



2024
BOE SUSTAINABILITY
REPORT

### **About This Report**

#### Reporting Period

This report covers the period from January 1 to December 31, 2024. Part of the content is beyond the above time range.

#### Reporting Cycle

BOE has published the annual Sustainability Report since 2010. The last report was published in April 2024.

#### Reporting Scope

This report, covering regions where BOE operates, presents the sustainable development philosophy, strategy and practices of BOE and its subsidiaries as well as their business operations during the reporting period. Unless otherwise specified, the scope of this report is consistent with that of the annual report.

#### Reporting Data

This report provides data gathered as of December 31, 2024. If there is any discrepancy between the financial data in the report and the annual report, please refer to the annual report.

#### Preparation Basis

This report is prepared in accordance with the core option of the Self-regulatory Guideline No.17 for Companies Listed on Shenzhen Stock Exchange - Sustainability Report (For Trial Implementation), Self-regulatory Guideline No.3 for Companies Listed on Shenzhen Stock Exchange - SustainabilityReport Compilation, GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Sustainability Standards Board (GSSB), the Guideline No.1 for Self-Regulation of Listed Companies- Standardized Operation of Companies Listed on the Main Board, the Code of Corporate Governance for Listed Companies, Guidance on Social Responsibility of Information and Communication Technology Industry (SJ/T 16000-2016), the Evaluation Index System on Social Responsibility Governance Level of Information and Communication Technology Industry (T/CESA 16003-2021), and the 2030 Agenda for Sustainable Development issued by United Nations. By systematically integrating the requirements of key guidelines and standards, this report responds to stakeholders' expectations and requirements, highlighting industrial features and corporate characteristics.

#### Designations

BOE Technology Group Co., Ltd. is also referred to as "BOE" "the Company" "the Group" or "we" in this report.

#### Report Availability

This report is available in printed and electronic versions. The electronic version can be accessed online or downloaded from the official website of BOE, www.boe.com. You are welcome to call or email us if you have any questions or advice about the report.

#### **Contact Information**

BOE Technology Group Co., Ltd.

Add.: No.12 Xihuan Middle Rd, BDA, Beijing 100176, P.R. China Tel: 010-60965572 (Sustainable Development Department)

Email: csr@boe.com.cn

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### Message from the Chairman



### Navigating the path to sustainability with responsibility

In the vast river of time, each year leaves its unique imprint. Looking back on 2024, the intertwined global political and economic turbulence continually tested the resilience of the semiconductor display industry. At the same time, booming AI and IoT technologies have infused unprecedented vitality into the fertile tech soil of the Internet of Everything (loE).

As a global leader in the display industry, BOE harnesses its cutting-edge technology and robust, efficient operational strategy to continually drive the layout and development of our "1+4+N+Eco-chain" business under the Screen of Things strategy. As a result, the display technology is elevated to dimensions beyond. By leveraging screens for more functions, forms, and scenarios, we keep breaking new ground in product forms, scenario boundaries, and application dimensions. Today, our innovation businesses generate 30% of BOE's total revenue, demonstrating the growth potential of Screen of Things as a new driving force of BOE's highquality development.

In 2024, BOE unveiled its Screen of Things-based "Nth curve" theory of strategic upgrading. While ensuring robust development of our primary business, we leverage core strengths to deepen the integration of the display industry with IoT, AI, and big data featuring extensibility, rationality, and solid support, thus exploring the growth potential of BOE's sustainable development. Building upon our core strengths in semiconductor display, glass substrate processing, and largescale integrated smart manufacturing, we venture into emerging cutting-edge fields including glass substrate packaging and perovskite photovoltaic devices.

In April 2024, BOE launched its "AI+" strategy, dedicating funds to accelerate R&D of AI and related technologies. We target three key application areas, including AI+ Manufacturing, Al+ Products, and Al+ Operations, to empower high-quality industry growth. Notably, our display industry large model was shortlisted in Beijing's inaugural Research Report on Typical Cases in "Artificial Intelligence+" Application Scenarios and Beijing's 2024 Typical Cases in Al Large Model Application Scenarios. Our AloT +OLED Intelligent IR Drop Compensation Technology received the DIC AWARD 2024, becoming the only award-winning solution based on AI technology in the display device sector.

2024 marked the 20th anniversary of the Environmental, Social and Governance (ESG) principles proposed by the United Nations Global Compact. Alongside this milestone, BOE's commitment to corporate responsibility, social well-being, and sustainable development has reached new heights. Our journey of continuous innovation and strategic upgrading embodies our exploration and practice of creating harmony between industry development, nature, and society. From product innovation to carbon reduction pathways, from social welfare to cultural inheritance, BOE facilitates long-term synergy with society and the environment through concrete actions, establishing a cornerstone for our sustainable, high-quality growth.

#### Supporting green development through effective approaches.

In the IoE era, green development has become a shared aspiration across the globe. To our belief, effective green development hinges not on loud promises but on clear vision, and not only on bold goals but also on diligent implementation. Through the three concepts of "Green+, Innovation+, and Community+", we inject sustainability ethos into every aspect of our Screen of Things, aiming to create a better future for society.

Our lean operation centers on "green management", "green

plants", "green supply chain", and "green products", forming a systematic energy-saving pathway embedded throughout the product lifecycle from design and production to sales and recovery. By embedding green principles across all aspects, we achieve harmony with society and the environment.

Currently, BOE operates 18 "national green factory", the display industry's sole "national zero-waste enterprise", 1 "lighthouse factory", 2 "zero-carbon factory", and 4 "national green supply chain management enterprise". Additionally, we support international initiatives including the Science Based Targets initiative (SBTi) and Carbon Disclosure Project (CDP), with 8 plants joining SBTi, and 7 plants certified by the UL 2799 Zero Waste to Landfill, with a platinum rating (the highest level of the certification).

Green is not just a color, it's more about a choice. We are dedicated to achieving operational carbon neutrality by 2050 through concrete actions. With a clear carbon peak and neutrality strategy supported by six approaches, we aim to establish a closed-loop green system across our business and product lifecycle, and elevate both environmental stewardship and social well-being to new heights.

#### Fulfilling social mission through meaningful actions —

At the forefront of the IoE era, BOE mirrors both technological progress and societal aspirations. We are guided by our vision "to be the most respected company on earth". Beyond the capacity to achieve technological breakthroughs, BOE is tasked with meeting societal needs with technology to earn public trust and admiration. Being such a company requires BOE not only to expand business footprint, but also to enable a collaborative future and compassionate initiatives with responsibility and foresight. Within the Screen of Things ecosystem, we view cooperation as

uniting through trust and synergy with wisdom, instead of merely pooling resources. From R&D labs to production floors. from supply chains to end markets, every partnership drives mutual success. We see not isolated efforts but a shared future rooted in profound understanding and common aspiration for sustainable industry growth. BOE stands by three principles: market-orientation as our operational cornerstone, guiding our steady expansion based on market needs; internationalization as our inevitable path, propelling us to work with world-class clients and partners toward success; and specialization as our foundation, crafting excellence through dedication and leading the future with technology.

Consequently, we are committed to four goals; exercising our strategy to drive growth through market-oriented thinking: fulfilling global customer needs by developing higher-quality products and services through smart innovation; creating value with global partners to jointly facilitate continuous prosperity of the semiconductor display industry; and fostering all-win partnerships to promote sustainable socioeconomic development.

Committed to cooperation, BOE aims to launch over 500 joint projects, invest more than RMB 100 billion in technology R&D. and allocate over RMB one trillion for procurement by 2030 to stimulate industry development. We will consistently spark innovation through platform development, incubation services, collaborative innovation, and talent exchanges. We will also continue to launch diverse social welfare activities in rural areas and communities. Within our industry, from medical display devices to intelligent diagnostic and treatment platforms, from smart cultural exhibition schemes to smart education products, every technological contribution reflects our dedication to social welfare. By the end of 2024, we had established 126 smart classrooms, delivered over 400 online charitable courses to

more than 20,000 students in 26 schools through the 100 Public Welfare Lessons on Traditional Culture in the Palace Museum program, which has launched by BOE and the Palace Museum. Additionally, our 1,781 medical outreach activities reached over 274.000 people.

#### Moving toward an innovative culture-led future ——

Amid rising global competition and rapid technological shifts, BOE holds fast to its original aspiration and ideal. Through "being grateful, showing reverence, surpassing itself" and "integrity, ambition, courage, morale, confidence", we pass on fine culture to make steady strides and achieve standout success in the global market. Looking to the next 30 years, we will follow our growth philosophy of "inheritance, innovation, development" to elevate our development quality while accumulating and consolidating our core competitive edge for sustainable development.

BOE places immense value on corporate culture as a development driving force, ensuring every employee embraces its essence. In 2024, through role models, institutional support, and valuedriven guidance, our cultural heritage inspired every individual at BOE, breathing life into our Screen of Things development. In technology and management, we fostered innovation, boosted collaboration, elevated product and service quality, empowering BOE to thrive in fierce competition. In talent training, we selected young innovators with a sense of social responsibility, offered them diverse career opportunities and promotion channels, working to build a resilient team to pursue excellence.

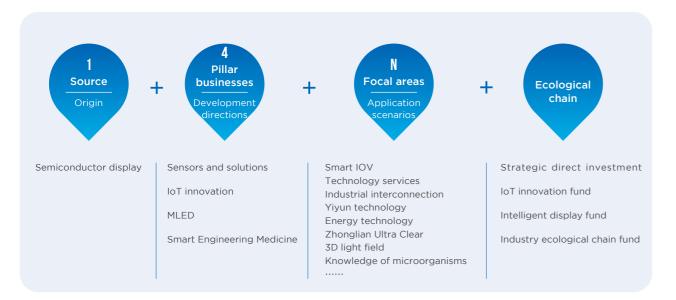
We firmly believe that only when capability aligns with responsibility, and innovation pairs with sustainability philosophy, will enterprises achieve sustainable development and create a better future with greater social and environmental contributions.

To this end, our Screen of Things strategy will propel us forward, with sustainable technological innovation as our guiding principle. Over the next three decades, we commit to delivering exceptional products and services to users, sharing benefits and developments with partners, and supporting employee fulfillment. We will also embrace tech for good, improve life with dedication, and turn the boundless potential of the IoT era into benefits for all.

# About **BOE**

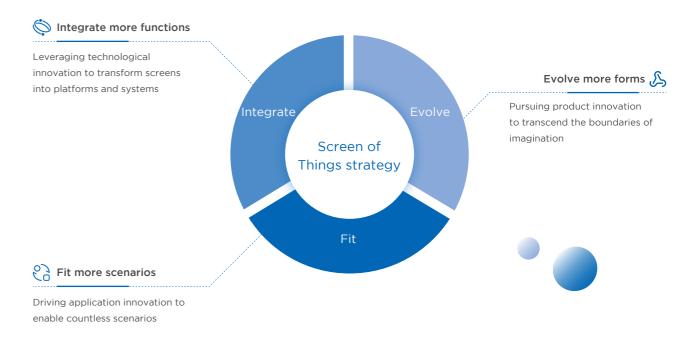
BOE Technology Group Co., Ltd., founded in April 1993, is a leading IoT innovation company providing intelligent interface products and services for information interaction and human health. Our "1+4+N+eco-chain" business architecture is centered on Semiconductor Display and features the integrated development of four business groups, namely, IoT Innovation, Sensors and Solutions, MLED and Smart Engineering Medicine. BOE has manufacturing bases in many parts of China including Beijing, Hefei, Chengdu, Chongqing, Fuzhou, Mianyang, Wuhan, Kunming, Suzhou, Ordos, Qingdao and Nanjing, as well as subsidiaries in nearly 20 countries and regions such as the United States, Germany, Britain, Japan, South Korea, Singapore, India, Brazil, and the United Arab Emirates. The service network covers many regions of the world such as Europe, Americas, Asia, and Africa.

# 1+4+N+eco-chain"



### Development Strategy

Drawing upon our years of dedication to the semiconductor display and IoT industries, we have formulated the Screen of Things strategy aligned with our commitment to high-quality development. Simultaneously, through deep reflection on industry development practices, we have introduced the "Nth curve" theory of strategic upgrading. By building up core capabilities and expanding our industry value chain, we continuously explore the "Nth curve" in line with market needs, thus driving high-quality sustainability. Guided by our Screen of Things strategy, we have established a "1+4+N+eco-chain" business architecture. Meanwhile, we further explore our "Nth curve" business to create an integrated, symbiotic, and synergistic industry ecosystem, and contribute to our long-term prosperity.



### **Business Scope**

### Semiconductor Display

As a leading company in the global semiconductor display industry, BOE has led China's display industry from scratch to maturity and prosperity. At present, every fourth smart terminal in the world has a display from BOE. Its ultra-highdefinition, flexible and microdisplay solutions have been widely used renowned brands at home and abroad. According to global market research agency Omdia and Sigmaintell, BOE remained No.1 in the world by shipments of LCD panels for smartphone, tablet, laptop, monitor and TV.

#### **⋈** IoT Innovation

Our IoT innovation business comprises smart devices and system solutions, which is based on our industry-leading intelligent manufacturing capabilities and the continuously evolving IoT technology. Consequently, BOE has created an integrated industrial platform of "display devices - smart devices - system solutions." Through an innovative ODM model, BOE provides customers with competitive smart terminal products across a wide range of fields such as TVs, monitors, laptops, tablets, power-efficient display, IoT, and 3D display. Leveraging AI and big data technologies, BOE provides a suite of total solutions for IoT segments such as smart park and smart finance, with a focus on products and services integrating software and hardware.

#### ((w)) Sensors and Solutions

BOE's sensors and solutions business focuses on medical imaging, smart window and industrial sensors, and consumer electronics. The X-ray flat panel detector backplane (FPXD) has been widely used by high-end medical device companies in Europe, America, Japan, South Korea and other parts of the world. Our smart window provides competitive sensor devices and application solutions for fields such as construction by our display and sensor technology innovation. Industrial sensors can be applied in industries such as 3C electronics, semiconductors, logistics, transportation, new energy, pharmaceutical and food, automotive vehicles and components.



#### **MLED**

BOE's MLED business boasts high-precision, glass-based semiconductor process, unique active drive architecture, and high-efficiency, high-precision transfer technology. Coupled with the expansion of LED epitaxial and chip technology, at the core of the industry chain, through industrial integration, the MLED business ecology has been efficiently integrated, strongly consolidating the leading edge of the entire Mini/Micro LED industry chain. We provide innovative LED display systems and solutions, including P0.3 Micro LED COG LTPS P0.5 MLED, COG LTPS P0.9 MLED, full COB P0.9-1.5 series, and SMD series. Our backlighting products has also found applications in multiple fields, such as TVs, monitors, laptops and automobiles, bringing a brand-new visionary world.



#### **Smart Engineering Medicine**

Through integration and innovation of technology and medicine, BOE's Smart Engineering Medicine business focuses on families, communities, and hospitals with a people-centered approach. By building a health IoT platform, we bridge testing equipment, medical staff, and customers, forming a smart health management ecosystem. With health management as the core, the health IoT ecology, driven by medicine & engineering integration products and supported by digital hospitals and healthcare communities, provides high-quality and convenient healthcare services across prevention, treatment, and wellness. To date, BOE has established digital hospitals in cities like Beijing, Hefei, Chengdu, and Suzhou, offering people-centered full-cycle and all-round health management services.

### BOE in 2024: Responsibility and Growth



### Sustainability Footprint



#### Environmental

National Green Factory

87,100<sub>tCO,e</sub>

BOE plants have joined the SBTi\*



supplier-driven low-carbon projects facilitated

27,100 tco,e of annual carbon reduction

126 smart classrooms built through our Illuminating the Growth Path project

over **63.500** teachers and students benefitted

1.781 public welfare activities held 274,000+

566,613 hours (online+offline) learning on Employee Learning Platform

800,000 visits to Employee Learning Platform

#### Governance

female Board members

independent directors on board

Establish a three-tier sustainable development organization from the governance level, management level to the execution level





2023-2024 CES Global Top10 CE Brands



2024 Ecosystem Brand Leader



FORTUNE TECH 50



National Best Practice Enterprise for Corporate



2024 David Sarnoff Industry Achievement Award to BOE 🕊 WISE2024 King of Business









Listed Companies in Manufacturing



Top 100 Best Employers in China 2024



Extraordinary Employer





2024 Forbes China ESG 50





2024 GoldenBee CSR China Honor Roll· ESG Competitiveness · Sustainable Product & Service



International Award for Best Supply Chain Solution in The Asset Triple A Asian Awards 2024



<sup>\*</sup> This data is dated as of March 2025

# Unleashing Powerful Green Productivity on Carbon Reduction Path

BOE embraces a management policy of "comprehensive planning, continuous carbon reduction, value extension, and green development". We tap green and low-carbon technologies and modes to secure effective implementation of our carbon peak and carbon neutrality strategy, joining hands with stakeholders for a low-carbon future.

#### Climate Governance

BOE has established a carbon peak and carbon neutrality project team, comprising a leading group and a task force, with the Chairman serving as the leader and heads of each business line and organization as members. Each business line has set up a carbon peak and carbon neutrality group to consistently deepen our carbon peak and carbon neutrality initiatives by piloting (in display business) performance assessment on internal carbon emissions management and strengthening the accountability mechanism for driving the carbon peak and carbon neutrality strategy. Additionally, we organize capability improvement programs on topics like carbon management. Through series activities including training, science popularization, consulting briefs on carbon peak and carbon neutrality, and carbon labeling program, we enhance relevant staff's understanding of climate change and latest industry developments. These efforts strengthen our professional carbon management and sustainability capabilities, and support the realization of our green transition and sustainable development goals.

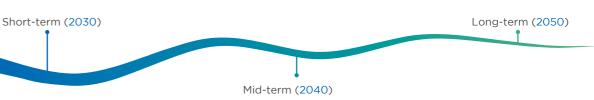
#### Climate Strategy

Based on our industrial layout, forward planning, and characteristics of our GHG emissions, we set our carbon peak and carbon neutrality goal with a scientific decision-making mechanism, pledging to achieve carbon neutral operation by 2050. To realize this long-term ambition, we have formulated six approaches to enable higher efficient measures of carbon reduction in an orderly and efficient manner and keep improving the low-carbon operational model across the industrial chain. Guided by the carbon peak and carbon neutrality goal, BOE further advances green and low-carbon development in the display industry. Through our "technology + green" industrial upgrade strategy, we aspire to foster an open, green and low-carbon display ecosystem under a win-win collaboration.



#### Operational emission reduction and renewable energy targets at BOE in the display industry

- Carbon emissions down by 10% compare to a 2022 baseline
- 30% renewable energy utilization
- · Carbon emissions down by 30% compare to a 2022 baseline
- 40% renewable energy utilization
- Carbon neutrality across all operations
- 100% renewable energy utilization



#### Risk and Opportunity Management

Leveraging existing risk management processes and referencing the TCFD framework. BOE enhances risk identification associated with climate change, water resources, biodiversity, and plastic use. After analyzing their short-term, medium-term, and longterm impacts on direct operations, upstream supply chain, and downstream clients, we have established a risk management system including responses and monitoring. We incorporate risk assessment results into our strategic sustainability goals, and develop action plans with regular implementation reviews to ensure methodical goal achievement. At the operational level, we have formulated emission reduction measures and implementation pathways to secure long-term sustainable operations.

For the upstream supply chain, we utilize risk assessment results to refine the EHS code of conduct for suppliers, strengthen requirements for GHG emissions, water resource management, and plastic usage, and conduct annual audits of key suppliers to evaluate the effectiveness of their environmental risk management systems. With downstream clients, we address their priority material topics while maintaining compliance, thoroughly consider the resource and environmental impacts of our products, and embed the green concept into product design, R&D, packaging, and transportation stages. Through carbon footprint accounting and environmental impact assessments, we promote products to be green, low-carbon, and eco-friendly and improve their recycling rates.

#### A Path towards Carbon Reduction

Drawing on risk and opportunity analyses, we benchmark against the carbon neutrality pathways of model companies to form emission forecasts for each business sector. Considering their emission characteristics, we streamline emission reduction measures and conduct cost analyses for various carbon neutrality timelines. Following validation for rationality, we identify carbon neutrality timeline and pathways for each business sector. Additionally, we steadily advance the six approaches by deepening and refining various measures to effectively implement our decarbonization strategy.



#### Green management

At the operational level, BOE has established a carbon emission management system, a carbon inventory mechanism to assess our emissions footprint, and an emission database to support trend forecasts, while advancing science-based setting of carbon management goals. Moreover, we have developed a carbon footprint management platform to evaluate product carbon emissions from R&D to usage, further supporting carbon management work.

At the supply chain level, BOE actively advances the establishment of a supplier carbon management platform. Leveraging digital and intelligent technologies, we develop end-to-end supplier carbon management solutions. Through automatic collection and intelligent validation of data, we conduct multidimensional analyses and evaluations, while utilizing functions such as goal setting and process control to produce more science-based and efficient carbon management across the supply chain. In 2024, we promoted nearly 30 low-carbon projects for suppliers, resulting in a reduction of 27,100 tCO<sub>2</sub>e.

At the industry level, we contribute our experience in green management by leading the formulation of the group standard Low-carbon Product Evaluation Requirements and Methods of Liquid Crystal Display Devices for Computers and participating in the formulation of the Evaluation Standard for Zero-carbon Space, the group standard Technical Requirements for Carbon Footprint Evaluation Technology of Organic Light Emitting Diode (OLED) Display Devices (T/SQIA 083-2024) related to carbon footprint for products in the Greater Bay Area, and industry guidelines for carbon peak and carbon neutrality such as the Technical Requirements for Carbon Footprint Assessment of Mini LED Display Devices (T/SQIA 084-2024).



#### Certifications

- The Mianyang Gen 6 AMOLED (Flexible) production line received "Zero-carbon Factory" international certification and obtained the PAS 2060:2014 Specification for the Demonstration of Carbon Neutrality after conducting an operational carbon neutrality accounting.
- · Yunnan Invensight Optoelectronics Technology Co., Ltd. was awarded the "Five-Star Zero-carbon Factory" certificate under Category I and the PAS 2060:2014 carbon neutrality certificate.
- Chongging BOE Optoelectronics Technology Co., Ltd. received the Green and Low Carbon Award at the 2023 China New Display Industry Chain Development Contribution Awards from China Electronics Materials Industry Association and the Liquid Crystal Branch of China Optics and Optoelectronics Manufactures Association.
- · Beijing BOE Optoelectronics Technology Co., Ltd. received the China's Top Runner for Industrial Carbon Peaking from the China Federation of Industrial Economics.
- · GLOBALHUB was certified by the LEED Gold for Green Building Standard.

#### In 2024\*

697,000 tco,e Scope 1 GHG emissions

5.985 million tCO<sub>2</sub>e Scope 2 GHG emissions

87,100 tCO,e reduction of GHG emissions

\* Carbon emissions data for 2024 covers BOE's semiconductor display, IoT innovation, sensors, MLED, and smart medicine & engineering integration businesses. The third-party verification has not been completed as of the release of this report. For definitive data, the third-party certificate shall prevail.

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#### As of March 2025

8

BOE plants have joined the SBTi

#### Green products

BOE is committed to achieving carbon reduction goals across all products, from green planning and low-carbon design to quantitative carbon footprint certification. In product planning, we increase the proportion of energyefficient products while leveraging Al technology to enhance product performance and reduce carbon emissions, injecting momentum for smart and sustainable development. For packaging design, we elevate the use share of recycled materials to minimize resource consumption and promote a circular economy. Additionally, we actively participate in formulating green product standards, including group standards related to product carbon footprint for the Greater Bay Area, and collaborate with industry partners to reduce emissions throughout the supply chain.

#### As of the end of 2024

48

display products gain carbon footprint verification reports in total

enterprises recognized as Green Design Demonstration Companies for Industrial Products



#### Carbon reduction in products

- · BOE's 16-inch laptop features a low-carbon module utilizing 58% recycled materials and 100% renewable energy during production, achieving over 50% reduction in carbon emissions.
- · Lenovo's monitor T24mv Low-carbon B Edition uses 52% recycled materials, including 95% post-consumer recycled (PCR) plastic and steel, and 100% recycled aluminum alloy. Coupled with BOE's self-developed oxide low-carbon module, carbon emissions are reduced by 11.56% over half of its lifecycle.
- The M3.0 86-inch infrared interactive whiteboard uses 18% recycled materials, including 85% PCR plastic, and 75% PCR metal and low-carbon glass, with a lifecycle carbon emission reduction of 21.14%.
- · Liyama's 43-inch digital signage display uses 14% recycled materials, including 85% PCR plastic and low-carbon metal, and a backlight module with low power consumption, achieving up to 21.23% carbon reduction across its entire lifecycle.



BOF's 16-inch laptop features a low-carbon module



Lenovo's monitor T24mv Low-carbon B Edition

#### Green manufacturing

By implementing over 260 projects for energy saving and emission reduction in power, and technological upgrades of processes, we elevate the share of renewable energy application and foster a cleaner and lower-carbon energy mix to reduce GHG emissions at their source. Meanwhile, we facilitate the construction of green plants to support a green transition in production and manufacturing. (For detailed action progress, refer to the section "Lean Energy Management")

#### As of the end of 2024

18

National Green Factory

Lighthouse Factory

Zero-carbon Factory \_\_\_\_\_

National Zero-waste Enterprise

\_\_\_\_\_

#### Green investment

By investing in the construction, operation, and maintenance of PV power stations, we support national complementarity of multiple clean energy sources. Three of our entities have been shortlisted for pilot carbon trading to conduct businesses including Green Electricity Certificate (GEC) development and trading, carbon consulting, carbon reduction projects, and zero-carbon certification. As of the end of 2024, we had developmented and traded over 13 TWh of GECs and secured contracts for 4 million mu of forest and grassland carbon sinks to bolster our customers' ability in carbon commitments.

BOE also focuses on zero-carbon integrated energy services. We offer clients "power source, power grid, energy loading, energy storage, carbon" one-stop zero-carbon solutions including integrated energy services, integrated energy utilization, and zero-carbon services through the zero-carbon implementation path of "source decarbonization, in-process carbon reduction, negative carbon at the end, and smart carbon management", thereby contributing to our green transition. (For detailed action progress, refer to the section "Lean Energy Management")

#### Green recycling

BOE follows the 4R principle (recycle, reduce, renew and responsibly). We facilitate recycling of energy and resources, encouraging our 7 plants to be certified by UL 2799 Zero Waste to Landfill and 2 products by UL 3600 Circularity Facts. Recycling is our preferred waste treatment method in production. For example, we adopt a recovery and regeneration model for chemical waste liquid to maximize their recycling. For waste acid, we conduct in-house utilization to reduce the risk of transporting hazardous waste and conserve raw materials. By installing thermal energy recovery systems at OVEN equipment exhaust outlets, we redirect thermal energy back into our processes to lower energy consumption. (For detailed action progress, refer to the section "Circular Economy")

#### Green actions

BOE's green action aims to guide employees to innovatively integrate green action into their daily life and work. In 2024, we revised and published the Green Paper for Green Administrative Services (V2.0), creating ten green administrative scenarios such as green restaurants, dormitories, meeting rooms, and restrooms. Employees can claim bonus points for green scenarios in the green action bonus points system, and exchange them for green administrative services to increase their green and low-carbon contributions. The system includes a feature for accounting carbon reduction, tracking 1.32 million online check-ins in 2024. Through these check-ins and thematic activities, BOE reduced carbon emissions by 2,883 tons. We also organized the World Environment Day event to promote environmental protection knowledge and elevate environmental awareness among our staff. (For detailed action progress, refer to the sections "Training Sessions" and "Green Action")

Sustainability Governance

# **Renewing Governance to Gather Momentum Ahead**

An efficient and sound governance system forms the cornerstone for high-quality, sustainable corporate development. Over the years, BOE has been following the principle of "making progress through innovation and managing BOE with integrity". We actively fulfill our social responsibilities to foster harmony with society and the environment. By delivering ecological, economic, and social benefits in harmony and unity, we strive to create greater value for society.





# Action Progress

#### Compliant and efficient governance



sessions integrity training implemented



integrity activities implemented





ndependent directors on board

Awarded the "2024 Best Practices of the Board of Directors" by China Association for Public



#### Protection of stakeholders' rights



The proposed cash dividends achievement of



Hosted the inaugural "BOE Innovators' Day" event, attracting 86 investors from 71 institutions

#### Compliant and efficient information disclosure



Grade-A in annual information disclosure assessment by SZSE for 9 consecutive years since 2015.

#### Significant advancements in sustainability governance



Establish a three-tier sustainable development organization from the governance level, management level to the execution level, strengthen resilience and competitiveness in the global market, and facilitate industrial upgrading and high-quality development.



Chongqing BOE Smart Electronics System Co., Ltd. joined the United Nations Global Compact (UNGC).

#### **Robust Governance**

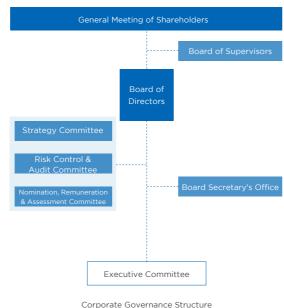
BOE is dedicated to establishing an efficient and compliant corporate governance system. By consistently refining our compliance management framework and robustly advancing risk management, we enhance our governance capacity and management efficiency, safeguard investors' interests, and solidify our foundation of development through sound governance.

#### Governance Structure

BOE strictly abides by Chinese laws and regulations, such as the Company Law, the Securities Law, and the Code of Corporate Governance for Listed Companies, and the Rules Governing the Listing of Shares on Shenzhen Stock Exchange and the Guideline No.1 for Self-Regulation of Listed Companies - Standardized Operation of Companies Listed on the Main Board to continuously optimize our governance structure and internal control system, thus enhancing our corporate governance.\*

In 2024, BOE received the Best Board of Directors Award at the 19th Chinese Boards of Listed Company Golden Roundtable Award and was awarded the "2024 Best Practices of the Board of Directors" by China Association for Public Companies (CAPCO).

On January 14, 2025, BOE convened the first meeting of the 11th Board of Directors. The meeting concluded with the election of the Chairman and Vice Chairman, and the appointment of senior management personnel. BOE assembled a professional, rejuvenating and international management team across generations with the old, the middle-aged and the young professionals, establishing a solid foundation for rapid development.



#### 2024

female Board members

36%

independent directors on board

16

Board meetings implemented

6

supervisory board

\_\_\_\_\_\_

31

meetings of specialized committees meetings implemented of the Board implemented

The Board of Directors consists of 11 directors, including 4 executive directors and 7 external directors (3 shareholder directors and 4 independent directors). All of the board members have professional backgrounds, with subject knowledge, skills, and necessary qualifications for performing their responsibilities. The board is capable of supervising BOE's production, operation, financial situation, and the impacts and risks of major events, ensuring the Board to perform its functions of strategy finalization, decision-making, and risk prevention. The Board of Directors, the Board of Supervisors, and senior management team strictly perform their duties according to relevant laws and regulations and company rules, ensuring a compliant and effective corporate governance structure.



Independent Directors' survey in Chongging

In 2024, BOE actively arranged the directors, supervisors, and senior management to attend a special training organized by the China Securities Regulatory Commission (CSRC) Beijing office. BOE constantly conduct regular self-assessments on related-party capital transactions, external guarantees, and shares held by directors, supervisors, and senior management alongside their change management. Coupled with relevant rules of the CSRC and the Shenzhen Stock Exchange (SZSE), we conducted several updates and revisions to our corporate governance policies to further enhance our standards of compliant corporate governance.

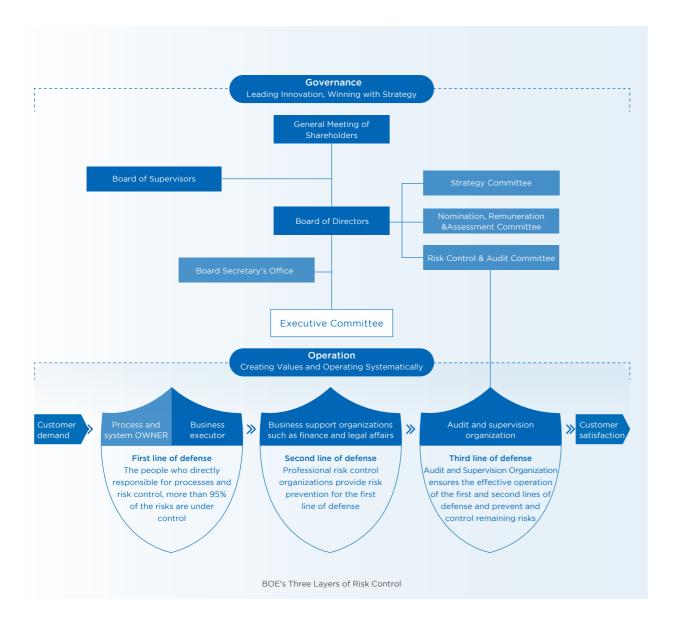
#### **Compliance Operation**

BOE is dedicated to create a corporate culture on highest standards with the principles of highest business ethics and compliance. We have established a sound compliance management system across multiple domains. We govern corporate and employee conduct with stringent standards, ensuring effective internal control free from significant or important defects. We actively cultivate and maintain a fairly competitive, open, and transparent market environment, to establish a solid foundation for our long-term steady growth.

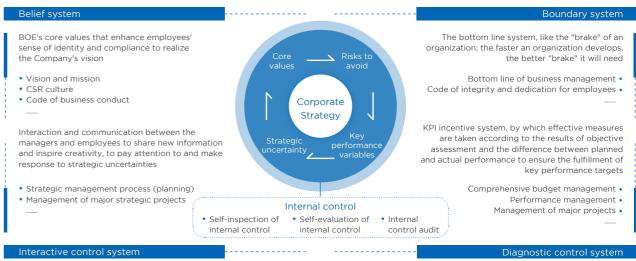
#### Internal control management

BOE comprehensively promotes internal control and risk management. At the governance level, the Board of Directors and affiliated Strategy Committee oversee risk management company-wide; the Risk Control & Audit Committee, supported by the Internal Control Department as its permanent body, consistently oversees and evaluates risk management effectiveness; and the Board of Supervisors oversees the Board's development and implementation of risk management. At the operation level, we build a three-tiered risk management system focusing on customer orientation, business-driver, and the entire process, to mitigate systemic risks. By maintaining our customer orientation, swift responses to market changes, rapid business growth, and moderately controllable risks, we guarantee our robust development in this intensely competitive marketplace.

<sup>\*</sup> For more information about corporate governance, please refer to our 2024 Annual Report.



Adhering to "integrating into business, based on processes, preventing risks, improving efficiency, and driving business success" as the internal control management principle, BOE establishes an internal control framework based on four coordinated systems, naming belief system, boundary system, diagnostic control system and interactive control system, to ensure an effective operation and the realization of BOE's strategies. We formulate the Internal Control Management System and the internal control specifications each year. We also require each unit to implement internal control responsibilities of overall management and of management in operation and financial reporting to guarantee our compliant and efficient operation.



Four Control Levers of BOE's Internal Control System

#### Internal control management

Issue the Institutional Development Management Measures to further strengthen the enforcement of regulatory document standards; refine the company's risk management system, conduct risk assessments and formulate response measures, release the Major Operational Risk Reporting Management Measures to enhance the prevention and control of critical risks; strike a balance between regulatory compliance and business growth, implement optimization projects at both governance and operational levels to improve corporate governance and management capabilities; conduct the 2024 internal control evaluation, using assessments to drive improvements and enhance the design and operational effectiveness of internal controls; engage an independent accounting firm to perform the 2024 internal control audit, ensuring no material or significant deficiencies exist.

#### Internal audit

Enhance audit services across pre-audit, in-process, and postaudit stages, and conduct performance audits; ex ante, durante, implement full-cycle tracking audits for major construction projects; perform specialized audits on nine major regulatory affairs, including fundraising, guarantee provision, and related party transactions; perform import-export business audits to ensure operational compliance, and launch co-investment/equity incentive audits to verify project compliance; assess internal control design and operational effectiveness, and issue 2024 BOE Internal Control Self-Assessment Report, to ensure compliant and high-quality development.

BOE's 2024 Internal Control and Compliance Management Measures

#### Anti-commercial bribery and anti-corruption

BOE strictly complies with national laws, regulations, and standards on anti-commercial bribery and anti-corruption. BOE consistently optimizes the integrity and compliance system including the establishment of a Professional Ethics Disciplinary Committee. Key policies and guidelines have been implemented to regulate the conduct of employees, management, and business partners, ensuring long-term and stable development including BOE Employee Code of Conduct Declaration, BOE Compliance Framework, Economic Responsibility Audit Management Policy, Fraud Investigation Management Policy, and Blacklist Management System. These measures reinforce the ethical business practices of employees, management personnel and partners, thus providing a solid guarantee of long-term and sustainable development.

		BOE's Integrity and Dedication System
Integrity and dedication system for employees	Regulation system	<ul> <li>System scope: covers the full working cycle of employees from recruitment, employee practice, talent management, performance evaluation, manager's performance to exit.</li> <li>Regulations: BOE Declaration of Professional Ethics, BOE Supervision Outline, Economic Responsibility Audit Management Measures, Fraud Investigation Management Measures, Blacklist Management System, etc.</li> </ul>
	Education system	<ul> <li>Integrity and Professionalism training program: carried out according to different levels such as position, title and key business fields, including new employee onboard training, daily integrity and professionalism training for newly promoted managers, and leadership &amp; key personnel workshops or executives, critical business units, and major project teams</li> </ul>
ation syster	Implementation system	<ul> <li>Strengthening the ability of the responsible persons and departments to perform their duties.</li> <li>Establishing standardized and effective performance management, and set up incentive and commendation mechanisms.</li> </ul>
n for employe	Examination and supervision system	<ul> <li>Establishing anti-corruption complaint mailbox to accept broad public supervision.</li> <li>After receiving the tip-off clues, the Audit and Supervision Organization or the business inspection department shall dispose of the clues according to the established working procedures, and establish a special investigation team to carry out the supervision and investigation.</li> </ul>
es	Punishment system	<ul> <li>BOE has established a Professional Ethics Disciplinary Committee under the Executive Committee. The committee is, within the scope of authority of the Board of Directors and the Executive Committee, responsible for reviewing, supervising, and implementing punishments and rewards related to professional ethics.</li> </ul>
Integrity and cooperation system for partners	Integrity evaluation system	<ul> <li>BOE has established a set of rules and regulations shared with its partners: No procurement action shall violate the Procurement Red Line; all the partners are required to sign the Integrity Agreement, and integrity records are required to be assessed.</li> <li>BOE conducts full-life-cycle integrity management for partners, and provides training on quality, internal control, and integrity for partners who do not meet the standards. If partners are found to have fraud during the performance of the contract, they will be implemented in accordance with our Blacklist Management System and the Fraud Investigation Management Measures.</li> </ul>

#### A culture of integrity

BOE regularly organizes warning education seminars to learn from experience, aiming to create a culture of integrity. For partners, we perform regular integrity evaluations to facilitate their integrity and efficient collaboration. For employees engaged in key business and key positions, we conduct integrity and dedication training and interactive integrity promotion through multiple forms including quizzes and learning videos. Such efforts can promote employees' integrity, diligence, and professional competency, thereby enhancing BOE's business management.

#### **BOE** Declaration of Professional Ethics

- · Comply with the confidentiality rules and regulations, and do not seek any personal interest by divulging or using the Company's confidential information
- · Hold in high esteem the honor of their occupation, create value, and do not abuse power for personal benefit or damage the Company's interests
- · Abide by the Company's rules and regulations to work in a fair and efficient manner. Do not take or offer bribes. Do not ask for bribes or commit corruption
- Efficiently collaborate to create shared value. Never prevaricate and set obstacles
- Report malpractices or the Company's management loopholes in a timely manner

#### 2024

8 training sessions on integrity conducted, with

700+ participants

attendance of directors, supervisors, and senior management in integrity and prevention against financial fraud training

sessions integrity training held

100%

response and resolution rate for anti-commercial bribery and anti-corruption reports

integrity activities held

lawsuit related to commercial bribery and

corruption

Development



#### BOE Integrity Marathon event with online interactive education

In 2024, BOE implemented the Integrity Marathon, an online interactive education campaign. Through an integrity-themed quiz, the campaign incorporated a positive conduct list and redline management requirements, with 90,000 participants. The marathon enhanced integrity and self-discipline awareness among officials and employees, establishing a solid foundation of integrity for the implementation of our "Empower IoT with Display" strategy.



Integrity Marathon poster

#### Whistleblower protection

We have established multiple reporting access and allow people to send reporting information via email. These channels are informed to stakeholders through internal briefing and public notices to facilitate whistleblowers' reporting. All participants in the investigation are required to protect whistleblowers' identity to ensure smooth investigation, and the investigation information remains confidential. This allows us to guarantee the rights and interests of whistle-blowers, as well as the information security.

#### Relevant department's inspection and reporting email address

jubao@boe.com.cn

engineering\_audit@boe.com.cn

purchase\_audit@boe.com.cn

#### Anti-unfair competition

BOE takes leading technologies, innovative business models, and superior products and services into consideration as key factors in competition. We advocate for fair competition, respect every competitor, and draw inspiration from excellent rivals to constantly seek innovation and change. We strictly comply with relevant provisions of Chinese laws, such as the Anti-monopoly Law, the Anti-unfair Competition Law and the Law on the Protection of Consumer Rights and Interests. We have formulated internal compliance policies and guidelines, and regularly published the BOE Compliance of Express Delivery, resisting unfair attempts to restrict or exclude market competition.

#### Protection of Stakeholders' Rights

Guided by principles of transparency and fairness, BOE actively bolsters dialogue with investors to strengthen their understanding and recognition. By safeguarding the legitimate interests of investors, we foster enduring and stable relationships with them.

#### IR management

Oriented by investor needs, our professional investor relations (IR) management team promptly holds online meetings following major incidents. Through adequate communication with investors, the team updates on our latest operational activities, thus facilitating BOE's long-term coordinated development with the capital market.

In strict accordance with the Investor Relations Management Measures, BOE has set up a series of IR management processes to optimize both the content and methods of investor communication, while strengthening the organization and implementation of IR management. By engaging a professional third party for IR management, we aim to improve communication efficiency and ensure compliance and fairness of IR management. We provide customized services based on the features and needs of different investors.

In 2024, in active response to China Securities Regulatory Commission, Shenzhen Stock Exchange, and China Association for Public Companies, BOE launched an educational campaign on 5.15 investor protection to bolster investment knowledge among investors. To actively perform the corporate responsibility as a listed company and maximizing the advantage and influence of our wide shareholder base, we have set up a "Investor Protection" column on both our official website and intranet to disseminate investor education knowledge to directors, supervisors, senior management, employees, and external investors.

#### Serving institutional investors

Drawing on over two decades of experience as a listed company, BOE has proposed experience of wide coverage and deep cooperation in managing relations with institutional investors. We maintain efficient communication channels with both buy-side and sell-side institutions. By surveying institutional investors, attending brokerage strategy seminars, and holding institutional reverse roadshows, we deliver high-quality services to institutional investors.

#### Serving minority investors

Long devoted to serving minority investors, we maintain communication with investors via multiple channels such as the General Meeting of Shareholders, online performance briefings, "SZSE Easy Interaction" platform, investor hotline, and investor mailbox. We respond to investor inquiries, listen to their feedback, and facilitate the practice of their rights.

inquiries responded on the "SZSE Easy Interaction" platform

647

institutional investors served through survey activities

442

calls answered via investor hotline

56

brokerage strategy meetings attended

2023 and 2024 online semi-annual performance briefings held



#### Inaugural BOE Investor Day event

In June 2024, the inaugural BOE Investor Day event was held in Shanghai, attracting 86 investors from 71 institutions. Technical specialists from BOE, representatives from consulting firms, industrial chain partners, and professional investors gathered to discuss technological advances in semiconductor display, forecast industry developments, and identify investment opportunities throughout the industrial chain. Simultaneously, BOE, BOEVx, and BOE HC Semitek highlighted their developmental milestones through promotional roadshows and on-site displays.



2024 BOE Investor Day



#### BOE organizes an educational campaign on 5.15 investor protection

In 2024, BOE launched an educational campaign on 5.15 investor protection, communicating the topic via internal announcements and company-wide emails among all employees. Targeting investors who are interested in BOE, we conducted external promotion via channels including our official website. By disseminating information about the registration system to directors, supervisors, senior management, employees, and external investors, we have expanded outreach and generated exceptional promotional results.

#### Shareholder return

BOE's achievements today are inseparable from the long-term trust and support of shareholders. To generate continuous, stable, and predictable shareholder returns, BOE has announced a three-year shareholder return plan, committing to distribute no less than 35% of the net profit attributable to the parent company's owners in cash annually, and ensuring that the total amount used for share repurchases and cancellations will not be less than RMB 1.5 billion per year (share repurchases for other purposes such as equity incentives will be planned separately).

For the year 2024, BOE proposed RMB 1.87 billion for cash dividends, accounting for 35% of the net profit attributable to the parent company in consolidated statements. BOE consistently paid cash dividends for ten years from 2015 to 2024, totaling nearly RMB 22 billion. From 2018 to 2024, annual cash dividends remained above 30% of the net profit attributable to the parent company for seven consecutive years, enabling investors to share in our growth achievements.

From 2020 to 2024. BOE invested over RMB 5.6 billion in A-share repurchases and nearly HK\$ 1 billion in B-share repurchases. BOE has issued a new A-share repurchase plan for 2025, proposing to use self-raised funds of RMB 1.5-2 billion for share repurchases and cancellations, and cancel A-share repurchase accounts worth approximately RMB 1 billion. Through share repurchases and cancellations, BOE aims to effectively reduce registered capital, thereby further boosting earnings per share.

#### Information disclosure

Dedicated to enhancing disclosure quality, we ensure compliance and provide investors with meaningful information to help them make value judgments and investment decisions about BOE. According to information disclosure management policies, such as the Information Disclosure Management Measures, the Liability for Major Errors of Annual Report Information Disclosure, the Insider Registration

Management System for Insider Information, and the Management System for External Information Users, BOE rigorously manages the internal control process of information disclosure to ensure that all disclosed information is true, accurate, complete, fair, and timely, thereby continuously improving both disclosure quality and transparency.

Strictly complying with relevant laws and regulations, the regulatory documents of CSRC and SZSE, we fulfill our information disclosure obligations through the SZSE website and media and newspapers that meet the standards set by CSRC. Furthermore, we release the latest nonfinancial information on our official website, official WeChat account, Weibo account and other platforms to update the public in an all-round manner.

#### 2024

8 provisional

periodic reports disclosed

announcements disclosed



Grade-A in annual information disclosure assessment by SZSE for 9 consecutive years.

### Sustainability Governance

BOE integrates sustainability management into its business operations and management on all fronts. We engage in stakeholder communication, and enhance our sustainability capability and core competitiveness, striving for a sustainable business model and longterm value creation.

#### Sustainability Philosophy and Governance

Adhering to the "Green+, Innovation+, Community+" sustainability philosophy, BOE is committed to leading green development, driving technological innovation, and empowering industries and society to create a better future. Furthermore, to continuously improve our sustainability management system, we have established a three-tier organizational structure for encompassing the governance, management, and execution levels. This structure further strengthens the resilience and competitiveness of our international development and supports industrial upgrading and high-quality growth.







#### United Nations Global Compact (UNGC) In 2024, Chongging BOE Smart Electronics System Co., Ltd. officially joined the United Nations Global Compact (UNGC), committing to support the UNGC's Ten Principles in the areas of human rights, labor standards, the environment and anticorruption.

#### Analysis of Dual Significance

BOE places high importance on the opinions of stakeholders and the various topics they care about. We are committed to ensuring that our sustainability policies and actual performance align with stakeholders' expectations. In 2024, we conducted a materiality reidentification on the sustainability topics in accordance with the Self-Regulatory Guidelines No.17 for Companies Listed on Shenzhen Stock Exchange - Sustainability Report (For Trial Implementation). We also applied the principle of double materiality to assess, prioritize, and screen topics based on two dimensions, namely "significance to company finance" and "significance to economic, environmental and social impacts".

#### Organizational environment analysis

- following aspects: our mission, vision, values, and development demands of stakeholders such suppliers, and customers; major operational risks and standards, and initiatives.

#### O2) Materiality identification

#### 03) Materiality assessment

#### ()4 Report disclosure

• We have made responses and disclosures for topics with financial materiality, with a priority given to double material

#### 议题重要性评估流程



High Significance to company finance Very high

BOE's 2024 Sustainability Materiality Matrix

#### Stakeholder Communication

BOE prioritizes communication with internal and external stakeholders. We listen to stakeholder feedback by innovating in communication methods, expanding communication channels, establishing communication platforms like our official website and official WeChat account, and conducting investor engagement activities. We also incorporate stakeholder feedback as a critical reference point when developing sustainability action plans and disclosing information.



#### BOE IPC Night jointly hosted by BOE and Fortune to discuss sustainability

In September 2024, the BOE IPC Night on Technology + Green: An Innovative Path to Corporate Sustainability was jointly hosted by BOE and Fortune. The event brought together industry elites, experts, scholars, and policy makers to explore the balance between technological advancement and socio-economic development. It created a platform for sustainability dialogue, facilitating the exchange of insights on an array of topics, including green manufacturing transition, recovery in semiconductor industry, societal net-zero carbon development, clean energy, and energy-saving and emissions reduction.

Stakeholders	Content of Communication	Main Methods of Communication
Customers and Consumers	<ul> <li>Compliant operations</li> <li>Customer needs</li> <li>Consumer rights and interests</li> <li>Product and service quality</li> </ul>	<ul> <li>Daily communication and visits</li> <li>Customer quality meetings</li> <li>Customer quality meetings</li> <li>Customer service</li> <li>Customer satisfaction survey</li> <li>Customer service hotline</li> <li>Industry conferences, exhibitions, forums, innovation days</li> </ul>
Investors	Status of corporate performance and operation     Industry and market status and trends     Investor Q&A	<ul> <li>General Meeting of Shareholders</li> <li>Online business performance meeting</li> <li>2024 BOE Investor Day</li> <li>Investor investigations</li> <li>"SSE e-Interaction" platform</li> <li>Investor service hotline</li> <li>Investor service column on BOE's official website</li> <li>Investor mailbox</li> </ul>
Suppliers	<ul> <li>Joint innovation</li> <li>carbon peak and neutrality</li> <li>Sustainability issues</li> <li>In-depth technical exchange</li> <li>Attainment of quality targets</li> <li>Information sharing, business support, etc.</li> <li>Compliance management and business ethics</li> </ul>	<ul> <li>Suppliers Conference</li> <li>Industry meetings and forums</li> <li>Supplier training and seminars</li> <li>Supplier evaluation and audit</li> <li>Annual/semi-annual strategic review, quarterly business review, quarterly quality review and quarterly technical review</li> </ul>
Employees	<ul> <li>Employees' rights and interests</li> <li>Compensation and benefits</li> <li>Occupational health and safety</li> <li>Employee engagement in corporate development</li> <li>Career development and training</li> </ul>	<ul> <li>Employee activities</li> <li>BOE periodicals</li> <li>Shared service hotline</li> <li>Employee satisfaction survey</li> <li>Meetings and interviews with employees</li> <li>BOE Chairman's mailbox, General Manager's mailbox, employee assistance mailbox and Complaints Box</li> </ul>
Communities	<ul> <li>Pollution prevention and control</li> <li>Charitable services</li> <li>Integration into communities</li> <li>Resource recycling</li> <li>Support for education and environmental protection</li> </ul>	• Information disclosure • Field trip • Questionnaire survey • Charitable projects • Community volunteer activitie
Industry partners	Technical exchanges     Collaborative innovation     Industry development	<ul> <li>Industry media interviews</li> <li>Project collaboration</li> <li>Attend industry meetings</li> <li>BOE IPC</li> <li>Industry conferences, seminars and other activities</li> </ul>
Government	<ul> <li>Environmental protection</li> <li>Corporate governance</li> <li>Social charity</li> <li>Employment</li> <li>Policy implementation/Industry development</li> </ul>	• Charitable projects • Correspondence • Examination and self-examination • Seminars
Media	Corporate operations     Corporate development     CSR     Information disclosure	<ul> <li>Key events for external communication</li> <li>Periodic reports and sustainability reports</li> <li>Other public events for external communication</li> <li>Interviews and meetings</li> </ul>

# **Renewing Ecology to Unfold** the Green Landscape

BOE operates with the vision of "Leading Green Development to Create a Better Life Together". We strengthen environmental management, pursue green production and operation, and explore the application of new technologies to address new environmental challenges. Our goal is to foster a positive cycle of symbiotic development with the environment.















# Action Progress

#### Advancing the green manufacturing system and obtaining full certifications









Green Design Demonstration Companies for Industrial Products



National Greaen Supply Chain Management Enterprises



Typical Case of Industry's First & Chongqing's Only National Zerowaste Enterprise

#### Leading green production and operation



of hazardous and non-hazardous waste utilized comprehensively



#### Actively responding to international initiatives and obtaining international authoritative certifications





product certified by UL 2809 **Environmental Claim Validation** 



products obtained UL 3600 Circular **Economy Certification** 



plants certified by UL 2799 Zero Waste to Landfill at the Platinum Level



Chongqing BOE Smart Electronics System Co., Ltd. certified by EcoVadis Platinum

### **Environmental Management**

Committed to green development, BOE has developed a sound environmental management system. We strengthen control over environmental risks to establish a solid foundation for green and low-carbon development.

#### **Environmental Governance Enhancement**

In strict accordance with Chinese environmental 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 the Prevention and Control of Atmospheric Pollution, the Water Pollution Prevention and Control Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, the Regulation on the Administration of Permitting of Pollutant Discharges, and the Regulation on Environmental Management for Construction Projects, BOE has established an environmental management framework with well-defined responsibilities. The Safety Management Committee coordinates and oversees BOE's planning, execution, and improvements in safety and environmental protection. It has set up a Safety and Environmental Protection Office for overall management of energy and environmental management departments in all business units, including promoting the signing of responsibility statements to environmental objectives and incorporating environmental considerations into the management's assessment.

These efforts aim to better perform environmental responsibilities and break down BOE's unified policy in business operations.

Meanwhile, we actively participate in formulating industry, local, and group standards related to water conservation, clean production, and zero-carbon buildings. This enables us to provide expert guidance on environmental management for both BOE and the industry, ultimately enhancing environmental performance. Additionally, we have developed an environmental management framework based on ISO 14001 to combine institutional systems with management procedures, guiding all business units and production lines to improve their environmental management in daily production and operations.

RMB 661.1404 million

invested in environmental management

#### Tighter Risk Prevention and Control

BOE has developed the Environmental Risk Management Measures for Operating Units, and prepared the Contingency Plan for Environmental Emergencies and put it on record with the local environmental authority. To advance environmental risk management, we have developed standards for evaluating, supervising, and checking management of key and general environmental risks, and realize classified management of environmental evaluations by various operational units. According to evaluation results, we identify issues and conduct management improvement programs to enhance environmental risk management capabilities across all businesses. We continuously strengthen prevention and control of environmental risks, and regularly conduct emergency response drills for potential environmental incidents. In 2024, we initiated a program to prevent and identify significant environmental risks, promoting 45 units to improve their capabilities to identify and control environmental risks. We also conducted 75 hazardous waste leakage drills, continuously reinforcing our environmental crisis response capabilities.

#### Environmental Risks Identified by BOE in 2024

Туре Description Waste gas and · Meeting increasingly rigorous local standards for emissions such as waste gas and wastewater may require additional compliance wastewater management • Extreme weather events could compromise treatment systems, potentially resulting in abnormal pollutant discharge or leakage. • Water scarcity, water quality variability, water price volatility, and other factors at operational locations might introduce risks to Water resource water supply. management Waste Waste escape and leakage during transport could lead to environmental pollution. management

#### **Environmental Training**

BOE offers environmental management training for different positions on topics such as compliance with environmental laws, identification of environmental factors, emergency pollution responses, and emergency preparedness upgrading. Our goal is to enhance their awareness of environmental compliance and risk responsibility, while equipping them with better capabilities to environmental management and responses to environmental emergencies. Moreover, we regularly organize publicity and promotional activities on environmental topics such as pollutant management and energy-saving management. We advocate employee to engage in environmental protection through a variety of methods such as popularization with case studies, interactive Q&A, and hands-on exercises.

2024

323

environmental training sessions

195,468 participants in environmental training 135,013

new hires involved in environmental training



#### BOE organizes the World Environment Day campaign

On June 5, 2024, BOE held a World Environment Day campaign. Through activities such as themed salon, expert training, green action, and quiz, this event disseminated knowledge of environmental protection and raised employees' environmental awareness.

- Themed Salon: BOE shared its energy-saving and low-carbon practices themed on Low-carbon Leader, Leading Water Conservation Initiatives, Plant Digitization, Medical Waste Management, and Zero-carbon Path.
- Expert Training: BOE invited experts from China Beijing Green Exchange, Beijing Carbon Market Trading Center to offer a training course on "Practicing Social Responsibility to Zero Carbon".



- · Green Action: BOE continuously upgraded green administrative service scenarios, integrating green and low-carbon principles into both working and living environments. During the event week, over 780 employees participated in the lunchtime "Clear Your Plate" campaign.
- Knowledge Quiz: Over 800 employees actively participated in the June 5 Environment Day knowledge guiz.

#### **Environmental Information Disclosure**

Through consistent environmental data monitoring, BOE evaluates environmental progress and effectiveness, and releases environmental data to stakeholders through a variety of channels, accepting oversight from all parties involved. Additionally, we refine our environmental information disclosures by consistently completing the CDP questionnaire.



Report to the ecology and environment authorities online on a regular basis

Each subsidiary shall report the environmental monitoring data of wastewater and waste gas from online monitoring system by category to the local ecology and environment authorities as required on real time, per hour, once a day, etc.



Register with the ecology and environment authorities

Each subsidiary shall register hazardous waste, report the related management plans and submit the environmental pollutant monitoring plan to the local ecology and environment authorities as required on an annual basis.



Monitoring information release platforms

The environmental monitoring data of BOE subsidiaries are disclosed daily on monitoring information release platforms of relevant provinces and municipalities.

### **Green Operation**

BOE continuously explores effective paths to harmonize production and operation with environmental protection. Various measures are taken to minimize our environmental footprint, such as strengthening energy management, efficiently utilizing water resources, and reinforcing pollution prevention and control. We also advance the circular economy, and value biodiversity conservation. Totally, we contribute to an ecological environment of clear waters, blue skies, and uncontaminated lands.

#### Lean Energy Management

BOE has instituted an energy management system to standardize and optimize energy management processes, ensuring efficient and reasonable energy consumption. From processes, we initiate energy-saving projects to reduce energy consumption, strengthen photovoltaic infrastructure construction, and increase clean energy utilization. Moreover, we introduce digital technologies to drive our lean energy management.



The BOE Mianyang Gen 6 AMOLED (Flexible) production line achieved annual energy savings of 35.5411 GWh through multiple energy-saving projects such as optimized operation of pure/waste water and air pressure systems, energy consumption model control, lighting energy-saving, energysaving control in public areas, and equipment transformations.



The BOE Fuzhou Gen 8.5 TFT-LCD production line has developed distributed photovoltaics utilizing production plants and auxiliary buildings. Upon completion, it will generate electricity of 23.484 GWh annually, equivalent to saving approximately 6,829 tce per year, leading to reduced emissions of particulates by 0.75 tons, nitrogen monoxide by 4.55 tons, and carbon dioxide by 21,000 tons annually.



The BOE Chongqing Gen 6 AMOLED (flexible) production line has embraced new energy, primarily electricity and natural gas, as its primary source of energy consumption, while constructing on-site photovoltaic power stations. It has established an energy management center to utilize the EECM energy online system, optimize energy consumption structure, and recycle residual heat and pressure. In 2024, a substantial reduction in comprehensive energy consumption per unit of product was achieved.

#### In 2024, at BOE

energy-saving projects conducted

260+

 $159.077_{\,\text{GWh}} \qquad 825,300_{\,\text{m}^3} \qquad 5,520_{\,\text{tons}}$ 

\_\_\_\_\_\_

Focusing on zero-carbon integrated energy services, we offer clients "power source, power grid, energy load, energy storage, carbon" one-stop zero-carbon solutions including integrated energy services, integrated energy utilization, and zero-carbon services through the zero-carbon implementation path of



Providing clients with zero-carbon integrated energy solutions



contributing to our green transition.

- We deliver "development, design, construction management, operation and maintenance, investment and financing" integrated new energy solutions focused on green energy sources including photovoltaics, wind power, solar water heating, airsource heat pumps, and
- As of the end of 2024, our portfolio included 750 MW of self-owned power stations, over 1,000 MW of constructed power stations, and more than 1,500 MW of operating power stations.

ground-source heat pumps.



- · Leveraging our power trading expertise, we offer smart micro-grid services for multi-scenario user resources, adaptable distributed new energy power stations, and energy storage resources.
- In 2024, our electricity trading volume exceeded 12 TWh. From 2018 to 2024, we facilitated over 60 TWh in total electricity trading across 11 provinces and municipalities, including the Beijing-Tianjin-Hebei Region, Jiangsu, Anhui, Sichuan, Fujian, and Guangdong.



#### Energy loading

- We offer full-lifecycle energy efficiency management services.
- As of the end of 2024, we had implemented over 70 energy-saving technical transformation projects and efficiently implemented numerous energy stewardship projects covering over 520,000 m<sup>2</sup>, yielding annual electricity savings approaching 100 GWh.



### storage

or implemented energy

storage projects.

- · We offer investment, We provide full-process construction, and "carbon steward" operation services services around for energy storage carbon consulting, applications across environmental equity three scenarios of power products, and negative generation, power grid, carbon technologies. and end-user, with over 270 MWh of reserved
  - As of the end of 2024, we had developed and traded over 13 TWh of GECs while verifying carbon emission reductions exceeding 280,000 tons.



BOE provides energy stewardship services for semiconductor manufacturers, covering 11 core energy systems including power distribution stations, pure water, wastewater, CDA, and bulk gas. Our goal is to enhance comprehensive energy utilization rates, and establish a model for low-carbon transition in advanced manufacturing.

BOE has developed the first "energy + media" New Multimedia Charging Pile. Featuring the latest split flexible charging scheme. it can be widely applied to various integrated energy service scenarios, such as shopping malls, stations, and airports. By expanding the green energy service ecosystem, this charging pile contributes to the development of urban smart energy networks.





#### Honors and Certifications

- Excellence Award in Key Terminal Application Category at the Second Energy Electronics Industry Innovation Competition
- Excellent Digital Transformation Solution Provider under Leading China's Renewable Energy "Photovoltaic Top 100" 2023
- Top 10 Innovative Storage Application Model & Jury Special Recognition at the Eighth International Energy Storage Innovation Competition
- 2024 BJX Cup Influential Enterprise in Carbon Peak and Carbon Neutrality Practices & Exemplary Integrated Energy Service Case
- OFweek2024 Excellent Enterprise in Photovoltaic Power Station Operations and Maintenance in the Solar PV Industry
- · Certificate of AAA (Highest) Enterprise Credit Grade from the China Energy Conservation Association
- · Certificate of AAAAA (Highest) Contractual Energy Management Service Certification from the China Standard Conformity Assessment Co., Ltd.
- · Certificate of AAAAA (Highest) Photovoltaic Operations and Maintenance Service Certification from the China Electricity
- · Certificate of Power Demand Side Management Service Institution Capability Assessment (Grade I) from the IDSM

#### Water Resource Management

In accordance with laws and regulations on water resources management, BOE implements effective measures to manage water resources throughout withdrawal, usage, and drainage processes. Our production lines and business units bolster water consumption statistics, set water-saving targets, and launch water-saving renovation projects to effectively reduce pure water consumption. Meanwhile, we continually optimize our water circulation system through various methods such as ultrapure water recycling, wastewater recycling, and municipal reclaimed water utilization, substantially elevating our pure water efficiency.



BOE Ordos Gen 5.5 TFT-LCD production line recognized as a model water-saving enterprise in high-quality development of the Yellow River basin

LCD panel manufacturing is water-intensive, and the Ordos Gen 5.5 TFT-LCD production line (also known as Ordos Yuansheng Optoelectronics Co., Ltd.) lies in severely water-constrained Ordos. To facilitate the region's sustainable development, the Company has innovated in water usage models, enhanced recycling rates, and improved water utilization efficiency to reduce water consumption for production. Our innovative project for recycling organic, phosphorus-containing, color-filter wastewater removes suspended solids in treated wastewater through pretreatment before directing flow through anti-fouling UF and RO membranes. Operating with continuous protection from next-generation scale inhibitors, this project filters out contaminants to produce water to replace municipal water, achieving wastewater recycling while reducing municipal water dependency. Through various innovative technologies, the Company has increased its system recovery rate from 78% to 91% and water production rate from 180% to 472%, both at industry-leading levels. In 2024, the Company was recognized as a model water-saving enterprise in high-quality development of the Yellow River basin for its efficient water conservation practices.



Improving the H-ORG system's recovery rate

#### 2024

50

water conservation projects conducted

5.4405 million m<sup>3</sup>



Reclaimed water replacing tap water for ultrapure water production at the BOE Beijing Gen 8.5 TFT-LCD production line

#### Pollution Prevention and Control

BOE implements rigorous measures to prevent and control major pollutants, such as air pollutants, water pollutants, and solid waste, particular pollutants, and internationally regulated substances in the Global Pact for the Environment. We conduct environmental management evaluations to identify pollutant-related issues and facilitate a 100% rectification implementation rate. Through reduction at source, process control, and end treatment in production, we minimize the potential environmental impact of pollutants.



- Ordos Yuansheng Optoelectronics Co., Ltd.'s wastewater utilization practice was featured in the 2024 List of Typical Cases for Industrial Wastewater Recycling. Ordos Yuansheng Optoelectronics Co., Ltd. was also recognized as a Demonstration Enterprise for Standardized Hazardous Waste Management in Ordos City in 2024 and a Green Supply Chain Enterprise in Inner Mongolia Autonomous Region in 2024.
- Chongging BOE Optoelectronics Technology Co., Ltd. and Chongging BOE Display Technology Co., Ltd. was recognized as a Grade A Enterprise by Severe Pollution Weather Performance Grading in Chongging.



#### Air pollutant management

For acidic, alkaline, specialized, and organic air pollutants, we prioritize source elimination and implement effective classified treatment based on optimized production processes. The BOE Beijing Gen 5 TFT-LCD production line maintains nonmethane hydrocarbon emissions below 5 mg/m<sup>3</sup>, outperforming industry peers.



#### Water pollutant management

For production-related water pollutants, including fluorinecontaining, copper-containing, and organic wastewater, we have established multiple treatment systems. And for domestic wastewater, we have employed various treatment techniques. For example, the BOE Chongqing Gen 6 AMOLED (flexible) production line adopts "oil separation + integrated" wastewater treatment facilities to ensure all discharge either meets standards or gets recycled.



#### Hazardous waste management

Hazardous waste is processed by qualified entities for recycling or incineration to prevent environmental contamination. The BOE Hefei Gen 10.5 TFT-LCD production line repurposes ITO acidic waste from manufacturing processes for pH adjustment in wastewater treatment systems, achieving 100% self-utilization and zero waste acid

For medical waste, we maintain oversight throughout waste collection, temporary storage, and transport to ensure disposal safety and compliance with laws and regulations.



#### BOE adopts multiple measures to lead in air pollution prevention and control

The BOE Chengdu Gen 6 AMOLED (Flexible) production line has recycled VOCs of organic waste gas and developed an unorganized VOCs control system. Through optimized VOCs collection, it achieved almost zero VOC emissions. Through technical transformation and upgrading for organized waste gas and greenhouse gases, the product line has improved regional air quality. In 2024, treatment efficiency reached 96%, yielding annual VOC emission reductions of approximately 30 tons.



#### Circular Economy

BOE continuously refines production processes to maximize resource reduction, reuse, and recycling while minimizing dependence on natural resources. In the recycling domain, Chongqing BOE Optoelectronics Technology Co., Ltd. collaborates with domestic end-users to implement an extended producer responsibility(EPR) system. The company provides guidance on PCBA disassembly of LCD panels from waste electronic and electrical products, enhancing disassembly efficiency of waste goods, and increasing recovery amount of recyclables.

#### 2024

320,000 tons hazardous and non-hazardous waste comprehensively utilized

20

CDA/N, conservation projects launched

8.200 tons waste discharge reduced

100.1079 million m<sup>3</sup>

#### As of the end of 2024

BOE plants certified by UL 2799 Zero Waste to Landfill at the Platinum Level

Municipal Zero-waste Plants

National Zero-waste Enterprise



- BOE Technology Group Co., Ltd., Beijing BOE Display Technology Co., Ltd., and Beijing BOE Optoelectronics Technology Co., Ltd. were recognized as Beijing's Deep-green Benchmark Enterprise.
- The BOE Hefei Gen 8.5 TFT-LCD production line's diluent recovery project was selected in the 2024 Cases for Pilot Zerowaste Supply Chain Evaluation by the China Resources Recycling Association.



#### Striving to be a zero-waste enterprise through fine waste management across the entire process

In 2024, Chongqing BOE Optoelectronics Technology Co., Ltd. was selected as one of the first national zero-waste enterprises. The company has established a monitoring model throughout solid waste generation, in-plant temporary storage, in- plant delivery, outbound transport, utilization, and disposal. Through measures such as organic gas condensation recovery, sludge volume reduction, and waste acid self-utilization, coupled with resource utilization projects for waste organic solvent reuse and value chain recycling with downstream partners, the company reduces waste by approximately 5,566 tons annually. By partnering with suppliers capable of resource-based disposal, the company has reduced solid waste incineration while eliminating landfill disposal. As a result, its waste conversion rate rose from 50% during initial operations to 97%.

For hazardous waste circular processing, the company works with end-users to develop solvent purification technology, and converts waste stripping solutions and spent diluents into raw materials. The company urges waste acid disposal entities to develop phosphoric acid utilization technology, and transform purified waste acid into products including disodium phosphate and pure phosphoric acid. It also cooperates with cement plants to utilize general sludge as an additive in cement calcination. After being processed by resource utilization entities, copper-containing sludge is added with acid for producing products such as copper sulfate.



Waste acid disposal installation at the BOE Beijing Gen 8.5 TFT-LCD production line



Recovered sludge used for brick production at the BOE Ordos Gen 5.5 TFT-LCD production line

#### Chemical Management

BOE strictly abides by relevant provisions in the Measures for the Restriction of the Use of the Hazardous Substances of the Electrical and Electronic Products on reducing and eliminating the content of lead, mercury, cadmium, hexavalent chromium, polymeric brominated biphenyls (PBB), poly brominated diphenyl ethers (PBDE) and other toxic or hazardous substances contained in electronic products. This ensure that all the raw materials used by BOE meet relevant national environmental laws and regulations and the chemicals registration, evaluation, licensing and restriction policies. To regulate the use of raw materials for chemicals in production, BOE has developed the Safety Management System for Hazardous Chemicals. We seek for safer alternatives to hazardous substances, and set up the Green Product Analysis Center. It enhances our ability of testing hazardous substances, ensuring that products meet related management and control standards.



#### Targeted improvement program on hazardous chemical safety management

In 2024, BOE launched a targeted improvement program on hazardous chemical safety management, and provided reference for entities, especially newly operational ones, to better manage hazardous chemical safety, prevent potential safety incidents, and reduce operational risks.

#### Targeted improvement measures for hazardous chemical safety management



BOE formulated and published the Targeted Improvement Guidelines for Hazardous Chemical Safety Management. The document identifies four improvement areas: management of key steps for of key regulated hazardous chemical processes, key regulated hazardous chemicals, and major hazardous sources; capability enhancement of responsible persons and safety management personnel; and management capability enhancement of chemicals in industrial parks and laboratories.



Relevant entities implemented targeted improvements according to the Guidelines and summarized 35 targeted improvement achievements, providing intellectual reference for other plants.



BOE compiled the *Hazardous* Chemical Lifecycle Safety Management Handbook, forming a suite of adaptable standards and templates for other plants. Regarding client acquisition and onboarding process for industrial parks, BOE developed the List of Safety Prohibitions/Restrictions to define access/restriction requirements before introducing chemicals. Through management and review in advance, BOE has reduced subsequent potential operational risks in industrial parks.

#### Green Warehousing and Logistics

To minimize environmental footprint during warehousing and logistics, BOE actively advances green warehousing and logistics. In logistics, we incentivize suppliers to enhance low-carbon transport capabilities, consolidate logistics resources, develop end-to-end green logistics solutions, and explore innovative energy-efficient transport models. In 2024, we implemented several key logistics improvements. In marine transport, we replaced conventional fossil fuels with certified clean fuels, and implemented systematic tracking of emission reductions. In air transport, we advanced the GO GREEN sustainable aviation fuel program with partners. In land transport, we facilitated pilot applications of new energy vehicles.

In warehousing, Chongqing BOE Display Technology Co., Ltd. has achieved automatic and intelligent warehousing operation and information management. Based on its automated vertical warehouse and a delivery and sorting center, the company integrates automatic control, automatic transmission, AGV-enabled automatic sorting and delivery technologies, and coordinates with the goods information management software, enabling automated recording, management, and verification of inventory.



BOE received the first blockchain-validated Hi-ECO Green Shipping Certificate.

#### **Biodiversity Conservation**

BOE embeds biodiversity conservation throughout project development and operation to promote harmony between human and nature. As of the end of 2024, none of our operational locations have encroached upon nor bordered any ecological preserves.

#### Project development phase

- We conduct environmental impact assessments during the early stages of operational location development to avoid potential impacts of operating activities on local species and ecosystems.
- · We optimize functional zoning during project planning and development to minimize ecological land use.

#### Project operation phase

- · We regularly organize tree-planting to enhance regional vegetation coverage.
- The BOE Mianyang Gen 6 AMOLED (Flexible) production line implements bird safety measures, including protective nets installed outside equipment such as exhaust stacks.
- · We conduct biodiversity-themed activities, including the creation of ecological micro-landscapes, to enhance environmental awareness among our employees.



#### Green Actions

Through digital bonus points and scenario-based services, BOE continuously drives green actions to create a low-carbon, green, healthy, and comfortable work and life environment.



• We embed the green action bonus points system into administrative services through our digital platform, and add the carbon reduction accounting feature, with a 28% year-on-year increase in employee participation.

#### Standard formulation

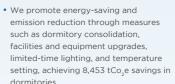
· We have formulated the Evaluation Standard for Zero-carbon Space in Buildings (T/CABEE092-2024) with the China Association of Building Energy Efficiency, filling the gap of such standards in the administrative sector.

#### Scenario certification



- In 2024, we revised and released the Green Paper for Green Administrative Services (V2.0), and established an internal certification system with standards across facilities and equipment, energy-saving measures, conversion of achievements, and management innovation to certify qualified scenarios.
- · We conducted business certification for our green administrative management innovation system program, with over 20 entities certified as Eco-friendly Restaurants by the China Dining Industry Association.

#### Management innovation



• For domestic waste, we continuously advance waste sorting, improve management measures and assessment plans, and increase resourceful utilization

#### Green publicity



- We have launched ten class sessions of "Working Together for Green" to share green practices, exemplary environmental case studies, and environmental protection knowledge.
- We organize several environmental activities, including "Fun Park Tour, Green Journey Together" with over 100,000 participants, and tree-planting events with 771 new trees planted.

\* Measured based on the 2022 Carbon Dioxide Emission Factors for Power Industry published by the Ministry of Ecology and Environment of the People's Republic of China in December 2024.

# **Renewing Technology to Lead Sustainable Development**

BOE maintains the unwavering respect for technology and dedication to innovation. Through key initiatives like strengthening our forward-looking technology portfolio and establishing technology curators, we guide the industry toward a new stage of high-quality development, and remain dedicated to creating a smarter and better life for users worldwide.











## Action Progress

Establishing a solid foundation for high-quality development and digital intelligence transformation

- Establishing the AI+ strategy, focusing on three core domains: AI + manufacturing, AI + products, and AI + operations, while advancing R&D in AI and related technologies.



Building on three core tech strengths-semiconductor displays, IoT innovation, and sensory devices-the initiative

partnered with 1/0+ global research labs, universities, and industry leaders, delivering 100+ collaborative projects by 2024.



applications in total



international and domestic technical standards developed/revised under leadership or participation



Ranked 12th among the US Granted Patents by IFI among TOP 20 for seven consecutive years



Ranked 6th in the global Patent Cooperation Treaty (PCT) applications among TOP 10 for nine

#### Powered by BOE to support ecosystem partners



Utilizing the strong expertise of our three technology brands: high-end liquid crystal display technology ADS Pro, high-end flexible display technology f-OLED and high-end glass-based new LED display technology  $\alpha$ -MLED, we accelerate sustained development of our core display business.



In the smart terminals sector, BOE extends the value chain through innovative applications across TVs, monitors, laptops, pads, IoT, low power consumption, 3D display and other fields.



We propel the industry from dimensions such as display resolution, color gamut, contrast, depth-of-field, and product size toward ambient light integration, privacy protection, low power consumption, thinness, and flexibility.

#### Leading a new era of intelligent IoT



bank outlets in 31 provincial-level administrative regions with smart finance services had been deployed



benchmark projects implemented across

35 cities, serving over 700 clients



BOE has witnessed over 200 million shipments of low-carbon display products through a partnership with VusionGroup in the electronic paper smart retail sector. Our low-power backplane business consistently maintains No. 1 in the industry by shipment volume\*.



BOE Smart All-in-one C100 series incorporates seven industry-first AI technologies.

<sup>\*</sup> Data source: CINNO, ePaper Insight.

### **Technological Innovation Foundation**

BOE continually advances institutional development of technological innovation. By strengthening intellectual property management and actively leading and participating in the development and revision of domestic and international technical standards, we contribute to standardized and sustainable industry development with our technological innovation capabilities.

#### **Technological Innovation Management**

We bolster technological innovation management by dynamically adjusting and refining our technological innovation system. We also value ethical norms in the process of technological innovation, aiming to create a structured, responsible, and sustainable development environment for science and technology.

#### Technological innovation system

BOE has established a technological innovation system. Through our product platform composed of 18 semiconductor display production lines and multiple intelligent manufacturing plants, we continually promote the application and upgrading of technological innovation products. To deliver forward-thinking, innovative, and leading products, we commit approximately 7% of our annual revenue to R&D, with 1.5% dedicated to research in basic and cutting-edge technologies, aiming to create sustainable and high-quality IoT ecosystem driven by innovation.

We consistently advance collaborative and shared technological innovation. In 2024, two new companies joined our Green Supply Chain Technology Sharing Platform (Patent Pool) to promote green and low-carbon technologies across the supply chain, jointly fostering a green industry ecosystem alongside the industry chain. We also implemented open licensing for 158 proprietary technology patents spanning human-computer interaction, image processing, and smart medicine & engineering integration. By streamlining licensing processes, we facilitate commercialization and application of technological innovation achievements.

#### As of the end of 2024

applications in total

flexible OLED

China Patent Gold Awards

China Patent Excellence Awards

China Patent Silver Awards

China Design Excellence Award cumulatively



- · Ranked 12th among the US Granted Patents by IFI among TOP20 for seven consecutive years.
- · Ranked 6th in the global Patent Cooperation Treaty (PCT) applications among TOP10 for nine consecutive years.
- · Listed among Clarivate Top 100 Global Innovators 2025 for four consecutive years Awarded "National Industrial Design Center".



#### Hosting the BOE Global Innovation Partner Conference

In September 2024, BOE held its Global Innovation Partner Conference (BOE IPC-2024) under the theme "Screen-Centric IoT, Gathering Wisdom for Innovation." Building on the IPC WEEK format, the event focused on key topics including display technologies, IoT, smart manufacturing, and AI+, featuring 15 dedicated forums such as the Display Device Forum, IoT Innovation Forum, and MLED Forum. These sessions facilitated in-depth discussions to align industry perspectives and drive technological advancement.

Beyond thought leadership, BOE debuted a series of cutting-edge display technologies and products, alongside pioneering applications in the metaverse, esports, and smart mobility sectors. The company also collaborated with over 20 ecosystem partners to showcase their latest product launches at the conference, jointly unveiling industry-leading innovations.





#### **Technology Ethics**

While driving technological innovation, BOE places a premium on technology ethics. In the field of smart medicine & engineering integration, our scientific research innovation activities involve clinical trials. To ensure our relevant practices comply with regulations, we have developed a technology ethics management mechanism.

#### Governance

An Ethical Committee is established within hospitals to review and evaluate new technologies and projects.

#### Protection of participants' rights

All of our technological innovation research is conducted with the ultimate purpose of promoting patient safety and well-being. We strictly adhere to national laws and regulations governing the supervision and management of medical devices, as well as internationally recognized ethical standards to ensure research compliance. We also guarantee participants are fully informed prior to their voluntary participation in research and provided with clear informed consent documentation. Our rigorous data security measures, including advanced encryption technology and strict access management, safeguard participants' personal privacy and confidential information. We maintain transparency regarding research objectives, methodologies, outcomes, and conclusions, while firmly opposing any form of misrepresentation or data manipulation.

#### Risk evaluation

We strive to minimize research-related risks while maximizing protection of participants' safety and welfare. After identifying potential technology ethical risks including data safety and privacy safety, we implement stringent measures to mitigate them. (For detailed action progress, refer to the section "Information security and privacy protection")

#### Awareness building

We organize training activities, covering personal data protection, cybersecurity, and management standards, laws and regulations on medical devices, aiming to elevate employees' ethical literacy and compliance awareness. Furthermore, we encourage and support their participation in academic and industry conferences to engage with peers in discussions on cutting-edge issues and solutions related to technology ethics.

#### Technology Curators and AI+ Layout

BOE keeps abreast of technology development, while establishing solid technology curators to offer strong impetus for technological innovation. With keen insight into the potential of AI technology, we pursue layout well ahead of time, and advance toward higher levels of technological innovation and industrial upgrading.

#### Technology curators

BOE continues to strengthen three technology curators including semiconductor displays, IoT innovation, and sensory devices. Capitalizing on investments, experimental facilities, incubation services, creative ideation, and talent exchanges, we maintain close partnerships with industry chain players, colleges and universities, research institutions, and emerging innovation agencies. As of the end of 2024, BOE had employed over 40 distinguished experts and scholars as technology advisors, implemented more than 100 collaborative projects with over 170 partners, and hosted forums on oxide, OLED, ADS Pro, and health display. These initiatives foster deep collaboration, synergistic development, and mutual value creation across the industry.



The Technology Curator Series - Health Display Forum held in October 2024, aiming to promote scientific awareness of eye protection, deepen industry-university-research integration, and foster a health display innovation ecosystem

#### Innovative achievements in establishing technology curators

Committed to innovation-driven philosophy, BOE has achieved numerous technological breakthroughs, such as UHD 16K glasses-free 3D display, UHD UB Cell AITV series, Z-type trifolding flexible OLED display, rollable automotive display, UHD LCD VR display, UHD QLED display, 10K UHD smart cockpit, and smart skylight glass. Our extensive partnerships in fields like emerging display, component materials, proprietary equipment, glass substrate innovation, micro-electromechanical systems, and optoelectronic sensing have also yielded a range of achievements. Examples include novel oxide-material TFT backplanes, efficient quantum dot materials, Micro-LED chips and modules with exceptional visual quality and reliability, eye-protective display, in-vehicle screen simulation, impact resistance analysis for flexible modules, and high-performance sensing devices.

Overview of Sustainable | Renewing Governance to | Renewing Ecology to Unfold | Renewing Technology to Lead | Renewing Value to | Appendix |
Development | Gather Momentum Ahead | Tenewing Ecology to Unfold | Renewing Technology to Lead | Renewing Value to | Sustainable Development | Share a Better Future | Appendix

#### AI+ layout

As AI technology emerges as a crucial force driving industrial revolution, BOE has pursued forward-looking AI layout. In 2024, we launched the AI+ strategy to accelerate innovative applications of AI across manufacturing, products, operation, among other aspects. By harnessing AI, we bolster product competitiveness and improve manufacturing quality and effectiveness while cutting costs, thereby enhancing our quality and efficiency of operational management. BOE has achieved significant innovations across AI+ manufacturing, AI+ products, and AI+ operation, establishing a solid foundation in this inaugural year of the AI+ strategy.

#### Al+ manufacturing

BOE prioritizes the intelligence of core manufacturing units. Our breakthroughs in key AI industrial software systems, including AI-powered industrial quality inspection and knowledge Q&A, have delivered greater efficiency, lower costs, and higher yield rates, maintaining our technological advancement and competitive edge in semiconductor display manufacturing.

- The BOE Display Industrial Large Model has become China's first operational model in the industrial inspection sector and was selected into the Typical Application Cases for Al-powered New Industrialization program in 2024.
- Our large model-based AI Defect Management (ADM) system enables intelligent defect annotation and generation, effectively
  accelerating production line defect model iteration and improving detection system launch efficiency by more than tenfold.
- The Annual Report on General Artificial Intelligence Development in China (2024), the industry's first of its kind, with BOE as
  a core contributing organization to its compilation, features several BOE's practices in Al-powered intelligent manufacturing.

#### AI+ products

BOE drives multi-model innovation for devices, equipment, and systems, enabling advancements in technological and product innovation.

For device empowerment, Al contributes to basic material research, design and R&D, process innovation, and algorithmic IP.
 Our Al-powered material prediction model significantly reduces forecasting deviations. Through generating mask simulations, our lithography process prediction model, the first of its kind in the industry, substantially enhances R&D efficiency. Several of our industry-leading algorithmic IPs for display quality and power consumption, including intelligent brightness consistency compensation and Al-powered energy-efficient image quality enhancement, have also been integrated into products to deliver exceptional display experience.

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- For equipment empowerment, BOE advances multimodal interaction technology modules for terminal devices, strengthens ondevice AI capabilities, and rapidly follow up on AI-powered products, to deliver better interactive experiences for customers.
   For example, multimodal interaction technology modules like eye-tracking and 3D interlacing have been deployed in 3D gaming
  handhelds. Our large model-based 3D content generation platform swiftly generates 3D content, substantially enriching user
  experience on existing devices.
- For system empowerment, BOE's innovation systems and products have been widely deployed across office, cultural, and
  artistic environments. The seamless integration of AI technology with display products creates a distinctive edge. In smart office,
  the newly launched BOE Smart All-in-one C100 series incorporates seven industry-first AI technologies, complemented by ondevice voice recognition for AI-powered meeting transcription.

#### Al+ operation

Focusing on rapid intelligence advancement in key operational modules, BOE has implemented AI solutions across market, planning, finance, and supply chain sectors with remarkable results.

- In planning, we address material substitution cost control in the semiconductor display industry through our sophisticated alternative optimization system. In finance, our intelligent finance Q&A system enhances efficiency in answering employee inquiries regarding expense reimbursement and approval.
- By embedding AI capabilities throughout operational modules, we aim to improve business process efficiency, resolve highdimensional challenges, and advance intelligence in key functions.



BOE's AI defect management system overcomes traditional limitations for efficient intelligent detection

Traditional factory defect detection relies on conventional visual algorithms, resulting in low detection efficiency and high error rates. Furthermore, commercially acquired ADC systems with disparate technical architectures create data silos while incurring high software maintenance and upgrade costs. To overcome these technical limitations, BOE has developed an AI Defect Management System that processes defect images and performs intelligent annotations ten times more efficiently, enabling closed-loop management of display products from defect identification to resolution.

Developed using BOE's display industrial large model, this system is the industry's first intelligent defect management system utilizing display-specific large model technology. It intelligently categorizes defects in various display products and develops defect grading modules combined with specific business requirements. The system features three innovative capabilities including Al-powered defect grading, Al-powered automatic training, and intelligent data analysis, enabling fully automated quality inspection while facilitating cross-factory defect data analysis and management.



#### BOE's intelligent display industry Q&A system facilitates knowledge transfer and efficient production

To address insufficient frontline production experience and slow proficiency development among new employees, BOE has developed the industry's first intelligent display industry Q&A system. Significant improvements have been observed in production yield rates, training efficiency for new employees, knowledge transfer, and other aspects, defect analysis and resolution efficiency has raised by multiple times, monthly equipment downtime has substantially decreased, and the training cycle for yield and equipment engineers has been reduced by 66%.

#### Functions and roles of the intelligent display industry Q&A system

Capable of efficient semantic retrieval, the system automatically generates key information such as defect causes. improvement measures, and similar cases based on user descriptions of manufacturing defects, helping swiftly resolve production line issues and reduce cost losses from defective products.



Featuring a dynamic knowledge library update mechanism, the system updates the knowledge library in real time to ensure timely and accurate information. Additionally, the system mplements rigorous data security



- The BOE Display Industry Large Model Application Case was selected into the Typical Application Cases for Al-powered New Industrialization, Beijing's 2024 inaugural Top 10 Cases in Artificial Intelligence+ Application Scenarios, Beijing's 2024 Typical Cases in AI Large Model Application Scenarios, and Top 10 Pioneering AI Application Cases for the Year 2023.
- The Visual Large Model Technical Solution for Display Manufacturing Defect Detection was selected among AllA's Top 10 Pioneering Al Application Cases for the Year 2023.
- · BOE's Glasses-free 3D Display Generation Platform was shortlisted in Beijing's inaugural Typical Cases in Artificial Intelligence+ Application Scenarios.

#### Participation in Standard Formulation

BOE actively advances the standard-driven strategy, leads the formulation of several representative technical standards, and fills gaps in multiple technical domains, contributing to the regulated industry development. As of the end of 2024, BOE has presided over and participated in the formulation and revision of 429 domestic and international technical standards.

#### Key Standardization Achievements Released in 2024

#### International standards

We led the formulation of the IEC international standard, Touch and Interactive Displays - Part 22-10: Measuring Methods of Fingerprint Recognition performance - Under-display optical imaging fingerprint sensing (IEC 62908-22-10:2024).

#### Chinese standards

We presided over the release of five standards in the semiconductor display field, including the Flexible Display Devices - Part 5-1: Measuring Methods of Optical Performance (GB/T 38001.51-2024), the Touch and Interactive Displays - Part 12-10: Measurement Methods of Touch Displays - Touch and Electrical Performance (GB/T 43860.1210-2024), the Touch and Interactive Displays - Part 12-20: Measurement Methods of Touch Displays - Multi-touch Performance (GB/T 43860.1220-2024), the Transparent Display Devices -Part 41: Measuring Methods - Optical Performance (GB/T44077.41-2024), and the Print Display - Measuring Method of Film Uniformity (GB/T44390-2024), as well as the English version of the Electronic Dyed Liquid Crystal Dimmable Glass (GB/T42666-2023) in the field of smart window for sensing devices, filling the world's gap in this area.

#### Group standards

We presided over the release of numerous group standards, including the Technical Specification for Outdoor Liquid Crystal Display Devices (T/ZSA 267-2024), the Technical Specifications for Organic Light Emitting Diode Displays for Automotive Use (T/TIAA 033-2024), the Technical Specification for Image Quality of Active Matrix Driving LED Display Screens (T/CVIA 140-2024), the Technical Specification for Smart Cockpit Panoramic Display (T/TAA 034-2024), and the Technical Requirements of Intelligent Photovoltaic Power Station Operation and Maintenance Management System (T/CCSA512-2024).

#### **IPR Protection**

BOE is committed to strictly abiding by laws and regulations governing intellectual property rights (IPRs), respecting the IPRs of all parties, and continuously reinforcing IPR management. We have tailored an IPR management system to our sustainable development. Employees are with IPR-related training and education to bolster their awareness of IPR protection and compliance. In external procurement, joint development, technical cooperation, and other business activities, we actively adopt the terms of IPR cooperation to clarify patent rights and responsibilities with partners, achieving win-win cooperation.

#### **Excellent Products**

Focusing on the core semiconductor display business and leveraging our extensive technological expertise, we employ a "technology + brand" dual-drive model to render users worldwide with more groundbreaking and valuable products, consistently charting the direction for the global display industry.

#### **Unseen and Unparalleled**

BOE's proprietary, industry-leading

high-end LCD display technology

solution, with advantages such as

color consistency at all viewing angles

and ultra-high refresh rates, delivers

true-to-life image quality and smooth

#### **ADS Pro**



BOE's unique, industry-leading highend flexible OLED display technology solution, with vibrant colors, diverse forms and high feature integration, offers users an immersive visual

visual experiences.

f-OLED



experience anytime, anywhere.

α-MLED



BOE's pioneering, industry-leading high-end glass substrate active new LED display system and solution, with ultra-high brightness, ultra-high contrast ratio, ultra-wide color gamut, and ultra-low flicker, enables users to revel in boundless display effects in various scenarios.

All-scenario exceptional

Restoring visual authenticity Transcending visual boundaries Turning imagination into reality

Enjoying green experience

#### LED display

In 2024, BOE introduced several world-first technologies in LCD product development, focusing on high image quality, sustainability, and smart integration. Our UB Cell 3.0 achieved a 0.7% ultra-low surface reflection rate, enabling a 1,400:1 ambient contrast ratio. Our ultra-low reflection technology for outdoor commercial displays matches the performance of high-brightness alternatives while reducing power consumption by approximately 40%. We have developed a material solution using the 16-inch WU TDDI platform with over 50% recycled content, earning both certification of UL 2809 Environmental Claim Validation Procedure (ECVP) for Recycled Content and TÜV Carbon Reduction certification. Further, our TPC active antibacterial and antiviral product received TÜV certification for antibacterial and antiviral display technology.



- The 110-inch 16K glasses-free 3D display earned the Society for Information Display (SID)'s award of Best LCD-Based Technology.
- The Ultra-S Gaming Mini LED LCD Display Module was the Display Application Innovation Gold Winner at the 2024 DIC

#### Flexible Display

BOE is a domestic pioneer in the field of flexible OLED, outperforming industry peers in both technology and applications. We have invested in the construction of China's first Gen 8.6 AMOLED production line and established the country's first flexible OLED industry cluster. By consistently overcoming technical challenges in stability, seamless integration, thinness, planarity, and long battery life, we have introduced products such as N-shaped tri-folding OLED and Tandem OLED, establishing industry benchmarks. In terms of image quality, new products delivers superior image quality thanks to the DIC algorithm and improved uniformity of low-grayscale images. Additionally, excellent color consistency is achieved by optimizing the color shift trajectory of electroluminescent devices. In terms of eye protection, these products have overcome the industry challenge of low brightness DC dimming, realized a hardware-level DC-like dimming mode with reduced color shift, higher purity, and greater uniformity, and effectively mitigated the potential adverse effects of flicker.





Widely applied to a variety of high-end flagship models of leading Chinese and foreign brands, our flexible display solutions are expanding into more fields including laptop, automotive display, and wearables.



N-shaped tri-folding OLED made its global debut



• The 31.6-inch Slidable Display won the Flexible Slidable Display Technology Gold Award at the IFA Global Product Technology Innovation Awards 2024.

#### UHD

BOE offers a full range of UHD display products and UHD system solutions, and delivers refreshed immersive visual experiences to global users. Our 110-inch 16K UHD glasses-free 3D display produces stunning glasses-free 3D visuals with an expansive color gamut, while supporting 3D viewing angles and optimal viewing distances from 2.50 to 8 meters.

Our UHD portfolio includes 75-inch, 98-inch, and 110-inch displays. Our 8K UHD solutions have been adopted for 8K live streaming and broadcasting of various major events and competitions.

In December 2024, the Jinggangshan Economic and Technological Development Zone signed an agreement with BOE's UPTC and Limo Space. This partnership includes jointly developing the National Radio and Television Administration's UHD Key Laboratory Ji'an Branch and the BOE Limo Space Industry Incubation Base (Southern Center), aiming to establish a synergistic ecosystem for the UHD industry and drive breakthroughs in high-quality development.



China's first waterborne UHD glasses-free 3D dynamic art space created by BOE UPTC at the Platinum Palace Water Watching Hall on Beijing's Liangma

#### In-Vehicle Business

In the smart in-vehicle display sector, BOE delivers intelligent, safe, and comfortable cabin experience for users. Through cutting-edge display technology, intelligent cockpit solutions, diverse borderless screen interactions, and more scenario-based immersive experiences, an inviting third living space has been created for drivers and passengers.



#### In-vehicle spliced slidable flexible display

This product boasts the longest sliding distance for slidable display in the industry. Seamlessly switching between 31.6 and 17.6 inches, it offers continuous, panoramic information display. It achieves a total sliding stroke over 260mm with an R5 radius, while its narrow splicing and integration design enables splicing within 0.3mm. This product won the "CES Innovation Awards: 2025 Honoree in In-Vehicle Entertainment".



#### 44.8-inch P-HUD (Panoramic Head-Up Display) Full-width Cockpit Screen

This display incorporates advanced oxide technology and Mini LED backlight technology with 2,850 dimming zones, achieving a 9K resolution, a peak brightness of 7,000 nits (10% area), and million-level contrast. BOE's self-developed distortion correction algorithm and 8K+ system ensure clear windshield projection and accurate information transmission.



#### 45-inch 9K oxide MiniLED in-vehicle panoramic display

Combining oxide low-carbon process technology with MiniLED technology, this product boasts 6,048 dimming zones, a staggering 9K refresh rate, brightness of 1,500 nits, and a 1,000,000:1 contrast ratio, while lowering power consumption by 20% to 30%. It received the 2023-2024 Innovative Display Product Gold Award at the International Consumer Electronics Show 2024 (CES 2024).



#### P0.3 Micro LED in-vehicle display

This product features unparalleled image quality, seamless display, and eye protection. Beyond the enhanced pixel resolution, it provides ultra-high brightness, dark-state contrast, and color gamut, and delivers content with stunning color saturation and lifelike visual dynamics. Through COG processing, a single module can extend to 10 inches and supports unlimited horizontal (X) integration without visible seams. The AM technology reduces refresh-related flicker, minimizes visual fatigue, and enhances viewing comfort for eye protection.



#### Intelligent electronic rearview mirror solution

This solution includes driver assistant features such as blind spot monitoring and cross-traffic alerts, to enhance safety in challenging conditions including rainy, cloudy, windy, and snowy weathers, as well as nighttime driving. It also reduces vehicle drag coefficient, extends driving range, and minimizes carbon emissions to support low-carbon mobility.

## High-potential Pillar Businesses

Building on our core capabilities and extended value chain, BOE targets high-potential pillar businesses including sensors and solutions, IoT innovation, MLED, and smart medical & engineering integration, to drive high-value growth.

#### MLED

The MLED business is dedicated to providing innovative LED display systems and solutions. We deliver premium visual experiences through exceptional MLED display products and solutions to support diverse industries.

#### Innovative products

- · Our 45-inch glass-substrate backlighting in-vehicle display harmonizes two core technologies, namely ultra-large oxide and glass-substrate MLED backlighting. With 9K resolution and 6,048 dimming zones, it offers better visual effects.
- The BOE MLED COB P1.2 employs flip-chip COB Mini-LED technical solution and ultra-thin multi-functional optical encapsulation solution, presenting enhanced lighting effects, low flicker, and higher contrast. Through common-cathode row and column separation and integration in drive design, power consumption has decreased by more than 10%.
- · Our next-generation glass-substrate MiniLED backlighting technology is applied to gaming displays. By pairing with the AM drive solution, it ensures no tearing, stuttering, or latency, addresses flicker issues, and guarantees eye protection.
- For outdoor advertising markets, BOE MLED BYB offers an innovative solution featuring efficient cooling and exceptional protective capabilities. This ensures reliable operation during extreme weather conditions including typhoons, heavy rainfall, temperature extremes, and high humidity environments.

#### Solutions

· Our MLED super digital cinema LED display solution drives the creation of a "technology + brand" theatrical model and cultural space, delivering higher quality of viewing experience to the audience.



MLED super digital cinema LED display solution



BOE MLED BYB products



BOE's MLED glasses-free 3D immersive display appeared at VivaTech Paris



- Our 12.3-inch MLED MiniLED in-vehicle product won the ISLE 2024 "Excellent Product Awards".
- · Our 45-inch glass-substrate backlighting in-vehicle display received the 2023-2024 Innovative Display Product Gold Award at CES 2024.
- · Our MLED four-sided glasses-free 3D interactive digital art installation was honored the BERLIN Design Awards 2024.
- Our 31.5-inch 4K COG MLED BLU won the Bronze Prize of the Display Component Innovation of the Year Award at 2024 SID China Display Industry Award (CDIA).

#### Sensors and Solutions

In 2024, we intensified our research and implementation of light curtain technology across architectural, automotive, and other application, while establishing collaborative innovation laboratories with partners. By leveraging technologies such as smart dimming (light curtain technology) and MEMS sensing, we jointly develop cutting-edge products to advance automotive intelligence.



#### BOE's Light Curtain 2.0 flexible dimming technology drives sustainable NEV development

With the widespread adoption of glass door windows and skylights in new energy vehicles (NEVs), consumer demand for private sun protection dimming has increased. Capitalizing on our extensive expertise in flexible displays, BOE has developed Light Curtain 2.0 flexible dimming technology to support customization through intelligent control. Its exceptional black state blocks over 99% of visible light, and achieves 80% solar energy rejection when integrated with the LOW-E structure. The privacy switching feature enables privacy protection between interior and exterior at millisecond speeds. By blocking external heat and ultraviolet radiation, this technology reduces air conditioning usage in summer, and promotes energy-saving and carbon reduction. The inherent shock resistance and cushioning properties of the flexible materials minimize potential damage to skylights and vehicle occupants. Looking forward, Light Curtain 2.0 flexible dimming technology will expand into multiple sectors, including rail transport, architecture, and consumer electronics, and deliver more intelligent and eco-friendly lifestyle solutions for society.



- · BOE's light curtain technology was honored the 6th Gasgoo Awards 2024: Most Growth Value Award and the 12th Golden Bridge Award of China Technology Market Association.
- · Beijing BOE Sensor Technology Co., Ltd. was recognized as a New Intelligence 2024 Intelligent Connected Parts and Technological Innovation Enterprise.

#### IoT Innovation

BOE consistently integrates its core capability in the semiconductor display sector with the IoT segment. Driven by the "Empower IoT with Display" strategy, we equip screens with the ability to integrate more functions, take on more forms, and fit more scenarios, seamlessly embedding displays into various subdivision scenarios.

#### Smart finance

BOE delivers comprehensive smart finance solutions by focusing on "technology finance, green finance, inclusive finance, pension finance, and digital finance", consistently driving technology-empowered financial services. In the green finance sector, we have executed a green outlet project for a major state-owned commercial bank, integrating photovoltaic generation, IoT, digital human, and intelligent marketing technologies.

#### As of the end of 2024

bank outlets in 31 provincial-level administrative regions with smart finance services had been deployed



Smart finance solutions

#### Smart parks

BOE's smart park business concentrates on developing product solution capabilities across subdivision scenarios in cultural, business, tourism, and commercial parks. By the end of 2024, we had implemented more than 50 benchmark projects in 35 cities, serving over 700 clients. Building on our "smart park integrated platform", we have deeply integrated several industry-leading technologies and upgraded two park products including IoT management platform and operational service platform. By delivering 12 system modules and over 100 new features, we meet diverse, innovative, and differentiated requirements of various park scenarios.



Our intelligent management platform for 798 Art District's smart park integrates 21 types of intelligent devices across five categories. By deploying over 30 advanced AI algorithms and introducing eight business systems, this platform streamlines park management and achieves efficient operations, delivering diverse service experience for both visitors and commercial tenants.

Our software and hardware integrated solution for tour guides in scenic areas incorporates eight subsystems, creating closed-up applications for ten scenarios. By coordinating spaces such as theaters, commercial streets, and hotels, this solution supports scenic areas to deliver in-depth cultural exchanges and quality services.



#### Smart mobility

BOE's smart mobility solutions include scenarios like public transportation, rail transit, and airport by technical means such as sensing, Al, IoT, and cloud computing. We present a full line of smart cockpit solutions designed for healthiness, entertainment, relaxation, and office (HERO) scenarios. BOE embeds cutting-edge oxide and OLED technologies into in-vehicle displays, demonstrating extensive market application potential for low-carbon, green in-vehicle oxide products and flexible, versatile OLED displays. We have also launched intelligent large-screen cockpit solutions. Our PO.3Micro-LED in-vehicle display and intelligent electronic rearview solutions elevate both the technological interaction and comfortable experience of smart cockpits. (For details, please refer to the section "Excellent Products: In-vehicle Business")

#### Smart office

BOE offers three smart commercial display terminals, including smart all-in-one screens, ultimate smart screens, and splicing screens. Leveraging our core display technology, AI capabilities, and industrial design expertise, we deliver smarter and more user-friendly commercial display solutions for conferences and offices. Regarding smart office, we launched the Smart All-in-one C100 series in 2024, featuring seven industry-first AI technologies, complemented by on-device voice recognition for AI-powered meeting transcription.

BOE has witnessed over 200 million shipments of low-carbon display products through a partnership with VusionGroup in the electronic paper smart retail sector. Our low-power backplane business consistently maintains No. 1 in the industry by shipment volume\*, and our proprietary "electronic student ID" catalyzes rapid development in smart education. We have released the 2024 Future AI Conference White Paper with industry partners. By delving into future meetings in the AI era through the lens of industry policies, market trends, and industry opportunities, this white paper has established a solid foundation for sustained industry progress.



<sup>\*</sup> Data source: CINNO, ePaper Insight.

Gather Momentum Ahead / the Green Landscape

Overview of Sustainable | Renewing Governance to | Renewing Ecology to Unfold | Renewing Technology to Lead | Renewing Value to

## Medical & engineering integration innovation

BOE actively responses to the national Healthy China strategy. Combining technology and medicine for integrated innovation, BOE Smart medicine & engineering integration business focuses on families, communities, and hospitals with a human-centered approach. By building a health IoT platform, we bridge testing equipment, medical staff, and customers, forming a smart health management ecosystem. With health management at the core, the health IoT ecology, driven by medical & engineering products and supported by digital hospitals and wellness communities, provides high-quality and convenient healthcare services across prevention, treatment, and recuperate.

#### Health management

BOE integrates IoT sign monitoring equipment, online Internet hospitals, and offline digital hospitals, aiming to satisfy personalized health demands. To enhance people's quality of healthy living, we provide people-centric "online + offline", "intra-hospital + extra-hospital" closed-up services across the entire process from prevention and diagnosis to treatment and rehabilitation, including exclusive healthcare and specialized management.

#### Smart health terminal for digital human body

The terminal collects health data from smart devices, medical examination reports, and user-provided information to generate personalized 3D health profiles through a visual display of 3D variable human body.

#### Micro clinic with digital human body

Through IoT equipment, the clinic gathers user information including physiological indicators and physical status for Al-powered automatic health risk assessment across 14 indicators to generate 3D health files and health assessment reports, and offer health intervention plans.

#### Precision diagnosis and treatment

BOE consistently advances the development of self-built and self-operated Grade-III general hospitals, and currently operates Beijing Oasis International Hospital, Hefei BOE Hospital, Chengdu BOE Hospital, and Suzhou BOE Hospital. As the headquarters of BOE Smart IoT Hospital, Beijing BOE Hospital commenced construction in 2024, aiming to build a technically advanced, digitally driven Grade III general hospital based on model innovation.

#### Beijing Oasis International Hospital

The hospital offers specialty clinics in fields including travel medicine, brain health, and psychosomatic medicine. Seven specialist alliances and medical consortiums are set up for personalized cooperation, featuring expert teleconsultation and part-time in-clinic specialist services. It maintains a Class A medical record rate exceeding 95% and zero Class C medical records.

#### Hefei BOE Hospital

The hospital has successfully performed complex minimally invasive oblique lateral lumbar interbody fusion (OLIF), anterior lumbar interbody fusion (ALIF), and malignant bone tumor resection with 3D-printed custom prosthesis implantation. It offers specialized treatment services including 24-hour lithotripsy, cochlear implants, hyperbaric oxygen therapy, ultrasound radiofrequency ablation, and traditional Chinese medicine nursing care.

#### Chenadu BOE Hospital

The hospital has joined Sichuan Province's Cancer Diagnosis and Treatment Quality Improvement Alliance, implementing integrated and homogenized management for cancer patient management. A joint cardiology clinic in collaboration with Beijing Anzhen Hospital's cardiovascular experts is open to the public. The hospital promotes the "ECG network" project at private primary-level medical institutions in Shuangliu District, and puts into operation its pre-hospital emergency care center to effectively expand the hospital's service radius.

#### Suzhou BOE Hospital

The hospital has established national-level chest pain and atrial fibrillation centers, with Imaging, Cardiology, and Orthopedics Departments designated as Key Specialties in Wujiang District. With support from the Suzhou Association for Science and Technology, the hospital launched Suzhou's first First Aid Knowledge and Skills Camp. By introducing the DRG Coding Intelligent Management System, the hospital has achieved a coding accuracy exceeding 98% with a case grouping rate of 99.80%. It employs the Al-assisted diagnostic system for lung nodules and coronary arteries to improve early diagnostic accuracy while reducing misdiagnosis risks. To optimize diagnosis and treatment processes and enhance healthcare efficiency, the hospital has deployed over 60 digital and intelligent systems, including smart inspection guide system, intelligent imaging diagnostics technology, and smart outpatient navigation robots.

#### Smart healthcare

In 2024, BOE's first self-built, self-operated smart medical and elderly care community, Jincheng Shiguang, was put into operation. While integrating medical and elderly care, through smart IoT devices and a 24/7 all-scenario smart service system, the community constantly refines its lifecycle health service loop focused on health management, propelled by medicine & engineering integration products, and supported by digital hospitals and wellness communities. The Ziyang Digital Smart Healthcare City project leverages cutting-edge technologies, including blockchain, cloud computing, big data, and IoT, to seamlessly integrate traditional healthcare with digital information means. This approach eliminates barriers to home-based care in medical, elderly care, and big data domains. By the end of 2024, the project had completed pilot sites in nine communities in Yanjiang District, with over 10,000 elderly residents enrolled in the integration of medical and elderly care. The project is now positioned to expand services to 650,000 elderly residents throughout Ziyang City.



· Our smart medical and elderly care community, Jincheng Shiguang, garnered honors including the Healthcare Innovation Demonstration Award from CRIC Yangmei Healthcare, the Top 10 Elderly Care Institutions of 2024 by Comprehensive Influence from Caijing Xinkangyang and Caijing Xinkangyang Think Tank, an Outstanding Member of the Sichuan Elderlycare Service Development Association, and one of the first Senior Travel Bases from the Chengdu Senior Care Industry Association.

#### Medicine & engineering integration products

Leveraging artificial intelligence and IoT technology, BOE offers medicine & engineering integration products and technology platforms, empowering the people-centric whole-course service system. Focusing on smart terminals and systems, molecular detection, and regenerative medicine, we drive R&D and commercialization of medical devices and drugs to address both market and clinical needs.

#### Regenerative medicine

• In the field of stem cell therapy, our extensive research on cell sheets has yielded mature cell sheet preparation and transplantation technologies. These cell sheets demonstrate significant advantages over traditional cell suspension preparations while improving therapeutic efficacy. Phase I registered clinical trials are underway at Fuwai Hospital. For immune cell therapy, BOE has developed mature NK cell purification, activation, and expansion technology, with cell purity above 97% and cell expansion by over 10,000fold, demonstrating technological leadership. We are working on the cooperative project CAR-NK Cell Therapy for Urinary System Tumors Drug Development with the Cancer Hospital, Chinese Academy of Medical Sciences.

#### Smart terminals and systems

- · Our next-generation ultrasound imaging AI integrated machine integrates professional medical monitor with high-performance microcomputer. Coupled with Al-assisted imaging diagnostic and treatment software, it improves lesion detection rates and accuracy. Our chest CT imaging Al-integrated machine provides physicians with efficient Al-assisted diagnosis, supporting multiple static imaging detection items including lung nodule.
- By building a health IoT platform, BOE offers solutions including healthcare cities, smart hospitals, health communities, and at-home health. These solutions have been implemented in multiple regions, including Dongyang City and Shangyu District in Zhejiang Province, and Chengdu City and Ziyang City in Sichuan Province. In partnership with several hospitals, we have also developed a whole-course management platform for diseases such as cerebrovascular diseases, age-related bone degeneration, and chronic respiratory disorders.
- We provide myopia management solutions for adolescents. Our BOE Health Far Vision Learning Screen helps young users change close-range viewing habits and reduce myopia risk arising from prolonged near-distance screen time. Our Health Skylight lighting products feature automatic color temperature and brightness adjustment, smart memory, and rhythmic illumination mode to minimize eye fatigue.







BOE Health Far Vision Learning Screen

#### Molecular detection

· Our fully automatic nucleic acid amplification analyzer is capable of completing fast detection within 30 minutes, bringing convenience in multiple scenarios such as fever, emergency, pediatrics, infectious, respiratory, and critical care departments.

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## Diverse Development

Focusing on "N" businesses, we offer integrated hardware-software and system solutions across diverse industries, and deliver fresh experience for customers in versatile, intelligent IoT subdivision scenarios.

## **Technology Services**

Leveraging expertise in space development, operations, and management services, BOE integrates innovative resources across the industry-academia-research-investment chain. By developing a technology service platform based on "technology space services + technology innovation services", we aspire to foster a vibrant industry service ecosystem.

#### Technology innovation services

 Our technology service system offers enterprises comprehensive support in technology services including IPR, qualification certification, project application, policy consulting, technology finance, competition and mentorship services, and specialized services.

#### Industrial empowerment

 We offer enterprises customized industrial solutions through our cooperative platform for strategic service providers, leverage digital tools and platforms to enhance operational efficiency and market competitiveness, and organize industry seminars and forums to facilitate knowledge exchange and sharing on industry trends.

#### Integrated sharing of community resources

BOE has created a community platform and hosted community activities to facilitate corporate exchanges and collaborations.
 In 2024, ZODIAC launched Digital Economy Industrial Ecosystem Alliance – Digital Friends Association to explore innovative development models and emerging opportunities within the digital economy. Additionally, Universal Creative Park organized four community events centered on sports, photography, and entertainment, attracting more than 3,000 participants.



#### BOE fuels impetus for innovation in SMEs

In 2024, BOE collaborated with partners to establish the Industrial Metaverse Innovation Space and the BOE Public Service Platform for Empowering SMEs with Industrial Design. Both facilities provide professional industrial design resources and services to fuel innovation momentum in SMEs, aiming to promote seamless integration of Metaverse, industrial design, and traditional manufacturing. Moreover, by promptly sharing industry information, offering consulting services, and facilitating resource matchmaking, we assist micro and small businesses keep abreast of both market and policy dynamics to address challenges and problems. Since 2020, the Innovation Space BU (LIMO) has provided rent reductions and exemptions totaling RMB 27.62 million for resident MSMEs.

2024 BOE SUSTAINABILITY REPORT 40



Inauguration Ceremony for BOE Industrial Metaverse Innovation Space & BOE Public Service
Platform for Empowering SMEs with Industrial Design

Building a Sustainable Supply Chain Elevating Quality with Craftsmanship Creating a Happy Workplace

# **Renewing Value to Share a Better Future**

Embracing a philosophy of open collaboration, we support the growth of partners, employees, and society with a spirit of genuine altruism. Through high-quality management and services, we deliver reliable, trustworthy, and premium experiences to customers. By supporting the development of new quality productive forces with innovative technologies, we advance toward our ambitious vision "to be the most respected company on earth".









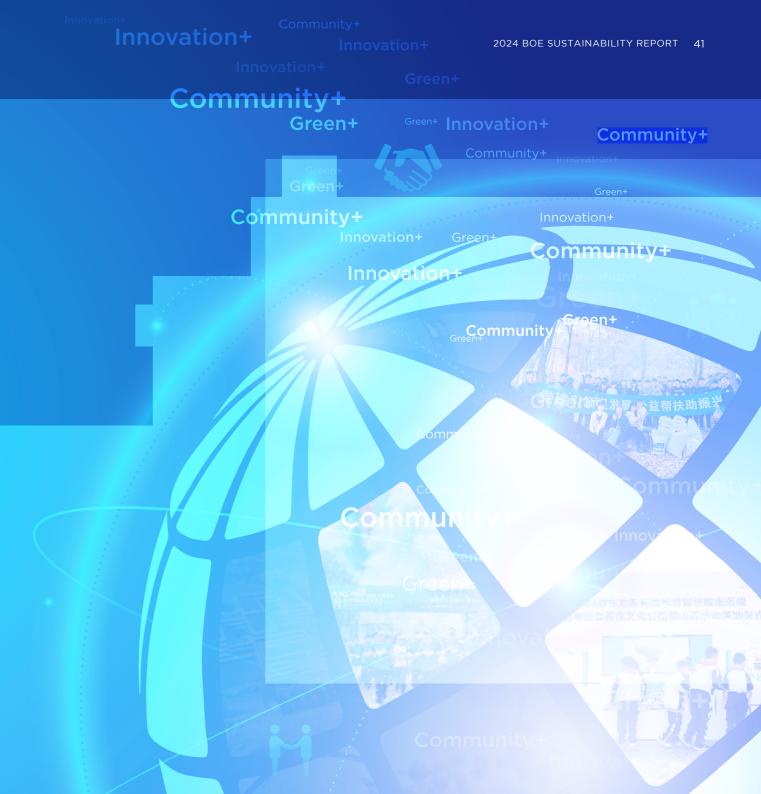














## Action Progress

#### Building a sustainable supply chain

- We optimized performance evaluation rules by incorporating green principles as a bonus point, with supplier assessment emphasis on performance in green management, particularly clean energy, carbon reduction, and ISO 12064/14067 certification.

We organized the BOE Green and Low-carbon Display Ecosystem Conference themed on IoT Vision, Eco Future, and jointly released a Green and Low-carbon Development Initiative with upstream and downstream partners.

carbon projects facilitated



#### Placing lean management quality first

- resident staffing outlets at home

resident staffing outlets abroad



9.54 (on a 10-point scale)

#### Supporting employees to chase dreams



We released policies for human rights protection, prohibition of child labor, anti-discrimination and antiharassment to strengthen workforce rights protection.



We reinforced corporate culture development and earned the title of National Best Practice Enterprise for Corporate Culture.



566,613 learning hours on the learning platform (online and offline)



800,000 visits generated our learning platform

#### Contributing to local community development



We worked alongside UNESCO to implement projects in science education and digital technology as the first Chinese technology partner of the UN's International Decade of Science for Sustainable Development.



126 smart classrooms built through our Illuminating the Growth Path project

benefiting over

63,500 teachers and students

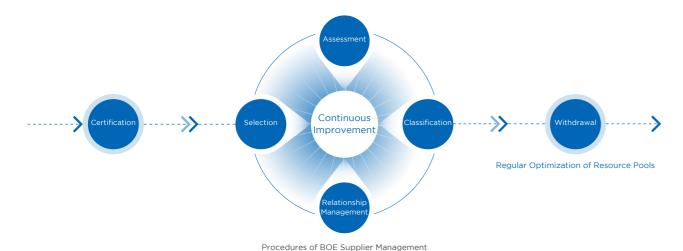


charitable medical activities conducted

reaching over 274,000 people BOE works with supply chain partners towards transparent, responsible, and sustainable supply chain and its management mechanism. We achieve sustainable development by ensuring compliance of products and services with environmental and sustainable requirements at the source.

## Supplier Management

Embedding sustainability philosophy throughout supplier management, we have developed and constantly refined our supplier management system, fully considering, identifying, and managing supplier performance across business ethics, safety and occupational health, environmental stewardship, and labor. Through certification and regular assessments, we standardize supplier acts in assuming responsibilities to cultivate a community of shared interest for mutual prosperity and win-win results.



#### Certification audit

BOE selects suppliers based on the integrated optimal principle of technology, quality, service, supply, cost, environment, social responsibility, and information security. We aim to ensure that all transactions are conducted under strict management and the principle of integrity, compliance, transparency, and responsibility



To ensure a reasonable and effective supplier evaluation system, we constantly update the supplier evaluation standards. During new supplier certification, we set up a certification and assessment taskforce to evaluate the general situation, including operation and management, technology R&D, production, quality management and control, environmental safety, hazardous substance management and control, CSR management system, BOE's supplier business integrity management system, and information security. We also lay down detailed assessment criteria and checklists, and only after being certified can suppliers become qualified. In 2024, we managed suppliers in a resource pool for centralized procurement. By introducing temporary resource pools and enhancing our supplier introduction, downgrading, and elimination mechanism, we stimulate suppliers' competitive awareness, and adjust our resource pool to ensure optimal resources. Suppliers are categorized based on project-specific supply and material rationing, to ensure effective implementation of respective strategies and establishment of a partnership alliance relationship.

Supplier Certification and System certification Part certification **Audit Standards** 

#### International system certification

- ISO 9001
- ISO 14001
- ISO 45001
- ISO 50001
- ISO 14064/14067
- QC 080000

#### **BOE** system certification

- Quality System Assessment (QSA)
- Quality Process Audit (QPA)
- Hazardous Substance Process Management (HSPM)
- General Management Audit (GMA)
- Corporate Social Responsibility (CSR)
- BOE's supplier business integrity management system (BIA)
- Information security

#### Part certification

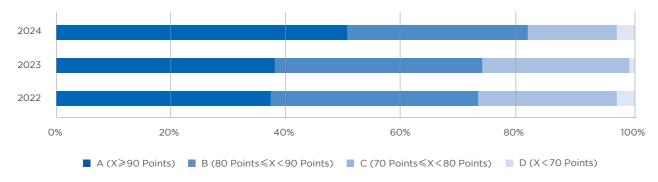
- Feature inspection
- Visual inspection
- · Guarantee of Green Products (GP)
- · hazardous substance inspection (RoHS/ REACH/WEEE)
- · Customer requirements

To effectively manage existing suppliers and maintain an orderly competitive supply chain, BOE regularly assesses supplier performance. In 2024, we conducted supplier performance evaluations guarterly and semi-annually, while refining dimensions from technology and innovation, quality, responsiveness, delivery, and cost (TQRDC) to TQGDC, where G (green principles) is a bonus point. We bolster guidance on building a green supply chain, with emphasis on green management, especially clean energy, carbon reduction, and ISO 14064/14067 certification. Apart from linking assessment results to supply and material rationing, we bestowed more commendation on the excellent ones and tougher treatment on the C-grade and D-grade, so as to spur the vitality of suppliers.

Meanwhile, we have established a complaint mechanism, allowing suppliers to address concerns related to performance evaluations. Suppliers can submit a performance evaluation appeal review form to BOE supply chain, and their final performance score will be determined following an initial review by the relevant department and subsequent examination by the review team. Additionally, we have developed the Material Supply Chain Planning and Procurement Business Benchmark, outlining the supply chain planning and procurement process for raw materials required for business operations to ensure effective integration of procurement-related resources and efficiency and rationality of procurement business. In 2024, we further refined our business benchmark by adding the inclusion condition for an integrity evaluation score exceeding 80 points during the certification process, and a supplier elimination condition. Suppliers in violation of the mutually signed BOE Procurement Red Line will be eliminated.

## Suppliers' CSR management

In accordance with the Responsible Business Alliance (RBA) Code of Conduct, international standards such as SA 8000, ISO 14001, and ISO 45001, and relevant regulations, BOE has formulated the BOE Supplier Code of Conduct based on customer requirements. We conduct annual supplier CSR self-assessments and perform BOE audits for Tier 1 and selected Tier 2 material suppliers.



CSR Performance Assessment of Suppliers from 2022 to 2024

#### Environmental management

BOE has established a sound supply chain environmental management system. Through the BOE Supplier Code of Conduct, we set clear requirements for suppliers, including environmental permits and report requirements, pollution prevention and resource conservation, hazardous substance management standards, as well as regulations on wastewater, waste gas, solid waste, noise, energy consumption, and greenhouse gas emissions. We conduct on-site supervisions and audits while urging suppliers to perform self-assessments of their environmental risk management. This approach encourages suppliers to proactively review their environmental management practices, identify potential environmental risks, and implement appropriate improvement measures, thereby continuously enhancing their environmental risk management capabilities. Taking unclear labeling at on-site hazardous waste storage locations for instance, by updating the Waste Management Procedures and the Waste Classification Table, suppliers have established clear classification and storage protocols for hazardous waste, put up clear hazardous waste labeling, and designated specific personnel for management, successfully resolving this issue.

#### Safety and occupational health

We require suppliers to strictly comply with occupational health and safety regulations and to obtain and maintain all necessary permits. Suppliers shall establish and routinely implement mechanisms for detecting, preventing, and handling potential health and safety hazards for employees. We provide necessary personal protective suppliers and safety training, and require specialized training and qualifications for employees engaged in special operations. We have also established an emergency response mechanism, with regular safety and emergency drills. Through feasible measures to reduce safety hazards in the work process and workplace, we work to create a safe workplace. For centralized management of labor protective supplies, suppliers have effectively improved performance by refining the labor protective supplies management system and appointing specialized personnel to manage and track issuance standards and records.

#### Risk management

We identify supply chain risks across multiple dimensions, determine the scope of impact durations and short-term, medium-term, and long-term risks, and adopt a tiered management approach to high-grade, medium-grade, and low-grade risks. We accelerate the diversification of our supply chain, enhance supplier relationship management, and continually increase investments in technological R&D and innovation. We have set up a comprehensive supply chain risk warning mechanism, identified potential major risks in advance, and issued timely alerts to ensure supply chain continuity. We also set up indicators such as localization rate, and have developed an autonomous supply chain management system by regularly scanning risks and other means.

Besides, we promote transparent procurement to ensure a fair, transparent, and traceable price comparison in bidding. With suppliers' development, procurement, production, and delivery cycles taken into full considerations, we have established reasonable procurement lead times to support the timely delivery with guaranteed quality and quantity. We strictly adhere to the pricing and payment terms established with our suppliers, and provide timely payment for delivered materials.

#### BOE supply chain risk identification and response

## Macro and market risk

- · Conduct research and analysis on laws, regulations and environmental protection policies in key regions in advance, and convey the analysis results to suppliers, so as to prevent suppliers from stopping production or limiting production due to changes in laws, regulations and policies, thus affecting the supply.
- Strengthen strategic partnerships with suppliers; enhance supply market tracking and analysis, adjust supply strategies, and ensure proper material substitution during market downturns.

#### IPR and legal risk

- Require suppliers to sign IPR agreements during the onboarding process, clearly define warranty and indemnification
- Establish category-specific admission criteria, and enter into procurement contracts.
- Follow suppliers' history of transaction defaults and litigations.

#### Operational and financial risk

- · Analyze suppliers' financial statements to implement measures for underperforming suppliers, such as reducing procurement allocation, developing alternative solutions, and supporting management capability improvements, and provide capital investment or financing options for suppliers with excellent technical capabilities but limited cash flow.
- · Review suppliers' CSR management, including CSR management system, labor, safety and occupational health, environment and business ethics to ensure their production and operational sustainability.

#### Supply continuity risk

- · Avoid geographic concentration of suppliers for the same material categories in regions prone to earthquakes, tsunamis, and typhoons, and develop alternative solutions; increase safety stock appropriately during challenging
- · Select branded logistics suppliers and conduct KPI assessment to ensure their transportation safety; require suppliers to use a combination of multiple modes of transportation to respond to emergency supply and ensure a stable supply.

#### Moral risk

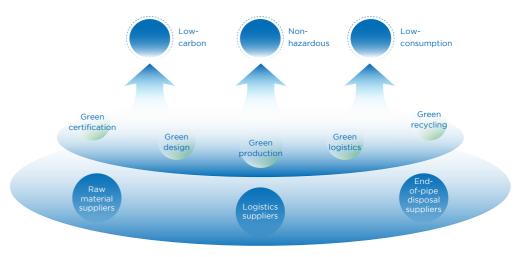
- Establish a sound bidding process. When there are major engineering projects and procurement of important materials and equipment, BOE Audit and Supervision Organization and legal department, etc., carry out whole-process follow-up supervision, and separate bidding from bid evaluation, evaluation from bid selection, so as to ensure compliance and legality of the bidding process.
- · Conduct integrity system certification and review on new suppliers. When signing purchase contracts, all suppliers are required to sign the Integrity Agreement and are informed the Procurement Red Line to avoid violations of business ethics and that cause damage to the Company's honest image.

## Responsible Supply Chain Initiatives

Guided by the principle of "in-depth cooperation, synergistic development, and value co-creation", BOE makes sustained efforts in driving the green and low-carbon supply chain transition. Fully mobilizing our resources, we enhance the sustainability capabilities of both BOE and supply chain through close communication and collaboration, synergistic innovation, specialized training, among others.

#### Building green supply chains

A green supply chain requires minimizing energy consumption, GHG emissions and waste generation and improving product recyclability and reusability throughout product design, raw material procurement, production, packaging, transport, and end-of-life disposal, to support sustainable economic, environmental, and social development. Aiming for low-carbon, non-hazardous and low-consumption development, our green supply chain continually strengthens supplier management across "green certification, green design, green production, green logistics, and green recycling".



Green supply chain management

#### 2024

supplier-driven low-carbon Annual carbon reduction projects facilitated



As of the end of 2024

4 BOE plants had been certified as National Green Supply Chain Management Enterprises

Leveraging digital and intelligent technologies, the platform creates end-to-end supplier carbon emission management solutions, and enhances the scientific rigor and efficiency of supply chain carbon management through features including automated collection and intelligent verification of data, multi-dimensional analysis and evaluation, and target setting and process control.

#### Green and low-carbon logistics

BOE incentivizes suppliers to enhance low-carbon transport capabilities, consolidate logistics resources, develop end-to-end green logistics solutions, and explore innovative energy-efficient transport models to effectively reduce carbon emissions during the transportation.

#### Supplier carbon management evaluation system

BOE has established an initial carbon peak and carbon neutrality assessment mechanism for supplier assessment across multiple dimensions, including carbon inventory, green energy usage, ISO 14064/14067 certification, carbon management level, and carbon reduction projects, to effectively promote steady improvements in suppliers' carbon management capabilities.

#### Support for suppliers' low-carbon transition

BOE has built a green empowerment system for suppliers focused on "capacity building, technical support, and financial guarantees". Through initiatives such as conducting ISO 14064/14067 system training, organizing the Green Product (GP) Communication Summit, and providing energy-saving technical transformation plan and financial support, we infuse new impetus into the green transition of supply chains.

BOE's green supply chain initiatives in 2024



#### BOE holds a green and low-carbon display ecosystem conference to create a green industry future

In December 2024, BOE organized the BOE Green and Low-carbon Display Ecosystem Conference themed on IoT Vision, Eco Future, demonstrating its innovative practices and strategic thinking for the display industry's sustainable development. Through a range of green innovative display technologies and products and in-depth empowerment across multiple terminal scenarios, we lead the industry to create a new green and low-carbon ecosystem. At the event, we jointly released a Green and Low-carbon Development Initiative with upstream and downstream partners, calling on all industry participants to promote carbon reduction throughout the entire process and accelerate the green transition across the display industry value chain.



Green and Low-carbon Development Initiative released with upstream and downstream partners



#### Supply Partners 2024 GP Communication Summit held to jointly build a green ecological supply chain

In December 2024, BOE held the Supply Partners 2024 GP Communication Summit. We shared our latest environmental protection requirements, updates on global environmental developments, the green transition and environmental protection policies in the Information and Communication Technology (ICT) industry, ESG principles, and our experience of participation in the "National Strength" Environmental Protection Competition, encouraging collaborative efforts in building a green supply chain. The summit was livestreamed, attracting nearly 700 suppliers with over 7,000 total viewers.

#### Empowering supplier development

In 2024, BOE organized quality training to enhance suppliers' quality management processes, rules, and collaborative capabilities. We convened 38 partner leaders for quality exchanges on critical materials, case sharing, management experiences from model plants, and communication of our quality management requirements to comprehensively elevate supply chain quality.

#### In 2024

supplier quality training sessions held nearly partners covered

\_\_\_\_\_\_



#### BOE holds 2024 Supplier Partner Conference to advance high-quality industry development

In March 2024, BOE held its 2024 Supplier Partner Conference themed on Linking the Future with SoT, pooling together over 1,000 important supplier representatives. The conference aimed to build an open, inclusive, and win-win platform for multilateral communication. Discussions were held on effective approaches to collaborative innovation and high-quality development, so as to advance the upgrading of global industry chains. At the conference, 71 outstanding suppliers were accorded for their extraordinary contributions to technology, quality, and services. BOE advocated fo collaborative efforts in sustainable industry development, called on building a green system with all suppliers, and propelled the industry toward a green transition and ecosystem faster.



2024 Supplier Partner Conference

Responding to customer needs

Sustainability Report and the

Responsible Minerals Survey

Report on the official website

Communicating responsible

mineral management with

· Bolstering ties with industry

stakeholders

Releasing the BOE Annual

## Responsible Mineral Procurement

BOE insists on responsible mineral procurement. In alignment with the requirements such as the Responsible Minerals Initiative (RMI) and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-affected and High-risk Areas, we regularly publish the Responsible Minerals Survey Report.

In addition, we provide suppliers with clear guidelines prohibiting the use of minerals from conflict-affected and high-risk areas. By raising their awareness through training and checking their submitted information, and conducting regular verifications on the use of minerals across the supply chain, we ensure that none of our products contain minerals sourced from conflict-affected and high-risk areas.



- Section 1502 of Dodd Frank Act
- EU regulation on responsible minerals
- · OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas (third edition)
- Responsible Business Alliance (RBA) Code of Conduct
- · Conducting responsible mineral management of the supply chain in accordance with the Standards for the Control of Hazardous Substances in the Environment and the Guarantee Letter of Green
- chain management system to identify and evaluate smelters and refineries

· Conducting due diligence

All suppliers: conducting survey Product report at all levels of the supply chain, collecting the results, and Adopting a transparent supply investigating the compliance of minerals

Responsible Mineral Management Strategy

All suppliers: making the final CMRT & EMRT reports and sending them to BOE

along the supply chain

BOE: releasing annual survey

report through the TQMS system

All suppliers: receiving supervision and feedback from BOE

#### **Conflict Minerals Policy** Communication

The newly introduced suppliers shall sign the Guarantee letter of green products to meet BOE conflict mineral policy.

#### **Conflict Minerals** Survey Plan

RMI releases the latest template every year, and BOE selects suppliers that may provide 3TG (tin, tungsten, tantalum, and gold), cobalt, mica, and other metals.

#### Conflict Minerals Survey Implementation

BOE invites suppliers to fill out the Conflict Minerals Reporting Template of RMI (RMI-CMRT) and the Extended Minerals Reporting Template of RMI (RMI-EMRT), collecting and summarizing feedbacks from suppliers.

#### **Conflict Minerals** Survey Results

BOE eliminates unqualified smelters in the supply chain and develops its own Responsible Minerals Survey Report.

**BOE Conflict Mineral Management Process** 

Along with all suppliers and outsourcing partners, BOE exclusively source from smelters and refiners approved or certified by the Responsible Minerals Initiative (RMI), the London Bullion Market Association (LBMA), or the Responsible Jewellery Council. We prohibit and refuse to support the use of any minerals with direct or indirect financing or benefit for conflict-affected areas. We conduct annual conflict minerals surveys throughout our supply chain using RMI-CMRT and RMI-EMRT.

In 2024, BOE surveyed 197 suppliers of resistors, inductors, capacitors, integrated circuits, LEDs, connectors, and metal parts that potentially contain gold, tantalum, tungsten, tin, cobalt, and mica. Findings confirmed that all minerals used in BOE's raw materials come from a total of 153 RMI-qualified smelters (including 25 for cobalt), aligning with BOE's supply standards.

#### 2024

minerals we purchased were from conflictfree areas

# Elevating Quality with Craftsmanship

BOE continuously strengthens quality management to ensure excellence across all operations. We maintain strict quality standards and processes to deliver reliable and stable products. Simultaneously, we serve our customers with dedication by gaining deep insights into their needs while continuously refining our service processes to provide a caring and efficient experience throughout their product use.

## **Tighter Quality Management**

BOE aims to establish a world-class quality management system and become a global benchmark for quality excellence. To this end, we continuously improve product quality and service through accelerated technological and management innovation, consistently fortify our quality management foundation, and enhance process control precision and effectiveness. These efforts elevate industry quality standards and lead global quality development trends.

#### Governance

To ensure organizational alignment in quality work, BOE has set up quality management departments for the Company, business divisions, and legal entities. The Quality Department of the Company oversees quality management across business divisions and legal entities through leadership, service provision, and control. Each business division's quality department promotes continuous improvements of the quality management system and empowers legal entities by implementing quality innovations. Quality departments within legal entities prevent major quality incidents, continuously improve customer satisfaction, and reduce quality costs through comprehensive quality control and management optimization.

#### Strategy

BOE aspires to be a benchmark for global excellence in terms of quality management. By deepening the quality strategy of "creating values with high quality", we make clear the goal of elevating product quality and service levels, and continuously improve quality management, process control, and continuous improvement capabilities.

#### Risk managemen

Identify, screen, and evaluate quality risks that BOE faces or may potentially encounter across three dimensions of industry, customer, and market, and formulate appropriate countermeasures.

#### Metrics and target

Aiming to provide the industry's best products and services, we track and continuously meet the requirements of customers and stakeholders, and consistently enhance our satisfaction levels.



#### Strengthening our benchmark role

In 2024, we conducted the 8th BOE Quality Award review. Finally, we identified 27 best management practices and commended 16 quality benchmarks, with awards granted to five collectives and 11 individuals. We also compiled the Compilation of Deeds of Collective and Individual Winners of the 8th BOE Quality Award and the Collection of Best Management Practice Cases. Through educational presentations, we guided our subsidiaries to implement 87 best management practices and 137 specific improvement measures.



BOE quality activities enhance staff quality awareness

To raise quality awareness among all employees and support high-quality development, BOE launched the Quality Month series activities themed on "Deep Engagement in Professional Value for High-quality Development."

Through the "Strengthening Excellence Thinking and Creating a Quality Winning Culture" campaign, we promoted over 10,000 posters, engaged more than 130,000 participants in quality knowledge quizzes, organized over 100 study sessions of the Outline to Improve the Quality of National Development, and generated 155 implementation suggestions.

Through the "Enhancing Crisis Awareness and Promoting High-quality Delivery" campaign, we identified 75 major quality issues affecting product delivery and developed 46 major quality improvement project plans.

Through the "Deepening Red Line Mechanism and Consolidating Quality Responsibility" campaign, we organized more than 30 sessions to study regulations and policies related to quality and safety, developed 16 quality and safety risk control lists, and identified 367 quality and safety risk control sites.

Through the "Enhancing Industrial Synergy and Breaking Quality Bottlenecks" campaign, we convened 61 meetings with suppliers, customers, and other partners, generating 43 joint research proposals.









The Quality Month series activities

#### Carrying out quality enhancement actions

To improve process quality management of business units and deliver high-quality, satisfactory, and reliable products and services, we have conducted supervision and evaluation of 36 units in accordance with the Management Measures for Quality Supervision and Evaluation combined with customer feedback, resulting in 171 optimization suggestions. Focusing on "product protection, key parameter control, production environment management, product evaluation management, and warehouse management", we also organize seminars to develop an enhancement program and promote implementation. In addition, we comprehensively advance quality cost management by developing the BOE Implementation Rules for Quality Cost. Through training, discussions, and reviews, we drive cost management across asset-light units to improve their business performance.



#### BOE facilitates the formulation of product quality improvement standards to fill the industry gap

In 2024, BOE MLED led the formulation of the Technical Specification for Image Quality of Active Matrix Driving LED Display Screens (T/CVIA 140-2024), marking a significant milestone in the standardized development of the AM LED display industry. This document offers technical requirements and test methods for AM LED display image guality, filling the industry gap and setting a technical threshold for AM LED displays. Its release helps standardize the market, enhance product quality and user experience, drive technological innovation, and protect consumer interests.



#### BOE facilitates the application of quality tools toward a win-win future with partners

In 2024, BOE Display Devices & IoT Innovation Business organized its 6th Quality Tools Application Competition, involving both employees and upstream and downstream players. The competition focused on core frontline issues and diversified scenarios to expand innovative applications for quality tools. A total of 11 outstanding cases were selected, providing valuable experience for quality improvement across the upstream and downstream value chain.



BOE's 6th Quality Tools Application Competition

#### Implementing quality and safety regulatioßns

To further implement national quality and safety regulations, including the Provisions on the Supervision and Administration of the Fulfillment of Primary Quality and Safety Responsibilities by Manufacturers of Industrial Products, and the Provisions on the Supervision and Administration of the Fulfillment of Primary Quality and Safety Responsibilities by Sellers of Industrial Products, we have launched special inspections of our relevant manufacturers and sellers. This initiative promotes the continuous improvement on product quality and safety management system, and implements the product quality and safety accountability system.

In 2024, we formulated and published the Measures for Supervision and Management of Product Quality. Accordingly, we verified information of 22 launched products, and conducted spot quality inspections on six launched products. By promptly identifying and improving product quality and safety hazards, we ensured that all our launched products meet national laws, regulations, and product standards. As a result, there were no significant quality incidents reported in market spot inspections.

#### **Premium Customer Services**

Committed to the service policy of "staying customer-oriented to pursue excellence", BOE keeps exploring and innovating in service methods, consistently improve the customer service system, and expand customer communication channels. Meanwhile, we prioritize the protection of customers' rights and interests, strictly safeguarding both information security and health security.

#### Enhancing service quarantee

Upholding the customer service principle of "first knowing, fast response, immediate handling, and quick resolving", BOE has established two core guarantee systems, namely "globalized customer service platform" and "2485 timely response mechanism". Centering on the distribution of global customers' plants, we leverage sales outlets and third-party resources to develop a customer service network, reach adjacent areas, and achieve full coverage at home and abroad. Experienced resident engineers and technical support personnel are also designated to ensure timely response and support in case of any problem, providing the most convenient and efficient services to our customers. By consistently refining the layout of resources in key regions, we implement our service work manual for standardized and unified management.

#### 2024

resident staffing outlets at home

16

resident staffing outlets abroad

Upholding customer-oriented philosophy, BOE anticipates and identifying customer needs in advance. By launching improvement projects and working with customers in joint improvements and joint laboratory development, we drive win-win development with them. In addition, through diversified communication channels, including WeChat, email, telephone, on-site visits, and regular customer quality meetings (on a weekly/monthly/quarterly/annual basis), we track customer expectations and demands, followed by our prompt adoption of targeted improvements. Besides, our regular customer satisfaction surveys and customer service training enhance the excellent service awareness and ability of our employees, thereby guaranteeing customer satisfaction.

To better satisfy customer needs and efficiently address diverse consumer problems, we refine and upgrade key policies including the Defective Product Recall Management System. Additionally, we make clear the detailed processes for problem handling, recording, and subsequent return visits to ensure timely and effective handling of customer inquiries, and continuously track handling results.



#### BOE's display business's

customer satisfaction score (10-mark system) complaints handling



BOE Display Business improves management measures for customer complaint handling

BOE Display Business has formulated the Customer VOC Handling Benchmark, clearly defining the handling process and enabling efficient online management through the TQMS-VOC system. Based on the 8D report methodology, the system breaks the process down to relevant step modules with support from specific team members. The system can also automatically send reminders and manage processing timelines. In cases of overdue complaints, the system implements escalation management according to the Customer VOC Handling Benchmark, ensuring timely and effective problem resolution.



#### BOE Sensors and Solutions Business develops a differentiated customer response mechanism

BOE Sensors and Solutions Business has developed a product manual to provide end users comprehensive guidance on installation, usage, and maintenance, effectively reducing use issues by 20%. For troubleshooting and repair of defective products, a specialized repair manual is provided. Customers can attempt simple repairs according to the manual, and if repairs fail, the troubleshooting process is in place to accelerate remote communication for accurate diagnosis. For complex cases, technicians are promptly dispatched for on-site response. Additionally, to address the challenge of collecting adverse information from dispersed end users, the collection period has been reduced from seven hours to just one hour.

#### Innovative health technology services

Health technology is an important service area at BOE. We have developed a number of standardized documents for customer service processes, including consumer complaint handling procedure, parcel handling procedure, customer reception procedure, standard customer service specifications, CRM system standard operating procedure, and satisfaction survey procedure. They provide comprehensive standardized support for customer services. Additionally, we have established a robust consumer satisfaction measurement system, receiving 446 evaluation responses with a 99% satisfaction rate in 2024.



Health Technology Business Customer Service System



#### 400 Hotline

The 400 Customer Service Center handles all external product service communications. and provides services including answering calls, processing services and complaints, providing customer feedback, undertaking business demands from service providers, and responding to internal customer process consulting.



#### Online customer service

We offer customers convenient online service through our official WeChat account and product-based WeChat mini-program containing essential product service content. We have introduced image, text, and video features in addition to voice call, increasing convenience while reducing problemsolving time and improving customer satisfaction.



#### E-commerce store customer service

Recognizing online shopping as the predominant purchasing model, we have established stores on mainstream platforms with dedicated online customer service support for services including presale product introductions, usage guidance, complaint handling, and product replacement.



#### Community customer service

Myopia prevention and control requires ongoing maintenance. Leveraging this characteristic. we have established community groups via our WeCom accounts to support customers' daily product usage, provide myopia prevention followup, announce new product releases, and offer repurchase options.



#### Parcel customer service

On the basis of customer satisfaction, to increase the convenience of replacing products with complaints, we leverage parcels to resolve this issue for non-local products and manage the reception and testing of returned products.

#### Customer demand response initiatives

To enhance service quality, we have upgraded our CRM system and developed a unified hospital questionnaire satisfaction system called Medical Investigation Platform. By optimizing the hospital questionnaire process, we gain more timely insights into market and patient needs, continuously improving our medical service quality.



#### Beijing Oasis International Hospital

- The hospital features a bilingual (Chinese and English) customer service department to receive and address patient needs, suggestions, and feedback through multiple channels, including the president's hotline, 400 hotline, and face-to-face interactions.
- The hospital continuously optimizes service processes and quality, strictly controls medical quality, and improves feedback mechanism to enhance patient satisfaction. Through training and incentive mechanisms, the hospital also elevates staff service levels.



- The hospital scientifically designs and timely updates the satisfaction questionnaire based on research into satisfaction management experiences of several domestic hospitals.
- The hospital expands channels to comprehensively gather patient feedback. Upon initial verification by customer service personnel, complaints are forwarded to responsible departments for resolution and follow-up.

#### Suzhou BOE Hospital

- The hospital adopts a multi-channel patient satisfaction follow-up mechanism, collecting patient satisfaction scores, opinions, and suggestions by calls, face-to-face visits, bedside visits, official WeChat accounts, and SMS. The hospital also implements QR code scanning to facilitate real-time patient feedback.
- Outpatients and discharged patients receive same-day follow-up calls, and inpatients receive bedside visits before discharge. Patient feedback is processed and verified on the same day and compiled into the Patient Complaints and Feedback Ledger, which is reviewed and announced monthly by the Quality Service Committee to drive service improvements.







#### Information security and privacy protection

BOE diligently complies with national laws and regulations by implementing a comprehensive information security protection system spanning across management, technology, and operations. We strengthen training and publicity of information security culture to enhance employee awareness, safeguard data security, and protect users' rights. Concurrently, we have established a four-in-one (personnel, assets, environment, and data) trade secret management system. By introducing international standards including ISO/IEC27001, TISAX standards, and the Enterprise trade secret management specifications (T/PPAC701-2021), we systematically advance our trade secret and information security protection to support high-quality corporate development.

We continuously adjust and refine our information security management system in response to evolving internal and external conditions. The Confidentiality Committee serves as our primary information security decision-making body, responsible for top-level strategic planning, system and process review, resource allocation, and incident handling for confidentiality and information security. We implement a comprehensive protection structure organized by security levels, zones, domains, and layers based on specific business requirements, ensuring dynamic and thorough protection.





Knowledge training on trade secret protection

BOE 5th Information Security Awareness Week event



#### Suzhou BOE Hospital safeguards patients' information security

Suzhou BOE Hospital implements a rigorous information security management system. It clearly defines management requirements for collecting, storing, using, transmitting, and destroying patient information to ensure regulatory compliance. All sensitive data is stored and transmitted using high-intensity encryption technology. The strict access control mechanism is in place, with permissions granted only to authorized personnel for access and logging. The hospital regularly conducts privacy protection training to reinforce confidentiality awareness among staff. Patients are required to provide informed consent before their information is collected or used, retaining their rights to inquiry, modify, and delete their data. Through regular internal audits and third-party security reviews, the hospital ensures the information protection measures meet regulatory requirements and information protection system functions effectively.

#### 2024

912.40 hours information security and privacy protection training

301.000+ attendances in information security and privacy protection training

#### Institutional development

- · Improvement of the institutional framework by revising the Management Measures for Personal Information Protection, the Confidentiality Management Manual for Confidential Meetings, the Cybersecurity Management Specification, and the Management Rules for Network Access Control, and introducing the Management Rules for Data Encryption and Desensitization and the Rules for Confidentiality Management of Core Processes. These policies provide a solid foundation for implementing our security strategies.
- Following the APP management requirements of Ministry of Industry and Information Technology, we have established privacy policies for all APPs collecting user information, with an aim to better protect user rights.

#### Management prevention measures

- · Promoting security in advance and in the process of digital transformation, by establishing a process mechanism, and embedding security requirements into every stage.
- Through internal and regular security compliance checks and drills, we identify information security and privacy protection risks. By conducting specialized risk governance, we minimize the occurrence of security incidents.
- We strengthen supply chain management. Through the Data Processing Agreement, we refine constraints on suppliers' conduct of data processing to protect corporate data security.
- · We have developed emergency response plans for data security and privacy protection to improve our emergency response capabilities.
- We organize regular specialized security inspections, combining on-site checks and departmental self-assessments to ensure effective implementation of confidentiality measures. The annual internal information security audits and management reviews are tailored for critical units. For identified risks, we develop improvement initiatives and urge their execution.
- · We develop series training courses and text-image promotional materials related to trade secret and information security. For current employees, new hires, and vendor partners, we provide trade secret protection training. We also organize regular promotional activities and develop an assessment mechanism to raise trade secret protection awareness among our employees.
- · Our 5th Information Security Awareness Week event features thematic videos, knowledge visual guides, security awareness testing, and confidentiality risk inspections, comprehensively enhancing employee understanding of confidentiality and information security importance.

#### Technical prevention measures

• In 2024, by refining our technical platform, we strengthened our capabilities in endpoint security, application security, and network security. We also established database encryption and data desensitization tools to elevate our privacy protection capabilities.

BOE regards employees as the most treasured resource and wealth, continues to deepen our strategy of "Promoting High-quality Corporate Development with Talent" and support talent development by providing comprehensive and personalized career development plans and role-specific training. We aim to uncover and leverage employees' potential in various areas, protect their lawful rights, and fully stimulate their enthusiasm and creativity, helping them realize personal value and career growth.

## **Employment and Management**

BOE respects and safeguards the lawful rights of every employee. We improve our compensation and performance management systems, promote democratic management, and work to create a fair and equal workplace for employees.

#### Employee right protection

BOE recruits talents according to the principles of equality, openness and inclusiveness. We strictly abide by The Labor Law of the People's Republic of China, Labor Contract Law of the People's Republic of China, Social Insurance Law of the People's Republic of China, Prohibition of Child Labor Regulation, Law of the People's Republic of China on the Protection of Minors, and other employment-related laws, regulations and international conventions where our business operates. We enforce them in collective contracts, labor contracts and all kinds of HR management rules and regulations. We also follow the Responsible Business Alliance (RBA) Code of Conduct. BOE pursues an equal and open employment policy. We prohibit differentiated treatment in employee recruitment, promotion, development, welfare distribution, and termination of labor contracts due to race, color, nationality, language, wealth, social status, age, gender, sexual orientation, ethnicity, disability, pregnancy, belief, political affiliation, participation in any association, or marital status.



#### Strengthening labor rights protection to build a happy workplace

In response to the growing regulatory trends concerning labor rights both domestically and internationally, BOE and its ecosystem partners place a strong emphasis on antidiscrimination, anti-harassment, gender equality, and the prohibition of child labor and forced labor. We are committed to maintaining a fair, respectful, and equitable working environment to demonstrate our social responsibility and commitment to create value. In 2024, drawing from past experiences, BOE introduced three new labor rights policies on human rights protection, child labor prohibition, anti-discrimination and anti-harassment. These policies further ensure the employee rights protection and their development, showcasing our firm stance and commitment to human rights, child labor prohibition, anti-discrimination and antiharassment



Scan to learn more about our policies on human rights protection, child labor prohibition, anti-discrimination and antiharassment.

#### 2024

99,100

27,549

68% percentage of executives 31% female ratio of employees

hired from local communities

23%

percentage of female managers in total managers 100%

labor contract signing rate social insurance coverage rate

#### **Employment management**

BOE strictly abide by the labor laws and regulations where our business operates and constantly improve our employment management. To avoid child labor and other non-compliant employment scenarios, we thoroughly respect employee willingness throughout the hiring process, ensuring voluntary participation in work, freedom from forced labor and restricted liberties (for work and resignation), and prohibiting any form of corporal punishment, intimidation, harassment, abuse, or discrimination against our employees. We focus on integrating diverse recruitment channels to discover and attract suitable candidates. Besides methods such as social recruitment, campus recruitment, and utilizing recruitment websites, social media platforms, and employee referrals, we collaborate with the Ministry of Education and recruitment platforms of various provinces and municipalities to provide more suitable employment opportunities for local talents.



BOE wins 2024 World's Most Attractive Employers Award

#### Democratic communication

BOE has established an equal and democratic communication mechanism to timely understand employee demands with combined use of online and offline approaches. We have developed a labor union procedure system, and provided employees with open and effective communication and complaint methods including suggestion boxes, chairman's mailbox and online platform to unblock channels for employee voice. In 2024, we conducted an employee satisfaction survey covering dimensions such as training and development, compensation and benefits, working conditions, and corporate culture. The results show that 92% of the employees are satisfied with the company and are willing to continue to invest in the company. In response to the results of the annual satisfaction survey in 2024, the company conducted focus group interviews, formulated improvement plans and implemented them on the ground, forming a management closed loop to further enhance employee satisfaction.

#### Comprehensive compensation and benefits

In line with the principle of "pay for posts, abilities, and performance", we provide competitive salaries in the industry together with allowances, annual performance bonuses, timely incentives, etc. to motivate our staff and unleash their innovation. Each year, we would review our compensation practices at least once, monitor and evaluate market trends and industry practices in the regions where we operate, and make adjustments according to external industry changes and internal feedback, so as to ensure our compensation plans are competitive and fair. This approach fosters a stronger sense of belonging and loyalty among employees and promotes our sustainable strategic development.

In strict accordance with relevant legal provisions, we pay social insurances and housing provident fund for employees. In order to further safeguard the quality of life of employees after their retirement, we offer the enterprise annuity plan for all employees based on the principles of voluntariness and affordability. We also provide our employees with commercial insurance such as personal accident insurance, critical illness insurance, medical insurance and business travel insurance, thus establishing a multi-level protection system for our employees. In addition, we provide employees with a wide range of benefits such as free breakfast and lunch, collective dormitories, free shuttle buses, free parking, birthday allowances, wedding congratulations, bonus annual leave, annual physical checks, etc., which cover different stages of employees' lives and work. By promoting about policies including the Benefits Management Policy, we strive to keep employees fully informed of all the available benefits, enhance their sense of gaining at BOE and bolster their cohesion and creativity.

## Health and Safety

BOE provides a safe work environment and take various measures to protect employees from occupational hazards. We also keep improving our occupational health and safety standards to safeguard employees' legal rights and their physical and mental well-being.

#### Health and safety management

In accordance with the ISO 45001 Occupational Health and Safety Management Systems, BOE implements the Plan-Do-Check-Act (PDCA) cycle to improve our occupational health and safety management. We aim to provide employees with a safe and healthy working environment, ensure their health and safety, and enhance their job satisfaction and sense of belonging.

#### 2024

RMB 15,576.14 invested in safety	10,906	1,561	82,785
	safety checks	safety drills	participants in safety drill
4,420 safety training sessions	2,030,694 participants in safety training	100% hidden hazard rectification	27 safety publicity activities
100% occupational physical examination coverage	100%	O	0%
	employee safety training	major work safety accidents	work injury absence rate



occupational disease incidences

#### Measures to ensure employee health and safety



#### Safety policy management

Continuously to improve safety policies in areas such as security, food safety, dormitory safety, traffic safety, extreme weather, public health. and security management. We have revised 12 business management rules and added three new management regulations in total.



#### Regular hazardous factor inspection

Regularly occupational disease hazard inspections and evaluations in workplaces. All occupational disease hazard factors meet national standards, and protective measures are effectively implemented. For workplaces with potential acute occupational injury risks due to toxic and harmful substances, we install alarm devices and equip on-site first aid supplies, emergency equipment, and emergency

evacuation routes.



#### Provision of personal protective equipment

Based on the types, frequency, and duration of occupational disease hazards employees may encounter, we provide targeted personal protective equipment, including safety hats, goggles, earplugs/ earmuffs, acid-resistant gloves, chemical protective suits, and safety shoes. We secure 100% coverage of protective equipment and regular effectiveness checking, ensuring that protective gear is complete and effective.



#### Strict health check-ups

For employees working in positions exposed to occupational disease hazards, we strictly implement pre-employment, on-the-iob, and postemployment health checkups according to China's Law on Prevention and Treatment of Infectious Diseases and the GBZ 188 Technical Specification for Occupational Health Surveillance and ensure 100% coverage of health checkups for high-risk positions. Additionally, we manage health records through a "one file for one person" system and promptly inform employees of the results for effective monitoring of their

health status.



#### Dual prevention mechanism

By adopting a proactive prevention mechanism on risk identification, we thoroughly identify and evaluate onsite risks and implement a tiered control approach on engineering, management, education and training. personal protection, and emergency measures. Control measures are incorporated into hazard identification lists, and periodic inspections are conducted to identify and correct potential hazards in a timely manner.







First aid training



#### A week-long campaign on Law on Prevention and Control of Occupational Diseases

During the week-long campaign on Law on Prevention and Control of Occupational Diseases, BOE organized a series of routine and special activities, including theme publicity, training and education, competitions, hazard identification, occupational health improvements, and emergency drills. By conducting these regular activities, we aim to enhance employees' awareness of occupational disease prevention, strengthen their ability to prevent, control, and eliminate occupational disease hazards, and create a favorable environment for collective attention to occupational health. Through special activities, we identified and eliminated hidden occupational health risks and management gaps, improved emergency capabilities, and effectively protected workers' occupational health rights.





Health Awareness Week campaign: "Marathon MINI Run"



- Fuzhou BOE Optoelectronics Co., Ltd. and Chongging BOE Display Technology Co., Ltd were included in the "Collection of Excellent Cases" by the National Health Commission for their development of healthy enterprise cases.
- Beijing BOE Display Technology Co., Ltd. was awarded the National Youth Work Safety Demonstration Post.
- Chongqing BOE Optoelectronics Technology Co., Ltd. was recognized as a Health Enterprise in Chongqing.
- · Hefei BOE Hospital's paper, Discussion on Power Safety and Emergency Practice in Large Comprehensive Hospitals, won the award of the 2024 Yangtze River Delta Hospital Architecture Excellent Paper.

#### Employee mental health

BOE offers a variety of online and offline services to support employees' mental health, including psychological counseling, mental health assessments, psychological training, and crisis intervention through the 24/7 appointment hotline, smart psychological platform, WeChat Official Account, company intranet-EAP section, and "Oxygen Bar" wellness space. These services aim to help employees manage and reduce psychological stress from work and life and enhance their psychological well-being. We have also set up the "Oxygen Bar" wellness space for psychological counseling in 14 cities, including Beijing, Hefei, Chongging and Nanjing, to improve employees' offline counseling experience.





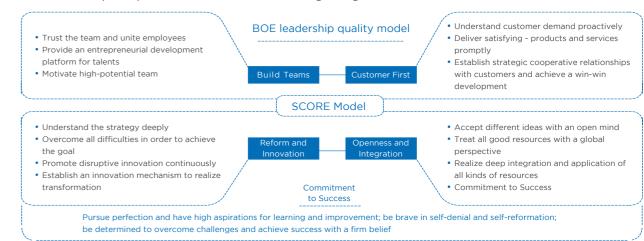
Psychological health counseling

## Talent Growth and Development

BOE has established a scientific and sound training system to support employees' career development. We continually optimize and ensure smooth career advancement pathways for employees, accelerate talent growth at all levels, aiming to build a high-caliber and international talent pool that aligns with BOE's strategic requirements.

#### Scientific talent management

In response to its strategic development layout, BOE continuously strengthens organizational capacity building and talent team building. Through the ongoing implementation of the Organizational and Human Development Program (OHDP), we regularizes upgrades its organizational structure and execute forward-looking talent planning, striving to build a market-oriented, international, and highly professional talent team. In leadership development, BOE has deepened the application of the SCORE leadership model, refining key position profiles and talent standards to continuously enhance the comprehensive competencies of its management personnel. In building talent pipelines, the Company has introduced a diverse set of assessment tools to holistically evaluate employee performance, capabilities, and potential, while reinforcing its talent labeling system and talent pool management. With the goal of supporting the Company's longterm strategic advancement, BOE formulates targeted talent development programs to continuously improve overall talent capabilities. The Company promotes a unified and equitable approach to role-person matching and talent development, fostering an organizational culture where exceptional professionals are nurtured and talents grow together.



BOE Leadership SCORE Model

#### Smooth career channels

BOE provides diversified development paths for employees. While driving up employee capabilities, we intensify responsibility and value contributions. In order to help employees speed up the improvement in their profession and management skills, we have established a two-way talent development mechanism of "management + profession". By launching the "Galloping Horse" program, we strive to take the job rotation mechanism a step further, and provide employees with more diverse career opportunities and options, unleash their inherent potential and inspire their motivation, initiative and creativity.

#### Employee training

To accelerate employees' growth in both professional expertise and managerial capabilities, BOE continuously enhances its training management systems and mechanisms, deepens the development of its education and training framework, and increases investment in training support and resources. The Company has established integrated vertical and horizontal development platforms, fostering a comprehensive talent development system that cultivates skilled industrial personnel, technical professionals, managers, and future leaders. We use diversified employee development programs to help employees achieve a simultaneous enhancement of their selfcapabilities and professional value. Furthermore, various innovative business activities, economic and technological innovation competitions, skills competitions, are launched, ensuring that every step of personal growth contributes meaningfully to the achievement of individual aspirations.

#### Leadership Training

· Leading Talent Training

#### Management Training

- Training for New Managers
- · Advanced Training Managers
- · Potential Talent Training

#### **Specialist Training**

- Technical Certification Training
- Skills Improvement Training

#### **Practitioner Training**

- Orientation Program for New Employees
- Practitioner Training Bootcamp
- General Professional Training

2024

566,613 hours (online+offline) learning on Employee Learning Platform

800,000



#### **Employee Skills Competition**

In 2024, BOE hosted a series of employee skills competitions across multiple business fields. These events not only elevated employees' expertise but also strengthened team cohesion, laying a solid talent foundation for the Company's sustainable development. Through intense and engaging contests, employees showcased their expertise while fueling a collective enthusiasm for learning and innovation.





LCD Display Device Manufacturing Skills Competition

Cell Department LC Set Up Skills Competition



"Excellence Cup" Supervisor Management Essay Competition



#### Empowering new hires to soar from Day One

The iconic BOE Grow180 program underwent a comprehensive upgrade to better support the transformation of young talents from students to industry professionals. Structured around a 180-day development cycle, the program unfolds in three progressive stages: workplace readiness, integration and role immersion, and on-the-job transformation. It focuses on four key dimensions: corporate understanding, cultural integration, role transition, and team building. Tailored to the characteristics of the new generation, Grow180 incorporates executive face-to-face sessions, themed class meetings, and other immersive experience to foster deep cultural resonance. The program also introduces military-style training to instill discipline, resilience, and a strong work ethic. In 2024, a total of 2,518 new hires successfully completed the program. This not only deepens the employee's identification with the Company and cultural heritage, but also enables them to take a solid step to become a new generation of industry professionals.





BOE Grow180-School Recruitment New Employee Development Program

## Care and Compassion

Guided by its corporate culture, BOE is deeply committed to supporting the physical and mental well-being of its employees. The Company strives not only to enhance workplace efficiency but also to foster holistic development and a strong sense of happiness among its workforce. BOE is dedicated to creating a harmonious, healthy, and supportive work environment where every BOE employee feels the warmth and care of a home.

#### Corporate culture development

In 2024, focused on the theme of "Strengthening Team Building", BOE has identified business pain points through top-level design, ignited a spirit of determination through immersive experience, and promoted cultural values through broad-based communication of outcomes. A wide range of initiatives such as symposiums, reflection sessions, leadership empowerment programs, and culture-anchoring activities were launched to ensure that corporate culture reached the front lines of operations. Among them, events like the "BOE Workforce" Recognition, "Screen of Things" Reading Session, Mini Marathon, Family Open Day, and Corporate Culture Story Exhibition received enthusiastic employee engagement and recognition. The "press, release, touch, and strive" spirit, developed through in-depth discussions among management, is a profound practice and enrichment of the core values of the "three hearts and five inner strength" culture. In November, BOE was honored with the title of National Corporate Culture Best Practice Enterprise.

#### Cultural inheritance is at the right time, and there is no limit to vitality and enterprise



"BOE Workforce" Recognition



Winning the title of National Corporate Culture Best Practice Enterprise



Mini Marathon



"Screen of Things" Reading Session



"BOE in Stories" Excellent Cultural Story series activities



Family Open Day

#### Caring for female employees

We have developed and strictly implemented the Special Agreement on the Protection of the Rights and Interests of Female Employees, with a strong focus on addressing the diverse needs of female employees in both the workplace and daily life. BOE provides female employees with customized health check-up packages and actively ensures the implementation of maternity leave, parental leave, lactation leave, and associated allowance policies. We have established well-equipped nursing and hygiene facilities in our nursing rooms, and offer EAP sessions tailored to managing stress and emotional well-being for female employees, bringing warmth and care for them.



Women's Day lecture: Boosting Vitality and Spirit

#### Caring for employees' lives

We continuously carry out a series of employee care initiatives throughout the year, including "Spring Care Visit, Summer Cooling Campaign, Golden Autumn Education Support, and Winter Warmth Program". These efforts are designed to address the diverse needs of our employees, including frontline recognition for business breakthroughs, celebration of major achievements, and support for special employee groups. In parallel, we ensure thoughtful care for model employees, female staff, and those in need. For our younger workforce, we launched a dedicated "Crispy Youth" Wellness Fair, safeguarding the health of employees.



"Sprint for a Strong Start" First-Quarter Recognition Program

#### Team building and engagement activities

We actively organize a diverse array of cultural and recreational events to foster a vibrant, healthy, and harmonious workplace. These activities not only help employees find joy and fulfillment in their daily work but also offer opportunities to unwind, contributing to both individual growth and the Company's long-term success.



Sports culture festival event



Outstanding youth development event



Collective wedding ceremony



Tree Planting Day

## **Building Harmonious Communities**

BOE leverages its industrial advantages in technology to empower educational development, focus on health initiatives, illuminate cultural beauty, spread warmth and care, and respond to rural vitalization strategies. Through concrete actions, BOE gives back to society and contributes to a more harmonious and inclusive world.

## **Education Empowerment**

BOE is deeply committed to advancing education by donating cutting-edge equipment and technologies, while promoting the remote sharing of high-quality educational resources to ensure equitable access for all. The Company also actively forges deep partnerships with leading academic institutions through initiatives such as resource sharing, joint platform development, and collaborative research projects. These efforts provide students with hands-on learning opportunities and inspire their potential for innovation and creativity.

#### Enhancing educational quality

Through initiatives such as the "Illuminating the Growth Path" public welfare program and the "Stellar Program", BOE continues to empower education development. The Company also actively participates in broader public benefit initiatives, including the "Science Decade", using technological innovation and public welfare action to bring hope to underserved regions and special-needs communities, collectively shaping a brighter future for education.

#### Partnership with UNESCO

As the first Chinese technology company of to partner with UNESCO under the Science Decade framework, BOE collaborates with UNESCO on projects in science education and digital technology, aiming to jointly strengthen scientific education infrastructure and promote equitable access to quality education.

## Stellar Program

Since 2023, Suzhou BOE Hospital, in collaboration with BOE Suzhou regional offices, has launched the "Stellar Program" volunteer service initiative. Partnering with the Wuzhong District Rehabilitation Center for Children with Special Needs, the program provides educational support and social activity guidance for children with special needs. By enhancing cognitive development and social interaction skills, this initiative exemplifies a cross-sector extension of medical philanthropy into the realms of mental health and social care, setting a benchmark in serving vulnerable populations.



Signing ceremony



Stellar Program

#### "Illuminating the Growth Path" Public Welfare Project

Partnering with the Palace Museum, we have jointly launched the "Hundred Lectures on Traditional Culture of the Forbidden City" public welfare project. Through this initiative, we have delivered a rich array of online public welfare courses to children in remote areas, enabling them to closely experience the charm of the Forbidden City and understand the essence of traditional Chinese culture. Additionally, by donating and establishing smart classrooms, we aim to provide a more convenient learning platform for these children, making the learning and inheritance of traditional culture more vivid and engaging.







"Illuminating the Growth Path" public welfare project

#### As of the end of 2024

- The "Illuminating the Growth Path" public welfare project has established 126 smart classrooms across 8 major provinces and cities in China, providing integrated smart education solutions and comprehensive teacher empowerment programs to over 63,500 teachers and students.
- $\cdot$  The "Hundred Lectures on Traditional Culture of the Forbidden City" project has delivered more than 400 online public welfare courses to over 20,000 students in 26 schools.

#### Fostering innovative talent

BOE collaborates with a multitude of higher education institutions through initiatives like the University-Enterprise Partnership Conference, the BOE University-Enterprise Alliance, and innovation competitions, creating a bridge for cultivating innovative talent between enterprises and universities. This supports students in smoothly transitioning from campus life to becoming workplace elites, fostering a virtuous cycle of sustainable talent development. At the BOE IPC 2024, BOE hosted the BOE Youth Innovation Forum, bringing together elites from various fields to discuss innovation and growth, and to explore the future vision under the "Screen of Things" strategy.

#### Providing a platform for young talent

The BOE Innovative Youth Talk, an extension of the BOE Global Campus Innovation Challenge, is centered around the theme "Tech Passion, Seeing the Future". It brings together over 200 distinguished scholars, professors, innovative entrepreneurs, and student representatives from both industry and universities. Alongside BOE's young innovative leaders, the forum fosters a discussion on Chinese youth's "innovation", "perseverance", and "growth", while engaging in an indepth dialogue about "Today's Vision", and "Future World" under BOE's "Screen of Things" strategy, highlighting BOE's close attention to and unwavering support for young innovators and entrepreneurs.





**BOE Innovative Youth Talk** 



#### Helping every innovation dream take root

The BOE Global Campus Innovation Challenge, initiated by BOE and guided by China Optics and Optoeletronic Manufactures Association Liquid Crystal Branch (CODA), aims to provide an innovation platform for university students worldwide. Following the launch of the 9th session on May 16, 2024, the event attracted attention from domestic and international universities, with 2,012 participants from 571 teams entering the competition, resulting in 525 valid submissions. The introduction of an internal review expert mechanism marks the event's progression towards greater professionalism and scale. This competition fosters technological innovation of university students and the industry-university-research integration, contributing to global technological and industrial upgrades in the future.



The 9th BOE Innovation Challenge



#### Focusing on domestic and international universities to co-build the university-enterprise cooperation alliance

As a leading technology enterprise, BOE actively responds to China's national strategies by hosting the 11th University-Enterprise Partnership Conference and Forum in Suzhou in August 2024. The forum showcased BOE's strategic layout and core talent needs, promoting the establishment of a university-enterprise cooperation alliance. The alliance integrates technological resources and educational advantages, facilitating in-depth cooperation around targeted talent supply and collaborative education, thereby effectively enhancing the efficiency of employment supply and demand matching.



At the conference, over a hundred university employment office teachers were invited to attend



#### Building a global talent bridge for universities

The O. Club BOE Campus Club and Campus Ambassador Project, initiated by BOE, aims to discover global campus partners. With the purpose of promoting technological innovation among university students and supporting talent development, this project operates across domestic and international universities, and provides a comprehensive platform for students to engage in innovative practices, access employment information, and plan their personal development, paving the way for their development. As "campus ambassadors", club members spread BOE's "Campus Voice". In 2024, through diverse activities and collaboration with on-campus resources, hundreds of events were conducted, reaching 200,000 people, with 40,000 participants. These efforts helped more talents understand BOE. The O.O. Club has gathered students from over 50 renowned institutions worldwide, including Cambridge University, University of Toronto, University of Melbourne, and Chongqing University.



Campus club presidium overseas activities

Project name	Form	Coverage	Achievements made in 2024
O.Club  With You- BOE Campus Club & Campus Ambassador	The BOE Campus Club is a non-profit student association jointly established by BOE and numerous universities nationwide. It aims to provide university students with comprehensive growth support, from innovation practice to career guidance, through diverse activities such as technology innovation competitions and professional development coaching. The BOE Campus Ambassador Program is an elite training initiative targeting over 30 top universities worldwide. By selecting outstanding student representatives, the program creates a "zero-distance" interaction community with the Company, helping students improve their organizational coordination, marketing, and communication skills through practical experiences.	Overseas and domestic colleges and universities	Hundreds of events have been held, with promotional coverage reaching 200,000 people and 40,000 participants. The official WeChat account has accumulated 150,000+ views.
O.Class Guiding the Future-BOE Campus Enterprise Classroom	BOE, through deep university -enterprise collaboration, transforms its world-leading expertise in semiconductor displays, the Internet of Things (IoT), and innovation into educational resources. This bridges "career initiation" and "skills enhancement", helping university students better understand industry trends and improve their practical skills, laying a solid foundation for future career development.	Domestic colleges and universities	34 corporate courses have been implemented, covering 20 universities and impacting 2,500+ people;     Six career planning competitions have been carried out, attracting participation of 150+ individuals.
O.Star Scholarly BOE Elites-BOE Doctoral Talent Program	Focusing on the global community of PhD elites, BOE uses a "customized employer experience + two-way interaction mechanism" to select high-potential talents who combine technical prowess with social responsibility. This drives the strategic value of talent potential in business development, helping both the Company and top-tier talent achieve win-win and common growth in the global presence.	Domestic colleges and universities	Two specialized technical salons for PhDs have been successfully hosted, influencing 5,000+people and recruiting 10+ PhD candidates.
O.Engineer Elite Fostering-BOE Elite Engineer Program	With "Innovation, Focus, Practicality, and Results" as the core of BOE's engineer culture, the Company promotes the "Engineer Role Models and Students Face-to-Face" series of activities. This helps students and faculty gain a forward-looking understanding of the "engineer" career development path, aligning career growth with industry transformation in strategic harmony.	Domestic colleges and universities	9 Process Lectures were conducted, along with 3 Elite Engineer Campus Tours in 2024, collectively impacting an audience of 3,000+.

## Public Health

Leveraging its outstanding medical resources and strong talent pool, BOE is actively engaged in a range of public welfare initiatives, including free expert consultations, health screenings, health education, and medical assistance. By collaborating with various partners, BOE aims to promote the dissemination of health education, enhance public health awareness, and contribute to the national public health service.

#### Beijing Mingde Hospital

- · Co-hosted the "Volunteer Blood Donation, Relay for Life" voluntary blood donation campaign, with 159 participants, ranking second in terms of total donors in Chaoyang District;
- · Deeply engaged with surrounding communities, and provided diversified medical services to care for the aged
- · Conducted first aid training for community workers and delivered caring supplies to couriers.

#### · Successfully held voluntary blood donation campaigns for five consecutive years, with a cumulative 767 donations totaling 212,000 milliliters, earning the honor of Outstanding Contribution to Voluntary Blood Donation;

- · A total of 13 health education volunteer service points have been established, with over 60 health education sessions conducted in 2024, benefiting more than 3,000 people.
- Hosted large-scale public health outreach events featuring medical experts from Shanghai and Anhui, offering free consultations and checkups to the public;
- The Launch of the "Dingyuan Autumn Health Campaign" and the "Culture, Technology, and Health Support for the Countryside" initiative aims to delivering high-quality healthcare services to communities in Dingyuan County, Chuzhou City, addressing the basic medical needs of rural residents.

#### Chengdu BOE Hospital

Hefei BOE

Hospital

- Conducted 100 free medical screening and health education lectures, serving over 30,000 people;
- · Partnered with Liangshan Yi Autonomous Prefecture to implement a congenital heart disease screening and assistance program for children, screening a total of 162,681 student sfrom over 242 schools and kindergartens

#### Suzhou BOE Hospital

- · Held a total of more than 1,100 public welfare activities, reaching over 50,000 participants;
- · Provided healthcare services to over 1,000 empty-nest elderly individuals, becoming a model of regional health
- · Regularly carried out the "Health Outreach by 100 Experts" event, offering health education, chronic disease management, and health screening services, with thousands of mobile clinic sessions conducted to date, benefiting more than 200,000 community residents.



"I'm a Little Doctor" awareness campaign





Voluntary blood donation event

Children's health screening

AHA first aid training

2024

1.781

public welfare activities held

274,000+

## The Beauty of Culture

BOE through a series of initiatives, BOE not only empowers traditional culture with cutting-edge technology and showcases the cultural responsibility of a tech enterprise, but also injects new vitality and momentum into the inheritance and development of intangible cultural heritage.



"Hello BOE" goes global in Paris to empower the China Intangible Cultural Heritage and Contemporary Design Exhibition

In July 2024, the Reviving Craft-China Intangible Cultural Heritage and Contemporary Design Exhibition officially opened at the Musée des Arts Décoratifs in the west wing of the Musée du Louvre in Paris, France. As the official display technology partner, BOE brought a highly immersive and interactive visual feast of traditional cultural video art to both Chinese and foreign audiences through a series of top-notch display technology products, such as iGallery and large format 8K ultra-high-definition displays. In the early stage of the 2024 Summer Top Sports Event, it fused millennia of Chinese cultural heritage with avant-garde contemporary design to the whole world.





#### Rural Vitalization

In response to China's national call for rural vitalization, BOE leverages its technological and resource advantages to formulate and publish the "BOE 2024 Rural Vitalization Implementation Plan and Work Schedule". Focusing precisely on the pairing assistance regions with Beijing, and considering their developmental characteristics and actual conditions, we have explored various assistance methods. Our key support is directed towards targeted assistance areas in Inner Mongolia, Qinghai, Xizang, Zhangjiakou and Chengde in Hebei Province, the South-to-North Water Diversion Project, as well as collectively and economically weak villages in our city. We aim to develop industries, enhance employment, stimulate consumption, and consolidate rural vitalization achievements, promoting high-quality development and higher living standards in the assistance areas.

## Consumptiondriven assistance

- With the assistance of food ingredients as a breakthrough point, supported by a centralized procurement platform, and integrated resources. Through product standardization and customization, we have created star products with core competitiveness and established "online + offline" marketing channels.
- · Suppliers or products that hold official assistance certification issued by county-level or higher agriculture and rural affairs bureaus or rural vitalization bureaus. Through formal contract agreements, BOE refines its marketing strategies and establishes targeted assistance areas to promote these products effectively.
- In 2024, BOE cumulatively procured agricultural and sideline products, including those from targeted assistance areas, with a total GMV of RMB 35.75 million, realizing a win-win situation in terms of economic value and corporate social responsibility fulfillment in helping farmers and supporting them.

#### Village assistance

· BOE assigns outstanding cadres to serve in Wamiao Village, Dazhuangke Township, Yanging District, where they actively fulfill their duties. By organizing cultural events and facilitating cultural exchange, BOE brings warmth and vitality to the village, using culture as a powerful driver for rural vitalization.

#### Educational assistance

 Through programs such as the "Illuminating the Growth Path" public welfare education project, BOE promotes the remote sharing of high-quality educational resources to ensure equitable allocation across regions. (For details, please refer to the "Education Empowerment" section.)

#### Medical assistance

· Leveraging our outstanding medical resources and strong talent pool, we have carried out 1,781 various medical public welfare activities, covering more than 274,000 people (For details, please refer to the "Public Health" section).

## Prospects

Looking ahead to 2025, BOE will stick to the path of market-oriented, international, and professional development, and further solidify its leadership in semiconductor display while seeking greater success in other business sectors. Meanwhile, we will uphold the sustainability principles of Green+, Innovation+, and Community+, pursue stable operations and high-quality growth based on technological innovation and green development, and contribute more strength to creating a better life for all.

#### Stimulating growth through Screen of Things-driven application scenarios

We will further extend our technical route based on screens. In this AI era, we aim to develop digitalized, innovative and intelligent products and solutions through scenario-based applications to empower industry advancement.

#### Fostering high-quality win-win development through automation, digitalization and intelligence

We will strengthen collaboration with partners along the supply chain. By cultivating an open industrial ecosystem and accelerating the commercialization of innovative technologies, we will play a pivotal role in reshaping global industrial value chains.

#### Paving a sustainable path through corporate culture development

We will embed the philosophy and methodological system of corporate culture into strategies and daily operations, foster a more cohesive, creative, and performance-driven entrepreneurial culture, and make it an enduring momentum for our high-quality development while creating extensive opportunities for employee growth and value realization.



## **Key Performance**

Topics	Indicators	Unit	2024
Economy -	Total assets	RMB	429,978,221,541
LCOHOITI	Revenue	RMB	198,380,605,661
	Total energy consumption	Tons of standard coal	1,431,467
	Direct energy consumption	Tons of standard coal	58.858
	Indirect energy consumption	Tons of standard coal	1,372,609
	Electricity consumption	GWh	11,310.22
	Purchased electricity consumption	GWh	11,124.21
	Self-generated solar power consumption	GWh	186
	Natural gas consumption	m³	2,7070000
	Steam consumption	ton	56,652
	Gasoline consumption	ton	351
	Diesel consumption	ton	54
	Energy efficiency projects	/	260+
Environmental	Electricity saved	GWh	159.0770
	Natural gas saved	m <sup>3</sup>	825300
	Steam saved	ton	5,520
	Water withdrawal	m³	85,405,800
	Water saved	m³	5440500
	Scope 1 GHG emissions	tCO <sub>2</sub> e	697,000
-	Scope 2 GHG emissions	tCO <sub>2</sub> e	5.985 million
	Total waste generated	ton	337,169.59
	Hazardous waste generated	ton	100,812
•	Non-hazardous waste generated	ton	236,357.59
	Total utilization of hazardous and non-hazardous waste	ton	320,000
	Environmental training sessions	/	323
	Participants of the environmental training	/	195,468
echnology	Cumulative number of technical standards (national & international) led or participated in development/revision	/	429
	Independent patent applications in total	/	100,000+

Topics	Indicators	Unit	2024
	Total number of employees	/	99,100
	Number of newly hired employees	/	27,549
	Proportion of senior management hired from the local community	%	68
	Labor union establishment and membership rate	%	100
	Proportion of female employees	%	31
	Proportion of female managers	%	23
	Labor contract signing rate		100
	Social insurance coverage rate	%	100
	Total learning hours on the learning platform	Hours	566,613
	Safety expenditure	RMB million	155.7614
	Number of emergency drills	/	1,561
	Participants in emergency drills	/	82,785
Employees	Safety training sessions	/	4,420
Employees	Participants in safety training	/	2,030,694
	Employee safety training rate	%	100
	Safety publicity activities	/	27
	Safety checks	/	10,906
	Hidden hazard rectification	%	100
	Occupational diseases	/	0
	Major work safety accident	/	0
	Occupational physical examination coverage	%	100
	Subsidy for frontline employees	RMB million	9.5
	Total number of suppliers	/	3,500+
	Proportion of minerals purchased from conflict free areas	%	100
	CSR performance evaluation Proportion of suppliers who have achieved A-level	%	53
Supply	CSR performance evaluation Proportion of suppliers who have achieved B-level	%	31
chain	CSR performance evaluation Proportion of suppliers who have achieved C-level	%	12
	CSR performance evaluation Proportion of suppliers who have achieved D-level	%	4
	Major customer loss, major market quality spot check, major medical accident occurred	/	0
Service	Display business's customer satisfaction score (10-mark system)	/	9.54
	Sensors business's customer complaints (10-mark system)	/	9.53
	MLED business's customer satisfaction rate	%	94
	Rural vitalization expenditure	RMB million	About 4.5738
Community	Number of smart classrooms donated by the "Illuminating the Growth Path" public welfare program	/	126+
	Number of teachers and students benefited from the "Illuminating the Growth Path" public welfare program	/	63,500+
	Number of free clinics conducted	/	1,781
	People benefited from free clinics	/	274,000+

## Assurance Report

## **TUVNORD**

Assurance statement No. CN-202504-CSR-02

## **Assurance Statement of Sustainability Report**

TÜV NORD (Hangzhou) Co., Ltd. (abbreviated as "TNHZ") was entrusted by BOE Technology Group Co., Ltd. (abbreviated as "BOE" or "the Company") to conduct an independent third-party assurance of BOE's 2024 Sustainability Report (abbreviated as

BOE is responsible for collecting, analyzing, summarizing, and disclosing the information mentioned in the Report, TNHZ carried out this work (Report Assurance) within the scope of authority recognized in the agreement with BOE. BOE is the designated user

This statement is based on BOE's 2024 Sustainability Report, BOE is responsible for the integrity and authenticity of the information and data in the Report.

#### User of the Assurance Statement

This Assurance Statement is provided to all stakeholders of BOE.

#### **Assurance Scope**

- The key environmental, social and governance performance and related information for the year 2024:
- Verification address is in No.12, Xihuan Middle Road, Beijing Economic and Technological Development Zone, Beijing, where
- Evaluation of the management processes for data and information collection, analysis, and verification in the Report;
- Economic data and greenhouse gas emissions data were not re-verified as they had already been audited by another third

The on-site assurance activities were conducted from March 24th to March 25th. 2025.

#### **Assurance Method**

- Review of documentation information provided by BOE.
- Interviews with BOE personnel involved in data collection for the Report.
- Examination of publicly available information on relevant websites and media, with sampled verification of data and information in the Report.
- Assessment of the Report against the requirements of the "GRI Sustainability Reporting Standards" (GRI Standards 2021) in aspects such as Balance, Comparability, Accuracy, Timeliness, Clarity, and Reliability.

#### **Assurance Standard and Level**

"TNHZ Report Assurance Implementation Rules" SC - P - A015 Rev.00 (Based on the "AA1000 Assurance Standard" (V3) Type 2 / ISSA 5000 "General Requirements for Sustainability Assurance"), Assurance Level: Moderate Assurance / Limited Assurance.

#### **Assurance Conclusion**

BOE's 2024 Sustainability Report objectively reflects the company's sustainability initiatives and performance in 2024, covering 21 key topics such as "Innovation" "Business behaviors" and "Climate change response" across chapters including "Renewing Governance to Gather Momentum Ahead" "Renewing Ecology to Unfold the Green Landscape" and "Renewing Technology to Lead Sustainable Development" etc. Through on-site assurance, the data in the Report were found to be reliable and objective, with no systemic or material errors identified by TNHZ.

Balance: The Report objectively discloses negative performance data, such as the major customer loss and occupational

## **TUVNORD**

Assurance statement No. CN-202504-CSR-02

diseases, demonstrating balance;

- Clarity: The report uses various forms such as pictures, cases studies, making the information in the report easy to
- Comparability: The Report includes CSR performance evaluations of suppliers from 2022 to 2024, ensuring comparability:
- Timeliness: The Report covers sustainability performance for 2024, and BOE has published sustainability reports for 15 consecutive years, demonstrating strong timeliness:
- Verifiability: BOE's Sustainable Development Department is responsible for collecting, recording, organizing, and analyzing the information and processes used in the Report. Sampled data during the assurance process were traceable, ensuring the quality and materiality of the information.

#### Suggestions for Improvement

Based on the assurance and evaluation activities, we recommend the following improvements to BOE's sustainability practices and

- For quantitative performance indicators concerned by stakeholders, it is advisable to disclose performance data over the past three years or more to improve the comparability level of the report;
- For the topics with double materiality identified, it is recommended to establish clear goals internally and regularly disclose statistics in response to regulatory requirements.

#### Special statement

Excluded in this assurance statement:

- Activities other than information disclosure:
- Statements regarding the positions, views, beliefs, goals, future directions, or commitments of BOE.

#### Statement of independence and competence

TÜV NORD is a world-leading certification body with branches in more than 100 countries around the world. It provides inspection, testing and verification services, including management system and product certification; audits and training in the aspects of quality, environment, society and compliance; assurance of environmental, social responsibility and sustainability reports. As one of the global branches of TÜV NORD, TÜV NORD(Hangzhou)Co.,Ltd. is independent, ensuring that there is no conflict of interest with BOE and its branches or stakeholders during the report assurance process. All the information in this report is provided by BOE and TNHZ has not been involved in the report preparation process.

TÜV NORD (Hangzhou) Co., Ltd.

The authorized person: Mr. Wang Peng

Date: April 6th, 2025

Note: In case of conflict between the Chinese and English versions of this statement, please refer to the Chinese version.

Overview of Sustainable | Renewing Governance to | Renewing Ecology to Unfold | Renewing Technology to Lead | Renewing Value to | Sustainable Development | Share a Better Future | Appendix

## Indicator Index

## GRI Standards index

Statement of use

BOE reported the information referenced in this GRI content index from January 1, 2024 to December 31, 2024, in accordance with GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI Standards	Disclosure	Reference Chapter	
l Foundation 2021	Report foundation, including publishing GRI content index, providing usage instructions, etc.	About This Report	
GRI 2: General Disclosu	res 2021		
Organizations and their			
2-1	Organizational details	About BOE	
2-2	Entities included in the organization's sustainability reporting	About This Report	
2-3	Reporting period, frequency and contact point	About This Report	
2-4	Restatement of Information	N/A	
2-5	External assurance	Assurance Report	
Activities and Workers			
2-6	Activities, value chain and other business relationships	Please refer to the Company's 2024 Annual Report	
2-7	Employees	Creating a Happy Workplace	
Governance			
2-9	Governance structure and composition	Robust Governance	
2-10	Nomination and selection of the highest governance body	Robust Governance	
2-11	Chair of the highest governance body	Robust Governance	
2-12	Role of the highest governance body in overseeing the management of impacts	Compliance Operation / Sustainability Philosophy and Governance	
2-13	Delegation of responsibility for managing impacts	Robust Governance	
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance	
2-15	Conflicts of Interest	0	
2-16	Communication of critical concerns	Sustainability Governance	

GRI Standards	Disclosure	Reference Chapter
2-17	Collective knowledge of the highest governance body	Robust Governance
2-19	Remuneration policies	Employment and Management
2-20	Process to determine remuneration	Employment and Management
Strategy, Policy, ar	nd Practice	
2-22	Statement on sustainable development strategy	Message from the Chairman / Sustainability Governance
2-23	Policy commitments	Robust Governance
2-24	Embedding policy commitments	Robust Governance
2-25	Processes to remediate negative impacts	Robust Governance
2-26	Mechanisms for seeking advice and raising concerns	Whistleblower protection / Stakeholder Communication
2-27	Compliance with laws and regulations	Robust Governance / Environmental Governance Enhancement/ Responsible Mineral Procurement/Premium Customer Services/ Employment and Management
2-28	Membership associations	Responsible Mineral Procurement
2-29	Approach to stakeholder engagement	Stakeholder Communication
2-30	Collective bargaining agreements	Employment and Management
GRI 3: Material Topics	2021	
3-1	Process to determine material topics	Analysis of Dual Significance
3-2	List of material topics	Analysis of Dual Significance
3-3	Management of material topics	Analysis of Dual Significance
GRI 201: Economic Pe	rformance 2016	
201-1	Direct economic value generated and distributed	Shareholder return
201-2	Financial implications and other arisks and opportunities due to climate change	Unleashing Powerful Green Productivity on Carbon Reduction Path
GRI 202: Market Prese	ence 2016	
202-2	Proportion of senior management hired from the local community	Employment and Management

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GRI Standards	Disclosure	Reference Chapter	
GRI 303: Water and Effl	luents 2018		
303-1	Interactions with water as a shared resource	Water Resource Management	
303-2	Management of water discharge-related impacts	Water Resource Management	
303-5	Water consumption	Water Resource Management	
GRI 304: Biodiversity 20	016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation	
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity Conservation	
304-3	Habitats protected or restored	N/A	
305-1	Direct (Scope 1) GHG emissions	Unleashing Powerful Green Productivity on Carbon Reduction Path	
305-2	Energy indirect (Scope 2) GHG emissions	Unleashing Powerful Green Productivity on Carbon Reduction Path	
305-4	GHG emissions intensity	Unleashing Powerful Green Productivity on Carbon Reduction Path	
305-5	Reduction of GHG emissions	Unleashing Powerful Green Productivity on Carbon Reduction Path	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air	Pollution Prevention and Control	
GRI 306: Waste 2020			
306-1	Waste generation and significant waste-related impacts	Fewer Waste Emissions	
306-2	Management of significant waste-related impacts	Fewer Waste Emissions	
306-3	Waste generated	Fewer Waste Emissions	
306-4	Waste diverted from disposal	Fewer Waste Emissions	
306-5	Waste directed to disposal	Fewer Waste Emissions	
GRI 308: Supplier Environmental Assessment 2016			
308-1	New suppliers that were screened using environmental criteria	Supplier Management	
308-2	Negative environmental impacts in the supply chain and actions taken	Supplier Management	

Overview of Sustainable	Renewing Governance to	Renewing Ecology to Unfold	Renewing Technology to Lead	Renewing Value to	Appendix
Development	Gather Momentum Ahead	the Green Landscape	Sustainable Development	Share a Better Future	Appendix

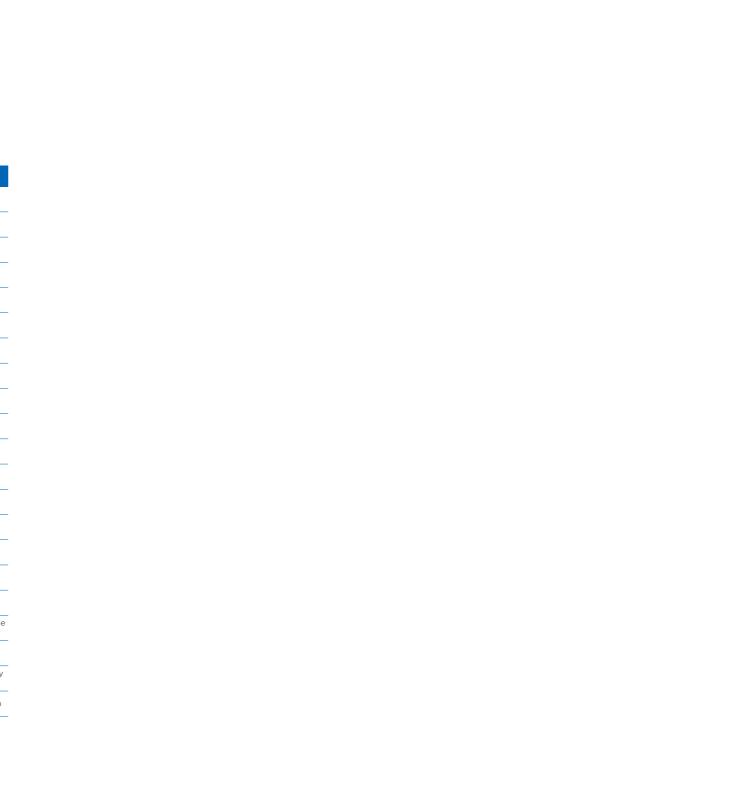
GRI Standard	Disclosure	Reference Chapter			
GRI 401: Employment 2	GRI 401: Employment 2016				
401-1	New employee hires and employee turnover	Employment and Management			
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employment and Management			
401-3	Parental leave	Care and Compassion			
GRI 403: Occupational I					
403-1	Occupational health and safety management system	Health and Safety			
403-2	Hazard identification, risk assessment, and incident investigation	Health and Safety			
403-3	Occupational health services	Health and Safety			
403-4	Worker participation, consultation, and communication on occupational health and safety	Health and Safety			
403-5	Worker training on occupational health and safety	Health and Safety			
403-6	Promotion of worker health	Health and Safety			
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety			
403-8	Workers covered by an occupational health and safety management system	Health and Safety			
403-9	Work-related injuries	Health and Safety			
403-10	Work-related ill health	Health and Safety			
GRI 404: Training and E					
404-1	Average hours of training per year per employee	Talent Growth and Development			
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Growth and Development			
GRI 405: Diversity and E	Equal Opportunity 2016				
405-1	Diversity of governance bodies and employees	Governance Structure			
GRI 406: Non-discrimina	GRI 406: Non-discrimination 2016				
406-1	Incidents of discrimination and corrective actions taken	Employment and Management			
GRI 407: Freedom of As	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	0			

GRI Standard	Disclosure	Reference Chapter			
GRI 408: Child Labor 20	GRI 408: Child Labor 2016				
408-1	Operations and suppliers at significant risk for incidents of child labor	0			
GRI 409: Forced or Cor					
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labo	0			
GRI 411: Rights of Indige					
411-1	Incidents of violations involving rights of indigenous peoples	0			
GRI 413: Local Commun					
413-1	Operations with local community engagement, impact assessments, and development programs	Education Empowerment and Rural Vitalization			
413-2	Operations with significant actual and potential negative impacts on local communities	0			
GRI 414: Supplier Social					
414-1	New suppliers that were screened using social criteria	Supplier Management			
414-2	Negative social impacts in the supply chain and actions taken	Supplier Management			
GRI 415: Public Policy 2	016				
415-1	Political contributions	N/A			
GRI 416: Customer Heal					
416-1	Assessment of the health and safety impacts of product and service categories	Premium Customer Services			
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	0			
GRI 417: Marketing and	GRI 417: Marketing and Labeling 2016				
417-1	Requirements for product and service information and labeling	Premium Customer Experience			
417-2	Incidents of non-compliance concerning product and service information and labeling	0			
417-3	Incidents of non-compliance concerning marketing communications	0			
GRI 418: Customer Priva	GRI 418: Customer Privacy 2016				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	0			

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Dimension	Serial Number	Topics	Corresponding terms	Reference Chapter
	1	Responding to climate change	Articles 21 to 28	Unleashing Powerful Green Productivity on Carbon Reduction Path
	2	Pollutant emissions	Article 30	Pollution Prevention and Control
	3	Waste disposal	Article 32	Circular Economy
Environmental	4	Ecosystem and biodiversity conservation	Article 32	Biodiversity Conservation
Zivironinentai	5	Environmental compliance management	Article 33	Environmental Management
	6	Resource utilization	Article 35	Lean Energy Management
	7	Water resource utilization	Article 36	Water Resource Management
	8	Circular economy	Article 37	Circular Economy
	9	Rural vitalization	Article 39	Building Harmonious Communities
-	10	Social contribution	Article 40	Building Harmonious Communities
	11	Innovation-driven development	Article 42	Elevating Quality with Craftsmanship
	12	Technology ethics	Article 43	Elevating Quality with Craftsmanship
Social	13	Supply chain security	Article 45	Building a Sustainable Supply Chain
	14	Equal treatment of small and medium- sized enterprises	Article 46	Building a Sustainable Supply Chain
	15	Safety and quality of product and service	Article 47	Elevating Quality with Craftsmanship
	16	Data security and customer privacy protection	Article 48	Elevating Quality with Craftsmanship
	17	Employee	Article 50	Creating a Happy Workplace
Governance related to sustainable development	18	Due diligence	Article 52	Building a Sustainable Supply Chain-Responsible Mineral Procurement
	19	Stakeholder communication	Article 53	Sustainability Governance-Stakeholder Communication
	20	Anti-commercial bribery and anti- corruption	Article 55	Compliance Operation-Anti-commercial bribery and anti-corruption
	21	Anti-unfair competition	Article 56	Compliance Operation-Anti-unfair competition



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## BOE TECHNOLOGY GROUP CO., LTD.

Add.: No.12 Xihuan Middle Rd, BDA, Beijing 100176, P.R. China

Tel: 010-64318888







