

2023 Sustainability Report

TP-Link International Shenzhen Co., Ltd. Guangming Branch

About the Report

Reporting Scope

This report is the first annual sustainability report independently released by TP-Link International Shenzhen Co., Ltd. Guangming Branch.

The report discloses the management concept and practical achievements of the Guangming Branch in sustainability development.

The Guangming Branch serves as the primary role for TP-Link Group in the field of whole-machine manufacturing business. Some businesses are directly managed by the parent companies - TP-Link International Shenzhen Co., Ltd. and TP-Link CORPORATION PTE. LTD. therefore, some contents of this report will involve and extend to these parent companies. To ensure that readers can understand the report clearly, we will provide explicit reference explanation to the contents related to the direct management of the parent companies within the report.

Reference Explanation

Company	Short name
TP-Link International Shenzhen Co., Ltd. Guangming Branch	"Guangming Branch" "We" "Company"
TP-Link International Shenzhen Co., Ltd.	"TP-Link International"
TP-Link CORPORATION PTE. LTD.	"Group", "TP-Link"

Report Standards

This report refers to the United Nations 2030 Sustainability Goals (SDGs), Global Reporting Initiative (GRI 2021) standards, Sustainability Accounting Standards Board (SASB) standards, and Task Force on Climate-Related Financial Disclosures (TCFD) framework recommendations.

Reporting Period

The information and data in this report mainly cover the period from January 1, to December 31, 2023. To enhance the completeness of the report, some content appropriately extends beyond this range, either tracing back to the year 2022 or extending forward to March 2024, and explanations are provided in the report.

External Measurements

Guangming Branch entrusted TUV NORD Hangzhou Co., Ltd ('TUV NORD' for short) to audit the substance of the report and data to ensure that the information and data contained in the report are accurate, reliable, and have been fairly presented.

Release

This report was published in Chinese on the official website in March 2024 and in English in April 2024. You can obtain the electronic version of this report via the following website: www.TP-Link.com/en

If you have any questions or comments about this report, please contact us through the following ways:

Email: sustainability@TP-Link.com

Address: 7 Temasek Boulevard, #29-03 Suntec Tower One, Singapore 038987

Message from the Management

TP-Link is the Wi-Fi network backbone for an abundance of homes and businesses worldwide. With humble beginnings in 1996, TP-Link has grown to what it is today: a global leader of reliable networking devices. You can find our reliably smart devices all over the world, connecting billions of people in over 170 countries and regions. Our products and technologies deliver a simple, reliable always connected lifestyle, with information security and eco-friendly sustainability at the forefront of decision making.

Through technology innovation and human inspiration, we aim to benefit both customers and the planet with energy-efficient, sustainable, and environmentally friendly products. By developing sustainable products and technologies in both our supply chain and product design process, TP-Link aims to reduce our waste and carbon footprint. In recent years, TP-Link has actively responded to and joined organizations such as UNGC ^①、RBA ^②、RMI ^③、SBTi ^④ , and has gradually improved its management system in accordance with international standards such as ISO 14001, ISO 45001, and ISO 14064. TP-Link has progressively strengthened and perfected its management systems.

As more businesses rely on digital data and technology, ensuring data security has become increasingly important. As an ISO 27001 & ISO 27701 compliant and certified company, we're demonstrating a commitment to data confidentiality and integrity. TP-Link has built trust and loyalty among stakeholders while also complying with applicable laws and regulations related to data protection. We understand that data security is critical to delivering a reliable always-connected lifestyle to our valued customers. Furthermore, TP-Link has planned to expand the scope of ISO 27001 certification to include the primary manufacturing base of the Group, TP-Link International Shenzhen Co., Ltd. Guangming Branch, by 2024.

Corporate social responsibility is becoming increasingly important, and businesses like TP-Link can make a significant impact by giving back to their local communities. By conducting research and outreach internally, we have built relationships with local non-profit organizations to provide valuable support to those in need while also building strong relationships within the community. We have partnered with local hospitals to provide resources needed to bring positivity into patients' visits and strive to continue efforts like this in the years to come. We understand that by prioritizing social responsibility, TP-Link can create a meaningful and lasting impact in our local communities.

Looking ahead to 2024, in an increasingly interconnected world, TP-Link will continue to pursue excellence and explore the future. Adhering to the social responsibility management concept of "persisting in technology and product innovation, helping customers' digital development, letting consumers enjoy the latest technology's brilliance, and enabling more consumers to enjoy a technology-driven lifestyle; while also responding to the United Nations' global sustainability goals, promoting the continuous upgrading of industries towards a greener and low-carbon direction, and actively assuming social responsibility", TP-Link integrates social responsibility management into various aspects of its business operations.

① UNGC:(United Nations Global Compact)<https://cn.unglobalcompact.org/index.html>

② RBA:(Responsible Business Alliance)<https://www.responsiblebusiness.org/>

③ RMI:(Responsible Minerals Initiative)<https://www.responsiblemineralsinitiative.org/>

④ SBTi:(Science Based Targets initiative)<https://sciencebasedtargets.org/>

About Us

Enterprise Profile

TP-Link is a supplier of equipment and solutions specialized in network communication, consumer electronics, and security monitoring, and has a comprehensive range of product design, research and development, manufacturing, marketing, and services. TP-Link has consistently committed to independent research and development, independent manufacturing, and independent marketing since the brand's founding in 1996. As a result, it has continued to... provide high-quality, highly reliable, and high-performance product experiences for users around the world.

As a multinational company, TP-Link has 3 R&D centers, as well as global supply systems in China, Vietnam, India, and Brazil. Working with more than 40 overseas strategic partners, our products have been sold in more than 160,000 retail stores and more than 700 home appliance platforms around the world. With brand businesses in over 170 countries and regions around the world, TP-Link has maintained positive sales growth for more than 25 consecutive years.

TP-Link always prioritizes technical reliability and product stability. As an enterprise impetus, "Reliable" is deeply embedded in every aspect of enterprise development. As a result, the TP-Link brand has gained recognition and trust from all over the world, and has achieved the largest shipment of Wi-Fi equipment in the world for consecutive years. It has won over 1,500 awards including "The Most Satisfied Brand" and "The Best Product Performance Award" for many times.

TP-Link International Shenzhen Co., Ltd. Guangming Branch (hereinafter referred to as "Guangming Branch") is a primarywhole-machine manufacturing base of TP-Link Group. Its predecessor was established in 1997, covering an area of over 43,000 square meters, with a factory building area of over 105,000 square meters.

As a manufacturing base for high-tech products, Guangming Branch produces various categories of products including Wi-Fi devices, SOHO and enterprise-level switches, broadband access devices (GPON, ONU, etc.), IoT devices, surveillance devices, and other types of network communication devices and consumer electronics products.

Guangming Branch always closely follows the Group's business development, and consistently achieves high-quality, high-efficiency, and high on-time delivery rates for finished product supply tasks, providing guarantee and support for the Group's business development nder various circumstances such as rapid market expansion, fluctuations in demand, product updates, and increasing customer requirements.

TP-Link will continue to bring high-performance, innovative products and solutions to users with cutting-edge technology, "making life better with technology and allowing more people to enjoy the wonders of technology".

TP-Link Global Layout



Business Scope

TP-Link's products cover a wide range of commercial and domestic fields, including Ethernet, wireless LAN, broadband access, campus networking, surveillance cameras, smart homes, and home robots, and has set up a one-step solution based on the product system. In 2022, TP-Link took the lead in launching a full set of Wi-Fi 7 commercial and home network equipment in the industry, and actively developed high-end technologies such as AI Mesh, multi-Gigabit, and 5G, which set off a new wave of network products.

At present, TP-Link is vigorously developing chip design, AI, cloud computing, network security, the industrial internet, and other fields to provide systematic equipment, solutions, and overall services for a wider range of users.

Our Values



TP-Link's mission

To use technology to make life better and enable more people to enjoy the wonders of technology



TP-Link's values

Pursuing Excellence and Exploring Possibilities.

Participating Organizations and Initiatives

TP-Link connects everything with the power of technology and expects to assist people in realising the vision of a better life with advanced technology and high-quality products. TP-Link joins organisations such as the Wireless LAN Alliance (Wi-Fi Alliance) and shares our technological exploration, creation, and achievements with our customers and peers who share the same vision while following the world's cutting-edge technology.

As of now, TP-Link has actively joined RBA (Responsible Business Alliance), RMI (Responsible Minerals Initiative), SBTi (Science Based Targets initiative), and UNGC (United Nations Global Compact), further solidifying its commitment and actions in sustainability.

Joining the RBA membership signifies TP-Link's strong commitment to responsible business practices, promoting sustainability of the industry chain by sharing best practices with other members. At the same time, joining SBTi and committing to emission reduction targets further demonstrates TP-Link's determination in climate action, leading the industry towards carbon neutrality and sustainability goals through setting science-based emission reduction targets. Joining UNGC means that TP-Link is committed to following the ten principles of the United Nations in areas such as human rights, labor, environment, and anti-corruption, making a positive contribution to achieving the global sustainability goals. These measures will inject more sustainability and competitiveness into the Company's future operations, while also making a positive contribution to global climate change and sustainability issues.

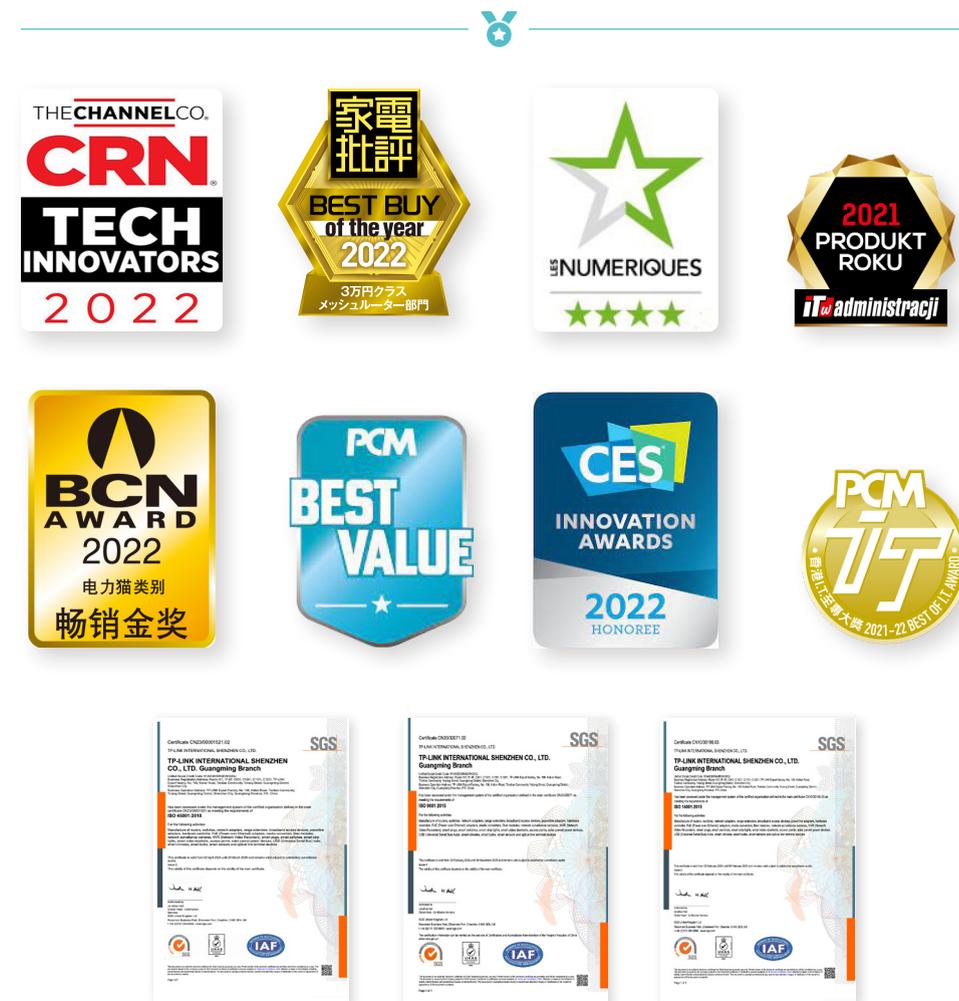


Responsible Business Alliance
Affiliate Member



Honors, Recognitions and Accreditations

- In 2000, TP-Link International adopted the **ISO 9001** international standard and obtained the certificate for **23 consecutive years**.
- In 2010, TP-Link International adopted the **ISO 14001** international standard and obtained the certificate for **13 years**.
- In 2020, Guangming Branch passed the **ISO 9001** quality management system audit for the first time and had been undergoing regular supervision and audit. On February 23, 2024, it obtained the latest management system certificate.
- In 2020, Guangming Branch passed the **ISO 14001** audit for the first time and had been undergoing regular supervision and audit. On February 23, 2024, it obtained the latest management system certificate.
- In 2021, TP-Link International passed the China Customs AEO certification and became a **"Customs Advanced Certification Enterprise"**.
- In 2021, TP-Link International was recognized as a **"National High tech Enterprise"** by the Shenzhen Science and Technology Innovation Commission, Finance Commission of Shenzhen Municipality, Shenzhen Tax Service, State Taxation Administration, and Shenzhen Local Taxation Bureau.
- In 2022, PCR awarded the honorary titles of **tp-link "Smart Home Vendor of The Year"** and **"Highly Committed Networking Vendor of the Year"**.
- In 2022, CRN awarded the honorary title of **tp-link "Specialist Vendor of The Year"**.
- In 2022, TP-Link International adopted the **ISO 14064** international standard and successfully obtained certification in April 2023.
- In 2023, TP-Link Corporation Limited and TP-Link International passed **ISO 27001** and **ISO 27701** certifications for the first time.
- In 2023, Guangming Branch adopted the **ISO 27001** international standard and aims to obtain certification in April 2024.
- In 2023, TP-Link International adopted the **ISO 45001** international standard and successfully obtained certification in April 2023.
- In March 2023, TP-Link International was awarded the title of **"Top 100 Taxpaying Enterprises in Nanshan District"** for the year 2022 by Nanshan District Government.
- In March 2023, TP-Link International was awarded the title of **"Top 10 Enterprises with Economic Contributions from Various Industries"** by the Nanshan District Government.
- In 2023, TP-Link International was awarded the **"Shenzhen Top 500 Enterprises"** honor by the Shenzhen Enterprise Confederation/ Shenzhen Entrepreneur Association.
- In 2023, Guangming Branch successfully passed and obtained the **ISO 45001** Occupational Health And Safety Management System certification for the first time.



Sustainability Management

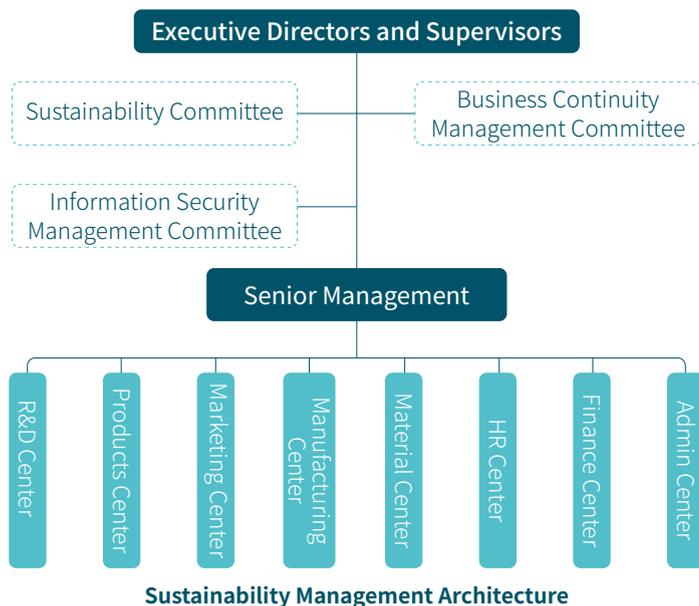
- ▶ Sustainable Governance
- ▶ Sustainability Strategic Goals and SDGs
- ▶ Identification and Communication with Stakeholders
- ▶ Substantive Issue Assessment



Sustainable Governance

Self-improved in inner world and bold in action. TP-Link is committed to becoming a socially responsible enterprise that actively promotes sustainability.

TP-Link adheres to the principle of "persisting in technology and product innovation, helping customers' digital development, letting consumers enjoy the latest technology's brilliance, and enabling more consumers to enjoy a technology-driven lifestyle; while also responding to the United Nations' global sustainability goals, promoting the continuous upgrading of industries towards a greener and low-carbon direction, and actively assuming social responsibility" as our concept of sustainability. TP-Link integrates sustainability management into all aspects of enterprise operations.



Sustainability Management Architecture

TP-Link has established a top-down governance structure for sustainability, with the executive directors and supervisors as its core leadership, overseeing the comprehensive identification of operational risks, formulation of strategies, and implementation of business policies and continuity plans. Additionally, it has organized the **Sustainability Committee**, **Business Continuity Committee**, **Information Security Management Committee** and senior management comprising leaders in research and development, marketing, manufacturing, finance, product business group and other functional areas to provide comprehensive oversight of the company's operations and relevant affairs from various perspectives.

Under the guidance and leadership of the company's top management, TP-Link has set up a Sustainability Committee, which has built a executive sustainability team composed of heads of major functional departments, as well as created a sustainability management structure that facilitates collaborative operations across various business units. Through these mechanisms, the company translates its sustainability principles, policies, and commitments to stakeholders into tangible actions, ensuring the effective implementation and advancement of sustainability governance efforts.

Sustainability Committee

Formulates TP-Link's sustainability development strategy and objectives, directs TP-Link's sustainable construction, makes decisions on key issues and major issues of TP-Link's sustainability, and reports the situation and progress of sustainable constructions to the top leadership.

Executive Sustainability Team

Implements TP-Link's sustainability-related decisions, carries out sustainable goals, formulates the implementation plan, supervises and evaluates the plan implementation results, and reports the implementation progress to the sustainability committee regularly. The General Management Department is set as the executing agency.

Business Units

Under the guidance of the executive sustainability team, the sustainable objectives of respective units will be incorporated into daily business for implementation, and the implementation of sustainability will be summarized regularly.



Sustainability Strategic Goals and SDGs

Sustainability strategy		2024 Management goals	Progress of 2023 goals	Benchmarking SDGs
Company Governance	Business ethics	0 corruption and bribery incidents 0 complaints (or lawsuits) against anti-competitive behaviors	Completed	  
	Information security	0 information security incidents	Completed	
	Supply chain management	100% coverage rate of new supplier social responsibility survey, and 100% signing rate of Social Responsibility Commitment 100% coverage of environmental and social responsibility training for procurement personnel	New goals for 2024, in progress	
	Products and services	0 complaints against product safety incidents	Completed	
Social Responsibility	Merit-based recruitment	0 incidents involving child labor, forced labor, discrimination, and harassment 100% solving rate for employee complaints 100% coverage rate of holiday benefits for employees in service and 100% coverage rate of birthday benefits 100% overtime pay rate At least 1 time of staff symposium per month	Completed	     
	Rights and equality			
	Empowerment assessment and development	100% coverage rate of employee health and safety training	Completed	
	Occupational health and safety	0 level 8 or above work-related injury accidents	Completed	
Green Development	Response to climate change	Setting 2023 as the base year: Mid-term Goal: By 2030, annual linear reduction of 4.2% in Scope 1 and Scope 2 carbon emissions. Long-term Goal: Achieve net zero emissions by 2050.	New goals for 2024, in progress	    
	Energy saving and consumption reduction			
	Water Resources Management	Per capita water consumption decreased by 1% year on year	Completed	
	Environmental compliance	100% compliance with emission standards for environmental impact factors (waste gas, water, noise, waste)	Completed	

Identification and Communication with Stakeholders

The expectations of stakeholders are important considerations for Guangming Branch to implement TP-Link's sustainability strategy and optimize sustainability management. Guangming Branch identifies stakeholders and their key areas of concern through various methods. Based on its own governance structure, operating model, and business characteristics, as well as drawing from the experience and practices of global peers, Guangming Branch has identified the main stakeholders, and maintaining effective communication with stakeholders is an important way to continuously improve sustainability. Guangming Branch has established diversified communication channels tailored to the characteristics of different stakeholders, taken various measures to ensure the smooth and effective communication channels. Through effective communication, Guangming Branch actively listens to stakeholders' suggestions and opinions, thoroughly understands stakeholders' expectations and requirements, and incorporates stakeholders' demands into the Company's daily operations and sustainability management. Together with all stakeholders, Guangming Branch collaborates to promote the continuous progress and development of the Company.

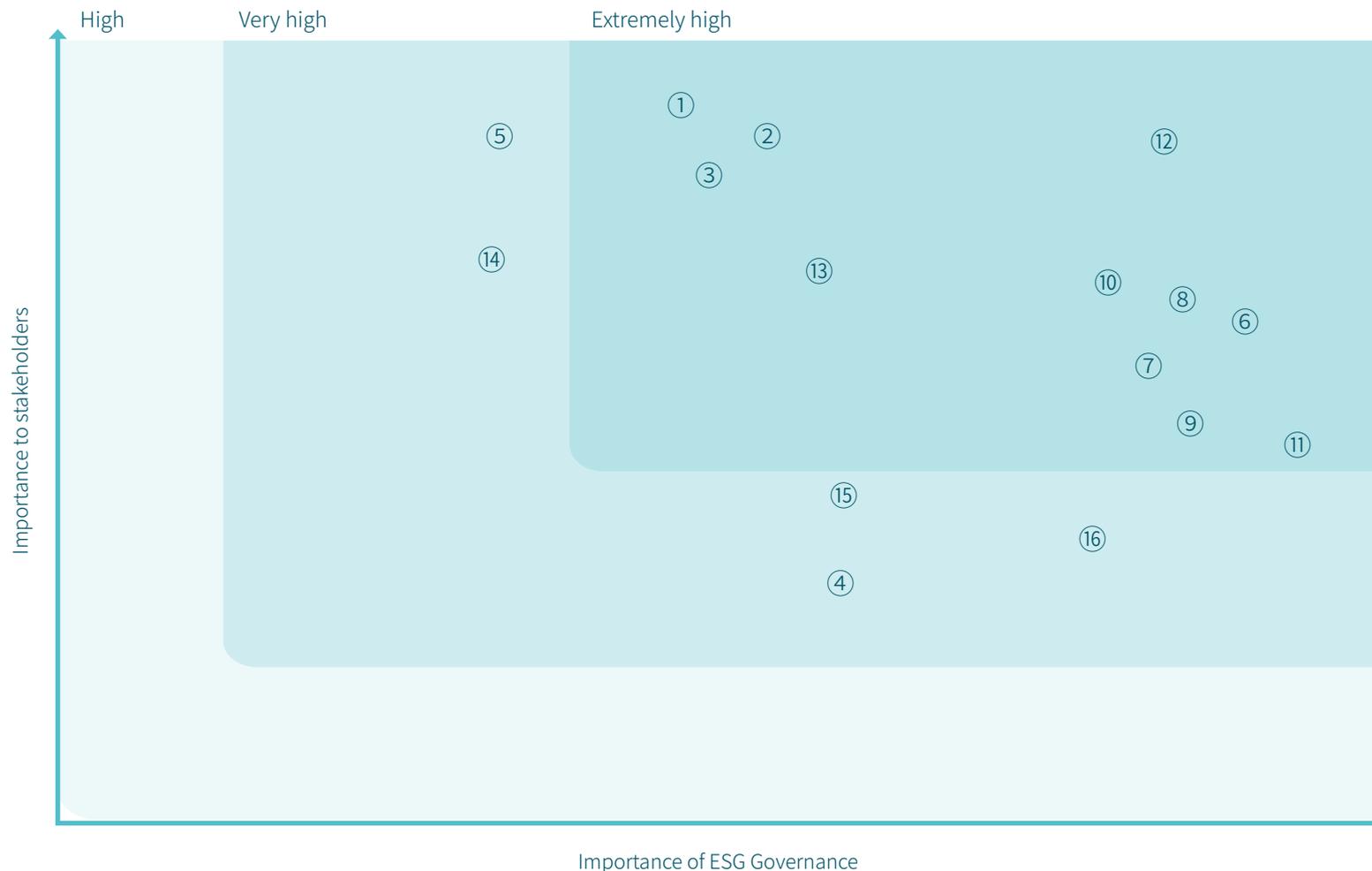
List of Important Stakeholders, Issues, and Communication

Stakeholders	Issues of concerns	Response methods
 Customers	Business ethics; Information security; Supply chain management; Product quality service	Company official website; Customer satisfaction survey; Product launch event; Meeting; Phone; Email
 Employees	Salary and welfare; Occupational health and safety; Career development; Human rights protection	Suggestion box; Company official website; Wechat official account; Employee representatives
 Suppliers	Business ethics; Information security; Supply chain management; Products and services	Supplier management network; Phone; Email; Training
 Government and regulatory agencies	Business ethics; Information security; Green Development; Compliance operation	Company official website; External news
 Shareholders and executives	Compliance operation; Risk Management; Business ethics	Sustainability committee; Shareholders and executive meeting
 Community and public	Response to climate change; Energy saving and consumption reduction; Water Resources Management; Compliance operation	Company official website; External news
 Industry associations and concerned organization initiatives	Business ethics; Information security; Supply chain management; Products and services ; Human rights protection	Company official website; External news



Substantive Issue Assessment

Guangming Branch has communicated with stakeholders to understand the sustainability issues they are concerned about. At the same time, Guangming Branch identifies the risks, opportunities, and challenges faced by the Company through analysis of global political, economic, legal and social development trends, and combines the Company's operational strategies and development policies to comprehensively identify issues related to sustainability governance. With the help of the GRI substantive issue analysis method, it has analyzed and evaluated the Company's substantive issues related to sustainability.



Economy

- ① Corporate governance
- ② Product and service quality
- ③ Operations and trade compliance
- ④ Anti-corruption
- ⑤ Market performance

Environmental Issues

- ⑥ Energy conservation and consumption reduction
- ⑦ Climate change
- ⑧ Raw materials and minerals
- ⑨ Pollution management and control

Social issues

- ⑩ Occupational health and safety
- ⑪ Child labor and forced labor
- ⑫ Information security and privacy protection
- ⑬ Sustainable procurement
- ⑭ Product safety
- ⑮ Diversity and anti-discrimination
- ⑯ Training and career development

Business Ethics

- › Governance
- › Policies
- › Management Control
- › Information Security
- › Compliance Supervision



Governance

TP-Link's top management is directly responsible for and supervises matters related to business ethics, while entrusting the Sustainability Committee to work together with the top management to build a sound and effective business ethics management system. Through this governance structure, the formulation, implementation, and supervision of business ethics are comprehensively and strongly supported.

Policies

In 2023, TP-Link updated and improved the *Business code of Conduct* and *Ethics and Anti-Bribery and Corruption Policy*, clarifying the policies and regulatory systems on a series of business ethics-related behaviors such as anti-corruption, conflicts of interest, money laundering fraud, and fair competition. These policies, after being approved by top management, are simultaneously distributed to every employee and relevant stakeholders, aiming to clarify the professional ethics and business ethical standards that employees should adhere to, and to prevent corruption and improper competitive behavior from occurring at the source.

Management Control

Guangming Branch adheres to TP-Link Group's management policies and systems, conducts annual business ethics risk assessments, timely identifies and addresses risk factors that may impact business ethics, in order to further strengthen the comprehensiveness and effectiveness of management control. Guangming Branch establishes... relevant supervisory measures, implements serious consequences for any violations, to maintain high standards of business ethics and company reputation.

Guangming Branch implements the internal control system established by TP-Link International, and ensures that employees understand and comply with business ethics standards through regular training. In terms of sensitive transactions, Guangming Branch follows the approval management mechanism established by TP-Link International, clearly defines specific sensitive transactions internally, and provides employees with clear instruction processes.

In terms of procurement, expense reimbursement, entertainment expenses, etc., employees need to submit OA applications for strict approval by relevant departments. In 2023, under the leadership of TP-Link International, the Company conducted a special business ethics compliance audit, covering key areas including supplier inspection management, engineering project tender negotiations, subcontracted engineering projects, administrative procurement, project procurement, etc., completing a total of 29 audit projects to promote management through investigation, and to continuously strengthen bottom-line awareness and risk awareness. **During the reporting period, 100% of employees have participated the business ethics compliance training, and no confirmed cases of corruption or bribery were found in internal audits.**

Externally, Guangming Branch implements the supervision mechanism of TP-Link International, establishes a constraint supervision mechanism before working with third-party partners. We require the signing of integrity agreements, integrity commitments, and confidentiality agreements for new collaborative projects to ensure that suppliers and employees understand the bottom line of the Company's business management. **We conduct compliance credit investigations on partners through third-party public channels before the project starts to ensure the compliance and ethics of the Company's behaviors and reduce cooperation risks.**

Fair Competition

TP-Link regards ensuring fair competition as its core value and implements compliant operations through regular training and internal audits.

- Regular training aimed at ensuring that employees have the necessary knowledge and awareness to comply with the competition rules of TP-Link and the industry. These training activities cover the basic concepts of fair competition, company policies, and the responsibility of employees to maintain fair competition in the business environment.
- Regular internal audits to review the compliance of business operations, with a particular focus on the implementation of fair competition. Internal audits aim to detect potential compliance issues, promptly correct improper behaviors, and assess the effectiveness of company systems in maintaining fair competition.



Business Ethics Compliance Training

Information Security

Governance

As a pioneer of wireless connectivity technology, TP-Link considers data security as the enterprise lifeblood and places high importance on the protection of customers' trade secrets, data information, and privacy.

TP-Link strictly complies with relevant laws, regulations, policies, and industry guidelines. To achieve the standardization and uniformity of the information security system, TP-Link has established the Information Security Management Committee to lead and coordinate the information security management work comprehensively.

Policies

Guangming Branch adheres to the Group's 14 policies and regulations such as *Information Security and Privacy Management Manual*, *Personal Data Protection Policy*, *Internal Data Protection Guidelines*, *Data Subject Rights Specification*, *Data Leakage Notification Specification*, *Personal Information Security Management Procedure*, and *Compliance Implementation Procedures* to ensure the security of data and information. Starting from a combination of network and physical measures, strict internal process controls are implemented to ensure secure and controllable information collection, processing, transmission, storage, and use.

Management

Since April 2022, TP-Link has launched a data compliance system construction project based on the EU GDPR (General Data Protection Regulation). By 2023, TP-Link has established a four-level data protection management architecture, including DPO (Data Protection Officer), DPMO (Data Protection Management Office), DPR (Data Protection Representatives in various departments), and business departments.

In addition, TP-Link successfully completed the audits for ISO 27001 and ISO 27701 systems in May 2023 and obtained certifications. These efforts have propelled TP-Link's information security and privacy protection work towards higher standards. Guangming Branch has also established an Information Security Management System in accordance with the ISO 27001 standard, and is expected to obtain certification in April 2024.

Guangming Branch pays attention to employees' awareness of information security, regularly trains employees to enhance their awareness and responsibility for information security. We have formulated and established the *Information Security Emergency Response Plan* to respond quickly and effectively to possible information security incidents and emergencies. With a

clear scheme, we can take action quickly to minimize potential losses and risks. At the same time, we have established a regular backup mechanism to ensure the integrity and recoverability of the Company's data. In addition, we have implemented constraints mechanisms in information processing and sharing. Sensitive information shared externally needs to be processed or shielded through technical means, and can only be shared and used after approval through the OA process.

At the same time, the Company conducts regular risk assessments to timely identify and address new risk factors that may impact information security, continuously strengthening the comprehensiveness and effectiveness of management measures. These comprehensive and robust management measures help ensure that the Company achieves the highest standards in information security management.

By 2023, Guangming Branch achieved 100% coverage of information security training for all employees, and there were 0 confirmed information security incidents reported during the reporting period.



Compliance Supervision

TP-Link has established a reporting mechanism and improved its supervision system by setting up a public reporting email address, among other methods. It accepts reports from various stakeholders regarding violations, including but not limited to violations of Business Code of Conduct and Ethics, violations of job responsibilities, improper operations, and human rights abuses.

TP-Link will collect all reported clues and consolidate them for internal control team processing, with direct accountability to TP-Link's top leader. All reports will be responded to, and after verification of the case, an investigation report will be generated. Responsibility subjects found to have actual problems will be held accountable and disciplined according to TP-Link's regulations, with follow-up to improve effectiveness.

TP-Link follows the principle of "maintaining confidentiality for whistleblowers, rewarding reports, and protecting the legitimate rights and interests of whistleblowers". It has established detailed protection and management procedures in the *Business Code of Conduct* to strictly protect the personal information of whistleblowers, and prohibit retaliation against whistleblowers by reported entities.

As of the end of the reporting period, there were 0 complaints or reports of corruption or bribery received.



0

complaints and reports of corruption



TP-Link Complaint/Report Email: TELLUS@TP-Link.com



Supply Chain Management

- ▶ Governance
- ▶ Policies
- ▶ Management
- ▶ Conflict Minerals Management



Governance

TP-Link firmly believes that in today's rapidly changing world with increased social attention, implementing sustainable procurement is a necessary measure for the enterprise to fulfill social responsibilities, maintain brand image, and ensure long-term competitiveness.

To ensure the effective implementation of sustainable procurement, TP-Link has implemented a strategy of unified supply chain management, with the Group's Sustainability Committee coordinating with the procurement department to carry out the entire supply chain management work, achieving the integration and coordination of sustainable procurement in the supply chain, and ensuring that all procurement activities comply with TP-Link's sustainable procurement policies and standards.

Policies

In 2023, TP-Link improved the *Sustainable Procurement Policy* and *Supplier Code of Conduct*, conveying the concept, principles, goals, and requirements of sustainability governance to TP-Link's suppliers, promoting sustainable procurement with the policy of "green procurement, responsible procurement", and building a sustainable supply chain system. At the same time, TP-Link commits to prioritizing suppliers who meet ethical and environmental standards in the procurement process to ensure sourcing raw materials from compliant and responsible channels.

Management

Procurement personnel empowerment

TP-Link recognizes the key role of procurement personnel in sustainable procurement, therefore, TP-Link has provided targeted empowerment training for procurement personnel, covering mainly social responsibilities such as environment, labor, and business ethics, to ensure that procurement personnel fully understand the importance and impact of social responsibility on supply chain for sustainable procurement.

To further emphasize sustainable management of suppliers, TP-Link has incorporated annual management objectives for sustainable procurement into the routine assessment system of procurement personnel. This practice helps to ensure that procurement personnel can urge and supervise suppliers to fulfill their responsibilities in sustainable management, promoting the implementation of practical work.



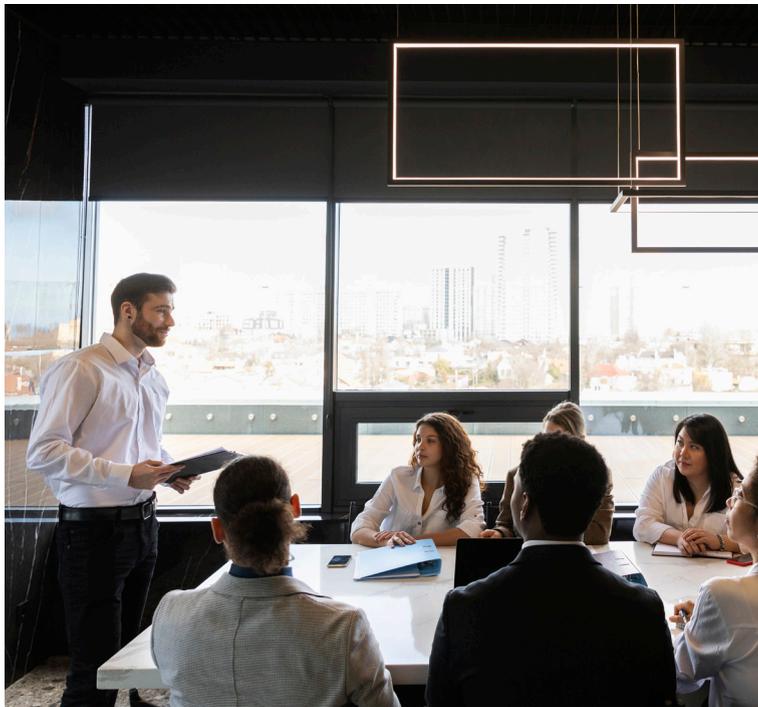
Supplier Social Responsibility Training Materials



Supplier Social Responsibility Training

Supplier risk management

TP-Link identifies and evaluates supply chain risks from multiple dimensions and takes corresponding measures to ensure the stable and orderly operation of the supply chain. Supplier risk identification and management content includes:



Macro-environmental risks

- TP-Link conducts research and analysis on the laws, regulations, and sustainable policies of the supplier's location and conveys the analysis results to the supplier, so as to prevent the supplier from stopping production and limiting production due to changes in laws, regulations, and policies, and consequently affecting the supply. TP-Link requires suppliers to actively search for alternatives to contaminated materials in accordance with TP-Link's environmental protection policies and relevant laws and regulations. Since 2006, TP-Link has required relevant suppliers to supply materials that meet RoHS and REACH requirements. In 2022, TP-Link started to promote the use of environmentally friendly ink by packaging material suppliers. **By the end of 2023, 100% of TP-Link's packaging material suppliers were using environmentally friendly ink.**

Operational risks

- TP-Link evaluates the operational status of its suppliers (including legal and financial aspects) and reviews the sustainable governance of suppliers, including management systems, labor, safety and occupational health, environment, restricted substances, conflict minerals, etc.

Storage and transportation risks

- TP-Link requires the suppliers to diversify their modes of transportation to cope with emergency supplies and ensure a stable supply. TP-Link carries out safety assessments on logistics suppliers to ensure their transportation safety.

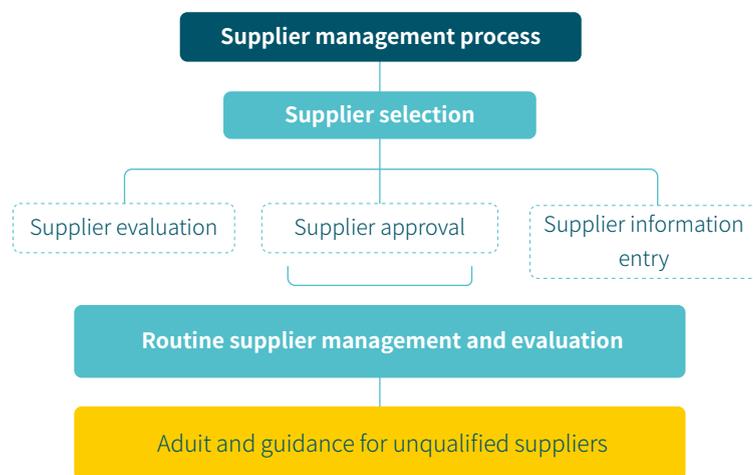
Ethical risks

- TP-Link establishes a sound procurement process, implements bidding procurement for major engineering projects and key materials; before cooperating with new suppliers, the purchasing department conducts pre-cooperation Anti-Bribery and Anti-Corruption Due Diligence Questionnaire for integrity evaluation work, and signs Integrity Agreement to avoid violations of business ethics.

Based on the risk identification and assessment of suppliers, TP-Link establishes and continuously improves the supply risk management mechanism, strives to eliminate or reduce risks by means of early warning and maintaining communication, and assists suppliers in formulating response strategies to ensure their business continuity.

Supplier admission and review

TP-Link has standardized the management requirements for suppliers and established corresponding management processes through institutionalized documents such as the *Supplier Management Standard* and the *Supplier Social Responsibility Management Procedure*.



TP-Link Supplier Management Process

Based on a comprehensive assessment of suppliers, TP-Link selects qualified suppliers and continuously assesses and evaluates them with the same standards to ensure the stability and sustainability of the supply chain.

"Quality, technology, price, and delivery" are the basic contents of supplier admission and review. Meanwhile, TP-Link incorporates sustainable factors such as "labor, environment, and society" into the criteria for supplier admission and review:

Entry Evaluation

TP-Link formulates the Supplier Social Responsibility Assessment Form to investigate, evaluate and score the performance of suppliers in quality, safety, labor rights, environment, hazardous substance management and requires suppliers to provide certifications such as ISO 14001 to demonstrate their qualifications. If there are any unqualified items, the purchasing team will counsel the supplier to improve and meet the standard before being allowed to enter and carry out subsequent cooperation.

Requirements and Constraints

TP-Link requires suppliers who have gained admission to sign the Supplier Code of Conduct to ensure that they understand and comply with TP-Link's basic requirements for sustainability; environmental and social responsibility requirements are also and incorporated into the procurement contract with the signing of the Purchase Agreement, the Supplier Code of Conduct Commitment Letter, the Integrity Agreement, and the Non-Disclosure Agreement.

Review and Assessment

TP-Link conducts continuous evaluation and assessment of suppliers through a combination of regular and irregular reviews, including but not limited to emails, questionnaires, and on-site investigations. TP-Link's review and assessment adhere to the principles of fairness and objectivity. After the assessment, TP-Link will provide feedback to the supplier, assist in improving deficiencies, reducing risks, and jointly promote the sustainability of the supply chain.

In 2023, the proportion of suppliers surveyed on social responsibility by TP-Link was 85.1%, an increase of 4.46% compared to 2022; the number of suppliers who have undergone social responsibility on-site audits also increased from 45 to 60, with a coverage rate of 12.95% and an increase of 2.58%; at the same time, the coverage rate of suppliers who have signed the Supplier Code of Conduct is 85.1%; and the coverage rate of suppliers who have signed the social responsibility framework agreement is 100%.

Social Responsibility Framework Agreement Signed Rate in 2023:

100%

Supplier Code of Conduct Signed Rate in 2023:

85.1%

Supplier training and communication

TP-Link and suppliers are equal and mutually beneficial partners. Therefore, TP-Link maintains continuous communication with suppliers with an open and trustworthy attitude. Through training and communication, TP-Link conveys expectations for suppliers in terms of economic and social responsibility, hoping to form a more consistent view on environmental, social, and governance aspects, and jointly build a sustainable green supply chain.

During the reporting period, TP-Link held a total of 299 supplier training sessions.

Communication:

Daily Providing feedback on cooperation issues and improvement suggestions

Training:

Irregular Training content includes but is not limited to quality, technology, business ethics construction, sustainability governance methods and strategies



Supplier Training Sessions in 2023:

299



Conflict Minerals Management

In the past few years, TP-Link has been working hard to improve its level of conflict minerals management and actively respond to conflict minerals-related regulations and customer requirements. To this end, TP-Link has coordinated relevant departments to formulate and improve the *Conflict Minerals Policy*, clarifying a zero-tolerance stance towards conflict minerals, and stipulating the cooperation principles and division of responsibilities with suppliers, emphasizing the importance of both parties complying with relevant laws, regulations, and international standards to maintain the sustainability and transparency of the supply chain.

To effectively manage and control the procurement and use of conflict minerals, TP-Link has specially formulated the *Conflict Minerals Management Procedure*. This procedure clearly establishes the setting of due diligence schemes for conflict minerals to ensure that raw materials are only sourced from suppliers who comply with regulatory requirements and ethical standards.

According to this procedure, TP-Link’s purchasing department specifies the scope of supplier investigations annually. The purchasing department sends CMRT survey questionnaires to the cooperating suppliers with conflict mineral risks and rigorously reviews the collected investigation results.

By the end of 2023, with 323 suppliers involved in conflict minerals, 299 responses received, the response rate for conflict minerals reached 92%, meeting the expected target. In the supply chain survey, a total of 449 smelters and refiners were identified, with 142 already certified through RMAP, and 307 yet to participate in the certification.

TP-Link will continue to drive conflict mineral investigations, improve supplier response rates, and ensure the compliance and ethical requirements of the materials purchased and used.

Smelters and Refiners Certification Status	Conflict minerals					
	Tantalum	Tin	Tungsten	Gold	Cobalt	Total
Certified	23	51	15	47	6	142
Uncertified	19	53	46	134	55	307
Total	42	104	61	181	61	449

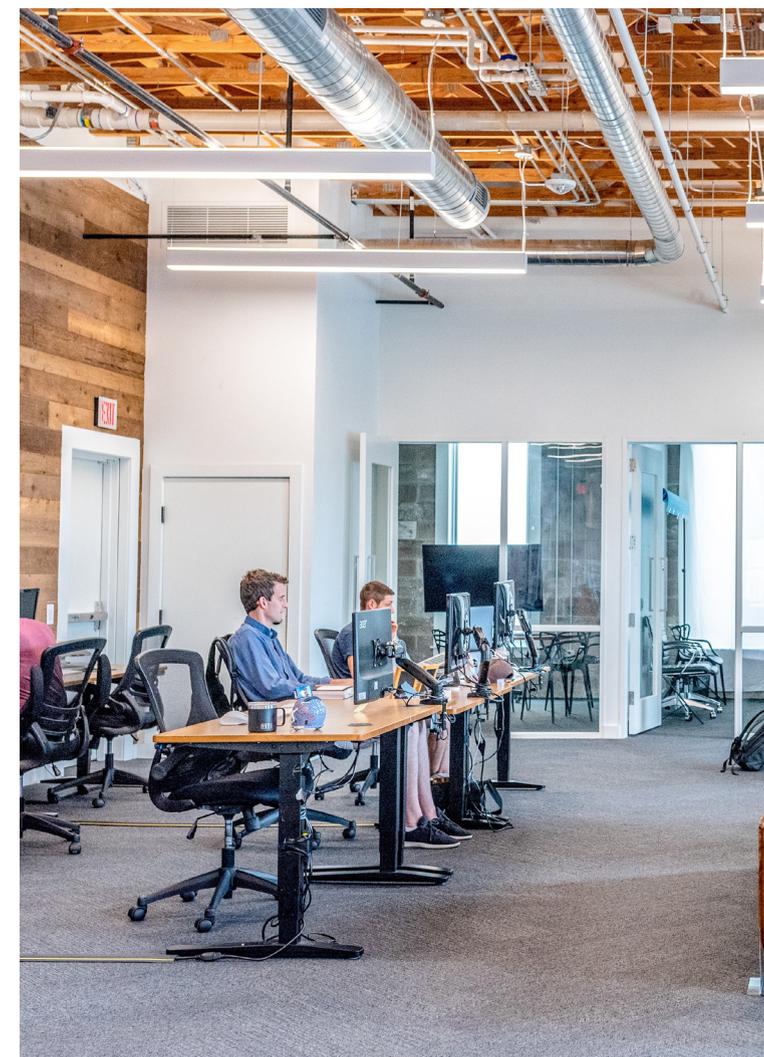


Conflict minerals response rate

92%



142 RMAP certified suppliers



Products and Services

- ▶ Quality Management
- ▶ Protection of Customer Rights and Interests



Quality Management

Quality is the lifeline of TP-Link's sustainability. Based on TP-Link's quality concept of "ensuring more than just user satisfaction", Guangming Branch takes "follows up on the cutting-edge technology and creates an excellent team, creates customer value, and contributes to society" as the quality guideline, closely following the trend of world technological development, creating products with high-quality design, manufacturing products with high-quality materials, shaping products with high-quality service, and dedicating to continuous quality improvement with high-quality talents.

Following the ISO 9001 international standard, Guangming Branch has constructed a quality system that encompasses all business areas and operational processes. At the same time, Guangming Branch organically integrates the concept and strategy of sustainability into the quality system construction, promulgates and implements the *Quality and Environment Management Manual* to coordinate quality management and sustainable construction, and to achieve the coordinated promotion of continuous improvement of work, product, and service quality and sustainability goals.

Guangming Branch has been unremittingly conducting comprehensive, thorough, and precise research and analysis on aspects including customer needs, market trends and policy environment year after year, combining the results of technological progress and management improvement to continuously optimize and enhance the quality targets of Guangming Branch. We have incorporated 11 indicators such as "zero complaints against product safety" into the annual quality target system, and through systematic and hierarchical decomposition and refinement, we have implemented product quality responsibilities in every department, position, and employee of the Company. During the operation of quality system, we have checked the quality link by link through customer demand review, material incoming inspection, process control & patrol inspection, product delivery inspection, internal quality audit, management system review and others. From micro-operation details to overall mechanism, the Company has stepped onto a new stage for quality gradually.



- Customer demand review
- Material incoming inspection
- Process control inspection
- Product delivery verification
- Internal governance audit
- Management system review

Protection of Customer Rights and Interests

TP-Link consciously complies with legal requirements, takes "ensuring customer satisfaction rather than just customer satisfaction" as the action guide, and integrates the maintenance of various legal rights and interests of customers into corporate governance, cultural construction, and business development.

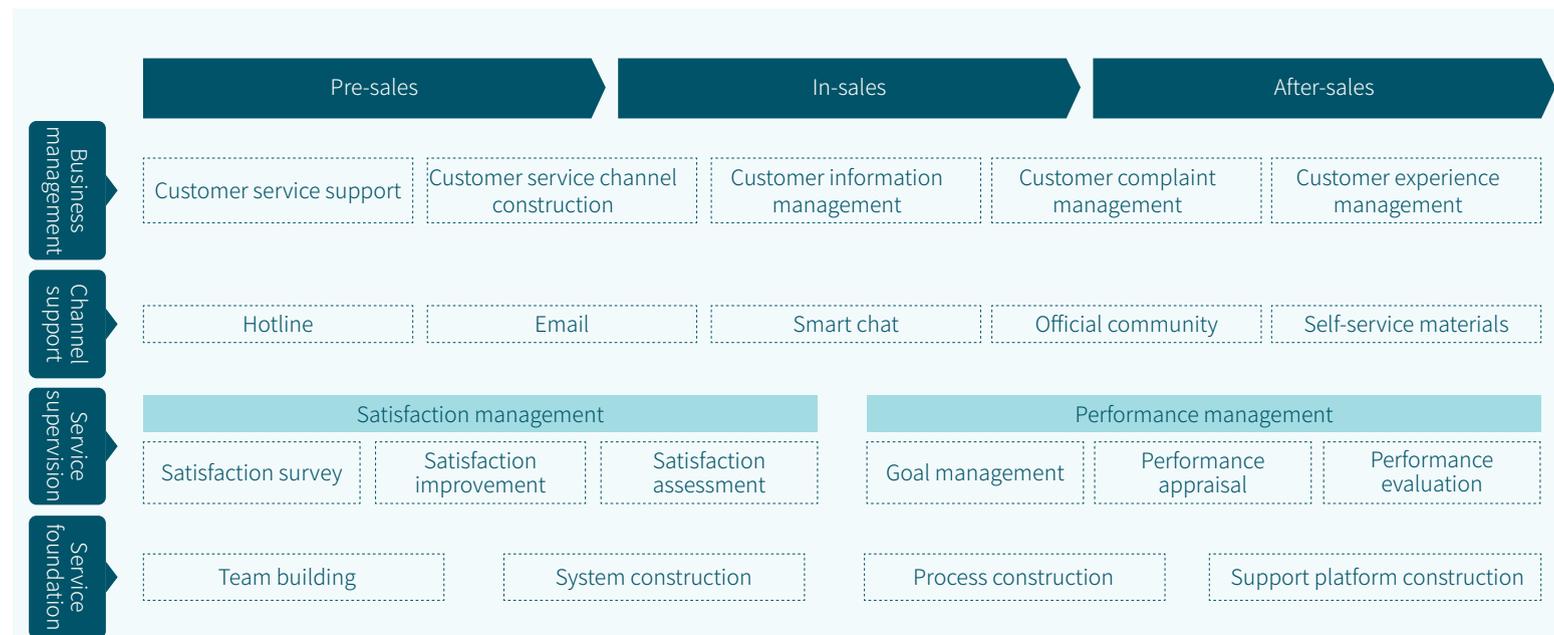
In accordance with the guidance provided in the *Quality and Environmental Management Manual*, TP-Link has developed a series of management systems, including the *Customer Satisfaction Management Procedure*, *Quantification Method for Customer Satisfaction*, and *Customer Complaint Handling Guidelines*. Through standardized processes, methods, and tools, TP-Link has established a comprehensive customer service system. These systems are followed and implemented by TP-Link International.

TP-Link always adheres to the concept of high quality and safety, striving to uphold the safety and health of our customers. Every product undergoes rigorous testing and evaluation procedures before being released for sale. **These products are certified according to relevant standards of the countries in which they are sold, including safety regulations and EMC certifications such as CE, FCC, UL, etc.**

TP-Link has established diversified communication channels on its official website, including hotline numbers, email, and online chat, aiming to ensure smooth communication for pre-sales inquiries, during transactions, and after-sales services. In the year 2023, we received a total of 24 customer complaints, all of which were promptly resolved following established procedures.

Regarding customer satisfaction, **TP-Link International achieved an overall satisfaction rate of 97.47% in 2023.** The satisfaction rate for the first half of the year was 97.22%, which increased to 97.72% in the second half of the year. This performance not only met the set target (target value $\geq 95\%$) but also represented a 4.29% improvement compared to 2022.

TP-Link customer service system



Customer Satisfaction Rate in 2023:

97.47%



Improvement

4.29%

Employees

- ▶ Governance
- ▶ Policies
- ▶ Management

Recruitment

Rights and Equality

Empowerment, Assessment and Development

Health and Safety



Governance

TP-Link is committed to establishing a sound employee management system. Every year, the Sustainability Committee formulates strategies and annual work objectives, which are then planned and implemented by the Human Resource Department to improve the working environment for employees.

Policies

TP-Link has established and implemented several core policies covering various aspects such as Human Resources Management Policy, Human Rights Policy, and Health and Safety Policy. In its daily operations, Guangming Branch strictly adheres to and implements the management policies and systems formulated by TP-Link Group, aiming to create a safe, fair, and inclusive working environment with comprehensive compensation and benefits packages, as well as opportunities for career advancement for employees.

Management

Recruitment

In the recruitment process, Guangming Branch always adheres to the principles of openness, transparency, and merit-based recruitment of TP-Link, especially emphasizing the comprehensive assessment of candidates' qualities. To ensure fairness and broad participation of candidates, we officially announce all job information through TP-Link's official website, WeChat public account (TP-Link International Shenzhen Online Assistant), and third-party recruitment websites. Ensure that all job seekers have equal access to information and opportunities for application.



Generous compensation package

Industry-leading salaries, comprehensive five social insurances and one housing fund, high annual bonuses, ensuring that every employee receives thoughtful protection.



Abundant salary adjustment opportunities

More than two salary adjustment opportunities per year, focusing on employees' long-term career development.



Impressive incentive bonuses

A variety of innovative rewards to encourage employees to strive for excellence and break through themselves.

Rights and Equality

Rights and interests protection

Guangming Branch always adheres to the regulations of the Labor Law and the Labor Contract Law, and is committed to providing full legal rights and interests protection for all employees on the basis of equality and voluntariness. We strictly follow the signing process of the labor contract to ensure the compliance and legality of the contract content. All employees participate in the social insurance system and enjoy comprehensive social security benefits. We have established a sound holiday management system to effectively respect for human rights to take leave and rest. In addition, we provide employees with corresponding personal protective equipment (PPE) based on their job responsibilities and characteristics to ensure their physical health at work.

Guangming Branch adheres to the principle of distribution according to work and has established a sound salary and welfare system. We pay employees their labor remuneration on time and in full, and provide a competitive salary level within the industry. At the same time, we provide employees with a comprehensive five social insurances and one housing fund, as well as high annual bonuses, to ensure that every employee receives full protection. In addition, we also care about the living needs and well-being of employees, providing them with holiday benefits, Employee Dormitory, birthday benefits, high temperature subsidies, work allowances, and allocating special budgets for team building every year.



Employee social insurance coverage rate in 2023

100%



Human rights risk audit coverage rate in 2023

100%

Human rights and equality

Guangming Branch strictly complies with international recognized guidelines such as the United Nations Human Rights Protection Covenants and the International Labor Organization Covenants, and has implemented more than 20 systems and norms such as TP-Link's *Human Rights Management Policy and Labor Standards Code of Conduct*. These systems and norms cover key risk points such as child labor, forced labor, diversity and inclusion, anti-discrimination and anti-harassment, aiming to respect, protect and promote equal human rights.

In response to these key risk points, Guangming Branch regularly conducts publicity and training on human rights protection internally, aiming to enhance employees' awareness and ability to protect their own rights and interests. At the same time, we regularly conduct human rights risk assessments and establish corresponding response mechanisms and control procedures to prevent potential risk events.

In order to comprehensively assess and manage human rights risks, we invite external organizations to audit our internal human rights management work every year to ensure the effectiveness of internal controls. Furthermore, we closely cooperate with the TP-Link Group's procurement department to jointly build a sustainable procurement, identify and assess external potential human rights risks. **In 2023, our human rights risk audit covered 100% of all work areas and departments in Guangming Branch.**

Through the above measures, we resolutely eliminate the occurrence of child labor and forced labor both internally and externally, and firmly prohibit any form of discrimination and harassment. We effectively safeguard the legitimate rights and interests of employees in various aspects such as inclusiveness and equality, openness and diversity, job selection and employment, association and assembly, religion and belief, etc., to ensure the compliant operation of Guangming Branch.



Human Rights Protection Training

Prohibition of Child Labor

In our recruitment process, we utilize personal identity verification devices to authenticate the age and identity card authenticity of applicants, thereby preventing incidents of child labor and hiring underage employees. Additionally, we have established emergency remediation procedures. In the event of discovering instances of employing child labor or underage workers, we will promptly initiate the remediation process to ensure the maximum protection of the rights and safety of the individuals involved.

Prohibition of Discrimination and Harassment

We have conducted in-depth professional training on human rights awareness for our HR and management teams, so that they can strictly follow and enforce the Company's internal regulations. In addition, we have provided necessary awareness training for ordinary employees to strengthen their awareness of rights protection, and jointly create a safe, respectful, and harmonious working atmosphere. Through these measures, we expect every employee to fully unleash their potential in a fair and equal environment.

Diversity and Inclusion Culture

We are committed to building a diverse and inclusive work environment and atmosphere to promote organizational innovation and outstanding performance. We adhere to the principles of distribution according to work, equality for all, and equal pay for equal work, with special attention to the rights and interests of employees who are working parents, pregnant, disabled, and other minority groups, ensuring that every employee feels respected and understood at work. For female employees, we particularly focus on protecting their legitimate rights during special periods such as menstruation, pregnancy, and lactation. To this end, we have set up baby care rooms and provided other family care support measures, such as allowing parents of children under one year old to leave work one hour early.

During the reporting period, Guangming Branch did not experience any violations of human rights. The company did not employ child labor or underage employees, and 100% of the employees were covered by human rights training.

2023 Employee data of Guangming Branch

		Number	Proportion
Total Employees		4,601	100%
Gender	Male	2,601	57.00%
	Female	2,000	43.00%
Age	<30 years old	2,347	51.01%
	30-50 years old	2,223	48.53%
	≥ 50 years old	21	0.46%



Human rights violations incidents in 2023

0 cases



Personnel compliance recruitment training rate in 2023

100%



Employee human rights training rate in 2023

100%



Child labor or underage employees in 2023

0 cases

Empowerment, Assessment and Development

Employee empowerment

Guangming Branch has always regarded the growth and development of employees as a top priority. To achieve this goal, we have carefully designed a set of personalized training courses aimed at enhancing employees' knowledge and skills, promoting career development, and realizing personal value. Whether it is campus recruitment or social recruitment, regardless of the nature of the position, we will tailor training programs to meet the specific needs and abilities of each employee, and to help them grow better.

Our goal is to establish a learning organization, by integrating a teaching system of "general knowledge + expertise + management", to help employees comprehensively improve their abilities. At the same time, we combine flexible and diverse training methods and mechanisms to continuously enrich employees' knowledge, improve skills, broaden horizons.

In order to better serve our employees, we have introduced an internal online learning system called TP-Link Learning, providing convenient learning resources for each employee and fostering an environment for "lifelong learning". We believe that through this training system, our employees can continuously enhance their abilities. In 2023, Guangming Branch **invested a total of 192,000 yuan** in training, conducting **1,717 sessions** attended by **42,752 participants**. The total training hours amounted to **505,283 hours**, averaging **38 hours per participant**. Notably, employee skills training achieved **100% coverage**.

Training methods	Responsible or personnel	Main content	Objectives and effects
Internal training	Internal experts or experienced employees	Products, technologies, processes, standards, etc.	To enhance employees' deep understanding of the Company's core business and integration into the Company culture
External training	External professional organizations or individuals	Industry dynamics, trends, standards, etc.	To gain broader industry knowledge to cope with market changes and industry challenges
Online training	Online learning platform or resources provided by the Company	General knowledge, skills, methods, etc.	Flexible learning methods to meet individual learning needs of employees
Practical training	Actual work or projects arranged by the Company	Solving problems, facing challenges, improving efficiency, etc.	To apply theoretical knowledge to practical work through participating in business activities
Continuing education	Academic courses and refresher programs provided by the Company	Deep subject knowledge and leadership development	To support employees to continuously deepen their professional knowledge and enhance their overall quality

Management training



Product training



New employee training



Employee skills training



Total number of training participants in 2023

42,752 times



Employee skills training coverage rate in 2023

100%

Assessment, development and incentives

Guangming Branch actively leverages TP-Link platform resources to carefully construct a diversified development path for employees. By providing a comprehensive business perspective, employees can fully grasp various aspects of product development, production, sales, etc. through rotation experiences, thereby deepening their overall understanding of the business. Based on TP-Link's global business layout, we provide employees with a broad international development stage to help them fully showcase their personal talents. The Company is always committed to building a comprehensive platform that integrates knowledge and skills enhancement, career development, and personal value realization. **We have specially designed a dual channel career development mechanism of "professional+management" to create more diverse and promising career development opportunities and paths for employees.**

Guangming Branch has formulated the *Performance Evaluation System* to standardize the employee performance evaluation process. This system requires the Company to regularly assess the performance of employees and set corresponding position performance evaluation forms based on the responsibilities of each department and position. This is aimed at encouraging managers at all levels to discover, cultivate, and promote employees with outstanding abilities. The Company attaches great importance to the organic integration of employees' personal value pursuits and TP-Link's strategic goals, committed to stimulating the potential for employees and the Company to grow and develop rapidly together. To motivate employees to make continuous progress, we provide opportunities for salary adjustments and focus on employees' long-term career development plans. In addition, the Company has established generous incentive bonuses and diverse innovative rewards to encourage employees to pursue excellence and constantly challenge themselves. **By 2023, Guangming Branch has achieved the goal of conducting regular performance and career development assessments for all employees, ensuring all-round support for employee growth. We will continue to strive to provide more career development opportunities for employees, assisting them in achieving personal growth and career goals.**

In 2023, Guangming Branch continued to deepen mutual learning and exchange among employees, improve the skill level and career development of all employees. To achieve this goal, the Company carefully planned and implemented internal skills courses, while encouraging employees to take on the role of lecturer voluntarily and share their professional knowledge and rich experience. In order to fully stimulate employees' enthusiasm and spirit of contribution, the Company has specially launched a lecturer incentive plan, providing corresponding bonus incentives to employees who serve as lecturers. In 2023, the total investment of the Company in rewarding employees who serve as lecturers reached 20,900 yuan.



Job Skills Competition



Overall Improvement Activity



Employee performance and career development assessment rate in 2023

100%



Internal lecturer incentives in 2023

20,900 yuan

Health and Safety

Occupational health and safety is a core element for the sustainability of Guangming Branch. As the TP-Link Group's final products manufacturing base, the Company is well aware of the importance of maintaining occupational health and safety in ensuring the stability of production processes, improving work efficiency, and reducing the legal risks of the enterprise.

In terms of environmental, health, and safety (EHS) management and emergency system compliance, we have established a complete licensing system, including the *Occupational Disease Status Assessment Report*, and *Emergency Response Plan for Production Safety Accidents*, etc. At the same time, we strictly follow regulatory requirements to regularly conduct assessments of occupational hazards, safety emergency drills, occupational disease examinations, and annual inspections of special equipment, among other key activities. Furthermore, based on relevant regulatory guidelines, we have constructed a comprehensive and efficient daily risk management system and ensure its strict implementation.

Policy and management system

Guangming Branch always adheres to the bottom line that "safety responsibility is of paramount importance", and insists on the principle of "life first, safety first". Guided by this concept, we continuously optimize the construction of the safety management system, focus on enhancing the safety awareness of all employees, and promote the development of safety management work towards institutionalization, systematization, and standardization. We strictly follow the ISO 45001 international standard, comprehensively review and improve the Company's occupational health and safety management system. **We have successfully passed the ISO 45001 system certification and the three-level enterprise audit for standardized safe production, and obtained the corresponding certificates.**



ISO 45001 Certificate



Safety Standardization Certificate

Occupational disease prevention

We regularly assess the occupational disease hazards and occupational health surveillance in the workplace, implement corresponding measures for identified hazards to reduce the risk of employees developing occupational diseases. For employees in positions involving occupational disease hazards, we sign a Notice of Occupational Disease Hazards with them and post hazard notification cards on site to increase employees' awareness of potential hazards. At the same time, we arrange for them to undergo health examinations before, during, and after work in accordance with the requirements of the Technical Specifications for Occupational Health Surveillance. By monitoring the health status of employees, we can promptly identify and address potential occupational disease issues, transfer employees with occupational contraindications, and comprehensively ensure the occupational health of employees.

Furthermore, to ensure the well-being of our employees and prevent them from experiencing repetitive stress injuries while on the job, we have made a dedicated effort to streamline our production process and incorporate cutting-edge automated machinery. By implementing these devices, we are able to alleviate some of the monotonous manual labor, work in tandem with our employees to reduce physical strain, minimize the likelihood of injuries, and enhance overall work productivity and quality.

By February 2024, Guangming Branch has completed occupational disease examinations for all employees in positions with occupational disease hazards risks, and no cases of occupational diseases were detected.



Before: manual covering of products



After: mechanical covering



Before: manual screwing



After: automated screwing

Employee safety management

Workplace Safety

We have various safety inspection systems for the workplace, regularly conduct safety inspections on the workplace, identify and evaluate hazards, promptly identify potential safety hazards and risks, formulate response measures, and implement improvements. In addition, we document the issues in the Issue Tracking Table to ensure that safety issues are effectively resolved. Our inspection types include: daily inspections, monthly inspections, quarterly inspections, annual inspections, comprehensive inspections, rainy season inspections, holiday inspections, and special inspections (electrical, fire protection, chemicals, hazardous positions, special equipment, and special operations personnel, etc.). **In 2023, the safety risk assessment and investigation action of Guangming Branch achieved 100% coverage of all workplaces in the Company.**

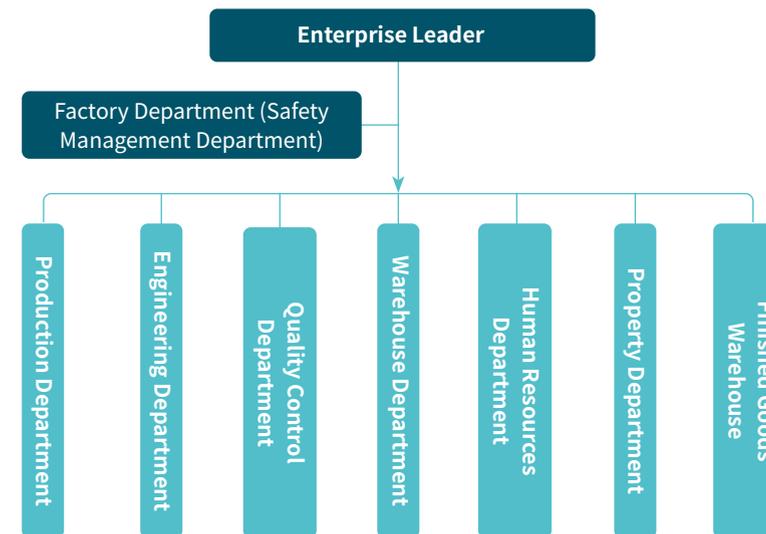
Employee Safety Awareness

We regularly conduct safety training and educational activities to enhance employees' safety awareness and capabilities, including emergency response and fire protection knowledge. To ensure the safe operation of all employees, all employees must be certified to take up their positions. Ordinary employees need to have a Level 3 safety training card, and employees operating on special equipment or requiring specific skills must hold the corresponding certifications. At the same time, we require employees to wear appropriate PPE during work, and regularly inspect and replace these items to ensure their effectiveness and safety. Any violation of the regulations on wearing PPE will be promptly corrected to ensure the safety and health of employees.

In 2023, Guangming Branch invested a total of 5.46 million yuan in safety production. There were no work-related fatalities, and safety training was conducted for a total of 21,000 on-duty personnel. The average training hours per person were 24 hours, with safety training covering 100% of all employees.

Safety Communication

At the work site, we have posted the contact information of the safety manager to ensure that employees can report safety issues and suggestions at any time and receive feedback and resolution in a timely manner. We have also established the Safety Committee, with safety personnel at the grassroots level responsible for collecting daily safety feedback from employees, reporting to the top Safety Committee for decision-making and resolving safety issues and suggestions raised by employees. We value every safety issue, regularly hold safety communication meetings to communicate safety management situations with employees, and take appropriate measures to address identified problems to ensure a safe workplace. These measures will help enhance employees' safety awareness and participation, strengthen safety management, and ensure the health and safety of employees. **In 2023, the percentage represented by the official Health and Safety Committee, jointly managed by the enterprise and labor, at Guangming Branch is 8.04%; in the future, we will continue to further increase this percentage to provide employees with a safe and secure workplace.**



Safety Committee Structure



Wearing of PPE



Safety Publicity

台风来袭，请做好防护工作

深圳联洲小管家 2023-08-31 20:00 广东

听全文

做好台风防护工作

“台风来袭，请做好防护工作”

根据气象局提醒，台风“苏拉”在9月1日起会对深圳市造成较大风雨天气影响（连续5-6天大雨天气），请大家做好相应的评估与准备工作。

出行安全

Safety emergency management

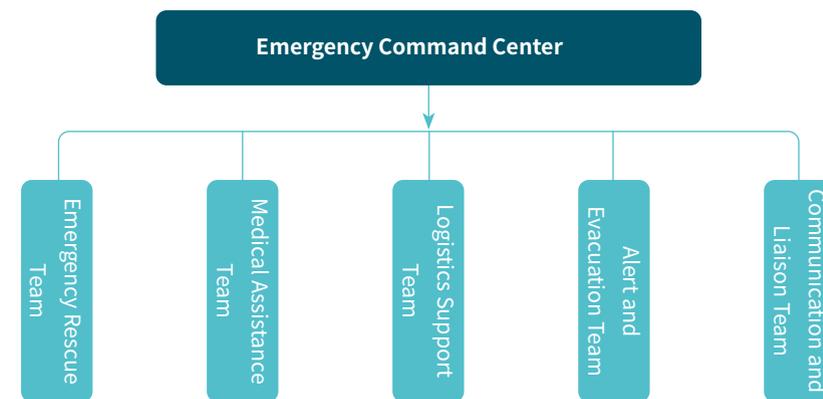
Guangming Branch has established the Emergency Command Center composed of factory-level, department-level, and important members to establish emergency rescue teams, medical assistance teams, logistics support teams, alert and evacuation teams, and communication and liaison teams in terms of safety emergency management, with the emergency command center responsible for daily organizational operations.

The Company's emergency response plans include *Emergency Response Plan for Production Safety Accidents*, covering a variety of production safety accidents, including object impact, vehicle injury, mechanical injury, electric shock, drowning, scalding, fire, fall from height, container explosion, other explosions, lifting injury, poisoning and suffocation, and other injuries. These response plans are applicable to workshop-level, company-level, and society-level emergency responses, and are subordinate to higher-level plans when necessary, forming an integral part of them.

To ensure the effectiveness of emergency response, we organize various emergency drills every six months, including emergency evacuation and fire drills, chemical leakage drills, environmental emergency drills, special equipment emergency drills, electric shock rescue emergency drills, etc. These drills not only help enhance employees' emergency awareness and operational skills, but also form records through summarization and evaluation, providing strong support for future plan updates and improvements.

Emergency Response Emergency Response Mechanism

Response level	Response conditions	Response measures
Workshop level	The accident hazards and impacts are limited to a single area or a single position, and do not require the Company to allocate resources.	Initiate on-site disposal plan, organize emergency disposal by workshop, and report to the Company, and be prepared for expanding response.
Company level	The accident hazards and impacts exceed a single area, but are still limited to the Company's scope, and can be handled by mobilizing internal resources.	Initiate the Company's comprehensive emergency response plan, immediately organize emergency disposal, and report to regulatory authorities as appropriate, while the Company prepares for expanding emergency response.
Society level	Accidents with hazards and impacts beyond the Company's scope, requiring the coordination of social resources by the local government for disposal.	Initiate the Company's comprehensive emergency response plan, carry out preliminary disposal, report to the local government, and request external social emergency response (rescue). After the local intervention, obey unified command.



Safety Emergency Response Structure



Forklift Emergency Drill



Fire Safety Emergency Drill



Medical First Aid Emergency Drill

Employee communication

Maintaining friendly and sufficient communication with employees is one of the important tasks of Guangming Branch's operation. To this end, we have established various channels and mechanisms to ensure smooth communication with employees. First, we have set up an anonymous suggestion box for employees to write down their suggestions, opinions, or concerns at any time. In addition, we have established an employee representative system, where employee representatives are elected and regular employee representative meetings are held to discuss and exchange views on company development direction, policy making, employee welfare, and other topics. Such platforms not only give employees the opportunity to express their ideas and opinions, but also allow the Company to understand the needs and demands of employees in a timely manner.

By 2023, the proportion of employees covered by officially elected worker representatives at Guangming Branch is 0.63%. We will strive to further expand the coverage of employee representatives to ensure that the voices of employees are fully heard and valued.



Management satisfaction rate

71.73%



Direct supervisor satisfaction

73.07%

Case



In 2023, the Company decided to increase the frequency of holiday benefits from twice per year to three times per year, and also increase 15.38% of the amount of employee benefits. This adjustment aims to better meet the needs and expectations of employees, improve employee benefits, and further enhance the mutual trust and cooperation between the Company and employees.

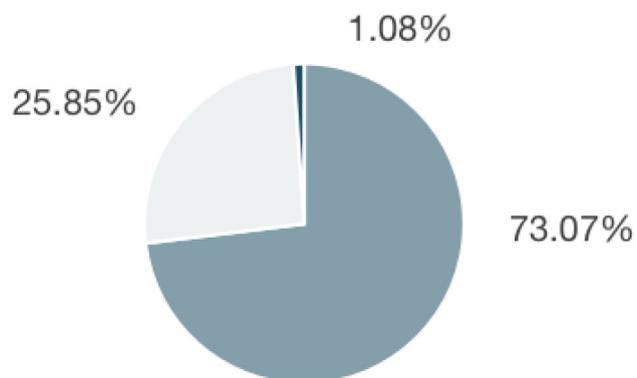
Case



We distribute satisfaction surveys to all employees of the company from time to time, collecting their satisfaction and opinions. In November 2023, an employee opinion survey was conducted, and the results showed that 71.73% were satisfied or relatively satisfied with management situation, while 26.74% were generally satisfied; 73.07% were satisfied or relatively satisfied with their immediate supervisors, while 25.85% were generally satisfied.

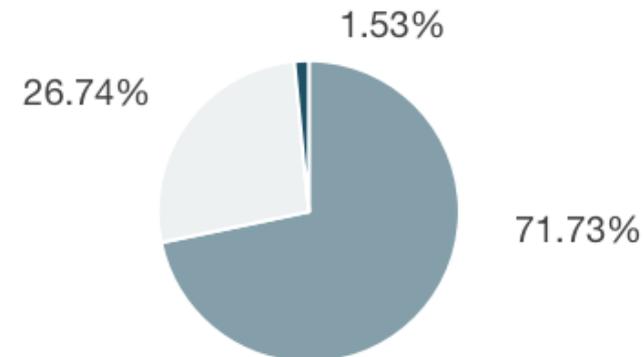
Management situation

■ Relatively satisfied and satisfied ■ Generally satisfied ■ Dissatisfied



Satisfaction with direct supervisors

■ Relatively satisfied and satisfied ■ Generally satisfied ■ Dissatisfied



Employee psychological care

Employee care is one of the important tasks in our company's operation. Every New Year's Day, we hold an annual year-end party, inviting workshop team leaders and employees to participate. This is a reunion opportunity where we commend outstanding employees for their annual performance and arrange various programs and lucky draw sessions to enhance communication and emotions among employees.

In order to help employees relieve psychological anxiety, alleviate mental stress, and protect their physical and mental health, we organize 1-2 employee outings every year to help them relax and enhance team cohesion. We regularly organize various cultural and sports activities, such as carnivals, badminton competitions, and King of Glory championship, allowing employees to relax and strengthen relationships between teams in their spare time, thus improving work enthusiasm and happiness.

Violation management

In order to ensure the effective implementation and protection of employees' rights, Guangming Branch has established targeted reporting channels for employees. Not only has it set up public email addresses and internal employee suggestion boxes on the Company's official website, but it has also established a public WeChat account (TP-Link International Shenzhen Online Assistant) to collect feedback from employees, so that employees and external stakeholders can easily lodge complaints and reports. The establishment of these channels aims to provide employees with diversified choices, enabling them to express concerns and discover violations in ways that suit their own situations.

At the same time, the Company has established a remediation and punishment procedure for violations to address all violations. The Company promises to conduct comprehensive and immediate investigations into every violation report, and to take necessary preventive, remedial, and punitive measures based on the investigation results. It also promises to protect the rights of whistleblowers, prohibit retaliation, emphasize privacy protection, and ensure that complainants' information is not disclosed.



深圳联洲小管家

深圳市联洲国际技术有限公司光明分公司

广东

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发消息

Green Development

- ▶ Climate Change Response
- ▶ Resources Management
- ▶ Environmental Management
- ▶ Green Operation



Climate Change Response

Climate change response has become a key issue for social and business development. TP-Link understands reducing carbon emissions and promoting the use of renewable energy are crucial in the context of global warming. This year, [TP-Link participated the Science Based Targets initiative \(SBTi\) and committed to using 2023 as the baseline year, aimed to achieve short-term goals by 2030 and ultimately reach net-zero target by 2050.](#)

TP-Link has strengthened its climate-related ESG issues based on the systematic guidance of the Task Force on Climate-Related Financial Disclosures (TCFD) and has built a complete management system. According to the guidance of TCFD, TP-Link has identified the risks and opportunities related to climate change, established corresponding management measures, and incorporated them into the internal control risk management system to ensure that TP-Link has efficient and comprehensive capabilities to address the challenges of climate change and leverage related opportunities.

Strategy

After realizing the impact of global climate change on TP-Link's business continuity and long-term development, TP-Link recognizes the urgency of reducing carbon emissions and addressing climate change risks.

TP-Link organized interviews and discussions with key functional departments on the risks and opportunities posed by climate change, identified a list of climate change risks and opportunities, and selected the high (SSP5-8.5) and low (SSP1-2.6) climate scenarios in the Shared Socioeconomic Pathways (SSP) adopted by the Intergovernmental Panel on Climate Change (IPCC) as the 2° C above and below temperature control scenarios, considering internal and external factors of the Company, long-term goals, geographical location, and industry impact characteristics.

Through scenario analysis of these climate scenarios, TP-Link has sorted out and formulated corresponding response strategies for the list of climate change risks and opportunities. These contents will gradually be incorporated into TP-Link's carbon reduction path, strategic development planning, and internal control management system in the future, to ensure that TP-Link can adapt to the challenges of climate change, safeguard business continuity and sustainability.

Governance

TP-Link has incorporated climate change-related issues into its sustainability focus topics and management framework.

Management framework	Responsible department	Responsibilities
Top management	Directors and supervisors	<ul style="list-style-type: none"> Functioned as the governance level. Be responsible for guiding and supervising the Company's climate change-related strategies, policies, and performance goals. Be responsible for monitoring and supervising the, ensuring that the Company's actions on climate change are fully supervised and transparent. Promote sustainability, and enhance transparency and accountability in corporate governance.
Sustainability committee	Heads of main functional departments	<ul style="list-style-type: none"> Develop strategies, policies, goals, and roadmaps for climate change development, make decisions on key issues and major problems related. Be responsible for assessing climate risks and opportunities, developing strategies, policies, and goals for climate change in the company, coordinating the planning of climate change management work, and reporting to the top management regularly.
Executive sustainability team	Various business units	<ul style="list-style-type: none"> Be responsible for implementing the strategies, policies, and goals for climate change development, developing specific implementation plans, supervising, evaluating, and promoting their progress, ensuring that the implementation plans are consistent with the Company's sustainability goals. Be responsible for implementing the climate change management work plan and action plan, ensuring active promotion of climate change-related work within their respective business areas. Collaborate with other departments to coordinate the implementation of climate change management work, regularly report on the progress of work to superior departments.

Analysis of climate change risk impacts and response strategies

Category	Risks faced	Potential impact description	Potential impact level			Response strategy	
			Baseline	2030	2050		
Physical risks	Acute	Floods	<ul style="list-style-type: none"> Floods may cause damage to the enterprise's infrastructure (such as equipment, warehouse goods, etc.), resulting in production interruptions and asset losses, thereby affecting the financial condition of the enterprise. It may also lead to interruptions in the supply chain of the place where the enterprise is located, including raw material supply, logistics transportation, etc., thereby affecting the production and delivery capabilities of the enterprise. 	Moderate	Moderate	Low	<ul style="list-style-type: none"> Enhance infrastructure protection and improve flood resistance, such as building flood walls, reinforcing warehouses, etc. Develop disaster emergency response plans and measures to ensure the continuous operation of the business. Diversify the supply chain and reduce reliance on a single region or supplier.
		Tropical cyclone	<ul style="list-style-type: none"> The increase in frequency and intensity of tropical cyclones may cause strong wind and heavy rainfall, which could impact international shipping operations, leading to flight delays or cancellations, potentially resulting in delayed deliveries or disruptions in the supply chain, and reducing business revenue. 	Moderate	Moderate	Low	<ul style="list-style-type: none"> Continuously monitor weather alerts, and adjust production plans and supply chain arrangements in a timely manner. Sign disaster emergency contracts with suppliers to clarify responsibilities and obligations in dealing with tropical cyclones.
		Extreme weather conditions	<ul style="list-style-type: none"> Extreme high temperatures may lead to excessive or insufficient temperatures in production facilities, affecting the operation of production equipment, increasing energy consumption, impacting the efficiency and safety of employees, reducing production efficiency, and increasing production costs. 	Moderate	Low	Low	<ul style="list-style-type: none"> Optimize the design of production facilities to enhance their resilience to extreme weather. Strengthen equipment maintenance and upkeep to ensure the normal operation of equipment.
		Typhoon	<ul style="list-style-type: none"> Typhoons can cause damage to infrastructure and assets, which will increase repair costs and production downtime; they lead to supply chain disruptions, thus affecting raw material supply and product delivery and increasing enterprise costs and customer satisfaction. They also affect employee safety, thus leading to business interruptions. 	Moderate	Low	Low	<ul style="list-style-type: none"> Develop comprehensive typhoon prevention plans and emergency response plans, and take precautions to protect equipment and assets in advance. Enhance employee safety awareness, strengthen employee training and typhoon emergency drills. Establish a disaster emergency contact mechanism with suppliers to ensure smooth supply chain operations.
	Long-term	Drought and water scarcity	<ul style="list-style-type: none"> Drought and water scarcity may lead to production interruptions, supply chain disruptions, and increased production costs for industries that rely on water resources, such as agriculture and manufacturing. 	Low	Low	Low	<ul style="list-style-type: none"> Implement water-saving measures and optimize production processes and water supply systems to reduce water consumption. Collaborate with the government and local communities to develop emergency plans and resource-sharing mechanisms to address drought.
		Temperature rising	<ul style="list-style-type: none"> Rising temperatures may lead to a decrease in production efficiency, an increase in energy consumption, and damage to production equipment, increasing the operating costs and financial pressure of the enterprise. 	Moderate	Low	Low	<ul style="list-style-type: none"> Enhance the heat resistance of buildings and production equipment, take cooling measures, and maintain the comfort of production facilities. Strengthen energy management, energy conservation and emission reduction, adopt efficient energy-saving equipment and clean energy, so as to reduce energy consumption and emissions.

Category	Risks faced	Potential impact description	Potential impact level			Response strategy	
			Baseline	2030	2050		
Transition risks	Policies and regulations	GHG emission reduction policy pressure	<ul style="list-style-type: none"> The government's increased restrictions on greenhouse gas (GHG) emissions and emission reduction policies may increase cost pressure and compliance risks for the enterprise, affecting their production and operations. 	High	Moderate	Low	<ul style="list-style-type: none"> Deeply understand and comply with government emission reduction policies and regulatory requirements, and develop emission reduction plans and implementation plans that meet standards. Actively transform production processes and equipment to save energy and reduce emissions of greenhouse gases, and enhance the environmental image and market competitiveness of the enterprise.
	Market and technology	Increasing demands from customers for low-carbon products and services	<ul style="list-style-type: none"> The increasing demands from customers for low-carbon products and services may lead to the transformation of production and intensified market competition for the enterprise, affecting product positioning and sales strategies. This will result in increased production costs. 	High	Moderate	Low	<ul style="list-style-type: none"> Actively research and promote low-carbon products and services to meet the growing environmental protection needs of customers, so as to enhance product added value and market competitiveness. Establish an environmental brand image, strengthen communication and interaction with customers, and improve customer satisfaction and loyalty. Promote the sales of low-carbon products and services, and gradually optimize costs with the continuous development of business volume.
	Reputation	Requirements for environmental information disclosure	<ul style="list-style-type: none"> The enhancement of requirements for environmental information disclosure may increase the information disclosure costs and management pressure of the enterprise, affect the image and reputation of the enterprise, as well as the trust of investors and consumers in the enterprise. 	Moderate	Low	Low	<ul style="list-style-type: none"> Disclose the process and content according to the relevant standards of GRI and TCFD to ensure that the disclosure is true, accurate, and comprehensive. Enhance communication and cooperation with stakeholders, improve the transparency and credibility of information disclosure, so as to enhance the social reputation and brand value of the enterprise.

Analysis of the impact of climate change opportunities and response strategies

Category		Description of potential opportunities	Potential impact level			Response strategy
			Baseline	2030	2050	
Transition risks	Resource efficiency	<ul style="list-style-type: none"> By improving resource utilization efficiency, the enterprise can reduce production costs, decrease reliance on limited resources, and enhance competitiveness. Adopting energy-efficient production technologies and processes, optimizing logistics and supply chain management, promoting circular economy models, etc., are all ways to improve resource efficiency. These measures not only help companies save costs, but also contribute to reducing environmental impact and enhancing the enterprise's ability for sustainability. 	Moderate	Low	Low	<ul style="list-style-type: none"> Improving the energy efficiency of network equipment: Continuously improve the energy efficiency of network equipment, and reduce energy consumption and carbon emissions. By adopting advanced energy-saving technologies and materials, optimize equipment design and manufacturing processes, reduce equipment energy consumption, and improve energy utilization efficiency, thus achieving the goal of energy saving and emission reduction. Optimizing the supply chain and production processes: Optimize the supply chain and production processes, reduce resource waste, and improve resource utilization efficiency. By optimizing logistics and warehousing management, reduce energy consumption and emissions during transportation and storage processes, optimize production processes and production line layout, and improve production efficiency and resource utilization, thus achieving resource conservation and environmental protection. Promoting the use of energy-saving technologies and environmentally friendly materials: Promote the use of energy-saving technologies and environmentally friendly materials to reduce corporate carbon emissions and environmental impact. By adopting energy-saving equipment and green materials, such as low-energy chips and energy-saving plastics, reduce product energy consumption and carbon emissions, and improve product environmental performance, meeting consumer demand for environmentally friendly products, and enhancing brand image.
	Energy sources	<ul style="list-style-type: none"> Transition to renewable energy and clean energy creates various opportunities. Renewable energy such as solar energy and wind energy has abundant resources, low carbon emissions, and environmental protection characteristics, which helps reduce the carbon footprint of the enterprise and improve the environmental image. The prospects of the renewable energy market are broad. Investing in and participating in the renewable energy industry chain not only helps the enterprise expand into new business areas but also obtains government support and incentives. 	Moderate	Low	Low	<ul style="list-style-type: none"> Investing in and developing renewable energy technology: By investing in and developing renewable energy technologies such as solar and wind energy, TP-Link can achieve energy self-sufficiency and reduce dependence on traditional fossil fuels. This not only reduces the carbon emissions of the enterprise and mitigate the impact of climate change, but also brings long-term stable energy supply to the enterprise. Promoting the application of clean energy: Apply clean energy to the production and operation of the enterprise, such as using solar power systems to provide electricity for office buildings, or using wind power systems to power production equipment. Such measures not only reduce the energy costs of the enterprise, but also reduce environmental pollution and enhance the sustainability image of the enterprise. Developing energy-efficient network equipment and smart control systems: Develop energy-efficient network devices and smart control systems to reduce the energy consumption and carbon emissions of devices. For example, design routers and switches with low power consumption, or develop smart energy management systems to effectively monitor and manage the energy consumption of devices, thus achieving the goal of energy saving and emission reduction.

Category		Description of potential opportunities	Potential impact level			Response strategy
			Baseline	2030	2050	
Transition risks	Products/ services	<ul style="list-style-type: none"> Develop more environmentally friendly, energy-efficient products and services to meet the growing environmental awareness and demands of consumers. Produce and sell renewable energy equipment, provide energy-efficient and environmentally friendly vehicles and smart home products, etc., in a way that meets market demand and creates business value. 	High	Moderate	Low	<ul style="list-style-type: none"> Developing environmentally friendly network equipment: Develop network equipment that meets environmental standards, such as low-power routers, smart energy-saving switches, etc., to meet consumers' demands for environmentally friendly products. These products have the characteristics of low energy consumption and high efficiency, which can help users reduce energy consumption and carbon emissions, thereby achieving the goal of energy conservation and emission reduction. Provide network equipment recycling and remanufacturing services: In the future, introduce network equipment recycling and remanufacturing services, to extend the product's lifecycle, reduce waste generation, and achieve resource recycling and environmental protection through old equipment recycling, reprocess and reuse resources, This service is not only beneficial for environmental protection, but also can bring additional income sources to the enterprise.
	Resilience	<ul style="list-style-type: none"> By measures such as strengthening the resilience of the supply chain, establishing flexible business models, and enhancing risk management and adaptability, the enterprise can better respond to changes in the external environment, maintain business stability and sustainability. 	Moderate	Moderate	Low	<ul style="list-style-type: none"> Establishing resilient supply chains: Establish a resilient supply chain network to address risks posed by climate change and extreme weather events. By diversifying suppliers and logistics channels, reduce reliance on a single source, mitigate the risk of supply chain disruptions, thus ensuring the stability and sustainability of product supply. Enhancing crisis management and business continuity planning: Enhance crisis management and business continuity planning, and establish sound crisis response mechanisms and business recovery plans. Timely identify and assess potential climate risks, develop corresponding crisis management strategies and business continuity plans, and enhance the enterprise's adaptability and response capabilities to climate change and extreme weather events. Strengthening employee training and awareness enhancement: Strengthen employee training and awareness enhancement, improve employees' understanding and response capabilities to climate change and extreme weather events. Through regular training and drills, enhance employees' sensitivity and response capabilities to climate risks, and improve the overall resilience and response capabilities of the enterprise.

Risk management

In response to the climate risks and opportunities, TP-Link will adopt comprehensive management strategies, including establishing a close monitoring system, assessing the likelihood and impact of climate-related risks, and developing corresponding early warning and response plans. In addressing risks, TP-Link will prioritize strengthening the resilience of infrastructure and improving the resilience of production lines to ensure the sustainability of the supply chain, and enhancing emergency response mechanisms to quickly respond to potential emergencies. At the same time, TP-Link will actively seize the opportunities brought by climate change, achieve sustainability and market competitiveness through methods such as improving resource efficiency, transitioning to clean energy, and developing low-carbon products and services. In addition, TP-Link will strengthen cooperation with stakeholders to jointly promote climate action, facilitate the achievement of carbon neutrality goals, and continuously improve and optimize our management measures, to adapt to the changing climate environment and market demands.

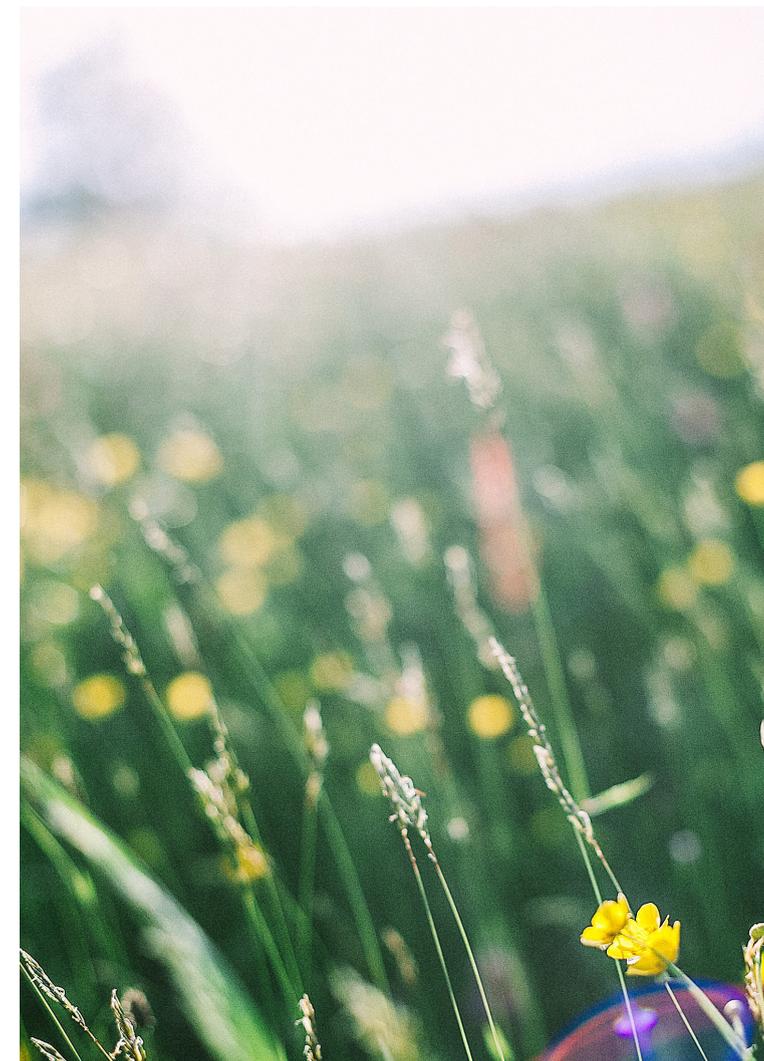
Target indicators

This year, TP-Link applied to the Science-Based Targets Initiative (SBTi) and committed to achieve the short-term goal of 2030 and ultimately net-zero emissions by 2050, with 2023 as the base year. To better achieve these goals, TP-Link plans to conduct a comprehensive carbon emissions inventory of its subsidiaries and factories in 2024, as well as carbon footprint assessments and verifications for some products.

In order to achieve carbon reduction targets and actively address the challenges of climate change, TP-Link will use this data as the basis for formulating strategies and action plans for carbon neutrality and peak carbon emissions reduction goals. TP-Link plans to provide detailed information on our climate management strategic planning, implementation, and performance to the global information disclosure platform CDP, in order to enhance external ratings, strengthen company reputation, and make a positive contribution to driving global sustainability.

Guangming Branch Greenhouse Gas Emission			
Indicator	Unit	2023	2022
Total GHGs emissions	tCO ₂ e	5,413,853.43	2,429,660.41
- Direct GHGs emissions (Scope 1)	tCO ₂ e	8,691.63	736.08
- Indirect GHGs emissions (Scope 2)	tCO ₂ e	19,753.18	18,504.98
- Indirect GHGs emissions (Scope 3 ^①)	tCO ₂ e	5,385,408.62	2,410,419.35

^① In 2023, the carbon inventory includes transportation data from overseas raw material suppliers for investigation and accounting, resulting in an increase in Scope 3 data.



Resources Management

Energy management

Adhering to the ISO 50001 standard, Guangming Branch is committed to promoting the construction of energy management system with the goal of reducing energy consumption and improving energy utilization efficiency, and has formulated systems and specifications such as Energy Conservation and Emission Reduction Management System, Factory Energy Conservation Management System, Air Conditioning System Energy Conservation Management System, Equipment Energy Conservation Management System, Energy Management and Operation Control Procedures, and Environmental Energy Management and Use Specifications. We have been equipped the factory's main energy-using equipment with metering instruments, and we will continue to regard, and actively introduce.

The company's energy consumption primarily consists of electricity, natural gas, and diesel. Specifically, natural gas is mainly used in the company's canteen, while diesel serves as an emergency energy source during power outages and for routine equipment startup checks. **During the reporting period, the electricity consumption for the Guangming branch was 3,466,476 kWh, natural gas usage amounted to 71,549 m³, and diesel consumption reached 800 liters.**

The company has implemented a series of energy-saving projects. At the same time, the Company is also working on the planning of renewable energy and clean energy, planning to carry out the rooftop photovoltaic power generation system project. Through the preliminary work of surveying, measuring, energy consumption, environmental assessment, etc. on the factory roof, it is estimated that a rooftop photovoltaic power generation system with a capacity of 0.9 MW can be built, and the annual electricity generation is expected to reach 9,504,000 kWh.

In addition, the Company actively carries out energy conservation promotion and training activities to enhance employees' awareness and participation. The Company will continue to uphold the concept of energy conservation and emission reduction, continuously promote energy management work, and strive to achieve the goal of green and low-carbon development.

Water resources management

The Company's water consumption is mainly for domestic use, all of which comes from tap water supplied by the municipal pipe network, **Guangming Branch's annual water consumption in 2023 was 376,300/t, a decrease of 3,817/t compared to 2022.** The company actively improves the efficiency of water use through water conservation publicity, replacing water-saving appliances and equipment, troubleshooting and controlling pipe network leakage, and other measures. In 2023, we implemented a special project to improve water conservation in the bathroom flush tank and faucet, **which was evaluated to save 19,163.42m³/year of water.**

Resource saving case

Energy-saving improvement of SMT reflow soldering	In 2023, based on the energy consumption relationship of reflow furnaces under different operating conditions, we have comprehensively considered factors such as order scheduling and equipment stability to establish a cooling plan for reflow furnaces to achieve energy conservation during reflow soldering operations. It is expected to save 167,100 kWh/year in electricity consumption.	
Automatic frequency conversion energy-saving improvement of smoke exhaust fan time-controlled switch	In 2023, we have installed an intelligent operating mode for the frequency converter and control system of the smoke exhaust fan, which can automatically adjust the operating frequency according to working hours. It is estimated that energy consumption can be saved by 453,120 kWh throughout the year.	
Replacing the desiccant dryer with a refrigerated dryer	In 2023, we have replaced the existing desiccant dryer with a more energy-efficient and less consumable refrigerated dryer, estimating an annual electricity savings of 368,000 kWh.	
Improvement of air compressor drainage throttle	In 2023, we have continued to improve the drainage throttle of the air compressor by installing a safe drainage valve at the drainage outlet to avoid the release of compressed gas during drainage, estimating an annual electricity savings of 88 million kWh.	

Environmental Management

Policy and management system

Adhering to the environmental policy of "protecting the environment, preventing pollution, operating legally and compliantly, and promoting development", the Company is committed to environmental protection and sustainability. To this end, we have established strict environmental management standards and continuously improve the Company's environmental management system in accordance with the ISO 14001 international standard. TP-Link has issued the *Quality and Environmental Management Manual* and authorized the Sustainability Committee to coordinate environmental management work to ensure the implementation of environmental management responsibilities. **In 2023, the Company passed the supervision and audit and obtained the certification of the ISO 14001 management system.**



The Company always pays attention to ecological environmental protection, actively responds to international environmental governance initiatives, and strictly complies with environmental protection laws and regulations. We use environmentally friendly facilities, dedicate ourselves to green environmental protection and pollution prevention, promote resource recycling and industrial waste reduction, in order to reduce the impact of production, operation, and the entire lifecycle of products and services on the environment.

In addition, we emphasize environmental awareness training for employees, regularly organizing environmental affairs training to ensure that employees understand environmental issues and enhance their awareness of environmental protection and their ability to respond to environmental risks. **In 2023, environmental awareness and environmental risk training at Guangming Branch achieved 100% coverage of employees.**

Environmental risk control

The company has taken a series of measures to control the environmental risks, aiming to achieve environmental compliance.

For construction projects, we invite external organizations to conduct pre-project environmental risk assessments to ensure project compliance and environmental friendliness.

In response to sudden environmental incidents, we have established an *Emergency Environmental Incident Preparedness Plan*. This plan outlines emergency teams, process mechanisms, responsibilities, and resource allocation arrangements. It is also officially recorded with government agencies.

As of the end of the reporting period, all operational and construction projects of the Guangming Branch have undergone environmental risk assessments and are considered compliant.



Emergency Drill



Environmental Training and Slogan

Environmental impact factor management

Wastewater

The wastewater generated by Guangming Branch is domestic sewage, with no industrial wastewater generated. Domestic sewage is pre-treated through septic tanks and discharged through the factory's outlet into the local sewage treatment plant via the municipal pipeline network. Guangming Branch regularly commissions qualified third-party organizations to conduct discharge testing on wastewater outlets, and the test results all meet the requirements of the local standard of Guangdong Province Water Pollutant Discharge Limits (DB44/26-2001).

The Guangming Branch's factory area has built a "rainwater and sewage diversion" system, which separates and treats rainwater and sewage, reducing the impact of sewage on water bodies, avoiding pollution to rivers and channels.

In 2023, the Company's total wastewater discharge was 338,669 tons. The discharge of pollutants in water was 130.71 tons, including chemical oxygen demand of 100.92 tons, suspended solids of 14.22 tons, ammonia nitrogen of 12.33 tons, total phosphorus of 0.71 tons, and animal and vegetable oil of 2.53 tons. The company will continue to pay attention to wastewater discharge and take measures to reduce emissions to protect the water environment and ecosystem.

Noise

The Company is committed to reducing noise pollution and taking a series of measures to mitigate the negative impact of noise on the environment, such as using high-performance low-noise equipment, optimizing equipment and workshop layout, installing soundproof doors and windows, and conducting shock absorption treatment. The company regularly entrusts qualified third-party institutions to conduct noise testing, and the testing results meet the requirements of Class 3 standards in the Emission Standard for Industrial Enterprise Noise at Boundary (GB12348-2008) at Boundary.

Waste gas

The waste gases generated during the production process of Guangming Branch mainly include tin and its compounds, VOCs non-methane total hydrocarbons, which are purified by environmental protection waste gas treatment facilities (such as gas collection hood exhaust fans, activated carbon adsorption units, centrifugal fans) before being discharged. We regularly entrust qualified third-party organizations to conduct waste gas emission testing. During the reporting period, the Company's waste gas emissions met the emission limit requirements of the local standard of Guangdong Province Emission Standards for Air Pollutants (DB44/27-2001), the emission limit requirements of the Emission Standard of Pollutants for Synthetic Resin Industry (GB31572-2015), as determined by testing.

In 2023, the total emission of pollutants in the company's waste gas was 30.36 tons. Among them, tin and its compound emissions were 0.02 tons, volatile organic compounds (VOCs) emissions were 16.35 tons, and organic waste gas emissions were 13.99 tons. The Company will continue to take measures to control exhaust emissions, reduce environmental impact, and protect the quality of the atmospheric environment.

Case

In 2023, we installed and upgraded 6 sets of production smoke purification facilities (upgraded from the original primary activated carbon treatment method to a filter + secondary activated carbon treatment method), continuously improving the quality of waste gas emissions. The corresponding purification facilities have been inspected and approved by the environmental protection bureau.



Production Smoke Purification Treatment Facilities

Waste

The Company's solid waste includes general solid waste and hazardous waste, with general solid waste being recycled or treated by qualified recycling units. Hazardous waste mainly includes waste circuit boards, chemical waste packaging materials, waste activated carbon, waste organic solvents, etc. Hazardous waste is disposed of by qualified third-party companies according to regulations.

The Company has established a sound hazardous waste management system. In accordance with the requirements of the Standard for Pollution Control on Hazardous Waste Storage, it has established a clear and complete hazardous waste management ledger to implement hazardous waste declaration registration, hazardous waste labeling, hazardous waste storage and transportation, hazardous waste transfer manifest, and other full-process management. During the temporary storage of hazardous waste, measures such as installing spray devices, flammable gas detectors, automatic fire extinguishing devices, etc. are taken to prevent environmental safety accidents such as fires.

The Company has also established special *Emergency Response Plan for Unexpected Environmental Pollution Incidents Caused by Hazardous Waste*, to set up and improve the emergency mechanism for hazardous waste pollution incidents, organized training and emergency drills to enhance employees' emergency response capabilities to unexpected incidents caused by hazardous waste.

In 2023, the total amount of general waste generated by the Company was 2,879.95 tons, with a disposal amount of 2,869.50 tons. The comprehensive disposal rate is 99.64%. The total amount of hazardous waste generated by the Company is 134.48 tons, with a transfer amount of 124.04 tons. The disposal rate of hazardous waste is 92.24%. The Company will continue to make efforts to improve the comprehensive disposal rate of waste, and strengthen the safe disposal and transfer management of hazardous waste to ensure environmental health and safety.



Compliant Storage of Hazardous Chemicals



Automatic Fire Suppression System



Proper placement and labeling of chemicals



Chemical Leakage Drills

Chemical management

Guangming Branch conducts detailed management of chemicals in daily use, disposal, procurement, and other aspects. The Company has issued normative documents such as the *Chemical Management Specifications* and the *Chemical MSDS Control Requirements*. At the stage of chemical procurement and selection, we try to use chemicals with minimal environmental and safety impact while ensuring safe use and process requirements.

We require personnel handling chemicals to be certified for their positions, adhere to operating standards, and wear personal protective equipment. The company also conducts regular chemical management training for operators and updates hazard identification sheets and safety operating procedures based on the introduction of chemicals.

We conduct regular qualification audits of chemical suppliers to ensure that the chemicals we use comply with safety, environmental quality, and other related, on the other hand, the transport of chemicals needs to be reported to the company in advance, and the transport qualifications and goods are verified upon arrival. We have dedicated chemical storage facilities equipped with hazard warning cards and compliant placement signs, conducting daily inspections on storage conditions and status to ensure safety, and establishing chemical inventory records to regulate usage.

Chemical waste liquid, containers, and contaminants generated in production are managed as hazardous waste, and are handed over to qualified professional organizations for unified disposal to avoid environmental impact or safety incidents caused by non-compliant disposal. In terms of chemical leakage emergency response, the Company has formulated the *Chemical Leakage Emergency Response Plan*, equipped with emergency rescue materials, and regularly organizes employees to conduct chemical leakage emergency drills.

Green Operations

TP-Link always upholds the concept of green environmental protection, carries out green innovation in product development, continuously reduces the harmful impact of products on the natural environment and users, and provides customers with leading green environmental products and solutions. Guangming Branch actively implements TP-Link's green and environmentally friendly concept into the entire production process.

Green product design

TP-Link introduces the concept of product lifecycle management in the product design and development stage to ensure that the design, quality, function, and production process of the product meet the requirements of green products. In terms of product design, TP-Link fully considers the recyclable design, universal design, and minimization design, and actively develops high value-added, low-emission, low-power consumption high-quality environmentally friendly products following the principles of lessening energy and resource consumption, minimizing ecological environmental impact, and maximizing renewability.



Case 1: Archer Air series products are ultra-thin

TP-Link has innovatively developed ultra-thin paper-like router and RE products - the Archer Air series. The products are about the size of A5 paper, with a thickness of only 8 mm. They have the advantages of easy and flexible installation (can be wall-mounted or wall-hung) and do not take up space. Compared to traditional routers of the same specifications, The new model save 50% of material used for the shell. In 2023, it is estimated that 4.029 tons of shell material will be saved. Moreover, the charging method of the products has been changed from the traditional round head to Type-C power supply, increasing the universality of the charging power supply and avoiding waste of charging power.



Case 2: intelligent power supply AP

In 2023, we launched the EAP690E HD 1.0 intelligent Power Supply AP. The product is a four-frequency model, and the wireless module supports the 2.4GHz, 5GHz Low Band, 5GHz High Band, and 6GHz frequency bands. When working at full load, the total power consumption of the whole machine is 45 W. The product can automatically detect and identify the current usage of the device, and adjust the opening and closing of the frequency band module accordingly, which can reduce the total power consumption of the whole machine to within 8 W.



Case 3: All in One product

In 2023, we promoted All-in-One products. In the construction of small and medium-sized local area networks with relatively complex structures such as convenience stores, small offices, and Townhouses, the traditional method requires the use of up to four types of products to complete the networking. The network deployment has disadvantages such as complex topology and large space occupation. In response to this situation, TP-Link has launched the "Three-in-One" product ER7212PC designed and developed with the "All in One" concept, which integrates desktop Router + PoE Switch + Hardware Controller, greatly reducing the difficulty of network deployment and the space occupation of devices, effectively solving the pain points of product application for segmented market customers.



Case 4: Aginet product intelligent energy-saving technology (ECO Mode)

In 2023, TP-Link developed intelligent energy-saving technology (ECO Mode) of Aginet product. This technology provides users with two energy-saving modes: Low Performance Mode and Intelligent Mode. Low Performance Mode allows users to manually set the time to enter energy-saving mode while Intelligent Mode allows the device to automatically identify the user's network activity and switch between energy-saving and normal operation modes based on the level of activity, effectively reducing electricity expenses in a user-friendly manner without the user's awareness through flexible power-saving strategies and easy product settings.

Green raw materials

TP-Link practices the green product lifecycle management concept, actively seeking alternative materials for harmful substances in the product design phase. Currently, all raw materials used by the Guangming Branch comply with environmental regulations and chemical registration, evaluation, licensing, and restriction rules, and is in line with relevant provisions that producers should take measures to gradually reduce and eliminate the content of lead, mercury, cadmium, hexavalent chromium, polybrominated biphenyls (PBB), polybrominated diphenyl ethers (PBDE), and other toxic and harmful substances in electronic information products.

Case: Using Environmentally Friendly Ink for Printing



In 2023, TP-Link adopted environmentally friendly ink with lower mineral content for all its product packaging. This ink meets the requirement of containing no more than 10,000mg /kg of MOAH (Mineral Oil Aromatic Hydrocarbons composed of 1-7 aromatic rings), thus reducing environmental and human health risks. Guangming Branch alone utilized approximately 8.3 million units of packaging boxes per month, significantly minimizing harm to the environment and human health.

Green manufacturing

TP Link focuses on green control and improvement in the manufacturing process. During the production process, Guangming Branch continuously optimizes process parameters and equipment status, encourages the implementation of energy-saving technology renovation projects and measures, and achieves emission reduction and consumption reduction goals.

Case 1: Effective Utilization of Valuable Raw Materials



Guangming Branch requires maintenance personnel to recycle unused solder dross during routine wave soldering maintenance. The recycled solder dross is reused according to a predetermined recycling plan to reduce the usage of valuable materials and improve the efficiency of valuable resource utilization. In 2023, we recycled a total of 17.875 tons of solder dross.

Case 2: Reducing the application of UV glue and hot melt adhesive



Guangming Branch simplifies the process flow and improves production efficiency by canceling steps such as applying bottom coating and pasting insulation sheets in the assembly production process of the Tapo C500 model. After implementation, the assembly process is simplified, the output per person is increased, and the use of various adhesive materials is reduced. It is estimated that the annual cost savings will be approximately 747,300 yuan per year.

Case 3: Assembly cost optimization and improvement for the Tapo C500 series model



The Tapo C500 model reduces all types of material costs by 211,500 yuan per year through process simplification, such as eliminating the need for assembly horn dispensing once, priming 12Pin connecting wires, lubricating shafts and motor gears, and eliminating air tightness testing.

Case 4: Cost optimization and improvement of IPC serial port material cancellation project



While ensuring product performance, evaluate the cancellation of some capacitors/resistors in the serial circuit of IPC products' PCBs. By meeting safety certification requirements, this initiative aims to reduce surface mount material costs by 53,900 yuan per year.

Case 5: Optimization of TL-WN722N by canceling CD



For the TL-WN722N model, implementing inbox plug-and-play measures achieves user-friendly functionality while reducing the need for driver CD materials. This initiative results in material cost savings of 260,000 yuan per year.



Before Improvement



After Improvement

Green packaging

Starting from both materials and products, TP-Link vigorously promotes green packaging.

TP-Link has signed the Supplier Packaging Recycling Agreement with 47 suppliers, agreeing to recycle and reuse recyclable packaging materials according to the agreement.

Case 1: Special optimization of product packaging material "white card to gray card"

TP-Link replaced the packaging boxes of approximately 200 products with "Grey Card" instead of "White Card". This initiative significantly reduced the weight of product packaging paper. Based on the average monthly shipment volume of Guangming Branch, the monthly usage of packaging paper exceeds 121km². Calculated based on a reduction of 50g to 100g per square meter of paper, this initiative can reduce the average monthly paper usage by approximately 9.08 tons. Additionally, since white card material is made from pure wood pulp, while grey card contains recycled paper apart from surface-coated white pulp, this initiative effectively promotes the recycling of resources, protects trees and forests, and promotes the development of green economy.

Case 2: Packaging Optimization for Aginet HX716 Pro Mode

For the complex packaging solution of the Aginet HX716 Pro model, Guangming Branch optimized the packaging design by simplifying and consolidating packaging materials. This involved eliminating structures such as white boxes and vacuum orming, and adopting an outer box + inner pulp box fixation solution. After the project implementation, the number of materials decreased from 9 to 3, resulting in a reduction of material costs by 214,700 yuan per year.



Schematic Diagram before Improvement



Schematic Diagram after Improvement

Green logistics

TP-Link products are sold globally, and logistics has become an important aspect of the Company's promotion of green economy. TP-Link mainly strengthens cooperation with partners to enhance the meticulousness of storage and transportation planning, collaboratively promotes the logistics method of "mainly by sea, supplemented by air", strives to increase the proportion of sea transportation, save transportation costs, improve energy efficiency, and reduce environmental impacts such as greenhouse gas emissions caused by air and other transportation methods. Therefore, compared to 2022, the proportion of TP-Link's sea transportation in 2023 increased by about 1.79% points. As the main role of TP-Link in foreign sales, Guangming Branch also saw a corresponding increase in the proportion of sea transportation in 2023.

Meanwhile, TP-Link is promoting the construction of green logistics across the entire group:

By adopting multi-modal transport, we can solve the "last kilometer" problem, reduce the transfer links of products, and improve the efficiency and social benefits of product transportation.

By recycling and reusing product loading tools, we practice green and low-carbon actions in the details.

Year	Shipping method	Proportion
2021	by Sea by Air	86.24%
	Air transportation	5.11%
2022	Sea transportation	87.53%
	Air transportation	3.03%
2023	Sea transportation	89.10%
	Air transportation	3.04%





Prospects

In the future, under the leadership of TP-Link Group, Guangming Branch will continue to focus on high-quality technology products, assisting the TP-Link brand to continuously climb to new heights in the global industry. At the same time, we will adhere to business ethics and work with partners and all sectors of society to jointly maintain the market value system of fair competition. We will proactively identify and prevent operational risks, strengthen internal controls, follow international rules and conventions, and ensure the stable, healthy, and sustainability of the Company's various businesses.

Guangming Branch will continue to maintain friendly communication with customers, suppliers, employees and other stakeholders, steadfastly take the initiative to assume and fulfill corporate social responsibility, and contribute to the achievement of the United Nations Sustainability Goals. In response to climate change, actively respond to TP-Link's strategic planning, implement TP-Link's emission reduction measures, actively promote low-carbon technologies, strengthen energy transformation, improve energy structure, and enhance energy and resource efficiency.

We plan to follow international rules such as GHG Protocol to understand the "carbon footprint", conduct carbon verification and evaluation analysis in accordance with international standards such as ISO 14064 and ISO 14067. Additionally, we will utilize the Science Based Targets initiative (SBTi) net zero emission standard as the guiding principle. By combining these standards with TP-Link's operational profile, we aim to craft a tailored action plan to tackle climate change and swiftly work towards a brighter future for the world.

Key Performance Table

Labor Data

Labor data			
Indicator	Unit	2023	2022
Total number of employees	Person	4,601	2,136
Number of disabled employees	Person	0	0
Percentage of disabled employees	%	0	0
Number of members in the Joint Health and Safety Committee representing management and labor	Person	370	332
Percentage represented by the Joint Health and Safety Committee of management and labor	%	8.04	15.54
Number of employee representatives	Person	29	29
Percentage of total employees covered by employee representatives	%	0.63	1.35
Employees undergoing performance and career development evaluations	Person	4,601	2,136
Percentage of employees undergoing performance and career development evaluations	%	100	100
Gender structure			
Indicator	Unit	2023	2022
Total female employees	Person	2,000	902
Total number of male employees	Person	2,601	1,234
Percentage of female employees in total employees	%	43	42
Management	Person	109	67
Female management	Person	19	9
Female management	%	17.43	13.43
Number of board members ^①	Person	0	0
Number of female board members	Person	0	0
Proportion of female board members	%	0	0

① As a subsidiary of the TP-Link Group, Guangming Branch does not have a separate board of directors according to the company's organizational structure and governance principles.

Age structure

Indicator	Unit	2023	2022
<30	Person	2,347	1,197
30 ≤ Y<50	Person	2,233	926
≥ 50	Person	21	13
<30	%	51.01	56.04
30 ≤ Y<50	%	48.53	43.35
≥ 50	%	0.46	0.61

Educational background structure

Indicator	Unit	2023	2022
Bachelor	Person	141	132
Proportion	%	3.06	6.18
Junior College	Person	279	119
Proportion	%	6.06	5.57
Employees with college degree or below	Person	4,181	1,885
Percentage of employees with college degree or below	%	90.87	88.11

Employee training data

Indicator	Unit	2023	2022
Total investment in training	Ten thousand yuan	19.20	0.268
Attendance of training	Attendance	42,752	5,658
Number of trainings	Times	1,717	319
Total training hours	Hours	505,283	19,860
Average training hours per employee	Hours	38	9.29
Percentage of employee training coverage	%	100	-

Environmental Performance

Water data				
Indicator	Unit	2023	2022	
Total water consumption	Ton	376,300	380,117	
Total sewage discharge	Ton	338,669	342,105	
Water pollutant emission data				
Indicator	Unit	2023	2022	
Total amount of pollutants discharged into water	Ton	130.71	138.32	
Chemical oxygen demand	Ton	100.92	125.21	
Suspended substance	Ton	14.22	10.26	
Ammonia nitrogen	Ton	12.33	1.82	
Total phosphorus	Ton	0.71	0.34	
Animal and vegetable oils	Ton	2.53	0.69	
Data of environmental protection investment				
Indicator	Unit	2023	2022	
Environmental protection investment	Ten thousand yuan	170.04	159.97	
General waste data				
Indicator	Unit	2023	2022	
Total generation of general waste (including total non-hazardous waste)	Ton	2,879.95	2,221.99	
Disposal amount of general waste	Ton	2,869.51	2,245.14	
Rate of comprehensive utilization	%	99.64	101.04	

Hazardous waste data

Indicator	Unit	2023	2022
Total amount of hazardous waste generated	Ton	134.48	101.10
Steel mesh wiping paper, waste rags, waste gloves	Ton	18.06	16.70
Waste liquid	Ton	1.20	2.11
Waste empty containers and bottles	Ton	5.17	3.94
Waste activated carbon	Ton	10.53	1.90
Used mineral oil	Ton	0.15	0.04
Waste lamps	Ton	0.29	0.87
Waste PCB boards and edges	Ton	93.41	65.88
PCB dust	Ton	5.67	9.66

Hazardous Waste Transfer Data

Indicator	Unit	2023	2022
Amount of hazardous waste transferred	Ton	124.04	124.24
Steel mesh wiping paper, waste rags, waste gloves	Ton	18.08	18.71
Waste liquid	Ton	1.79	1.40
Waste empty containers and bottles	Ton	4.89	4.38
Waste activated carbon	Ton	10.58	7.85
Used mineral oil	Ton	0.18	0.19
Waste lamps	Ton	0	0.87
Waste PCB boards and edges	Ton	85.41	86.07
PCB dust	Ton	3.11	4.77
Hazardous waste disposal rate	%	92.24	122.90

Waste gas emission data

Indicator	Unit	2023	2022
Total amount of waste gas emissions	Ton	30.36	21.45
Tin and its compounds	Ton	0.02	0.02
Volatile organic compounds (VOCs)	Ton	16.35	13.29
Non-methane total hydrocarbon	Ton	13.99	8.14

Data of energy consumption

Indicator	Unit	2023	2022	
Direct energy (Scope 1)	Natural gas	m ³	71,549	100,389
Direct energy (Scope 1)	Diesel	L	800	80
Indirect energy (Scope 2)	Purchased power	kWh	34,666,476	32,447,800

Greenhouse gas emission data

Indicator	Unit	2023	2022
Total GHGs emissions	tCO ₂ e	5,413,853.43	2,429,660.41
- Direct GHGs emissions (Scope 1)	tCO ₂ e	8,691.63	736.08
- Indirect GHGs emissions (Scope 2)	tCO ₂ e	19,753.18	18,504.98
- Indirect GHGs emissions (Scope 3 ^①)	tCO ₂ e	5,385,408.62	2,410,419.35

① In 2023, the carbon inventory will include transportation data from overseas raw material suppliers for investigation and accounting, resulting in an increase in Scope 3 data.ata.

Occupational Health And Safety Performance

Safe production data				
Indicator	Unit	2023	2022	
Safe production investment	Ten thousand yuan	546.10	208.73	
Work-related injury data				
Indicator	Unit	2023	2022	
Self-owned employees	Person	4,601	2,136	
Self-owned employees work-related fatalities	Person	0	0	
Number of attempted accidents	Piece	0	0	
Number of lost-time injury accidents	Piece	6	2	
Number of lost workdays due to work-related injuries	Day	207	46	
Lost-time serious accident rate of direct labor force: (Number of lost workdays due to work-related injuries) x (1,000/total working hours)	/	0.02	0.02	
Number of recordable accidents	Piece	6	4	
Lost-time accident rate of direct labor (Number of lost-time injury accidents x 1,000,000 / total working hours)	/	0.67	1.46	
Total working hours	Million working hours	8.96	2.73	
Cumulative number of on-duty personnel receiving safety training	Attendance	21,000	1,083	
Average safety training hours per on-duty personnel	Hours	24	4	
Occupational disease data				
Indicator	Unit	2023	2022	
Number of employees in occupational hazard positions	Person	1,138	-	
Number of employees undergoing occupational hazard medical examinations	Person	1,138	0	
Number of personnel detected with occupational diseases	Person	0	-	
Coverage rate of occupational health examinations	%	100	-	

Business Ethics Performance

Business ethics data				
Indicator	Unit	2023	2022	
Total number of business ethics trainings	Times	327	161	
Total number of personnel in business ethics trainings	Attendance	4,928	2,352	
Average business ethics training sessions per person	Number of times	1.07	1.10	
Total hours of business ethics training	Hours	18,412	4,272	
Business ethics training hours per person	Hours	2	2	
Business ethics training coverage (for all employees)	%	100	100	
Business ethics training	Attendance	109	72	
Business ethics training - Management personnel training rate	%	100	100	
Complaints and reports statistics				
Indicator	Unit	2023	2022	
Total number of complaints and reports	Times	27	32	
- Reports from employees	Times	27	32	
- Reports from suppliers and contractors	Times	0	0	
- Reports from other stakeholders	Times	0	0	
Anti-corruption data				
Indicator	Unit	2023	2022	
Number of confirmed corruption cases	Piece	0	0	
Information security data				
Indicator	Unit	2023	2022	
Number of confirmed information security incidents	Piece	0	0	
Percentage of information security training coverage	%	100	-	

Sustainable Procurement Performance

Supplier and contractor data				
Indicator	Unit	2023	2022	
Total number of suppliers	Number	463	434	
Suppliers who have completed the social responsibility questionnaire	Number	394	350	
Percentage of suppliers who have completed the social responsibility questionnaire	%	85.10	80.64	
Suppliers who have undergone on-site social responsibility audits	Number	60	45	
Percentage of suppliers who have undergone on-site social responsibility audits	%	12.95	10.37	
Suppliers who have signed the Supplier Code of Conduct	Number	394	350	
Percentage of suppliers who have signed the Supplier Code of Conduct	%	85.10	80.64	
Suppliers who have signed the Social Responsibility Framework Agreement	Number	463	434	
Suppliers who have signed the Social Responsibility Framework Agreement	%	100	100	
Number of key or core suppliers	Number	58	60	
Key suppliers who have completed the social responsibility questionnaire	Number	58	60	
Key suppliers who have undergone social responsibility on-site audits	Number	31	25	
Key suppliers who have signed the Supplier Code of Conduct	Number	58	60	
Key suppliers who have signed the Social Responsibility Framework Agreement	Number	58	60	
Number of new suppliers in the current year	Number	29	20	
New suppliers who have completed the social responsibility questionnaire	Number	29	20	
New suppliers who have undergone social responsibility on-site audits	Number	3	2	
New suppliers who have signed the Supplier Code of Conduct	Number	29	20	
New suppliers who have signed the Social Responsibility Framework Agreement	Number	29	20	
Proportion of suppliers who have received training on social responsibility	%	10	10	
Procurement personnel data				
Indicator	Unit	2023	2022	
Number of procurement personnel	Number	58	48	
Number of procurement personnel who have received training on sustainable procurement	Number	58	46	
Percentage of procurement personnel in all regions who have received training on sustainable procurement	%	100	95.83	

Appendix 1

GRI Sustainability Reporting Standards Index Table

Statement of use		TP-Link International Shenzhen Co., Ltd. Guangming Branch reported information listed in this GRI Content Index from January 1, 2023, to December 31, 2023, according to the GRI standards.				
GRI 1 used		GRI 1: Foundation 2021				
GRI Standards		Disclosures	Corresponding chapters and sections	Omitted	Reason Explanation	Page Numbers
GRI2 General Disclosure 2021	The organization and its reporting practices	2-1 Organizational details	Company profile			P5
		2-2 Entities included in the organization's sustainable development report	About the report			P3
		2-3 Reporting period, frequency and contact	About the report			P3
		2-4 Restatement of information	None	Not Applicable	This report is the first publication released by the Guangming Branch and does not involve any restatement of information.	/
		2-5 External assurance	Statement of Verification			P65
	Activities and workers	2-6 Activities, value chain and other business relationships	Company profile Main products and business			P5、 P6
		2-7 Employees	Employee responsibilities			P26
		2-8 Workers outside of employees	Business ethics Supply chain management			P13、 P17
	Governance	2-9 Governance structure and composition	Sustainability governance			P9
		2-10 Nomination and selection of the highest governance body	Sustainability governance			P9
		2-11 Chairman of the highest governance body	Sustainability governance			P9
		2-12 Oversight role of the highest governance body in management impact	Sustainability governance			P9
		2-13 Accountability for management impact	Sustainability governance			P9
		2-14 The role of the highest governance body in the sustainable development report	Sustainability governance			P9
		2-15 Conflict of interests	Management control			P14
		2-16 Communication of key issues	Compliance supervision			P16
		2-17 Common knowledge of the highest governance body	Sustainability governance			P9
		2-18 Performance evaluation of the highest governance body	Sustainability governance			P9
		2-19 Remuneration policy	Protection of rights and interests			P28
		2-20 Procedures for determining remuneration	Protection of rights and interests			P28
		2-21 Total annual remuneration ratio	Protection of rights and interests			P28

GRI Standards		Disclosures	Corresponding chapters and sections	Omitted	Reason Explanation	Page Numbers
GRI2 General Disclosure 2021	Strategy, policies and practices	2-22 Statement on sustainable development strategy	Sustainability strategy goals and SDGs			P10
		2-23 Policy commitments	Sustainability strategy goals and SDGs Business ethics - Policy Information security - Policy Supply chain management - Policy Employee responsibility - Policy			P10、 P14、 P15、 P18、 P27
		2-24 Integration policy commitment	Sustainability strategy goals and SDGs Business ethics - Policy Information security - Policy Supply chain management - Policy Employee responsibility - Policy			P10、 P14、 P15、 P18、 P27
		2-25 Procedures for remedying negative effects	Compliance supervision Employee communication Violation management			P16、 P35、 P36
		2-26 Mechanisms for seeking advice and raising concerns	Compliance supervision Employee communication Violation management			P16、 P35、 P36
		2-27 Compliance with laws and regulations	Organizations and initiatives involved			P6
	2-28 Membership of associations	Organizations and initiatives involved			P6	
	Stakeholder engagement	2-29 Approach to stakeholder engagement	Stakeholder identification and communication			P11
		2-30 Collective bargaining agreements	Employee communication			P35
GRI 3: Substantive Issues 2021	3-1 Process to determine substantive issues	Assessment of substantive issues			P12	
	3-2 List of substantive issues	Assessment of substantive issues			P12	
	3-3 Management of substantive issues	Assessment of substantive issues			P12	
GRI 201: Economic Performance 2016	202-1 Ratio of standard initial wage by gender compared to local minimum wage	/			/	
	201-2 Financial implications and other risks and opportunities due to climate change	Climate change response			P38	
	201-3 Defined benefit plan obligations and other retirement plans	Protection of rights and interests			P28	
	201-4 Financial assistance received from government	/			/	

GRI Standards	Disclosures	Corresponding chapters and sections	Omitted	Reason Explanation	Page Numbers
GRI 202: Market Performance 2016	202-1 Ratio of standard initial wage by gender compared to local minimum wage	Protection of rights and interests			P28
	202-2 Proportion of senior management hired from the local community	/			/
GRI 205: Anti-Corruption 2016	205-1 Operation points assessed for risks related to corruption	Business ethics			P13
	205-2 Communication and training about anti-corruption policies and procedures	Business ethics			P13
	205-3 Confirmed incidents of corruption and actions taken	Business ethics			P13
GRI 206: Anti-competitive Behavior 2016	206-1 Lawsuits against anti-competitive behavior, anti-trust, and monopoly practices	Market fairness			P14
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Green operations			P48
	301-2 Feedstock used for recycling	Green operations			P48
	301-3 Recycled products and their packaging materials	Green operations			P48
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management			P44
	302-2 Energy consumption outside the organization	Key Performance Table-Environmental Performance			P54
	302-3 Energy intensity	Key Performance Table-Environmental Performance			P54
	302-4 Energy consumption reduction	Energy Management			P44
	302-5 Decrease in energy demand for products and services	Green product design			P48
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Resources Management			P44
	303-2 Management of water discharge-related impacts	Water Resources Management			P44
	303-3 Water withdrawal	Water Resources Management Key Performance Table-Environmental Performance			P44、 P54
	303-4 Water discharge	Water Resources Management Environmental impact factor management、 Key Performance Table-Environmental Performance			P46、 P54
	303-5 Water consumption	Water Resources Management Key Performance Table-Environmental Performance			P44、 P54

GRI Standards	Disclosures	Corresponding chapters and sections	Omitted	Reason Explanation	Page Numbers
GRI 305: Emissions 2016	305-1 Direct (Scope 1) gas emissions	Response to climate change			P38
	305-2 Energy indirect (Scope 2) emissions Greenhouse gas emissions	Response to climate change			P38
	305-3 Other indirect (Scope 3) greenhouse gas emissions	Response to climate change			P38
	305-4 Greenhouse gas emissions intensity	Response to climate change			P38
	305-5 Reduction of GHG Emissions	Response to climate change			P38
GRI 306: Effluents and Waste 2020	306-1 Waste generation and significant waste-related impacts	Environmental impact factor management-Waste			P47
	306-2 Management of significant waste-related impacts	Environmental impact factor management-Waste			P47
	306-3 Waste generated	Environmental impact factor management-Waste			P47
	306-4 Waste diverted from disposal	Environmental impact factor management-Waste			P47
	306-5 Waste directed to disposal	Environmental impact factor management-Waste			P47
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers selected based on environmental assessment criteria	Supply chain management			P17
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply chain management			P17
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees (excluding temporary or part-time employees)	Protection of rights and interests			P28
	401-3 Parental leave	Protection of rights and interests Human rights and equality			P28
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Occupational health and safety			P32
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational health and safety			P32
	403-3 Occupational health services	Occupational health and safety			P32
	403-4 Participation, consultation and communication of workers involved in occupational health and safety	Occupational health and safety			P32
	403-5 Worker training on occupational health and safety	Occupational health and safety			P32
	403-6 Promotion of worker health	Occupational health and safety			P32
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational health and safety			P32

GRI Standards	Disclosures	Corresponding chapters and sections	Omitted	Reason Explanation	Page Numbers
GRI 403: Occupational Health and Safety 2018	403-8 Workers covered by an occupational health and safety management system	Key Performance Table-Occupational health and safety performance			P57
	403-9 Work-related injuries	Key Performance Table-Occupational health and safety performanc			P57
	403-10 Work-related health issues	Key Performance Table-Occupational health and safety performanc			P57
GRI 404: Training and Education	404-1 Average number of training hours per employee per year	Key Performance Table-Labor Performance			P52
	404-2 Programs for upgrading employee skills and transition assistance programs	Empowerment assessment and development			P30
	404-3 Percentage of employees receiving regular performance and career development reviews	Key Performance Table-Labor Performance			P52
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity of governance bodies and employees	Performance Table			P52
	405-2 Ratio of basic salary and remuneration between men and women	/			/
GRI 406: Anti-Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Violation management			P36
GRI 407: Freedom of association and collective bargaining 2016	407-1 Operation points and suppliers at risk for freedom of association and collective bargaining rights	Human rights and equality Supply chain management			P28、 P17
GRI 408: Child labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Human rights and equality Supply chain management			P28、 P17
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human rights and equality Supply chain management			P28、 P17
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers selected based on social criteria	Supply chain management			P17
	414-2 Negative social impacts in the supply chain and actions taken	Supply chain management			P17
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Products and services			P23
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Products and services			P23
GRI 418: Customer Privacy 2016	418-1 Confirmed complaints involving violations of customer privacy and loss of customer data	Information security			P15

Appendix 2

SASB Sustainability Accounting Standards Board Index Table

Issue	Indicator	Code	Corresponding chapters and sections	Page Numbers
Water management	Total water consumption	TC-ES-140a.1	Water Resources Management	P44
	Percentage of areas with high or very high baseline water pressure		N/A	/
Waste management	Amount of hazardous waste generated	TC-ES-150a.1	Management of environmental impact factors	P46、 P47、 P54
	Percentage of recycling		Key Performance Table	P54
Labor practice	Number of work stoppages and total idle days	TC-ES-310a.1	N/A	/
Labor conditions, health, and safety	(a) Total recordable incident rate (TRIR) for direct employees and (b) contract employees	TC-ES-320a.1	Key Performance Table	P57
	Near miss frequency rate (NMFR)		Key Performance Table	P57
	Percentage of entity facilities and (a) RBA-validated audit process (VAP) or equivalent agency-audited Tier 1 supplier facilities and (b) high-risk facilities		Supply chain management	P59
	Rate of non-conformities with RBA-validated audit process (VAP) or equivalent standards and rate of corrective actions related to priority non-conformities and other non-conformities	TC-ES-320a.3	Supply chain management	P59
Product lifecycle management	Weight of recycled waste scrap and scrapped products and percentage of recycling	Percentage (%)	/	/
Material procurement and utilization	Description of risk management related to key materials	TC-ES-440a.1	Conflict minerals management	P22

Appendix 3

Climate-related Financial Disclosures (TCFD) Recommended Index Table

TCFD Standards	Disclosures	Corresponding chapters and sections	Page Numbers
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	Response to Climate Change - Governance	P38
	b) Describe the role of the management in assessing and managing climate-related risks and opportunities.		
Strategy	a) Describe the climate-related risks and opportunities identified by the organization in the short, medium, and long term.	Response to Climate Change - Strategies Response to Climate Change - Analysis of Climate Change Risks and Impacts, and Response Strategies Response to Climate Change - Analysis of Climate Change Opportunities and Impacts, and Response Strategies	P38, P39, P41
	b) Describe the impact of climate-related risks and opportunities on organizational operations, strategies, and financial planning.		
	c) Describe the resilience of organizational strategies considering different climate-related conditions, including scenarios with a temperature of 2° C or lower.		
Risk Management	a) Describe the process by which organizations identify and assess climate-related risks.	Response to Climate Change - Risk Management	P43
	b) Describe the process by which organizations manage climate-related risks.		
	c) Describe how the process of identifying, assessing, and managing climate-related risks is integrated into overall risk management of the organization.		
Indicators and targets	a) Disclose the indicators used by the organization to assess climate-related risks and opportunities based on its strategy and risk management processes.	Climate Change - Target Indicators	P43
	b) Disclose greenhouse gas (GHG) emissions and related risks from direct emissions (Scope 1), indirect emissions (Scope 2), and other indirect emissions (Scope 3) (if applicable).		
	c) Describe the objectives that the organization uses to manage climate-related risks and opportunities, and the comparison between performance and objectives.		

Appendix 4

Sustainability Goals Index

SDGs	Response	Corresponding chapters and sections	Page Numbers
	Employee Responsibility	<ul style="list-style-type: none"> All employees are covered by the social insurance system and enjoy comprehensive social security benefits. 	P26
	Rights and interests protection Occupational health and safety Employee psychological care	<ul style="list-style-type: none"> Provide all employees with full statutory rights protection. Regularly conduct assessments of occupational hazards, safety emergency drills, occupational disease examinations, and annual inspections of special equipment. Allocate funds for psychological care activities, organize various cultural and sports activities to enhance employee happiness. 	P28、P32、P36
	Empowerment assessment and development	<ul style="list-style-type: none"> Design personalized training courses to continuously enhance employees' knowledge and skills. Design a "professional + management" dual-channel career development mechanism to create diversified career development opportunities and paths for employees. 	P30
	Rights and interests protection	<ul style="list-style-type: none"> Enforce a zero-tolerance policy against discrimination and harassment in all forms. Foster an inclusive and equal, open and diverse workplace atmosphere. 	P28
	Water resources management	<ul style="list-style-type: none"> Actively improve the efficiency of water resource utilization through measures such as water conservation promotion, and investigation and control of network leakage. 	P44
	Energy management	<ul style="list-style-type: none"> Adhere to the ISO 50001 standard and promote the construction of an energy management system to achieve the goal of reducing energy consumption and improving energy utilization efficiency. Implement a series of energy-saving projects and initiate planning for renewable and clean energy. Actively conduct proactive energy-saving awareness campaigns and training initiatives to boost employee awareness and engagement in energy-saving efforts. 	P44
	About US Employee Responsibility	<ul style="list-style-type: none"> Continuously provide high-quality, highly reliable, and high-performance product experiences to global users, maintaining positive sales growth for over 25 years. Adhere to independent research and development, independent manufacturing, and independent marketing, creating a global industrial layout and collaborating with over 40 overseas strategic partners. Regularly conduct propaganda and training on human rights management systems and related topics. 	P5、P26

SDGs	Response	Corresponding chapters and sections	Page Numbers
 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Products and Services	<ul style="list-style-type: none"> Vigorously develop fields such as chip design, artificial intelligence, cloud computing, network security, and industrial Internet. 	P6
 10 REDUCED INEQUALITIES	Rights and equality	<ul style="list-style-type: none"> Ensure equality and fair compensation for equivalent work. Pay special attention to protecting the legitimate rights and interests of female employees during special periods such as menstruation, pregnancy, and lactation. Provide lactation rooms and additional family care support measures. 	P28
 11 SUSTAINABLE CITIES AND COMMUNITIES	Supply Chain Management Green Development	<ul style="list-style-type: none"> Promote sustainable procurement with the policy of "green procurement, responsible procurement" to build a sustainable supply chain system. Adhere to the green environmental protection concept and carry out product green innovation. Introduce the concept of product lifecycle management into the design and development stage to ensure that products meet the requirements of green products. Constantly refine process parameters and monitor equipment conditions during production, and promote the adoption of energy-saving technology upgrades and initiatives. 	P17、 P37
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Supply Chain Management Products and Services	<ul style="list-style-type: none"> Endeavor to enhance the management level of conflict minerals and actively respond to conflict mineral-related regulations and customer requirements. Build a quality system covering all business areas and operational processes, including manufacturing and services. Integrate the protection of customers' various legitimate rights and interests into corporate governance, cultural construction, and business development efforts. 	P17、 P23
 13 CLIMATE ACTION	Climate change response	<ul style="list-style-type: none"> Incorporate climate change-related issues into sustainability concerns and management frameworks. Actively analyze climate change risks and formulate scientific response strategies. 	P38
 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Sustainability Management Business Ethics Supply Chain Management	<ul style="list-style-type: none"> Establish a top leadership composed of executive directors and supervisors to comprehensively identify risks, formulate comprehensive strategies, and effectively implement strategies and business plans. Conduct an annual business ethics risk assessment to promptly identify and respond to risk factors that may affect business ethics. Implement the internal control system established by the parent company, TP-Link International. Implement a strategy of unified management of the supply chain, with the Sustainability Management Committee of the group planning and coordinating the procurement department to carry out sustainable management of the supply chain. 	P8、 P13、 P17
 17 PARTNERSHIPS FOR THE GOALS	Manager's Speech Participating Organizations and Initiatives Products and Services	<ul style="list-style-type: none"> Prioritize information security and privacy protection for stakeholders, ensuring compliance with information security requirements throughout the daily product development and company operations processes. Actively participate in RBA, RMI, SBTi, and UNGC initiatives. Include 11 indicators such as "zero product safety complaints" in the annual quality target system. Build a comprehensive customer service system through standardized processes, methods, and means. 	P4、 P6、 P23

Appendix 5

Statement of Verification

TÜVNORD

Verification Statement No.: CN-202403-CSR-06

企业社会责任报告审验声明书

Verification Statement of Corporate Sustainability Report

TÜV NORD (Hangzhou) Co., Ltd. (hereinafter referred to as TÜV NORD) was commissioned by TP-Link International Shenzhen Co., Ltd. Guangming Branch (hereinafter referred to as "Guangming Branch") to conduct an independent third audit of the key ESG issues, information and data in Guangming Branch's Sustainability Report 2023 (hereinafter referred to as the "Report") in accordance with the requirements of the GSSB's "GRI Standards", SASB's "Sustainability Accounting Standards - Electronic Manufacturing Services & Original Design Manufacturing" and the "Task Force on Climate-related Financial Disclosures (TCFD)" and other relevant requirements.

Bright Branch is responsible for collecting, analyzing, summarizing and disclosing the information mentioned in the report. TÜV NORD is working with Bright Branch This work shall be carried out within the terms of reference approved in the scope of the agreement of the company (report verification). Guangming Branch is the designated user of this statement. This statement is based on the 2023 Sustainable Development Report of Guangming Branch, and Guangming Branch's information and data in the report Integrity and authenticity.

Assurance Scope

The certification declaration is based on the following contents:

- The environmental, social and governance information disclosed in the report in 2023;
- Verification place: Pulian Export Factory, No.198 Kelian Road, Tianliao Community, Yutang Street, Guangming District, Shenzhen, which is the location of Guangming Branch;
- Data, cases, management and other related information related to the company's sustainable development/social responsibility/ESG performance;
- Evaluate the collection, analysis and inspection of data and information involved in the report;
- As the economic data has been independently audited by a third party, no repeated audit will be conducted in this verification.

The on-site inspection time is from March 4th to 06th, 2024.

Assurance Methodology

Assurance process including following activities:

- Review the document information provided by Guangming Branch;
- Interview with Guangming Branch report information collectors;
- Consult the public information published by relevant websites and media, and verify the relevant data and information in the report by sampling method;
- According to the Sustainable Development Reporting Guidelines (GRI Standards), the accuracy, balance, clarity, comparability, completeness, Timeliness, verifiability and other requirements, the report was verified;
- According to AA1000 Certification Standard (V3);
- the verification activities are carried out in accordance with TÜV NORD's Implementation Rules for Reporting Verification.

Assurance Conclusion

The report objectively reflects the development status and performance of the company in environmental, social and governance in 2023. The information and data in the report are Accurate and reliable, TÜV NORD found no systematic or material errors.

Accuracy: The report provides accurate information and can publicly disclose qualitative and quantitative information on multiple performance indicators to stakeholders.

Balance: The report discloses information security incidents, the number of anti-corruption and appeal reports, and the rate of work-related accidents, which is balanced.

TÜVNORD

Verification Statement No.: CN-202403-CSR-06

Clarity: The report adopts various forms such as data tables, images, and cases, making it easy for stakeholders to understand.
Comparability: The report discloses relevant performance indicators for 2022-2023, which enables stakeholders to visually compare and understand the company's sustainable development performance.

Integrity: The disclosure items in the report basically cover the identified substantive issues, reflecting significant impacts on the environment, society, and governance, allowing stakeholders to evaluate the company's performance during the reporting period.

Timeliness: The company has released its sustainable development report for the first time, and this report discloses its sustainable development performance for the year 2023, with good timeliness.

Verifiability: The data and information in the report can be traced and verified.

Suggestion for improvement

Through the verification and evaluation activities, we have the following suggestions for improving the practice and management of sustainable development of Guangming Branch:

- Suggest further disclosing relevant economic performance data to enable stakeholders to understand the business development status of Guangming Branch;
- Suggest further improving environmental performance indicators, such as disclosing the total amount of environmental or greenhouse gas emissions, while also disclosing unit emissions and historical data from the past three years, so that stakeholders can have a more intuitive understanding of the sustainable development performance of Guangming Branch.

Special statement

This statement excluding:

- The activity outside information reveal;
- A statement regarding the position, views, beliefs, goals, future development direction, and commitments of Guangming Branch.

Statement of independence and Competence

TÜV NORD Group is the world's leader certification authority in inspection, testing and verification, operating in more than 70 countries throughout the world and providing services which includes management systems and product certification; quality, environmental, social and ethical auditing and training; environmental, social responsibility and sustainability report assurance.

As one of the global branches of TÜV NORD Group, TÜV NORD (Hangzhou) Co., Ltd affirms its' independence from Guangming Branch and confirms that there are no conflicts of interest with the organization or any of its subsidiaries and stakeholders when conducting the assurance of the Report. TÜV NORD was not involved in any manner with Guangming Branch, when the latter was preparing the Report.

TÜV NORD (Hangzhou) Co., Ltd.



Audit team leader: Ms. Zhu Chengfeng
Date : 19.03.2024



The Authorized person: Mr. Song, Haining
Date: 19.03.2024

注: 当声明的中文和英文版本有冲突时, 请以中文为准