

Transsion

SHENZHEN TRANSSION
HOLDINGS CO., LTD.

2025

Environmental, Social
and Governance Report



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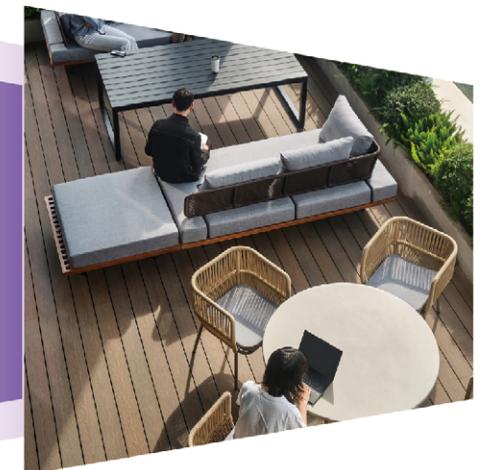
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About This Report

This Report is the 2025 Environmental, Social and Governance Report (hereinafter referred to as “this Report” or “the ESG report”) published by Shenzhen Transsion Holdings Co., Ltd. (hereinafter referred to as “Transsion Holdings”, “Transsion”, “we/us”, or “the Company”). It primarily discloses the Company’s ESG philosophy, material advancements, and performance during the 2025 reporting period.

Basis for Preparation

This Report has been prepared in accordance with the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)* (hereinafter referred to as the “SSE’s Sustainability Report Guidelines”). It also references Appendix C2 *Environmental, Social and Governance Reporting Code* (the “HKEx’s ESG Reporting Code”) to the Main Board Listing Rules of The Stock Exchange of Hong Kong Limited, the Global Reporting Initiative Standards (“GRI Standards”) and the United Nations Sustainable Development Goals (the “SDGs”).

Scope of the Report

Unless otherwise specified, the time frame covered by this Report is from 1 January 2025 to 31 December 2025 (hereinafter referred to as “this year” or “reporting period”). The content of this Report encompasses Transsion Holdings and its subsidiaries and branches.

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

Data Sources

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

Some of the images in this report were generated with the assistance of AI.

Report Availability

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

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

Feedback

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

Address: Transsion Building, No.8 Xianyuan Road, Xili Community, Xili Sub-district, Nanshan District, Shenzhen City, China

Phone: 0755-33979932

Fax: 0755-33979211

Email: investor@transsion.com

Company Overview

Company Profile

Transsion Holdings is committed to becoming the most popular provider of smart devices and mobile services for consumers in global emerging markets. The Company is best known for its high-quality multi-brand smart devices. Mobile phones are its core products, while it also offers mobile Internet services based on the self-developed operating system and data traffic portals. Transsion's brand portfolio comprises mobile phone brands in emerging markets, including TECNO, itel and Infinix, as well as Carlcare for after-sales services, oraimo for smart accessories, and Synix for home appliances.

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

Transsion Holdings was listed on the SSE Star Market in 2019, and has been included in the CSI 300 Index, CSI STAR & CHINEXT 50 Index, SSE STAR 50 Index, MSCI China A Index, MSCI China All Shares Index, etc. In recent years, the Company has also been honoured with numerous awards, including "Top 500 Enterprises of China", "Top 500 Enterprises of China's Manufacturing Industry", "China Top 500 Private Enterprises", "China Top 500 Private Manufacturing Enterprises", "Fortune China 500", "Deloitte China Best Managed Companies" and "50 Smartest Companies", by *MIT Technology Review*.

Value System



Philosophy:

Together we can



Vision:

To become the most popular provider of smart devices and mobile services for consumers in global emerging markets



Mission:

To improve the lives of as many people as possible through technology and innovation



Core Values:



Customers

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



Respect

Respect defines how we treat each other and our differences.



Openness

Staying open connects us to the future and its possibilities.



Innovation

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



Sharing

Sharing invites every "I" to become "we".



Bottom Line

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



Message from the Management

In 2025, the global economic and industrial landscape continued to evolve, raising higher requirements for corporate resilience and responsibility. Guided by our mission, "To improve the lives of as many people as possible through technology and innovation", Transsion has remained focused on local user needs, continuously driving technological innovation and product upgrades. At the same time, we have embedded the philosophy of sustainability into our corporate strategy and global operations, maintaining steady, long-term development amidst a complex external environment.

As the world enters AI era, Transsion is actively embracing AI and deeply integrating AI into product development, user experience, operational efficiency and global governance to advance high-quality development in a smarter, more inclusive and more sustainable way.

Insist Technological Inclusiveness, Pushing Back the Boundaries of Digital Inclusion

We continue to advance localised innovation for emerging markets, transforming AI into practical products that enhance productivity and create life pleasures. By lowering the barriers to accessing information and quality technology experiences, we aim to ensure that technological innovation benefits a broader population. Looking ahead, we will continue to deepen the integration of AI technologies with local needs, empowering users in emerging markets across communication, daily life, education and work. Through these efforts, we seek to make digital inclusion more human-centred and more practical.

Transitioning to Green Operations, Actively Addressing Climate Change

In response to the severe challenges posed by global climate change, we are actively aligning with China's dual carbon goals and systematically integrating green principles throughout the entire product life cycle. On the operational front, we have introduced a smart warehousing system at our Chongqing Factory and started to try to installed solar photovoltaic power generation facilities at our Bangladesh Factory, continuously improving energy efficiency. Through photovoltaic projects and refined energy efficiency management, we continue to enhance resource efficiency and drive the green, low-carbon transformation of our production and operations.

Human-centred Development, Building a Diverse and Growth-oriented Organisation

Our employees are the driving force behind the Company's continuous innovation and global development. We are committed to fostering an equal, diverse and inclusive workplace, continuously improving our employee health and safety management systems, and supporting employees' physical and mental well-being as well as their career development. Through systematic talent cultivation and echelon construction mechanisms, we seek to advance employees' capability-building in step with the organisation's long-term development, and to create an environment where respect and growth go hand in hand, enabling every dedicated employee to realise their personal value.

Fulfilling Social Responsibilities, Creating Long-term Social Value

Overseas, we continue to deepen our global partnership with the Office of the United Nations High Commissioner for Refugees ("UNHCR"), providing high-quality protection and support to refugee children and young people in Africa. By systematically exploring pathways for refugee education support in Africa, from basic education to higher education and onwards to employment, we seek to combine educational empowerment with long-term social development and continuously create sustainable social value for Africa. In China, we actively support the national Rural Revitalisation Strategy by promoting local agricultural development and increasing farmers' incomes through consumption-based assistance and industry support. We also contribute to rural education and talent support, further fulfilling our corporate social responsibilities.

Strengthening Responsible Governance, Promoting Collaborative Value Chain Development

In corporate governance and value chain management, we continue to strengthen law-based and compliant operations as well as business ethics. We advance responsible procurement and supply chain management, whilst placing great importance on user information security and privacy protection. Leveraging our global after-sales service network, we also actively promote the recycling and circular use of electronic waste, improving resource efficiency and supporting the green development of the industrial chain.

Looking forward, Transsion will continue to uphold our user-centred philosophy and strengthen the management of key topics. With technological innovation and AI empowerment as key drivers, we will further enhance our sustainable development capabilities. We look forward to working together with investors, employees, partners and stakeholders to drive progress through innovation, contribute to society through responsibility, and build a more sustainable and resilient future.



Annual Sustainability Performance

External Recognition and Honours



<p>2025 Top 500 Enterprises of China 2025 Top 500 Enterprises of China's Manufacturing Industry 2025 Top 100 Innovative Large Enterprises of China 2025 Top 100 Leading Enterprises in China's Strategic Emerging Industries</p> <hr/> <p>China Enterprise Confederation and China Enterprise Directors Association</p>	<p>2025 China Top 500 Private Enterprises 2025 China Top 500 Private Manufacturing Enterprises Selected in the 2025 List of Top 500 Private Enterprises by R&D Investment Selected in the 2025 List of Top 500 Private Enterprises by Invention Patents</p> <hr/> <p>All-China Federation of Industry and Commerce</p>	<p>2025 Guangdong Top 500 Enterprises 2025 Guangdong Top 100 Private Enterprises 2025 Guangdong Top 100 Manufacturing Enterprises 2025 Guangdong Top 100 Innovative Enterprises</p> <hr/> <p>Guangdong Provincial Enterprise Confederation, Guangdong Provincial Association of Entrepreneurs</p>	<p>CSR China Top 100 Rank China Global Responsibility Special Award</p> <hr/> <p>Organizing Committee of the Responsibility 100 and CSR China Education Award Responsibility 100 Organizing Committee of CSR China Education Award</p>
<p>2025 Fortune China 500</p> <hr/> <p>Fortune China</p>	<p>China Best Managed Companies</p> <hr/> <p>Deloitte China</p>	<p>Selected in the 2025 Global Brand Communication Rankings</p> <hr/> <p>Xinhua News Agency</p>	<p>Outstanding Brand for Global Expansion Award</p> <hr/> <p>CLS News</p>
<p>2025 China Top 50 Globalized Enterprises 2025 China Top 10 Globalized Enterprises</p> <hr/> <p>CBN Research</p>	<p>2025 Top 50 Chinese Innovation & Breakthrough Brands</p> <hr/> <p>GYBrand</p>	<p>2025 Top 500 Most Valuable Chinese Brands</p> <hr/> <p>Brand Finance and Federation of Shenzhen Industries</p>	

Cooperation Overview

Preface

Education is the fundamental driving force behind the continuity of human civilization, transcending all boundaries of race and nationality.

In 2015, all member states of the United Nations adopted the 17 Sustainable Development Goals (SDGs) as a universal call to action for 2030. To achieve SDG 4—'Ensuring Inclusive and Equitable Quality Education', the United Nations High Commissioner for Refugees (UNHCR) has launched the "2030 Refugee Education Strategy", which aims to promote the enrollment rate of refugee children in primary and secondary schools to reach the average level of the host country, and increase the enrollment rate of refugee in higher education to 15%.

According to the *UNHCR Education Report 2025*, access to education for refugee children and youth continues to improve steadily. The primary school enrolment rate among refugee children has reached approximately 67%—marking an upward trend despite remaining below the global average. Notably, tertiary enrollment among refugee youth rose from 7% to 9%, signaling consistent progress toward the "15by30" target (15% enrollment by 2030). Beyond mere knowledge acquisition, education empowers refugees to become future leaders, technical talents, and community catalysts. Research highlights that educated refugees are not only more self-reliant but also serve as vital contributors to local recovery. Ultimately, education acts as a catalytic force for social stability, economic revitalisation, and cross-cultural integration.

Those who shared the same vision walk the same path. UNHCR is working closely with its global partners to fulfill this mission. Since becoming UNHCR's first private sector partner in China in 2020, both parties have been focusing on Africa and continuously exploring efficient, targeted, and sustainable education support paths. Over the past five years, this close collaboration has benefited more than 20,000 refugee children and youth across Africa. At present, the cooperation projects between the two parties have covered the entire growth process from primary education to higher education, and even internships. Starting from 2025, both sides will deepen their global partnership for the next three years, empowering more refugee children and youth in Africa through education and bringing hope for long-term sustainable development in Africa.

¹ UNHCR (Chinese) official website: <https://www.unhcr.org/cn/node/11>

Quotes:

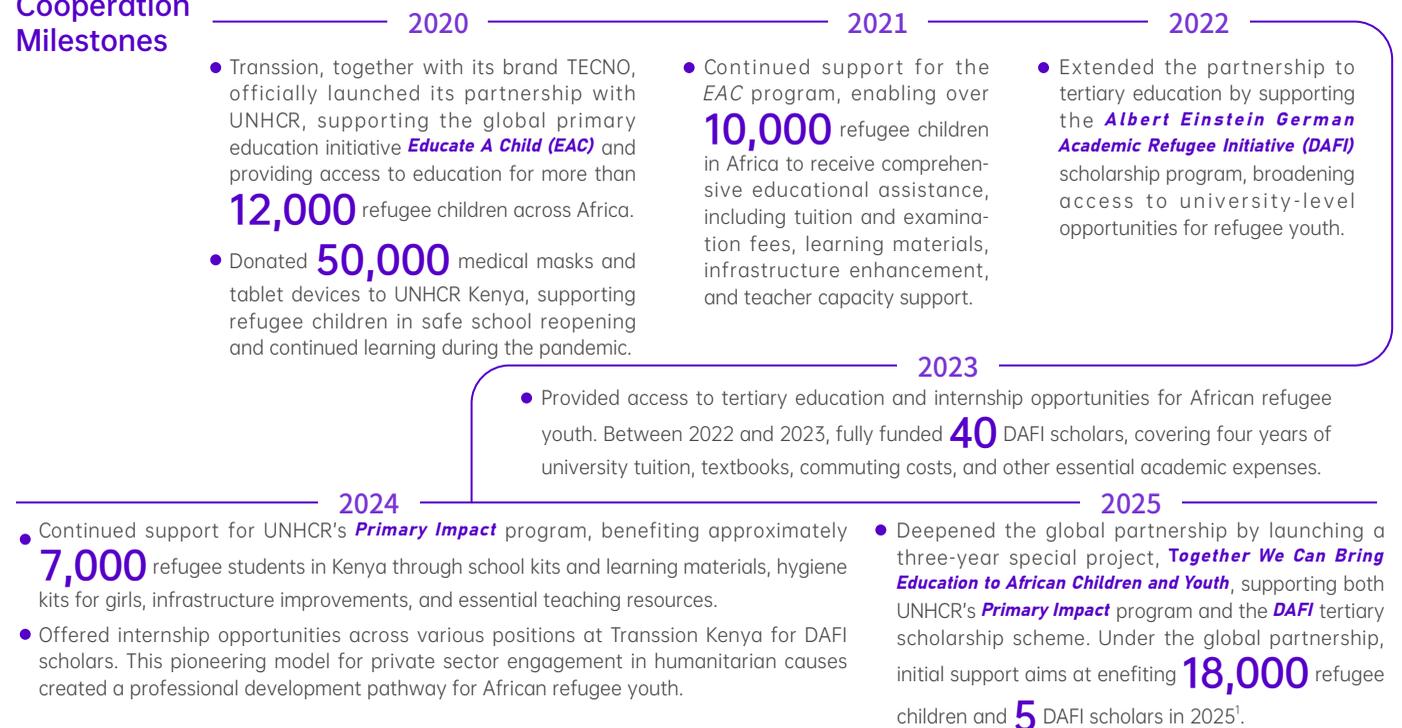
George Zhu, Founder and Chairman of Transssion Holdings, stated: "The robust growth of Transssion would not have been possible without the nourishment of the African land. We are committed to giving back to local communities through concrete actions by providing high-quality protection and educational support for refugee children and youth. Our goal is to empower them with the ability to realize their own potential while contributing to the broader good - enabling them to transform their lives through knowledge and to inject continuous momentum into the sustainable development of the African continent."

Sophie Muller, UNHCR Representative in China, stated: "Education is a cornerstone of resilience and hope for displaced youth. We are excited to deepen our collaboration with TECNO. Their commitment has been instrumental in expanding access to education for refugee children in Africa and exemplifies how private sector engagement can drive meaningful impact, equipping displaced youth with the knowledge and skills they need for solutions and a brighter future."

Milestones/Data Achievements of Cooperation

Together We Can Fulfill the PROMISE

Cooperation Milestones



Special Topic on Responsibility: Together We Can Bring HOPE

Cooperation Cases

Together We Can Realize a DREAM

Refugee Internship Initiative - Bridging the "Last Mile" from Classroom to Office

"At Transsion, heroes come from all walks of life, and every striver has a stage.

In 2019, UNHCR proposed the "15by30" target, aiming to increase the enrollment rate of higher education for refugee youth to 15% by 2030. As of now, this number has reached 9%. The DAFI scholarship program, supported by Transsion, is an important pillar in advancing this goal. However, even after crossing the first threshold of university, employment remains the second and often steeper barrier. Policy restrictions and social bias continue to constrain refugee youth from fully accessing the job market.

In response, and building on the full sponsorship of 40 DAFI scholars, UNHCR and Transsion jointly launched the *Refugee Internship Initiative* — an innovative pilot initiative designed to bridge the "last mile" from education to employment.

As the first participants in this initiative, three DAFI scholars - Monica, Mabil, and Stephen - completed their internships in various departments at Transsion Kenya. Here, they were not defined by the label of "refugee," but recognized as professionals contributing alongside colleagues from around the world.

Stephen Lokangyo Meshake

Democratic Republic of the Congo (DRC)

"My family still lives in the refugee camp. The DAFI scholarship gave me the opportunity to leave the camp after ten years and for the first time, to travel to Nairobi to study at the University of Nairobi. It was my first glimpse of life beyond the camp. I majored in Economics and Statistics. Now, I am able to independently lead research assignments using the knowledge I gained. You might even experience the results of my work through a TECNO smartphone in the near future."



Stephen (far right) with two fellow DAFI students, Monica and Mabil, outside the Nairobi office of TECNO, a Transsion brand, where they completed internships across different local departments. @ UNHCR/Charity Kamene Nzomo

Special Topic on Responsibility:
Together We Can Bring HOPE

Primary Education Support - Breaking the First Barrier from Home to School



Retention in primary school shapes access to higher education later on. But whether children stay in school often depends on factors beyond the classroom: access to clean water, safe sanitation, electricity, reliable transport, and basic hygiene supplies. For refugee girls, the impact of these issues is far greater than for boys, directly leading to lower enrolment and retention rates. Currently, gender parity in primary education remains unachieved in 40% of countries worldwide².

To this end, Transsion has partnered with the UNHCR, turning its attention to these often-overlooked communities. Through joint actions, more than 1,000 refugee girls received hygiene kits composed of daily essentials such as Vaseline, shampoo, and sanitary

pads³, while learning materials were provided for 7,000 refugee students in Kenya in 2024. These supplies are vital, as in conditions of extreme scarcity, menstruation often means forced absenteeism, which can indirectly lead to school dropouts.

Gender should not be a barrier to education. In the Dadaab Refugee Camp, Kenya, the pilot site of the Transsion-UNHCR partnership, an 18-year-old student puts it this way:

Shankaron Abdi

Somalia

"I was born and raised in the refugee camp, but I believe every girl deserves learning opportunities without barriers, because we should never have to feel ashamed of any natural biological process."

Shankaron Abdi in front of a blackboard at the Dadaab Refugee Camp Central Primary School (© UNHCR/Mohamed Maalim)



Epilogue

Together We Can Build the FUTURE

Education empowers refugee children and youth to reshape their lives and contribute to society. With access to education, they can significantly strengthen their language proficiency, technical capabilities and professional skills, and ultimately give back to their communities as teachers, skilled professionals and entrepreneurs, etc. This empowerment carries profound significance not only for refugee individuals, but also for the societies that host them, generating tangible economic and cultural value. By partnering with UNHCR, Transsion is not only fulfilling its corporate social responsibility, but also advancing a vision for a more equitable and resilient world.

Seven years of partnership have delivered tangible progress. From breaking the "first barrier" of girls' access to school to the "last mile" for youth entering the workforce, the path for African refugee children and youth is becoming increasingly open through the close collaboration between UNHCR and partners such as Transsion. It demonstrates that education, rather than social labels such as gender, status, or limited resources, is the true driver of one's destiny.

Those who share the same vision walk the same path. Building on a deepened global partnership, Transsion will continue working alongside UNHCR with a sustained focus on Africa, exploring more effective and targeted approaches to refugee education. Education will remain a powerful engine for Africa's sustainable development.

Special Topic on Responsibility:
Together We Can Bring HOPE

² UN SDGs (Chinese) official website: <https://www.un.org/sustainabledevelopment/zh/education/>

³ UNHCR official shop: https://shop93902710.m.youzan.com/wscgoods/detail/27cw9kuv7o0pao?scan=1&activity=none&from=kdt&qr=directgoods_3601741800&shopAutoEnter=1

Materiality Assessment of Topics

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

Steps for Materiality Analysis

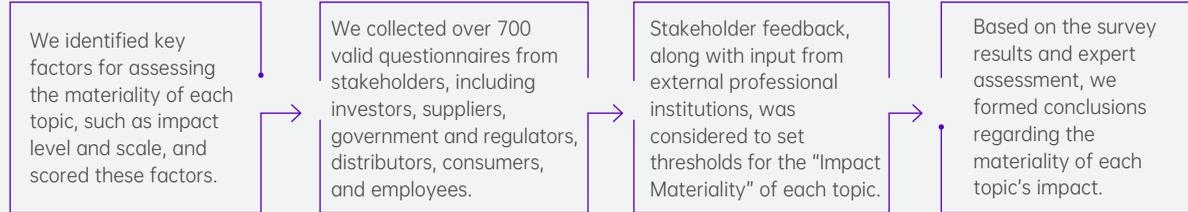
As international ESG disclosure standards and regulatory requirements continue to improve, we have conducted a thorough research and analysis process to ensure the relevance and substance of this Report. The analysis has focused on two key aspects: whether these topics have a significant impact on the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

Step 1 **Understanding the Company's activities and business relationships and backgrounds**
 We identified a broad range of stakeholders—including investors, suppliers, government and regulators, distributors, consumers, and employees—based on the Company's business model, relevant laws and regulations, policies, and industry developments. We then analysed the engagement method of each stakeholder group.

Step 2 **Establishing the topic list**
 Using the topics outlined in the sustainability reporting guidelines, we organised our ESG topics and compiled a list based on industry-specific characteristics, development stages, concerns from rating agencies, and peer analysis.

Step 3 **Assessment and determination of topic materiality**
 To assess both financial materiality and impact materiality, we applied a combination of qualitative and quantitative methods, taking into account the specific characteristics of our industry and business operations.

Impact materiality assessment



Financial materiality assessment

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

Step 4 **Review of topic materiality**
 Taking into account the stakeholder feedback gathered above, relevant international standards, and peer priorities, we compiled a review checklist of material topics, identified and analysed the degree of double materiality of each material topic for Transsion and stakeholders, and consolidated the results into the double materiality analysis.

Step 5 **Topic determination**
 The materiality assessment results were reviewed by the Board of Directors and Management, who determined the material ESG topics for the year. A final topic matrix was also established.

Due Diligence

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

Stakeholder Communication

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

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



Materiality Analysis Conclusion

Following the double materiality analysis and extensive communication with stakeholders, the Company has established the double materiality topic matrix for 2025. The topics identified as having financial materiality include innovation-driven growth, risk and compliance management, product and service safety and quality, anti-commercial bribery & anti-corruption & anti-unfair competition practices, employee health and safety, employment and protection of employee rights, supply chain security and equal treatment of small and medium-sized enterprises (SMEs), addressing climate change. In this Report, we adhere to *Guide No.13 for Self-Regulatory Supervision on Listed Companies of the SSE STAR Market—Compilation of Sustainable Development Reports* standards. Detailed disclosures are provided on these topics across the four key elements: "Governance", "Strategy", "Impact, Risk and Opportunity Management" and "Indicators and Targets".



No.	Category	Topic
1	Social	Innovation-driven Growth
2	Governance	Risk and Compliance Management
3	Social	Product and Service Safety and Quality
4	Governance	Anti-Commercial Bribery, Anti-Corruption and Anti-Unfair Competition Practices
5	Social	Employee Health and Safety
6	Social	Employment and Protection of Employee Rights
7	Social	Supply Chain Security and Equal Treatment of SMEs
8	Environmental	Addressing Climate Change
9	Environmental	Circular Economy
10	Governance	Due Diligence and Stakeholder Communication
11	Social	Employee Training and Development
12	Governance	Corporate Governance
13	Social	Data Security, Privacy Protection and Technology Ethics Management
14	Social	Rural Revitalisation and Social Contribution
15	Environmental	Emissions and Pollution Management
16	Environmental	Environmental Compliance and Ecosystem and Biodiversity Protection
17	Environmental	Use of Resources

Transsion Holdings 2025 Double Materiality Topic Matrix

ESG Governance

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

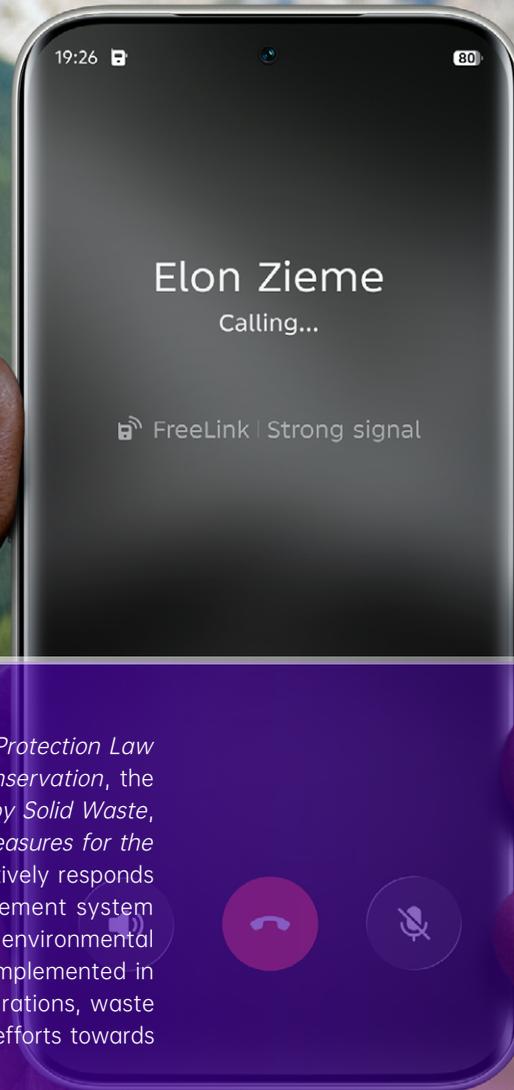
ESG Governance Structure

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



01

Environmental



Response to SDGs



Response to SSE Topics

Climate Change Tackling, Circular Economy, Energy Usage, Usage of Water Resources, Waste Disposal, Pollutant Discharge, Environmental Compliance Management and Ecosystem and Biodiversity Protection

Response to HKEx Topics

A1: Emissions; A2: Use of Resources; A3: The Environment and Natural Resources; Part D: Climate-related Disclosures

The Company strictly adheres to various laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Law of the People's Republic of China on Energy Conservation*, the *Law of the People's Republic of China on Prevention and Control of Environmental Pollution by Solid Waste*, the *Administrative Measures for the Recovery of Renewable Resources*, and *Management Measures for the Restriction of Hazardous Substances in Electrical and Electronic Products*. The Company actively responds to the national "dual carbon" strategy, continuously enhancing its environmental management system and advancing green operational practices. Transsion Holdings is committed to integrating environmental responsibility throughout the entire product life cycle. Management measures have been implemented in key areas such as climate change and GHG management, energy management, green operations, waste management, and ecological and green products, all contributing to the Company's ongoing efforts towards building a green future.

Addressing Climate Change

Climate change has become a major global challenge. The Company pays close attention to the risks and opportunities brought about by climate change and has made climate action a key component of our ESG management. The Company continuously improves the climate governance system and systematically advances related management efforts. Through measures such as optimising energy mix, improving energy efficiency, and promoting the use of renewable energy, the Company is gradually reducing the carbon intensity of operations and strengthening the climate resilience of business development.

Governance

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

The Company has continued to strengthen the Board of Directors' capabilities in relation to climate-related topics. In January 2026, the Company organised the first dedicated training session for all directors on climate change response. The training covered climate-related regulatory and policy requirements, major climate risks and opportunities faced by enterprises, and the potential impacts of climate change on corporate governance and operational decision-making ,etc.

Strategy

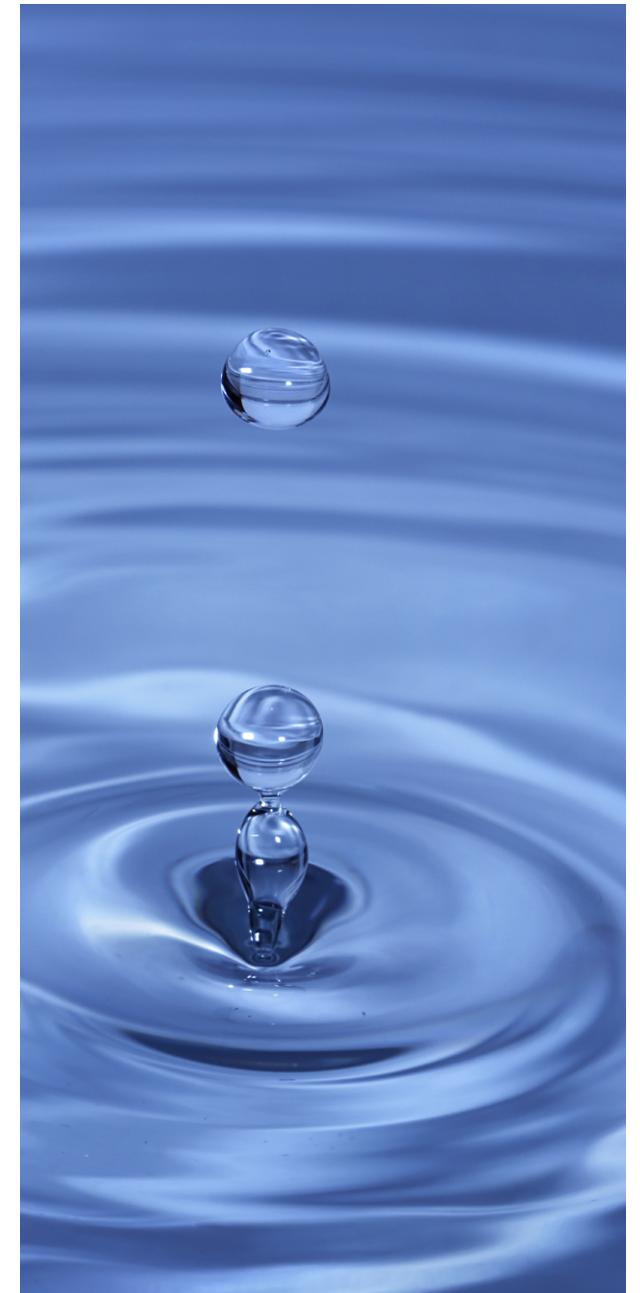
Based on scenario assumptions from the Intergovernmental Panel on Climate Change ("IPCC"), International Energy Agency ("IEA") and Network for Greening the Financial System ("NGFS"⁴), including Net Zero 2050 and Nationally Determined Contributions ("NDCs"⁵), the Company identified and categorised physical risks, transition risks and specific opportunities. For each risk and opportunity, we conducted business impact analysis, financial impact analysis and developed transition plans, as detailed in the table on the following page.

Climate Risks and Opportunities

The Company recognises the profound impact of various climate change-related risks and opportunities on our business. We conducted short-term, medium-term and long-term climate change-related risk and opportunity analysis in accordance with the ISSB's *International Financial Reporting Sustainability Disclosure Standard 2 - Climate-related Disclosures (IFRS S2)* recommendations, the SSE's *Sustainability Report Guidelines*, and the HKEx's *ESG Reporting Code*. We identified climate-related risks and opportunities in the short term (less than 1 year), medium term (1 to 5 years) and long term (more than 5 years).

⁴ NGFS: The Network for Greening the Financial System ("NGFS") is composed of 148 central banks and supervisory authorities, together with 23 observer organisations, and is committed to advancing climate- and environment-related risk management systems for the financial sector. The NGFS provides a range of scenarios that help organisations understand how physical and transition risks may evolve under different scenarios.

⁵ Nationally Determined Contributions ("NDCs") are national plans and commitments proposed by countries under the *Paris Agreement* to reduce greenhouse gas emissions and address climate change. These contributions reflect countries' efforts in climate change mitigation and adaptation, aiming to achieve the long-term objective set out in the *Paris Agreement* of limiting the increase in global average temperature to well below 2°C above pre-industrial levels and pursuing efforts to limit it to 1.5°C.



Risk or Opportunity Type	Risk or Opportunity	Potential Business Impact	Impact Period	Potential Financial Impact and Line Item	Response Plans	
Physical risk	Acute risks	Tropical cyclones	Tropical cyclones may significantly damage the equipment and facilities of factories and suppliers located in coastal areas, halting production lines, damaging equipment, and disrupting logistics.	Short/medium term	<ul style="list-style-type: none"> Property, plant and equipment (PP&E): Tropical cyclones may damage facilities and equipment at coastal production bases and those of key suppliers, increasing repair, replacement and capital expenditures of PP&E, and creating potential impairment risks. Operating costs: Production disruptions and emergency responses may increase costs for repairs and maintenance, temporary substitute capacity and expedited logistics. Operating revenue: Capacity constraints and delivery delays may disrupt shipment schedules and adversely impact the timing of revenue recognition. 	<ul style="list-style-type: none"> Reinforce factory building structures and develop emergency preparedness plans for cyclones. Purchase property insurance to cover damage from tropical cyclones.
		Flooding	Flooding may also affect factories and storage facilities situated near rivers or coastlines, leading to production stoppages, equipment damage, and inventory losses.	Short/medium term	<ul style="list-style-type: none"> PP&E, Inventory and asset impairment: Flooding at factories and storage facilities may result in inventory losses and damage to PP&E, increasing the risk of inventory write-down and asset impairment. Operating costs: Expenditures for cleanup, repairs, and restoration of operations may raise operating costs for the period. Operating revenue: Production stoppages or logistics disruptions may affect order fulfilment and revenue realisation. 	<ul style="list-style-type: none"> Develop a comprehensive drainage system and establish emergency plans to address flooding risks. Collaborate with suppliers to establish alternative supply channels and optimise the logistics network. Purchase property insurance to cover flood damage.
		Extreme high temperatures	Extremely high temperatures can impact production efficiency in factories located in tropical regions, leading to an increase in equipment failures, health issues among employees, and a decline in overall work performance.	Short term	<ul style="list-style-type: none"> Operating costs: Increased equipment failure rates, higher maintenance frequency, and greater cooling and energy consumption under high-temperature conditions may raise manufacturing costs. Labour costs: Elevated employee health risks may reduce working-hour efficiency and indirectly increase labour costs per unit of product. 	<ul style="list-style-type: none"> Install efficient cooling systems, optimise production schedules, and avoid high-intensity operations during extreme heat periods. Provide employees with heat prevention supplies and health monitoring services.
		Extreme rainfall	Extreme rainfall can result in waterlogging at factories and storage facilities in regions prone to heavy rain, causing disruptions to production lines, equipment damage, and losses of inventory.	Short/medium term	<ul style="list-style-type: none"> PP&E, inventory and asset impairment: Waterlogging risks may damage equipment and inventories, increasing risks of asset repair costs or impairment. Operating costs: Production recovery and flood prevention response expenses may increase operating costs for the period. 	<ul style="list-style-type: none"> Build an efficient drainage system and implement emergency plans for extreme rainfall. Collaborate with suppliers to establish alternative supply channels and optimise logistics routes.
		Extreme winds	Extreme winds may cause damage to factories and storage facilities located in coastal and windy areas, leading to production halts, equipment damage, and inventory losses.	Short/medium term	<ul style="list-style-type: none"> PP&E: Damage to factory structures, storage facilities and logistics infrastructure may increase repair or reconstruction expenditure. Supply chain costs: Constraints on warehousing and transportation may result in additional logistics expenses or substitute supply costs. 	<ul style="list-style-type: none"> Reinforce factory structures and establish emergency plans for strong winds. Develop a comprehensive warehousing and transportation mechanism to safeguard against wind damage.
	Chronic risks	Shortage of water	Shortages of common water sources increase direct costs.	Long term	<ul style="list-style-type: none"> Operating costs: Shortages of water resource supply may increase water abstraction costs or require the adoption of alternative water sources and water-saving measures, raising ongoing operational expenditure. Capital expenditure: To secure a production water supply, investment in water resource management or water-saving facilities may be required. 	<ul style="list-style-type: none"> Track changes in public service policies for water supply.
Transition risks	Policy and regulatory risks	The introduction of more stringent global climate policies gradually increases compliance pressures on businesses.	Medium/long term	<ul style="list-style-type: none"> Operating costs: Enhanced climate-related regulations and compliance requirements may increase costs associated with compliance management, reporting and disclosure, audits and internal controls. Capital expenditure: To comply with new regulations or regulatory requirements, upgrades or retrofits to production equipment, energy systems or management systems may be necessary. 	<ul style="list-style-type: none"> Establish a sustainable development-related management framework. Promote low-carbon and energy-efficient production processes. 	
	Market risks	Consumer preferences shift towards low-carbon products, whilst stricter green requirements within supply chains will contribute to higher overall supply chain costs.	Long term	<ul style="list-style-type: none"> Operating revenue: If the low-carbon attributes of our products or brands fail to keep pace with changing market and customer preferences, sales volumes and revenue growth may be adversely affected. Operating costs: Heightened green requirements across the supply chain may increase costs related to raw material procurement, compliance certification and supplier management. 	<ul style="list-style-type: none"> Develop low-carbon product lines, and launch green publicity to enhance market competitiveness by obtaining product carbon footprint certification or low-carbon related certification. 	
	Technology risks	The rapid advancement of low-carbon technologies, such as clean energy and carbon capture, is creating challenges in identifying and selecting the most optimal energy-saving processes or equipment upgrades.	Medium/long term	<ul style="list-style-type: none"> Capital expenditure: Rapid updates in low-carbon technologies may increase investment expenditure in new equipment, new processes or pilot projects. Cash flows from operating activities: Continued technology investment and uncertain payback periods may put pressure on mid- to short-term cash flows. 	<ul style="list-style-type: none"> Prioritise R&D investments, stay aligned with industry innovations, and collaborate with universities and research institutions to address core technological challenges. 	
Opportunities	Energy structure adjustment	Demand for clean energy is surging across various industries. In some domestic markets, the unit price of clean energy is now lower than conventional energy, thus enhancing benefits.	Medium/long term	<ul style="list-style-type: none"> Operating costs: In certain regions, clean energy is price-competitive and may help reduce energy procurement costs and lower unit production costs. 	<ul style="list-style-type: none"> Some of the Company's factory sites have begun attempts to use clean energy. We will continue to embrace the energy structure transformation trend in the future. 	
	Smart grids and energy storage	Extreme weather events are accelerating the need for upgrades to grid resilience and energy storage, thereby expanding the market for the Company's energy storage solutions.	Medium/long term	<ul style="list-style-type: none"> Operating revenue: Growth in demand for smart grids and energy storage may help increase revenue from related products or business. 	<ul style="list-style-type: none"> Continue to focus on smart energy management and other integrated solutions for households, industrial and commercial users in global emerging markets. 	
	Circular economy development	The pressure surrounding electronic waste management is driving the need for full lifecycle management of equipment.	Medium/long term	<ul style="list-style-type: none"> Operating revenue: Increased demand for product recycling, reuse and full life-cycle management may create new revenue opportunities for services or products. 	<ul style="list-style-type: none"> Continue to promote Caricare, our professional after-sales service brand, to provide repair and recycling services, further advancing resource recycling initiatives. 	

Risk management

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

Risk and opportunity list

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

Business impact analysis

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

Transition plan formulation

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

Integration of employee health and safety management under extreme climate conditions into day-to-day operations

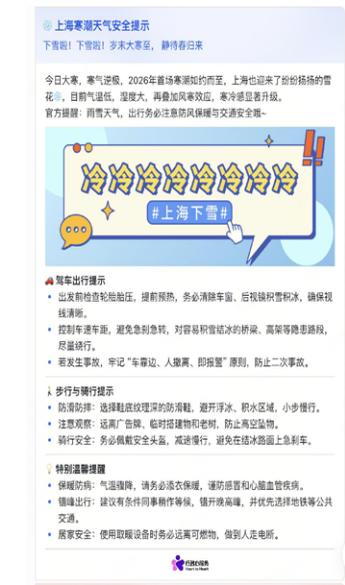
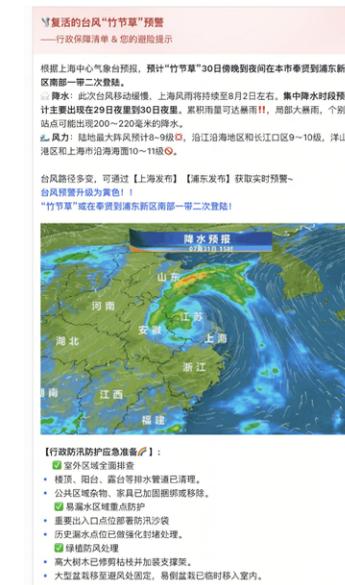
The Company regards safeguarding employees' health and safety under extreme climate conditions as a core responsibility and systematically incorporates it into day-to-day ESG management. We have established a graded response process based on meteorological alerts and embedded relevant requirements into daily office and site management:

Promptly send safety and protection reminders to employees, and keep emergency medicines and supplies at all workplaces to provide basic support for unexpected incidents;

Reduce the impact of extreme weather on employee health. For example, in response to extreme conditions such as high temperature in summer, the Company regularly carries out special care initiatives, such as "Sending coolness in summer", provides heatstroke-prevention and cooling supplies for frontline and outdoor workers, reasonably schedules outdoor work and rest time, and strengthens safety training for high-temperature operations;

When alerts for cold waves, typhoons, and other events are escalated, we promptly carry out site safety inspections.

We have incorporated the impacts of extreme climate (particularly high temperatures) on employees' health and safety into regular management, establishing a management mechanism guided by the principles of "prevention first, timely response and adequate protection", and systematically integrating it into annual administrative management and trade union work plans. We implement relevant measures across multiple dimensions, including energy security, health care, medical support and routine monitoring, to ensure employees' occupational safety and physical and mental well-being under extreme climate conditions.



Send protection reminders to employees under extreme-weather alerts

Metrics and targets

We have established a series of climate-related indicators with reference to *International Financial Reporting Sustainability Disclosure Standard 2 - Climate-related Disclosures* ("IFRS S2"), the *Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial)*, and the *HKEx's ESG Reporting Code*, in order to dynamically track climate management performance. In 2025, the company continued to expand the scope of its climate management, strengthen the tracking, statistics, and management of emissions data; meanwhile, we conducted data collection and calculation for Scope 3 greenhouse gas emissions for the first time in 2025, categorising and identifying three types of Scope 3 emissions data. Going forward, we will uphold the principles of scientific rigour and materiality and progressively enhance the quality of greenhouse gas emissions data management. On the basis of strengthening our data foundations, we will advance climate-related target setting and explore corresponding emission reduction pathways, providing scientific data support for target formulation.

Targets



To reduce greenhouse gas emissions by **2%** by 2030

Progress

In 2025, Transsion continued to advance emission reduction measures focused on production process optimization, energy-saving equipment upgrades, and the application of renewable energy, continuously enhancing its greenhouse gas emissions management capabilities and steadily progressing toward the achievement of its goals.



To reduce electricity consumption intensity by **2%** by 2030

In 2025, Transsion continued to improve electricity efficiency and refined management through digital energy management, the application of intelligent equipment, and energy-saving optimization in production and warehousing, steadily advancing toward the achievement of its goals.

Circular Economy

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

Green Products

The Company systematically integrates green principles into full lifecycle product management, covering raw material procurement, product design, manufacturing, packaging and logistics, product use and recycling, continuously reducing the potential environmental impacts of our products.

Raw material procurement and supply chain management



Supply packaging optimisation

Reduce the use of plastic coatings, opt for recyclable grey board paper, and implement the recycling and reuse of materials such as pallets and trays.



Control of banned substances

Require suppliers to pledge not to use banned substances by signing the *Agreement on the Non-use of Banned Substances* at the onboarding stage.



Selection of green raw materials

During mass production and delivery, systematically manage the validity period of restricted substance reports and strengthen cooperation with environmentally responsible suppliers, selecting renewable, biodegradable or certified green raw materials to reduce environmental impact.

Product design and development

Lifecycle environmental assessment

Conduct lifecycle assessments to assess the environmental impact of our products and identify areas for improvement.

Sustainable design

Factor in environmental performance during the design phase by selecting low-energy, low-pollution solutions, and enhancing the product's lifespan and maintainability.

Lightweight material design

Adopt a lightweight design whilst ensuring product quality, such as using the ultra-thin fibreglass board for the battery cover substrate, which both lightens the product and reduces raw material consumption.

Non-harmful materials

Use transparent silica-based polymer to make organic silicone leather phone battery covers, enabling sustainable design and production under solvent-free conditions.

Manufacturing



No-paint process

Implement no-paint aesthetic materials for mobile phone casings to effectively control VOC emissions, reducing harmful gas and wastewater discharge.



Eco-friendly renewable materials

Continue investing in research into eco-friendly renewable materials. We have developed mobile phone back covers from coffee grounds, eco-leather and coconut eco-leather, which not only protect the environment but also foster a heart-to-heart connection with local communities.



Compliant emissions management

Strictly comply with local ecological and environmental laws and regulations, construct and operate environmental protection facilities, and treat production exhaust to ensure pollutant discharge meets relevant standards.

Product packaging and logistics



Optimising packaging design

Minimise packaging volume and reduce the use of packaging materials wherever possible.



Using eco-friendly materials

Opt for recyclable and biodegradable materials such as corrugated paper, cardboard boxes, woven bags, foam, and pearl cotton bags for packaging.



Improving packaging standards

Use packaging materials such as paper, ink, adhesive films, and glues that meet RoHS 2.0 certification standards.



Orderly packaging recycling

Collect and sort waste packaging materials, such as plastic, trays, pallets, and cardboard boxes, for recycling by certified service providers.



Smart logistics for reducing consumption

In 2025, the Manufacturing Centre implemented the Smart Warehousing and Logistics Project at the Chongqing Factory, achieving workshop-to-workshop material integration between the factory and suppliers within the industrial park, thereby reducing the use of packaging materials for raw and auxiliary materials and lowering energy consumption during transport.

Product usage



Product reliability

Carry out rigorous laboratory testing and safety checks at a CNAS-level reliability and safety testing laboratory on products before they leave the factory.



Improved transport efficiency

Increase the load per pallet to improve the overall loading efficiency of containers, reduce packaging material use, and lower energy consumption during air and sea freight.

Product recycling

Repair and recycling services

Provide repair and recycling services through the professional after-sales service brand Carlcare.

Compliant disposal of electronic waste

Establish standards for the scrapping of defective products and collaborate with certified local recycling agencies to ensure proper disposal of electronic waste.

Promotion of the philosophy of recycling

Actively promote the environmental protection philosophy and organize green recycling awareness campaigns in certain countries to raise public awareness of environmental protection.

Eco-friendly organic silicone leather

We have developed a new type of eco-friendly synthetic leather using silicone-based polymers and applied it to the battery cover component of the SPARK GO 5G project. This organic silicone leather material requires no water, organic solvents or chemical additives during production and features low-carbon environmental performance and no release of hazardous substances.



Silicone Leather Battery Cover

New environmentally friendly synthetic leather made from silicon-based polymers, with no water, organic solvents or chemical additives used in its production process, featuring low carbon environmental protection and no harmful substance release.

- Skin-friendly**
No irritation Leather texture is delicate and comfortable, irritation level 0
- Stain-resistant Easy to clean**
Low surface energy, stain shield, oil stains, lipstick, etc. easy to clean
- Low VOC No odor**
TVOC 0.269mg/m³
- Light-resistant**
AATCC16 Grade 4.5
- Hydrolysis-resistant**
Sweat-resistant Jungle test (70°C, 95%RH) 528h
- Recyclable Low carbon**
Energy consumption reduced by 30%, wastewater and waste gas reduced by 99%

TECNO SPARK GO 5G featuring an organic silicone leather battery cover



Energy Storage Technology and Products

Based on the understanding of uneven power infrastructure and insufficient stable electricity supply in target markets, the Company makes energy storage technology as one of the core drivers for deepening localised innovation. While enhancing the user experience of end products, the Company focuses on the R&D of efficient, low-cost, and adaptable energy storage systems to provide customers and consumers worldwide with energy storage products and one-stop energy solutions.

The Company has carried out R&D, manufacturing, and sales covering new energy power equipment such as solar and energy storage systems:

- Developed multiple series of hybrid, grid-tie, and off-grid inverter products spanning 0.5 kW to 300 kW.
- Launched lithium battery products in multiple capacity specifications, energy storage all-in-one units, and PV modules.
- Provided integrated, modular, one-stop energy solutions for different application scenarios.

By continuously advancing energy storage technology R&D and product commercialisation, we are expanding our product capabilities in energy-related fields, supporting the practical needs of global customers and consumers across diversified energy use scenarios.

Transsion's energy solutions

Guided by customer needs, the Company continuously develops and refines energy storage products and technologies. We have launched two product lines, namely itel Energy and DYQUE, and established a dual-track product technology roadmap: a general-purpose line and a premium line. These offerings provide reliable power support for households, small businesses, industrial users, and public-sector utilities across emerging markets.



Let the sun power your home and business
In the day, harness energy. At night, enjoy energy.

DYQUE

DYQUE CUBE
The world's first
5-in-One

Integrating Solar inverter, EV DC Charger, Battery PCS, Battery Pack, and EMS into one powerful energy system - this is our revolutionary 5-in-One energy storage system.

- DYQUE Energy Controller**
for Solar Storage System
- DYQUE EV DC Charging Module**
Ready for V2X
- DYQUE Battery**
1/2 kw
Need was supported

Compatible with different scenarios

- Solar + ESS + EV charging system
- Solar + Storage Storage System
- Energy Storage Only System

AI-Empowered System
powered by DYQUE Energy App

Zero-carbon hotel project in Maasai Mara

In Kenya's Maasai Mara region, the Company participated in the deployment of a PV-energy storage microgrid (534 kWp PV + 600 kW / 1,290 kWh energy storage), providing an off-grid power solution for a local zero-carbon hotel. The project adopts a DC-coupled PV-energy storage system with virtual synchronous generator (VSG)-based off-grid operation, delivering stable electricity centred on clean energy. Whilst ensuring the hotel can operate continuously, it reduces reliance on conventional energy sources and minimises impacts on the local ecological environment. In addition to supporting regional sustainable development, the project also provides a demonstrative example of clean energy use in eco-tourism settings.



During the Reporting Period, the signing rate of the *Agreement on the Non-use of Banned Substances* among all material suppliers for the Company's energy storage products reached **100%**.

The Company integrates energy storage technology with local needs to deliver sustainable, user-centred energy solutions. By providing stable and reliable power, it helps meet essential daily needs and supports households in income-generating activities. Through localised innovation and intelligent technologies, it also enhances product suitability and user experience in complex environments.

Use of Resources

The Company incorporates resource usage requirements, including energy and water resource management, into daily operations and management mechanisms. Through technological improvements, digital monitoring and employee behaviour guidance, we strive to reduce resource consumption intensity and achieve environmental objectives.

Energy Management

Focusing on major energy use scenarios such as manufacturing operations, office and public facilities, logistics and transport, and digital infrastructure, the Company continuously advances energy efficiency improvements and renewable energy applications. Through a combination of institutional management, technical upgrades and behavioural guidance, we reduce energy consumption and operating costs.

Energy Efficiency Improvement in Manufacturing

In manufacturing, we treat energy cost per unit of product as a key factor in manufacturing cost control and include it in the factory performance indicator system for routine management. These indicators are reviewed by the Manufacturing Centre at regular business meetings, driving the ongoing identification of energy-saving opportunities and the implementation of improvement measures.

In addition, we systematically promote energy efficiency improvement measures centred on production process optimisation, equipment operation and energy-use management:

Process and equipment optimisation:

Systematic energy management requires taking production processes and manufacturing techniques as key entry points. By identifying energy consumption risk points across each production process, conducting energy consumption analyses, and implementing process and equipment upgrades, we actively promote a gradual reduction in unit energy consumption.

After introducing an intelligent air compressor management system, the Chongqing Factory improved air compressor efficiency and achieved overall energy savings.



Intelligent air compressor management system at the Chongqing Factory

• Refrigeration system and load management:

By adding centrifugal chillers and plate heat exchangers, the plant improved the energy efficiency ratio of air conditioning system. Combined with a "water storage technology and peak-valley electricity price adjustment" solution, it uses off-peak nighttime electricity to make ice and store refrigeration capacity to meet daytime refrigeration demand. With year-on-year output growth, the increase in energy consumption per unit was lower than the increase in output.

• Smart warehousing energy savings:

In logistics and warehousing scenarios, the Chongqing Factory completed the development of a smart warehousing system, achieving a "lights-out warehouse" operating model and reducing electricity demand for warehouse lighting. Meanwhile, the central warehouse formulated and implemented the *Central Warehouse Lighting Management Policy* to standardise lighting practices and reduce unnecessary electricity consumption.

Clean Energy Application

The Company continues to promote the application of renewable energy in production and operational scenarios. In 2025, the Bangladesh Factory built its own solar PV facility with an installed capacity of 509 kW, reducing the consumption of purchased electricity. In logistics and warehousing, solar PV facilities have also been installed at some warehouses to support their operational electricity needs.



Solar PV facility at the Bangladesh Factory

Digital Energy Management and Monitoring

To enhance the granularity of energy management, the Company continues to advance digital energy governance:

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In 2025, the Company updated the equipment procurement standards by adding requirements for smart circuit breakers, enabling real-time monitoring of equipment electricity use;
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The Chongqing Factory advanced the implementation of an energy management system, using data-driven monitoring of energy use across production lines and key equipment in workshops, providing data support for subsequent energy-saving optimisation;
- 

In the mobile internet business, the Company optimised operating costs and energy consumption associated with cloud-based operations by building a full-stack AI technology platform, optimising cloud architecture nodes, deploying containerised clusters, and integrating and scheduling content delivery network (CDN) resources, thereby improving resource centralisation and operations and maintenance efficiency.

Energy-saving Management for Offices and Public Facilities

For energy management in offices and public facilities, the Company integrates policy development with behavioural guidance, embedding energy-saving requirements into day-to-day operations. The Company has implemented the *Management Regulations for Office Environmental Safety*, which standardise energy-use behaviours in the office environment around energy conservation, emissions reduction and resource recycling, and are carried out in on-site management and execution.

The Company has set recommended air conditioning temperature standards, promotes "switch off when leaving", and strengthens power management for lighting, air conditioning and non-continuously used equipment. It also promotes paperless working and duplex printing to reduce paper consumption. In terms of resource recycling, the Company has established waste-sorting and recycling points and a secondary paper collection mechanism. Recyclables are centrally managed and handed over to certified recycling agencies for treatment.

To ensure effective implementation of policies, the administrative department has taken the lead in organising energy-saving and environmental safety inspections and incorporated the results into routine management assessments. Through ongoing communications, we raise employees' awareness of energy conservation. In 2025, the Shanghai office underwent a third-party energy audit, and the Company developed the next phase of dedicated energy-saving and emissions reduction action plans based on actual energy use.

Water Resource Management

The Company's water use is mainly associated with employee living and office needs, as well as the operation of public facilities. Focusing on water metering, water conservation management and compliant wastewater discharge, the Company continues to promote standardised management and efficiency improvements in water resource use.

In terms of water sources, Shenzhen, Nanchang and Chongqing factories all obtain water from municipal supply systems. Overall water resources in these regions are relatively sufficient, and current pressure on water sources is limited. Water withdrawals at these factories are mainly used for employee living and public facility operations and do not involve large-scale industrial water use.

Water Metering and Basic Management

 **We strengthen water use monitoring and control through institutionalised management:**

- We have formulated and implemented the *Environmental Management Procedures* to standardise wastewater pollution prevention and treatment. The procedures clarify requirements for the collection and treatment of industrial and domestic wastewater, as well as pollutant concentration testing, ensuring that wastewater discharge complies with relevant laws and regulations.
- By installing and maintaining water meters, we refine water use statistics and reduce ineffective consumption and potential waste.

Process and Facility Optimisation Directions

 **Based on the current water use structure, we explore ways to improve water efficiency by optimising the operation of public facilities.**

- We conducted diagnostic assessments on the cooling water systems of central air conditioning and independent air conditioning units. By improving the cooling-water circulation system, optimising pipelines and adjusting make-up water control, the recycling rate of cooling water has been increased.
- Operating and maintenance procedures for air conditioning cooling water systems have been established, specifying the frequency of water quality monitoring and seasonal operating strategies. By improving system efficiency, overall water consumption has been indirectly reduced.

Wastewater Treatment and Compliant Discharge

Shenzhen, Nanchang and Chongqing factories are all equipped with domestic sewage treatment facilities. After treatment, wastewater is discharged into the municipal sewer network and conveyed to municipal wastewater treatment plants for centralised treatment. The Company continuously manages the quality of discharged water in accordance with regulatory requirements to ensure compliant discharge.

Water-saving Management for Offices and Public Facilities

The Company promotes water-saving practices through a combination of institutional guidance and day-to-day management. We integrate water-saving requirements into on-site office management and conduct ongoing inspections of facilities such as taps and washbasins to reduce leaks and prevent unnecessary water loss. In 2025, the Company introduced reminders in restrooms encouraging water-saving toilet use, guiding employees to develop reasonable water-use habits.

Refined water management for administrative offices in the Chongqing region



In 2025, the Company integrated refined water management into day-to-day operations:

Water monitoring and anomaly identification

The Company established and maintained water use records and regularly logged readings from the main water meter and sub-meters in key areas. Through data comparison, abnormal water use during non-working hours was identified in a timely manner, providing a basis for leak detection and investigation.

Facility inspection and leak prevention and control

The Company included water supply pipelines, restrooms, and pantries in routine inspection checklists, with a focus on taps, toilet tanks, and valve connections to reduce hidden leakage.

Employee behaviour guidance

The Company posted water-saving reminder signs at water-use points and promoted the habit of “turning off after use” through internal communications and meeting reminders. In landscaping and cleaning activities that involve shared water use, work methods were optimised to reduce direct water flushing.

Management of Other Raw Materials

The Company improves efficiency in the management of other raw materials by optimising production and logistics processes. In 2025, we implemented the Smart Warehousing and Logistics Project at the Chongqing Factory, achieving workshop-to-workshop material integration with suppliers within the industrial park and reducing packaging use for auxiliary and raw materials.



Emissions and Pollution Management

Adhering to the principles of “waste minimisation, waste valorisation, and safe treatment”, the Company continuously enhances waste and pollution prevention and control management. We reduce waste generation by optimising production processes, strengthen the classified collection and compliant disposal of hazardous waste, and strictly control environmental impact factors such as wastewater, exhaust and noise. Meanwhile, we incorporate ecological principles at the product design stage, progressively increase the proportion of renewable materials used, promote the recycling of end-of-life electronic products, and collaborate with industrial chain partners to build a closed-loop resource management mechanism. These facilitate the effective conversion of waste into renewable resources and support the Company’s green, low-carbon transformation and sustainable development objectives.

At the institutional level, the Company has formulated and implemented the *Environmental Management Procedures* to centrally manage pollution prevention and treatment for wastewater, exhaust, noise and waste. The procedures require each factory to establish supporting collection and treatment facilities and to conduct pollutant concentration testing in accordance with applicable regulations, ensuring compliant discharge. Meanwhile, the Company implements the *Management Regulations for Office Environmental Safety* to standardise the centralised collection and classified management of hazardous waste such as waste batteries and spent fluorescent tubes in office areas. Professional recycling channels are engaged for different waste streams to promote proper disposal and resource recovery.



In 2025, the Company did **not** experience any material environmental pollution incidents.

Pollutant Management

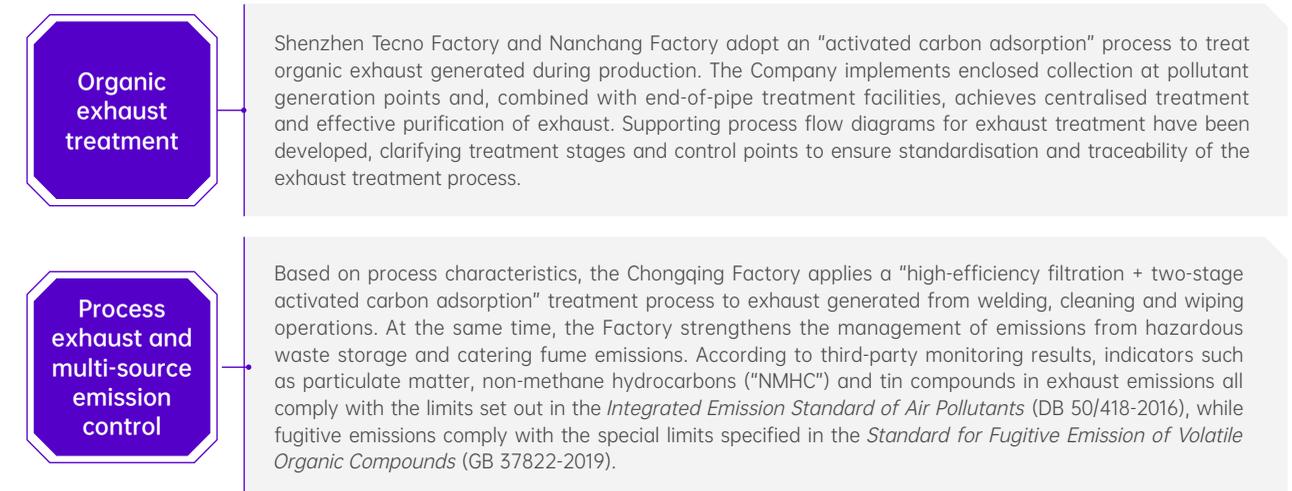
Transsion strictly adheres to the *Integrated Emission Standard of Air Pollutants* and other relevant national and local environmental laws and regulations, and has established a pollutant management system covering key pollution sources such as exhaust and waste. Through a combination of institutional management and technical governance measures, the Company implements end-to-end control over pollutant generation, collection, treatment and discharge, ensuring environmental risks remain within a controllable range.

Pollution Prevention and Treatment Management Mechanism

The Company has formulated and implemented the *Environmental Management Procedures* to centrally manage the prevention and treatment of pollutants such as exhaust and waste. The policy requires each factory to establish supporting collection and treatment facilities according to pollutant types and to conduct pollutant concentration monitoring in accordance with applicable laws and standards, ensuring pollutant discharge complies with regulatory requirements.

Exhaust Treatment

For different types of exhaust generated during production, the Company implements classified treatment and precise control in accordance with relevant laws and regulations, emission standards and competent authority requirements, continuously enhancing the standardisation and effectiveness of exhaust treatment to ensure stable and compliant emissions.



Compliance Monitoring and Environmental Risk Control

The Company continues to conduct external third-party testing and routine internal monitoring of exhaust emissions and compiles and analyses monitoring data. Factories under the Manufacturing Centre monitor pollutant discharge concentrations in accordance with national laws and standards. Meanwhile, the Company organises environmental risk identification and emergency management drills to enhance prevention and response capabilities for potential environmental risks.



During the Reporting Period, domestic factories of the Company actively implemented pollution source collection and treatment measures and conducted environmental risk identification and emergency management drills.

Annual environmental monitoring achieved a **100%** compliance rate, and no material adverse impacts were caused to employees or residents in surrounding communities.

Waste Management

Through scientific and systematic waste management measures, the Company reduces negative environmental impacts arising from production and operations and advances green transformation through waste sorting, recycling and reuse, reduction and harmless treatment.

Hazardous Waste

The Company carries out standardised management of hazardous waste in accordance with the *National Catalogue of Hazardous Wastes*. Hazardous waste generated in production activities includes spent cleaning liquids, scraps, substandard products and components, waste filter cartridges, waste activated carbon, waste hazardous chemical packaging materials, oily condensate wastewater, and waste UV lamps, among others. Each factory has established standardised temporary hazardous waste storage rooms, with epoxy mortar anti-seepage layers laid on the ground and prominent warning signs installed, reducing environmental risks during temporary storage and transfer.



During the Reporting Period, all hazardous waste generated by the Company during production was entrusted to qualified third-party agencies for legal transportation and disposal, ensuring a **100%** compliant disposal rate.

General Industrial Waste

The Company entrusts qualified resource recycling vendors for disposal and enhances the level of resource utilisation of general industrial waste through graded and classified management, ensuring that the disposal process is compliant and controllable.

Electronic Waste

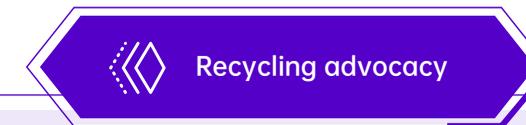
Relying on our professional after-sales service brand Carlcare, the Company continues to promote the recycling and reuse of electronic waste within our operating regions. The Company strictly complies with the laws and regulations of each country or region in which it operates and follows the *Basel Convention* and its Basel Ban Amendment, explicitly prohibiting the export of electronic waste to non-OECD countries.



Carlcare has established more than 2,000 service outlets in over 70 countries and regions worldwide, providing infrastructure support for electronic waste recycling. The scope of recycled products covers electronic products of both the Company's own brands and non-owned brands. For the Company's own brands, recyclable items include mobile phone products, such as mobile phone main unit, motherboards, batteries, screens and chips, as well as digital accessories and household appliances, such as televisions, laptops, refrigerators, air conditioners, speakers and related components. While providing repair services, the Company also recycles products that have reached end-of-life. In addition, the Company recycles mobile phones and related core components from brands other than Transsion, further expanding the coverage of its electronic waste recycling network.



Consumers may participate in electronic waste recycling through various channels such as drop-off, mailing, direct collection or door-to-door collection, and may also use Carlcare service outlets for centralised collection. During the recycling process, the Company does not charge consumers any fees and, in certain cases, provides trade-in discounts and other purchase incentives.



The Company promotes the philosophy of electronic waste recycling and reuse globally. Through dedicated recycling programs and environmental awareness campaigns irregularly, we educate consumers on the importance of environmentally responsible recycling of electronic products, ensuring that electronic waste is effectively collected and properly treated locally.

Environmental Compliance and Ecosystem and Biodiversity Protection

The Company systematically integrates ecological and environmental protection requirements into production operations and product management, continuously reducing potential impacts on the environment and ecosystems.

Environmental Compliance Management

By improving our internal environmental management system and strengthening measures such as water conservation and recycling and reuse, the Company achieves green development objectives and promotes a win-win outcome for environmental protection and economic development. In 2025, Shenzhen Transsion Holdings Co., Ltd. (including one subsidiary), Shenzhen Tecno Technology Co., Ltd., Chongqing Transsion Technology Co., Ltd., and Nanchang Chuanshuo Technology Co., Ltd. all received ISO 14001 Environmental Management System certification.



ISO 14001 Environmental Management System certification of Transsion Holdings Co., Ltd. (including one subsidiary)



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



ISO 14001 Environmental Management System certification of Chongqing Transsion Technology Co., Ltd.



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

All production bases strictly comply with applicable environmental protection laws and regulations and relevant standards in China, formulate and implement emergency plans for environmental incidents, and complete required government filings. Emergency plans clearly define the emergency organisational structure, division of responsibilities and response procedures, and environmental risk response capabilities are continuously enhanced through annual drills.



In 2025, Transsion did **not** experience any material environmental incidents.

Hazardous Substance Management

The Company has established and implemented the *Hazardous Substance Management Specification*, systematically controlling hazardous substances throughout the product life cycle, covering key stages such as design, materials, production and shipment, ensuring effective prevention of related risks.

Design	Material management	Production process	Shipment
At the product initiation stage, hazardous substance control requirements are specified in product definition documents, and materials compliant with environmental standards are selected.	The Company strictly selects suppliers that meet environmental protection requirements, procures environmentally compliant materials, conducts hazardous substance testing on materials, and signs environmental protection agreements with suppliers to clarify the responsibilities of both parties.	Environmental controls are implemented throughout the production process, and tools and auxiliary materials are managed in a standardised manner to prevent the risk of cross-contamination.	Finished products are subject to sampling inspections for hazardous substances to ensure compliance with relevant regulations and customer requirements.

Ecosystem Protection

The Company reviews the ecological governance conditions in the locations where it operates and seeks to avoid any adverse impacts of our production and operations on the external environment and ecosystems. In selecting factory sites, the Company strictly avoids establishing, reconstructing or expanding factories within or in the vicinity of ecological conservation red lines or in areas with important ecological functions. Construction only commences after the Company obtains environmental impact assessment approval, and the “three simultaneous requirements” for environmental protection for project construction management are strictly implemented, thereby reducing negative impacts on ecosystems.

Biodiversity Protection

With reference to the framework of the Taskforce on Nature-related Financial Disclosures (TNFD), the Company has conducted a preliminary review of impacts and dependencies in relation to biodiversity. We use the LEAP (Locate, Evaluate, Assess and Prepare) natural risk assessment model to identify relevant risks and opportunities.



02 Social



Response to SDGs



Response to SSE Topics

Safety and Quality of Products and Services, Innovation-driven, Data Security and Customer Privacy Protection, Ethics of Science and Technology, Supply Chain Security, Equal Treatment to Small and Medium-sized Enterprises, Employees, Rural Revitalisation and Contributions to the Society

Response to HKEx Topics

B1: Employment; B2: Health and Safety; B3: Development and Training; B4: Labour Standards; B5: Supply Chain Management; B6: Product Responsibility; B8: Community Investment

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

Product and Service Safety and Quality

Governance

The Company places a high priority on ensuring the safety and quality of its products and services. The Deputy General Manager is responsible for quality management across the Company. Dedicated governance structures—namely, the Quality Management Department and the Customer Service Centre—have been established to oversee product quality and customer service management. These departments are tasked with formulating and implementing policies and standards relating to product safety and service quality, enhancing quality control and customer service systems. Meanwhile, by carrying out special initiatives to enhance safety, quality and service excellence, we strengthen responsibility promotion and implementation supervision, thereby improving overall quality management standards and customer service capabilities.

Strategy

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

Metrics and targets

 Targets	 Progress
Increase the coverage of quality certifications for Transsion-related entities	Shenzhen Transsion Holdings Co., Ltd. (including two subsidiaries), Shenzhen Tecno Technology Co., Ltd., Chongqing Transsion Technology Co., Ltd., and Nanchang Chuanshuo Technology Co., Ltd. have successfully obtained ISO 9001 Quality Management System certification.
Expand the coverage of domestic and international standards used in product testing, and strictly control the use of product materials	The Company has established multiple reliability and imaging laboratories both within China and overseas. These facilities are equipped to conduct testing on the reliability, raw material certification, and standards development of smart mobile devices and peripheral products. The testing capabilities align with both domestic and international standards, including GB/T 2423, GB/T 17626, GB/T 4208, and YD/T 1539.
Enhance global overall Customer Satisfaction (CSAT)	The Company achieved a global Customer Satisfaction Score (CSAT) of around 94% in 2025.

Impact, risk, and opportunity management

Quality Management System

The Company strictly complies with the *Product Quality Law of the People's Republic of China* and relevant laws and regulations in the places where it operates, and continuously improves its quality management.

At the implementation level, the Company organises relevant departments to systematically identify risks and opportunities in various business processes. In accordance with the *Procedures for Managing Organisational Environment and Stakeholder Requirements* and the *Process Risk Identification and Evaluation Control Procedure*, the Company carries out the identification of and planning for risks and opportunities, and documents the results in the *QMS Process Risk Identification and Control Table* and the *List of Risk and Opportunity Response Measures*. By transforming potential risks into identifiable, assessable and manageable matters, the Company provides support for steady operations and continuous improvement.

Quality Management System and Certification

During the Reporting Period, Shenzhen Transsion Holdings Co., Ltd. (including two subsidiaries), Shenzhen Tecno Technology Co., Ltd., Chongqing Transsion Technology Co., Ltd., and Nanchang Chuanshuo Technology Co., Ltd. passed the ISO 9001 Quality Management System certification. Based on the ISO 9001 standard, the Company has established a quality management system and mechanisms covering the entire product life cycle.



As of 31 December 2025

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



Product Quality Management Mechanisms

<p>Research and development process quality</p>	<p>Through structured R&D quality planning and rigorous management practices, quality control and review processes are embedded throughout product development to ensure compliance with expected quality standards and the delivery of the project according to the quality requirements.</p>
<p>Quality standards</p>	<p>The establishment and management of product quality standards ensure that products meet defined quality requirements throughout their lifecycle. This encompasses product lifecycle management, well-defined product and component standards, as well as certification of individual components.</p>
<p>Incoming material quality</p>	<p>By controlling incoming material quality and ensuring that materials meet established quality standards before entering the production process, we safeguard the stability of material quality during production.</p>
<p>Process quality</p>	<p>Focusing on the production process, we implement process quality planning, quality control, quality assurance, handling of abnormal issues and continuous improvement to ensure stable quality during production.</p>
<p>Testing and certification</p>	<p>Through systematic product testing and certification processes, we ensure that products comply with quality and safety standards, guaranteeing product stability, reliability and market compliance.</p>
<p>After-sales service quality</p>	<p>Through after-sales issue management and indicator management, we continuously enhance customer satisfaction and improve product quality.</p>

Quality Standards and Business Processes

The Company continues to improve quality-oriented business processes and standard systems. Through systematic review, targeted optimisation and standardisation initiatives, we continuously enhance product compliance, quality stability and operational efficiency, thereby strengthening the foundation of quality management.

- 

The Company continuously optimises major business processes, including non-conforming product management standards, rework management processes, quality management standards for pilot production projects, as well as the management processes of software projects and pre-installation and user experience management processes. These efforts help enhance product compliance, management, quality assurance and operational efficiency.
- 

The Company continues to improve and update quality standards. During the Reporting Period, we optimised multiple product and material quality standards, covering the user battery life experience standard for smartphones, appearance inspection standard for the structural components of smartphones, carton inspection standards, coaxial cable certification standards, and protective film inspection standards, among others.
- 

The Company has carried out a range of special process optimisation initiatives, including legal and regulatory identification and special enhancements to management, special reviews of the environment, health, and safety (EHS) system, optimisation of the environmental protection system, full-dimensional unannounced inspections on suppliers, the review of the quality management process framework, and the review of material lifecycle management processes.
- 

The Company continues to advance the development and improvement of the documentation system. During the Reporting Period, more than 200 standardised documents and more than 200 forms were updated, ensuring the continuous improvement and effective operation of process mechanisms.

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

Product Quality Training

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



Quality Risk Management

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

Quality Audits

Aligned with industry standards, the Company continues to conduct quality management system audits. In 2025, internal audits of the ISO 9001 Quality Management System were carried out across all domestic manufacturing sites, alongside third-party external audits in order to systematically assess the quality management operations. According to the potential risk points identified during the assessment process, we promoted specific improvement measures, to further consolidate quality assurance.

Product Inspection

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

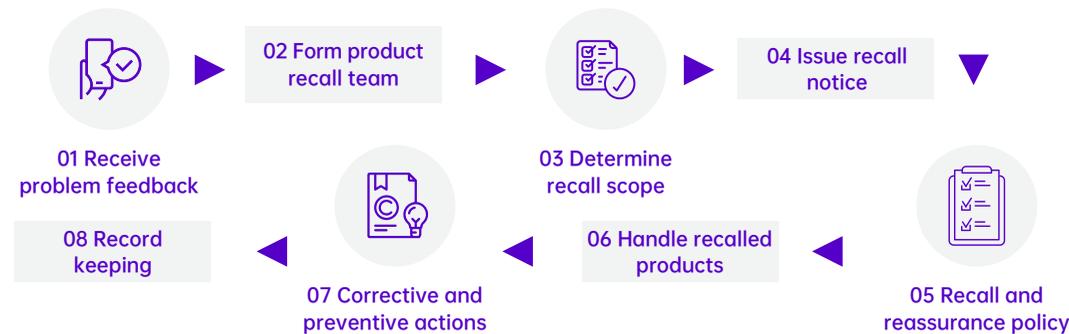
Product Recall

The Company attaches great importance to after-sales service and consumer rights protection. We have established a comprehensive product recall management mechanism and standardised recall initiation, execution and summary processes by formulating and implementing the *Product Recall Control Procedure*. Relying on a component-level product traceability system, we achieve rapid identification, precise location and effective handling of potential quality issues.



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

TranSSION Holdings Product Recall Management Process



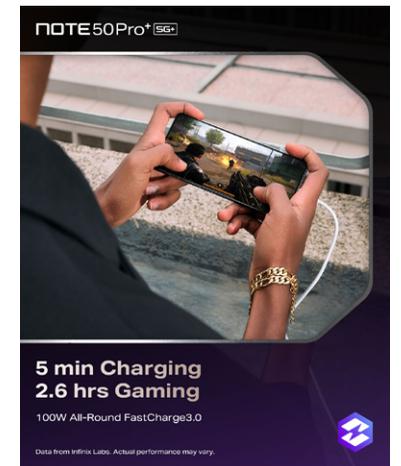
Product Safety and Reliability

The Company has established and operates multiple reliability laboratories and imaging laboratories domestically and overseas, systematically building capabilities in whole-device reliability testing, raw material certification and quality standard formulation for intelligent mobile devices and peripheral products. Our testing capabilities are aligned with both domestic and international standards, including GB/T 2423, GB/T 17626, GB/T 4208, and YD/T 1539, among others. A wide range of safety and reliability tests are conducted, such as drop testing, high and low temperature environment testing, leakage testing, waterproof testing, flame retardancy testing, high-temperature short circuit testing, heavy object impact, compression resistance, high-voltage resistance, lightning surge, high-voltage switching, and automated APK testing, in order to assess the safety performance of products under complex usage scenarios.

With respect to battery safety management, the Company ensures product safety by setting stringent standards and strengthening baseline safety controls. We prioritise the selection of long-life battery constituent materials. While meeting safety performance requirements, we also take into account environmental protection, recyclability and flame-retardant requirements, extending battery service life as far as possible and further strengthening battery safety and environmental requirements.

All-Round FastCharge 3.0

The Infinix Note 50 Pro+ supports 100W wired charging, 50W wireless charging, 10W wired reverse charging and 7.5W wireless reverse charging, it can be fully charged in just 32 minutes in hyper mode. Cheetah X2 chip's AI optimisation helps maintain battery capacity at no less than 80% over the long term. Even under extreme conditions, just 1% battery is enough for up to 2.2 hours of calls or 30 minutes of navigation. It also delivers strong charging performance in demanding usage scenarios, helping to protect battery life and preserve overall phone health.



Customer Satisfaction Management

Guided by a “customer-centricity” service philosophy, the Company formulates and continuously improves policies, processes and standards relating to service quality management, establishing robust service quality control and continuous improvement mechanisms. By clarifying management responsibilities, standardising service processes and strengthening process control, the Company ensures effective implementation of service standards across all service stages, continuously enhancing service consistency, professionalism and customer satisfaction, and strengthening overall customer service capabilities.

Service Quality Assurance System

The Company has established and implemented the *Consumer Voice Processing Guidelines* and the *Voice of the Consumer Circulation and Closed-Loop Process*, building a full-process management mechanism covering complaint reception, issue analysis and resolution feedback. Consumer voices are collected through multiple channels, including customer service hotlines, the official website and the Caricare App. Through the recording and analysis of key indicators such as Dissatisfaction Reasons(DSAT) and Root Cause Analysis (RCA), we are able to deeply explore underlying issues in customer feedback and formulate actionable improvement plans.

Intelligent Customer Service and Application of Digital Tools

The Company continues to advance the digitalisation and intelligent development of customer service, building an AI-driven intelligent customer feedback handling system. Customer feedback from various channels is consolidated into the VOC module of the CRM system for centralised management. Through an intelligent public opinion monitoring platform, we conduct real-time monitoring to achieve risk identification and early warning, ensuring timely intervention. The Caricare intelligent customer service chatbot provides 7×24 hours online support and enables efficient responses to routine enquiries. For customer complaints, the system automatically generates work orders and establishes dedicated teams to handle them. Upon completion, follow-up visits are conducted to confirm customer satisfaction, and relevant insights are fed back into product and service improvement processes, forming a management closed loop of “listening – responding – improving”.

Professional Capability Development of Service Personnel

The Company attaches importance to the professional capability development of frontline service personnel and strengthens service quality assurance through continuous training and assessment. In 2025, the Company organised a series of training sessions and assessments for after-sales service centre employees, enhancing the professionalism of customer-facing staff in customer communication and issue resolution, thereby supporting the stable improvement of service quality.



In 2025, the Company carried out global customer satisfaction surveys covering major product categories, including mobile phones, home appliances and laptop computers. The overall customer satisfaction rate reached approximately

94%.

Innovation-driven

Governance

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

Strategy

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

Metrics and targets

Targets

Increase investment in technology R&D on an ongoing basis

Progress

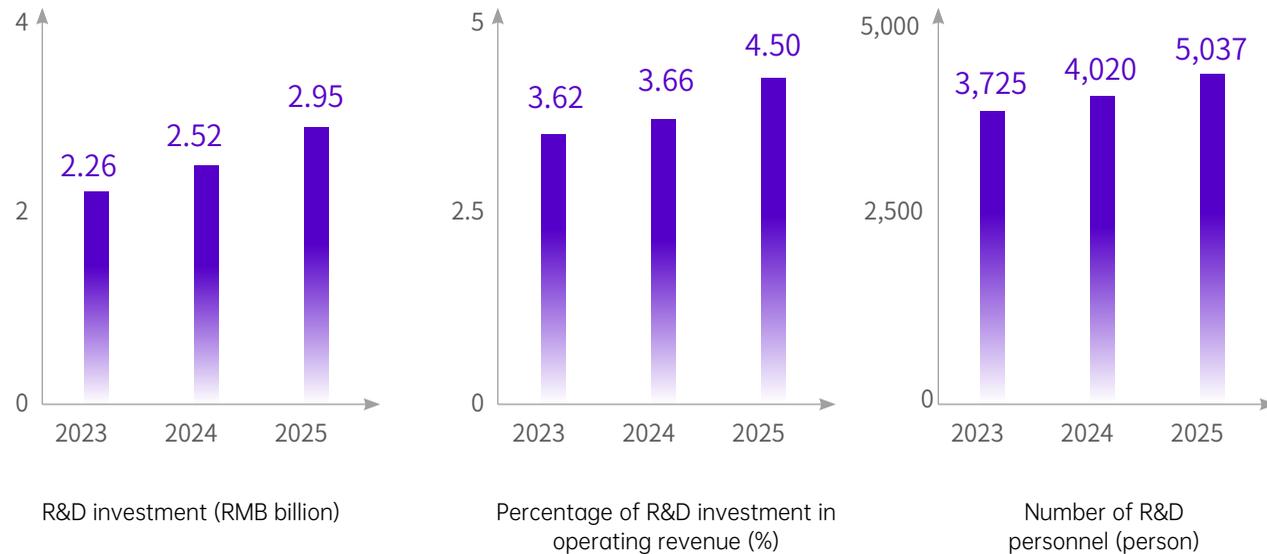
The Company has continued to strengthen investment in R&D. In 2025, R&D investment increased by **17.23%** year on year.

Impact, risk, and opportunity management

Ensure Product Innovation

The Company adheres to a "Think Globally, Act Locally" approach and actively implements an innovation-driven development path led by AI. It deeply integrates AI technologies into a three-tier R&D system comprising fundamental research, technology development and product development, building an AI-centric R&D closed loop. Guided by a user- and technology-driven R&D strategy, the Company focuses on users' core scenario needs, strengthens hardware-software collaborative innovation, and leverages AI algorithms to comprehensively enhance product experience, including optimisation of industrial design, improvement of communication efficiency, enhancement of gaming immersion and advancement of imaging quality. Meanwhile, the Company continues to explore frontier directions and practical applications of AI technologies, proactively deploying new technologies, new business forms and new models. Leveraging full-stack AI capabilities, we empower smart living for users and provide global users with more intelligent, convenient and localised product experiences.

R&D Investment Statistics



Active heat dissipation technology and gaming accessories empower a smooth gaming experience

Targeting hardcore mobile gamers and users with high performance requirements, Infinix introduced the HydroFlow Liquid Heat Dissipation Architecture. The system adopts the "Dual-Piezoelectric-Ceramic Single-Pump Technology", in which electrical current drives high-frequency deformation of piezoelectric ceramics to enable rapid circulation of the working fluid. This design enables full coverage of the motherboard's core heat sources and significantly improves heat dissipation performance compared with traditional vapour chamber (VC) heat dissipation solutions.

Infinix has also introduced a piezoelectric fan designed specifically for smartphones. Featuring an ultra-thin membrane structure, it generates high-pressure airflow through high-frequency vibration, achieving efficient active heat dissipation with near-silent operation.

By integrating the HydroFlow Liquid Heat Dissipation Architecture with the piezoelectric fan, Infinix has developed an integrated heat dissipation system that combines liquid cooling and active air cooling, delivering more stable performance output and lower device temperatures. Infinix continues to explore the Full-Chamber Immersive Heat Dissipation solution, allowing liquid to come into direct contact with key components for faster heat dissipation and further pushing the boundaries of peak performance.

To further unlock performance potential, Infinix also exhibited the touch pressure-sensitive split handle, which is equipped with a large-sized pressure-sensing touchpad and ultra-low latency connection. Infinix also introduced wireless magnetic triggers with mouse-grade micro-switches. This pioneering accessory suite transforms the smartphone into an immersive professional mobile gaming station.



All-in-one integration heat dissipation and cooling architecture



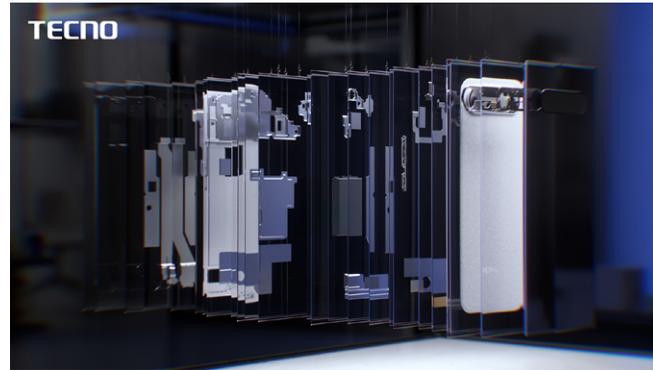
Full-chamber immersive heat dissipation solution



Touch pressure-sensitive split handle

TECNO Slim

As the industry's thinnest 3D-curved smartphone, TECNO Slim innovatively applies proprietary honeycomb space stacking technology to precisely arrange eight customised core components, maximising internal space compression and improving internal space utilisation by up to 12%, ultimately enabling a breakthrough thickness of under 6 mm.



Active visual backplate technology

Through precision optical microstructures such as micro-louvre arrays, lenticular gratings and microlens arrays, reflected light is actively manipulated into a back panel design that changes with viewing angles and environments. Meanwhile, the technology has implemented innovative smart materials, including Bistable Thermo-Chromatic Ink and Starry Photochromic Leather, to actively shift the pattern and colour with changes in temperature and ambient light. Equipped with the proprietary Monolithic Cold-carved Polymer structure, the technology delivers angle-dependent colour shifts, 3D floating imagery, multi-frame animations, and temperature-sensitive interactivity.



Infinix ZERO series Mini Tri-Fold concept phone

Featuring a breakthrough tri-fold structure and dual-hinge design, the device adopts a mini dual-axis folding architecture to achieve a lighter, more compact and more stable tri-fold form, significantly enhancing portability and functional extensibility.



Infinix Perovskite PV and Energy Storage Technology

By integrating the Perovskite PV and Energy Storage Technology with miniaturised Maximum PowerPoint Tracking (MPPT) technology and optimising performance with AI algorithms, this technology enables efficient capture and intelligent management of natural light and indoor light sources within limited device space, providing smartphones with a stable power supply across all-day, multi-scenario use.



Protecting Intellectual Property

The Company remains committed to R&D investment, values technological innovation and intellectual property protection, and continuously enhances its competitiveness in technologies, products and intellectual property to support business development. The Company embeds intellectual property protection, risk screening and response mechanisms into key business activities, such as procurement, R&D and sales, and has established a sound intellectual property management system. Meanwhile, the Company actively participates in the formulation of international standards and continues to promote the broad application of fundamental and applied technologies, contributing to the development of global communications technology and enabling more people to enjoy the benefits of technology at an earlier stage. Whilst focusing on protecting our own intellectual property, we also respect the intellectual property of others and, in compliance with industry intellectual property rules, advance intellectual property and commercial cooperation with all parties across the industry.



In 2025, the Company added **993** new patent and copyright applications and obtained **808** new granted patents and copyrights, including **166** new granted invention patents.

Promoting Technological Inclusivity

The Company is committed to "Technological Empowerment for Development, Innovation Promoting Inclusive Growth", working to improve quality of life.

Inclusive AI: Integrating into Diverse, Better Lives

The Company is committed to advancing technological inclusivity by developing an AI image Q&A feature to lower barriers for users to access information and knowledge. This feature provides multidimensional capabilities of recognising and understanding image content and supports a multimodal interactive experience. Users can send images and interact with the voice assistant using natural language and speech to obtain answers relating to image content.



The feature covers multiple practical use scenarios

- "Photo-based Problem-Solving" provides detailed step-by-step solutions and explanations to support learning;
- "Image Understanding and Content Description" generates image descriptions, providing inspiration for copywriting and story creation;
- "Information Extraction" identifies information in images, extracts text content and summarises key points;
- "Image Content Recognition" helps users identify objects and scenes in images and provides educational information to broaden their knowledge.

Inclusive Translation: Overcoming Language Barriers

The Company has remained focused on emerging markets and, with particular attention to users of minority languages, has accelerated the development of AI translation technologies for minority languages. Through long-term accumulation of linguistic resources, the Company has not only established an intelligent translation service system for Africa, but has also increased research and exploration into local languages in South Asia, South-East Asia and other regions, continuously building a global multilingual intelligent communication system.

Centred on AI translation technologies, the Company has made extensive investments across the machine translation ecosystem and continues to broaden application scenarios, which now include call translation, social conversation translation and simultaneous interpretation for meetings. These capabilities also provide translation support for the Company's intelligent voice assistant, Ella, delivering a more convenient and intelligent interactive experience for local users. Transsion's voice technologies support not only more than 100 major languages, but also a wide range of minority languages, including those in Africa's Niger-Congo and Afro-Asiatic language families, as well as the Austronesian and Indo-European language families in Asia. These technological capabilities have now been widely integrated across Transsion's product portfolio to meet the needs of users in different regions, and are also being rapidly extended to empower our artificial intelligence of things (AIoT) ecosystem products.

Transsion won four championships at the Conference on Machine Translation (WMT2025), further expanding the reach of AI technologies for minority languages



At the Conference on Machine Translation (WMT2025) hosted by the Association for Computational Linguistics (ACL), Transsion achieved outstanding results in the Low-Resource Indic Language Translation task, winning first place in the automatic evaluation for four languages: Assamese, Manipuri, Khasi and Mizo.



Inclusive Communication: Connecting Every Corner

Access to communications and networks in emerging markets faces a range of challenges. Users frequently encounter issues such as limited network coverage, high communication costs and slow internet speeds. Transsion actively advances the application of inclusive technologies and provides targeted solutions through communications technology innovation:

- Leveraging high-orbit geostationary satellite networks and next-generation chipsets, the Company's satellite communications technology delivers an all-weather, all-terrain and intelligent communications experience with second-level connection speeds even in extreme environments. Whether on glaciers, in deserts or on remote islands, users can access stable satellite communication services, effectively overcoming signal blind spots.
- For cost-sensitive users and communications blind spots in remote areas without base station coverage, the Company has developed a long-range communication solution for areas without network coverage, enabling free connectivity for local users and extending digital services to more underserved populations.

Satellite communications

Infinix's satellite communications solution is planned to cover nearly two-thirds of the world's land surface, representing a significant enhancement in satellite connectivity compared with existing solutions. At the technical level, Infinix's satellite communications supports a transmission rate of 4 kbps, enabling industry-leading two-way high-definition voice calling and messaging services. Based on a unified communications solution, users can seamlessly switch between mobile network roaming and satellite communications without additional registration. The solution also supports both speakerphone mode and Bluetooth headset calling. Even in windy environments, it maintains clear voice pickup, ensuring that users remain connected in remote areas or in situations where terrestrial signals are suddenly unavailable.



Driving Industry Advancement

The Company continues to monitor industry developments, deepen cooperation and exchanges both within and beyond the industry, and actively participate in a range of activities. Working together with partners, it pursues collaborative innovation and creates greater value. In 2025, guided by our strategy, "Think Globally, Act Locally", the Company deepened multidimensional cooperation, we co-built industry-university-research platforms with universities such as Koç University in Türkiye to iterate the Universal Tone full skin tone imaging technology; worked with other enterprises to build a joint AI innovation platform, implementing cloud-edge collaborative AI voice assistants and photovoltaic energy storage solutions to enhance smartphone endurance; meanwhile, actively participate in forums, conferences, etc., to jointly promote industry exchanges, the industrialisation of AI, new materials and other technologies, building a diversified collaboration ecosystem.

TECNO collaborated with Koç University in Türkiye to study Turkish consumers' skin tones and aesthetic preferences

In March 2025, TECNO reached a strategic cooperation agreement with Koç University in Türkiye. The two parties conducted in-depth research focusing on Turkish consumers' unique skin tones and aesthetic preferences in smartphone photography. Using a combination of questionnaire surveys, structured interviews and field research, they systematically explored Turkish consumers' portrait photography habits, the decision-making logic behind typical behavioural journeys, and pain points in use.



TECNO reached strategic cooperation with Koç University

TECNO collaborated with the University of Leeds in the UK and Dar Al-Hekma University in Saudi Arabia to advance localised imaging technologies for Saudi Arabia

In December 2025, TECNO, the University of Leeds and Dar Al-Hekma University jointly completed a special study on localised imaging for Saudi Arabia. Addressing an industry pain point in the Middle East the lack of accurate skin tone reproduction, the project established a localised skin tone database and developed dedicated algorithms to achieve regional adaptation of TECNO's Universal Tone full skin tone imaging technology.



TECNO reached strategic cooperation with the University of Leeds and Dar Al-Hekma University

Data Security, Privacy Protection and Technology Ethics Management

The Company continues to strengthen its information security and privacy protection strategy, and has established a standardised framework covering certification and accreditation, policy management, security audits and solution deployment. Through ongoing training and awareness programs, it reinforces security awareness among all employees and promotes the systematic operation of information security management.

Data Security and Customer Privacy Protection Management System

The Board of Directors at the Company places significant emphasis on information security and privacy protection. The Company continues to improve the governance framework for information security and privacy protection. In 2025, we established the role of Data Protection Officer (DPO), strengthening data and information security management from an organisational structure perspective.

Overview of Transsion Holdings Information Security and Privacy Protection Governance Structure

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

Management System

The Company attaches paramount importance to information security and privacy protection. It maintains strict compliance with relevant domestic legislation, including the *Data Security Law of the People's Republic of China* and the *Personal Information Protection Law of the People's Republic of China*, as well as applicable information security and privacy protection regulations in all location of overseas business. At the institutional level, the Company has established a "three lines of defence" internal control system and formulated and issued internal management policies including the *Data Encryption Management Measures*, the *Data Asset Security Management Measures*, the *Privacy Impact Assessment Management Procedures*, the *User Personal Information Rights Response Process Specification*, the *Information Security and Privacy Incident Management Procedures*, and the *Mobile Application Compliance Standards*.

These policies are uniformly applied across all relevant business lines and subsidiaries. All departments and subsidiaries are required to adhere strictly to the Company's standards and share collective responsibility for safeguarding data and maintaining overall information security. In the *Privacy Policy*, the Company has established a dedicated section that clearly sets out consumers' rights in respect of their personal information under the laws of the relevant market countries, and states that it will not sell personal information to third parties or provide user information to third-party organisations without authorisation.



In 2025, **no** significant incidents relating to data breaches or the unauthorised disclosure of employee or customer personal information.

Management System Certification

The Company has established a compliance framework for information security management, underpinned by internationally recognised standards. During the Reporting Period, the Company held certifications issued by DNV, including the ISO/IEC 27001 Information Security Management System certification, the ISO/IEC 27701 Privacy Information Management System certification, and the ISO/IEC 27018 Code of practice for protection of personally identifiable information (PII) in public clouds acting as PII processors. During the Reporting Period, the ISO 27001 Information Security Management System certification covered more than 90% of the Company's owned operations. The Company conducts an independent external information security audit once every year for our business scope, continuously improving the effectiveness of the information security management system.



Information Security Management System Certification Overview



ISO/IEC 27001 Certificate



ISO/IEC 27701 Certificate

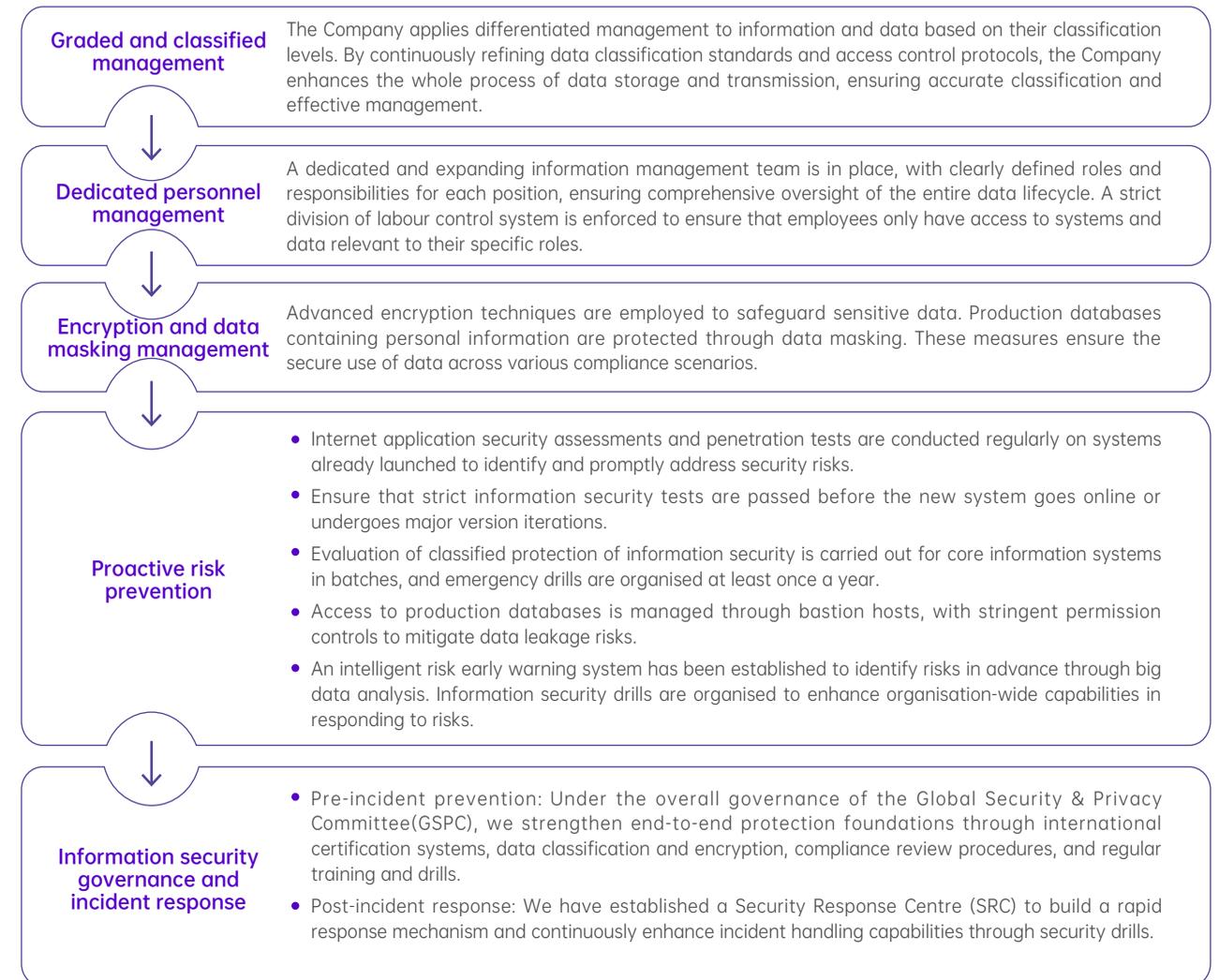


ISO/IEC 27018 Certificate

Risk Management

To ensure the comprehensive protection of the Company's information assets, we continuously update and optimise our information security system. A range of comprehensive measures has been implemented to strengthen our information management mechanisms and enhance our overall level of information security.

Transsion's Information Security Management Framework



Information Security Protection Technology

The Company has built a comprehensive information security technology protection system. By continuously optimising technical measures across key areas such as physical security, network access, endpoint protection and system hardening, we effectively safeguard secure business operations. Key initiatives include:



Physical Access Control

Across our office locations in three regions, the Company has strengthened physical access control by updating encrypted employee access badges from time to time, upgrading access control systems and implementing authorised access management for key areas.



Network Access Management

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



Terminal Security Protection

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



System Security Hardening

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

Stakeholder Data Management

Consumer Data Privacy Protection

Protecting user privacy is fundamental to a company's ability to provide a secure and reliable product experience and is also the key to fostering long-term customer trust. The Company provides users with the right to access, correct and delete their personal data, ensuring that they retain control over and decision-making authority in relation to their data. To this end, a standardised User Data Rights Response Mechanism has been implemented. This mechanism integrates internal governance with external channels, ensuring that requests for user data deletion are addressed in a timely and compliant manner.



Internal response norms

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



External response channels

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

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



Supply Chain Data Security Review and Management

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

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

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

Information Security Audit

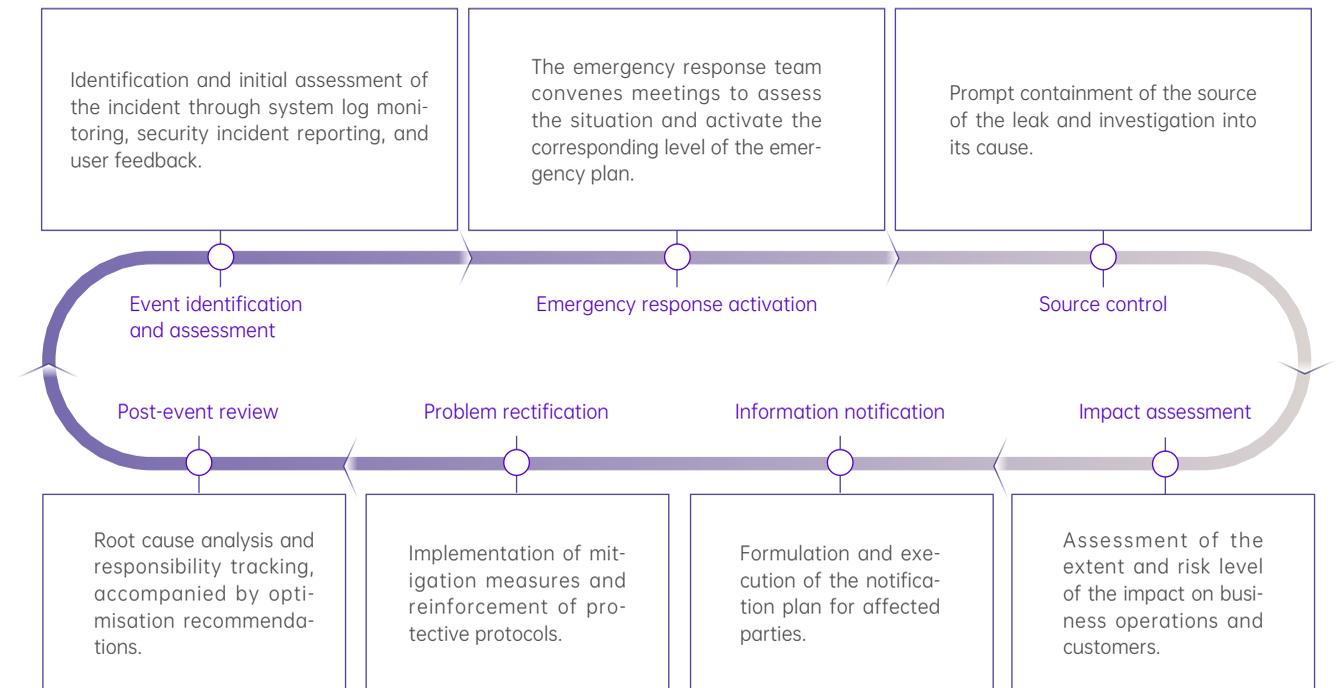
To continuously enhance the Company's capability to respond to data leakage risks, the professional internal audit team conducts annual reviews of information systems, data storage and network security strategies. These reviews focus on the appropriateness of access permissions, remediation of security vulnerabilities and the implementation of relevant policies, whilst also tracking the execution of corrective actions. The Company has engaged third-party institutions to conduct external independent audits, review information security systems, and continuously optimise the management system based on audit findings.



During the Reporting Period, the Company conducted a total of **11** information security audits, including **8** internal audits and **3** independent external audits.

Data Leakage Incident Handling Process

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



During the Reporting Period, the Company did **not** experience any major incidents of customer privacy information leakage.

Information and Privacy Security Training and Publicity

The Company places great emphasis on fostering a culture of data security and privacy protection. Through ongoing training and education, the Company seeks to enhance employees' security awareness and practical competencies. During the Reporting Period, the Company actively organised information security and privacy protection training. The content covered basic information security concepts such as password security, data classification and protection, as well as privacy protection, interpretation of laws and regulations, and case analyses. The training covered all employees of the Company, including temporary employees and contractors. In addition, the Company conducts regular internal self-inspections and, uses security knowledge tests to assess employees' mastery of security knowledge. External professional institutions are also invited to assess the Company's security culture development, and the Company continues to refine the security awareness enhancement measures based on the assessment results.



During the Reporting Period, we actively organised and delivered **29** information security and privacy protection training sessions, reaching over **16,000** participants.

2025 Transsion Information and Privacy Security Culture Week



In October 2025, the Company organised the Fifth Information and Privacy Security Culture Week (the "Security Week"). In addition to the organisation-wide examination, the other activities in the series attracted more than 4,800 participants globally in total, effectively fostering a strong culture of information and privacy security.

In terms of overseas security culture development, in May 2025, the Company successfully held our first Security Week event for overseas employees in Bangladesh, attracting more than 140 local employees to participate on site and effectively enhancing overseas employees' information security and privacy protection awareness.



2025 Transsion Holdings Information and Privacy Security Training and Exam



In 2025, the Company continued to deepen overseas data security protection development and conducted on-site information security training in countries including Bangladesh, the Philippines and Pakistan, with the participation of more than 790 attendees in total. The training focused on reinforcing day-to-day operational standards and data protection awareness, effectively enhancing overseas employees' ability to identify risks, prevent risks, and operate in compliance in their daily work.

The Company also organised an information and privacy security examination with organisation-wide participation. The examination was bilingual in Chinese and English, with a full score of 100 points and a strict passing score set at 90 points. Meanwhile, based on different job responsibilities, examination papers were divided into two categories—R&D and functional roles—to implement differentiated assessments, ensuring that every employee has a high level of information security and privacy protection awareness. The training scope was extensive, covering full-time employees, temporary employees, suppliers, partners, and dedicated security and privacy personnel, among others.



Technology Ethics Management

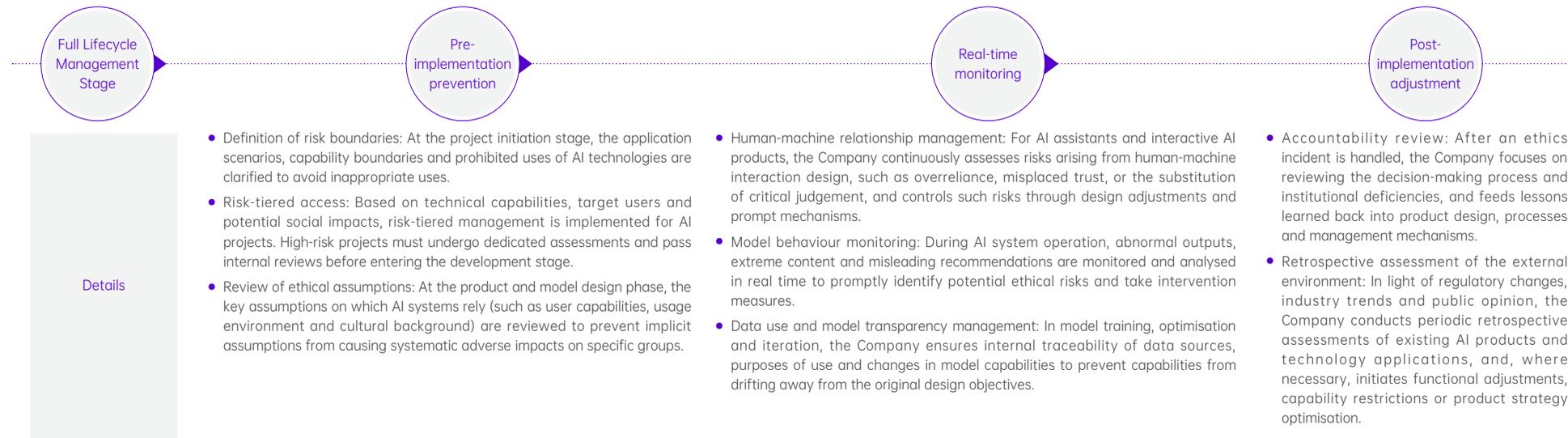
We have carefully drawn upon key regulatory documents such as the *Opinions on Strengthening Governance over Ethics in Science and Technology*, the *Measures for Science and Technology Ethics Review (Trial)*, and industry references, including the *Standardisation Guide for Artificial Intelligence Ethics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

Management System

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

Management Mechanism

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



During the Reporting Period, the Company did **not** engage in any conduct involving violations of technology ethics.

Training and Awareness Campaigns

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

Technology Ethics Training

The Company provides training on technology ethics to employees at all levels, covering management, R&D personnel, and employees in marketing and sales, among other roles. Training formats include both online and offline methods, such as classroom instruction, e-learning modules, seminars, and external expert-led lectures, enhancing engagement and practical relevance.

Technology Ethics Daily Awareness Campaigns

Through multiple forms of thematic discussions and cultural activities, we continuously strengthen employees' understanding of and attention to technology ethics, enhancing their awareness of technology ethics.

Supply Chain Management and Equal Treatment of SMEs

Governance

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

Strategy

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

Metrics and targets

🎯 Targets	📊 Progress
Eco-friendly, transparent, and sustainable value chain	All suppliers have signed the <i>Declaration of Stake for Suppliers</i> and the <i>Integrity Commitment Letter</i> , when accessing.
Accurately identify supply chain risks and improve supply chain efficiency	During the Reporting Period, the Company conducted over 90 supplier audits, with zero major procurement risk incidents.

Impact, risk, and opportunity management

Supply Chain Security

Responsible Supply Chain Management

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

• Supplier Access Management

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

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

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

• Tiered Management of Suppliers

The Company formulated mechanisms such as the *On-Site Supplier Audit Management Measures*. By establishing a scientific evaluation system, we implement tiered supplier management based on dimensions including technical capabilities, quality performance and delivery efficiency. All newly onboarded suppliers are required to sign the *Supplier Labour Compliance Statement*, clarifying Transsion's specific requirements for suppliers' labour management and ensuring that all links in the supply chain comply with the Company's ESG management standards.

• Supplier Exit Mechanism

The Company has formulated the *Supplier Exit Procedures* to implement a standardised exit for suppliers that are unable to continuously meet requirements in technology, quality, cost and delivery. Through dynamic optimisation of the supplier system, we reduce procurement risks and continuously enhance the overall competitiveness and resilience of the supply chain.

• Supplier Incentive and Feedback Management

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

We place great emphasis on supplier feedback and have established and implemented the *Supplier Feedback Management Process*. Dedicated personnel are arranged to regularly distribute questionnaires to suppliers to collect their opinions and suggestions, and the feedback received is compiled and organised accordingly. The internal control team categorises and analyses the results, and prepares a *Supplier Suggestions Summary*. The summary serves as one of the important reference bases for the Company in formulating and optimising its procurement strategies.

• Supplier Auditing Assessment and Risk Management

The Company has issued the *Supplier Regular Audit Management Measures* and the *Supplier On-Site Audit Management Measures* to support routine supplier audits and assessments. During supplier audits, the Company reviews suppliers' employee management mechanisms and training records, and assesses their performance in areas including social responsibility, information security, environmental protection, fire safety and workplace safety, and compliant employment. This includes reviewing compliance with requirements such as the prohibition of child labour, forced or compulsory labour, guaranteed basic wages(including overtime pay and minimum wage protection), and the prohibition of discrimination.

• Supplier Training and Communication

To enhance supply chain collaboration efficiency and improve quality management standards, the Company organises supplier training. The training covers, among other topics, operating standards for the Supplier Relationship Management (SRM) quality collaboration module, supplier process quality improvement, supplier performance improvement, delivery business rules for new suppliers and ecosystem collaboration business rules, helping suppliers better integrate into the Company's supply chain management system.



Green and Integrity Procurement

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

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

Conflict Mineral Management

The Company complies with the requirements relating to conflict minerals reporting under Section 1502 of the *Dodd-Frank Wall Street Reform and Consumer Protection Act* (Dodd-Frank Act). We conduct ad hoc conflict mineral due diligence and collect relevant supplier reports. Meanwhile, the Company has made a statement on the official website regarding non-use of conflict minerals.

The Company will further strengthen reviews of suppliers’ conflict-free minerals. All newly onboarded suppliers are required to sign documents such as the *Procurement Agreement* and the *Material Quality Agreement*, clearly requiring that all raw materials for products are certified and traceable, ensuring that the value chain meets international compliance requirements.

Equal Treatment to SMEs

The Company upholds the principle of win-win cooperation and actively seeks transparent, environmentally responsible, and mutually beneficial models of collaboration. We work closely with domestic and international partners to build a sustainable value chain and to foster the fair and orderly development of SMEs. We continuously improve governance mechanisms, risk management, supplier management systems, and other operational processes to enhance transparency. This ensures SMEs within our business ecosystem have timely and equitable access to relevant information.



During the Reporting Period, the Company’s management and settlement of accounts payable processes concerning SMEs were fully **compliant** with national regulations and industry standards.

Employment and Protection of Employee Rights

Governance

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

Strategy

The Company takes proactive measures from the perspectives of performance management and organisational capability enhancement to maintain a dynamic balance in workforce efficiency management. We also continuously improve talent development planning, accelerate talent cultivation, boldly promote and appoint young talent, and strengthen the depth of talent reserves. In addition, we value employees’ diversified development. Through a robust performance appraisal system and remuneration and benefits framework, we safeguard employees’ lawful rights and interests and promote the shared growth of employees and the Company.

Metrics and targets

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

Impact, risk, and opportunity management

Employee Rights and Interests

We recognise the vital role that talent plays in driving the Company's development. Accordingly, we are committed to providing a safe, healthy, and equitable working environment for our employees. We strictly adhere to applicable national laws and regulations, including but not limited to the *Labour Law of the People's Republic of China*, the *Labour Contract Law of the People's Republic of China*, the *Law of the People's Republic of China on Protection of Minors*, and the *Provisions on the Prohibition of Child Labour*. Respecting local laws and international practices, the Company has established mature talent management processes and systems covering employee recruitment, employment, training and development, occupational safety, and remuneration and benefits, among other aspects, ensuring that our talent management is compliant and efficient.

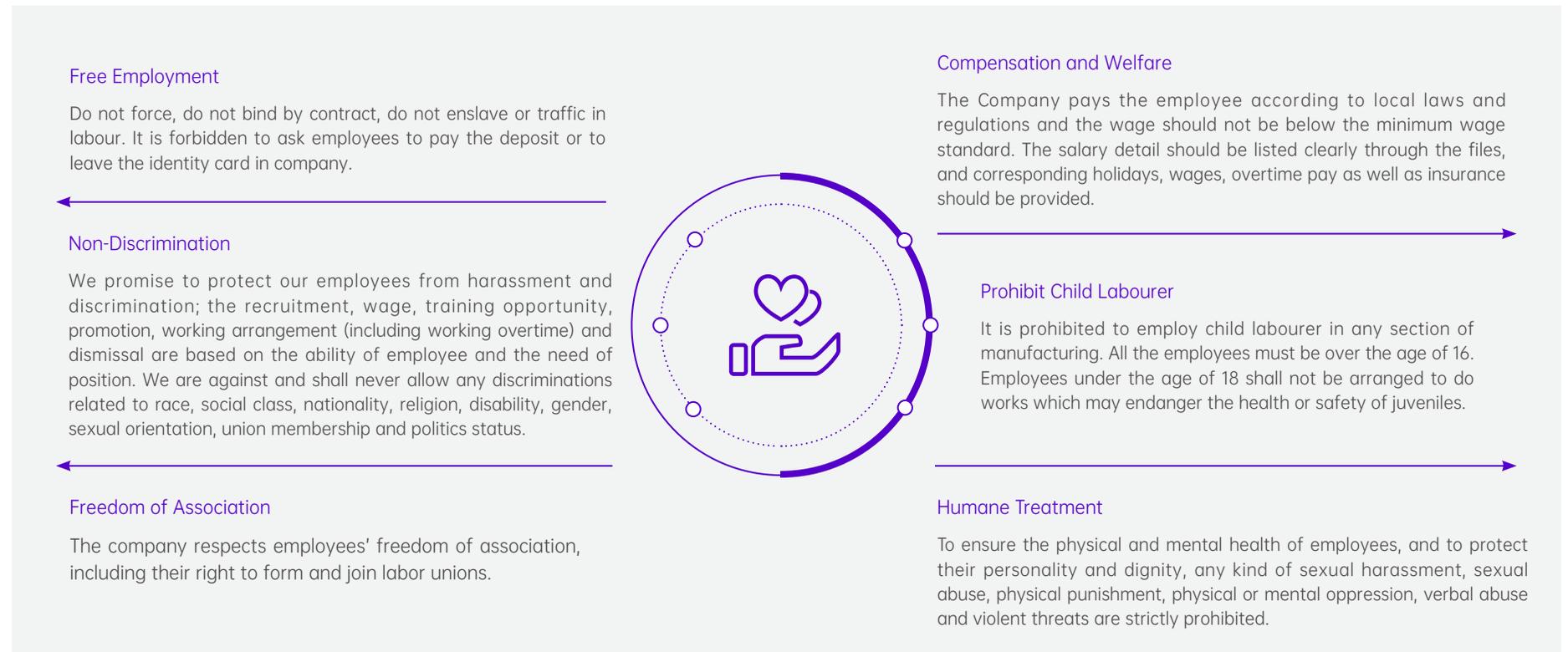
We align our practices with global standards, adhering to the *Guiding Principles for Business and Human Rights*, and the International Labour Organisation (ILO) standards, and other international human rights standards, such as the principle of autonomy on security and human rights. We respect the cultures,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



During the Reporting Period, **no** incidents involving child labour, forced labour, or discrimination violating local labour regulations occurred.

Transsion's Human Rights Protection Commitment

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



Based on the above human rights protection commitments, the Company has continued to improve relevant working mechanisms, issuing policies such as the *Non-discrimination Management Policy* and the *Anti-sexual Harassment Management Policy*, and organising employees to carry out dedicated learning initiatives to strengthen policy implementation and cultural alignment. With respect to complaints relating to sexual harassment, the Company has established a standardised handling process covering "complaint registration, pre-investigation preparation, investigation initiation, case handling, mediation, and other remedial measures", so as to effectively protect the lawful rights and interests of employees.

Smooth Communication Channels for Employees

We attach great importance to communication with employees. We advocate an open and transparent communication culture and encourage employees to proactively express their views through formal channels. The Company has established diverse communication channels. Through our internal platform *Transsion Knows* and the principle of "No Deletion of Posts, Respect Every Voice of Employees", we seek to create an open and democratic environment for communication. We promote direct communication between the management and employees through approaches such as promoting discussion and dialogue across all levels, departmental monthly meetings, new employee communication meetings, and trade unions, ensuring timely responses to employees. For requests that remain unresolved, we have established clear escalation and appeal pathways. Employees may raise their concerns in sequence with their direct supervisor, department head and the Human Resources Centre, or submit an appeal to the Audit and Supervision Department. Relevant channels include public email addresses and the performance appraisal appeal process, thereby ensuring that employees' views can be effectively expressed and their rights properly safeguarded.

We respect employees' suggestions and support their willingness to participate in the Company's management and development. We motivate employees' initiative and proactivity and enhance their sense of belonging. We have established a trade union to legally protect employee rights. The union has formulated the *Transsion Holdings Union Committee Management System* to participate in the formulation of corporate democratic resolutions to the vital interests of employees from the perspective of employees, and offers recommendations and opinions to the management on improving diversity, health and safety, employee welfare, etc.



"Partner, Please Answer" Open Mic Event

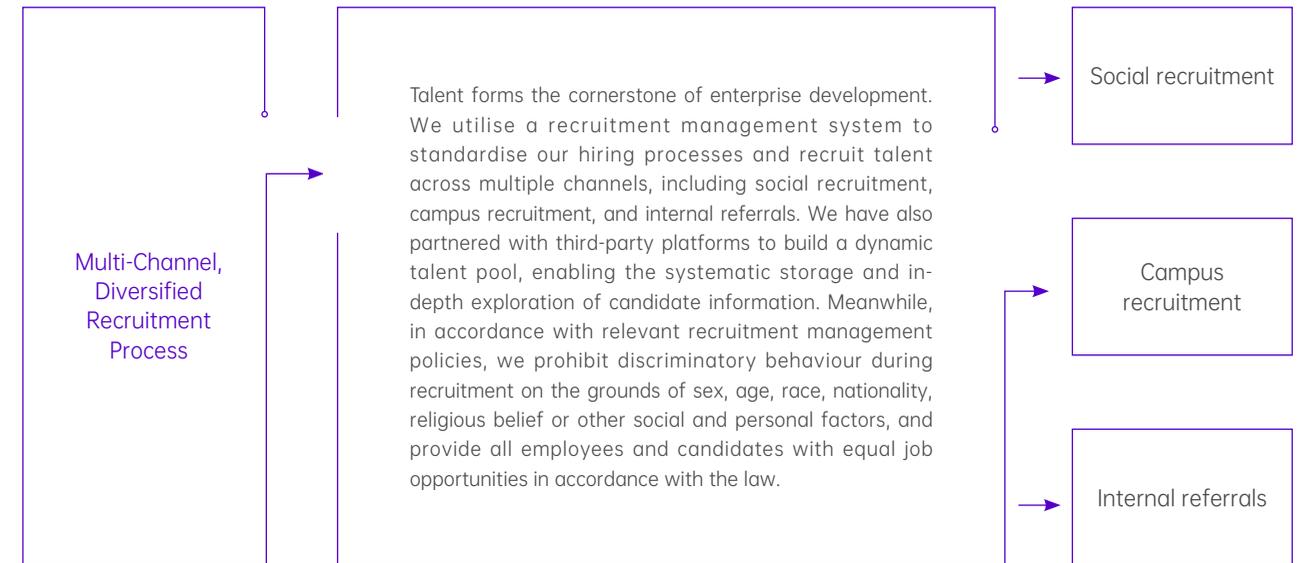
Human Resources Business Partner (HRBP) System

The Company has established an HRBP system, serving as communication bridges for different departments, collect and coordinate a range of business needs, and support departments in improving employee satisfaction. The Company has also set up dedicated online service desks covering administration, human resources, payroll, IT and finance. Employees may raise requests and suggestions through these online service desks, or choose to visit the offline employee service desk for face-to-face communication and enquiries.

Policy Communication

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

Legal Employment



Internationalisation & Diversity

The Company values the internationalisation and diversification of talent development and promotes the global talent ecosystem through systematic measures.

- In recruitment**
 - The Company places a strong emphasis on the recruitment of international talent, actively attracting local fresh graduates and experienced professionals. It has implemented inclusive employment and other specialised recruitment programs to offer equal opportunities to talent from diverse backgrounds. Additionally, the Company leverages AI tools to improve talent acquisition efficiency and local adaptation capabilities.
- In training**
 - The Company continues to offer customised training for employees across different countries through a combination of online and offline methods, improving their professional skills. The concept of diversity has been incorporated into the new employee onboarding training system, and specialised courses are offered to cultivate an inclusive organisational culture.
- In terms of talent appointment for key positions**
 - The Company has increased the promotion and appointment of local employees, aiming to build a diverse corporate culture, which is also incorporated into performance appraisals for management and staff.

Talent Pool Development

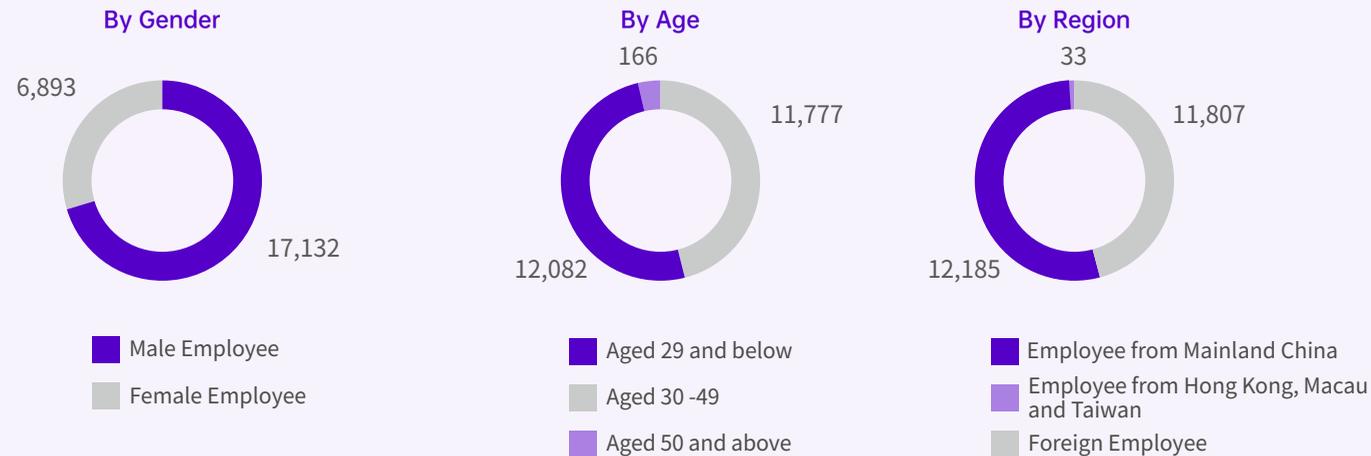
The Company has systematically built a global talent pool to support diversified career development pathways and precise talent allocation.

- Tiered and categorised reserves:** We established the "Global Talent Pool" and implemented tiered and categorised management by country, target enterprises and job categories, enabling cross-regional talent sharing and efficient allocation.
- Specialised talent pool development:** We developed specialised talent pools such as marketing, establishing a tag-based management system aligned with recruitment needs to enhance precise talent reserves and rapid activation efficiency.
- AI tools empowerment:** We deeply leverage AI features across recruitment platforms to comprehensively enhance talent reach and matching precision.

Employment Situation of Transsion Holdings in 2025



As of 31 December 2025, Transsion employed a total of **24,025** staff globally, spanning R&D, production, sales, administration, and other functions. Of the senior executives, **11%** are women.



In 2025, there were **no** major personnel changes.

In 2025, there were **no** major labour disputes.

In 2025, there were **no** complaints about human rights.

Compensation and Benefits

The Company complies with the *Labour Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, the *Special Rules on the Labour Protection of Female Employees*, and other relevant national laws and regulations. The Company has developed the *Employee Performance Management Measures* and the *Compensation Management Measures* and defined compensation principles based on job levels, individual capabilities, and performance, and promised equal pay for men and women doing the same work.

Compensation and Performance

Transsion has established the *Compensation Management Measures*, applicable to employees across Transsion and our subsidiaries and branches. The Company offers a competitive remuneration package comprising fixed salaries, variable performance-based pay, performance bonuses, and year-end bonuses. A range of short, medium, and long-term incentive schemes is also in place. The Company conducts internal and external benchmarking analysis based on compensation level reports from third-party consulting firms to comprehensively assess the salary competitiveness of different positions and ranks, and adjusts compensation based on factors such as employee promotion and performance.

The Company conducts regular performance appraisals. Standards are set across multiple dimensions, including the Company's development, individual performance, work capabilities and potential. In alignment with business development stages and departmental responsibilities, quarterly, semi-annual and annual appraisals are implemented. Performance results are communicated to employees through face-to-face meetings, alongside incentive reinforcement and improvement guidance. If employees have objections to the appraisal results, they can appeal at each management level. If the department level cannot resolve the issue, employees can submit a written appeal to the Human Resources Centre to ensure a timely response and effective resolution of the issue.

Benefits System

The Company offers a comprehensive benefits system, encompassing statutory benefits, basic benefits, and special benefits. The Company has also established dedicated Aid Funds to support employees facing hardship.



By the end of 2025, a total of RMB **2.8** million had been disbursed.



Statutory Benefits

- Statutory holidays
- Social insurance, including basic pension insurance, medical insurance, unemployment insurance, and work injury insurance, etc.
- Housing provident fund
- Other statutory employee benefits



Basic Benefits

- Holidays beyond statutory holidays, including sick leave, work injury leave, and personal leave, annual leave, etc.
- Traditional holiday gifts or bonuses for Spring Festival, Mid-Autumn Festival, Dragon Boat Festival, etc.
- Employee birthday gifts
- Meal allowance
- Communication allowance
- Annual health check-ups



Special Benefits

- Marriage and childbirth benefits: Marriage/birth bonuses, marriage leave, prenatal check-up leave, maternity leave, paternity leave, breastfeeding leave, parental leave, etc.
- Work injury insurance
- Commercial insurance
- Accidental injury insurance
- Overseas assignment allowance
- Aid Funds



During the Reporting Period, employees cumulatively took more than **2,000** person-days of paid parental leave.

The Company has built a systematic employee activity matrix, significantly enhancing employees' sense of belonging and organisational cohesion through regular care, unique cultural IPs, and a self-managed club ecosystem. During the Reporting Period, the Company held monthly birthday parties for all employees, offering refined refreshments and group celebrations. We also sent birthday gifts to employees on assignment and overseas employees, conveying organisational care. Meanwhile, on occasions such as International Women's Day, the Dragon Boat Festival, the Mid-Autumn Festival and the Company Culture Day, we organised themed festive activities, covering nearly 10,000 employees globally and enriching their recreational lives.

The Company's 2025 themed activities such as festivals and birthday parties



Monthly employee birthday party



International Women's Day event

Employee Health and Safety

Governance

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

Strategy

The Company places strong emphasis on the occupational health and safety of employees. We regularly conduct safety inspections in the workplace, monitor occupational hazards, identify and assess health risks, provide safety education and training, organise regular employee health check-ups, and offer a wide range of club activities. These efforts aim to safeguard their occupational health and safety whilst supporting both physical and mental well-being.

Metrics and targets

Targets	Progress
Ensure employees' occupational health and safety	In 2025, the Company did not experience any major occupational health and safety incidents.
Ensure employees' physical and mental well-being	The Company organised various health and fitness competitions and free medical consultation activities through different themed clubs.

Impact, risk, and opportunity management

Workplace Safety

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

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



Transsion's Occupational Health and Safety Policy

- Compliance with laws and regulations, establishing a sound occupational health and safety system;
- People-oriented, ensuring a healthy and safe working environment;
- Technology-driven, constantly learning from risk control practices;
- Innovative and pragmatic, eliminating risk losses and continuously enhancing performance;
- Participatory consultation, providing conditions for employee participation in consultation.

ISO 45001 Occupational Health and Safety Management System Certification



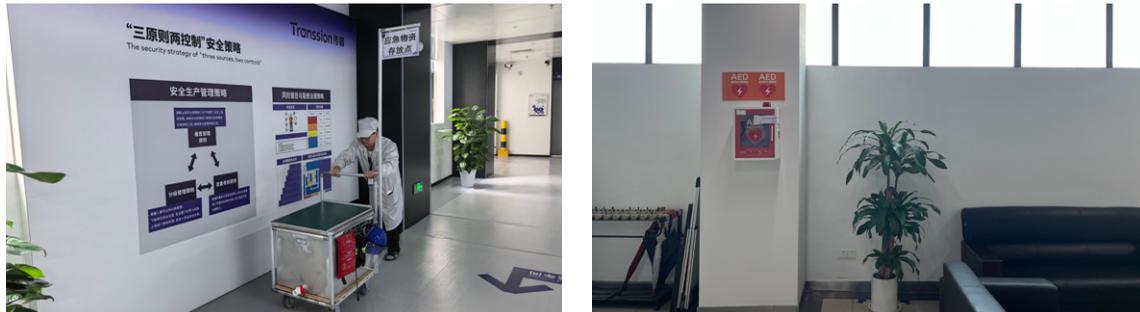
Shenzhen Transsion Holdings Co., Ltd. ISO 45001 Certification Shenzhen Tecno Technology Co., Ltd. ISO 45001 Certification Chongqing Transsion Technology Co., Ltd. ISO 45001 Certification Nanchang Chuanshuo Technology Co., Ltd. ISO 45001 Certification

The Company continues to improve the EHS management structure and system. In line with legal and regulatory requirements and practical needs, we organise training on safety knowledge and emergency response skills, allocate emergency supplies that meet compliance requirements, and regularly conduct emergency drills on various safety themes, such as fire evacuation drills, lift emergency drills, and on-site emergency response drills for electric shock incidents, enhancing employees' ability to respond to extreme situations that may occur in office areas.

Emergency supplies allocation for the Manufacturing Centre



Factories under the Manufacturing Centre, with the objective of rapid and professional response, in emergency management. On the basis of conventional safety facilities such as fire protection systems and fire extinguishers, the factories have optimized the allocation of emergency supplies and equipped themselves with professional emergency equipment including SCBA (self-contained breathing apparatus), fire fighting suits, AED (automated external defibrillator), etc., so as to enhance the on-site emergency response capacity of the factories.



Emergency device guidelines

Safety training and emergency drills



In 2025, in line with legal and regulatory requirements and practical needs, we organised dedicated training and drills to reduce the risk of workplace safety incidents, helping employees master various safety knowledge, enhance safety awareness, and strengthen their ability to respond to extreme events.



First aid training (including automated external defibrillator (AED) usage)



First aid training (including AED usage)



Fire safety training



Lift emergency safety training

Occupational Health

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

The Company strictly complies with national occupational health and safety laws and standards in China, and, in accordance with Chinese legal and regulatory requirements, implements similar occupational health and safety management measures in our overseas factories in Bangladesh, Ethiopia, and other countries. The Company ensures that employees strictly adhere to systems such as the *Labour Protective Equipment Management Regulations*, and systematically carries out occupational health hazard prevention and control.

Health and fitness activities



Meditation courses



Aerobics classes



Risk identification and assessment

The Company regularly organises occupational disease hazard factor identification, establishes a list of occupational disease risk positions, and uses these as the basis for subsequent protective measures.



Health surveillance implementation

Employees in hazardous positions undergo pre-employment, in-service, and post-employment health check-ups in accordance with national regulatory requirements, and health monitoring records are established.



Personal protective equipment provision

Employees in relevant positions are provided with personal protective equipment that meets standards, and the Company supervises proper usage to reduce occupational exposure risks.



Third-party testing and monitoring

The Company regularly commissions qualified third-party testing agencies to monitor occupational hazard factors in the workplace, ensuring that hazard factor concentrations/intensities meet national limit requirements and enabling dynamic compliance management.

Regularly Organising Health and Fitness Activities

The Company regularly offers diversified health programs such as Baduanjin, yoga, meditation and aerobics, integrating traditional wellness, mind-body adjustment and energising exercise to help employees balance work and life. Additionally, we hold annual fitness competitions, providing employees with a platform for competition and showcasing their abilities.

Employee Training and Development

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

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

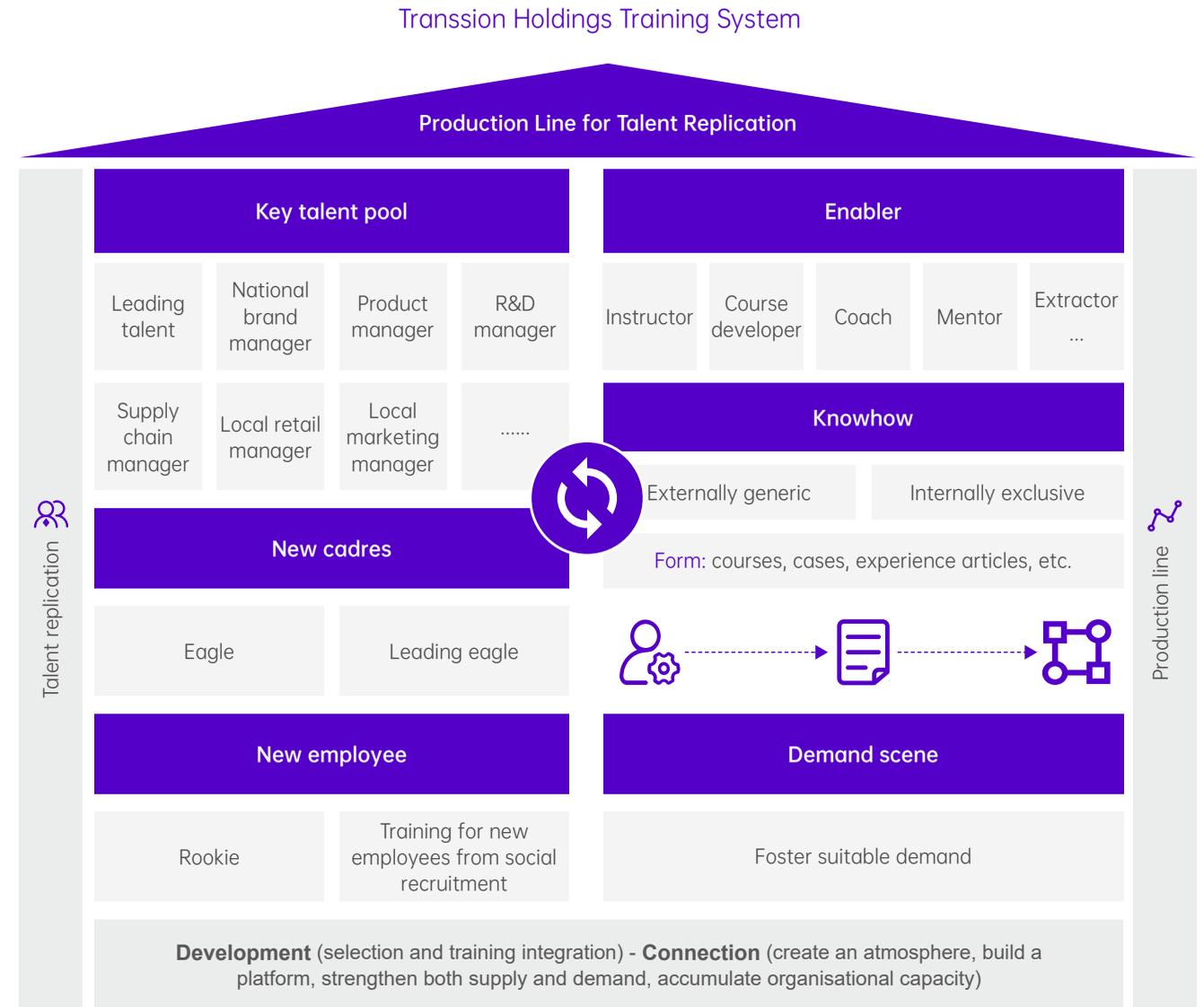
The Transsion E-learning System (TES) has been developed to support departmental training and experience sharing. The platform is designed to empower talent development and facilitate multi-channel engagement within the organisation.

Diverse Training System

Transsion College draws on training resources across management, professional, and general skill categories, and leverages the AI-powered TES platform to deliver online learning solutions that help employees build professional capabilities and increase their career competitiveness. In particular, professional knowledge development for core positions is advanced in the form of specialised talent training programs, currently covering key positions such as product managers, local retail channels and country managers. These programs adopt a combined approach of internal experience extraction and external expert engagement.

To nurture a "core talent" reserve force, the Company has implemented a "selection and cultivation" integrated model, aligned with corporate development needs. Trainees in this program can receive timely feedback and guidance through face-to-face communication with senior executives, helping them clarify their development direction and improvement paths.

In 2025, the Company continued to adopt the blended online and offline training camp model, providing tiered and categorised training for different groups such as fresh graduates, managers and core talent, strengthening talent pipeline development.



For All Employees

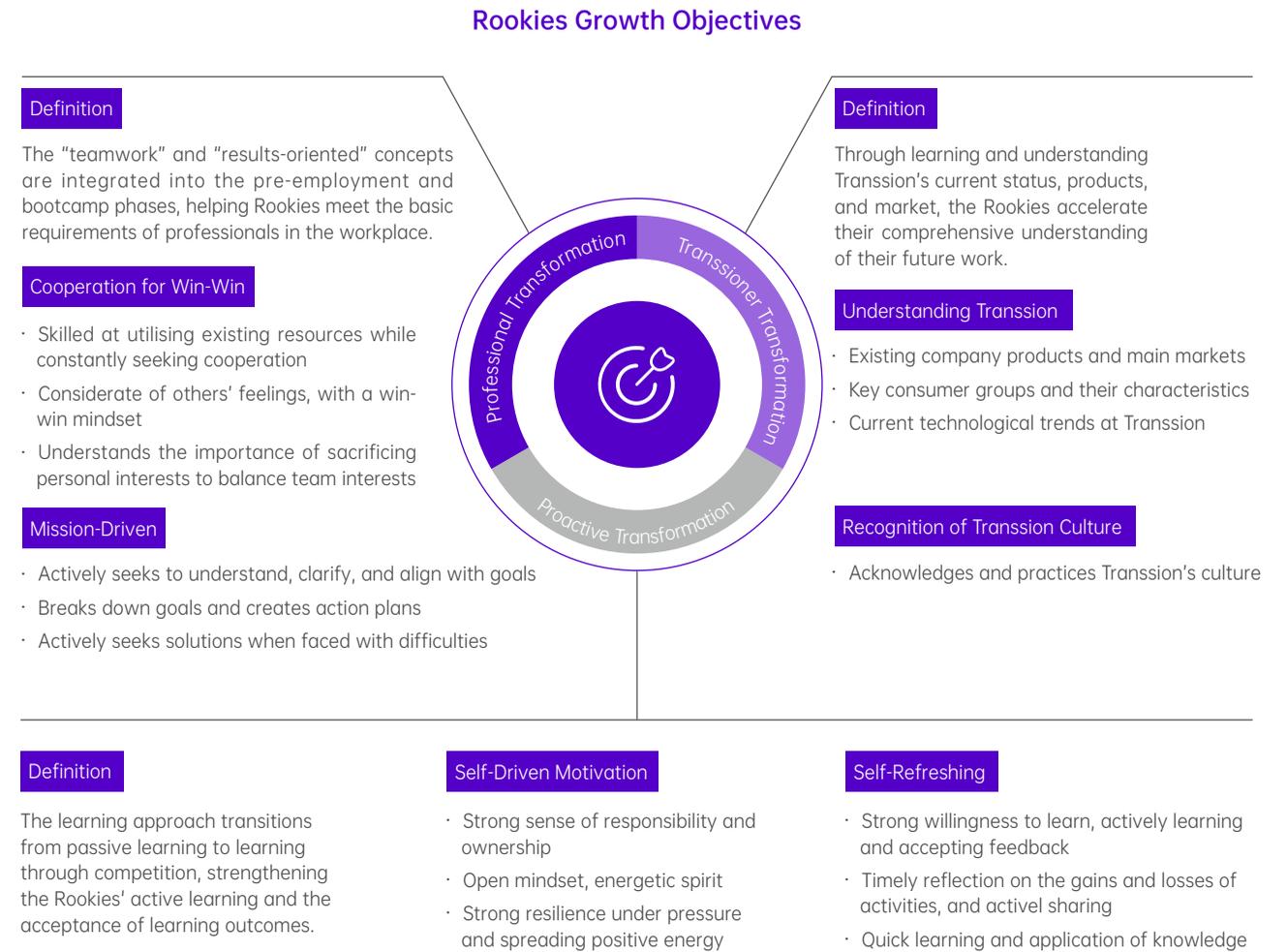
In 2025, the online learning platform TES was upgraded in parallel in both platform functions and course resources: new AI-enabled functions were added, including AI question generation, AI-assisted marking, AI summaries, AI subtitle translation and course recommendations, continuously enriching the experience of sharing and accessing general knowledge and skills. Each department also has dedicated training mechanisms focusing on experience sharing and knowledge accumulation in business domains, forming a three-dimensional learning ecosystem that combines platform empowerment with in-depth business capability building.



Overview of AI Functions on the TES Online Learning Platform

For Fresh Graduates

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





Innovation design competition for rookies



Pre-employment training for Kenyan fresh graduate rookies



In 2025, more than **400** participants received training through the Company's Rookie Program.

Industry-Academia-Research and University-Enterprise Collaboration

The Company attaches great importance to the cultivation of young talent and the coordinated development of industry-academia-research collaboration. Since 2018, aligned with business needs, we have established long-term university-enterprise partnerships with more than ten higher education institutions, including Chongqing Institute of Engineering, Chongqing University, Chongqing University of Posts and Telecommunications, Tongji University and Beijing Foreign Studies University. Through diverse forms such as industry-academia-research projects, internship and practice bases, co-creation of courses, order-based classes, career planning guidance and scholarships, we provide students with opportunities for practical training and transition into employment, cultivating interdisciplinary talent with professional capabilities and an international perspective. In 2025, the Company further co-established an industry-education integrated innovation practice base with the School of Economics and Management of Tongji University, promoting deep integration between the education chain, the talent chain, the industrial chain, and the innovation chain.

For Managers

We have introduced structured programs for management development, including the Eagle Program for grassroots managers, the Leading Eagle program for middle managers, and the Future Leaders Training Camp for reserved senior managers.

In 2025, the Eagle Program underwent a comprehensive overhaul of its curriculum system. By combining online pre-learning with offline bootcamp, and through modules such as leadership assessments, cognitive transformation workshops, business practical drills and "training through combating", it systematically supported participants in transitioning from individual contributors to team managers.

The Company has established the *Management Measures for Further Education of Senior Executives*, which provide opportunities for senior leaders to pursue further academic qualifications such as MBAs.



Group photo of the Shanghai and Chongqing Eagle Classes

Key Talent Development Programs

In 2025, we launched key talent development programs such as the User Insights Coaching program and the CMO Training Camp program.

User Insights Coaching Programs

In 2025, the Company launched the User Insights Coaching Programs, centred on the philosophy of "learning by doing and building capabilities through real business practice". The program went deep into regions including Pakistan, Saudi Arabia, West Africa and East Africa, achieving dual improvements in business output and organisational capabilities.



On-site training of the User Insights Coaching Programs

CMO Overseas Marketing Manager Training Camp

In 2025, the Company launched the CMO Overseas Marketing Manager Training Camp. Focusing on key themes such as brand premiumisation, content marketing and the application of digital media tools, it established a structured system for the development of marketing talent at all levels.



CMO Overseas Marketing Manager Training Camp

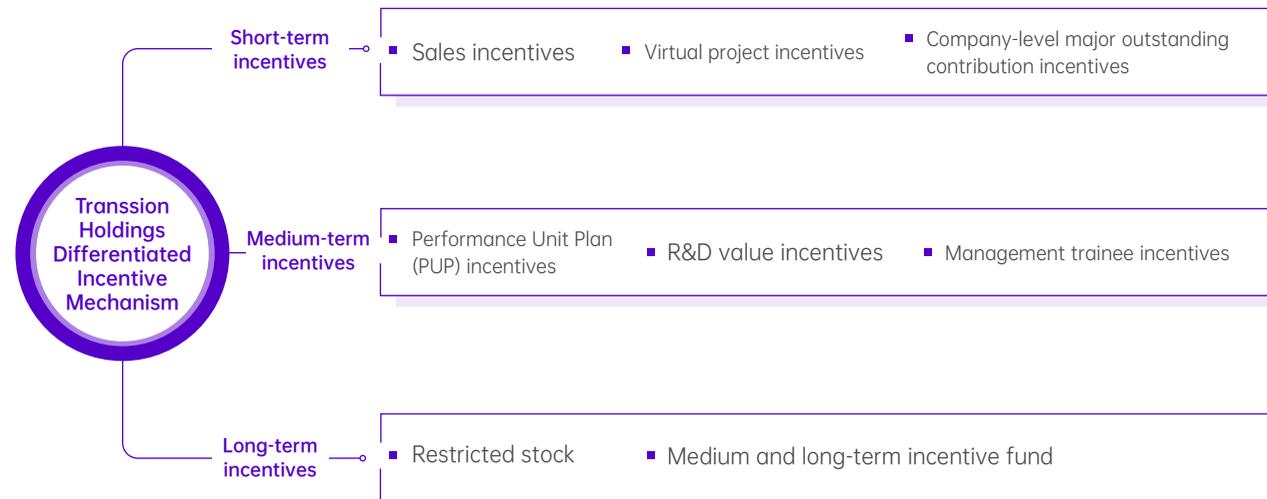
RSM Training Programs in Pakistan

The RSM Training Programs is designed to empower core local talent by implementing a localised training model. By combining intensive training sessions with mentorship, we aim to develop core local business talent and establish a talent pool for high-potential employees. This initiative also includes a robust incentive and support system for overseas assignments, successfully facilitating the movement of local talent to markets across Africa and beyond, thereby strengthening the resilience of our global talent pipeline.



Human Capital Management

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



Restricted Stock Incentive Plan

On 18 September 2025, the 18th meeting of the 3rd Board of Directors and the 14th meeting of the 3rd Board of Supervisors were held. It was confirmed that the conditions for the second vesting period of both the initial grant and the reserved grant under the restricted stock incentive plan had been fulfilled. In accordance with the Company's restricted stock incentive plan, the second vesting period of stock for the incentive recipients (including both the initial grant and reserved grant recipients) has been completed. The number of individuals whose stock vested in the second period for the initial grant is 778, and the number for the reserved grant in the second period is 197. The listing date for the vested stocks is 6 November 2025, with a total of 10,833,970 shares becoming tradable.

Special Incentive Program in Pakistan

In 2025, the Company established special incentives for the development of core capabilities in the Pakistan Regional Division, specifically covering two initiatives: Enhancing channel efficiency, and strengthening the international talent pipeline and team capability improvement. For achieved outcomes, we provided both material and non-material incentives to increase project members' motivation.

Excess Profit Special Incentive Program



In 2025, based on the comprehensive achievement of profit, revenue, and mid-to-high-end sales volumes, the Company provided certain target bonus incentives in key countries such as Kenya, Indonesia, Saudi Arabia, Turkey and the Philippines, boosting employees' motivation.

Employee Promotion

The Company attaches importance to fair promotion for employees and has established dual-channel talent development pathways comprising a management channel and a professional channel. Meanwhile, the Company has implemented *Promotion program of Professional Serial Certification*, the *Cadre Promotion program* and other systems. Professional and management channel promotions are carried out annually to support employees' career development. Upholding the principles of "fairness, scientific evaluation, and meritocracy", the Company has tailored assessment standards for each career path. Performance and work capability are the key criteria for evaluation.

In addition to vertical promotion, the Company has also established a standardised internal talent mobility mechanism (the "Talent Circulation Mechanism"), which supports horizontal development across different positions and teams. While ensuring organisational stability, this mechanism provides employees with diversified internal development opportunities, promotes precise role-person matching and the development of multi-skilled capabilities, and supports talent allocation for new and key business.

Promotion Mechanism

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

Assessment Criteria

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

Promotion Supervision

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

Incentive for outstanding local employees – Study tour to China



In 2025, the Company organised multiple batches of outstanding local employees to travel to China for exchange and study tours. They visited the Company's headquarters and the Shenzhen manufacturing base, deeply experienced Chinese culture and participated in diverse cross-cultural exchanges.



Outstanding local employees visited China for study tours

Cross-cultural themed sharing sessions



In 2025, the Company held cross-cultural themed sharing sessions and workshops in overseas business countries including Bangladesh, Ethiopia and Kenya, attracting employees from more than 20 countries to participate. Through cultural dialogue and experience sharing, we promoted understanding and mutual learning across cultures and strengthened team integration. This initiative also supported the implementation of Transsion's localisation strategy, further deepening the Company's connection with local communities and cultures.



Cross-cultural themed sharing sessions

Rural Revitalisation and Social Contribution

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



In 2025, the Company invested approximately RMB **6.87** million in external donations, public welfare and charity and rural revitalisation efforts.

Rural Revitalisation

Aligned with the national rural revitalisation strategy, we focus on areas such as industrial development, technology-enabled agriculture, education support and care for vulnerable groups. Through sustained project operation, we promote effective alignment between corporate resources and practical rural needs.

Supporting rural industry and increasing incomes for the fifth consecutive year through consumption assistance

To support the development of rural speciality industries and address temporary sales difficulties for agricultural products, we have implemented our rural revitalisation consumption assistance program for the fifth consecutive year. Through a model combining corporate procurement and employee benefits, consumer behavior was transformed into direct support for rural industries.

In 2025, the Company provided targeted assistance to seven nationally or provincially supported regions, including Luocheng and Daxin County in Guangxi, Xuanwei City and Yulong County in Yunnan, Meigu County in Sichuan, as well as Kaizhou District and Yunyang County in Chongqing. The Company centrally procured more than ten categories of locally produced agricultural products, including preserved pork, sausages and brown sugar, and distributed approximately 8,000 agricultural-support gift boxes to employees. These procurement activities helped increase farmers' income, create employment opportunities and support the development of the local agricultural economy.



Centralised procurement of local speciality agricultural products

"Mountain Village Science Courses" promoted science education, and "Renewal Plan" improved sports facilities in rural schools



The Company continues to support the "Mountain Village Science Courses" and the "Renewal Plan", promoting the widespread and regular implementation of science education in rural primary schools, improving school infrastructure and supporting the development of sports facilities in rural schools.

2025 marked the second year of the "Mountain Village Science Courses". The project equips schools with experimental material kits and remote teaching cameras, enabling science courses to be delivered through a combination of hands-on experiments and remote instruction. By the end of the year, the program had supported seven rural schools and benefited more than 900 students.

In 2025, the "Renewal Plan" entered its third year of implementation. By the end of the year, the program had funded the construction of basketball courts for four rural schools and provided sports equipment to 24 schools, gradually extending access to sports education resources in rural areas.



Mountain Village Science Courses



Construction of a new basketball court and provision of sports equipment for Lixiang Central Primary School

Green Pepper Program empowers rural teachers and strengthens the foundation for improving education quality



In promoting educational equity, the Company supports teacher capacity building to facilitate long-term improvements in the quality of rural education.

In 2025, the Company collaborated with the China Social Entrepreneur Foundation to implement the "Green Pepper Program", providing online teaching training for specially appointed teachers in rural areas. The program helps newly recruited teachers enhance their teaching capabilities and maintain stable teaching quality.

The program covered Luodian County in Guizhou and Xuanen County in Hubei, with approximately 400 specially appointed teachers participating in the training and benefiting more than 26,000 students. By empowering teachers, the program helped enhance teachers' professional skills and indirectly improved teaching quality in rural schools, promoting a shift in education support from short-term assistance to long-term capacity building.



Providing online teaching training for specially appointed teachers in rural schools

Public Welfare and Charity

The Company continues to carry out public welfare and charity in areas including education development, talent cultivation, support for vulnerable groups and community capacity building. Through diversified public welfare programs both in China and overseas, the Company seeks to transform corporate resources into sustainable social value.

Supporting UNICEF's Learning Passport Program to promote educational equity in Africa

From 2024 to 2026, the Company has partnered with the United Nations Children's Fund (UNICEF) to support the Learning Passport Program in Nigeria. The program provides children with digital learning resources through a combination of online and offline methods and offers professional training for teachers and facilitators, enhancing access to education.



Students learning via the digital platform

Africa Hope Campus Plan, improving educational environments in underprivileged communities

To address the shortage of educational resources in underprivileged communities in Africa, the Company partnered with the Amity Foundation and the Dream Building Service Association (DBSA) in 2024 to launch the Africa Hope Campus Plan. In 2025, the Company donated desks, chairs and blackboards, established reading corners, and provided extracurricular books to more than 20 schools in regions including Nairobi (Kenya), Kampala (Uganda) and Arusha (Tanzania).

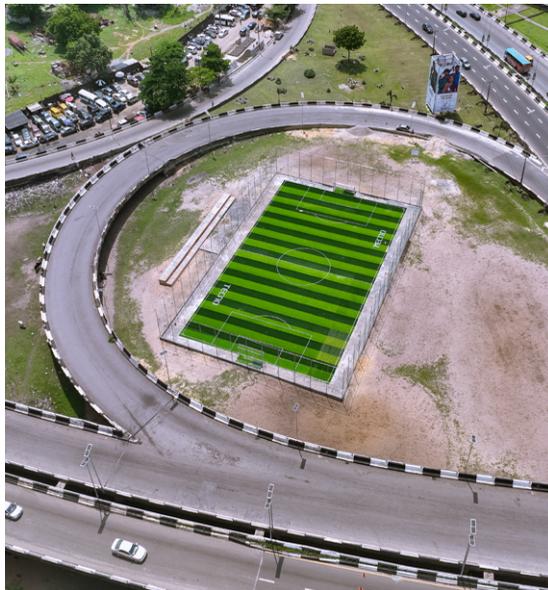


Africa Hope School Plan

TECNO Dream Field Renovation Campaign



The TECNO Dream Field Renovation Campaign is a public welfare initiative jointly launched by TECNO, a smartphone brand under Transssion, and the Confederation of African Football (CAF). The aim of the campaign is to renovate 100 football fields across Africa between 2024 and 2028, to create joy and opportunity for youth in underprivileged communities. Our mission targets the most neglected football fields and communities in Africa, which often lack basic amenities like nets, proper turf, and boundary lines. We aim to turn these barren spaces into vibrant, safe, and well-equipped football fields, allowing children to play on better-quality pitches and pursue their football dreams. Through these efforts, the Company seeks to promote greater inclusiveness in sport, so that everyone can enjoy the game, empower young talents to reach their potential, and strengthen bonds in local communities. We hope to make a lasting impact on communities in the continent, providing safe spaces for children to play and fostering young footballing talent. By the end of 2025, the Company has completed the renovation of 11 community football fields in countries such as Nigeria, Senegal, Mali, Ghana, Cameroon, Tanzania, and Kenya, with more renovations ongoing.



Renovated football field in Nigeria



Renovated football field in Cameroon

Disaster relief in Pakistan



TECNO, a brand under Transssion, partnered with the Alkhidmat Foundation to carry out flood relief operations in Pakistan, donating food, daily necessities and other emergency supplies to support the basic living needs of affected families.



Carlcare's Vocational Technical Training Charity Program



Carlcare, Transssion's after-sales service brand, launched the Vocational Technical Training Charity Program in Nigeria to empower local youth by helping them acquire mobile phone repair skills and gain employment opportunities. The program consists of four key components: Specialised Scholarship Incentives, Mobile Phone Repair Skills Competition, Short-term Public Training Courses, and Community Repair Activities. In 2025, the program first rolled out the scholarship incentives. During the graduation ceremony, three outstanding students and one education support staff member were recognised for their achievements.



Powered By  TECNO AI

03

Governance

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

Response to SDGs



Response to SSE Topics

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

Response to HKEx Topics

B7: Anti-corruption

Corporate Governance

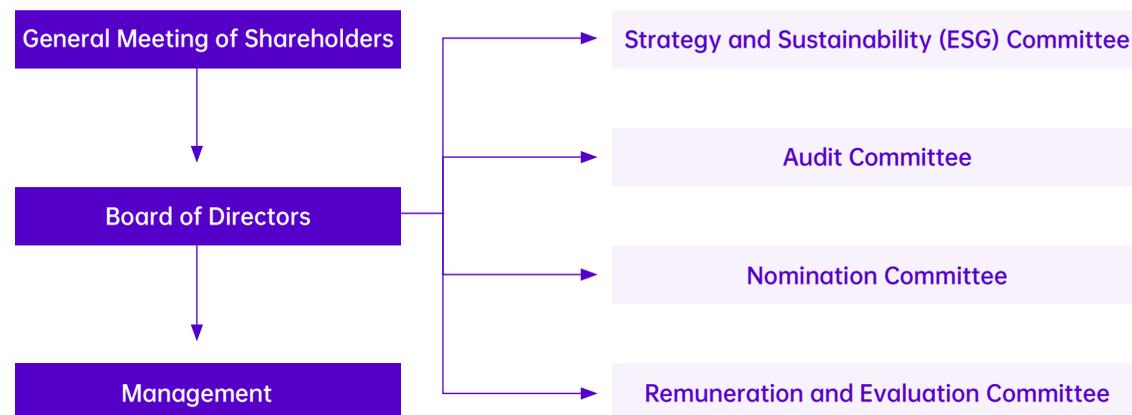
Sound corporate governance is the cornerstone of the Company's long-term development. We have established a robust corporate governance framework to ensure the efficiency and transparency of decision-making processes. Our focus is on creating long term value while achieving sustainable governance. We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

Corporate Governance

Standardised governance is an important foundation for the Company's stable operations. We conduct governance in strict accordance with the *Company Law of the People's Republic of China*, the *Securities Law of the People's Republic of China*, the *Code on the Governance for Listed Companies*, the *Rules Governing the Listing of Stocks on the STAR Market of the Shanghai Stock Exchange*, and other relevant regulations issued by the China Securities Regulatory Commission and other regulatory authorities. The Company effectively implements institutional documents including the *Articles of Association*, *Rules of Procedure for the General Meeting of Shareholders* and *Rules of Procedure for the Board of Directors*. In line with regulatory requirements and the Company's own development needs, we continuously improve the corporate governance system and governance structure to promote standardised and institutionalised governance operations.

In November 2025, in accordance with the *Company Law of the People's Republic of China (Revised in 2023)*, the *Transitional Period Arrangements for the Implementation of Supporting Rules and Regulations of the New Company Law*, and the *Guidelines on the Bylaws of Listed Companies (Revised in 2025)*, as well as other laws, regulations and normative documents, the Company adjusted the governance structure in light of actual circumstances. The Company no longer has a Board of Supervisors, and the powers previously exercised by the Board of Supervisors are now exercised by the Audit Committee of the Board of Directors. Accordingly, the *Rules of Procedure for the Board of Supervisors of Shenzhen Transsion Holdings Co., Ltd.* was abolished, and relevant references to the Board of Supervisors and supervisors in the Company's various systems were adjusted accordingly.

Governance Structure of Transsion Holdings as at the End of the Reporting Period



During the Reporting Period, the Company fulfilled governance procedures in accordance with the law, held

- 3** General Meetings of Shareholders,
- 9** Board of Directors meetings and
- 7** Board of Supervisors meetings.



Protection of Minority Shareholders' Rights

The Company fully respects the rights and interests of all shareholders, ensuring that minority shareholders enjoy equal standing. In accordance with the *Articles of Association*, we publish an announcement prior to the General Meeting of Shareholders, in compliance with the information disclosure requirements of the stock exchange. This announcement includes the proposed agenda items for the meeting, as well as the date and location. The General Meeting of Shareholders adopts a combination of on-site and online voting to ensure that all shareholders can fully exercise their rights. In addition, for resolutions requiring separate vote counting for minority shareholders, the Company discloses the results of such separate voting in the announcement of the resolutions of the General Meeting of Shareholders, thereby reflecting the views of minority shareholders.

Board of Directors Diversity

The Board of Directors has established the Strategy and Sustainability (ESG) Committee, the Audit Committee, the Nomination Committee, and the Remuneration Committee. Each specialised committee exercises its powers and performs its duties to effectively implement and supervise corporate governance, safeguard the rights and interests of shareholders and the Company, and ensure the rational allocation of internal resources and the efficiency of operational decision-making. We attach great importance to the diversity of Board members. In appointing Board members, we fully consider a range of diversity factors, including but not limited to professional expertise, experience, educational background, age and gender.

As at the end of the Reporting Period, Transsion Holdings had 9 Board members, including 6 non-independent directors (including 1 female director) and 3 independent directors. Independent directors accounted for one-third of the Board of Directors. All 9 directors possess extensive industry and relevant experience, with professional expertise in fields such as communications, technology and finance. 3 independent directors are professionals in finance, taxation and accounting, with backgrounds in financial risk management.

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

In November 2025, the Company convened the 20th meeting of the third Board of Directors. Upon deliberation by the Board, it was agreed to nominate Ms Huang Qiwen as a candidate for independent director of the third Board of Directors of the Company. Her term of office will commence from the date on which the H Shares issued by the Company are listed and traded on the HKEx and will end on the expiry date of the term of the third Board of Directors, the Company will add one more female member to the Board of Directors.

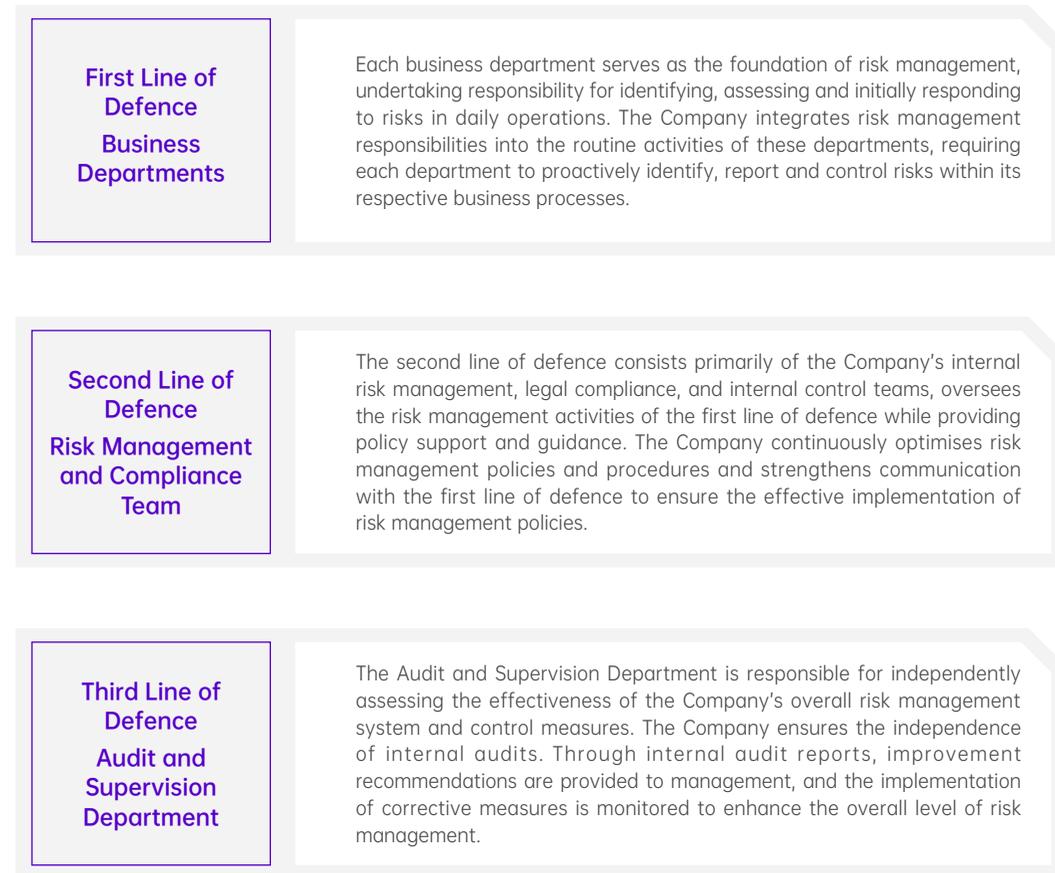
Information Disclosure

The Company strictly fulfils its information disclosure obligations in accordance with relevant laws and regulations, normative documents and the Company's *Information Disclosure System*. We also attach great importance to compliant information disclosure and strengthen training for directors, supervisors and senior management in performing their duties, thereby enhancing employees' compliance awareness. The Company ensures that information disclosed is truthful and complete, with no false records, misleading statements or material omissions, thereby increasing the Company's transparency and effectively playing the role of protecting the right to know of minority shareholders.

Risk and Compliance Management

Governance

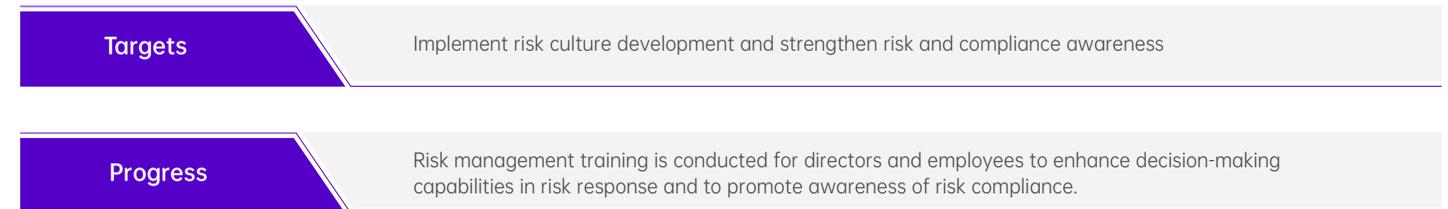
The Company has established a comprehensive and multi-layered internal control development and risk management system, primarily supported by the Board of Directors, the Audit Committee and internal controls. In terms of internal control, we have developed a robust risk management and internal control system, underpinned by the "Three Lines of Defence" framework.



Strategy

Guided by the working approach of "full life-cycle risk prevention and control and multi-scenario compliance empowerment", the Company continues to improve the legal and compliance management system. In terms of management tools, the Company has upgraded the BPM contract review system through iterative improvements to support the standardisation and efficiency of contract review processes. In management practice, based on actual business needs and focusing on business scenarios such as cross-border data transfer and overseas employment, the Company organised specialised emergency drills to enhance preparedness for responding to related risk scenarios. In terms of compliance culture development, the Company conducts compliance training through a combination of online and offline approaches. Such training covers frontline business personnel to strengthen risk early-warning awareness and promote the understanding and implementation of compliance requirements in daily operations.

Metrics and targets



Impact, risk, and opportunity management

Enhancement of the Compliance System

The Company attaches great importance to operating in accordance with laws and regulations, continuously improving the compliance management system and steadily advancing the implementation of compliance requirements in business operations. In response to business development and evolving risks, the Company continuously strengthens the institutional foundation and promotes the coordinated implementation of compliance management alongside business operations.

In 2025, the Company further integrated risk management responsibilities into the entire business process and introduced a new business risk self-inspection procedure. Each business department is required to submit a monthly risk identification list, and compliance verification checkpoints have been established in core business processes such as sales and procurement to support the timely identification, reporting and handling of risks. At the same time, the Company upgraded the risk monitoring system, establishing a compliance risk early-warning mechanism covering major overseas markets. Multiple specialised training sessions were conducted for frontline business teams to promote the effective implementation of relevant policies and requirements in business operations.

Strengthening Risk Management and Control

The Company continues to strengthen risk management and control. Through institutional arrangements and routine implementation, we enhance the ability to identify, assess and respond to key risks. In 2025, the Company adopted a combination of routine compliance training and specialised risk investigations to regularly review and assess risk exposure in key business areas, covering areas such as export control, sanctions compliance, cross-border data transmission and AI application compliance. Based on training feedback and changes in business scenarios, the Company organises a review of risk identification and response measures regularly to ensure that response plans remain aligned with the latest regulatory requirements and market conditions.

The Company continuously carries out specialised internal audits on compliance and legal risks, covering several local markets including Pakistan, the Philippines and Tanzania. These audits examine contract management and data compliance implementation and promote corrective actions in response to identified issues. At the same time, the Company has established a regular internal audit and supervision mechanism and conducts periodic internal reviews of business processes related to data privacy. In 2025, the Company further optimised the sampling and assessment methods for internal audits, incorporating new risk areas such as data security and anti-fraud into the annual audit scope. Through a closed-loop management mechanism of "audit findings – rectification follow-up – effectiveness verification", the Company supports continuous follow-up and implementation of corrective measures.

In terms of identifying emerging risks, the Company pays close attention to the potential impact of changes in the external environment on operations. In response to supply chain volatility and rising costs of key components, the Company identified fluctuations in memory prices which, combined with geopolitical factors and exchange rate volatility, may place pressure on costs. The Company responds to these impacts by improving operational efficiency, promoting cost reduction measures and optimising product structure.

Crisis Management Implementation

The Company continuously improves the crisis management mechanisms. In consideration of our business characteristics and external factors such as global development trends, geopolitical developments and climate change, we systematically identify potential crisis scenarios that may affect operations. The scope of identification covers multiple dimensions, including work safety, environmental issues, supply chain risks, business ethics, data security and responsible procurement, with the aim of enhancing the forward-looking identification of and response to risks that may disrupt key business operations.

At the legal and compliance management level, based on the risk characteristics of different business models, the Company has established major project tracking and risk identification mechanisms for businesses including marketing, supply chains, manufacturing plants, research and development, and internet-related operations. Meanwhile, the Company has established emergency response mechanisms for major compliance incidents and major litigation. Specific risk issues are continuously tracked and handled through dedicated measures. After the handling of relevant incidents is completed, the Company summarises the experience gained and proposes corresponding optimisation suggestions or rectification plans to support the continuous improvement of related management mechanisms.

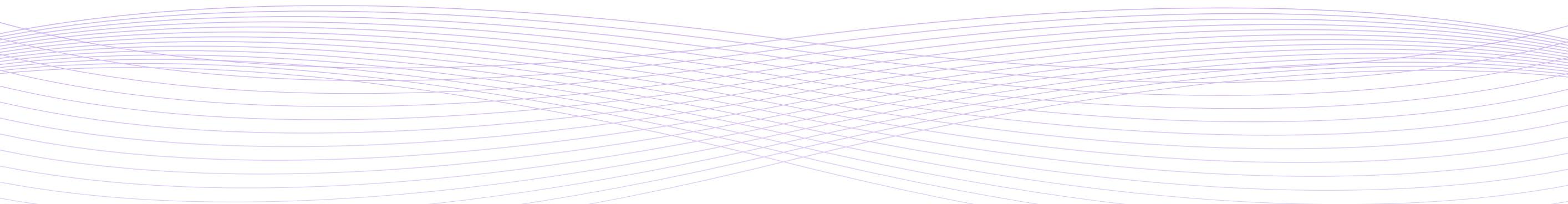
In terms of event early warning and response coordination, the Company has established a routine early warning communication mechanism. When an event triggers a risk warning, the Company promptly conducts an assessment and classifies the risk into different levels, including warning events, general events, major events and crisis events. For matters requiring response, a dedicated task force is established, with clear division of responsibilities and coordinated actions to ensure jurisdiction safety.

Compliance Training and Promotion

To strengthen the development of a sound compliance culture, the Company conducts diversified compliance training and promotional initiatives.

In 2025, the Company organised more than ten specialised compliance training sessions. Differentiated training was implemented according to job functions, covering topics such as export control and sanctions, data compliance, AI compliance, international logistics law, and local contract management requirements across multiple countries and regions, helping employees enhance their ability to identify and prevent legal risks.

To improve training effectiveness, the Company introduced localised customised content and emerging risk topics into certain courses and invited external lawyers to participate in delivering the training. After the training, the Company evaluates learning outcomes through questionnaires and assessments, promoting the continuous strengthening of compliance awareness across different organisational levels and regions.



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

Governance

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

Strategy

The Company always upholds high standards of business ethics, taking integrity, fairness and transparency as the core principles of our operations, and continuously improving anti-corruption mechanisms. The Company actively encourages employees and partners to report misconduct and fully protects the rights and interests of whistleblowers. We are committed to building a supervisory system with the participation of all employees and jointly fostering a clean and upright business ecosystem.

Metrics and targets



Impact, risk, and opportunity management

Anti-commercial Bribery and Anti-corruption Management

The Company strictly complies with relevant laws and regulations on business ethics, including the *Anti-monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China* and *Interim Provisions on Prohibiting Commercial Bribery*, and has formulated and implemented internal regulations such as the *Transsion Holdings Red Line Management System*. We publish the code of ethics governing corporate operations on the Company's official website, providing an institutional basis and behavioural guidance for business ethics management.

We have established a business ethics management framework. The Company adheres to strict integrity standards in all business interactions and prohibits any form of bribery, corruption, extortion and embezzlement of public funds.

To further strengthen risk prevention and control capabilities, in 2025, we conducted systematic fraud and compliance risk assessments for internal employees and external partners. Special audits were also carried out to examine key business processes, including sales, marketing promotion, materials procurement, manufacturing, after-sales services and research and development. Based on the list of issues identified through audits and corresponding rectification pathways, the Company continuously advanced mechanism-based improvements, enhanced the risk management and control system, and promoted the upgrade of business management towards greater refinement and compliance.

Integrity Development

In 2025, the Company continued to strictly implement the *Transsion Holdings Red Line Management System* and maintained a zero-tolerance attitude towards all forms of fraud. At the same time, the Company conducted specialised training on integrity culture to enhance employees' awareness and understanding of integrity and self-discipline requirements. This supports the implementation of integrity principles in daily business management and strengthens the integrity foundation for the Company's healthy development.



During the Reporting Period, Transsion Holdings did **not** experience any major litigation cases related to commercial bribery or corruption.

Development and Improvement of the Institutional System

The Company continuously improves policies related to integrity and business ethics and further refines the *Transsion Holdings Red Line Management System*. By clarifying the standards for defining violations, standardising investigation authority and disciplinary measures, and establishing convenient and transparent reporting channels, the Company encourages employees to proactively report misconduct. Meanwhile, the Company safeguards the legitimate rights and interests of whistleblowers, supporting the maintenance of compliant business operations and a culture of workplace integrity.

Focusing on key positions and critical business processes, the Company has formulated the *Code of Conduct for Procurement Personnel*, which clearly stipulates integrity requirements and business ethics principles for procurement staff in supplier cooperation and other business activities. Furthermore, the Company has established regulations such as the *On-Site Supplier Audit Management Measures* and the *Internal Feedback Management Process*, to standardise the business ethics and integrity management in the supply chain process, and promote the implementation of these requirements in supply chain management.

Targeted Promotion

Focusing on integrity and compliance requirements, the Company conducts targeted awareness initiatives for different groups, promoting the understanding and implementation of relevant policies and principles across various organisational levels and business entities.

For Employees

The *Transsion Holdings Red Line Management System* applies comprehensively to all employees of the Company. The system is prominently displayed in the OA system and communicated to employees worldwide. Through the organisation of a global online integrity examination for employees, together with multiple integrity training sessions and themed activities conducted both online and offline, we continuously strengthen employees' awareness of integrity requirements.

For Suppliers

We continue to promote integrity and compliance awareness among suppliers. Through irregular on-site supplier visits, we listen to external feedback and promote the continuous optimisation of internal management. During supplier audits and the onboarding of new suppliers, the Company ensures the reading and signing of the *Integrity Commitment Letter*, clearly defining integrity requirements for both parties. This supports cooperation conducted on the basis of fairness, impartiality and openness, and helps prevent risks related to commercial bribery and improper conduct.



During the Reporting Period, we organised **1** global online integrity examination for employees, more than **20** offline integrity training sessions and more than **30** online activities, achieving **100%** coverage of the Company's global business segments.

Whistleblowing Mechanism

The Company attaches great importance to business ethics management. By establishing and improving whistleblowing mechanisms, we support the timely identification and handling of misconduct and compliance risks. At the governance level, the Board of Directors and the Audit Committee undertake supervisory and management responsibilities for the Company's overall operational risks. At the execution level, the Audit and Supervision Department is responsible for supervising the establishment and operation of the internal risk management system and for organising the implementation of relevant management requirements.

The *Transsion Holdings Red Line Management System* clearly stipulates requirements such as the protection of anonymous whistleblowers and the prohibition of retaliation. The "Integrity Culture Development" section of the Company's official website also outlines whistleblowing reward and protection mechanisms, providing institutional safeguards for employees and relevant stakeholders. At the same time, the Company has formulated the *Administrative Regulations for Initiating Supervision Projects*, standardising the procedures for receiving, initiating and handling whistleblowing cases, thereby promoting the standardised and orderly implementation of whistleblowing management.

To facilitate reporting from all parties, the Company continuously maintains diversified whistleblowing channels, further enhancing their accessibility and convenience.

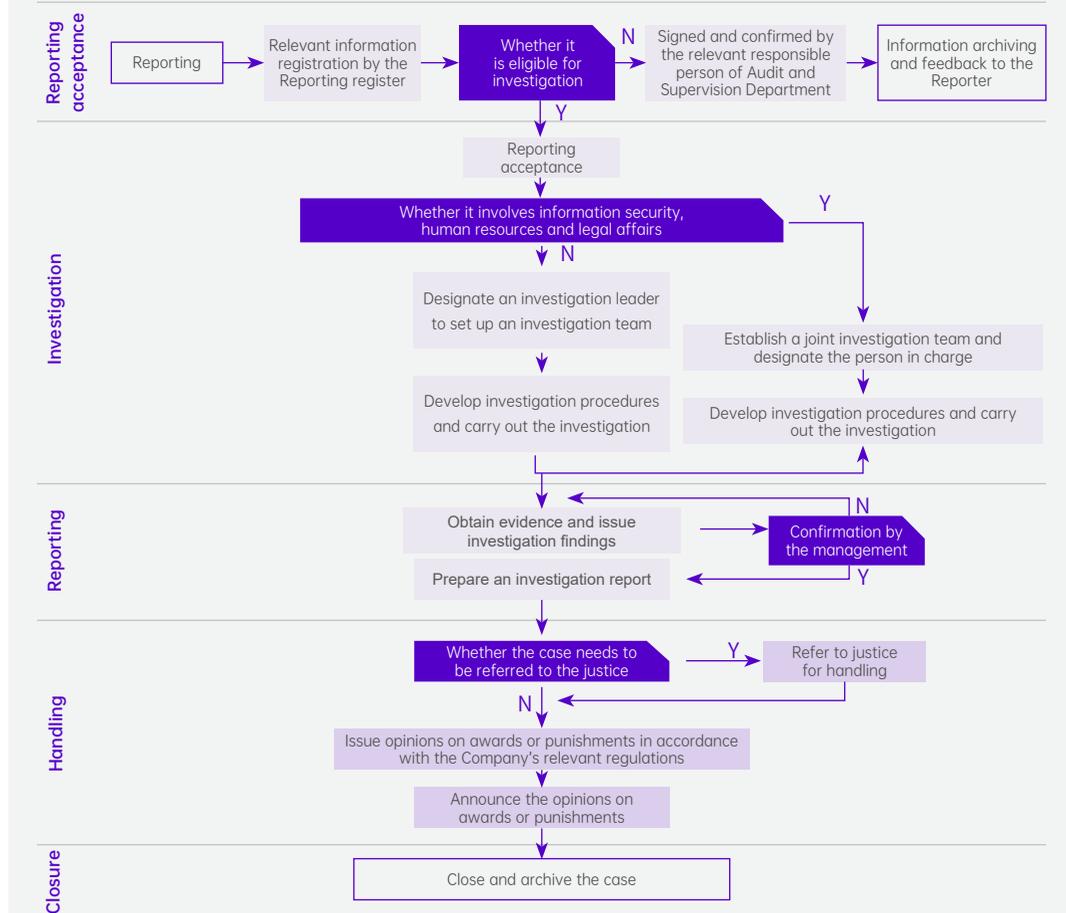
Whistleblowing channels

Email: Ad@transsion.com

Tip-off hotline (the same as WeChat): 15618156753

Address: 31st Floor, T33 Full Time Centre, No.8 Xianyuan Rd, Xili Sub-district, Nanshan District, Shenzhen City, China

Acceptance Process of Reporting and Supervision of Transsion Holdings



Transsion

Anti-unfair Competition

We strictly comply with the *Anti-Monopoly Law of the People's Republic of China*, *Anti-Unfair Competition Law of the People's Republic of China*, and other relevant laws and regulations, and have developed the *Anti-Monopoly Guidelines*, which clearly regulate related definitions and prohibited behaviours. We adhere to the principle of fair trading, prohibiting employees from manipulating markets, exploiting privileged information, or gaining improper benefits in an unfair manner. Focusing on business practices, the Company systematically prevents unfair competition behaviours such as abuse of market dominance, deceptive conduct, commercial bribery, false advertising, infringement of trade secrets, and false price-based sales, safeguarding fair and orderly market competition.

With changes in the market competition landscape and the continued strengthening of regulatory requirements, the Company closely tracked regulatory developments in the field of anti-unfair competition in 2025. In response to newly introduced industry regulatory rules and supplementary local provisions, the Company continuously monitored and improved the internal *Anti-monopoly Guidelines* and strengthened behavioural compliance requirements for emerging business models. These guidelines cover scenarios such as digital marketing and big data applications, explicitly prohibiting practices such as algorithmic collusion to manipulate prices or implementing discriminatory treatment through precise targeting, thereby supporting the Company's operations in complying with the latest laws and regulations.



During the Reporting Period, Transsion Holdings was **not** involved in any major cases of unfair competition, or any major significant lawsuits related to unfair competition, and was **not** subject to any major administrative penalties.

Tax Management

We strictly comply with the tax laws and regulations applicable in all jurisdictions in which we operate, fulfil our tax obligations in accordance with the law, and exercise our rights as taxpayers. The Company adheres to the principle of commercial substance over form. We do not adopt tax arrangements lacking commercial substance, and do not use secrecy jurisdictions or so-called tax havens for tax avoidance. The Board of Directors supervises and guides the Company's tax management matters, supporting the implementation of tax compliance requirements and the principles of integrity and compliance in the Company's business operations.



Appendix

Appendix 1: ESG Data Table and Notes

Environmental Indicators⁶

ESG Indicator Category		Unit	2025 Data
Pollutant management	Total VOCs emissions	kg	1,558.72
	Wastewater discharge volume	Tonne	172,864.60
	Chemical Oxygen Demand (COD)	Tonne	27.84
	Biochemical Oxygen Demand (BOD)	Tonne	12.23
Waste management	Total hazardous waste	Tonne	20.96
	Hazardous waste density	Tonne/RMB billion revenue	0.32
	Total non-hazardous waste	Tonne	4,933.00
	Non-hazardous waste density	Tonne/RMB billion revenue	75.21
	Total packaging materials used for finished products	Tonne	4,622.91
Greenhouse gas management ⁷	Scope 1 GHG emissions	tCO ₂ e	255.73
	Scope 2 GHG emissions	tCO ₂ e	31,802.78
	Scope 3 GHG emissions	tCO ₂ e	1,497,897.04
	Total GHG emissions	tCO ₂ e	1,529,955.56
	GHG emission intensity	tCO ₂ e/RMB billion revenue	23,325.61

ESG Indicator Category		Unit	2025 Data
Energy consumption management ⁸	Gasoline consumption	Tonne	15.45
	Diesel consumption	Tonne	18.50
	Natural gas consumption	m ³	69,621.00
	Purchased electricity consumption	kWh	59,937,391.73
	Renewable energy usage	kWh	320,764.00
	Direct energy consumption	tce	142.29
	Indirect energy consumption	tce	7,366.31
	Total energy consumption	tce	7,508.59
	Energy consumption intensity	tce/RMB billion revenue	114.48
Water resource management	Water withdrawal volume	Tonne	197,602.60
	Water withdrawal intensity	Tonne/RMB billion revenue	3,012.64

Social Indicators

ESG Indicator Category		Unit	2025 Data
Human resource management	Total number of employees	Person	24,025
	Total number of non-independent director and senior executives	Person	12
	Number of other management personnel	Person	512
	Number of grassroots employees	Person	23,501
	Number of full-time employees	Person	24,025
	Number of part-time employees and interns	Person	1,061
	Number of male employees	Person	17,132

⁶ In 2025, the company continued to expand the coverage of ESG data and strengthen the tracking, statistics and management of related data.

⁷ Scope 1 and Scope 2 greenhouse gas emissions mainly arise from fossil fuel combustion (including gasoline and natural gas) and purchased electricity consumption. We use the operational control approach and calculate greenhouse gas emissions with reference to the Guidelines for Accounting Methods and Reporting of Greenhouse Gas Emissions for Enterprises in Other Industrial Sectors and the GHG Protocol. The carbon dioxide emission factor for electricity is based on the national average electricity carbon dioxide emission factor set out in the Announcement on 2023 Electricity Carbon Dioxide Emission Factors issued by the Ministry of Ecology and Environment of the People's Republic of China and the National Bureau of Statistics. Scope 3 is calculated with reference to the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard, and the relevant emission factors are sourced from domestic and international databases, including the China Product Life Cycle Greenhouse Gas Emission Factor Database and US EPA Emission Factors.

⁸ The scope of Transsion Holdings' energy consumption statistics covers energy consumption from facilities directly controlled or owned during the reporting period. The parameter sources and calculation basis are the General Principles for Calculation of Comprehensive Energy Consumption (GB/T 2589-2020).

ESG Indicator Category		Unit	2025 Data
	Number of female employees	Person	6,893
	Number of employees aged 29 and below	Person	12,082
	Number of employees aged 30–49	Person	11,777
	Number of employees aged 50 and above	Person	166
	Number of employees in Mainland China	Person	12,185
	Number of employees in Hong Kong, Macao and Taiwan	Person	33
	Number of foreign employees	Person	11,807
	Number of ethnic minority employees	Person	774
	Employee turnover rate ⁹	Employee turnover rate	%
Male employee turnover rate		%	38.92
Female employee turnover rate		%	25.95
Turnover rate of employees aged 29 and below		%	41.89
Turnover rate of employees aged 30–49		%	23.90
Turnover rate of employees aged 50 and above		%	23.15
Employee turnover rate in Mainland China		%	34.97
Employee turnover rate in Hong Kong, Macao and Taiwan		%	23.26
Turnover rate of foreign employees		%	34.06
Occupational health and safety	Total duration of work safety training ¹⁰	Hour	1,500.60
	Number of participants in work safety training	Person-time	46,023

ESG Indicator Category		Unit	2025 Data
	Number of employee work-related fatalities over the past three year	Person	0
	Employee fatality rate	%	0
	Number of employees with work-related injuries	Person	11
	Working hours lost due to work-related injuries	Hour	1,537
	Coverage rate of work injury insurance	%	100
	Employee training	Total training hours	Hour
Average training hours per employee		Hour	11.35
Average training hours per male employee		Hour	13.28
Average training hours per female employee		Hour	6.55
Average training hours per non-independent director and senior executive		Hour	5.03
Average training hours per other management personnel		Hour	7.67
Average training hours per grassroots employee		Hour	11.43
Number of employees trained		Person-time	390,634
Training coverage rate of male employees		%	100.00
Training coverage rate of female employees		%	100.00
Training coverage rate of non-independent director and senior executives		%	100.00
Training coverage rate of other management personnel		%	100.00
Training coverage rate of grassroots employees		%	100.00
Total investment in employee training		RMB million	17.97

⁹ The employee turnover is calculated based on voluntary turnover rate.

¹⁰ The total duration of safety production training is calculated as the sum of the actual duration of relevant training conducted, without considering the number of participants.

Appendix 2: Benchmarking Index Table

Index Table for the Shanghai Stock Exchange *Sustainability Report Guidelines*

ESG Indicator Category		Unit	2025 Data
Supplier management	Number of suppliers in the Chinese Mainland, HongKong, Macao and Taiwan	Companies	3,042
	Number of overseas suppliers	Companies	9,374
	Signing rate of the <i>Integrity Commitment Letter</i> for newly onboarded suppliers	%	100
	Signing rate of the <i>Declaration of Stake for Suppliers of newly imported supplier</i>	%	100
Product responsibility	Number of quality management training sessions	Time	85
	Total duration of quality management training	Hour	5,100
	Total number of participants in quality management training	Person-time	2,825
	Number of product recall incidents caused by major product quality issues	Case	0
	Total number of product/service-related complaints received	Case	3,652
Information security and privacy protection	Coverage rate of information security and privacy protection training for full-time employees	%	100
Business ethics	Total number of non-independent directors and senior executives receiving anti-commercial bribery and anti-corruption training	Person	12
	Total number of full-time employees receiving anti-commercial bribery and anti-corruption training	Person	24,025
	Number of cases related to anti-corruption	Case	0
	Signing rate of the <i>Transsion Holdings Red Line Management System</i>	%	100
Public welfare and charity	Total investment in rural revitalisation	RMB million	2.03
	Amount invested in public welfare and charity	RMB million	4.65
	Total amount of external donations	RMB million	0.19

Disclosure Requirements	Corresponding Section in This Report
Climate change tackling	Environmental – Addressing climate change
Pollutant discharge	Environmental – Emissions and pollution management
Waste disposal	Environmental – Emissions and pollution management
Ecosystem and biodiversity protection	Environmental – Environmental compliance and ecosystem and biodiversity protection
Environmental compliance management	Environmental – Environmental compliance and ecosystem and biodiversity protection
Energy usage	Environmental – Use of Resources
Usage of water resources	Environmental – Use of Resources
Circular economy	Environmental – Circular economy
Rural revitalisation	Social – Rural revitalisation and social contribution
Contributions to the society	Social – Rural revitalisation and social contribution
Innovation-driven	Social – Innovation-driven
Ethics of science and technology	Social – Data security, privacy protection and technology ethics management
Supply chain security	Social – Supply chain management and equal treatment of SMEs
Equal treatment to small and medium-sized enterprises	Social – Supply chain management and equal treatment of SMEs
Safety and quality of products and services	Social – Product and service safety and quality
Data security and customer privacy protection	Social – Data security, privacy protection and technology ethics management
Employees	Social – Employment and protection of employee rights
	Social – Employee health and safety
	Social – Employee training and development

Disclosure Requirements	Corresponding Section in This Report
Due diligence	Materiality assessment of topics
Communications with stakeholders	Materiality assessment of topics
Anti-commercial bribery and anti-corruption	Governance – Anti-commercial bribery, anti-corruption and anti-unfair competition
Anti-unfair competition	Governance – Anti-commercial bribery, anti-corruption and anti-unfair competition
Self-disclosure topics	Governance – Corporate governance
	Governance – Risk and compliance management

Index Table for the HKEx ESG Reporting Code

Topic	Requirements	Report Sections
A.Environmental		
A1: Emissions	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to air emissions, discharges into water and land, and generation of hazardous and non-hazardous waste.	Environmental – Emissions and pollution management
	KPI A1.1	The types of emissions and respective emissions data.
	KPI A1.3	Total hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).
	KPI A1.4	Total non-hazardous waste produced (in tonnes) and, where appropriate, intensity (e.g. per unit of production volume, per facility).

Topic	Requirements	Report Sections
A1: Emissions	KPI A1.5	Description of emission target(s) set and steps taken to achieve them.
	KPI A1.6	Description of how hazardous and non-hazardous wastes are handled, and a description of reduction target(s) set and steps taken to achieve them.
A2 Use of Resources	General Disclosure Policies on the efficient use of resources, including energy, water and other raw materials.	
	KPI A2.1	Direct and/or indirect energy consumption by type (e.g. electricity, gas or oil) in total (kWh in '000s) and intensity (e.g. per unit of production volume, per facility).
	KPI A2.2	Water consumption in total and intensity (e.g. per unit of production volume, per facility).
	KPI A2.3	Description of energy use efficiency target(s) set and steps taken to achieve them.
	KPI A2.4	Description of whether there is any issue in sourcing water that is fit for purpose, water efficiency target(s) set and steps taken to achieve them.
	KPI A2.5	Total packaging material used for finished products (in tonnes) and, if applicable, with reference to per unit produced.
A3 Environment and Natural Resources	General Disclosure Policies on minimising the issuer's significant impacts on the environment and natural resources.	
	KPI A3.1	Description of the significant impacts of activities on the environment and natural resources and the actions taken to manage them.

Topic	Requirements	Report Sections
B. Social		
B1: Employment	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to compensation and dismissal, recruitment and promotion, working hours, rest periods, equal opportunity, diversity, anti-discrimination, and other benefits and welfare.	Social – Employment and protection of employee rights
	KPI B1.1	Total workforce by gender, employment type (for example, full- or part-time), age group and geographical region.
	KPI B1.2	Employee turnover rate by gender, age group and geographical region.
B2 Health and Safety	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to providing a safe working environment and protecting employees from occupational hazards.	Social – Employee health and safety
	KPI B2.1	Number and rate of work-related fatalities occurred in each of the past three years including the reporting year.
	KPI B2.2	Lost days due to work injury.
	KPI B2.3	Description of occupational health and safety measures adopted, and how they are implemented and monitored.
B3: Development and Training	General Disclosure Policies on improving employees' knowledge and skills for discharging duties at work. Description of training activities.	Social – Employee training and development
	KPI B3.1	The percentage of employees trained by gender and employee category (e.g., senior management, middle management).
	KPI B3.2	The average training hours completed per employee by gender and employee category.
B4: Labour Standards	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to preventing child and forced labour.	Social – Employment and protection of employee rights
	KPI B4.1	Description of measures to review employment practices to avoid child and forced labour.
	KPI B4.2	Description of steps taken to eliminate such practices when discovered.

Topic	Requirements	Report Sections
B5 Supply Chain Management	General Disclosure Policies on managing environmental and social risks of the supply chain.	Social – Supply chain management and equal treatment of SMEs
	KPI B5.1	Number of suppliers by geographical region.
	KPI B5.2	Description of practices relating to engaging suppliers, number of suppliers where the practices are being implemented, and how they are implemented and monitored.
	KPI B5.3	Description of practices used to identify environmental and social risks along the supply chain, and how they are implemented and monitored.
	KPI B5.4	Description of practices used to promote environmentally preferable products and services when selecting suppliers, and how they are implemented and monitored.
B6: Product Responsibility	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to health and safety, advertising, labelling and privacy matters relating to products and services provided and methods of redress.	Social – Product and service safety and quality
	KPI B6.1	Percentage of total products sold or shipped subject to recalls for safety and health reasons.
	KPI B6.2	Number of products and service related complaints received and how they are dealt with.
	KPI B6.3	Description of practices relating to observing and protecting of intellectual property rights.
	KPI B6.4	Description of quality assurance process and recall procedures.
	KPI B6.5	Description of consumer data protection and privacy policies, and how they are implemented and monitored.

Topic	Requirements	Report Sections
B7: Anti-corruption	General Disclosure Information on: (a) the policies; and (b) compliance with relevant laws and regulations that have a significant impact on the issuer relating to bribery, extortion, fraud and money laundering.	Governance – Anti-commercial bribery, anti-corruption and anti-unfair competition
	KPI B7.1	Number of concluded legal cases regarding corrupt practices brought against the issuer or its employees during the reporting period and the outcomes of the cases. ESG data table and notes
	KPI B7.2	Description of preventive measures and whistle-blowing procedures, and how they are implemented and monitored. Governance – Anti-commercial bribery, anti-corruption and anti-unfair competition
	KPI B7.3	Description of anti-corruption training provided to directors and staff. Governance – Anti-commercial bribery, anti-corruption and anti-unfair competition
B8 Community Investment	General Disclosure Policies on community engagement to understand the needs of the communities where the issuer operates and to ensure its activities take into consideration the communities' interests.	Social – Rural revitalisation and social contribution
	KPI B8.1	Focus areas of contribution (e.g., education, environmental concerns, labour needs, health, culture, sport). Social – Rural revitalisation and social contribution
	KPI B8.2	Resources contributed (e.g., money or time) to the focus area. ESG data table and notes

PART D: Climate-Related Disclosures	Report Sections
(I) Governance	Environmental – Addressing climate change
(II) Strategy	Environmental – Addressing climate change
Climate-related risks and opportunities Business model and value chain Strategy and decision-making Financial position, financial performance and cash flows Climate resilience	
(III) Risk Management	Environmental – Addressing climate change
(IV) Metrics and Targets	Environmental – Addressing climate change ESG data table and notes
Greenhouse gas emissions Climate-related transition risks Climate-related physical risks Climate-related opportunities Capital deployment Internal carbon prices Remuneration Industry-based metrics Climate-related targets Applicability of cross-industry metrics and industry-based metrics	

GRI Standards Index

General Standard Disclosures			Report Sections
GRI 2: General Disclosures 2021	2-1	Organisation details	Company overview
	2-2	Entities included in the organisation's sustainability report	About this report
	2-3	Reporting period, frequency and contact point	About this report
	2-4	Restatements of information	Not applicable
	2-5	External assurance	/
	2-6	Activities, value chain and other business relationships	Social – Supply chain management and equal treatment of SMEs
	2-7	Employees	Social – Employee health and safety Social - Employment and protection of employee rights Social — Employee training and development ESG data table and notes
	2-8	Workers who are not employees	/
	2-9	Governance structure and composition	ESG governance Governance – Corporate governance
	2-10	Nomination and selection of the highest governance body	Governance – Corporate governance
	2-11	Chair of the highest governance body	Governance – Corporate governance
	2-12	Role of the highest governance body in overseeing the management of impacts	Governance – Corporate governance
	2-13	Delegation of responsibility for managing impacts	ESG governance
	2-14	Role of the highest governance body in sustainability reporting	ESG governance
	2-15	Conflicts of interest	Governance – Corporate governance
	2-16	Communication of critical concerns	Materiality assessment of topics

General Standard Disclosures			Report Sections
	2-17	Collective knowledge of the highest governance body	Governance – Corporate governance
	2-18	Evaluation of the performance of the highest governance body	Governance – Corporate governance
	2-19	Remuneration policies	Social – Employment and protection of employee rights
	2-20	Process to determine remuneration	Social – Employment and protection of employee rights
	2-21	Annual total compensation ratio	/
	2-22	Statement on sustainable strategy	Message from the management
	2-23	Policy commitments	/
	2-24	Embedding policy commitments	Message from the management Social – Supply chain management and equal treatment of SMEs
	2-25	Processes to remediate negative impacts	Social – Product and service safety and quality
	2-26	Mechanisms for seeking advice and raising concerns	About this report Governance – Corporate governance Social – Employment and protection of employee rights
	2-27	Compliance with laws and regulations	Environmental Social Governance
	2-28	Membership of associations	Not applicable
	2-29	Approach to stakeholder engagement	Materiality assessment of topics
	2-30	Collective bargaining agreements	/

General Standard Disclosures			Report Sections
GRI 3: Material Topics 2021	3-1	Process to determine material topics	Materiality assessment of topics
	3-2	List of material topics	Materiality assessment of topics
	3-3	Management of material topics	Materiality assessment of topics
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed	/
	201-2	Financial implications and other risks and opportunities due to climate change	Environmental - Addressing climate change
	201-3	Defined benefit plan obligations and other retirement plans	Social – Employment and protection of employee rights
	201-4	Financial assistance received from government	Refer to the 2025 Annual Report
GRI 202: Market Presence 2016	202-1	Ratio of standard entry-level wage by gender compared with local minimum wage	/
	202-2	Proportion of senior management hired from the local community	/
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported	/
	203-2	Significant indirect economic impacts	/
GRI 204 : Practical Procurement 2016	204-1	Proportion of spending on local suppliers	/
GRI 205: Anti-corruption 2016	205-1	Operational sites assessed for risks related to corruption	Governance – Anti-commercial bribery, anti-corruption and anti-unfair competition
	205-2	Communication and training about anti-corruption policies and procedures	Governance – Anti-commercial bribery, anti-corruption and anti-unfair competition
	205-3	Confirmed incidents of corruption and actions taken	Governance – Anti-commercial bribery, anti-corruption and anti-unfair competition

General Standard Disclosures			Report Sections
GRI 206: Anti-competitive Behaviour 2016	206-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Governance – Anti-commercial bribery, anti-corruption and anti-unfair competition
GRI 207: Tax 2019	207-1	Approach to tax	/
	207-2	Tax governance, control and risk management	Governance – Anti-commercial bribery, anti-corruption and anti-unfair competition
	207-3	Stakeholder engagement and management concerning tax	/
	207-4	Country-by-country reporting	/
GRI 301: Materials 2016	301-1	Materials used by weight and volume	ESG data table and notes
	301-2	Recycled input materials used	Environmental – Circular economy
	301-3	Reclaimed products and their packaging materials	Environmental – Circular economy
GRI 302: Energy 2016	302-1	Energy consumption within the organisation	ESG data table and notes
	302-2	Energy consumption outside of the organisation	/
	302-3	Energy intensity	ESG data table and notes
	302-4	Reduction of energy consumption	Environmental – Use of resources
	302-5	Reduction of energy requirements of products and services	Environmental – Circular economy
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Environmental – Use of resources
	303-2	Management of water discharge-related impacts	Environmental – Use of resources
	303-3	Water withdrawal	ESG data table and notes
	303-4	Water discharge	Environmental – Use of resources
	303-5	Water consumption	Environmental – Use of resources

General Standard Disclosures			Report Sections
GRI 304: Biodiversity 2016	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Not applicable
	304-2	Significant impacts of activities, products and services on biodiversity	Environmental – Environmental compliance and ecosystem and biodiversity protection
	304-3	Habitats protected or restored	Not applicable
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Not applicable
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	ESG data table and notes
	305-2	Energy indirect (Scope 2) GHG emissions	ESG data table and notes
	305-3	Other indirect (Scope 3) GHG emissions	ESG data table and notes
	305-4	GHG emissions intensity	ESG data table and notes
	305-5	Reduction of GHG emissions	/
	305-6	Emissions of Ozone-depleting Substances (ODS)	/
	305-7	Nitrogen Oxides (NO _x), Sulphur Oxides (SO _x) and other significant air emissions	/
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Environmental – Emissions and pollution management
	306-2	Management of significant waste-related impacts	Environmental – Emissions and pollution management
	306-3	Waste generated	Environmental – Emissions and pollution management ESG data table and notes
	306-4	Waste diverted from disposal	Environmental – Emissions and pollution management
	306-5	Waste directed to disposal	Environmental – Emissions and pollution management

General Standard Disclosures			Report Sections
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	Social – Supply chain management and equal treatment of SMEs
	308-2	Negative environmental impacts in the supply chain and actions taken	Social – Supply chain management and equal treatment of SMEs
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	ESG data table and notes
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Social – Employment and protection of employee rights
	401-3	Parental leave	Social – Employment and protection of employee rights
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes	Not applicable
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Social – Employee health and safety
	403-2	Hazard identification, risk assessment and incident investigation	Social – Employee health and safety
	403-3	Occupational health services	Social – Employee health and safety
	403-4	Worker participation, consultation, and communication on occupational health and safety	Social – Employee health and safety
	403-5	Worker training on occupational health and safety	Social – Employee health and safety Social – Employee training and development
	403-6	Promotion of worker health	Social – Employee health and safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Social – Employee health and safety
	403-8	Workers covered by an occupational health and safety management system	Social – Employee health and safety
	403-9	Work-related injuries	ESG data table and notes
	403-10	Work-related ill health	Social – Employee health and safety

General Standard Disclosures			Report Sections
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	ESG data table and notes
	404-2	Programs for upgrading employee skills and transition assistance programs	Social – Employee training and development
	404-3	Percentage of employees receiving regular performance and career development reviews	Social – Employment and protection of employee rights
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Social – Employment and protection of employee rights ESG data table and notes
	405-2	Ratio of basic salary and remuneration of women to men	/
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	Social – Employment and protection of employee rights
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not applicable
GRI 408: Child Labour 2016	408-1	Operations and suppliers at significant risk for incidents of child labour	Not applicable
GRI 409: Forced or Compulsory Labour 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	Not applicable
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures	/

General Standard Disclosures			Report Sections
GRI 411: Rights of Indigenous Peoples 2016	411-1	Incidents of violations involving rights of indigenous peoples	Not applicable
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	Responsibility topics Social – Rural revitalisation and social contribution
	413-2	Operations with significant actual and potential negative impacts on local communities	Not applicable
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	Social – Supply chain management and equal treatment of SMEs
	414-2	Negative social impacts in the supply chain and actions taken	Social – Supply chain management and equal treatment of SMEs
GRI 415: Public Policy 2016	415-1	Political contributions	Not applicable
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Social – Product and service safety and quality
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Social – Product and service safety and quality
GRI 417: Marketing and Labelling 2016	417-1	Requirements for product and service information and labelling	Social – Product and service safety and quality
	417-2	Incidents of non-compliance concerning product and service information and labelling	/
	417-3	Incidents of non-compliance concerning marketing communications	/
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and loss of customer data	Social – Data security, privacy protection and technology ethics management

Feedback Form

Dear readers:

Thank you for reading the *Transsion Holdings 2025 Environmental, Social and Governance (ESG) Report*. We value your feedback highly and would greatly appreciate any comments or suggestions that can help us continuously improve our report.

If you have any comments or suggestions regarding this Report, please feel free to contact us through the following channels.

Address: Shenzhen Transsion Tower, No.8 Xianyuan Rd, Xili Community, Xili Subdistrict, Nanshan District, Shenzhen City, China

Phone: 0755-33979932

Fax: 0755-33979211

Email: investor@transsion.com

Your Information

Name: _____

Organisation: _____

Position: _____

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Your evaluation of this Report: (Please check the appropriate box)

Question	Excellent	Good	Average	Poor	Not Applicable
Do you think this report highlights the Company's key information regarding sustainable development?	<input type="checkbox"/>				
Do you think the information and indicators disclosed in this Report are clear, accurate and complete?	<input type="checkbox"/>				
Do you find the content arrangement and style design of this Report convenient for reading?	<input type="checkbox"/>				
How do you evaluate the Company's performance in serving customers and protecting their interests?	<input type="checkbox"/>				

Which part of the Report interests you the most?

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

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

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