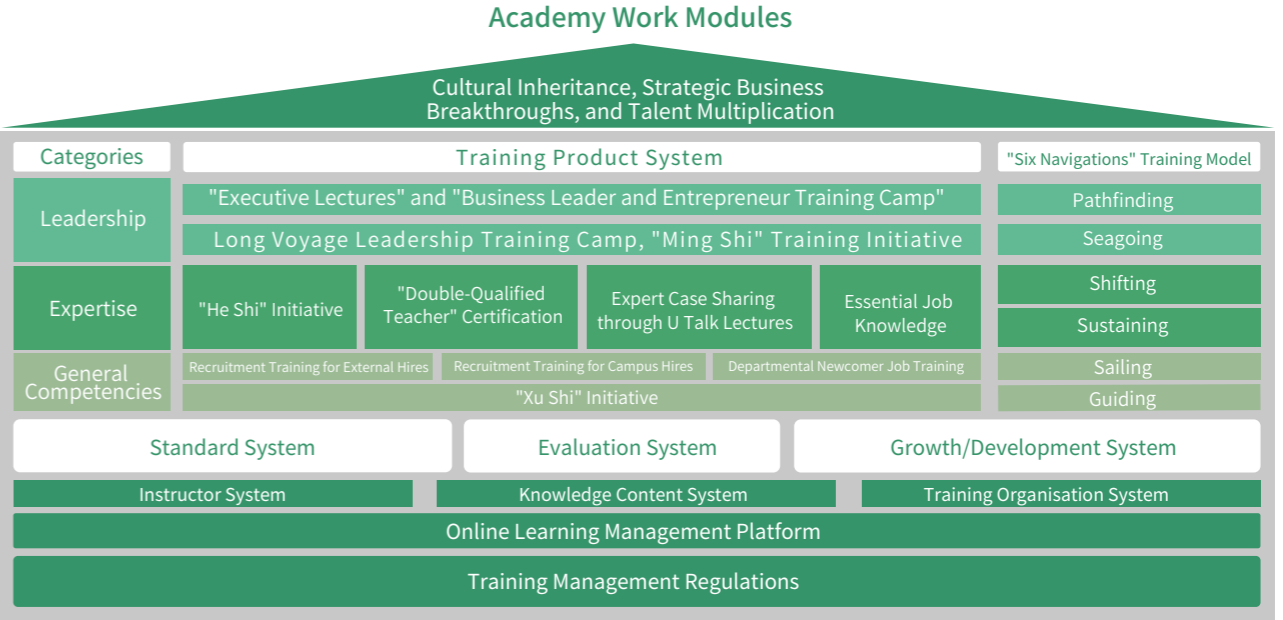
The Company has established a professional psychological counselling room, equipped with professional counsellors and intelligent relaxation devices. Individual consultations, group psychological counselling, and stress management workshops are conducted to help reduce stress levels.

Supporting Employee Development

Employee training

The Company has established a "three-level training management model + Six Navigations cultivation model" talent development system. Relying on the Unilumin Training Management Regulations, the Company has formed a multi-dimensional management structure consisting of the Group (coordinated by Unilumin Academy), departments (planned by each department), and agents (coordinated by the Channel Management Department). The innovative "Six Navigations" (Pathfinding, Seagoing, Shifting, Sustaining, Sailing, and Guiding) cultivation model covers such areas as leadership, expertise, and general competencies through "Executive Lectures", "Cadre Training Camp", "Professional Competence Enhancement Courses" and other training courses, which can, in combination with training models such as the Mentorship Programme, On-the-Job Training (OJT), and job rotation programme, comprehensively satisfy employees' training needs at different stages of their careers, ensuring a precise match between talent capabilities and job requirements.

In terms of external cooperation and support, the Company strengthens the integration of external resources and collaborates with professional institutions to develop customised courses such as the Project Management Camp. The Company also provides funding for employees' educational advancement and professional certification. In 2024, 83 employees received funding to complete skill certifications and further their education. Through the training mechanism of "training combined with practical application", the Company has made significant progress in building its talent pipeline. The reserve rate for key positions has increased, and the average annual training duration per employee reached 6.61 hours, providing talent support for the Company's sustainable development.



Unilumin Talent Training System

Major progress



Project management training



Business etiquette training

Employee Incentives

The Company builds a diversified employee incentive system, and has developed and implemented more than 40 customised incentive programmes for different business systems and types of positions. 2024, the Company continued to implement the Class II Restricted Stock Grant Plan as a long-term incentive programme.

Talent pipeline

The Company has established a scientific decision-making mechanism, creating a fast track for career growth through a dual-channel promotion system. Relying on a professional evaluation committee, the Company ensures precise alignment between employees and positions, as well as dynamic management of job levels. Personnel decisions are further supported by Administration Teams at all organisational levels, enhancing both the transparency and scientific basis of human resource management. At the same time, the Company carries out a three-level talent pipeline strategy, constructing dynamic talent profiles through a "Performance - Capability - Potential" three-dimensional assessment. Key positions are reviewed twice a year, with succession planning and customised training schemes designed to establish a closed talent supply chain, ensuring the sustainable development of the organisation.



Talent attraction

The Company has created a diversified recruitment channel matrix, integrating campus recruitment, social recruitment, employee referrals, talent cultivation programmes with university-enterprise collaboration, and internship plans. In 2024, the Company launched the "Galaxy Plan" global talent strategy to attract top technical talents to join and participate in the Company's core business operations through a customised cultivation system and competitive compensation packages.



Case: Cultivation programme for 2024 campus hires - Sailing

In 2024, the "Sailing Programme" recruited 88 fresh graduates through campus recruitments. With a planned cultivation period of one to three years, the programme will help these graduates quickly grow into candidates for the Company's technical and management positions through military training, intensified training, job rotation, mentorship, and programme-based practises.



Protecting Employees' Occupational Health and Safety

The Company strictly adheres to relevant laws and regulations such as the Work Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, and the Fire Control Law of the People's Republic of China. We have formulated multiple occupational health and safety management regulations, including the Regulations on the Responsibilities for the Prevention and Control of Occupational Diseases, the Regulations on the Management of Personal Protective Equipment against Occupational Disease Hazards, and the Management Regulations on the Monitoring and Evaluation of Occupational Disease Hazards. Taking occupational health and safety management as one of its core tasks, the Company is committed to providing employees with a safe working environment and protecting their occupational health. In compliance with national laws and regulations and considering the Company's specific circumstances, the Company has set clear occupational health and safety management objectives. Through scientific planning and continuous improvement, the Company consistently enhances its safety management level.

Safety management

The Company's safety management system is staffed with six dedicated safety management personnel, including two certified safety engineers and one Level 1 certified fire engineer. Moreover, the Company places great emphasis on fire safety, employing 18 dedicated firefighters and 22 safety officers. These personnel not only ensure fire safety within the Company but also assist in community emergency responses, earning the Company recognition as a benchmark enterprise by the Daya Bay Emergency Management Bureau.



Employee health

The Company arranges comprehensive health examinations for all employees once a year, which includes routine medical tests as well as additional targeted checks based on factors such as age, gender, and job responsibilities. For example, female employees receive gynaecological examinations, while those who work long hours at desks have cervical spine examination. During the Reporting Period, no cases of occupational diseases were reported. In addition to physical health, the Company is also concerned about employees' mental health. In collaboration with external professional institutions, we regularly organise psychological counselling sessions available for employees' application. In 2024, nine psychological counselling sessions were organised.



Safety publicity and training

The Company values employees' safety and occupational health and has received certification for its occupational health and safety management system. The Company regularly organises diversified training and emergency drills to improve employees' safety awareness and emergency handling ability.

In 2024, the Company organised 22 safety training sessions, covering topics such as work safety, first aid, special equipment safety management, and injury prevention. Additionally, eight emergency drills were conducted, including fire evacuation, elevator rescue, and forklift accident drills, to improve employees' evacuation and escape abilities.



Safety Training



Safety Hazard Identification and Rectification Training



Safety Production Responsibility System Training



First Aid Knowledge Training



Environmental Protection Standardised Management



Work Injury Prevention Knowledge Training



Special Equipment Safety Management Training




Pre-job Training for University Interns




Safety Risk Classification and Control Training


Emergency Drill




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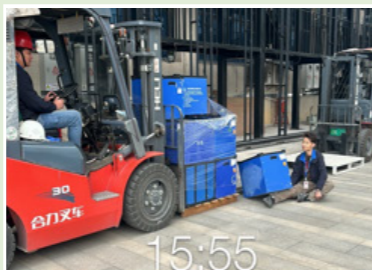
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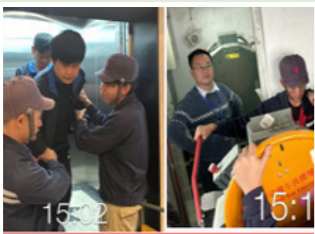
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Major progress

Fire safety:


- In January 2024, Unilumin joined the Daya Bay Fire Service Association and became a council member unit of the association;
- In May 2024, Unilumin formed a volunteer firefighting team to improve the park's emergency response capability and the Company's influence;
- The 2024 Daya Bay Fire Control Competition of the Industry and Trade Sector was held at the site of Unilumin. Unilumin was a co-organiser.



Fire Drill of the Central Laboratory



Rescuer Training



Routine Training of the Volunteer Firefighting Team

Being Passionate About Public Welfare, Building a Better Society

Standardised operations and professional development

The Company has aligned with national strategic priorities by engaging in community development and charitable causes. In 2017, Mr. Lin Mingfeng, Chairman of Unilumin, established the Unilumin Foundation, which has been focusing on cultural education, rural revitalisation, and health advocacy, while applying innovative pathways to address social pain points, employing scientific technologies to empower public welfare undertakings, and building collaborative partnerships that connect additional resources to expand philanthropic reach.

The Unilumin Charity Foundation rigorously abides by the Charity Law of the People's Republic of China, the Law on Donations for Public Welfare, and the Regulation on Foundation Administration. It has established a governance structure comprising decision-making by the Board of Directors, execution by the Secretariat, and oversight by supervisors. To further institutionalise operations, the Unilumin Foundation has formulated a range of internal regulations spanning financial management, programme management, investments for value preservation and appreciation, authorisation management, accounting archives management, information disclosure, human resources, and compensation management, including the Regulations on the Management of Public Welfare Foundation Programmes, the Financial Management Regulations of the Foundation, and the Management Regulations on Information Disclosure.

In 2023, the "Unilumin Volunteer Service Task Force" was officially launched, comprising employees and their families, partners, and university students, and engaging related parties from multiple service domains in charitable activities that foster community growth. In 2024, the volunteer service hours totalled 205 hours, with a cumulative total of 368 hours.

In 2024, building on compliant operations, the Unilumin Foundation focused on programme professionalisation, and successfully prepared standardised programme manuals named "**Lighting up Rural Areas**" and "**Enlightening the Future**", which were implemented through pilot verification and subsequent roll-out in pilot zones to form standardised procedures. Additionally, the foundation constructed a programme funding system with defined funding criteria, procedures and case library, thereby forming replicable public welfare solutions.

Lighting up rural areas and conducting paired-up assistance

Lighting up Rural Areas

Since 2021, the Unilumin Foundation, in collaboration with Unilumin, has initiated the programme "Lighting up Rural Areas", which aimed to improve nighttime illumination conditions in rural areas. By 2023, the programme expanded internationally, with street lights donated to "Belt and Road" nations Timor-Leste and Brazil—to enhance local infrastructure. As of the end of 2024, the programme had donated a total of 6,000 LED street lights, covering 21 provinces in China and two overseas countries, benefiting over 10,000 rural residents.

By improving rural infrastructure and nighttime lighting, the "Lighting Up Rural Areas" programme also creates local income-generating opportunities for the installation and maintenance of street lights. It is implemented in parallel with the programmes like "Charity for Farmers" to further empowered local residents by fostering intrinsic motivation and increasing incomes.



Lighting up Rural Areas

A total of **6,000** LED street lights donated
Covering 21 provinces across China and two overseas countries,
and benefiting over **10,000** rural residents



Major progress

In 2024, the Unilumin Foundation, in collaboration with Unilumin:

China: Donated 367 street lights to two villages in Ziyuan County, Guangxi; provided 800 street lights to remote companies of Xinjiang Production and Construction Corps; contributed over 100 street lights to remote mountainous areas in Guizhou and Qinghai.

Overseas: Donated 100 street lights to Timor-Leste and 300 street lights to mountainous areas in Brazil.

Employee Hometown: Encouraged employees to "light up their hometown", facilitating the donation of over 800 street lights to remote rural villages.



Street Light Installation in Guangde Town



Street Light Installation in Ziyuan County, Guangxi



Street Light Donation Ceremony in Timor-Leste

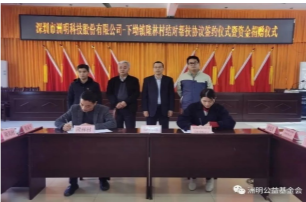
Paired-up assistance

We actively respond to the national strategy of consolidating poverty alleviation achievements and advancing rural revitalisation. While pursuing our own development, we also contribute to the revitalisation of rural areas.

In 2022, under the unified arrangements of relevant departments in Bao'an District and Pingshan District of Shenzhen, we partnered with the Unilumin Foundation to sign paired-up assistance agreements for the new area with four villages: Neicao Village in Jingsheng Township, Du'an County, Hechi City; Wanjiu Village in Ma'ai Town, Debao County, Baise City; Pinglüe Village in Zuodeng Yao Township, Tiandong County, Baise City; and Longlin Village in Xia'ao Town, Du'an County, Hechi City. Through in-depth research into various aspects of these villages—including population, education, healthcare, and local industries—we developed tailored assistance plans based on each village's specific conditions.



Paired-up assistance for Wanjiu Village, Ma'ai Town, Debao County, Baise City



Paired-up assistance for Longlin Village, Xia'ao Town, Du'an County, Hechi City



East-West Cooperation Forum on Rural Revitalisation in Jingsheng Township, Du'an County



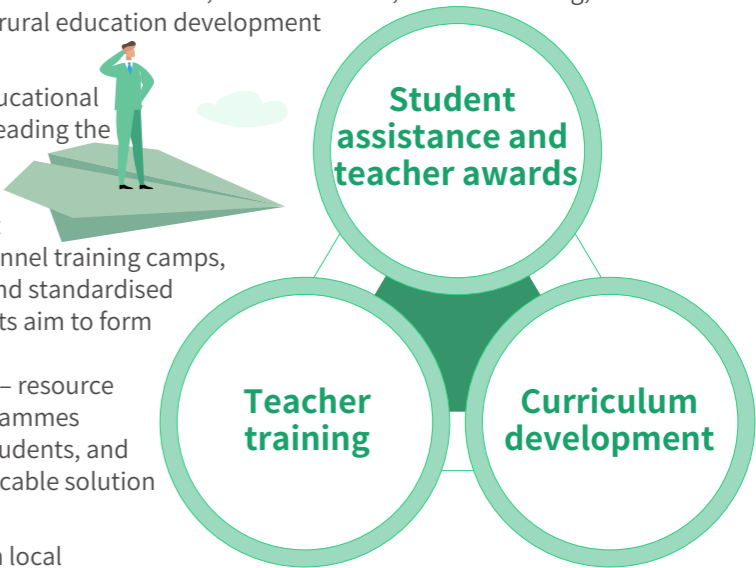
Forum on Paired-up Assistance Cooperation in Tiandong County, Baise City

Enlightening the Future, prioritising educational balance

Since its inception, the Unilumin Foundation has focused on the field of educational philanthropy. Through a multi-dimensional empowerment system—including student assistance, teacher awards, teacher training, and curriculum development—it supports balanced urban-rural education development and rural educational revitalisation.

In collaboration with local governments and educational institutions, the Unilumin Foundation is spearheading the creation of "Pilot Zone for Rural Educational Revitalisation". In 2024, it launched a comprehensive upgrade initiative built around three core measures: School management personnel training camps, capacity-building plans for key class advisers, and standardised development of teaching resources. These efforts aim to form a closed-loop support model of "management enhancement – teacher capacity strengthening – resource outreach to communities". To date, these programmes have benefited more than 8,000 teachers and students, and the resulting experience has evolved into a replicable solution for rural education revitalisation.

In 2024, the Unilumin Foundation, together with local governments and specialised educational institutions (in areas such as class adviser leadership and physical education), jointly launched the "Pilot Zone for Rural Educational Revitalisation". In rural areas of Guangdong Province, the initiative rolled out leadership training programmes for key class advisers and a systematic support plan for physical education—including PE teacher training and public welfare summer camps. After establishing replicable experience, the programme was expanded to Wenshan Prefecture in Yunnan Province. In collaboration with local social work organisations, the Unilumin Foundation carried out youth care initiatives targeting rural schools and communities, building a rural education revitalisation model based on the "Foundation + Government + Professional Institutions" framework. These solutions continue to be shared with more underdeveloped regions, advancing educational equity and rural revitalisation.



Case



Future Educators & Key Class Advisers Seminar of Rural Area in Eastern Guangdong (Phase I)



"Sports for Life" Key PE Teachers Training of Rural Area in Eastern Guangdong



"Sports for Life" Summer Camp Activity of Rural Area in Eastern Guangdong



Parent-Child Community Activity for Rural Students in Wenshan, Yunnan

Construction of rural primary school libraries and book bars in Shangrao City

The Unilumin Foundation contributed RMB250,000 to the People's Government of Yugan County in Shangrao City, specifically for upgrading rural educational infrastructure, including the construction of libraries and book bars. Beyond physical infrastructure, the initiative advanced reading promotion activities aimed at bridging the educational gap between urban and rural areas.



Smart classrooms in Xizang Autonomous Region

In earlier years, the Unilumin Foundation pioneered the development of virtual simulation classrooms and smart classrooms, leveraging technology to empower education. A themed curriculum on century-long party-building initiatives was brought into Primary School of Gulu Town in Nagqu County, Xizang Autonomous Region, along with an innovative quality education practice framework for rural schools. The model continues to be applied in subsequent public welfare projects.



"Pomegranate Seed Initiative" Smart Classroom Renovation Programme

| Case |

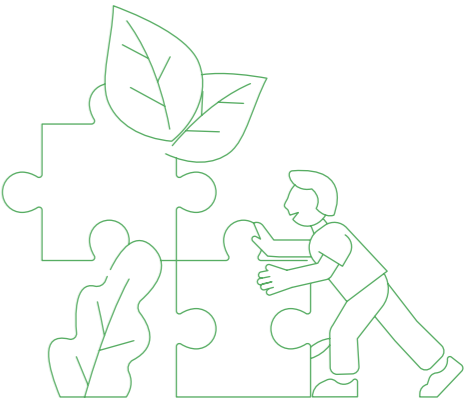
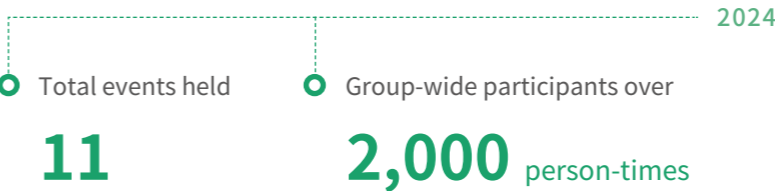
World Reading Day co-reading initiative

The Unilumin Foundation launched a World Reading Day public welfare campaign to promote the concept of "daily reading". Employees and volunteers were mobilised to donate high-quality, idle children's books, aiming to improve reading conditions for children in rural areas.



Promoting healthy living and wellbeing

The Unilumin Foundation actively supports the Healthy China strategy through three major programmes: "Walker's Presence Health Charity Walk", "Fasted Walking", and "Walking with Love, Benefiting You and Me". These form an integrated health promotion system of "Exercise + Health + Wellness". Advocating the concept of "proactive health", the Foundation organises activities such as fasted walking, traditional Chinese wellness courses, and yoga sessions for employees and the general public.



Case

A series of activities such as "Walker's Presence", "Fasted Walking", and "Walking with Love"

The Unilumin Foundation funded the Fasted Walking, Walker's Presence and Walking with Love activities, which featured courses of walking exercises, nutritional therapy, meditation retreats, etc. These activities aimed to assist participants in developing healthy eating, living, and daily habits.



Case

Voluntary blood donation campaign

The Unilumin Foundation, in collaboration with the Bloodline Public Welfare Foundation, launched the "Illuminating Life together with Metasight" voluntary blood donation campaign. Through concrete actions, the initiative embodied our commitment to social responsibility. Every unit of blood donated represents respect and care for life, bringing hope and light to those in need.



Case

Stadium equipment donation

In collaboration with Unilumin and Guangdong Big Dipper Sports Equipment Co., Ltd., the Unilumin Foundation donated stadium lighting, LED displays, and relevant technical services valued at over RMB 3 million to the Zhongshan Education and Sports Bureau for building the Xingzhong Stadium and promoting citywide fitness campaigns.

Establishing the Metasight Ecosystem with Innovation Synergy

Building a multi-level R&D system

R&D management

The Company steadfastly pursues an innovation-driven strategy, leveraging R&D of new technologies and products to ensure the Company's long-term sustainability. For this purpose, we have established a three-tiered R&D system with the Central Laboratory, product lines, and business units at the core, which encompasses cutting-edge technology development, technology nurturing of seed businesses, general technical platform development, and base material studies among forward-looking studies.

R&D process

We have implemented a "customer-centric and demand-driven" end-to-end IPD product development and operation system. The IPD system implements top-level design of organisational and decision-making mechanisms in process operations, enhancing operational strengths spanning front end to back end.

Innovation initiatives in R&D

The Company is dedicated to advancing technological R&D and fostering consciousness of technology innovation within its R&D personnel, with a focus on exploration and research in frontier technology domains. To support these efforts, we have established a CNAS-accredited national laboratory, Guangdong LED Optoelectronic Technology and Application Engineering Centre, and Shenzhen Postdoctoral Innovation Practice Base. Additionally, we have set up a series of display technology innovation platforms and built WTDP laboratories officially authorised by SGS, TUV-SUD, TUV Rheinland, and UL.

R&D personnel and investment

Technological R&D is fundamental to the survival and growth of the Company. As of 2024, the Company employs 1,124 R&D personnel, accounting for 19.94% of the total workforce; R&D investment totals RMB376 million, accounting for 4.84% of the annual revenue.


Number of R&D personnel in the Group

1,124

Proportion of R&D personnel in total workforce of the Group

19.94%

Data for 2024



	2024	2023	2022
Number of R&D personnel in the Group	1,124	1,118	1,210
Proportion of R&D personnel in the Group	19.94%	19.23%	22.80%
R&D investment (RMB)	375,994,192.48	401,572,698.38	350,789,651.68
Proportion of R&D investment in operating revenue	4.84%	5.42%	4.96%

Major R&D progress

Through ongoing R&D investments and technology innovations, Unilumin has made notable strides in next-generation Micro LED display technology, LED + AI, energy conservation and health, etc., which not only consolidates our predominance in the industry but also provides customers with more diversified products and solutions, propelling industry-wide progression and development. Unilumin's major R&D pipelines are as follows:

Leading the deployment of next-generation Micro LED display technology

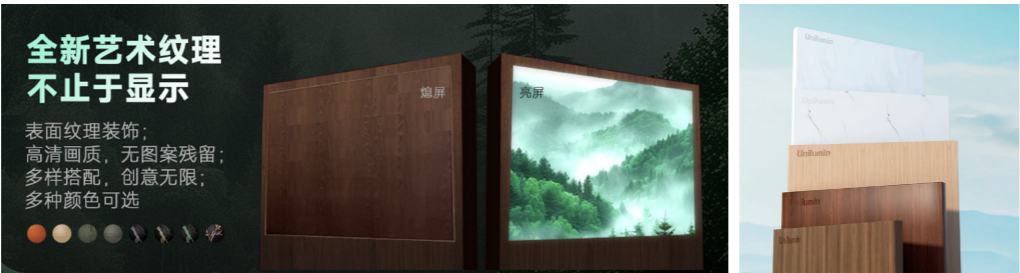


In 2024, the Company continued to strengthen its presence in the Micro technology field through independent R&D, strategic investments, and resource integration. The Company has built a complete industry chain covering the independent design of Micro LED chips, collaborative design of Micro ICs, semiconductor-grade device packaging and testing, and intelligent product manufacturing. The Company was among the first to overcome the technical challenges of mass transfer technology and successfully realised substrate-free Micro LED packaging at the 30/50 μ m \times 50/70 μ m scale, achieving 0202 (0.2 mm \times 0.2 mm) chip packaging. We also commenced mass production of P0.4-pitch MIP display products.

In addition, The Company launched a self-developed five-in-one ultra-high-definition system card, a four-in-one integrated playback and control system, the Mont Blanc AI image enhancement engine, and active matrix (AM) driving technology—continuously enhancing the technical capabilities of our display module control systems. Our Mini/Micro LED products are independently developed, manufactured, and sold, enabling rapid response to customer needs and the delivery of customised display systems and solutions.

| Case | Unatural texture screen

The Unatural texture screen is a novel LED "decorative material" developed using Unilumin's proprietary intellectual property in micro-nano optics design, processing, and material solutions. Designed for specific application scenarios, the material can serve as building decorative material, displaying visuals when the screen is on and offering decorative effects for COB/MIP products like ordinary building materials when the screen is off. It effectively addresses ink colour issues while seamlessly integrating with scenario decoration.



LED+AI

The Company focuses on the "LED + AI" strategy, centred on a three-pronged model of "Hardware + IP + Scenario-Based Services". Our AI smart product portfolio spans both To C and To B/To G categories. To C products are designed for home users, meeting needs such as emotional companionship, interactive entertainment, and healthy lighting. These include AI holographic companion assistants, AI interactive digital aquariums, and AI eye-protection desk and floor lamps. To B/To G products provide AI-integrated solutions for cultural tourism, commercial, and educational scenarios, delivering immersive experiences and intelligent services. Offerings include the AI Light Fortress Box, all-in-one holographic display cabinets, and LED display robots. All products incorporate large AI models and digital human technologies, supporting multimodal interaction, multilingual switching, and personalised customisation. They offer capabilities such as intelligent voice interaction, emotional companionship, and content creation, empowering customers as AI Agent in the Metasight field.



Innovation in LED energy-conserving products

The Company continues to advance its R&D initiatives, focusing on boosting LED luminous efficiency and energy utilisation rate while reducing product energy consumption. The efforts have led to significant innovation breakthroughs in COB and MIP-related technologies, which notably improves the energy-conserving performance of products.

LED empowers comfort and health

By leveraging LED display and lighting technologies, Unilumin provides users with healthier and more comfortable light environments. Features such as low blue light emission and flicker-free designs help protect users' vision health.

Major progress

During the Reporting Period, we achieved significant breakthroughs in the following two areas:

Micro LED: We deepened R&D and application of Micro LED technology by optimising packaging technologies and increasing production capacity, thereby reducing product costs and promoting popularisation in the large-screen direct-display market.

LED+AI: The Company launched an LED + AI three-layer top-level modular architecture that combined LED display technology with AI technology, which resulted in a LED + AI product matrix encompassing various products and services.

Creating quality products

Quality management system

In terms of product quality and safety, the Company strictly adheres to laws and regulations such as the Product Quality Law of the People's Republic of China, the Implementation Rules for Compulsory Product Certification, and GB7000 national standards for luminaires. Additionally, various internal regulations have been formulated to form a quality and safety management system that covers the entire product lifecycle from raw materials to finished goods and ensure effective management of product quality and safety, including the Control Procedures for Corrective and Preventive Actions, the Control Procedures for Routine Inspection and Verification Inspection, the Control Procedures for Periodic Inspection of Key Components and Materials, the General Warranty Policy for Lighting Products, the Management Measures for Goods Inspection by Customers, the Sampling Plan Guidelines, the Sampling Inspection Specifications for Luminaires Waterproof Testing, and the Sampling Inspection Specifications for Luminaires Photometric Testing.

(1) Management structure with well-defined rights and responsibilities

The Company has established a three-tier quality management framework of "Strategic Decision-Making – Professional Execution – Expert Auditing", forming a closed-loop management system of "Top-level Decision-Making – Middle-office Execution – Back-office Supervision" to ensure efficient coordination between product strategy and quality execution.



The IPMT (Integrated Product Management Team), composed of the Chairman of the Board, Board members, as well as R&D leaders, product line leaders, and sales leaders, is responsible to make decisions on product planning, portfolio competitiveness, operational efficiency, and product development team operations, while also providing the corresponding resource support.



Departments subordinate to the Quality Centre include the System Management Department, the Incoming Inspection Department, the Supplier Quality Department, the Quality Assurance Department (covering R&D, process, and output quality), and the Customer Service Quality Department, which are responsible for implementing full-process quality management.



An internal part-time expert team is assigned within the R&D interaction system to, based on periodic audits, identify risks through quality data analysis, and formulate corresponding improvement measures.

(2) Standardised system management

Unilumin has obtained the ISO 9001 certification for quality management system, with the certification scope covering the entire group. A comprehensive suite of quality management system has been developed, including quality guidelines, responsibility management, document management, resource management, and continuous improvement mechanisms. In terms of product reliability inspection, clear inspection standards are developed, covering appearance, dimensions, performance, and reliability. In terms of quality risk prevention and control, a dedicated emergency response team is formed to handle product recalls, inspections and analysis, subsequent treatments, etc. During the Reporting Period, no product recalls occurred in the Company.

Quality culture development

The Company has developed systematic training programmes. Annual quality training programmes cover ISO quality system training, foundational quality knowledge training, and customer complaint case studies.



To reinforce the philosophy of "succeeding through quality, pursuing win-win cooperation, and fostering high-quality sustainability" while continuously improving manufacturing quality, the Company has organised "Quality Month" cultural promotion activities, which encompass quality culture campaigns, quality knowledge training, employee improvement proposals, and competitions evaluating quality knowledge and skills.

Building the Metasight ecosystem and pursuing win-win industrial cooperation



Continuously launching innovative products

The Company has infused the Metasight industry with fresh dynamism through cutting-edge technology innovation, expanding the market potential of the entire industry.

Technology innovation leading advancements in Mini/Micro LED drives industry development

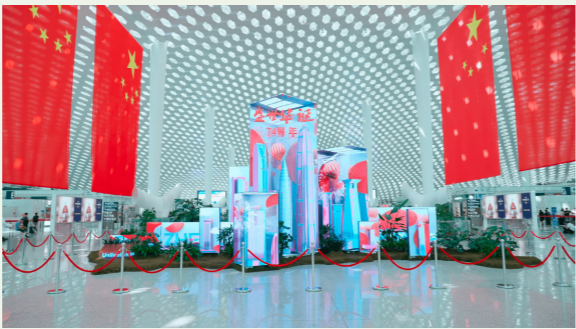
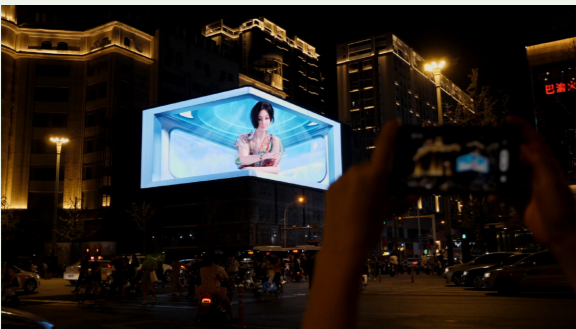
The Company has significant technical advantages across Mini/Micro LED, virtual photography, stage leasing, and other fields. With clear layout for both MIP and COB Micro LED technologies, the Company has overcome technical challenges related to light-emitting chips, circuit boards, packaging technologies, driving technologies, and control systems, which significantly enhances the controllability of Micro LED automated production technology.

Pioneering integrated Metasight solution enables hardware-software collaboration

The Company is leading the development of the integrated Metasight solution encompassing "hardware + software + content + interaction + services", which provides customers with a packaged system solution covering hardware and software control as well as creative content.

Fusing LED technologies with artistic innovation to create immersive visual experience

The Company stands out for its unique insights and practices on integration of LED display and lighting products with artistic design. The Company can create immersive visual experience by combining natural public LED art installations with virtual human and naked eye 3D technologies.



Intelligent solutions and innovative technologies empower a new era of smart cities

In response to challenges faced by smart city operations and management centres, the Company has proposed a smart city visualisation solution that integrates fine-pitch LED splicing display systems with smart city visualisation software. This comprehensive solution supports the development of command, monitoring, and dispatch centres for smart cities, covering application scenarios such as transportation, energy, and emergency command. The solution has been implemented across provinces including Guangdong, Jiangsu, Shanxi, Hebei, and Anhui. By leveraging the Metasight fusion technologies, the Company empowers the digital transformation of urban governance and effectively enhances urban management efficiency.

| Case | Empowering urban governance

"One screen to view and one network to manage the entire city"—empowering smart regulation and intelligent dispatch



Smart City Command Centre, Futian District, Shenzhen



Smart Dispatch Centre, Beihai Smart City



Qianjiang New Smart City Command Centre, Hangzhou



Smart City Operations and Emergency Command Centre, Zhangye City, Gansu Province



Smart Park, Dongying Port Economic Development Zone



Smart Water Conservancy Dispatch Centre, Water Resources Department of Shandong Province

Diversified and win-win cooperation

Value co-creation builds a win-win ecosystem

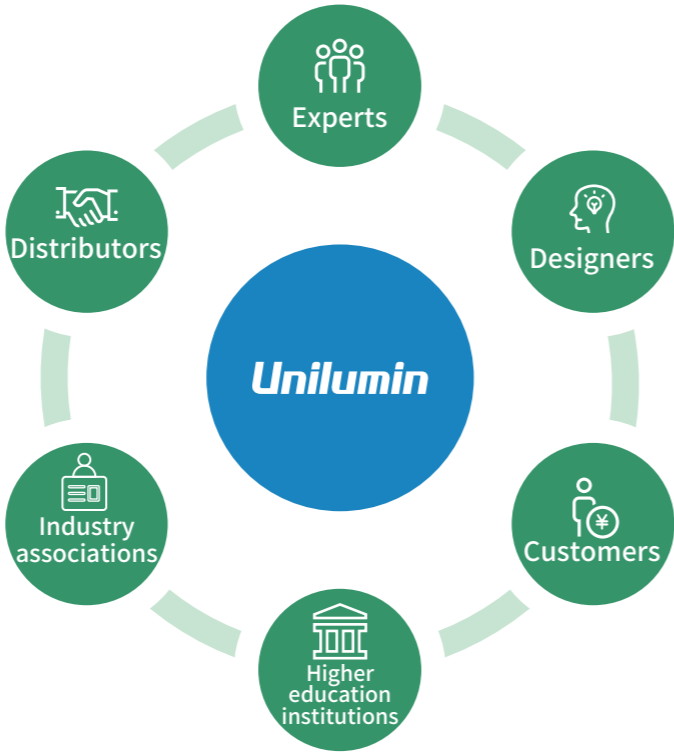
As one of the core participants in the Metasight ecosystem, the Company has built a collaborative framework of "Ecosystem Synergy + Value Co-creation" deeply integrating global innovation resources. The Company has established close cooperative relationships with prominent players across the AI sector, research institutes, and industry associations. Notably, the Company has established an ISV partnership with Microsoft and Dell, and achieved tripartite cooperation with computing power providers (e.g., NVIDIA) and hardware manufacturers (e.g., Dell) as a display software developer.

By sharing resources and leveraging complementary strengths with global partners, the Company has enhanced technological capabilities, expanded market opportunities, and delivered more advanced and efficient Metasight solutions for customers. This has significantly improved customer experience and satisfaction, while jointly promoting the development of the Metasight industry.

The Company actively participates in industry association events, such as technical seminars and product exhibitions, to explore emerging trends and technology innovation. In addition, the Company has established industry-academia-research cooperation relationships with multiple universities, jointly advancing scientific research projects and talent cultivation to provide high-quality talents for the industry and promote prosperous industry growth.

Diverse participation nurtures a thriving ecosystem

Within the Metasight ecosystem, the Company has driven joint development with a diverse range of parties, including distributors, experts, industry associations, designers, higher education institutions, and customers. The collective efforts strengthen the Company's competitive edge while laying a robust foundation for the flourishing of the entire Metasight industry.



Rendering comprehensive and efficient services

Developing a robust customer service system to ensure high-quality services

The Company has developed a robust customer service management system designed to render diversified service solutions covering project delivery, warranty, value-added services, and regular patrols. The system encompasses key links such as post-sales service configurations and customer complaints handling procedures, ensuring that customers get exceptional service experience. By leveraging a three-tiered service system, the Company aims to gradually create a "Domestic Three-Hour Service Circle" covering all domestic provinces and major cities.

The Company has established a closed-loop customer complaint handling process encompassing "Complaint Logging – Reasonableness Assessment – Responsibility Determination – Root Cause Analysis – Solution Formulation", ensuring standardised management across the entire process from intake to resolution of customer concerns.

The Company has passed the annual supervision audit conducted by the China Quality Certification Centre and obtained multiple certifications, including ISO 20000 Information Technology Service Management System Certification, Level-3 Certification under the Information Technology Service Standards (ITSS) for operation and maintenance, 12-star CTEAS (Customer Satisfaction and Service Capability) certification, and Five-star (5S) After-sales Service Certification.

Expanding a global service network to render localised support and 24/7 prompt response services

Adhering to the strategy of "sales localisation, service localisation, and manufacturing localisation", the Company aims to render more convenient and efficient services and support to customers worldwide.

- **Global service network:** The marketing network spans over 160 countries and regions, with overseas subsidiaries, offices, and service centres established in key areas to facilitate localised services.
- **Comprehensive one-stop service capabilities:** One-stop service capabilities extend across the entire process, from solution design, sales, installation, after-sales support, to training.
- **Prompt response service guarantee:** Rendering prompt first-rate services year-round.

Collaborating with industry partners to cultivate technical talents and form a "three-hour service circle"

The Company has innovatively developed a new talent development model of "Industry Co-cultivation + Certification Empowerment", creating a platform for the growth and development of LED technical service engineers, i.e., the Unilumin Certified Engineer (UCE) Learning and Certification Platform. The platform provides trainees with a complete pathway of learning and certification. All certified service providers and engineers can accept orders independently in the UCE Service Management System. By the end of 2024, the UCE platform had successfully cultivated over 3,000 certified engineers who collectively form a cohort of professional, standardised, and efficient technical service talents, to support the development of the standardised service capability of the "three-hour service circle".



UCE Certification Training Sessions in Indonesia



UCE Certification Training Sessions in Thailand



UCE Certification Training Sessions in Hong Kong



UCE Certification Training Sessions in Wuhan



UCE Certification Training Sessions in Shanxi



UCE Certification Training Sessions in Xi'an

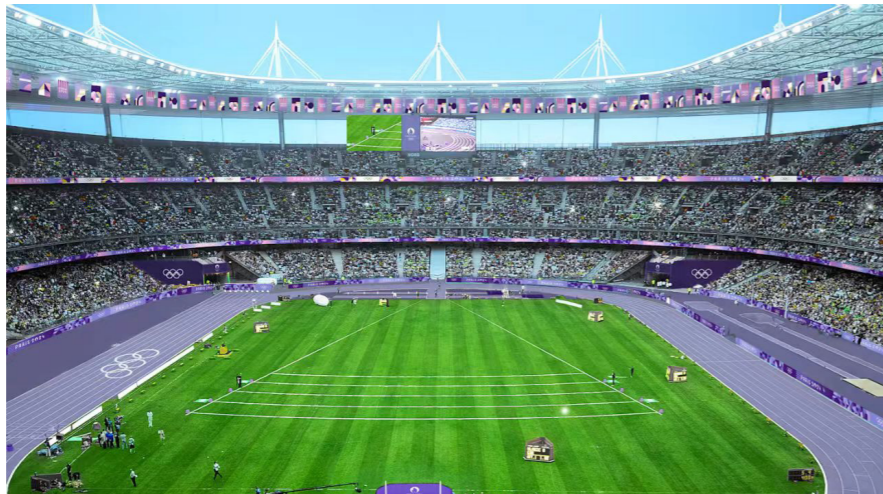
Conducting customer satisfaction management to enhance customer experience

The Company has implemented a "Data Driving + Experience Optimisation" customer satisfaction management mechanism. In accordance with the Customer Satisfaction Control Procedure, the Company has established a closed-loop system of "Survey Analysis – Problem Rectification – Effectiveness Verification", and conducts satisfaction surveys annually. Based on the survey results—combined with daily customer feedback—specialised reports are produced to guide targeted service process improvements. In 2024, our overall customer satisfaction reached 98.05%, demonstrating continuous enhancement of customer experience.

| Case |

24/7 support for the Paris Olympics
Service for more efficient events

The Company delivered LED displays covering an area of over 2,600 m2 along with tailored solutions for the Paris Olympics. To cope with potential emergencies, the Company, relying on its office in Paris, assembled a dedicated maintenance team consisting of senior engineers familiar with local regulations and culture. During the Olympics, the maintenance team remained on standby around the clock, and performed real-time monitoring and routine maintenance, ensuring optimal functionality of the displays throughout the event.



Unilumin Provided a 480-m² High-definition LED Display Terminal for Stade de France

Professionalism for safer events

Through a localised service system, we ensured zero faults during the event, helping Chinese manufacturing earn praise and recognition. This has become a benchmark case of "Major Event Services – Global Brand Enhancement – Sustainable Service Capability".



Protecting information security and privacy

In accordance with the Network Security 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, Unilumin has established and implemented its information security management system.

The Company has obtained the GB/T 22080-2016/ISO/IEC 27001:2013 certifications, and developed a suite of regulations including the Information System Account Management and Authorisation Regulations, the System Security and Network Management Regulations, the Computer Room Management Regulations, the Provisions for Handling of IT Incidents, the Management Regulations for Information System Backup and Recovery, and the Disaster Recovery Drill Plan. These ensure compliant control across data collection, storage, transmission, and usage.

The Company has established a three-tier information management structure composed of the Information Security Committee (led by the Chairman), the Security Management Department, and business units. The Information Security Committee is responsible for formulating information security guidelines, approving major policies, and reviewing the management system. The Security Management Department develops and maintains relevant policies, performs risk assessments and privacy impact analyses, and addresses security incidents and privacy complaints. All business units implement security measures, the Technology Department maintains the security architecture, and all employees attend information security training and adhere to relevant rules.

In terms of technological backstopping, the Company has constructed a defence-in-depth system using tiered network architecture, VPNs, and secure wireless network configurations. The Company deploys AES and RSA encryption algorithms to ensure secure data transmission, performs multi-factor authentication and role-based access control to enhance access security, and conducts regular penetration testing and vulnerability scanning to continuously optimise defence capabilities. Risk countermeasures are formulated, and an emergency response team is set up to handle information security incidents instantly. The Company undertakes comprehensive information security risk assessments on a regular basis, ensuring the effectiveness of the information security system through internal audits, vulnerability scans, and third-party audits. During the Reporting Period, the Company did not encounter or identify any data breach events.

Establishing a Sustainable Supply Chain with Joint Efforts

Integrating ESG into supplier management

The Company has integrated ESG concepts into every aspect of its supply chain management, and integrated the sustainability concept into its supply chain management in an in-depth manner, thereby promoting the gradual transition toward sustainable supply chain practices. Through core policies such as the Supplier Admission and Exit Management Procedures, the Group Procurement Roles and Guidelines, and the Procurement Contract Management Measures, the Company has established a comprehensive control system that spans from supplier qualification to performance management. Furthermore, we have established specialised ESG-related management regulations including the HSF Environmental Protection Agreement, the PCN Agreement, the Confidentiality Agreement, the Integrity Agreement, and the Trade Security Agreement, forming an ESG risk prevention matrix from raw material procurement to finished product delivery.

Admission management

The Company implements a multi-level supplier admission audit mechanism. Prospective suppliers are required to submit foundational qualification documents, including business licenses and tax registration certificates, and must undergo onsite audits. The audits evaluate ESG performance across critical areas such as environmental compliance, employee training, and safety assurance. Any suppliers failing to meet the requirements will either be rejected or ordered to make rectifications, and will be qualified for admission only upon completion of necessary rectifications and the second review.

Annual target: Percentage of new suppliers screened using environmental and social standards: 100%

Annual progress: Target achieved

Performance evaluation

The Company has established a supplier performance appraisal mechanism based on indicators such as delivery timeliness, product quality, and service response efficiency. Following the initiation of collaboration, the Company conducts ESG compliance audit of a supplier' production processes from time to time. Should any non-compliance be identified during an audit, a closed-loop management process of "Rectification Notice – Solution Submission – On-site Reinspection" will be triggered immediately. Suppliers involved in major quality incidents or who breach the integrity agreement are disqualified through a one-vote veto elimination mechanism.

 **Annual target:** Number of suppliers causing significant environmental or social impacts: **Zero**


 **Annual progress:** Target achieved


Supplier KPIs

- Signing rate of the integrity agreement for supplier admission: **100%**
- Release rate of integrity initiatives during major festivals: **100%**
- Awareness of reporting channels for **zero-tolerance** for illegal activities: **100%**
- Investigation and response rate for illegal activity clues: **100%**

Co-creating value with suppliers

The Company has built a "Value Co-creation" supply chain collaboration system. To promote innovation and development across the supply chain, the Company actively engages with suppliers through global supplier conferences, technology innovation forums, and ongoing guidance. Through these collaborative platforms, we share insights into industry trends and technological breakthroughs, and collectively address issues in quality management and explore corresponding solutions.

 **Annual target:** Unilumin collaborates with upstream and downstream suppliers to create new procurement business models, fostering a mutually beneficial industrial chain ecosystem.

-  **Annual progress:**
- **Supplier resource integration:**
Centralised selection of 3 to 5 suppliers (2 alternatives and 3 major collaborations).
 - **Technical exchange and routine management discussions:**
Based on existing issues, we guided suppliers in quality management through collaborative discussions on advancements and enhancements.
 - **Supplier co-creation:**
Co-creation with core suppliers, combined with supplier technology and company projects, as joint efforts to form new projects and new directions.

Case: Supplier conference



In October 2024, the Company hosted a supplier conference to share insights into product development trends and critical technological breakthroughs, which offered clear guidance and expectations to suppliers. Our quality department analysed current technical challenges and proposed targeted solutions, enabling suppliers to upgrade product quality and rise to upcoming challenges.

Promoting digital upgrades of supply chain

The Company is advancing the digital transformation of its supply chain by developing an integrated digital management system. This system incorporates a supplier interaction platform to enable online business collaboration. In 2024, testing of the order visualisation module was successfully completed.

In the future, the Company will further boost supply chain efficiency in the following aspects:



Order visualisation module:
Strengthen visualised management of order fulfilment between the Company and its suppliers, ensuring more transparent and efficient supply chain management.



Inventory verification and forecasting mechanism:
Develop an inventory verification and forecasting mechanism. By integrating inventory management and demand forecasting via an online mechanism, Unilumin aims to minimise overstocking and stockout risks while improving both responsiveness and flexibility of the supply chain.



Supplier performance appraisal and issue resolution:
Efficiently resolve exceptions in the supply chain online, thereby further strengthening both stability and reliability of the supply chain.

Corporate Governance

Integrity and Compliance for Robust Development

On the path of corporate governance, Unilumin remains firmly committed to compliance principles. Upholding business ethics, we have laid a solid foundation for integrity-driven operations. By strengthening intellectual property protection, we foster innovation and vitality. Through the continuous improvement of our governance system, we ensure compliant and efficient operations, safeguarding long-term corporate development and the interests of all stakeholders.

Key issues

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

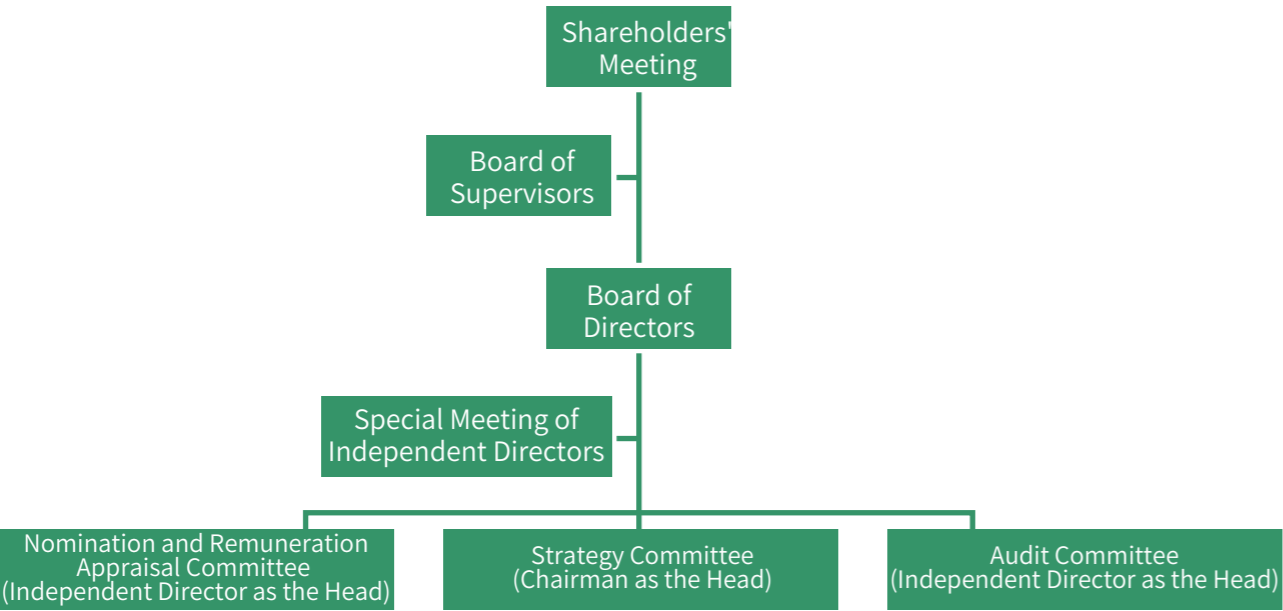
Corresponding SDGs



Solidifying the Foundation of Compliance through Rational Governance

Building an independent, diverse, and professional Board of Directors

The Company's robust governance is rooted in compliant functioning of three key governing bodies: the Board of Directors, the Board of Supervisors, and the Shareholders' Meeting. By strictly adhering to relevant laws, regulations, and regulatory requirements including the Company Law, the Securities Law, and the Rules Governing the Listing of Shares on Shenzhen Stock Exchange, the Company has developed a sound corporate governance structure tailored to its reality.



The Board of Directors comprises seven directors, three of whom are independent directors, meeting the regulatory requirement of "taking up more than one-third". With two inside directors and five external directors with diverse expertise, the board can provide expert insights on crucial areas such as strategic planning, financial management, and brand structure from different professional perspectives. For detailed composition of each special committee under the board, please refer to the "2024 Annual Report".

	Lin Mingfeng	Li Zhi	Wu Jun	Zhang Xiaoyun	Hua Xiaoning	Sun Yulin	Huang Qijun
Position in the Board of Directors	Non-independent director/ Inside director	Non-independent director/ Inside director	Non-independent director/ External director	Non-independent director/ External director	Independent director/ External director	Independent director/ External director	Independent director/ External director
Degree	Master	Master	Master	Bachelor	Master	Doctor	Master
Professional background	Management	Marketing and business administration	Strategy, management and finance	Strategy and branding	Accounting	Management	Management

Deepening compliance governance, strengthening information disclosure mechanisms

Unilumin has formulated the Internal Reporting Process for Material Information based upon the Regulations on Internal Reporting of Material Information, enabling standardised identification, collection, and reporting of material information across departments. This ensures the timeliness, accuracy, and completeness of information disclosure.

In 2024, Unilumin meticulously fulfilled its information disclosure obligations in compliance with laws and regulations such as the Company Law, the Securities Law, and the Measures for the Administration of Information Disclosure of Listed Companies, as well as rules and regulations such as the Articles of Association and the Information Disclosure Management Regulations. The Company received the highest "A" rating for information disclosure and was honoured with several awards, including the "2023 Outstanding Practice Case of Board Office in Listed Companies" by the China Association for Public Companies, the "Golden Information Disclosure Award" by China Securities Journal, and the "Top 100 Investor Relations Award" by JDM.

In 2024, the Company convened five shareholders' meetings, nine meetings of the Board of Directors, and seven meetings of the Board of Supervisors, achieving a 100% resolution approval rate and disclosing 182 announcements in total.



Strengthening investor relations, sharing growth outcomes

Unilumin is deeply committed to an investor-centred philosophy, and works to collectively create value for investors through various mechanisms such as cash dividends, employee stock ownership plan, equity incentives, share buybacks, and the management's shareholding increase. In 2024, Unilumin launched its fifth employee stock ownership plan, purchasing stocks valued at over RMB22 million. Additionally, the Company introduced a stock incentive plan, and repurchased shares worth RMB25 million for cancellation. Encouragingly, core members increased their shareholdings by RMB8 million.

Unilumin attaches great importance to investor returns and actively executes its shareholder dividend return plan. Moreover, to further express gratitude to shareholders, Mr. Lin Mingfeng, the Chairman and General Manager of the Company, proposed a cash dividend of RMB2.40 per ten shares (tax inclusive) for 2024, totalling a proposed payout of RMB261 million.

The Company will continue to enhance the level of shareholders' return, fulfil its responsibilities and continue to practice the development strategy of "double enhancement of quality and return".

Year	Total Cash Dividends (RMB 10,000)	Cash Dividend Payout Ratio
2023	5,438.71	37.65%
2022	1,633.63	25.68%
2021	2,727.49	14.96%
2020	2,178.64	18.50%
2019	1,466.79	2.77%
2018	4,567.56	11.08%
2017	3,171.92	11.16%
2016	3,150.05	18.92%
2015	1,381.77	12.15%
2014	609.11	10.01%
2013	608.38	18.45%
2012	-	-
2011	777.2	17.01%

Establishing a risk management system to address risks dynamically

Unilumin has issued a range of regulations such as the Comprehensive Risk Management Measures, the Internal Control Manual, the Emergency Response Regulations for Crisis Management, and Internal Audit Regulations, which establish a risk prevention and control framework covering multiple areas, clearly define the risk management and internal control management departments and establish a three-line defence mechanism for pre-event, in-process, and post-event risk management covering operation management, risk management, and audit oversight.

The Company's management in charge of operations team has established a Risk Assessment Committee along with experts from diverse fields. Using a quantitative matrix model, the Committee conducts risk identification and response planning. To date, the identified risks have been categorised into ten distinct risk types across five levels: strategic, market, financial, operational, and legal risks. The Company has maintained zero occurrence of major risks.

Comprehensively advancing digital governance, establishing an industry benchmark for intelligent manufacturing

The Company has established a "Digital Governance + Intelligent Manufacturing" dual-driver system. Through the implementation of the UBS programme, the Company has extended lean improvement concepts and methodologies across product development, manufacturing, and operational management, supporting our digital transformation and building an exceptional operations system. The programme focuses on three key areas: strategy implementation, product planning, and order fulfilment, ensuring precise delivery, quality assurance, and operational efficiency across the enterprise, ultimately enhancing customer satisfaction. As part of this initiative, Unilumin's Daya Bay Smart Manufacturing Base, the world's largest LED display manufacturing base, has improved the stability of the manufacturing process by 80%, production efficiency by 50%, logistics transfer efficiency by 60%, and storage area capacity utilisation rate by 350% through the extensive application of automation, lean practices, and digitalisation, and is being developed as a benchmark unmanned factory in the LED industry.



Clearing the Source by Anti-corruption and Improving the Supervision System

Guided by its core value of "mindfulness with altruism", Unilumin strictly complies with domestic and international laws and regulations related to anti-corruption, anti-bribery, anti-unfair competition, and anti-monopoly, upholds a zero-tolerance stance against corruption and maintains anti-corruption as a red line, and requires all partners to adhere to anti-commercial bribery and anti-corruption regulations, striving to foster an integrated and trustworthy environment as well as fair partnerships.

Establishing a systematic management system, building a protective cover

- Business ethics management system**
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".
- Anti-corruption management regulations**
Unilumin has developed a comprehensive suite of codes of conduct and guidelines, including the Anti-Corruption Management Measures, the Whistleblowing and Complaints Management Measures, the Management Measures for Acceptance of Gifts by Employees, the Integrity Pledge, the Integrity Agreement, the Confidentiality Agreement, and the Management Regulations on Punishments and Penalties for Violations of Disciplines and Rules, forming a comprehensive anti-corruption management framework that applies to all employees and business partners, which is designed to regulate the conduct of employees and related parties, prevent improper transactions and conflicts of interest, and maintain fair market competition.
- Antitrust and fair competition risk control**
In alignment with the Anti-Unfair Competition Law, Unilumin resolutely fights against any actions that contravene the principles of voluntariness, equality, fairness, and honesty, undermine laws and business ethics, disrupt market competition order, or infringe upon legitimate rights and interests of businesses or consumers.

Strengthening anti-corruption measures, enhancing risk management capabilities

The Company maintains a "zero-tolerance" policy towards corruption and has established a mechanism of "Whistleblower Handling – Risk Assessment – Supplier Supervision":

- Receipt of whistleblower complaints**
The Company has designated dedicated personnel to manage whistleblowing channels, and its digital whistleblowing platform has achieved full-process closed-loop management, ensuring timely responses. Confidentiality measures are strictly implemented in accordance with the Management Measures for Whistleblower Complaints.
- Proactive assessment**
The Company conducts regular corruption risk assessments across all business operations annually 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 regulation**
Supplier management strictly adheres to the Company's anti-corruption policy. The Integrity Agreement has a 100% signing rate among suppliers, explicitly prohibiting all forms 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.

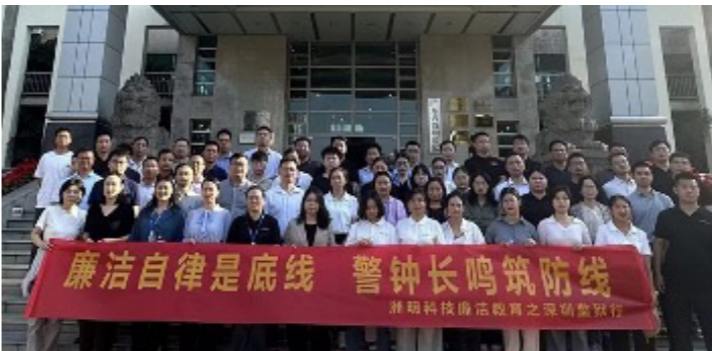
The Company continues to strengthen its integrity and anti-corruption framework

In 2024, a total of **29** cases involving commercial bribery and other violations were investigated and addressed through internal and external coordination mechanisms, resulting in disciplinary action against **33** individuals.

We implement a dual-track approach featuring integrity training and legal action: Internally, we enhance employee awareness through integrity education and warning sessions; externally, we leverage legal action to address cases such as trademark infringement and unauthorised use of company seals, thereby safeguarding corporate rights and maintaining a fair market environment.

Reinforcing the integrity culture, promoting comprehensive integrity education and training

- Employees**
The Company continues to carry out at least six times a year to cover all staff integrity training, including theme lectures, courseware learning, and signing integrity agreements. Additionally, the Company also organises, for two times a year, cadres and employees to visit the Shenzhen Prison Integrity Education Base.
- Suppliers**
In addition to requiring suppliers to sign the Integrity Agreement, the Company conducts holiday integrity publicity and guidance each year for all suppliers.



Integrity Training – Visiting Shenzhen Prison



Integrity Training – Themed Lecture



Case: Integrity publicity for suppliers

On 26 October 2024, Unilumin Group 20th Anniversary Celebration and Global Ecosystem Partner Conference was held, during which, the Company provided suppliers with a special ethics training themed "Win-win Cooperation with Integrity" for suppliers. The business partners highly praised Unilumin's anti-corruption efforts.

Strictly Controlling Risks and Building a Wall for IP Protection

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. Meanwhile, the Company has established the dedicated IP Department to regulate, guide, and monitor the implementation of IP protection.

The Company values IP management, with IP risk assessments embedded within its IPD R&D process to ensure compliance throughout the R&D lifecycle. At the same time, the Company has established an incentive system based on "Training + Competitions + Rewards". It also improves employees' IP awareness and professional competence through IP publicity weeks, knowledge contests, and themed training sessions, and encourages innovation and technology commercialisation by rewarding employees with patent commercialisation results and patent application and licensing.

In 2024, the Company was awarded a Grade III certificate in the grading evaluation of innovation and IP management under the ISO 56005 international standard, becoming the first enterprise in the LED display industry nationwide and in Shenzhen to achieve this distinction.

In 2024, the Company obtained licensing for 74 invention patents and obtained 176 utility model patents, 90 design patents, 166 software copyrights, and 54 trademarks. As at the end of 2024, the Company had cumulatively obtained licensing for 74 invention patents, and obtained 176 utility model patents, 90 design patents, 166 software copyrights, and 54 trademarks.

Vision of the Future

As a global leader in the Metasight industry, the Company will continue to deepen its ESG strategic layout with "display a glorious world and light up a happy life" as its vision and "environmental friendliness, social inclusion, and governance excellence" as its goals. The Company will accelerate innovation in low-carbon display technologies such as Mini/Micro LED, establish a carbon footprint management system covering the entire industry chain, and consistently deliver low-carbon solutions. Moreover, the Company will enhance philanthropic initiatives, expand the boundaries of social value creation, and improve the platform for full-life-cycle development of employees. At the same time, the Company will establish a comprehensive risk control and governance system across the entire industry chain, encompassing areas such as supply chain management, data security, and anti-corruption, and collaborate across the value chain to jointly build a thriving Metasight ecosystem. By 2025, the Company aims to achieve new breakthroughs in products and technologies, further develop its carbon management system, accelerate the implementation of its carbon neutrality strategy, actively expand the boundaries of social value creation, and enhance the modernisation of corporate governance.

Deepening the Carbon Management System Construction

- **Comprehensive greenhouse gas inventory**
The Company will conduct a greenhouse gas inventory in accordance with ISO 14064 standards and issue a Green house Gas Inventory Report, establishing a carbon emissions baseline database to support the setting of science-based emission reduction targets.
- **Enhancing carbon management capacity**
The Company will organise ISO 14064 internal auditor training to develop a professional team capable of conducting annual carbon emission verifications and effectively managing greenhouse gas emissions.
- **Participating in CDP disclosures**
The Company will respond to CDP questionnaires on climate change, water security, and forests to meet customer ESG requirements across the supply chain and systematically identify ESG risks and opportunities.

Accelerating the Implementation of the Carbon Neutrality Strategy

- **PAS 2060 standard assessment**
The Company will carry out greenhouse gas emission verification based on the PAS 2060 standard to validate the effectiveness of reduction measures, plan carbon offset pathways, and align with international standards.
- **Green technology advancement**
The Company will focus on breakthroughs in energy efficiency enhancement technologies for Micro LED packaging, improve luminous efficacy, and continuously develop energy-saving solutions to reduce power consumption.
- **Clean energy expansion**
The Company will expand the scale of distributed photovoltaic installations and promote low-carbon transformation of the factory energy structure, increasing the share of renewable energy use.

Expanding the Boarder for Social Value Creation

- **Upgrading educational philanthropy**
The Company will expand efforts from South China to nationwide, continuing to launch initiatives in educational empowerment and charitable assistance for students.
- **"Lighting up Rural Areas" programme expansion plan**
The Company will, in collaboration with local governments and public welfare organisations, extend the "Lighting up Rural Areas" programme for lighting infrastructure to more rural areas—bringing light and hope to mountainous villages.
- **Employee development plan**
The Company will promote diversified development and build a robust talent pipeline. It will, through structured training programmes, job rotation mechanisms, and career advancement pathways, provide comprehensive support for employees' professional growth.

Improving the Modernisation of Corporate Governance

- **Enhancing digital governance capabilities**
The Company will build a CRM system based on the LTC (Lead-to-Cash) transformation model to optimise digital operational capabilities, accelerate time-to-market for products and solutions, and establish an efficient digital operation system.
- **Value co-creation with stakeholders**
The Company will promote the development of sustainability standards in the LED industry and foster a multi-stakeholder co-creation ecosystem.
- **Strengthening compliance capabilities**
The Company will continue to standardise corporate operations, improve supplier ESG evaluation criteria, and enhance anti-corruption training coverage to ensure compliance across all business processes.
- **Enhancing investment returns and sharing business success**
The Company will actively implement shareholder return plans. To further express gratitude to shareholders, Mr. Lin Mingfeng, the Chairman and General Manager of the Company, proposed a cash dividend of RMB2.40 per ten shares (tax inclusive) for 2024, totalling a proposed payout of RMB261 million.



Appendices

Environmental ESG KPIs

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2024
Pollution Control and Ecosystem Protection—Wastewater	Chemical Oxygen Demand (COD) emissions	Tonne	0.20
	Ammonia nitrogen (NH ₃ -N) emissions	Tonne	0.50
	Nitrogen oxide (NO _x)	Tonne	0.20
Pollution Control and Ecosystem Protection—Waste Gas	Sulfur dioxide (SO ₂)	Tonne	0.04
	Particulate matters (PM)	Tonne	24.20
	VOCs	Tonne	0.15
Pollution Control and Ecosystem Protection—Hazardous Waste	Waste printer cartridges, ink boxes, and other hazardous office waste produced	Tonne	0.44
	General industrial waste (slag, dust, etc.)	Tonne	82.00
	Hazardous waste and other hazardous production wastes	Tonne	35.57
	Total hazardous waste	Tonne	118.02
	Hazardous waste intensity	Tonne/revenue of RMB1 million	0.02
Pollution Control and Ecosystem Protection—Non-hazardous Waste	Household garbage	Tonne	2,246.6
	Other non-hazardous production waste	Tonne	20.56
	Other non-hazardous office waste	Tonne	72.00
	Total non-hazardous waste	Tonne	2,339.16
	Non-hazardous waste density	Tonne/revenue of RMB1 million	0.30
Pollution Control and Ecosystem Protection—Ecological Protection	Major environmental accidents during the Reporting Period	Case	0
	Investment in environmental protection	RMB 10,000	57.01

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2024
Resource Utilisation and Circular Economy—Energy Use	Gasoline consumption (official vehicles)	Litre	51,593.00
	Diesel consumption	Litre	1,335.40
	Liquefied petroleum gas (LPG) consumption	Tonne	11.00
	Natural gas consumption	Cubic metre (m ³)	82,270.00
	Renewable energy consumption (photovoltaic)	kWh	1,528,154.00
	Total outsourced electricity consumption	kWh	79,238,485.80
	Total direct energy consumption	Tonne of standard coal	305.35
	Total indirect energy consumption	Tonne of standard coal	9,738.41
	Total comprehensive energy consumption	Tonne of standard coal	10,043.76
	Comprehensive energy consumption intensity	Tonne of standard coal/revenue of RMB1 million	1.29
Resource Utilisation and Circular Economy—Resource Use	Production water consumption	Tonne	63,128.00
	Office water consumption	Tonne	333,711.00
	Total water consumption	Tonne	396,839.00
	Total water consumption intensity	Tonne/revenue of RMB1 million	51.05
Climate Response--GHGs	Total packaging material consumption	Tonne	58.80
	Total Scope 1 GHG emissions	Tonne of carbon dioxide (CO ₂)	331.12
	Total Scope 2 GHG emissions	Tonne of carbon dioxide (CO ₂)	42,519.37
	Total GHG emissions	Tonne of carbon dioxide (CO ₂)	42,850.49
	GHG emission intensity	Tonne of carbon dioxide (CO ₂)/revenue of RMB1 million	5.51

Social ESG KPIs

¹ Work injury rate: (number of work-related injury incidents / total number of employees) × 100%
² Injury rate per million hours worked: (number of work-related injury incidents × 1,000,000) / total number of hours worked by all employees

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2024
Employees – Employment	Total number of employees of the Group	Person	5,638
	Proportion of male employees	%	67
	Proportion of female employees	%	33
	Proportion of employees aged 29 and below	%	34
	Proportion of employees aged 30-49	%	64
	Proportion of employees aged 50 and above	%	2
	Labour contract coverage	%	100
Employees – Safety Management	Work injury rate ¹	%	0.09
	Total lost days due to work injury	Day	197.56
	Injury rate per million hours worked ²	/	0.45
	Number of work safety training sessions	Time	45
	Number of work safety training participants	Person-time	1,282
	Safety training hours per capita	Hour	6.61
	Amount paid for work injury insurance/ work safety liability insurance	RMB 10,000	279.96
Employees – Training	Coverage of work injury insurance/ work safety liability insurance	%	100
	Proportion of trained male employees	%	100
	Proportion of trained female employees	%	100
	Proportion of trained employees aged 29 and below	%	100
	Proportion of trained employees aged 30-49	%	100
	Proportion of trained employees aged 50 and above	%	100
	Total training hours	Hour	37,275.44
	Employee training coverage	%	100
	Total number of training sessions during the Reporting Period	Time	627
	Annual training expenditure	RMB 10,000	131,989.13

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2024
Innovation and Ethics of Science and Technology – R&D and Innovation	R&D investment	RMB	375,994,192.48
	Number of R&D personnel of the Group	Person	1,124
	Number of patent applications (invention)	Application	72
	Number of patent applications (utility model)	Application	139
	Number of patent applications (design)	Application	84
	Number of licensed patents (invention)	Patent	92
	Number of licensed patents (utility model)	Patent	245
	Number of licensed patents (design)	Patent	133
	Number of acquired software copyrights	Copyright	41
	Number of subsidiaries certified as high-tech enterprises	Subsidiary	10
Suppliers and Customers – Suppliers	Total number of suppliers	Supplier	2056
	Number of suppliers from Chinese mainland	Supplier	1688
	Number of suppliers from Hong Kong, Macau, and Taiwan	Supplier	61
	Number of overseas suppliers	Supplier	25
Suppliers and Customers – Product Responsibility	Number of product complaints received	Time	869
	Number of service complaints received	Time	131
	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 the Reporting Period	Incident	0
	Customer privacy disclosures during the Reporting Period	Incident	0

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2024
Rural Revitalisation and Social Contributions – Community Investment	Community investment	RMB 10,000	772.45
	Investment in focus areas - Education	RMB 10,000	130.45
	Investment in other focus areas - Lighting up Rural Areas	RMB 10,000	139
	Investment in other focus areas - Care for special groups	RMB 10,000	43
	Investment in other focus areas - Health advocacy	RMB 10,000	354
	Other expenses (administrative, etc.)	RMB 10,000	106
	Hours spent by employees in charitable/volunteer activities	Hour	205

Governance ESG KPIs

Content Index of Sustainability Reporting Guidance for Listed Companies	Specific Data Collected	Unit	Data for 2024
Business Practises – Business Ethics	Number of corruption-related lawsuits pending or resolved	Lawsuit	2
	Number of directors attending anti-corruption trainings of the Group	Person	10
	Number of management attending anti-corruption trainings of the Group	Person	131
	Total number of employees attending anti-corruption trainings of the Group	Person	2987