2024 Sustainability Report

Contents

About The Report

The Report is the third sustainability report issued by TP-Link Systems Inc. to illustrate TP-Link's sustainability concepts, strategies, and management systems to stakeholders and to demonstrate TP-Link's performance highlights in economic, environmental, and social sustainability.

Reporting Scope

The Report covers TP-Link Systems Inc., its subsidiaries and related entities over which TP-Link Systems Inc. has operational control (collectively, "TP-Link", "Company", and "we"). The business names of the related entities are listed below.

Full name	Short name
TP-Link Systems Inc.	Headquarters (HQ), R&D Center
TP-Link Corporation PTE.LTD	TPC
Lianzhou International Co., Ltd. (CHN)	Shenzhen R&D Center
Lianzhou International Co., Ltd. Guangming Branch (CHN)	Shenzhen Manufacturing Center
Lianzhou International Co., Ltd. Guangqiao Branch (CHN)	Shenzhen Guangqiao Manufacturing Center
Dongguan Lianzhou Technologies Co., Ltd. (CHN)	Dongguan Manufacturing Center
LIANYUE (VIETNAM) COMPANY LIMITED	Vietnam Manufacturing Center
42 R&D and sales companies worldwide	R&D and sales companies

Reporting Period

Unless otherwise stated, the reporting period is from January 1, 2024 to December 31, 2024. To more accurately reflect the current situation of the Company, the statistics for some information are as of June 30, 2025.

Basis for Preparation

The Report is prepared based on the *Sustainability Accounting Standards Board (SASB) Standards* (SASB Standards) for the Electronic Manufacturing Services & Original Design Manufacturing industry, with reference to the *GRI Sustainability Reporting Standards (2021)* (GRI Standards) issued by the Global Sustainability Standards Board (GSSB), the *International Sustainability Standards Board (ISSB)*, the *International Financial Reporting Standard on Sustainability Disclosure 1: IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information* (June 2023), the *International Financial Reporting Standard on Sustainability Disclosure 2: IFRS S2 Climate-related Disclosures* (June 2023), and United Nations' Sustainable Development Goals (SDGs).

Data Description

The text, cases, and data disclosed in the Report are from the original records of the Company's actual operation. Financial data in the Report are presented in United States dollars, unless otherwise stated.

As TP-Link's sustainability management system was under development in 2022, the data for that year is limited to Lianzhou International and its subsidiaries. Full Group-wide coverage was achieved from 2023. In case of changes in the statistics and disclosure of the same indicator, they will be fully explained in the notes to the Report to ensure that the disclosure of the data will not mislead the stakeholders.

Access to the Report

The Report is published electronically on the Company's official website (https://www.tp-link.com).

Contact Information

If you have any suggestions on the Report, please contact us:
Address: 10 Mauchly, Irvine, CA 92618, USA
Email: sustainability@tp-link.com

Principles of Preparation

Accuracy

It can be ensured that the information in the Report is as accurate as possible. For the measurement of quantitative information, the data standard, calculation basis, and assumptions have been explained to guarantee that the calculation error range will not mislead the users. Quantitative information and notes are detailed in the "ESG Data Sheet" section of the Report. Board of Directors warrants that there are no false records, misleading statements or material omissions in the Report.

Balance

The Report reflects objective facts and impartially discloses positive and negative information related to the Company.

Clarity

The Report is issued in English. The Report contains tables, diagrammatic figures, etc. as a supplement to facilitate a better understanding by stakeholders. To facilitate faster access to information for stakeholders, the Report provides contents and a benchmarking index of ESG standards.

Comparability

The Report discloses key quantitative performance indicators and, where possible, historical data. The statistics and disclosure of the same indicator in the Report are consistent from one reporting period to another. All changes (if any) are fully explained in the notes to the Report for stakeholders to conduct meaningful analysis and assess the trend of the Company's ESG performance level.

Completeness

Unless otherwise specified, the information disclosed in the Report covers TP-Link Systems Inc., subsidiaries, and related entities over which TP-Link has operational control.

Sustainability context

The Company identified the material topics related to the operation that all stakeholders are concerned about as the highlights of the Report. The presentation of material topics in the Report focuses on the industry characteristics involved in the Company's operations and the characteristics of the region where TP-Link is located. The process of analyzing material topics and the results are detailed in the section "Dual materiality analysis" of the Report. The Report highlights ESG matters that may have an important impact on stakeholders.

Timeliness

This is an annual report covering the period from January 1, 2024 to December 31, 2024. The Company endeavors to publish the Report as soon as possible after the end of the reporting year to provide stakeholders with timely information for decision-making.

Verifiability

The cases and data in the Report come from the original records of the Company's actual operations. A third-party verification firm has been entrusted by the Company to verify the report and data following the AA1000AS v3, Type 2, Moderate Level principles to ensure that the information and data contained in the Report are accurate, reliable, and fairly presented. Please refer to the "Verification Statement" section of the Report for more details.

Message from the Leadership

TP-Link is committed to integrating innovative technology with human care and driving the evolution of global connectivity. Our products and services have reached more than 170 countries and regions, providing billions of consumers with a simple, reliable, and stable connected lifestyle. In this process, we have deeply realized that the long-term value of a company is not only derived from commercial achievements but also depends on how we treat the environment, society, and the trust we hold.

Sustainability is not an isolated topic, but a core strategy embedded in the Company's DNA. TP-Link incorporates environmental protection, resource conservation, and social inclusion into the fundamental logic of corporate governance and product design. By joining initiatives like the UN Global Compact (UNGC), Responsible Business Alliance (RBA), Responsible Minerals Initiative (RMI), and Science Based Targets initiative (SBTi), we not only commit to aligning with global standards but also aim to take concrete actions to improve the global climate environment. Guided by international standards such as ISO14001, ISO45001, and ISO14064, we are systematically building a future-oriented ESG governance structure and striving to achieve the synergy between business goals and social value.

Information security and privacy protection are fundamental human rights in the digital age and the primary responsibility of TP-Link as a technology provider. We are not content with mere compliance but have proactively established a management system that exceeds the industry average. In 2024, we further consolidated our commitment to information security and privacy protection by implementing a dual management system based on ISO27001 and ISO27701. All these endeavors are for one goal: "To ensure that every piece of data entrusted to TP-Link is well-protected and to make trust the strongest bond between us and our users".

We firmly believe that the purpose of technology is to drive the collective progress of humanity. Therefore, TP-Link has continuously carried out public welfare projects. These efforts are not an addition to corporate responsibility but an intrinsic path to practicing our mission of "using technology to make life better and enabling more people to enjoy the wonders of technology".

Looking towards 2025, TP-Link will continue to explore the deep integration of technology, humanity, and sustainability. We are committed to improving the global digital quality of life while also hoping to leave a responsible footprint in this future-oriented journey.

About TP-Link

Company Profile

TP-Link is a provider of devices and solutions focusing on networking communication, consumer electronics, and security surveillance. The Company fully controls product design, R&D, manufacturing, marketing, and services. TP-Link has always adhered to independent R&D, independent manufacturing, and independent marketing to continually provide high-quality, highly reliable, and high-performance product experiences for users around the world.

TP-Link always prioritizes technical reliability and product stability. As an enterprise drive, "Reliable" is greatly highlighted in every link 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. The Company has won numerous awards such as "The Most Satisfactory Brand for Users" and "The Best Product Performance Award", with the cumulative number of awards exceeding 1,800.

Company name

TP-Link Systems Inc.

Headquarters

10 Mauchly, Irvine, CA 92618, USA

Scope of business

The Company provides a wide range of commercial and household products including Ethernet, Wireless Local Area Network (WLAN), broadband access, park network, surveillance cameras, smart home and other equipment. We deliver a one-stop solution based on the product system.

Mission

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

Values

Pursuing Excellence and Exploring Possibilities

Industrial Layout

As a global multinational company, TP-Link boasts 4 R&D centers in Irvine of the USA, Shenzhen of China, and other locations, a global manufacturing and supply system covering China, Vietnam, India, and Brazil, and 42 overseas subsidiaries. We sell products in over 190,000 retail stores and more than 700 e-commerce platforms. With brand businesses in over 170 countries and regions around the world, TP-Link has consistently ranked first in global WLAN product shipments.

Participation in Initiatives

The Company leverages technology to connect all things, and expects to better life with advanced technology and high-quality products. We have joined organizations such as the Wi-Fi Alliance and the Wireless Broadband Alliance to keep abreast of the world's cutting-edge technologies while sharing our technological explorations, creations, and achievements with customers and peers with the same aspiration.

As of the end of the reporting period, TP-Link has joined the United Nations Global Compact (UNGC), the Responsible Business Alliance (RBA), the Responsible Minerals Initiative (RMI), and the Science Based Targets initiative (SBTi) to further strengthen the Company's commitment and actions in sustainability.

United Nations Global Compact

Responsible Business Alliance

Responsible Minerals Initiative

Validated through SBTi emission reduction targets

RBA VAP Silver Medal
(Shenzhen Manufacturing Center, Dongguan Manufacturing Center and Vietnam Manufacturing Center achievement in 2024; Shenzhen Guangqiao Manufacturing Center achievement in 2025)

EcoVadis Gold Medal
(Shenzhen Manufacturing Center achievement in 2025)

B rating in Climate Change,
A rating in Supplier Engagement

Wi-Fi Alliance

Connecticity Standards Alliance

High Definition Multimedia Interface

Wireless Broadband Alliance

Bluetooth SIG

Awards

"Outstanding, Best 2K Wired Camera" of PCMag Editors' Choice Award

"Recommended Products" by Techtesters

Tapo won the First Place in Annual Sales of PC Cameras of BCN

Tapo C425 was rated as a "Very Good" product by Connect Living

"9/10 Recommended Product" by RedesZone

"Best Wi-Fi7 Router" by The Gioi So Magazine

"Best Mesh Wi-Fi for Home Use" by Nghe Nhin Vietnam Magazine

"Best Wi-Fi Router Brand" and "Best Mesh Solution" by Tinhte.vn

ArcherGE650 won the iF DESIGN AWARDS

Best Buy Mesh Wi-Fi Router Category for January 2024

TP-Link Certificates

	HQ	TPC	Shenzhen R&D Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Vietnam Manufacturing Center	Dongguan Manufacturing Center
ISO 9001:2015	(2025.11.30)	-	(2025.11.30)	(2025.11.30)	(2025.11.30)	(2027.05.10)	(2025.11.30)
ISO 14001:2015	(2028.02.05)	-	(2028.02.05)	(2028.02.05)	(2028.02.05)	(2027.05.10)	(2028.02.05)
ISO 45001:2018	(2026.03.29)	-	(2026.03.29)	(2026.03.29)	(2026.03.29)	(2027.05.10)	(2026.03.29)
ISO 27001:2022	(2026.07.10)	(2026.07.10)	(2026.07.10)	(2026.07.10)	(2026.07.10)	(2028.01.16)	(2026.07.10)
ISO 27701:2019	(2026.07.10)	(2026.07.10)	-	-	-	-	-
ISO 14064-1:2018							
ISO 50001:2018	-	-	(2027.12.26)	(2027.12.26)	(2027.12.26)	(2028.04.15)	(2027.12.26)
ISO 22301:2019	in process	in process	in process	in process	in process	in process	in process
RBA VAP Silver Medal	-	-	-	(2026.03.22)	(2027.07.11)	(2026.08.30)	(2026.12.26)

Note: The Brazilian manufacturing center will be newly put into use in early 2025, and various certifications are being prepared for approval. The certification approval status will not be counted for the time being. As of the end of the reporting period, TP-Link has completed the ISO 22301:2019 certification audit and is in the process of obtaining the official certificate.

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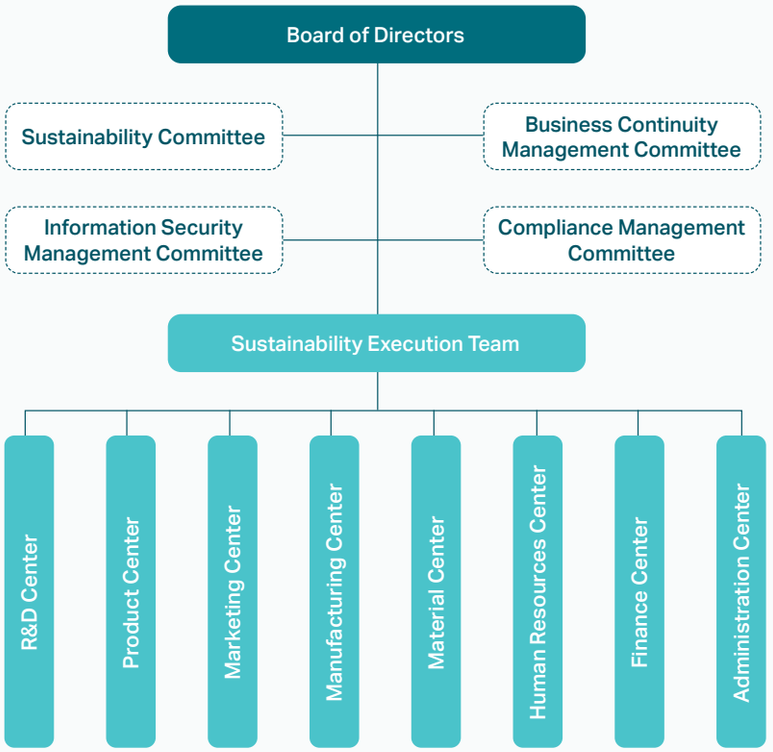
Sustainability Management

Sustainability Governance

TP-Link has deeply integrated the sustainability concept into the development strategy and daily operation. The Company has created a top-down sustainability management system led by the senior management with the participation of all employees, supplemented by a set of mature and perfect working mechanisms. The Company aims to ensure efficient and orderly implementation and progress of all sustainability initiatives, and to continue to promote the harmonious coexistence between the Company and the environment.



Board of Directors	• Be fully responsible for the identification of business risks, the formulation of strategies, and the implementation of strategies and business plans.
Sustainability Committee	• With CEO as chairman, formulate TP-Link's sustainability strategy and policy goals, guide TP-Link's sustainability implementation, be responsible for making decisions on key matters and major topics of TP-Link's sustainability, and report TP-Link's sustainability situation and progress to the top leadership.
Business Continuity Management Committee	• With CEO as chairman, formulate guidelines and policies for TP-Link's business continuity management, formulate and maintain business continuity management procedures, identify and assess business continuity risks, develop business continuity management strategies, plans, and emergency plans, and report work progress to the top leadership.
Information Security Management Committee	• With CEO as chairman, establish, implement, maintain, and improve the information security management system, ensure the effective operation of the information security system, and report the performance of the information security system operation and any improvement needs to the management representative.
Compliance Management Committee	• Oversee risk and compliance management, establish a compliance management system, review the annual compliance risk assessment report of the Company, identify significant compliance risk points, and formulate strategies to address them, ensure the Company's operations comply with national laws and regulations, and report progress to the top leadership.
Sustainability Execution Team	• Implement TP-Link's sustainability-related decisions, identify potential risks and opportunities, and make recommendations to the committees; • Promote communication with key stakeholders; • Oversee the development and implementation of the Company's sustainability strategies, goals, and policies within each business unit; Report sustainability progress regularly to the committees.
Business Units	• Under the guidance of the sustainability execution team, the sustainable goals of respective units will be incorporated into daily business for implementation, and the implementation of sustainability will be summarized regularly. • Potential risks and opportunities will be identified and recommendations will be proposed to the execution team.

Sustainability Strategies

TP-Link actively assumes social responsibility and continuously optimizes sustainability system. We adhere to the sustainability 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 actively assuming social responsibility, responding to the United Nations' global sustainable development goals, and promoting the continuous upgrading of industries towards a greener and low-carbon direction", aiming to contribute to building a greener and sustainable future.

In 2024, the Company further refined sustainability strategy layout, integrated the sustainability concept into the Company's strategy and operation, and created sustainable shared value together with all stakeholders.

TP-Link Sustainability Strategy Layout

Concept	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 sustainable development goals, promoting the continuous upgrading of industries towards a greener and low-carbon direction, and actively assuming social responsibility.			
Strategy	**Environmentally friendly**	**Innovation for empowerment**	**Care for employees**	**Maintaining sustainable growth**
Focused topic	• Responding to climate change • Green products • Energy management • Resource utilization and circular economy • Pollutant Control	• Information security and privacy protection • R&D innovation and intellectual property protection • Quality of products and services • Sustainable supply chain management	• Occupational health and safety • Training and career development • Employees' rights, benefits, and welfare • Employment compliance, equality and inclusion • Community relations and philanthropy	• Operational compliance and risk management • Business conduct
Further actions	• In accordance with the IFRS S2 Recommended Framework, identifies climate-related risks and opportunities. • SBTi near-term and net-zero goals were verified. • Adopts the management concept of product life cycle assessment (LCA), conducts green design and R&D for products.	• Establish and implement S-SDLC processes, embedding security and privacy protection into the software development process. • Implement comprehensive quality management, establishing mechanisms for product quality evaluation and improvement. • Develop conflict minerals management procedures and conduct due diligence.	• Establish a comprehensive occupational health and safety management structure to ensure the health and safety of employees. • Implement the dual-channel career development mechanism of "specialized + management". • Develop a robust employee recruitment, compensation, and benefits system.	• Builds three lines of defense for risks, namely "business execution units, professional support departments, and independent supervision mechanisms". • Establishes standardized risk identification and response procedures.
Alignment with SDGs				

Environmentally friendly

TP-Link has systematically integrated climate change topics into sustainability strategy. The Company has submitted a commitment letter to the Science Based Targets initiative (SBTi), including commitments on near-term and net-zero targets, and solemnly pledged to achieve net-zero greenhouse gas emissions across the entire value chain by 2050, with the verification passed in April 2025. TP-Link actively promotes energy management, resource conservation, and waste minimization, and widely adopts sustainable practices and green technologies to continually reduce the environmental impact of operations.

In terms of environmental management system development, TP-Link has obtained ISO 14001:2015 Environmental Management System certification, ISO 14064-1:2018 Greenhouse Gas Verification certificate, and ISO 50001:2018 Energy Management System certification. The Company systematically advances response to climate change, efficient utilization of resources, and pollutant control. TP-Link has also introduced the product lifecycle assessment (LCA) management concept, incorporating green, low-carbon, and environmental protection requirements into the whole process of product design, R&D, logistics, and transportation, aiming to improve product energy efficiency and reduce carbon footprints across the entire product lifecycle.

Innovation for empowerment

TP-Link consistently adheres to independent R&D and technological innovation, with multiple R&D and manufacturing centers established globally. By the end of 2024, the Company has accumulated 468 authorized patents. We place high importance on product quality and reliability, fully comply with ISO 9001:2015 Quality Management System Standard, and are committed to ensuring user information security and privacy protection. Several R&D and manufacturing centers have obtained ISO 27001:2022 Information Security Management System certification and ISO 27701:2022 Privacy Information Management System certification.

Through independent R&D, independent manufacturing, and independent sales, TP-Link has achieved strong control over supply chain and ensued high-quality product and service delivery. The Company also actively promotes industry collaborative innovation, deeply participates in the development of international Wi-Fi standards, takes the lead in launching Wi-Fi 7 certified products, and continuously leads industry technological evolution and transformation.

Caring for employees

TP-Link adheres to fair and just employment principles, establishes transparent and standardized recruitment and promotion mechanisms, and fully stimulates the creativity and organizational vitality of our employees through diversified allowances and honor recognition systems. The Company offers competitive salaries, benefits, and a systematic training system to help employees improve their capabilities and achieve mutual growth for both the individuals and the Company.

We attach great importance to the occupational health and safety of employees and have obtained ISO 45001:2015 Occupational Health and Safety Management System certification. We are committed to creating a safe and healthy working environment, effectively preventing and controlling various production safety accidents and occupational health risks, safeguarding employees' legitimate rights and interests, and promoting the harmonious development of the Company and society. In terms of community involvement, TP-Link actively fulfills corporate and civic responsibilities, and works with various sectors to promote public welfare and contribute to building a sustainable social ecosystem.

Stabilization

Effective corporate governance is the cornerstone for the Company to achieve sustainability and enhance global competitiveness. TP-Link's Board of Directors is fully responsible for overseeing and managing business ethics and compliance operations. The Company has established multi-level risk defenses and identification and response mechanisms, formulated systematic risk response and prevention strategies, and continuously enhanced compliance management capabilities and governance modernization to provide a solid foundation for high-quality global business development.

Dual Materiality Analysis

To better identify the impact on the economy, society, and the environment, the Company invited experts and stakeholders to participate, and conducted identification, screening, and analysis of material topics from the perspectives of impact materiality and financial materiality based on the following process.

Dual Materiality Analysis Process of Topics

Step 1 Understanding of background

- Identify the impact of the Company's full value chain and form a topic database based on business background, the characteristics of the electronic manufacturing services and original design manufacturing industry, policy trends, SASB industry standards, and peer comparisons.

Step 2 Identification of topics

- Continuously communicate with stakeholders and internal and external experts to assess the impact materiality of topics on the Company, initially identify and screen sustainability topics relevant to the Company, and define them initially.

Step 3 Materiality assessment

- Invite the Company's senior executives and financial leaders to assess the financial materiality of the topics in the form of quantitative stakeholder survey questionnaire.
- Invite the Company's employees, suppliers, customers, and other stakeholders to assess the impact materiality of the topics in the form of quantitative stakeholder survey questionnaire.
- Determine the materiality sequence of the topics based on the results of both surveys.

Step 4 Confirmation and reporting

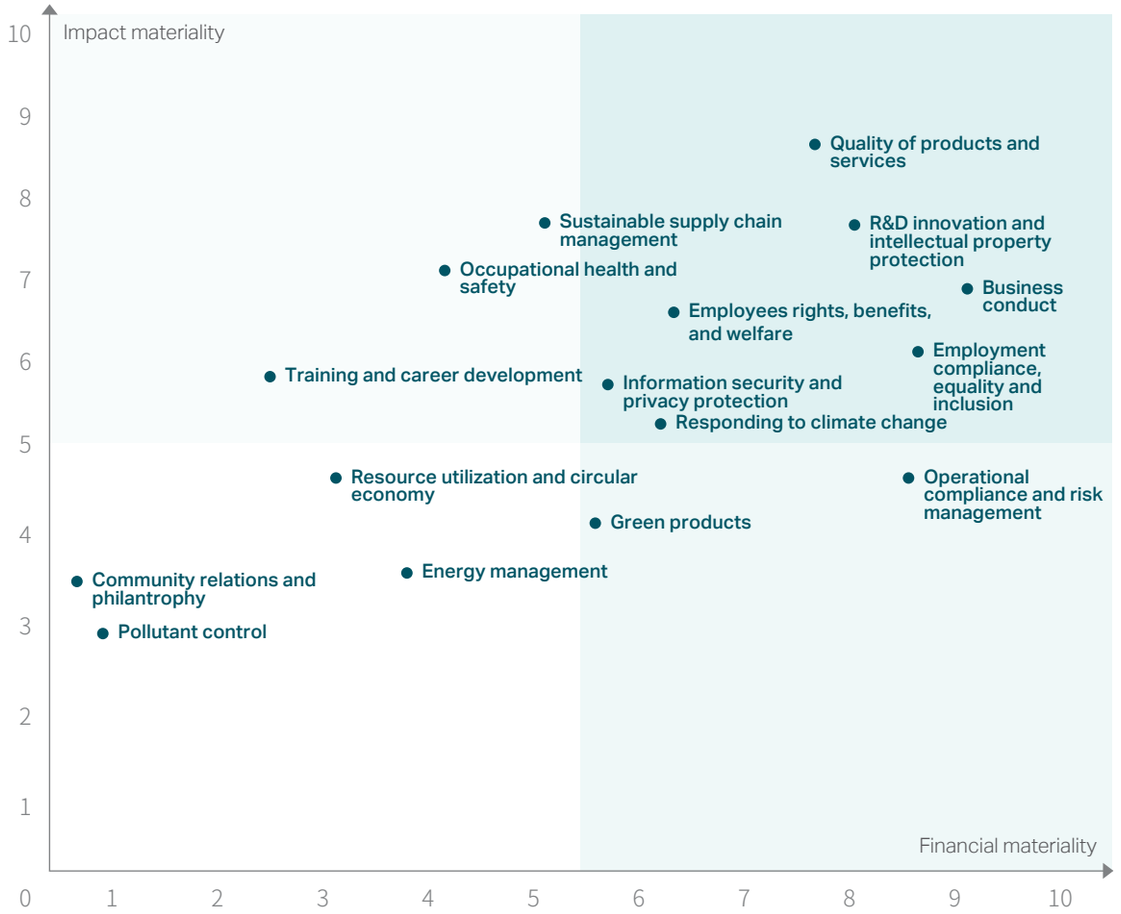
- Construct a dual materiality topic matrix based on the materiality results, which is reviewed and confirmed by the Sustainability Committee and disclosed in the Report.

The Sustainability Committee of TP-Link, as the overall management body for the Company's ESG matters, is responsible for organizing and coordinating the sustainability execution team and all business units to systematically identify and analyze ESG topics. The Company has established a monitoring and assessment system covering impacts, risks, and opportunities. Annually, we identify, evaluate, and update key issues, building a dynamic response strategy matrix based on the findings. This approach ensures precise capture of sustainable development opportunities while maintaining effective control over core risks.

In 2024, the Sustainability Committee led a special due diligence campaign to comprehensively identify and analyze the impact of each ESG topic on stakeholders and the risks and opportunities these topics brought to the Company's operations and business model. The corresponding management initiatives and practices are disclosed in the relevant sections of the sustainability report. At the same time, the Company continues to drive the iteration and updating of strategies based on business development and external environmental changes, ensuring the adaptability and effectiveness of ESG management. (Details of "Impacts, Risks, and Opportunities" for each topic and corresponding response measures can be found in each topic section.)

Based on the Company's actual operations and long-term development strategy, as well as stakeholder communication results, TP-Link confirmed 16 material topics in 2024, including 7 topics with dual materiality, 2 topics with only financial materiality, 3 topics with only impact materiality, and 4 topics with neither impact nor financial materiality.

TP-Link Material Topic Matrix



Adjustment Explanation of Material Topics of TP-Link in 2024

Material topics in 2024	Material topics in 2023	Adjustment explanation of topics
Adjusted topics		
Sustainable supply chain management	Sustainable procurement	The definition of the topic was expanded. In addition to sustainable procurement, the Company has gradually extended the management perspective to include the entire lifecycle management of suppliers, human rights due diligence in the supply chain, and collaborative efforts with suppliers on technological innovation, energy saving, and carbon reduction.
Business conduct	Business ethics	The definition of the topic was expanded. Beyond business ethics, it now also covers fair competition, anti-trust practices, responsible marketing, and other broader commercial practices.
Removed topics		
———	Sustainability governance	"Sustainability governance" was integrated into the "Sustainability Management" section and will no longer be treated as a separate topic.

Stakeholder Communication

TP-Link is committed to establishing a long-term and stable communication mechanism with all stakeholders, including shareholders and executives, customers, employees, suppliers, government and regulatory authorities, partners, public and the community. The Company actively responds to the expectations and reasonable demands of all parties and actively expands communication channels with stakeholders in all aspects of daily operations. The Company accepts the opinions and feedback of stakeholders to effectively optimize the management of the Company's sustainability and create sustainable value for stakeholders.

Concerned Topics and Communication Channels of Stakeholders

	Shareholders and executives	Customers	Employees	Suppliers	Government and regulatory authorities	Partners (alliances and industry organizations)	Public and community
Concerned topics	• Operational compliance and risk management • Business conduct	• Green products • Quality of products and services • R&D innovation and intellectual property protection • Training and career development • Business conduct	• Occupational health and safety • Employees' rights, benefits, and welfare • Training and career development • Employment compliance, equality and inclusion • R&D innovation and intellectual property protection • Information security and privacy protection	• Sustainable supply chain management • Green products • Resource utilization and circular economy	• Responding to climate change • Energy management • Pollutant control • Business conduct • Information security and privacy protection	• Quality of products and services • R&D innovation and intellectual property protection • Business conduct • Operational compliance and risk management	• Community relations and philanthropy • Pollutant control
Communication channels	• Shareholder and executive meetings • Sustainability Committee • Regular reports • Shareholder dialogues and feedback	• Green design and green package • Customer training • Partner Summit • Customer satisfaction surveys • After-sales service and complaint channels • Sustainability report disclosure	• OA office system • Employee opinion surveys • Employee complaint mechanisms • Employee symposiums • Employee activities • Employee training • Employee appraisal and promotion • Employee Representative Assembly • Collective Labor Agreement • Scientific and technological innovation incentives • Information security relevant training	• Supplier review and evaluation • Supplier communication meetings • Supplier surveys	• National regulatory department website • Sustainability report disclosure • Integrity Reporting Platform • Communicating with regulatory authorities • Proactive reporting and information disclosure	• Product knowledge training • Product seminar • Participation in association standards setting • Activities of associations and societies	• Community activities • Sustainability report disclosure • Information disclosure on the Company's official website and social media

Sustainability Goals and Progress in 2024

Dimension	Short term	Medium and long term	Goal progress in 2024	SDGs
Environmental	To reduce Scope 1 and 2 GHG emissions by 42% by 2030 compared to the base year of 2023. To reduce Scope 3 GHG emissions by 25% by 2030 compared to the base year of 2023	To reduce Scope 1 and 2 GHG emissions by 90% by 2040 compared to the base year of 2023. To reduce Scope 3 GHG emissions by 90% by 2050 compared to the base year of 2023	In progress	
	1% annual reduction in per capita water use by 2025 compared to the base year of 2022	1.5% annual reduction in per capita water use by 2025 compared to the base year of 2022	In progress	
	Raw material conservation programs ≥ 10 programs/year by 2025	Raw material conservation programs ≥ 15 programs/year by 2030	**Completed**	
	100% compliance with environmental impact factor (waste gas, water, noise and waste) emission standards	100% compliance with environmental impact factor (waste gas, water, noise and waste) emission standards by 2030	**Completed**	
Social	0 incidents of significant information security	0 incidents of significant information security by 2030	**Completed**	
	0 incidents of child labor, forced labor, discrimination, or harassment	0 incidents of child labor, forced labor, discrimination, or harassment by 2030	**Completed**	
	100% resolution rate of employee complaints and feedback	100% resolution rate of employee complaints and feedback by 2030	**Completed**	
	100% coverage rate of holiday benefits for in-service employees	———	**Completed**	
	100% coverage rate of birthday benefits for in-service employees	———	**Completed**	
	No less than 1 employee symposium per month	———	**Completed**	

Dimension	Short term	Medium and long term	Goal progress in 2024	SDGs
Social	100% coverage rate of employee health and safety training of manufacturing centers	100% coverage rate of employee health and safety training of manufacturing centers by 2030	Completed	
	0% of rate of fatalities resulting from work-related injuries	"0 deaths, 0 occupational diseases and 0 major accidents" by 2030	Completed	
	100% coverage rate of supplier social responsibility surveys	100% coverage rate of supplier social responsibility surveys and signing of the Social Responsibility Commitment by 2030; 100% coverage of on-site supplier social responsibility audits by 2030	Completed	
	100% signing rate of the Social Responsibility Commitment by suppliers		Completed	
	100% coverage rate of environmental and social responsibility training for procurement staff	100% coverage rate of environmental and social responsibility training for procurement staff by 2030	Completed	
	———	100% coverage rate of ISO 14001 certification for all manufacturing sites of the Group by 2035	In progress	
	———	100% coverage rate of ISO 45001 certification for all manufacturing sites of the Group by 2035	In progress	
Governance	0 incidents of corruption	0 incidents of corruption by 2030	Completed	
	0 complaints (or lawsuits) of anti-competitive behavior	———	Completed	

02
Environmental

Material Topics

- Responding to climate change
- Energy management
- Green products
- Resource utilization and circular economy
- Pollutant control

Highlights

69
energy management-related training sessions.

Compared to 2023, the proportion of sea freight products increased by
0.63%

56 types
of materials used FSC certified paper.

SBTi near-term and net-zero goals
were verified.

Climate Change

Responding to climate change

Impacts, risks and opportunities

TP-Link closely monitors policies and actions related to climate change, and analyzes the impacts, risks, and opportunities associated with climate change in the context of the Company's operations. The relevant considerations are incorporated into the Company's climate strategy planning to enhance the Company's climate resilience and continuously improve the ability of value chain partners to combat climate change.

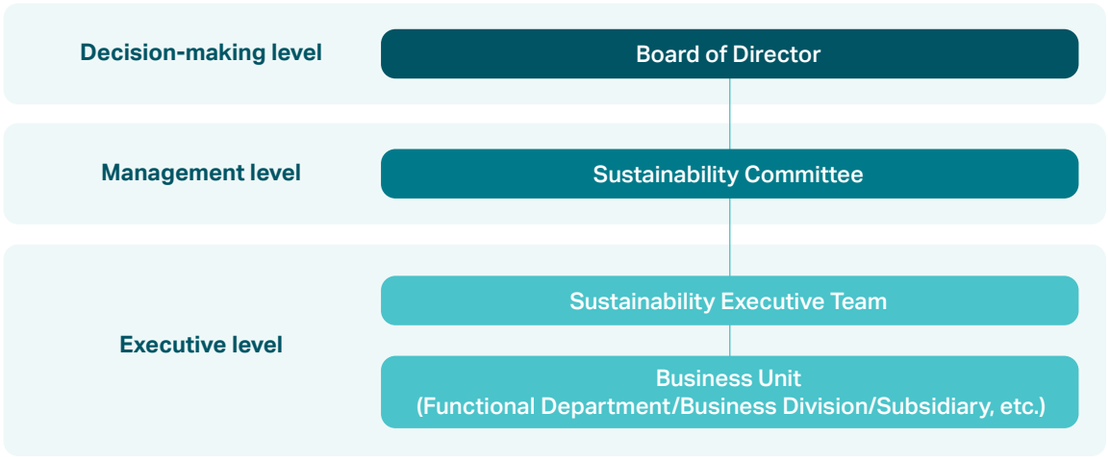
Impacts, Risks, and Opportunities Related to Responding to Climate Change of TP-Link

Impacts	**Positive impacts:** Climate change is mitigated through energy transformation and increasing the proportion of renewable energy. **Negative impacts:** GHG emissions during the production and operation process accelerate climate change.
Risks	The major climate-related risks identified by the Company are policy and regulatory risks, as well as acute physical risks. The primary climate-related opportunities include resource efficiency and energy transition. For details, refer to "Highly Material Climate-related Risks and Opportunities of TP-Link and Potential Financial Impacts".
Opportunities	

Management system

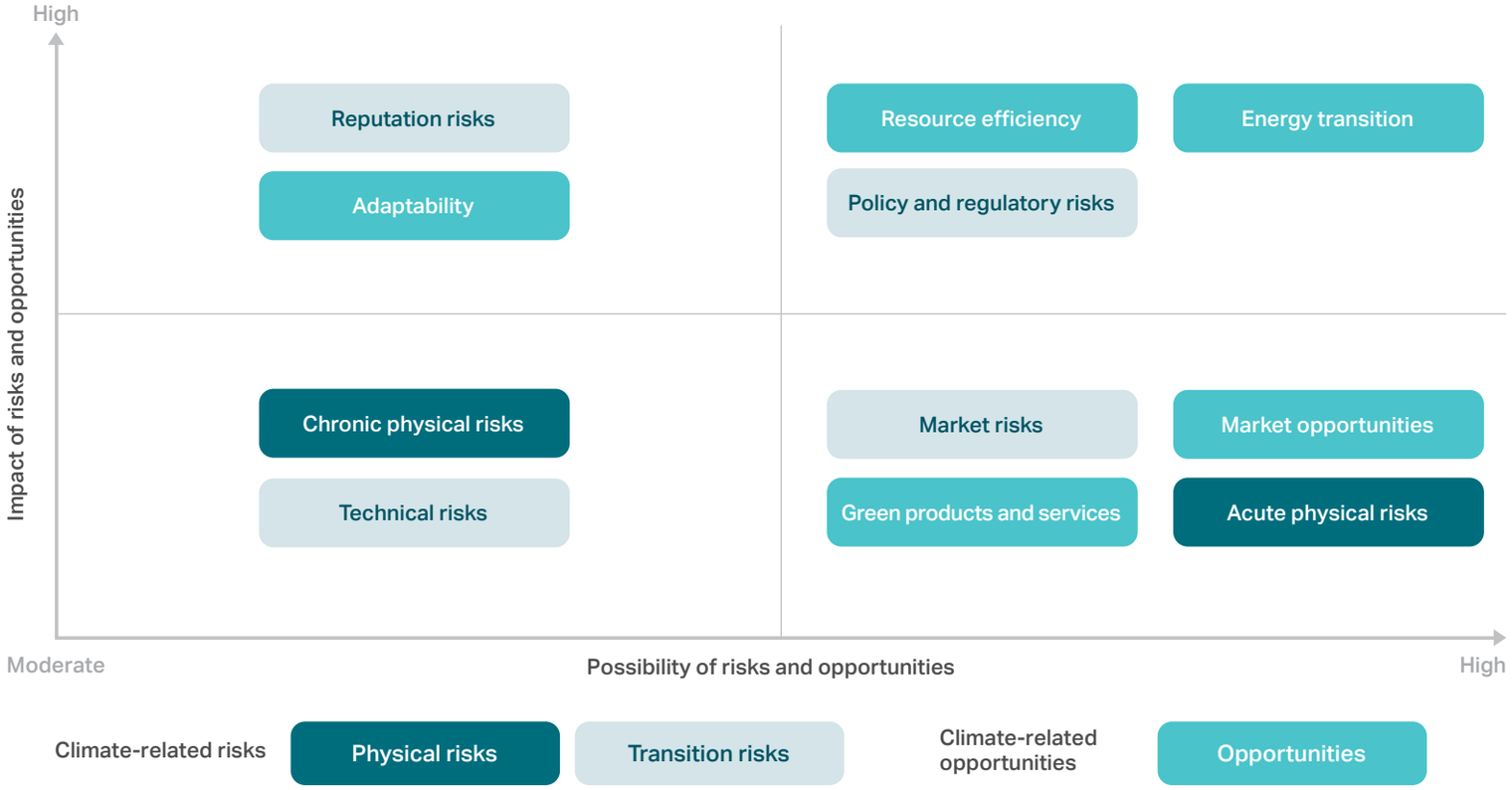
TP-Link continuously improves climate change governance system and has established a governance structure consisting of the "decision-making level, management level, and execution level". The Board of Directors is the highest authority of the Company for sustainability management, including climate change. It is responsible for guiding and supervising the formulation and implementation progress of the Company's climate change-related strategies, policies, and performance goals. The Sustainability Committee, the sustainability execution team, and all business units have specific responsibilities detailed in the "Sustainability Management" section.

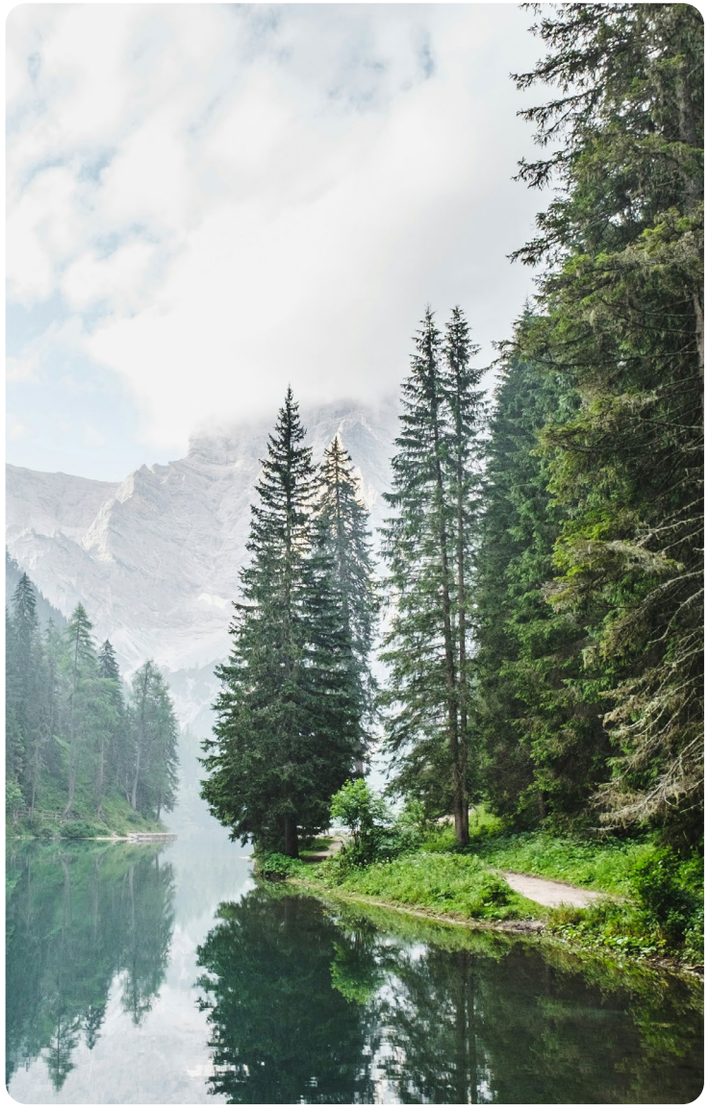
TP-Link Climate Change Governance Structure



The Company identifies climate-related risks and opportunities by following the IFRS S2 framework and combining business characteristics, industry development, and expert opinions. It refers to the Intergovernmental Panel on Climate Change (IPCC) assessment reports and selects Representative Concentration Pathways (RCP) scenario data and custom physical climate scenarios to conduct climate scenario analysis. The Company selects RCP 8.5 as the 4°C and above temperature control scenario, and the custom physical scenario as the 1.5°C and below temperature control scenario. This is to assess the impacts of risks and opportunities on the Company's business model, production operations, financial situation, and value chain, as well as the impact level and probability of occurrence.

TP-Link Climate Change Risk and Opportunity Identification Matrix





Highly Material Climate-related Risks and Opportunities of TP-Link and Potential Financial Impacts

Risk and opportunity category		Description	Potential impact		
			Financial impact	Impact period	Value chain impact
Risks					
Policy and regulatory risks	**Carbon pricing mechanism**	• TP-Link's Shenzhen Manufacturing Center has completed the 2023 baseline carbon emission verification as required by the Shenzhen Municipal Bureau of Ecology and Environment and is expected to officially join the carbon emission control system in the future. • According to the coverage of the company's carbon inventory and the local carbon emission policy requirements, Dongguan Manufacturing Center will gradually be included in the regional carbon emission management system. If the actual emissions of the center exceed the annual carbon quota allocated by the local government, additional quotas must be purchased to fulfill compliance obligations.	Indirect (operating) costs increase	Short, medium, and long term	Production and operation
	Environmental information disclosure	• The improvement in environmental information disclosure requirements may increase the information disclosure cost and management pressure of the Company, and affect the image and reputation of the Company and the trust of investors and consumers in the Company. Some of TP-Link's operator customers in Europe force their suppliers to disclose environmental information. If we fail to respond to the requirements of these business opportunities, we may directly lose their orders.	Constrained growth	Short, medium, and long term	Production and operation
Acute physical risk		• Extreme weather events such as typhoons and continuous rainfall significantly impact our factories and suppliers in China and Southeast Asia. For example, from April to June 2024, prolonged rainy weather in the Pearl River Delta caused many of our suppliers to experience production capacity reductions in color boxes and inner pulp boxes, the moisture content exceeded the standard, and the quality of incoming materials was abnormal, which affected the production and shipment of our factories. In September 2024, the severe typhoon Yagi in Vietnam led to a 1.5-day shutdown at our manufacturing base. In 2024, the weather was extremely abnormal, and there were no long-term rainfall and severe typhoon events in previous years. Considering the continuous deterioration of the climate, bad weather in the future will be an important reason for the Company's declining production capacity.	Interference to production capacity	Short, medium, and long term	Production and operation Upstream supply
Opportunities					
Resource Efficiency		• Optimizing production processes, product structures, and outer packaging at three major manufacturing bases (manufacturing bases in China, Vietnam and Brazil) to effectively reduce Scope 3 emissions and save material costs for the Company. • To promote Scope 2 emission reduction, the Company has implemented a series of energy-saving renovation projects to improve energy efficiency and reduce operational electricity consumption, thereby saving energy costs.	Direct costs reduce	Short and medium term	Production and operation
Energy transition		• In collaboration with an energy service company, TP-Link is developing rooftop photovoltaic projects at Dongguan and Shenzhen Manufacturing Centers, which are expected to be operational by early 2026. Once completed, these photovoltaic projects are expected to generate 690,000 kWh to 7.9 million kWh of electricity annually, reducing Scope 2 GHG emissions by 394 tons to 4,163 tons of CO_2 equivalent per year. • According to the assessment, if some entities of the company are included in the local carbon control system in the future, their photovoltaic power generation projects related to operation are expected to offset 79 to 837 tons of carbon emission quotas annually, effectively reducing potential compliance costs.	Indirect (operating) costs reduce	Short, medium, and long term	Production and operation

Note: For further details, refer to the Company's CDP climate questionnaire.

Key actions

Based on the identified results, the Company has developed targeted measures to deal with risks and opportunities and integrated climate risks into risk management. Through strengthening data foundations, committing to science-based targets, and managing value chain emissions, TP-Link aims to achieve sustainability and market competitive advantages.

TP-Link Climate Change Response Measures

Comprehensive carbon footprint verification

The Company implements a full-scale carbon footprint verification, as well as LCA verification of some products. In 2024, TP-Link conducted a comprehensive carbon footprint verification based on ISO 14064-1:2018 and performed LCA verification on three products and carbon footprint verification on two products.

Climate questionnaire submission

In 2024, TP-Link submitted climate management strategic planning, implementation, and performance details to CDP, receiving a B rating.

Joining SBTi

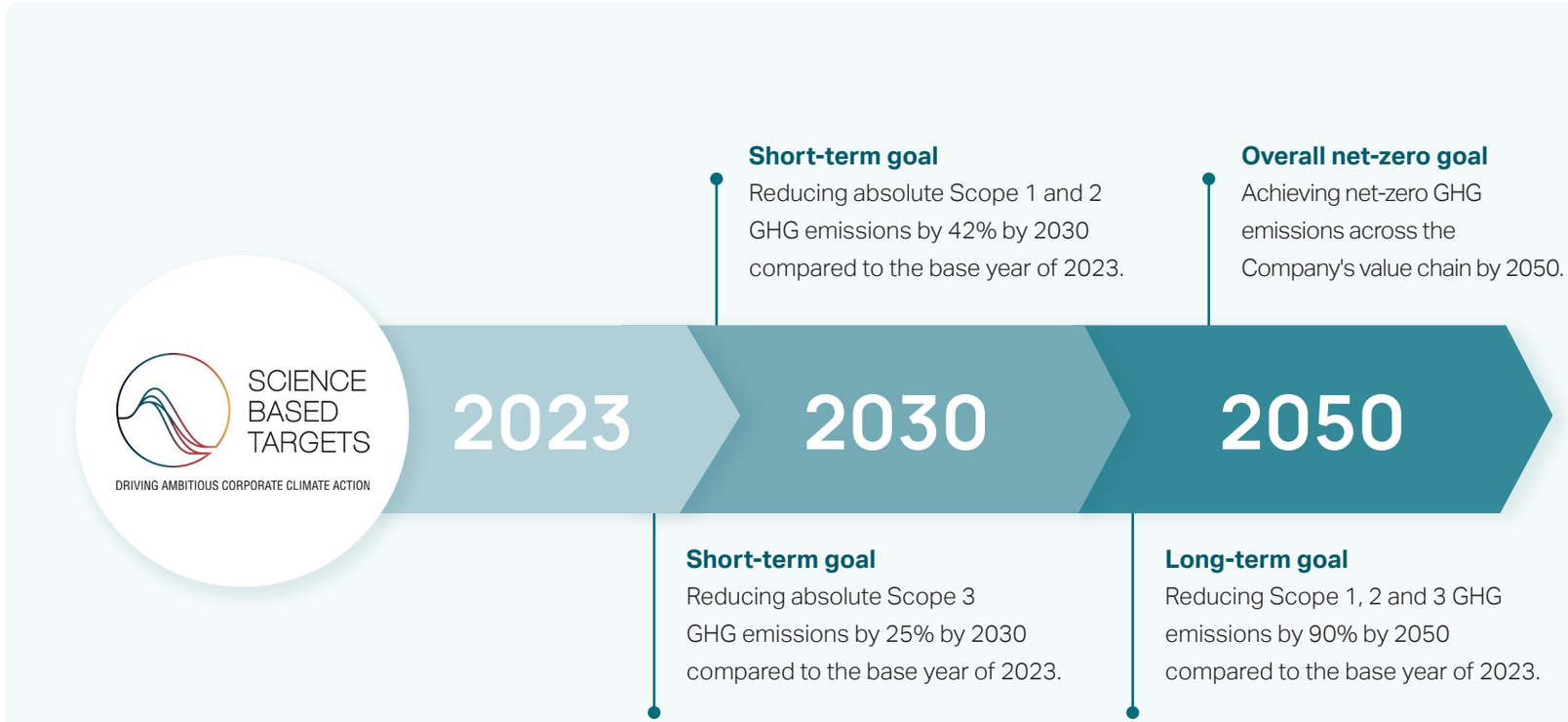
TP-Link has set short-term, long-term, and net-zero goals, validated through the SBTi.

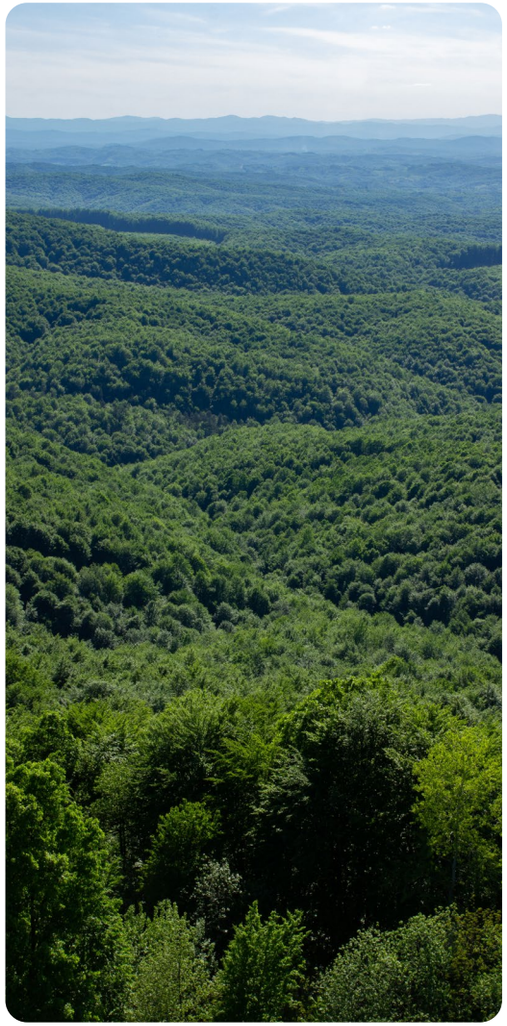
Supplier carbon management

TP-Link launched a carbon management program for supply chain and conducted carbon management surveys with suppliers representing over 80% of procurement spending to identify key emission sources and cooperation opportunities. Survey results revealed that 22.73% of suppliers are ISO 14064-1:2018 certified, 38.18% have set carbon reduction targets, 47.27% have implemented emission reduction measures, and 7.27% have joined the SBTi.

Metrics and Targets

In 2024, TP-Link submitted near-term and net-zero target commitments to the Science-Based Targets initiative (SBTi) and passed verification in April 2025. The Company conducts systematic greenhouse gas inventories on a regular annual basis to accurately measure annual emission changes, track carbon emission dynamics, and provide critical data support for achieving science-based targets.





Energy management

Impacts, risks and opportunities

TP-Link has always emphasized the quality and effectiveness of energy management. By identifying and analyzing the impacts, risks, and opportunities related to energy management, the Company continuously advances energy-saving and carbon-reduction technologies, offers low-carbon products and services to customers, and reduces the Company's impact on the environment and society.

Impacts, Risks, and Opportunities Related to Energy Management of TP-Link

Impacts	**Positive impacts:** Improve energy use efficiency, promote carbon reduction in the market and value chain, and reduce environmental impact from operations and value chains.
Risks	**Energy transition risks:** Dependency on traditional energy sources increases the difficulty of the Company in transition to green energy, with high transition costs. **Green electricity price fluctuations:** Green electricity prices are susceptible to market fluctuations, and higher green electricity prices could increase operational costs for the Company. **Energy interruption risks:** Interruptions in energy supply (such as imposed power cuts) will directly threaten the stability of production plans and the timely delivery of orders, impacting the Company's revenue.
Opportunities	**New product development:** Developing new products and services related to renewable energy can drive changes in the Company's energy infrastructure and bring more revenue to the Company. **Technological upgrades and optimization:** Implementing energy-saving technological upgrades and energy management optimization can bring direct, sustained cost reductions, and improve product profitability. **Renewable energy:** Deploying renewable energy sources, such as photovoltaic energy, can enhance the stability and independence of the Company's energy supply and mitigate risks from external energy market fluctuations.

Management system

The types of energy used in TP-Link's production and operation include electricity used for production and operation, natural gas for cafeterias, gasoline for external shuttle buses and grass cutters, gasoline and diesel for logistics transportation, and diesel for emergency generators.

TP-Link has established an energy management system in accordance with the ISO 50001:2008 standard, achieving systematization and standardization of energy management. In strict accordance with the laws, regulations, and management guidelines of the places where it operates, the Company has improved energy management system, and developed several management policies and procedures, including the Management Procedure for Energy Benchmarks and Energy Performance Parameters, Management Procedure for Energy Performance Monitoring, Measurement and Analysis, Management Procedure for Energy Services, Products, Equipment and Energy Procurement, and Management Procedure for Energy Review, to promote energy conservation and utilization, and implement energy conservation and carbon reduction projects.

During the reporting period, the Company established the Energy Measurement Management Policy, and improved the relevant requirements of measuring instruments and statistical analysis and control of measurement, which further consolidated the basis of energy measuring and provided a solid foundation for statistical analysis and assessment of energy-saving and consumption reduction efforts. Meanwhile, the Company also conducted comprehensive energy reviews from the dimensions of energy utilization and management to identify major energy-consuming processes, variables, and energy improvement opportunities, and formulated targeted processes and guidelines and improvement measures for implementation.

Key actions

In 2024, TP-Link continued to promote multiple energy-saving technology transformation and management optimization projects and explored energy-saving potential in operations:

Case **Energy saving renovation of data center**

We optimized the energy efficiency of our data center from 1.85 to 1.46 through energy-saving renovations. The transformation adopts modular design and cold aisle closure technology, achieving precise refrigeration. With a 61.5% increase in load, infrastructure energy consumption decreased by 7.7% and energy efficiency increased by 21%, effectively reducing energy loss.

Case **Adjusting operating pressure of air compressors**

According to the gas supply characteristics of the existing equipment, the Vietnam Manufacturing Center adjusted the operating pressure of air compressors from 7.2 bar to 6.7 bar, while ensuring the normal operation of the equipment. This adjustment saved approximately 99,360 kWh of electricity annually, without changing the number of equipment units in operation.

Compressor Display Screen

Case **Automatic frequency conversion project of exhaust fan time-control switch**

The Shenzhen Manufacturing Center installed frequency converters and time-control switches on workshop exhaust fans, enabling automatic frequency reduction during non-working hours for the fans. Each exhaust fan can save 15 kWh of electricity per day, with an estimated annual energy saving of 453,120 kWh, which corresponds to a reduction of about 243 tons of CO_2 emissions.

Production Exhaust Smoke Purification Facilities

Metrics and Targets

As of the end of June 2025, the Shenzhen R&D Center, Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Shenzhen Guangqiao Manufacturing Center, and Vietnam Manufacturing Center have all passed the ISO 50001:2018 energy management system certification. The Company has set energy management metrics and targets and regularly monitors their progress.

TP-Link Energy Management Targets and Progress

Metric	Target	Progress in 2024
Energy savings from energy-saving projects at manufacturing centers	≥ 400,000 kWh	✓
Coverage rate of ISO 50001:2018 energy management system certification at manufacturing centers	100%	✓

69 energy management-related training sessions were carried out, totaling **78 hours**

The Shenzhen and Dongguan Manufacturing Centers have completed the feasibility study for the photovoltaic projects and entered the design phase. The expected photovoltaic installation capacity for the factory is **0.9 MW** with an annual power generation capacity of **950,500 kWh**

Green and Circularity

Green products

Impacts, risks and opportunities

Green products are a key component of TP-Link's sustainability strategy. By actively identifying the impacts, risks, and opportunities related to green products, TP-Link effectively tracks green product R&D and market demand, adjusts green innovation directions in a timely manner, and launches high-quality, eco-friendly products to enhance the Company's market competitiveness.

Impacts, Risks, and Opportunities Related to Green Products of TP-Link

Impacts	**Positive impacts:** The development, production, and sales of green products can reduce the ecological load at the production stage, decrease resource consumption and pollutant emissions, and offer customers green choices that align with sustainability demands and support their practice of environmental concepts. **Negative impacts:** If green design considers steps, environmental burdens may be transferred from one phase to another (e.g., energy-saving during the usage stage but difficult to recycle), failing to optimize overall environmental benefits.
Risks	**Cost and market risks:** Green products require higher technical research and development costs and resource investments in the early stages, which may put pressure on short-term financial liquidity. Additionally, if the market acceptance is lower than expected, the return on investment may be impacted. **Technical risks:** The selection of green technology paths carries uncertainty. If there are significant changes in industry standards or technology pathways, the initial investments may become sunk costs.
Opportunities	**Market competitiveness:** Green products help the Company capture early opportunities in the low-carbon consumer market, expand market share, enhance brand credibility and reputation in the sustainability field, and drive revenue growth. **Compliance and cost effectiveness:** By addressing increasingly stringent global eco-design, energy efficiency labels, and carbon tax policies and regulations, the Company can avoid future compliance costs and reduce user costs by improving product energy efficiency. **Innovation drive:** Promote collaborative innovation along the supply chain, jointly develop new eco-friendly materials and low-carbon technologies, and create a green technology barrier.

Management system

TP-Link has established a sustainability governance structure, overseen by the Board of Directors, to guide the development and implementation of the Company's green product strategies. The Board of Directors and the Sustainability Committee are responsible for approving the strategic direction of green products, while cross-functional teams including product, R&D, and materials departments are responsible for planning, designing, and executing green product initiatives.

The Company has developed policies, such as the Design Specification for Inner Pulp Boxes and the Design Evaluation Specification for Color Boxes, and incorporated the Product Life Cycle Assessment (LCA) management concepts in the design and R&D stages. These efforts have considered the environmental impact at all stages of product lifecycle to ensure that all products comply with global environmental regulations and standards (e.g., EU RoHS, REACH). TP-Link actively promotes the use of low-carbon and green materials, explores eco-friendly packaging, and green logistics solutions, and efficiently advances the green transformation of the value chain.

Key actions

In 2024, TP-Link made significant progress in green product development through innovations in green design, green materials, green packaging, and green logistics.

Green design and R&D

Case **Low-power product innovation**

Under the Tapo brand launched a battery camera kit with solar panels. Through deep optimization of hardware and software algorithms, standby power consumption was significantly reduced (up to 56%), effectively extending device battery life and reducing user charging frequency and energy consumption.

Tapo Solar Cell Camera Kit

Case **Application of eco-friendly materials**

In 2024, TP-Link developed an environmentally friendly 5G Outdoor Unit product with significant improvements in hardware and structural materials. On top of complying with EU RoHS directives, the percentage of lead-free electronic materials increased from 61.5% to 94%. The product also underwent corrective actions for 22 items of SVHC (Substances of Very High Concern) to ensure it does not contain PVC (Polyvinyl chloride), and that gold, mercury, beryllium, antimony, and other elements meet the TUV Green Mark certification limits. Additionally, all paper used in the product was FSC certified, and the plastic housing was made from PCR (Post-Consumer Recycled) materials, with up to 90% of the housing mass made from PCR materials.

Front view Rear view Side view

5G Outdoor Unit Product

Green packaging

Case **Material reduction and optimization**

We replaced traditional packaging materials such as pearl cotton and double-sided tape with fully paper-based and easily recyclable designs by modifying the paper tray structure of the Deco clock series products. While preserving product protection and unboxing experience, achieve a fully paper-based and easily recyclable design. This is expected to reduce material consumption by approximately 221,104 kg per year.

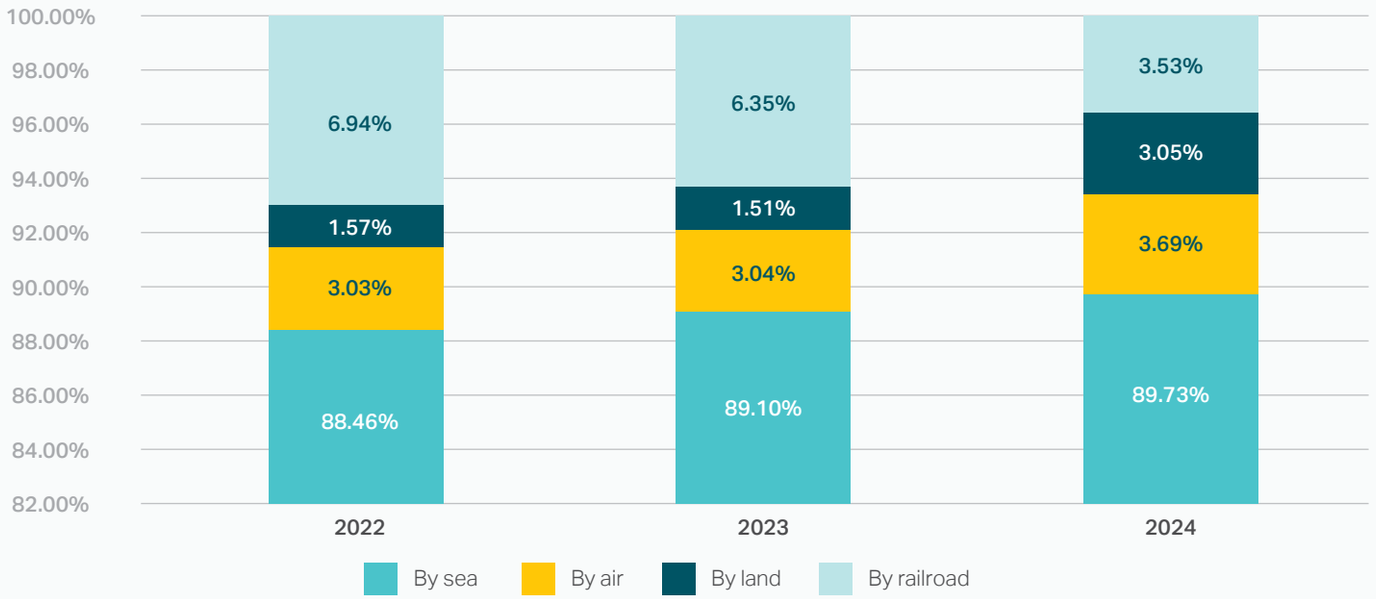
New Packaging

Green logistics

The Company and the logistics cooperation organization leverage multimodal transport with "sea transportation-based, supplemented by air transportation" logistics mode. TP-Link aims to improve product transportation efficiency and reduce energy consumption in transportation.

According to the Climate Action Accelerator, the carbon emission intensity of sea and rail transportation is relatively lower than that of land and air transportation, and they can carry larger volumes, promoting cost savings while reducing greenhouse gas emissions. In 2024, we will continue to optimize the transportation structure and further enhance the selection of low-carbon transportation methods, increasing the proportion of sea freight to 89.73%, an increase of 0.63% compared to 2023; Meanwhile, based on business layout and logistics needs, railway transportation accounts for 3.53%. We actively promote the reduction of Scope 3 emissions and practice green logistics by prioritizing transportation methods with lower carbon emission intensity.

Proportion of Product Logistics Methods of the Company in 2022-2024



Metrics and Targets

56 types of materials used

FSC (Forest Stewardship Council) certified paper.

3 products underwent LCA verification, and

2 products completed carbon footprint verification.

The proportion of products shipped by sea increased by

0.63% compared to 2023.

Resource utilization and circular economy

Impacts, risks and opportunities

TP-Link continuously improves resource utilization and circular economy system by identifying and analyzing the impacts, risks, and opportunities related to resource utilization and circular economy. This helps strengthen resource reduction and efficient use, reduces the environmental pressure caused by the Company's development, and promotes the development of a circular economy for value chain partners.

Impacts, Risks, and Opportunities Related to Resource Utilization and Circular Economy of TP-Link

Impacts	**Positive impacts:** Developing a circular economy not only reduces ecological disturbance from the source but also guides the market to focus on green materials, and drives upstream and downstream value chain partners to jointly invest in the research, development, and application of green materials. **Negative impacts:** If resource utilization lacks standardized supervision, it may exacerbate environmental burdens.
Risks	**Economic and operational risks:** Advancing the circular economy requires significant upfront investment in technology upgrades and facility modifications. Due to factors like model maturity and market feedback, economic benefits may be difficult to realize in the short term, which may create pressure on the Company's cash flow. If the Company fails to timely adapt to the increasingly stringent environmental policies regarding resource utilization, compliance risks may arise. **Supply chain risks:** The supply of key recycled materials may be unstable or subject to price fluctuations, affecting production schedules and cost control.
Opportunities	**Circular utilization:** By implementing reduction, reuse, and recycling initiatives and providing efficient resource-saving solutions, the Company can significantly lower production and operational costs, enhance brand reputation through green transformation practices, and strengthen the core advantages in the low-carbon competition landscape. **Resource consumption reduction:** Through measures like water resource conservation and raw material optimization, resource consumption costs in production can be significantly reduced, helping the Company address supply chain fluctuations caused by resource shortages and ensure stable production.

Management system

TP-Link has established a systematic resource and circular economy management system to ensure that related work is standardized and process-driven. In strict accordance with the laws, regulations, and policies of the places where the Company operates, the Company has formulated and implemented various management policies, such as the Water Conservation Management System, the Raw Material Logistics Management Code, the Material Borrowing Management Code for Raw Material Warehouse, and the Chemical Management Code. These systems regulate the management, use, recycling, and disposal requirements for water resources, raw materials, chemicals, and waste.

The Company integrates the 3R principle (Reduce, Reuse, Recycle) into daily operations and production design processes and uses it as a key indicator for evaluating environmental performance. TP-Link has also signed the Supplier Packaging Material Recycling Agreement with suppliers to establish a closed-loop system for packaging material recycling. Environmental performance is incorporated into the supplier evaluation system to encourage upstream partners to actively participate in the circular economy.

Key actions

In 2024, TP-Link made significant progress in resource efficiency improvement and circular economy projects across various production and operation steps, based on the "3R" principle.

Reduce

- Product design optimization: Through motherboard integration and structural lean design, upgrades have been made to products such as Tapo C5 series, Tapo C2 series, Archer AX10/AX1500, etc. While ensuring that product performance and functionality are not affected, the efficiency of raw material usage has been improved, reducing raw material consumption from the source.
- Process improvements: The Dongguan Manufacturing Center recycled injection molding scrap materials for production, reducing new plastic material usage by about 5,073.21 kg. Four special material-saving projects were completed throughout the year.

Reuse

- Material reuse: A classification mechanism has been established for handling non-conforming products. For repairable products, they are sold as remanufactured products after repair, with a clear distinction from new products; for non-repairable products, they are disassembled, and their usable parts are recycled as spare parts or raw materials to achieve resource utilization. In 2024, about 76% of recycled plastic material from the Dongguan Manufacturing Center was reused internally, while 24% was recovered by suppliers.
- Packaging container reuse: Containers such as carrier boards, glue boxes, and cargo containers used in the production process were reused, reducing the consumption of disposable packaging materials.

Recycle

- Water resource recycling: The Company's air-conditioning refrigeration systems and injection molding cooling systems use recycled water, achieving a 73.27% reuse rate after cooling in the cooling towers.
- Packaging material recycling: The Company has signed the Supplier Packaging Material Recycling Agreement with raw material packaging suppliers to recycle packaging materials. In 2024, the Company signed such agreements with 58 suppliers, who are responsible for the recycling of recyclable packaging materials.
- Hazardous waste recycling: Party of the waste is disposed of by third-party hazardous waste disposal companies and then reused. In 2024, third parties recycled waste circuit boards (47% recycling rate), waste packaging materials (3% recycling rate), and waste activated carbon (9% recycling rate).

Case **Promote Resource Conservation Through Lean Design**

In 2024, through continuous innovation in product design, the Company improved resource utilization efficiency and alleviated environmental pressure while ensuring excellent product performance.

Tapo C5 Series: By optimizing the integration of the main board and Wi-Fi board, implementing lean design for the shell structure and electronic components, and improving assembly processes, we achieved significant optimization in material usage. This reduces PCB usage by approximately 8,040 kg and plastic and other materials by approximately 89,700 kg annually.

Tapo C200 (5.0): The implementation of the main board miniaturization solution not only improved the space utilization rate of PCBs but also reduced PCB usage by approximately 16,560 kg per year.

Archer AX10/AX1500: Comprehensive optimization was carried out from hardware and structure to manufacturing processes. Through design integration and other methods, PCB usage is reduced by approximately 1,230 kg each year.

RE230/RE330: An innovative tin-soldered pad design was adopted in the testing phase to replace the traditional CCWS buckle base, saving approximately 18 kg of engineering plastics and metals annually.

Metrics and Targets

TP-Link remains committed to advancing circular economy strategy and has established resource utilization and circular economy metrics and targets to promote the high-quality implementation of various resource-saving and circular economy projects.

TP-Link Resource Utilization and Circular Economy Targets and Progress

Metric	Target	Progress in 2024
Projects to reduce resource or material consumption and waste discharge at the Shenzhen R&D Center	≥ 4 projects	✓
Projects to reduce resource or material consumption and waste discharge at the manufacturing centers	≥ 5 projects	✓

37 types of materials used

100% recycled raw materials to make paper.

11 types of materials uses suppliers with **100%** recyclable packaging solutions.

Through various design optimization and process improvement projects, over **110** **tons** of raw material usage were reduced throughout the year.

80.62% of general solid waste from manufacturing centers was recycled.

75.5 **tons** of tin dross were sold to recycling manufacturers, with the recycling rate of waste tin dross reaching **over 98%**

Ecological Co-construction

Pollutant control

Impacts, risks and opportunities

TP-Link adheres to the concept of green development and continuously strengthens the building of a green operation system. By identifying and analyzing the impacts, risks, and opportunities related to pollutant control, the Company fulfills environmental protection responsibilities and reduces the environmental impact of operations.

Impacts, Risks, and Opportunities Related to Pollutant Control of TP-Link

Impacts	**Positive impacts:** Effective pollutant control and emission reduction measures can reduce the negative impacts of the Company's production and operation on the surrounding ecological environment, decrease potential threats to public health, and contribute to regional environmental quality improvement. **Negative impacts:** Failure to control pollutants could lead to excessive pollutant discharge, cause immediate and long-term damage to the local environment, and disrupt ecosystem balance.
Risks	**Excessive discharge risks:** Excessive pollutant discharge could result in penalties, production halts, or other regulatory actions against the Company, and form significant compliance risks. These events may also trigger social scrutiny, damage the Company's brand reputation, and affect the normal flow of the Company's business operations and long-term partnerships.
Opportunities	**Market opportunities:** With the market's increasing demand for green production, proactively strengthening pollutant control and environmental management capabilities can meet customers' environmental compliance requirements for supply chains and help the Company build differentiated market advantages and enhance competitiveness by virtue of excellent environmental management ability.

Management system

TP-Link follows the environmental management policy of "environmental protection, pollution prevention, legal compliance, and development enhancement", and strictly adheres to the laws, regulations, and policies of operating locations. The Sustainability Committee oversees environmental management work, which includes the formulation of systems like the Quality, Environment, and Occupational Health Management Manual and publishing the Environmental Policy on the Company's official website. The Company is actively working to enhance environmental management system and seek environmental management system certification to improve environmental governance and emergency response and management capabilities.

TP-Link incorporates environmental risks into the comprehensive risk management system, regularly identifies and assesses environmental risks, and comprehensively prevents various environmental risks. Based on the assessment results, the Company sets annual environmental risk management and control objectives for each entity to decompose and implement control. In 2024, the Company identified and assessed environmental factors across office and production operations following the Environmental Factor Identification and Evaluation Procedure and updated the list of important environmental factors based on the results. Various environmental factors were classified as general or important factors to carry out targeted control measures.

To effectively prevent and control environmental emergencies, TP-Link has developed the Response Plan for Environmental Emergencies, set up an emergency response team, standardized procedures for dealing with various environmental incidents, and conducted regular emergency drills to improve employees' response and handling capabilities and reduce the environmental risks posed by production activities.

In 2024, the Company conducted both internal and external environmental management system audits at all R&D and manufacturing centers. During the internal audit, one environmental-related nonconformity was identified and has been rectified. No serious nonconformities that would affect the effective operation of the environmental management system were found. During the external audit, no environmental-related nonconformities were identified.

Key actions

TP-Link follows regulatory requirements in all operating locations to treat waste gases, wastewater, and waste generated in production and operation in compliance.

TP-Link Waste Gas, Wastewater, and Waste Disposal Measures

Category	Pollutants	Disposal method
Waste gas	• Tin and its compounds, VOCs, NMHC, waste gas from emergency generators, and canteen lampblack generated in production and manufacturing	• Waste gases are discharged up to the standard through the exhaust pipe of the factory or office building after being treated by the waste gas treatment device.
Wastewater	• Domestic sewage from employees' office life • Industrial wastewater produced at the Dongguan Manufacturing Center (other manufacturing centers do not produce industrial wastewater)	• The production factory is equipped with a "rain and sewage diversion" system, which diverts rainwater and sewage to reduce the impact of sewage on waters. • After pre-treatment by septic tank, domestic sewage is discharged into the municipal sewage pipe network through the discharge port of the factory, and then discharged to the municipal sewage treatment factory. • Dongguan Manufacturing Center has developed the Industrial Wastewater Management Specifications, and collects the small amount of industrial wastewater generated and commissions a third party to dispose of the industrial wastewater. Dongguan Manufacturing Center regularly records the inspection of generation, transfer and temporary storage points.
Waste	• Hazardous wastes such as waste liquid containing solvents, waste mineral oil, waste activated carbon, waste circuit boards, waste packaging materials and containers, etc. • General solid wastes such as waste packaging materials, waste office articles, waste paper skins, waste wood, etc. • Domestic waste	• The Company signed recycling agreements with some of the raw material suppliers for recyclable waste packaging materials, which are directly recycled and reused by the suppliers. The rest of the general solid waste is collected and classified by qualified third parties for disposal. • Hazardous waste is recycled and disposed of by qualified third parties, and some of the hazardous wastes are recycled after being treated by third parties.
Noise	• Noise generated during operations	• Measures are adopted to reduce noise, such as using high-performance and low-noise equipment, installing soundproof doors and windows, and applying vibration reduction treatments.

In 2024, the Company continued to strengthen pollutant control by constructing new waste gas treatment facilities, offering knowledge training on waste, and developing and conducting environmental emergency plans and drills. These efforts help reduce the environmental impact of pollutant discharge, improve employees' environmental protection awareness, and enhance the effectiveness of environmental management.

Case **New waste gas disposal facilities at Shenzhen Manufacturing Center**

In 2024, the Shenzhen Manufacturing Center installed a set of exhaust gas purification facilities to collect and treat the exhaust gases generated in the workshop. The treatment process involves a filter combined with a secondary activated carbon system to ensure that the exhaust gas emissions meet the standards.

Waste Gas Disposal Facilities and Exhaust Duct

Case **Capacity building and awareness enhancement**

Throughout the year, the Company conducted 333 training sessions on environmental compliance and emergency handling of chemical leakage to enhance employees' environmental operation skills and risk prevention awareness. Each manufacturing center organized emergency response drills for sudden environmental incidents as per the emergency plan, which tested and improved the team's emergency response and organizational capabilities.

Environmental Accident Emergency Training

Emergency Drill for Sudden Environmental Incidents

Metrics and Targets

By the end of June 2025, TP-Link's Shenzhen R&D Center and all manufacturing centers have passed the ISO 14001:2015 environmental management system certification. The Company has set pollutant control metrics and targets to reduce the negative impact of operations on the environment and actively promote the sustainable development of the ecological environment.

TP-Link Pollutant Control Targets and Progress

Metric	Target	Progress in 2024
Coverage rate of ISO 14001:2015 environmental management system certification at manufacturing centers	100%	✓
Waste gas emission concentration	Compliant emissions	✓
Domestic sewage	Compliant emissions	✓
Temporary storage and disposal of hazardous waste	100% temporary storage and disposal according to law	✓

03

Social

Material Topics

- Information security and privacy protection
- Quality of products and services
- R&D innovation and intellectual property protection
- Employment compliance, equality and inclusion
- Employees' rights, benefits, and welfare
- Occupational health and safety
- Training and career development
- Sustainable supply chain management
- Community relations and philanthropy

Highlights

12,469
person-times had participated in the personal information security training for employees

96.45%
satisfaction rate of overall customer service

462
product quality training sessions conducted for suppliers

100%
of employees who have received training on diversity, discrimination, and harassment

100%
coverage rate of employee health and safety training of manufacturing centers

100%
coverage rate of employee performance and career development evaluation

94.58%
of upstream value chain smelters and refineries that passed the Responsible Minerals Assurance Process (RMAP) certification

0
incidents of significant information security

Principles and Innovation

Information security and privacy protection

Impacts, risks and opportunities

TP-Link places information security and privacy protection at the core of the Company's strategic development. By systematically conducting impact assessment, risk identification, and opportunity analysis of topics, TP-Link ensures that the information security governance strategy aligns with business development needs, technological evolution trends, and regulatory requirements, striving to provide secure and trustworthy products and services to customers while protecting both customer and employee privacy.

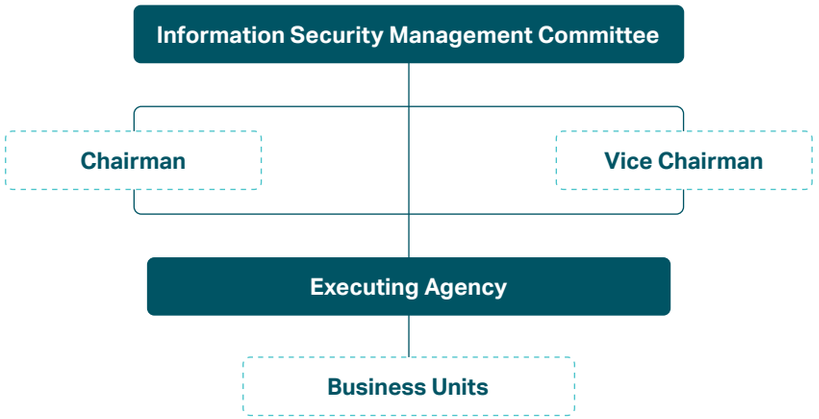
Impacts, Risks, and Opportunities Related to Information Security and Privacy Protection of TP-Link

Impacts	**Positive impacts:** Building a strong information security and privacy protection system can effectively safeguard customer and employee data security, gain market trust, and enhance brand reputation and customer loyalty. **Negative impacts:** If the Company fails to implement adequate technical measures to secure customers and employees' personal information, it may result in data leakage or cyber-attack, violating privacy and potentially undermining public trust in the Company's data protection capabilities.
Risks	**Compliance and legal risks:** Global data privacy protection regulations (e.g., GDPR) are becoming increasingly strict, and non-compliance could result in hefty fines, lawsuits, or business restrictions. **Operational and reputation risks:** Successful cyber-attacks could disrupt business operations, steal intellectual property, severely damage the Company's reputation, and shake the confidence of investors and partners in the Company.
Opportunities	**Product innovation:** Integrating privacy protection design and secure development lifecycle into product innovation can create safer, more reliable products, and open up new markets. **Operational resilience:** Building secure infrastructure and team capabilities can enhance overall IT governance and resilience to cyber threats, and ensure business continuity and stability.

Management system

In strict accordance with the laws and regulations of the regions where TP-Link operates, TP-Link has established a comprehensive information security and privacy protection governance system that aligns with international standards and covers organization, processes, and technology. The Company has established a dozen of internal systems, such as the *Information Security and Privacy Protection Management Manual*, the *Personal Data Security Management Procedures*, and the *Internal Information Protection Regulations*. These systems are centered around ISO 27001:2022 (Information Security Management System) and ISO 27701:2019 (Privacy Information Security Management System) standards to drive management system certification.

TP-Link Information Security Management Framework

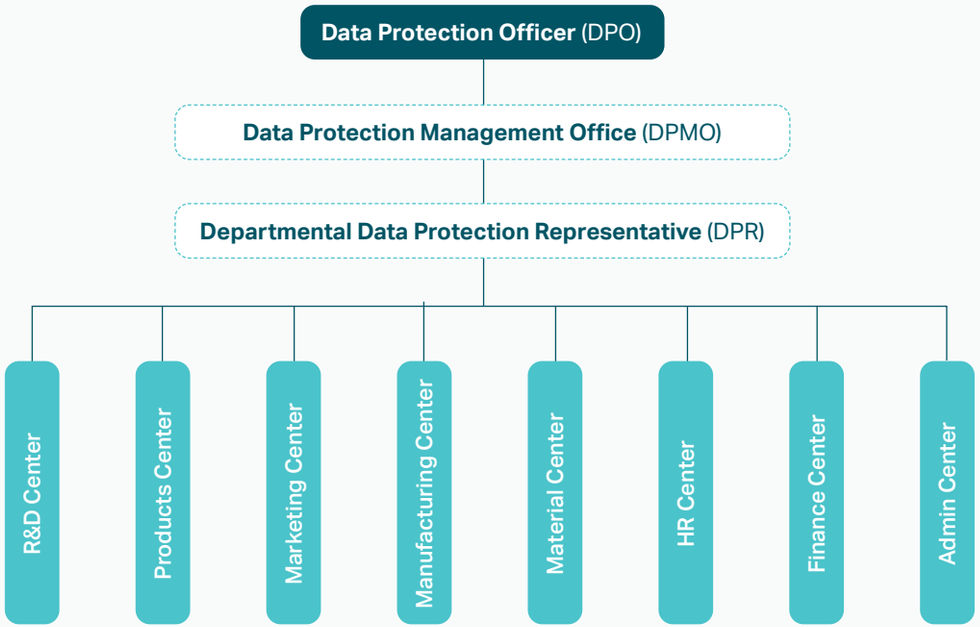


Responsibilities of TP-Link's Information Security Management Committee

Management level	Responsible person	Responsibilities
Chairman	CEO (The highest decision-maker of the information security management system)	Mainly responsible for the approval and release of the Company's information security management manual, management review of the information security management system, appointment of the management representative of the Company's information security management system, as well as decision-making and approval of major matters and changes related to information security management.
Vice Chairman	Management representative	Mainly responsible for identifying acceptable risks and risk levels, supporting and driving the implementation of information security in the Company, reviewing the handling of significant information security incidents, and approving program documentation for the information security management system.
Office of the Information Security Management Committee	The Corporate System Division is responsible for this office	Mainly in charge of organizing the establishment, implementation, maintenance and improvement of the information security management system, ensuring the effective operation of the information security system, preparing the Company's information security management documents, organizing the Company's internal review and initiating the management review of the information security management system, as well as reporting to the management representative on the performance of the operation of the information security system and any needs for improvement.
Information security working group	Information security heads of each department	Mainly responsible for protecting the security of information assets managed and utilized by his/her department, identifying information assets and conducting risk assessments, and instructing and requiring employees in his/her department to comply with information security policies.

The Company launched a project in April 2022 to build a data compliance system benchmarked against the EU's *General Data Protection Regulation* (GDPR). A three-tier management structure was established, consisting of the Data Protection Officer (DPO), the Data Protection Management Office (DPMO), and the Departmental Data Protection Representative (DPR), to ensure the effective implementation of privacy protection requirements.

TP-Link Personal Data Protection Management Framework



Key actions

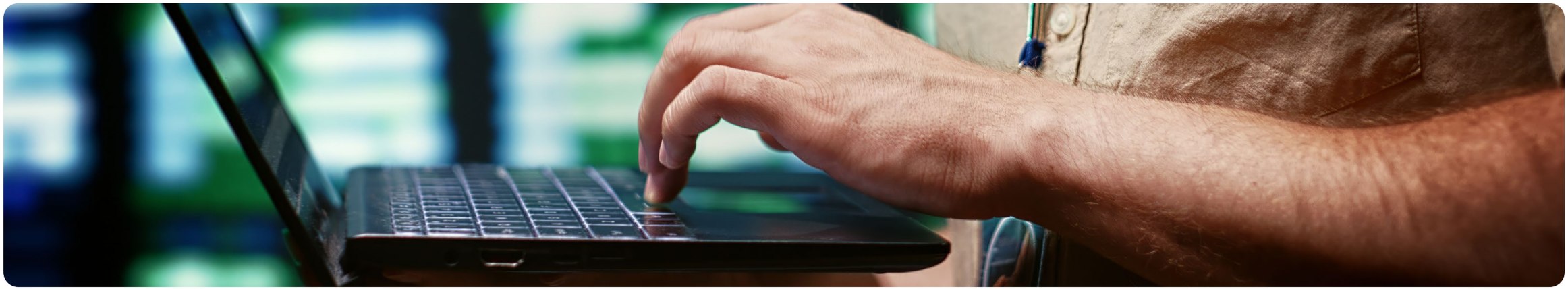
In 2024, TP-Link focused on "proactive defense, embedded processes, and full employee participation" and integrated security and privacy requirements throughout the product and operational lifecycle. The company has developed and improved a security framework aimed at quickly and transparently predicting, identifying, and responding to risks, as detailed in "Our Security Commitment".

Secure Software Development Lifecycle (S-SDLC)

TP-Link has established the S-SDLC (Secure Software Development Lifecycle) process to incorporate security and privacy protection into the software development process. During the pre-release of the product, the Company started with requirements analysis to precisely define roles and permissions, performed threat modeling, implemented API authentication and authorization, and executed security baseline testing during the testing phase. And after the product is released, the Company continuously monitors and updates security measures, fixes vulnerabilities, and updates the security baseline to ensure the long-term security of the product.

Technical protection and risk management

We comply with the information security laws, regulations and management ordinances of the regions in which we operate. We have formulated a series of policies and regulations to ensure the security of personal data and Company information in accordance with the certification requirements of the ISO 27001:2022 Information Security Management System, the ISO 27701:2019 Privacy Information Management System and other relevant systems, as well as the requirements of the information security policies of the global regions in which we operate.



TP-Link Information Security and Privacy Protection Management Measures

Protection and management of personal privacy

- The Company has established internal systems such as the *Personal Data Security Management Procedures and the Internal Information Protection Regulations* to ensure that personal information is used according to laws and regulations, and to protect the security of personal information.
- The Company ensures user privacy by publicly issuing the Privacy Policy on the official website and by publicly providing additional data protection for specific countries and/or regions.

Global information security and data management requirements

- The Company has established the *GDPR Cross-Border Data Transfer Management Code* internally to clarify and standardize the GDPR cross-border data transfer management requirements. The purpose is to ensure that the Company strictly adheres to data protection standards when handling personal data of overseas citizens.

Prevention and management of security incidents

- The Company has developed and improved the *Information Security Emergency Plan* to respond rapidly and effectively to potential information security incidents and emergencies. With the explicit plan, the Company is able to take swift action, and minimize potential losses and risks to the greatest extent.
- The Company has established internal systems such as the *Information Security Incident Management Procedures, Information Security Risk Assessment Procedures*, and *Information Security Continuity Management Procedures,* to improve the process of security incident management, and to conduct regular assessments of information security risks.
- A regular data backup mechanism is established to ensure the integrity and recoverability of Company data and safeguard business continuity.
- During the information processing and sharing process, strict control mechanisms are implemented. Information shared externally must undergo technical measures to process or redact sensitive information, and it can only be shared after applying for approval through the OA process.

The Company conducts regular risk assessments to promptly identify and address new risk factors that may impact information security. TP-Link continuously strengthens the comprehensiveness and effectiveness of management measures to ensure the Company achieves the highest standards in information security management.

TP-Link Information Security and Privacy Protection Risk Management

Leakage of personal and corporate information

Internal review: Review employee account permissions for internal operation and maintenance systems quarterly to follow the principle of least privilege; Customers' privacy is protected by the fact that employees do not have access to customers' personal data.

Internal audit: Regularly audit the IT operation and maintenance bastion host usage of each business department quarterly to ensure the security of data use.

Supplier management: Put appropriate supplier management measures in place, including assessing suppliers' security capabilities, signing contracts and monitoring their security controls.

Privacy or product security vulnerabilities result in brand compromise

Privacy and security vulnerability reporting management: The Company provides the public reporting email address to encourage customers, suppliers, independent researchers, security organizations, etc. to take the initiative to report any potential vulnerabilities to the security team. The Company also takes the initiative to obtain TP-Link product vulnerability information from the community, vulnerability library, and all kinds of security websites, to know the vulnerabilities discovered instantly.

Information security affects the stability of the Company's operations

Terminal data control: Use Microsoft's terminal control product Intune for terminal device and application management, and enable Multi-Factor Authentication (MFA) for two-factor authentication; use Microsoft's terminal data leakage prevention product Endpoint DLP to effect terminal data leakage prevention policies and control data leakage prevention.

Advanced email protection: Use Microsoft's advanced email protection product, Microsoft Defender for Office 365, to enhance spam filtering capabilities, initiate email training topics, and conduct regular phishing email drills.

Deployment of intranet Intrusion Detection System (IDS) + intranet Web Application Firewall (WAF) + honeypot: Deploy intranet security awareness and defense systems using snort, Chaitin SafeLine, and Hfish, an open source interactive honeypot.

Deployment of vulnerability scanning system: Use Chaitin X-Ray vulnerability scanning system to conduct penetration testing on the Company's system services.

Training and culture building

TP-Link conducts information security-related training for employees of different subsidiaries to continuously enhance their information security awareness and capabilities. In 2024, the Company conducted 430 employee information security training sessions, an increase of 407 sessions compared to 2023, covering 100% of the employees at manufacturing centers.

Case **Information security training**

In 2024, TP-Link's Shenzhen Manufacturing Center held 219 sessions of personal information security training for employees under the Company's unified plan, and 35 individuals received specialized training in personal information security. Information security training covered 100% of employees. In 2024, the Company also conducted two emergency drills to verify the effectiveness of information security emergency plans.

Metrics and Targets

By June 2025, HQ, TPC, Shenzhen R&D Center, and all manufacturing centers have passed the ISO 27001:2022 Information Security Management System certification. HQ and TPC have passed the ISO 27701:2019 Privacy Information Management System certification. TP-Link uses quantifiable indicators to measure the effectiveness of information security and privacy protection management and aims for an excellence goal of "zero significant incidents".

TP-Link Resource Utilization and Circular Economy Targets and Progress

Metric	Target	Progress in 2024
Coverage rate of ISO 27001:2022 Information Security Management System certification	100%	✓
Coverage rate of ISO 27701:2019 Privacy Information Management System certification	100%	✓
Number of significant information security incidents	0 incidents	✓
Number of training sessions on employee personal information security	——	430

0 incidents
of penalty for violating information security laws and regulations.

0
incidents of significant information security.

12,469 person-times
had participated in the personal information security training for employees.

Quality of products and services

Impacts, risks and opportunities

TP-Link has established a comprehensive quality management system and continuous improvement mechanism that covers the entire product lifecycle. This system systematically improves product reliability, service response speed, and customer satisfaction, ensuring the health and safety of customers. We closely monitor changes in market and user demands, strictly regulate production and delivery processes, and focus on preventing quality risks, optimizing the customer experience, and leveraging high-quality products and services as a core competitive advantage to ensure the long-term stable operation and brand value enhancement of the Company.

Impacts, Risks, and Opportunities Related to Quality of Products and Services of TP-Link

Impacts	**Positive impacts:** The safety and quality of products and services are directly related to consumers' product experience, safety, and satisfaction. This affects the Company's brand image and market share. Ensuring products and services enhance customer trust, strengthens the Company's competitiveness, and promotes long-term business growth. **Negative impacts:** If a product has design flaws or manufacturing defects, it may cause functionality failures or safety hazards during use by customers, which will damage consumer rights, trigger doubts about the product's reliability in the market, and shake the brand's trust base.
Risks	**Product quality risks:** If product quality does not meet the standards or regulatory requirements in the places where the Company operates, the Company may face administrative penalties, product recalls, and legal lawsuits. Additionally, consumer complaints may lead to a decline in reputation, thus forming a "quality accident-customer loss-market share shrinkage" vicious cycle, and decreasing the Company's market share.
Opportunities	**Introduction of smart technology:** By introducing the intelligent quality inspection system, IoT monitoring technology, and customer feedback data analysis platform, the Company can upgrade quality and service management across the entire lifecycle from R&D to after-sales. For example, using blockchain technology to build a full lifecycle traceability system and applying AI big data systems to improve customer feedback efficiency, which will improve product and service quality and increase the Company's market share.

Management system

TP-Link has established an end-to-end quality management system covering the product lifecycle (design, R&D, manufacturing, sales, and service) to ensure product reliability and consistency. The Company has a cross-functional quality management team that covers R&D quality, supply chain quality, manufacturing quality, and customer service quality, ensuring that quality goals are effectively broken down and implemented across all stages.

The Company has developed and strictly enforced various internal systems, such as the *Product Quality Early Planning Management Procedures, Product Traceability Control Procedures, Product Recall Control Procedures, Customer Satisfaction Management Procedures,* and *Customer Complaint Handling Specifications* to standardize and streamline quality management activities.

Key actions

TP-Link strengthens the closed loop of front-end prevention, process control, and back-end feedback to systematically enhance product and service quality.

Full-process quality control

TP-Link's quality management process spans product R&D, production, and market launch. A comprehensive product quality evaluation and improvement mechanism has been established to ensure quick understanding of customer needs and product conditions, identify common issues, and create improvement measures to enhance product quality and guarantee customer health and safety.

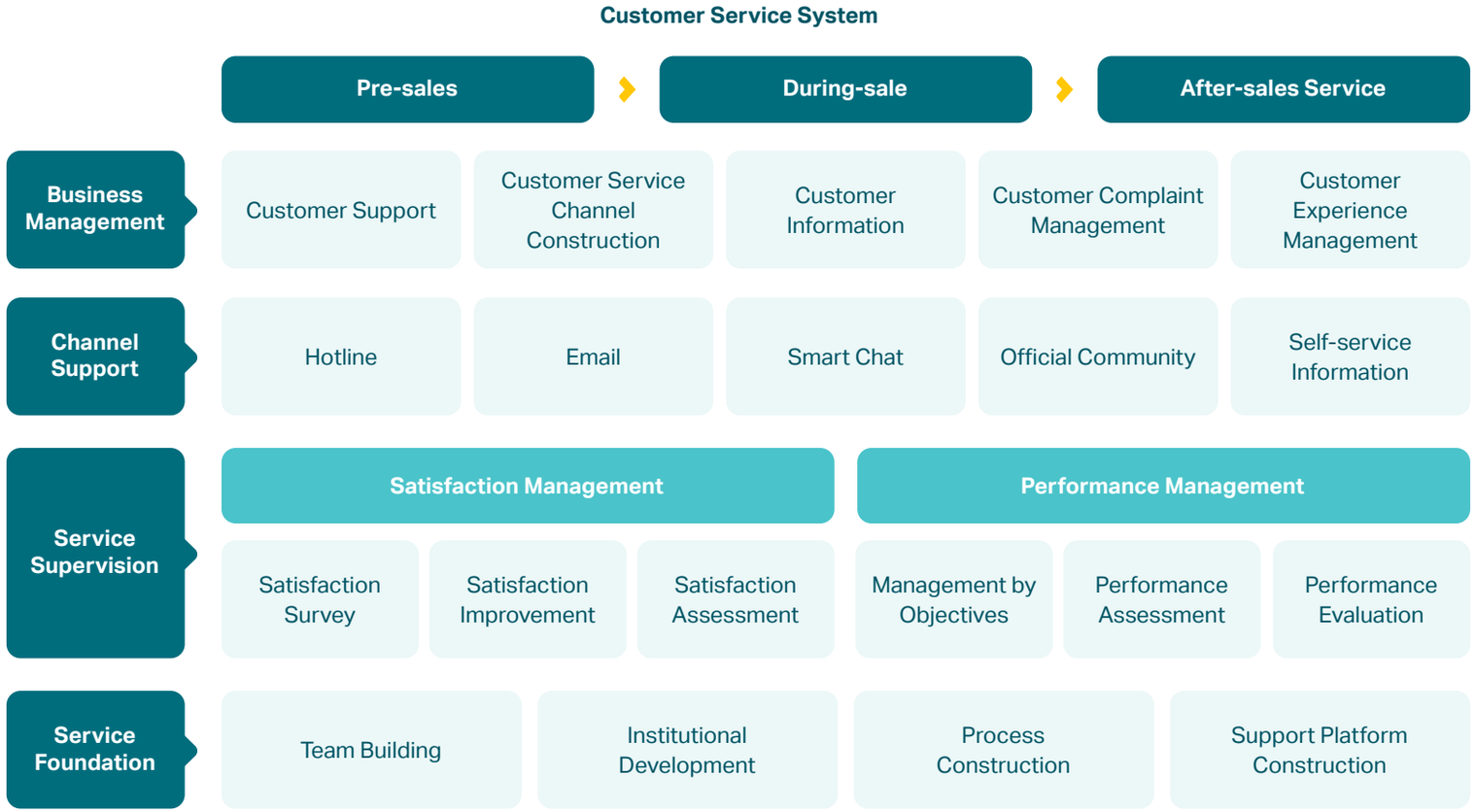
TP-Link Product Quality Management Processes and Initiatives

During product development	During product manufacturing	After product launch
• Implement horizontal evaluation of the competing product, system testing, and other tasks to comprehensively evaluate the product's market experience, which will serve as a key reference for the product's production decisions.	• The factory's quality department conducts comprehensive design validation testing and tests each product on the production line to ensure that mass-produced products meet strict quality control standards.	• Closely monitor customer feedback on the product, identify key quality weaknesses, resolve quality issues quickly, and continuously improve product quality and user experience.

Customer service and support system

TP-Link follows the principle of "ensuring customer satisfaction and going beyond mere satisfaction" to build an efficient customer service system. The aim is to ensure customers receive high-quality and efficient service throughout the entire product lifecycle.

TP-Link has a well-established internal customer service handling mechanism and complaint management process. After the factory receives the customer complaints, TP-Link ensures that the customer complaints can be handled in a timely and effective manner through quick response, analysis, improvement, reply and follow-up. TP-Link will take the initiative to follow up on customer usage. The Company will closely track customers' evaluations of products on e-commerce platforms after the products are marketed, provide early warning on abnormal data based on cloud data, and then actively follow up on potential problem elimination.



The Company has established an IT platform that supports the entire process and all areas of quality management. Additionally, the Company has adopted a three-line processing mechanism from basic technical support and professional technical support to the product development team tier by tier. TP-Link strives to deal with the problems and opinions proposed by customers in a timely and effective manner.

Customer Service Handling Mechanism

Self-service Information Support (Level 0)	• FAQs, videos, software upgrades, and other materials are available through the Support website for users to refer to for self-help solutions.
Basic Technical Support (Level 1)	• Consulting about product features is answered via phone, email, chat, and community channels, to guide product installation, configuration, and troubleshooting, and provide warranty services.
Specialized Technical Support (Level 2)	• For complex/difficult problems that cannot be solved by basic technical support, in-depth troubleshooting and front-end and back-end analysis are conducted remotely to provide solutions.
Product R&D Team (Level 3)	• For complex/difficult problems with serious impact, cooperation with specialized technical support is carried out to conduct remote diagnosis, repair software problems, and correct hardware defects.

In terms of customer communication channels, the Company harnesses a variety of service channels and tools, including customer service hotline, online chat, email support, APP service portal boards, and social media, to provide multiple types of services to users at home and abroad, such as installation and configuration guidance, product performance optimization, product troubleshooting, and return merchandise authorization (RMA). The Company collects customer feedback through market research, customer interviews, online evaluations and other means to keep abreast of customer needs and opinions and improve customer experience.

Additionally, the Company has established the TP-Link Community, which consists of three sub-communities, namely Home Network, Smart Home, and Business, with dedicated personnel responding to customers' feedback and releasing official guidance materials, guiding customers to use the products correctly and actively providing solutions to problems proposed by customers. If a customer complains about untimely or unsatisfactory service in public through the community, the Company will internally check the details of the customer's feedback case in time and confirm it via Outlook e-mails or forward it to the subsidiary to take over and follow up.

In terms of customer service team building, the Company has a specialized customer service team, including a pre-sales technical team, an after-sales technical team, and a customer service team. They each have their own duties and work together to provide customers with all-round services. Moreover, the Company also continuously strengthens the training and management of service personnel, including service norms and risk control, principles of responding to complaint cases and handling skills, and call center service satisfaction, to improve the professionalism and service awareness of the staff, and to ensure that service personnel can provide customers with a better quality service experience.

TP-Link's Measures to Optimize Service Quality of Customer Service Teams in 2024

Initiatives	Content
Customer service training	Conduct training for team members in key areas including effective communication, de-escalation skills, soft skills, and the application of empathy in customer interactions.
Product knowledge training	Conduct ongoing product-related knowledge training to ensure service team members have in-depth knowledge of products, and to improve customer satisfaction.
User surveys	Promote external surveys to actively encourage customer experiences. Additionally, compliments and positive feedback received from customers are shared with the leadership to commend excellent service.
Quality review	Perform monthly quality assessments of all support channels to ensure high-quality customer service and adherence to best practices.

Empowerment and satisfaction surveys

The Company conducts irregular product-related training, including product knowledge training, product seminars, and customer training, based on local business and customer needs.

Case **TP Link holds Asia Pacific Enterprise Partner Summit**

In June 2024, TP Link held the Asia Pacific Business Partner Summit in Bangkok, Thailand, with the theme of "Together, Powering the Future", bringing together more than 800 customers and partners from 18 countries and regions including Japan, South Korea, and Malaysia. Under the wave of digital transformation, TP Link focuses on the research and development of high-quality and reliable comprehensive network and monitoring solutions. Through advanced and unified software and hardware services, it strengthens network security and helps partners enhance their competitive advantages in the industry.

Case **TP Link conducts product exchange at IFA exhibition**

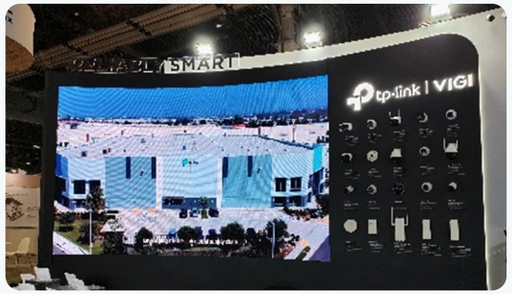
During the 2024 IFA Centennial Celebration Exhibition, TP Link conducted product exchanges based on business and customer needs. On site display of Tapo robotic vacuum cleaners, security cameras, Deco networking solutions, Archer routers, and Omada systems, and collaboration with Samsung SmartThings for roadshows and interactive sessions to help customers familiarize themselves with product features and application scenarios.

Case **TP Link conducts product training for Omada partners**

In September 2024, TP Link conducted training for Omada partners based on local business and customer needs. At the Omada Partner Summit in Vancouver, Canada, not only was product knowledge explained and practical functions such as management and configuration of related solutions introduced, but seminars were also held to exchange product usage methods and share experiences with partners in different industries. At the same time, technical support and application guidance were provided to help everyone better understand, promote, and use the product.

HQ

Headquartered at ISC West Security Exhibition in Las Vegas, USA (the largest in North America), showcasing monitoring solutions, technologies, and products, explaining compliance security points, conveying product knowledge through interaction, and conducting targeted training and exchange.



TP-Link Korea

In May 2024, TP-Link Korea held the Next-Generation Network Solutions Seminar in Seoul's EL Tower to introduce Passive Optical LAN (POL) technology to B2B customers and industry professionals. This training-oriented seminar deepened the understanding of key stakeholders regarding network quality and next-generation infrastructure.

TP-Link Japan

Each year, TP-Link Japan increases customer awareness of the Company's products and services and improves the motivation of customers to promote the Company's products through multiple exhibitions and door-to-door training for channel customers.

TP-Link Greece

In 2024, TP-Link Greece held a total of 32 product-related training sessions, with 636 participants. The training covered internal company training, joint training with customers, and webinar sessions. The training topics included the Omada product line, OCNA wireless technology, VIGI VMS cloud system, and the Soho and Tapo product lines.

TP-Link South Africa

In April 2024, TP-Link South Africa organized a special training session for 22 participants, including the sales team, major customer managers, and channel support staff. The training, themed "Sales Skills and Product Excellence", further enhanced confidence in selling the Company's products, unified the understanding of product strategy priorities, and strengthened the ability to respond to customer needs and address competitive product doubts in the market.

The HQ customer service team always focuses on providing personalized, professional, and empathetic service, which continuously drives increased customer satisfaction and trust.

Case **Customer satisfaction survey by HQ**

In 2024, North American call centers continued to conduct customer satisfaction surveys for B2B customers in North America. The online chat channel, as a key method for quick response and resolving customer inquiries, achieved an overall customer satisfaction rate of 97.04%. The phone support channel had an average customer satisfaction rate of 94.41%. The email support also showed high customer satisfaction, further confirming the positive impact of the localized support model.

Traceability and emergency response

The Company has established the *Product Traceability Control Procedures* and the *Product Recall Control Procedures*. When products delivered to customers are found to have mass defects (including those that pose potential health or safety risks to customers), the Company will take actions such as initial assessment, abnormal analysis, recall plan formulation, recalled product analysis, and processing, promptly notify relevant parties, implement product recalls, and rapidly control related products, thus minimizing potential harm.

Case **Product traceability simulation drill by TP-Link**

In December 2024, TP-Link organized a finished product traceability simulation drill to verify the Company's ability to quickly locate the source of issues and implement effective responses when safety hazards or potential risks are identified in the products sold. The drill was based on specific orders and traced finished products back to the corresponding raw materials to comprehensively evaluate the actual effectiveness of the product traceability system. The results showed that with complete and traceable process records, the traceability system is effective and possesses good traceability capabilities.

Metrics and Targets

By June 2025, all manufacturing centers have obtained and maintained ISO 9001:2015 Quality Management System certification to ensure continuous delivery of products that meet customer and legal/regulatory requirements.

TP-Link Product and Service Quality Management Targets and Progress

Metric	Target	Progress in 2024
Coverage rate of ISO 9001 Quality Management System certification at manufacturing centers	100%	✓
Overall customer satisfaction	≥ 95%	96.45% (H1: 96.55%, H2: 96.35%)

1,815 product quality training sessions were conducted for employees, covering **36,074** **people** and totaling **62,026** **hours**

462 product quality training sessions were conducted for suppliers.

97.04% customer satisfaction rate was achieved for online chat and **94.41%** satisfaction rate for phone support.

R&D innovation and intellectual property protection

Impacts, risks and opportunities

TP-Link consistently regards R&D innovation and intellectual property protection as the core engine driving sustainable development. By building a systematic innovation management framework and intellectual property risk prevention mechanism, the Company continues to advance core technological breakthroughs and achievement transformation.

Impacts, Risks, and Opportunities Related to R&D Innovation and Intellectual Property Protection of TP-Link

Impacts	**Positive impacts:** A strong R&D innovation capability can drive technological breakthroughs and product iterations, and enhance the Company's core competitiveness and market share. A comprehensive intellectual property protection system can safeguard innovation achievements and strengthen the Company's technological barriers and brand value. **Negative impacts:** If R&D investment is insufficient or the innovation mechanism is not sound, it may lead to key technological lag and decreased product competitiveness. Inadequate intellectual property protection could lead to core achievements being infringed or leaked, resulting in the loss of intangible assets and suppressing innovation enthusiasm.
Risks	**R&D direction risks:** If the R&D direction deviates from market trends or the R&D efficiency is low, innovation results may not be converted, leading to resource waste and missed strategic opportunities. **Management vulnerability risks:** Vulnerabilities in intellectual property management may lead to infringement disputes or leakage of core technologies, resulting in significant legal lawsuits, reputation damage, and decreased market competitiveness.
Opportunities	**Enhancing R&D capabilities:** By increasing R&D investment and establishing an open innovation mechanism, the Company can embrace emerging technologies like AI and IoT to improve innovation efficiency. **Intellectual property strategic layout:** By strategically managing intellectual property, such as creating high-value patent portfolios and participating in standard setting, TP-Link can not only defend against risks but also create technological barriers and open new business growth opportunities through technology licensing and joint development.

Management system

TP-Link insists on innovation-driven development and strives to provide better solutions to users while promoting the healthy and orderly development of the industry. TP-Link has established a cross-departmental innovation management system, supervised by the Board of Directors and led by the R&D Center. Regarding patent application and management, TP-Link follows the *Patent Management Measures*, where the IPR (Intellectual Property Rights) team evaluates and forms feedback after receiving patent proposals. A patent review committee evaluates and grades proposals from multiple dimensions to determine patent value and implement different application strategies based on patent level.

Key actions

Industry-academia-research and participation in standards

TP-Link always maintains an open collaboration approach, actively participates in and promotes the formulation of industry and association standards, aiming to establish a technological benchmark within the industry and guide the direction of technological innovation.

Case **Active participation in wi-fi industry conferences**

TP-Link regularly participates in online meetings of multiple task groups within the Wi-Fi Alliance (WFA), such as Wi-Fi 8 TG, Wi-Fi 7 TG, Multi-AP TG, Security TG, and AFCTG, for technical discussions and voting.

TP-Link also frequently participates in offline compatibility testing activities and member conferences of the WFA, such as the roaming testing and 6GHz AFC testing, Wi-Fi security testing activities, and the 2025 Asia Pacific Member Conference. During the event, multiple effective suggestions and proposals were put forward for the WFA protocol and test plan, contributing to the evolution and practical application of Wi-Fi technology.

Technology ethics governance

For smart home products involving AI and biometric recognition, TP-Link integrates technology ethics deeply into the entire R&D process. The Company has established a technology security team to be uniformly responsible for creating policies related to technology ethics, conducting risk assessment, and managing compliance. This team systematically promotes ethical standards throughout technological R&D and product operation to ensure that the Company complies with the legal standards of the U.S., EU, and other operating locations, and achieves responsible and trustworthy technological development.

TP-Link Technology Ethics Management Measures

Management phase	Management content
Project initiation phase	• Collate compliance guidelines for AI/biometric recognition based on the laws and regulations of different countries, and guide product departments in designing compliant functional requirements. • According to the best security practices or industry security standards, the technology security team collates AI/ biometric technology safety risks to guide product R&D and identify risks in advance.
R&D phase	• The technology security team and other parties involved in R&D review technical security designs, and conduct data protection impact assessments (DPIA), especially when handling sensitive data such as biometric recognition.
Testing phase	• The technology security team performs penetration testing to verify if security design and privacy design meet the requirements defined in the product design phase.
Acceptance phase	• The product, R&D, testing, and security teams conduct acceptance of the testing conclusions and evaluate whether the security and privacy designs meet shipment requirements.

Talent and team building

TP-Link continuously recruits reserve cadres and expert-level research talent through campus and social recruitment. The Company also adopts various incentives, such as reimbursement for professional qualification certification fees, patent achievement rewards, and professional technical grading systems, to effectively stimulate the innovation of R&D personnel and provide strong talent support for the Company's continuous innovation.

To encourage R&D engineers to pursue excellence in technology, think proactively, and continually explore, TP-Link has established the "Talent Award" and implemented a systematized management process. At the beginning of each year, each department needs to set an annual technological breakthrough plan to clearly define the innovation direction and goals and to effectively drive technological progress and knowledge accumulation. This fully reflects the Company's high recognition and substantial return on innovative behavior and achievements.

Additionally, to foster a culture of innovation for all employees and strengthen intellectual property awareness, TP-Link has launched an invention patent declaration incentive policy for all employees. The policy rewards employees in phases, with the initial reward given after patent applications are accepted and the final reward issued once patents are granted, which symbolizes the Company's continuous investment and return on achievements in driving technological innovation and intellectual property protection.

Metrics and Targets

In 2024, the Company filed a total of

868 patents with **468** authorized.

Compared to 2023, the number of patent applications increased by **225%** and the number of granted patents increased by **44.05%**

In 2024,

257 employees received the Talent Award

102 employees were rewarded for invention patents.

Talent and Care

Impacts, risks and opportunities

TP-Link's high-quality development relies on talent cultivation and growth. A well-established employee management framework is an important cornerstone of the Company's continuous development and efficient operation. Employees' capacity development is a key driver for the Company's progress. Every year, the Sustainability Committee sets strategies and annual work goals, which are then planned and broken down for execution by the human resources departments. This is to provide a good development environment for employees and continuously empower employees to grow.

Impacts, Risks, and Opportunities Related to Employee Management of TP-Link

Impacts	**Positive impacts:** A diverse team can significantly enhance innovation and global market competitiveness through cross-cultural communication capabilities and diverse perspectives. At the same time, the Company establishes compliant employment processes to avoid legal disputes and enhance trust between customers and investors. **Negative impacts:** Ignoring employee management by the Company may lead to employment compliance and occupational health issues, reduced employee satisfaction, higher turnover, and ultimately weaken the Company's competitiveness, which can further affect social image and reputation.
Risks	**Legal and compliance risks:** Violating labor or occupational health and safety laws and regulations could lead to administrative penalties, lawsuits, and financial compensation. **Reputation and talent risks:** If employees feel their rights are violated, benefits are insufficient, or their occupational health is affected, they may leave, leading to talent loss. This not only increases the subsequent recruitment and training costs of the Company but may also affect its business continuity and stability.
Opportunities	**Talent competitive advantage:** Focusing on employee management helps build a positive corporate image, showcasing the Company's care for employees and commitment to social responsibility. This enhances the Company's brand value and market competitiveness, attracts more consumers and partners, and increases sales and market share. **Innovation efficiency improvement:** A diverse team brings broader market insights and innovative ideas and enhances the global adaptability of products and services.

Employment compliance, equality and inclusion

Management system

TP-Link employs various types of workers, including labor contract employees, dispatched workers, and consultants. The Company has established a comprehensive governance system for employment compliance, equality and inclusion to ensure responsible employment practices worldwide. TP-Link has developed systems such as the Human Rights Policy, Management System for Anti-Discrimination and Anti-Harassment, and Recruitment and Employment Management Measures to explicitly prohibit any form of discrimination, harassment, and forced labor.

The HR department of TP-Link has established an employee relations specialist to oversee compliance in employment and ensure effective policy implementation. The Company regularly conducts internal audits and third-party audits (e.g., RBA VAP) of employment practices to ensure ongoing compliance with local laws, regulations, and customer codes of conduct. Additionally, the Company has established multiple communication mechanisms, such as the Employee Representative Assembly, Labor Union, and employee suggestion boxes, to ensure that employees' rights and opinions can be expressed freely.

Key actions

Employment compliance practices

We strictly comply with all legal and regulatory requirements at every operational site, establish standardized employment relationships with our staff, including but not limited to signing legally recognized labor contracts and written employment agreements, and fulfill corresponding social insurance or welfare contribution obligations in accordance with the law, striving to ensure legal, fair, and transparent labor relations worldwide. Shenzhen Manufacturing Center and Vietnam Manufacturing Center have signed the Collective Labor Agreements with employees, covering 100% of the employees to ensure fairness and transparency in working conditions and employment terms.

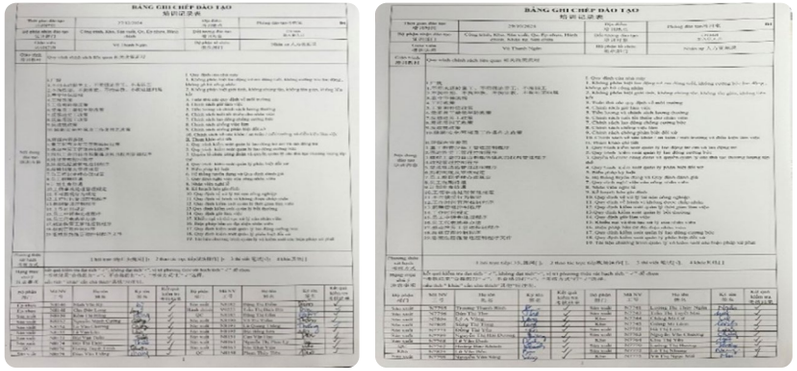
In recruitment, the Company strictly reviews applicants' background information and valid identity documents to prevent child labor. The Company has established policies prohibiting forced labor and takes measures to avoid such incidents. Additionally, we have formulated emergency remedial procedures, and once child labor or forced labor is identified, we will immediately start management procedures to ensure that the rights and interests of relevant personnel are guaranteed to the greatest extent.

Promoting equality and inclusion

TP-Link firmly supports employee diversity and does not discriminate against employees based on gender, age, nationality, ethnicity, religion, skin color, language, or domicile during recruitment or promotion. The Company strongly opposes all forms of discrimination and harassment and is committed to creating an inclusive and respectful working environment with cooperation and win-win as the core. Based on this foundation, TP-Link ensures that every employee has equal and fair development opportunities, to drive the continuous prosperity and progress of the Company.

Case **Training on equality, inclusion and anti-discrimination for new employees at Vietnam Manufacturing Center**

In 2024, Vietnam Manufacturing Center organized a special training session titled "Equality, Inclusion, and Anti-discrimination" for 2,476 new employees. This training aimed to help employees understand the Company's policies and management standards from the outset, and significantly enhance their awareness of diversity and inclusion and code of conduct. After training, each employee signed a training record, and the training session lasted 3 hours for each person, totaling 7,428 hours of training.



Equality, Inclusion, and Anti-discrimination Training Record Form of Vietnam Manufacturing Center

Case **Employee manual and feedback channels of TP-Link Japan**

In 2024, TP-Link Japan updated the Employee Manual to include guidelines on employee relations management and clarify measures and standardized processes for preventing workplace bullying and harassment. To ensure these measures are implemented, TP-Link Japan also set up an "exclusive window for harassment consultation" to provide employees with an accessible feedback and support channel.

Metrics and Targets

TP-Link Employment Compliance Targets and Progress

Metric	Target	Progress in 2024
Incidents of child labor, forced labor, discrimination, and harassment	None	✓
Human rights violations	None	✓
Incidents of child or underage employment	None	✓
Coverage rate of employee human rights training	100%	✓
Coverage rate of personnel compliance recruitment training	100%	✓

No human rights violations were reported during the year. All manufacturing centers passed the

RBA VAP audit and received the silver certification.

Equality and inclusion-related training covered

12,871 employees

achieving

100% coverage

for all employees of HQ and manufacturing centers.

Employees' rights, benefits, and welfare

Management system

TP-Link has established a systematic protection system for employees' rights, benefits, and welfare to ensure fair, compliant, and competitive employment conditions globally. The Company has developed internal policies such as the Employee Manual, Remuneration and Benefits Management System and Performance Evaluation Management Measures to clearly define employees' rights and welfare standards.

Management System of Employees' Rights, Benefits, and Welfare

Organizational communication mechanism	• Establish multi-level communication channels, such as the Employee Representative Assembly, Labor Union, and employee symposiums, to ensure timely response to and effective resolution of employee concerns.
Supervision and execution system	• The HR department sets up employee relations management positions and regularly conducts employee satisfaction surveys. • The Operation Quality Department is responsible for compliance audits to ensure the proper implementation of policies.
Welfare system design	• Build a comprehensive welfare system that includes statutory welfare, supplemental welfare, and life care to meet the diverse needs of employees.

Key actions

In 2024, TP-Link continued to improve protection for employees' rights, benefits, and welfare through system optimization, standard upgrades, and personalized care.

Employee rights and benefits

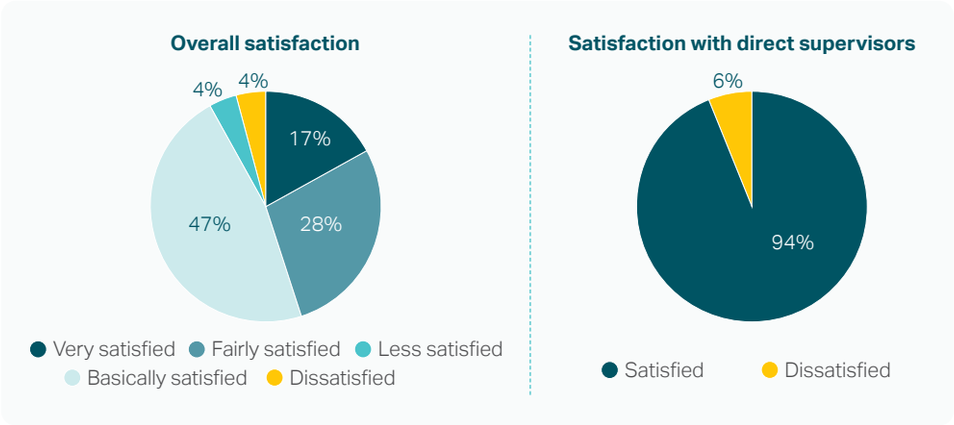
TP-Link emphasizes the protection of basic employee rights and benefits, and highly values the two-way communication mechanism with employees. The Company has established the Employee Representative Assembly and the Labor Union, for which employee representatives are elected. Regular meetings of the Employee Representative Assembly and employee symposiums are held to address topics such as the Company's development direction, policy formulation, and employees' welfare, allowing for timely understanding of employee needs and concerns.

In 2024, the Company conducted an employee opinion survey through questionnaires. Based on the survey results, improvement plans were developed to address key issues to gradually optimize and improve the Company's management. The Company also provides an employee suggestion box to widely and directly collect feedback from employees.

Case **Employee opinion survey by Shenzhen Manufacturing Center**

Shenzhen Manufacturing Center irregularly distributes satisfaction survey questionnaires to all employees to collect feedback on their satisfaction with the Company and valuable suggestions.

In 2024, the overall satisfaction rate of employees at the Shenzhen Manufacturing Center reached 92%, and 94% of employees expressed satisfaction with their direct supervisors. The rate of resolving employee complaints and feedback was 100%. The Company will continue to maintain an open and inclusive attitude, actively listen to employees' voices, continuously improve shortcomings, and strive for mutual growth and development with employees.



Welfare protection

TP-Link highly values the protection of employees' basic rights, benefits and welfare and continuously improves welfare system across subsidiaries in various countries and regions. We ensure that all employees are provided with legally required insurance and actively establish supplementary welfare plans to comprehensively enhance employees' sense of belonging and happiness.

TP-Link Welfare System[1]

Employee physical examination
Regular physical examination for all engineers, and pre-work, on-the-job, and off-the-job physical examination for employees in positions involving risk factors.

Supplementary insurance
Purchasing supplementary insurance for engineers.

Holiday benefits
Holiday premiums or gifts for legal holidays, and electronic greeting cards or physical birth-day gifts for employees' birthdays.

Activity benefits
Activity funds for travel, team building, physical exercise, departmental activities, year-end dinner.

Work benefits
Free shuttle service for engineers.

Welfare for female employees
Breastfeeding leave, flexible working hours, mother and baby room, Women's Day activities, health symposium for female employees.

Note 1: This welfare system applies to all operating points in Shenzhen, China.

Case **Fun sports meeting activities at Dongguan Manufacturing Center**

To enrich employees' extracurricular cultural life, share the joy of sports, and enhance employees' satisfaction and sense of belonging, the Dongguan Manufacturing Center held the second Fun Sports Meeting. The event included team and individual competitions, with generous prizes, which received a great response. The number of registered participants reached more than 300. During the meeting, every participant fought hard and competed fiercely, showing a positive style.

Fun Sports Meeting Site

Case **TP Link South Africa organizes themed dinner party**

In 2024, TP Link South African will continue to optimize employee experience through two themed dinners, from "collaboration and interaction" to "value recognition". In the Q3 event, employees will sit together for meals and participate in interactions, deepening cross-departmental connections in a relaxed atmosphere; The Q4 activity has added exclusive recognition for outstanding employees to further convey recognition of the employees. The two activities progressed layer by layer, effectively enhancing employees' sense of identity and team cohesion.

Party photos

Case **Gift presenting on women's day at Vietnam Manufacturing Center**

The Labor Union of the Vietnam Manufacturing Center always focuses on the sense of happiness and belonging of female employees. On March 8, 2024, the Labor Union organized a gift presenting event for all female employees, and the gift set for each female employee was worth VND100,000. The event not only brought warmth and joy to the female employees but also enhanced team cohesion and the employee's sense of belonging. It also highlighted the corporate culture concept of caring for employees and respecting women, and actively creating an inclusive and respectful working atmosphere.

Gift Presenting Event Site on International Women's Day

Metrics and Targets

TP-Link Employee Rights and Benefits Targets and Progress

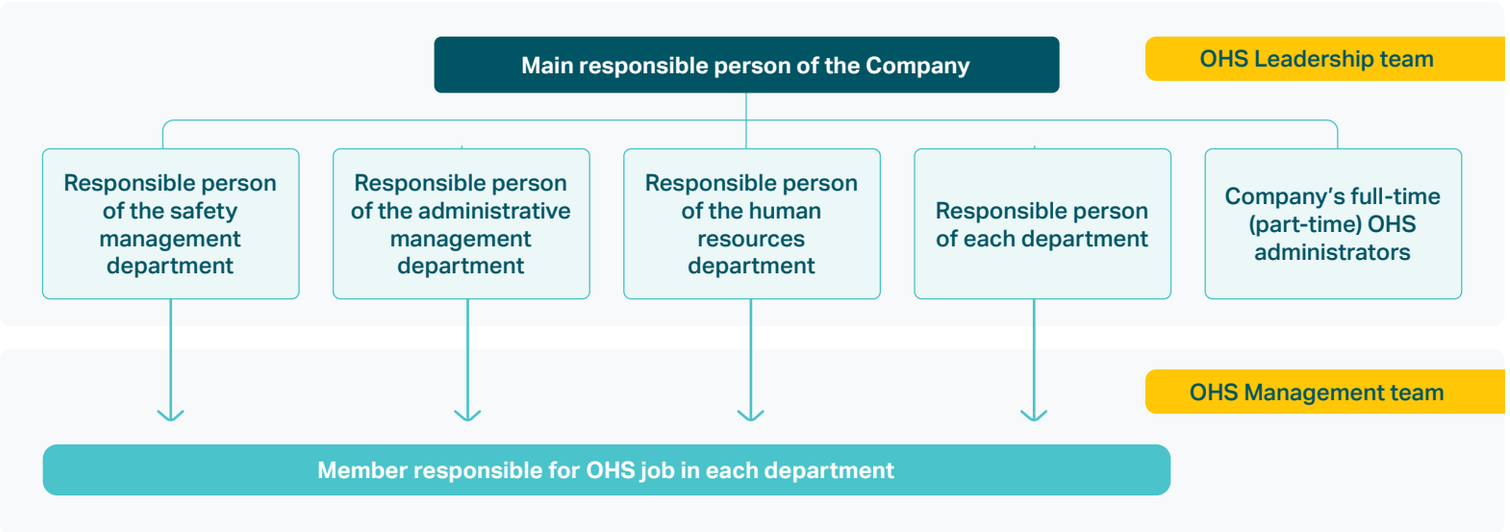
Metric	Target	Progress in 2024
Resolution rate of employee complaints and feedback	100%	✓
Overtime payment rate	100%	✓
Number of employee symposiums	At least once per month	✓
Coverage rate of holiday and birthday benefits for in-service employees	100%	✓

Occupational health and safety

Management system

Adhering to the principle of "Life First, Safety First", TP-Link has established an occupational health and safety management system based on the ISO 45001:2018 standard to ensure systematic control of health and safety risks. The Company has established more than 30 management systems, including the Regulations on Health and Safety Management, the Occupational Health Archives Management System, the Measures for Management of Occupational Disease Prevention, and the Hazardous Operation Approval System, which cover various aspects such as risk identification, operation control and emergency response.

Organizational Structure and Responsibilities of TP-Link Occupational Health and Safety Management



Leadership team

Responsible for overseeing the Company's establishment of the occupational health and safety management system, resource allocation, division of responsibilities, and guidance on specific implementation.

Management team

Responsible for conducting occupational health and safety management according to national laws and regulations, and responsible for organizing, coordinating, supervising, and implementing the Company's occupational health and safety policies.

Key actions

In 2024, TP-Link continuously improved occupational health and safety management through engineering technical improvements, optimized management measures, and enhanced employee capabilities.

Risk control and engineering improvements

TP-Link systematically integrates the monitoring and assessment of occupational disease hazards into the core process of occupational health and safety risk management. Based on this, targeted control measures are developed and implemented to reduce the risk of occupational diseases at the source.

The Company continuously monitors key indicators closely related to occupational health and safety performance, including occupational hazard detection, protective equipment configuration and usage, safety education and training coverage, completeness of the emergency response mechanism, and drill frequency, etc. Through systematic data analysis, hazard identification, and real-time rectification, TP-Link has achieved precise identification and dynamic control of potential risks, and significantly reduced occupational hazards and safety incidents.

By the end of the reporting period, the Company had completed occupational disease physical examinations for all employees working in positions involving occupational disease hazards, with no cases of occupational disease detected.

In 2024, the Company had 32 work-related injury incidents, primarily due to equipment and facilities issues, inadequate safety awareness, and improper operations by employees. Following these incidents, the Company took active measures such as equipment maintenance, updating, and employee training and education to prevent similar issues from recurring. Meanwhile, the Company also applied for work injury compensation according to the Regulations on the Administration of Work-related Injuries and expressed care and condolences to the families of affected employees.

Case

Occupational disease prevention and management at Shenzhen Manufacturing Center

In 2024, the Shenzhen Manufacturing Center made safety improvements to the Matrix Tray Server (MTS) by changing the installation button to a normally closed state. This change effectively avoided the safety hazard of employees' fingers getting scraped or squeezed between the pick-and-place machine and the MTS due to the button's location when pressing the button.

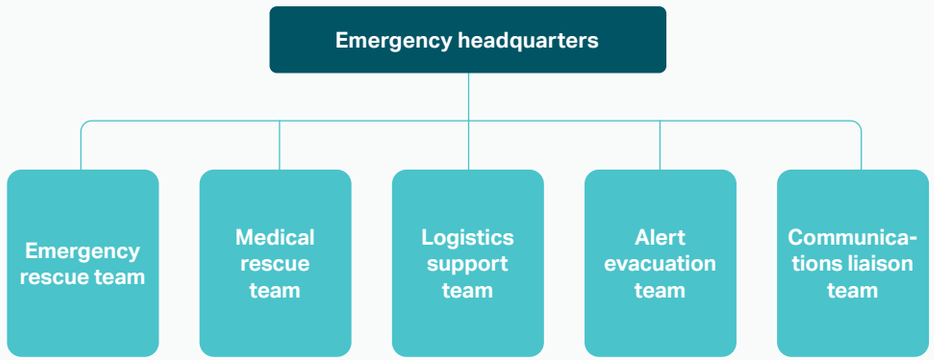
Additionally, during an occupational health and safety risk factor identification process, the Shenzhen Manufacturing Center found a risk of employees mistakenly touching and getting caught in the gaps of the body connection table. To mitigate this risk, a protective baffle was added to prevent potential accidents.

Emergency management and drills

In terms of guaranteed work safety, TP-Link has constructed a comprehensive work safety emergency response organization system and emergency plan to ensure that in the event of a safety accident, the initial rescue actions can be activated quickly and carried out efficiently, while achieving smooth and orderly personnel evacuation processes, minimizing the possibility and impact of accidents, and ensuring the safety of the company's operations and employees.

To strengthen work safety management, TP-Link has formulated an exhaustive Work Safety Emergency Response Classification Scale, clearly delineating different classes of emergencies and confirming the response conditions and specific countermeasures corresponding to each class one by one, to ensure the safety and stability of the Company's operation. In addition, the Company organizes safety emergency drills on a regular or irregular basis to effectively enhance employees' knowledge of work safety and strengthen their ability to respond to emergencies, to effectively safeguard the lives and properties of all employees.

Work Safety Emergency Response Organization System



TP-Link Work Safety Emergency Response Classification Scale

Response level	Response conditions	Corresponding measures
Workshop level	Accident hazards and impacts are confined to a single area or position and can be handled without the allocation of company resources.	The Company shall start the on-site disposal plan, organize and report the emergency disposal by workshop, and be ready to expand the emergency response.
Company level	Accident hazards and impacts are more than a single area, but still limited to the company's scope, and can be dealt with by mobilizing the Company's internal resources.	The Company shall start the comprehensive emergency response plan, immediately organize emergency disposal, report to the regulatory authorities as appropriate, and be ready to expand the emergency response.
Societal level	Accident hazards and impacts exceed the handling scope of the Company and require the local government to coordinate social resources to dispose of the accident.	The Company shall start the comprehensive emergency response plan, carry out prior disposal, and report to the local government to request social emergency response (rescue) beyond the Company's capabilities. After the intervention of the local authorities, the Company shall obey the unified command.

TP-Link Work Safety Management Measures

Workplace inspections

- Inspection frequency: Daily, monthly, quarterly, and annual inspections.
- Inspection types: Comprehensive inspections, rainy season inspections, holiday inspections, and special inspections (for electrical, fire safety, chemicals, hazardous positions, special equipment, and special operation personnel).
- Formulate various safety inspection systems, regularly carry out safety inspections and patrol inspections in workplaces, identify and evaluate dangerous sources, immediately find potential safety hazards and risks, formulate countermeasures, and implement improvements.
- Formulate the Record and Follow-up Form of Problems in Inspections based on the inspection results, assign dedicated personnel to track progress, conduct regular re-inspections, and ensure that safety problems are effectively resolved.

Safety awareness cultivation

- Conduct regular safety training and education activities to enhance employees' safety awareness and capabilities, including emergency response and fire safety knowledge.
- To ensure the safe operation of all employees, all employees are required to have relevant certificates. General employees need to hold a Level 3 safety training card, and employees handling special equipment or requiring special skills need to hold corresponding operation certificates or job certificates.
- Employees are required to always wear appropriate labor protection equipment during work, and regular checks and replacements should be conducted to ensure effectiveness and safety.

Safety issue feedback

- Post the contact information of the person responsible for safety management on-site, to ensure employees can provide feedback on safety issues and receive prompt resolutions.
- Establish a safety committee, hold regular safety management communication meetings with employees, and address any identified issues with appropriate measures to ensure work safety.

The coverage rate of health and safety training for manufacturing center employees has reached **100%**, ensuring that employees possess the necessary safety knowledge and operational skills.

TP-Link Occupational Health and Safety Performance

Indicator	Shenzhen Manufacturing Center			Dongguan Manufacturing Center			Shenzhen Guangqiao Manufacturing Center	Vietnam Manufacturing Center		
	2022	2023	2024	2022	2023	2024	2024	2022	2023	2024
Number of training (times)	352	469	517	72	61	124	56	28	52	56
Training hours (hours)	448.33	657.83	721.00	418.83	240.00	214.50	62.00	25.20	93.60	105.00
Number of participants trained (participants)	9,577	16,431	19,605	5,533	4,260	74,311	2,412	2,686	11,363	16,885

Case **Emergency rescue training at Dongguan Manufacturing Center**

In April 2024, to contribute to the "Social First Aid 4-Minute Rescue Circle", the Dongguan Manufacturing Center's Safety Committee partnered with the Songshan Lake Management Committee and the Dongguan Medical Rescue 120 Command Center to conduct an AED (Automated External Defibrillator) social first aid training activity.

A total of 61 participants registered for this activity. After training and practical exams, all 61 participants obtained first aid certificates. This has supplemented the Company's emergency rescue capabilities and enabled the Company to receive the AED certification issued by the Songshan Lake Area Party Committee.

Emergency Rescue Training at Dongguan Manufacturing Center

Case **Emergency evacuation and firefighting training at Vietnam Manufacturing Center**

The Vietnam Manufacturing Center places a high priority on fire safety management and collaborates annually with the local fire department for emergency evacuation drills and special firefighting training. In 2024, the Vietnam Manufacturing Center held two full-coverage training sessions focused on "Emergency Evacuation and Firefighting Practice Drills", involving over 3,000 participants. The training content included drill process division, emergency evacuation command, practical operation of fire extinguishing equipment, and key safety precautions, effectively enhancing employees' emergency response capabilities and fire prevention awareness.

Emergency Evacuation and Firefighting Drill Site

Metrics and Targets

By June 2025, the Shenzhen R&D Center, Shenzhen Manufacturing Center, Shenzhen Guangqiao Manufacturing Center, Dongguan Manufacturing Center, and Vietnam Manufacturing Center have obtained ISO 45001:2018 occupational health and safety system certification.

TP-Link Occupational Health and Safety Targets and Progress

Metric	Target	Progress in 2024
Rate of fatalities resulting from work-related injuries	0%	✓
Coverage rate of employee health and safety training of manufacturing centers	100%	✓
Coverage rate of ISO 45001:2018 occupational health and safety system certification at manufacturing centers	100%	✓

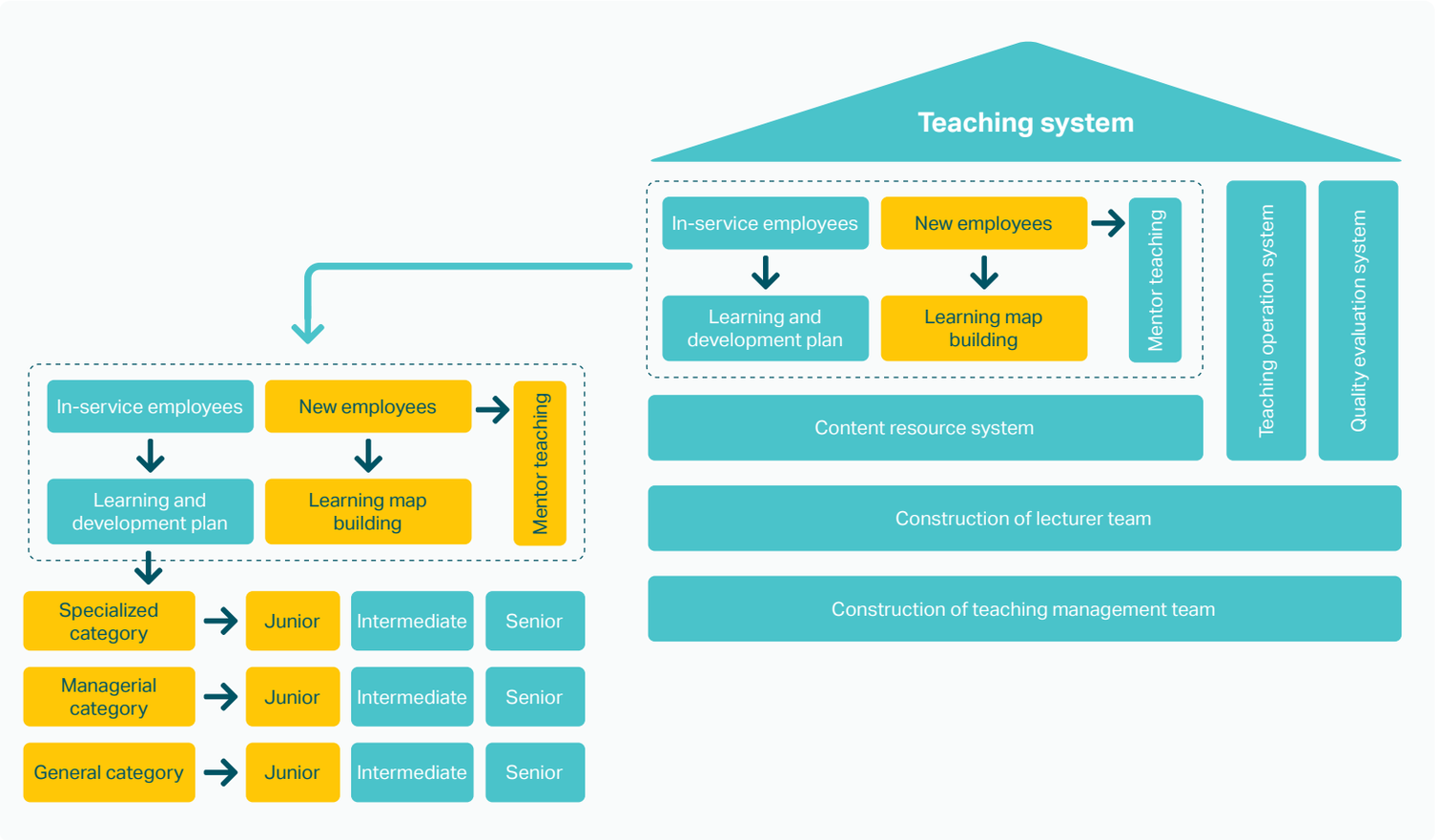
Training and career development

Management system

TP-Link has established a systematic, multi-level training and career development management system with the goal of "building a learning organization and helping employees improve their overall abilities and qualities". The Company has developed a three-dimensional, integrated course structure that covers general education, professional skills, and management knowledge, and allows for organic integration and complementarity of training content.

The training system comprehensively covers new employee orientation training, on-the-job skill enhancement, and leadership development for managers, with rich content and flexible methods to motivate learning, promote the effective transfer of knowledge to practice, and ultimately achieve mutual growth and value enhancement for employees and the company.

TP-Link Employee Training System



TP-Link has established a dual-channel career development mechanism of "specialized + management", and formulated management policies such as the Job Promotion System and the Assessment System for Advanced Workers to provide employees with clear growth paths.

The Company operates a quarterly performance evaluation mechanism based on the Performance Evaluation System, under which differentiated performance evaluation forms are customized according to the characteristics of each department and position. The evaluation process follows the principle of "combining self-assessment and superior evaluation" to ensure the comprehensiveness, objectivity, and fairness of evaluation. The evaluation results serve as an important basis for talent selection and incentives. If employees disagree with the results, they can file a complaint with the HR department, which will organize a review and strictly protect employee privacy.

Additionally, the Company comprehensively implements performance evaluations linked to career development on the manufacturing side, and offers bonus incentives to high-performing employees to strengthen a performance-oriented organizational culture.

Key actions

In 2024, TP-Link comprehensively enhanced employee capabilities and qualities through project-based operations, system construction, and personalized development.

Systematic training programs

TP-Link emphasizes talent development, and offers multi-dimensional training for new employees, professionals, and management staff. The course system consists of three categories: general education, specialized knowledge, and managerial knowledge, each divided into three levels of basic, intermediate, and advanced courses.

TP-Link Employee Training Types

Orientation training for frontline employees	• All new employees in the manufacturing center are required to participate in the training organized by the Human Resources Department. The course includes *Company Overview and Regulations, Workshop Regulations and 7S, Counter-terrorism, Integrity and Self discipline,* and *Computer and Information Security Management Standards*.
Safety training	• The training at the manufacturing center includes factory-level, workshop-level, and team-level training. Factory-level training is organized by the factory HQ; workshop-level and team-level training is organized by the department.
Daily training	• HR organizes and summarizes the *Annual Training Plan* of each department at the end of each year, and the Monthly Training Plan for each month. They also review departmental training materials and follow up on the completion of the monthly training plan of each department.
External training	• Employees submit applications for external training needs as needed, which are evaluated by the department and submitted to the Human Resources Department. The Human Resources Department will evaluate the corresponding external training organizations to meet the external training needs.

General education

- Freshman training camp program for new graduates of 2024 (approximately 1,000 people): Within a week, courses and supporting activities were carried out around corporate culture, professionalism and workplace skills. New employees can quickly integrate into the Company during course study and full interaction with lecturers and other students, and complete the initial transformation from campus students to working people.

Specialized knowledge

- A 4-month training program for new employees in R&D (about 800 people): Specialized courses, R&D projects, mentorship, and factory internships were completed within four months.

Managerial knowledge

- A professional training program for new employees in business: After studying consumer and commercial products in China (about one month), the trainees participated in intensive training overseas, and received courses training, retail store training, B2B channel customer visit training, SMB small and medium-sized business store running training and other links, to prepare for sales in various countries.

Case | Orientation training for workers at Dongguan Manufacturing Center

In 2024, Dongguan Manufacturing Center held orientation training for workers, and regularly updated training materials and exam papers for both regular and temporary workers. This ensured that new employees could quickly integrate into the Company's culture, and familiarize themselves with the history, background, and rules. After training, a written exam was organized to assess the training effectiveness. In 2024, the orientation training covered 4,850 regular employees, with a pass rate of 99.92%.

Career development

TP-Link has established a dual-channel career development mechanism of "specialized + management" to provide employees with parallel career development paths. Based on this, the Company advocates a talent selection mechanism focused on capabilities. The mechanism encourages departments to actively identify, cultivate, and promote outstanding young talents, breaks down seniority barriers, and provides development opportunities for young employees to accelerate their growth process. During the promotion process, the Company implements systematic management training, executive mentorship programs, and regular follow-up coaching as ongoing support for young leaders, helping them smoothly complete role transitions and adapt to their positions.

Furthermore, the Company fully implements quarterly performance evaluations, and achieves 100% coverage for both employee performance and career development evaluations. The evaluation results serve as a key basis for talent selection and development planning to ensure the scientific and fair nature of the talent mechanism.

Learning platform construction

TP-Link has deployed an internal online learning platform, TP-Learning, which offers over 1,000 courses and supports employees at all office locations to conveniently access learning resources, with training coverage and efficiency significantly enhanced. The Company also has an internal instructor team that develops business-oriented courses to ensure that training content closely aligns with business needs.

Through the implementation of a credit-based management system, the Company incorporates the completion of employee training into the performance evaluation and promotion development system, further strengthens the application and incentives of learning outcomes, and creates a closed-loop talent development mechanism.

Metrics and Targets

TP-Link Training and Career Development Targets and Progress

Metric	Target	Progress in 2024
Coverage rate of employee performance and career development evaluation	100%	✓

Total training investment for the year was

USD 186,920

The average training duration per employee was

32.71 hours

Collaboration and Engagement

Sustainable supply chain management

Impacts, risks and opportunities

TP-Link focuses on the environmental impacts and social effects of business activities throughout the value chain. We strive to reduce environmental impacts in various stages of the value chain and create positive social value by establishing collaborative partnerships with suppliers.

Impacts, Risks, and Opportunities Related to Sustainable Supply Chain Management of TP-Link

Impacts	**Positive impacts:** Localization of the supply chain drives local suppliers to continuously improve their quality systems, production technologies, and management levels, thereby enhancing the regional industry's competitiveness. Additionally, the Company's setting of social and environmental standards for suppliers helps promote green manufacturing and social fairness. **Negative impacts:** Improper supply chain management measures can lead to audit fatigue and formalism, raise industry thresholds, and increase overall product costs. Cost pressures may pass down the supply chain, significantly impacting labor conditions, wages, and welfare protection of laborers.
Risks	**Risks of management failure:** If environmental and social risks in the supply chain are not effectively managed, or if the supply chain lacks resilience, it may lead to production disruptions, difficulties in order delivery, and loss of market share. **Compliance risks:** Failure to meet the safety and compliance requirements of target markets may result in regulatory penalties or market access restrictions.
Opportunities	**Supply chain management capability:** Companies with strong supply chain management capabilities can respond quickly to market changes, enhance business resilience, ensure production continuity, optimize inventory, reduce costs continuously, and support technological innovation. **Compliance management:** By implementing transparent, high-standard safety and compliance management, the Company enhances the brand image and becomes a trusted choice for customers and partners, laying the foundation for long-term and steady development.

Management system

TP-Link strictly follows relevant laws and regulations on global procurement, raw materials, and supplier management. The Company has established and implemented documents such as the Supplier Management Standards and the Procurement Management Standards, which defined departmental responsibilities for supplier introduction, access, and evaluation, and standardized management processes for supplier development, evaluation, investigation, guidance, auditing, freezing, and unfreezing.

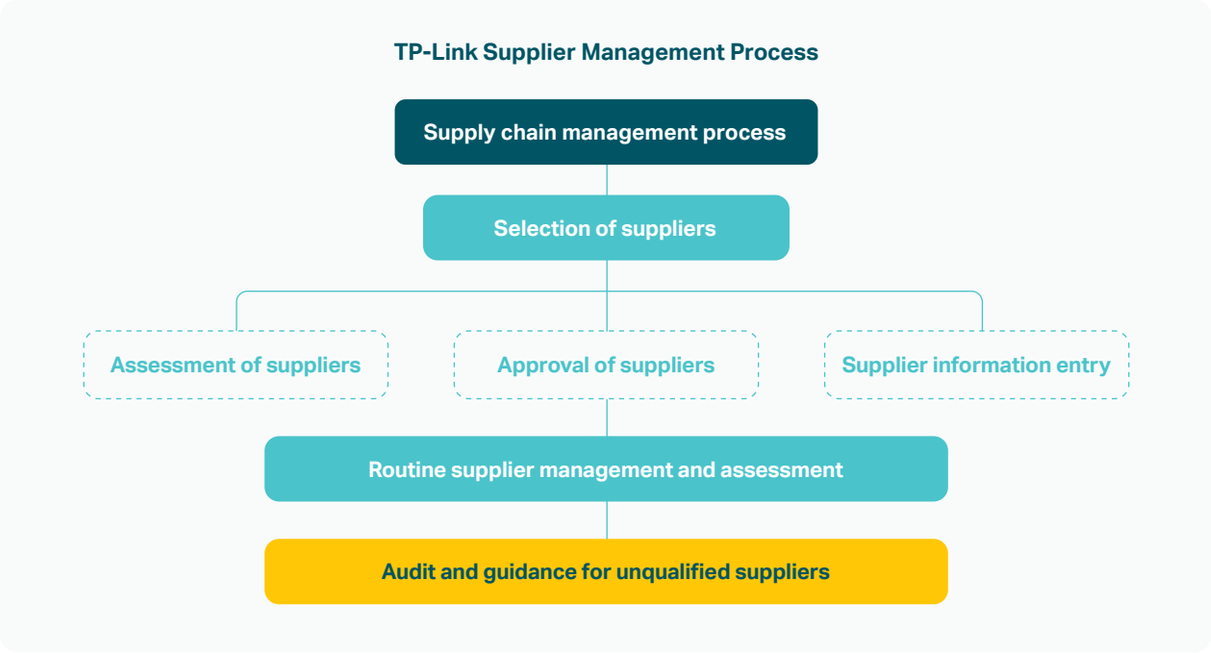
Following the Responsible Business Alliance (RBA) Code of Conduct, the Company has formulated and published the *Supplier Code of Conduct* and the *Sustainable Procurement Policy* on official website. The Company commits to incorporating environmental, social, and financial factors into procurement decisions and takes various measures to identify and select products and services with minimal environmental impacts and positive social benefits. Furthermore, the Company clearly defines the management responsibilities and methods for environmental assessment and investigation in the *Supplier Management Standards*. The Company has also formulated the *Management Procedures for Supplier Social Responsibility*, requiring suppliers to adhere to the Company's social responsibility policies, improve their social responsibility performance, and fulfill the relevant requirements of social responsibility in environmental protection, labor, health and safety, and business ethics together with the Company.

The Company has formulated the *Conflict Minerals Management Procedures* in conformity with the *OECD Due Diligence Guide for Responsible Supply Chains of Minerals in Conflict-Affected and High-risk Areas*, the Dodd-Frank Wall Street Reform and Consumer Protection Act, and other regulations on conflict minerals. The Company and all suppliers and outsourcers only purchase from smelters and refineries approved or certified by the Conflict-Free Sourcing Initiative (CFSI), the London Bullion Market Association (LBMA) or the Responsible Jewellery Council (RJC). They do not purchase or support the use of conflict minerals in areas affected by armed conflicts directly or indirectly, so as to ensure that all suppliers adopt responsible practices when purchasing minerals and respect the human rights and environment of people in conflict areas.

Key actions

Supplier access and assessment

TP-Link classifies and manages materials, develops targeted grading standards based on their importance, and continuously assesses and evaluates qualified suppliers to ensure their stability and sustainability. "Quality, technology, price, delivery, and service" are the basic criteria for supplier access and evaluation, while factors such as "labor, environment, and social responsibility" are incorporated into the supplier access and review criteria.



The Company introduces compliance risk clauses into contracts with suppliers and incorporates on-site assessment requirements into contractual provisions to ensure the compliance and transparency of the cooperation process. At the same time, the Company evaluates suppliers continuously using unified standards as per the principles of fairness and objectivity. The evaluation includes periodic or ad-hoc assessments, such as monthly assessments, quarterly performance evaluations, annual trade security audits, and routine annual audits, ensuring the robustness and sustainability of the supply chain. After the evaluation, the Company provides timely feedback to suppliers, assists them in improving shortcomings through specialized guidance, and jointly mitigates potential risks to enhance the overall supply chain management level.

TP-Link enforces integrity requirements in cooperation and requires suppliers to sign the Integrity Agreement before formal cooperation, which clearly states prohibited actions, breach responsibilities, reporting channels, and handling requirements. In 2024, the Company continued to strengthen integrity and compliance requirements by sending *Supplier Integrity and Compliance Notification Letters* to suppliers and reporting negative typical cases of violating the *Integrity Agreement*. At the same time, email reminders will be sent to suppliers during holidays and before going out for factory audits, urging them to strictly comply with the *Integrity Agreement*, so as to combine daily reminders with long-term construction and continuously build a sunny and transparent business environment.

Sustainable supply chain management

The Company strictly adheres to compliance standards such as the RoHS and REACH and upholds the concepts of "green procurement and responsible procurement". We advance sustainable procurement practices and aim to build an efficient and resilient sustainable supply chain system. Based on this, TP-Link actively promotes the use of new materials, particularly recycled materials, to achieve resource recycling and reduce environmental impact.

The Company fully integrates environmental and social assessments of the supply chain into the supplier management process, covering the entire process from evaluation and introduction to delivery and recycling. During the supplier introduction stage, the Company requires suppliers to sign the Commitment Letter on Supplier Quality Control and Traceability Compliance and the Letter of Commitment to Code of Conduct for Suppliers before formal cooperation. Forced labor, child labor, and any practices that violate national labor laws directly or indirectly are clearly prohibited.

In the cooperation process, the Company conducts a comprehensive evaluation of suppliers on a regular basis. This evaluation includes investigating, auditing, and scoring suppliers based on multiple dimensions, such as environmental management requirements, health and safety, and labor employment compliance. If any non-compliance items are found, immediate corrective actions will be required. For suppliers who repeatedly fail to make improvements despite warnings, the Company may terminate the cooperation.

On this basis, we actively explore innovative practices and extend labor employment compliance requirements to supplier management, using digital means to enhance management efficiency and transparency.

Case **Innovative digital governance**

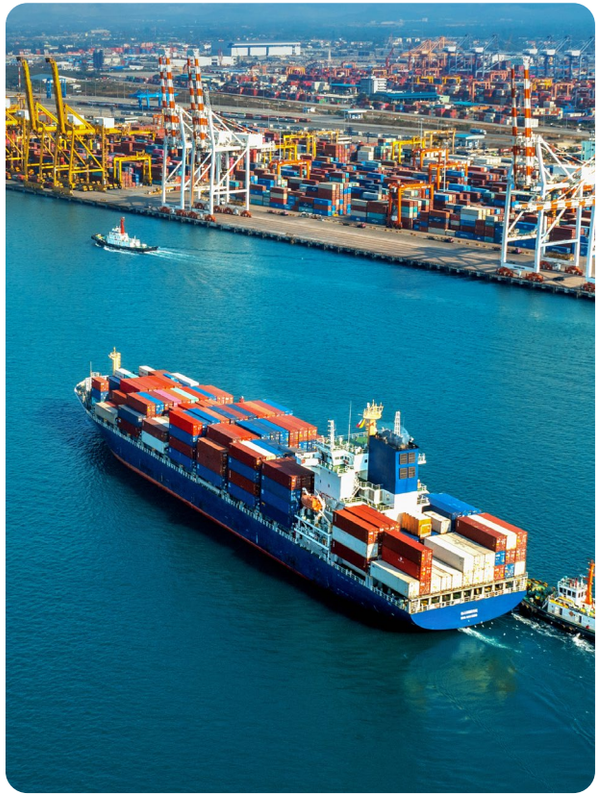
In 2024, in a large-scale infrastructure project, we successfully led suppliers to apply a digital management platform, eliminating the risk of child labor from the source through 100% electronic contracts and real name authentication. We also used blockchain technology to link attendance and salary payment data, achieving transparent monitoring throughout the entire process. This project has achieved a timely and full payment rate of over 99% of wages, effectively preventing the risk of wage arrears. Its innovative practice has been recognized by local authorities and has accumulated important experience for the company to protect labor rights in complex supply chain environments.

Supply chain security and stability

The Company builds an efficient, flexible, and quality-controlled supply system through measures such as finding alternative resources, enhancing inventory management, and strengthening supplier management.

Key Measures for Supply Chain Security Management of TP-Link

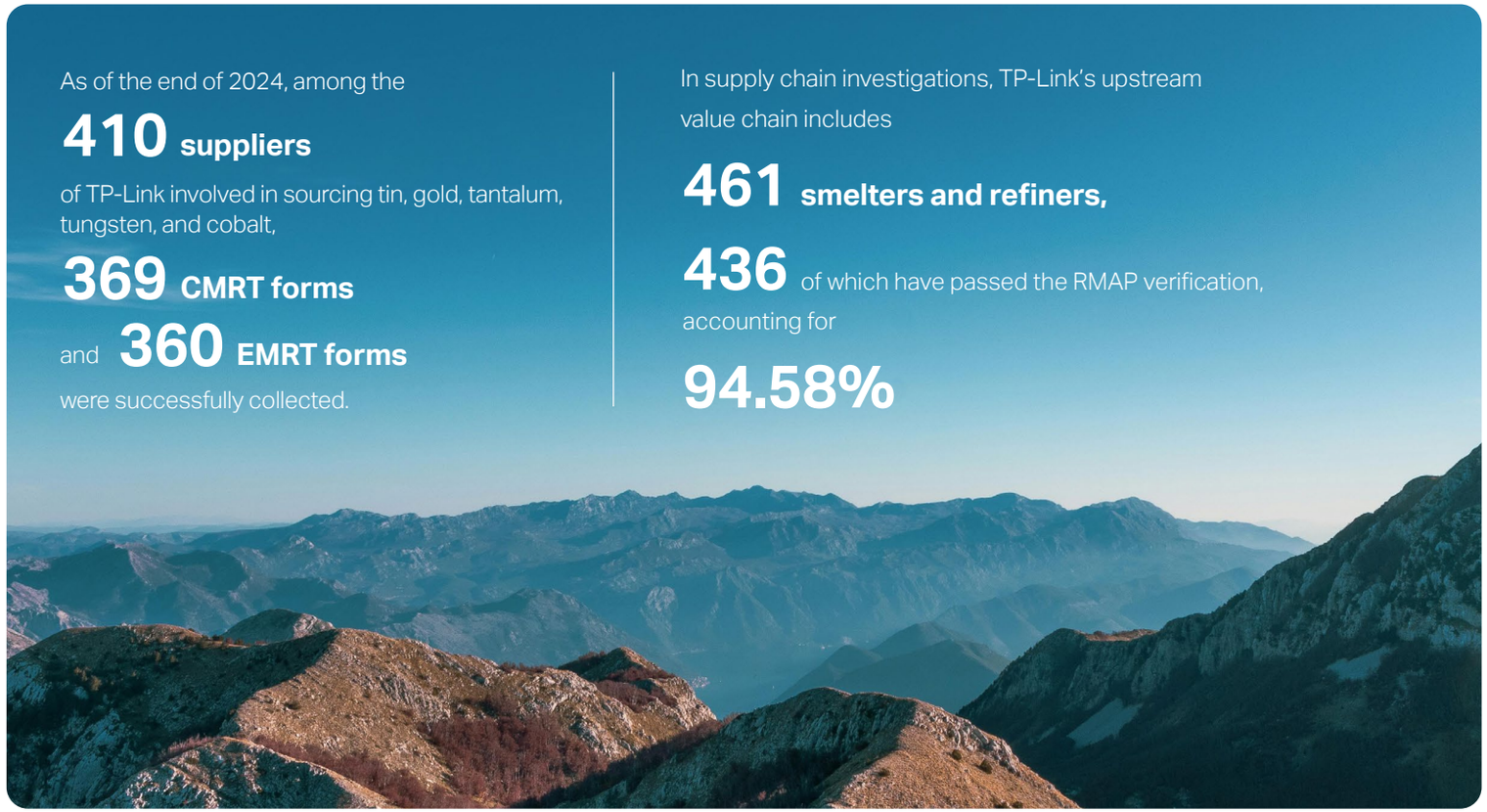
Sourcing	• Implement supplier and material grading management, assess risks of exclusive suppliers, and develop alternative resources. • Integrate sourcing channels, prepare new supplier survey forms for each material to improve the efficiency of new supplier introduction, and optimize the supply structure.
Inventory management	• Optimize supply and demand analysis mechanisms, and regularly update demand forecasts to guide suppliers in production scheduling and stock preparation. • Regularly assess inventory status and develop plans to handle low-turnover inventory to reduce stockpile. • Implement material standardization to achieve multi-model compatibility, and reduce stock and delivery risks.
Supplier management	• Establish a strict access and continuous evaluation mechanism. • Strengthen on-site audits and cross-department communication, and regularly assess supplier production capacity. • Promote supplier automation production and overseas localization procurement.



Conflict mineral management

The Company actively complies with laws and regulations related to conflict minerals and customer requirements, and implements a responsible procurement policy. Before establishing a formal partnership, the Company requires suppliers to sign the Commitment Letter on not Using Conflict Minerals.

The Company requires suppliers to assist with the investigation and truthfully fill out the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) annually, to trace the origin of conflict minerals in materials. The procurement department strictly reviews the submitted information. If a supplier uses conflict minerals from the Democratic Republic of Congo (DRC) or surrounding regions, the Company will request the supplier to provide a written explanation and immediately stop sourcing and using such minerals, select conflict-free mineral sources instead, and provide evidence that the new sources comply with DRC conflict-free regulations. Additionally, suppliers must implement corrective and preventive measures accordingly to ensure future procurement activities meet compliance requirements.

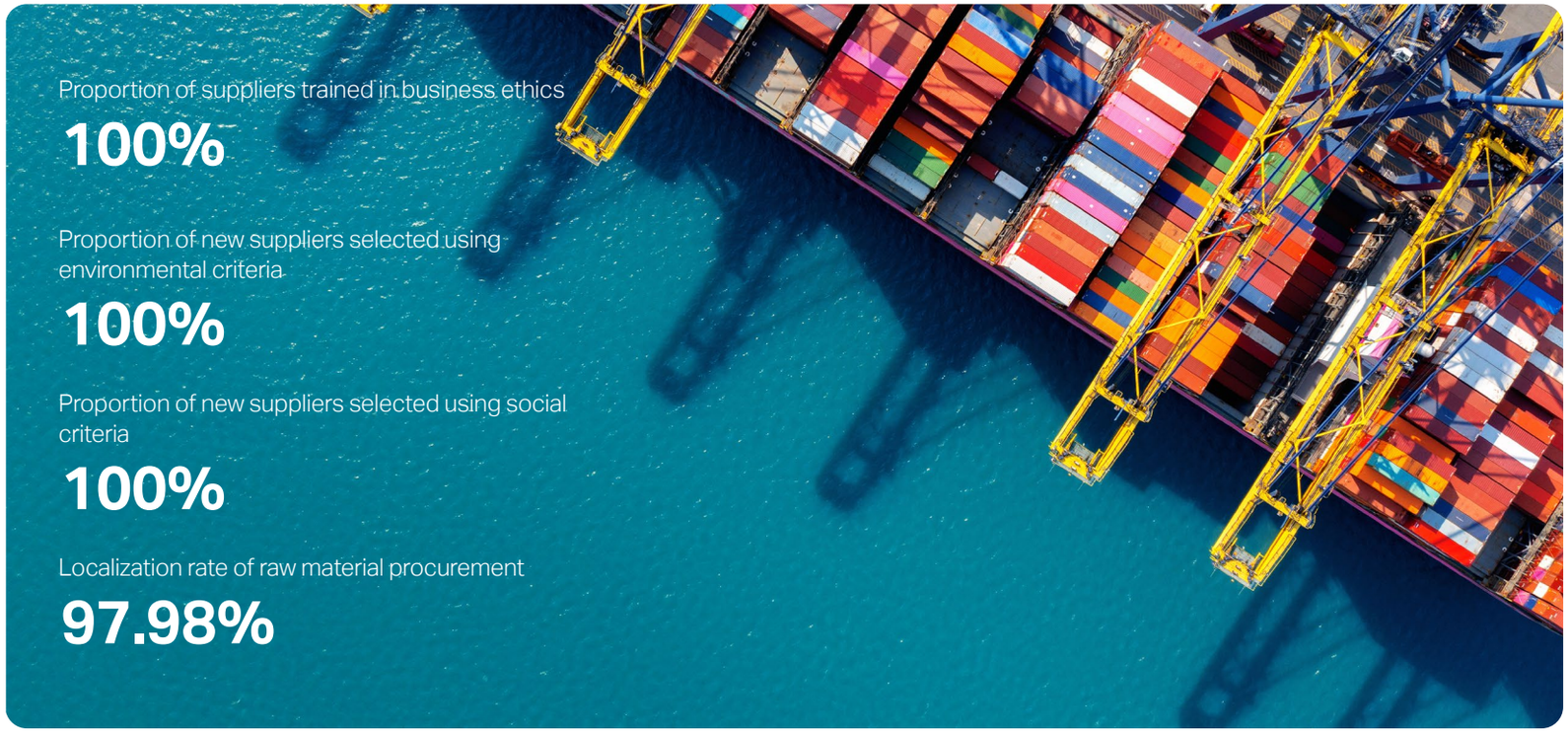


Metrics and Targets

TP-Link focuses on supplier management indicators such as the localization rate of raw materials and continues to pursue a supply chain system that is of high quality, transparent, reliable, sustainable, and resilient.

In 2024, TP-Link held

428 supplier training sessions.



Community relations and philanthropy

Impacts, risks and opportunities

As a global company, TP-Link adheres to the core mission of "using technology to make life better and enabling more people to enjoy the wonders of technology". We are committed to providing technological convenience to a wider audience through innovative technologies and services, and working with various stakeholders to contribute to building a more resilient and sustainable society through the power of technology.

Impacts, Risks, and Opportunities Related to Community Relations and Philanthropy of TP-Link

 **Impacts**	**Positive impacts:** Engaging in sincere communication with the community and making sustained investments helps improve community stability and resilience, reduce the NIMBY (Not In My Backyard) effect, and create a harmonious, supportive community environment. These efforts can also generate shared value for local communities and achieve a "win-win" situation for both the Company and the community. **Negative impacts:** Poorly selected or poorly executed public welfare projects may fail to benefit the target groups and could even lead to community doubts and negatively affect the Company's social image.
 **Risks**	Maintaining community relations and engaging in public welfare activities require a professional team for systematic research and execution, which typically involves long timeframes and significant resource investments. Local policy or legal changes, international political fluctuations, and cultural differences may cause project delays or disruptions, potentially posing risks to the Company's business continuity and reputation.
 **Opportunities**	A good social image is one of the Company's most valuable intangible assets. It can enhance consumer goodwill, brand loyalty, indirectly boost sales, attract and motivate talent, increase employee pride, sense of belonging, and cohesion, and drive long-term value creation.

Case **TP Link collaborates with Anaheim Ducks to practice public welfare**

In December 2024, TP Link collaborated with the Anaheim Ducks and actively participated in charity and community activities. As a supporting sponsor for Honda Center Orange County Children's Hospital Day, HQ donated USD5,000 and also supported the Dux In Tux fundraising campaign for the Anaheim Duck Foundation, promoting initiatives to create positive change for children and families in Southern California.

Case **Donation of security cameras to animal shelters by TP-Link Korea**

In 2024, TP-Link Korea carried out three donation activities, including the donation of Tapo C220 and Tapo C225 security cameras to Sobai and Luffy World animal shelters, and the donation of TC71 devices to an Adogs charity sale. The smart home surveillance devices help monitor rescued animals and provide technical support for shelter operations, and the proceeds from the charity sale were used to cover medical expenses for stray pets. These activities demonstrated TP-Link's commitment to safeguarding the safety of both humans and animals through innovative technology.

Activity Poster and Activity Site

Case **TP Link launches holiday toy fundraising and other activities to practice public welfare**

In December 2024, TP Link launched a holiday toy donation campaign to bring holiday warmth to special needs students at Tustin High School. In addition, HQ also collaborates with Tastin High School to provide yearbooks, and through the Treads for Life program, makes charitable donations to foster child support organizations, animal rescue agencies, and other organizations, providing multidimensional support to the community through practical actions and fulfilling social responsibilities.

Case **Tapo product team participates in The Great Global Cleanup event**

In April 2024, the Tapo product team participated in the "The Great Global Cleanup" event launched by EDO (EARTHDAY. ORG) for Earth Day 2024, which is a transformative action to address pollution. During the event, members of the Tapo team carefully cleaned up the coastline and collected various types of garbage, from plastic waste to waste paper. The significance of their actions became increasingly prominent: every piece of garbage cleared not only enhances the beauty of the community, but also drives us towards sustainable development goals.

The Tapo team is cleaning up garbage

04

Governance

Material Topics

- Operational compliance and risk management
- Business conduct

Highlights

100%

of signing rate of the Integrity Agreement by employees

725 compliance training sessions

were conducted, covering

16,889 employees

Integrity Practices

Impacts, risks and opportunities

TP-Link is committed to building an honest and transparent business environment, regulating the business conduct of all employees, and actively sending a clear message to partners about the Company's unwavering commitment to integrity. The Company systematically identifies and evaluates potential risks in business processes, and takes timely corrective and preventive measures to reduce the likelihood of corruption at the source and ensure the healthy and sustainable development of the business environment.

Impacts, Risks, and Opportunities Related to Business Conduct of TP-Link

Impacts	**Negative impacts:** If the Company violates business ethics in pursuit of short-term profit maximization, it not only disrupts the competitive order through monopolies, fraud, and other means, exacerbating market inequities, but also suppresses innovation through malicious competition, leading to stagnation in industry development and ultimately undermining public welfare and damaging long-term economic and social sustainability. **Negative impacts:** Any dishonest behavior undermines market order, damages consumer rights, and ultimately leads to the Company's damaged reputation and business shrinkage.
Risks	Ignoring business ethics exposes the Company to significant corruption risks, which can lead to hefty fines, business restrictions, and even criminal liabilities. It will also severely damage the Company's reputation, trigger a market trust crisis, and cause revenue and market share to decline.
Opportunities	Transparent business conduct is often complemented by high-efficiency and high-quality management models. It helps to strengthen the Company's reputation, trust, talent, and innovation advantages, enhances the organization's long-term resilience and sustainable development capability in a complex market environment, and boosts the overall market competitiveness.

Management system

TP-Link strictly adheres to the relevant laws and regulations in operating locations and has established a business ethics management system overseen by the Board of Directors, with the Sustainability Committee assisting the top leadership in advancing related efforts. The Company has formulated policies such as the Code of Business Ethics and Conduct, the Anti-Corruption and Anti-Bribery Procedures, the Procedures for Managing Fair Trade, Competition, and Integrity Advertisements, the System of Integrity and Self-Discipline, and the Procedures for Investigating Anti-Ethics Cases. We aim to standardize the business conduct of all employees, prohibit corruption, bribery, and unfair competition, and effectively prevent related risks while maintaining an honest and fair business environment.

Key actions

The Company clearly defines and implements integrity responsibilities, continuously improving internal business conduct management through measures such as regular audits, enhanced employee training, and accessible reporting channels. The same requirements are extended to suppliers. In 2024, the Company did not engage in any incidents of violating laws and regulations related to anti-corruption, nor did it incur substantial monetary or non-monetary penalties for breaching laws and regulations in social and economic domains.

Key Initiatives for TP-Link Business Conduct Management in 2024

Clarifying integrity responsibilities

- Signing of the Integrity Agreement by all management and all employees in the purchasing department.

Business ethics employee training

- Providing training to all employees on business ethics management procedures, the Sedex (Supplier Ethics Data Exchange Platform) Code of Conduct, etc.
- Providing training on confidentiality and intellectual property protection regulations, whistleblower protection management procedures, and fair trade, competition, and honest advertising management procedures to new employees and managers in the plant's manufacturing lines.

Organizing regular audits

- The Company regularly audits the internal anti-corruption system, the compliance of employees with the system, and the compliance status of implementation at the business level.
- A Responsible Business Alliance (RBA) internal audit is conducted annually. In 2024, the Company conducted the RBA internal audit, which covers compliance audits of documents, systems, and actual operations on business ethics-related topics.

Establishment of whistleblowing channels

- The main complaint and whistleblowing channel is the e-mail (internalcontrol@tp-link.com, tellus@tp-link.com, compliance@tp-link.com), and the communication channels for the Company's employees also include informing their department manager or the Compliance Department.
- Inquiries and investigations should be handled in a confidential manner. Efforts should be made to protect whistleblowers from retaliation and to ensure that whistleblower information is not disclosed.

Standardization of supplier management

- The statement of the Supplier Code of Conduct issued makes it clear that the Company implements a zero-tolerance policy towards suppliers, prohibits all forms of bribery, corruption, extortion, or misappropriation of public funds, and does not take any form of undue or unfair advantage, maintaining fair business, advertising, and competition.
- The Company shall sign the Integrity Agreement with suppliers and require suppliers to sign the Letter of Commitment to Code of Conduct for Suppliers.
- In 2024, the Company conducted supplier on-site audits and distributed questionnaires containing questions related to business ethics.

Metrics and Targets

TP-Link will stick to the bottom line goal, adhere to a "zero tolerance" policy for corruption, bribery, and unfair competition, ensure transparency in decision-making and processes in business conduct, and embed integrity and ethics into all business operations.

Coverage rate of operating locations that have undergone corruption risk assessment

100%

Signing rate of the Integrity Agreement by employees

100%

Signing rate of the Integrity Agreement by suppliers

92.59%

Signing rate of the Letter of Commitment to Code of Conduct for Suppliers

86.03%

Stable Operation

Impacts, risks and opportunities

The level of corporate governance directly relates to the transparency, compliance, and decision-making efficiency of the Company. It forms the foundation of compliant operation for the Company and is a core mechanism for driving sustainable value creation. By systematically carrying out operational compliance and risk management, the Company can effectively identify and assess potential risks in production and operation, and enhance resilience and competitiveness in a complex and dynamic environment.

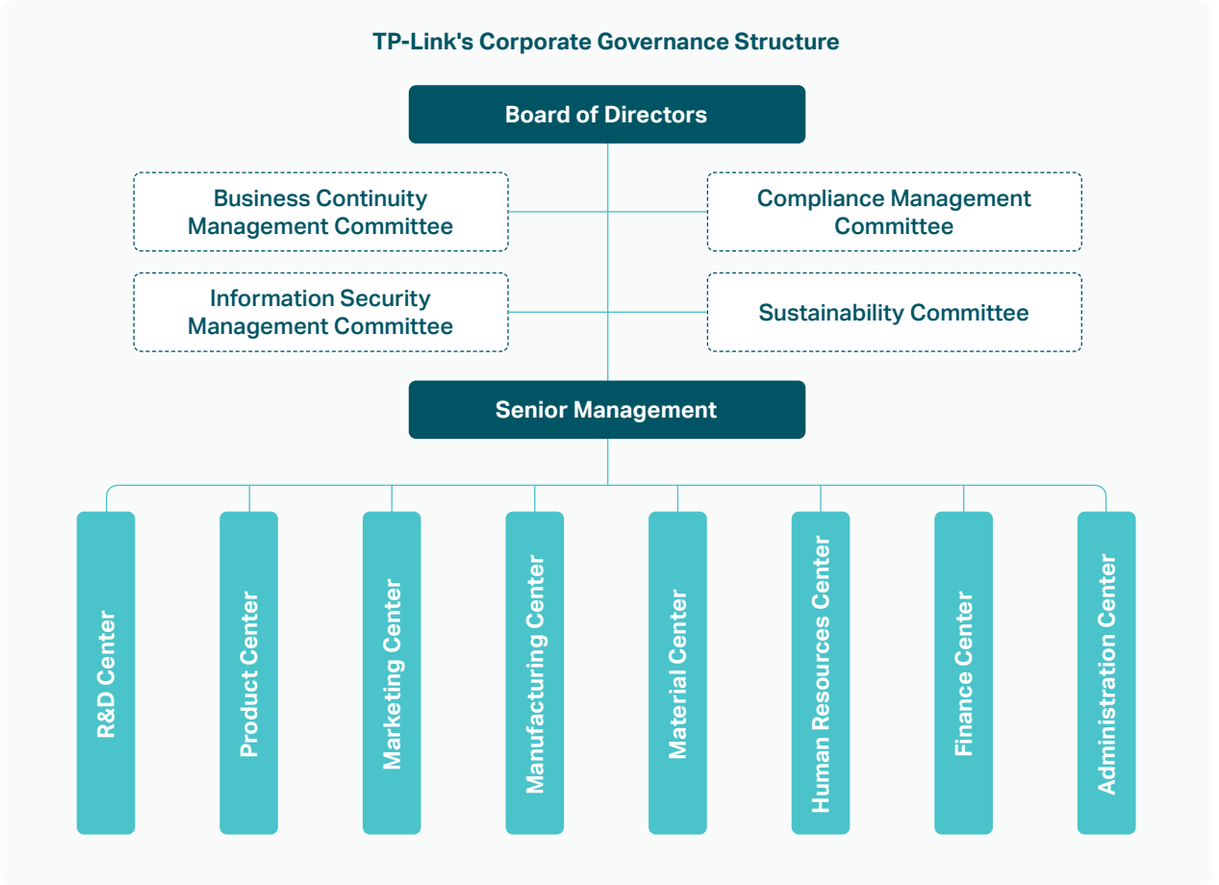
Impacts, Risks, and Opportunities Related to Operational Compliance and Risk Management of TP-Link

Impacts	**Positive impacts:** A well-established compliance and risk management system helps the Company create a stable, fair, and efficient business environment, ensures healthy market competition, boosts local market attractiveness, and promotes local economic growth and innovation. **Negative impacts:** Failure of risk control or compliance gaps may result in operational disruptions, financial losses, and reputational damage, and affect the Company's ongoing operation ability and market position.
Risks	If the Company lacks a robust risk management system, especially in adhering to international and regional laws and regulations, it may face regulatory penalties or legal actions. Additionally, weak compliance management also undermines external partners' and customers' trust, ultimately weakening the Company's long-term competitiveness and market position.
Opportunities	An effective compliance and risk management mechanism allows the Company to identify and mitigate potential fatal threats early, and maintain sustainable operations. Compliance requirements can also drive process optimization and digital upgrades, eliminate redundancy, and improve operational efficiency.

Management system

TP-Link strictly complies with local laws and regulations in operating locations and has established a governance structure composed of the Board of Directors and senior management. The Board of Directors has established the Sustainability Committee, Business Continuity Management Committee, Information Security Management Committee, and Compliance Management Committee, and formed a governance structure with clear responsibilities and duties to ensure the Company's continued, standardized, and healthy operation and development.

The Board of Directors is responsible for overseeing the strategy, major decisions, risk management processes, and the setting of objectives related to corporate governance risks and opportunities, and authorizes each specialized committees to be responsible for the guidance and decision-making in their respective areas: the Sustainable Development Committee leads sustainable development related work, the Information Security Management Committee is responsible for information security affairs, and the Compliance Management Committee coordinates risk and compliance management. Senior management is responsible for specific implementation to ensure the effective advancement of all functions of the Company.

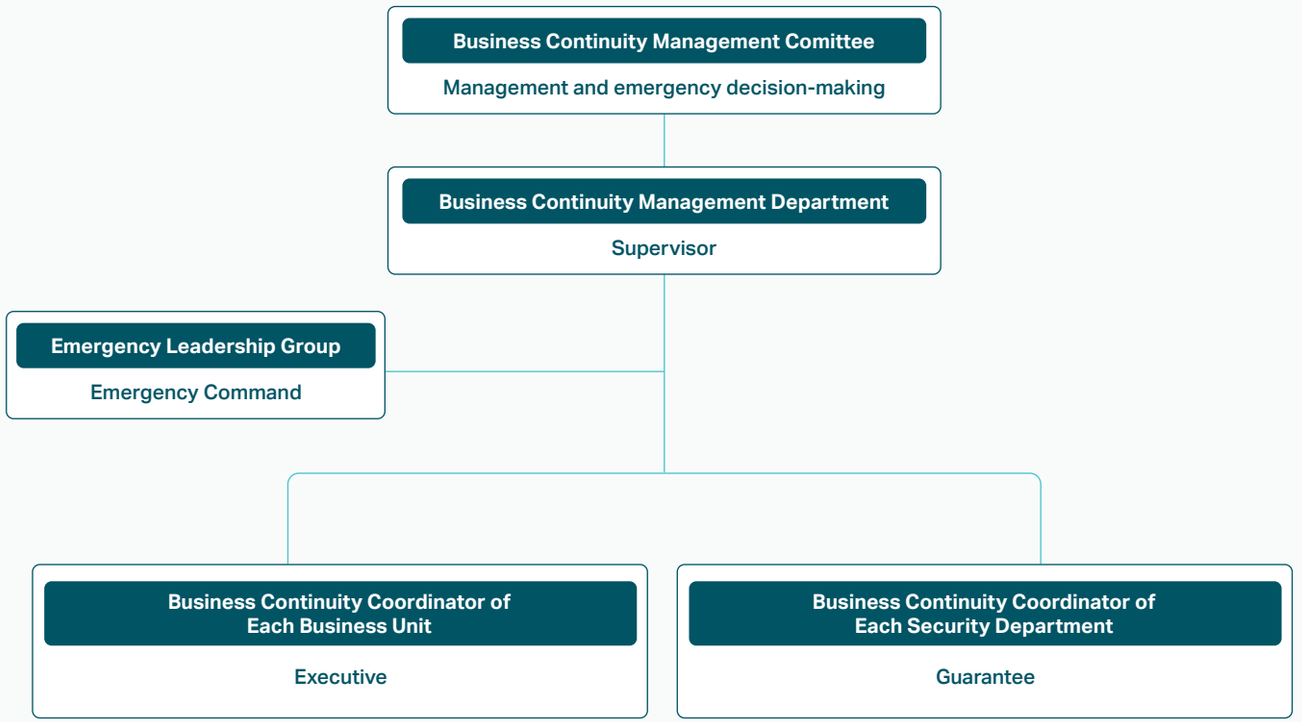


TP-Link adheres to development compliance, complies with the requirements of relevant trade laws and regulations of the places where the Company operates, establishes and improves the compliance management system, and sets up a special compliance working group, to reasonably anticipate the Company's development opportunities.

The Company continuously strengthens the ability to cope with risks, automatic adjustment, and rapid response. Based on the ISO 22301:2019 business continuity management system, the Company has formulated the Business Continuity Management System, and conducted business impact analysis (BIA) and risk assessment for the whole business scope according to the Company's business continuity management policy and regulatory requirements. TP-Link formed various Business Continuity Plans (BCP), and created a drill and review mechanism at the same time, to continuously verify and improve the recovery capability, and ensure the stable delivery of customer products and services within the predetermined recovery time objective and recovery point objective (RTO/RPO).

The company has set up the Business Continuity Management Committee to comprehensively scrutinize, evaluate, and identify the business links of the Company, and continuously promote the construction of the Business Continuity Management (BCM) system to ensure the continuous and stable operation of the business.

Architecture of TP-Link Business Continuity Management

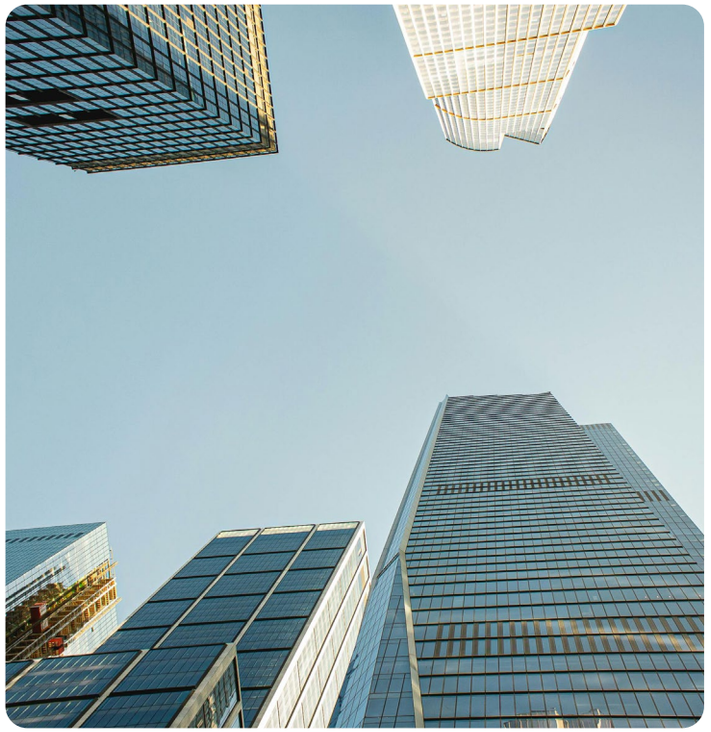


Key actions

TP-Link adheres to the risk management concept of “pre-risk management”, builds three lines of defense for risks, namely, “business execution units, professional support departments, and independent supervision mechanisms”, establishes standardized risk identification and response procedures, regularly identifies and evaluates major risks, and forms corresponding risk response strategies and preventive programs to prevent possible risks in the Company’s operations in the long run.

TP-Link’s Three Lines of Defense for Risks

Business execution units	Professional support departments	independent supervision mechanisms
• Clearly define the business unit as the primary responsible entity for risk management, which must monitor changes in the internal and external environment of the organization in real time during the operation process, complete the risk identification, assessment, and disposal loop within the scope of responsibility, and promptly warn and report major risks.	• Legal, financial, security and other functional departments provide risk assessment and evaluation support, dynamically track the evolution trend of regulations and policies, provide compliance verification and professional supervision for business unit risk disposal plans, and establish cross departmental risk collaboration channels.	• The internal audit department implements periodic business risk scanning through standardized audit procedures, uses a penetrating review method to verify the effectiveness of risk control in the first two lines of defense, and outputs constructive independent evaluation opinions and system optimization suggestions.



Risk Identification and Management Efforts Undertaken by TP-Link in 2024

Risk category	Risk description	Potential impact			Implementation measures and results
		Time[1]	Value chain	Financial position	
International operation risk	Facing political, legal, and economic risks in international operations, the Company is exposed to risks such as sharp fluctuations in exchange rates, inability to fulfill contracts, inability of buyers to meet payment obligations, and restrictions on imports and exports.	Medium term	Logistics, Marketing and sales Customer service	Cost raise Income drop	Faced with opportunities and risks, the Company's second and third lines of defense actively play a risk prevention role. In 2024, a total of 13 business risk assessments were implemented to promote the minimization of risks in the last link of sales.
Data compliance risk	Data cross-border tends to be more frequent for companies operating internationally today, which may contain large amounts of user data. As more stringent legislation and regulations are introduced globally, large multinational technology companies are more likely to be prioritized for regulation. The Company must take appropriate steps to achieve data compliance and improve data security protection and governance capabilities.	Long term	Production and operation	Cost raise Income drop	We have built a four-level data protection management structure, issued management documents related to personal privacy protection, and obtained the certification of the information security and privacy information management system. For more details, please refer to the section "Information Security and Privacy Protection".
Legal compliance operation risk	As global compliance regulations become stricter and stricter, companies need to adapt to more and more international rules when participating in international competition, and many large operators also cite a robust compliance system as an important criterion for selecting vendors and other partners.	Medium term	Production and operation Marketing and sales Customer service	Cost raise Income drop	We continuously improve the construction of the Company's compliance management system and strengthen the compliance review and constraint of our partners.
Business ethics risk	Business unethical behavior by employees of the Company and customers doing business with the Company may result in the loss of the Company's operating efficiency and reputation.	Long term	Production and operation Marketing and sales Customer service	Cost raise Income drop	The internal audit department includes business ethics in the scope of the audit. If any violation of business ethics is found, it should be reported and dealt with in time. For more details, please refer to the section "Integrity Practices".

Note 1: Based on the Company's own business development, it determines that the impact time of relevant risks is 0-2 years in the short term, 2-7 years in the medium term, and 7-27 years in the long term.

To further improve the risk prevention capability, the Company formulates the Internal Control System and other policies and norms, promotes the construction of the internal control management system, and carries out regular or special internal audits to strengthen internal control management. All TP-Link subsidiaries conduct compliance and risk control-related training or regular internal and external audits to ensure that their business and trade activities comply with the compliance requirements of the places in which they operate, maintain a favorable market environment, and protect the legitimate rights and interests of consumers and users.

Compliance and Risk Control Initiatives of Selected TP-Link Subsidiaries

UK

Updating systems: Developing and compiling policies and procedures for the code of conduct, anti-bribery regulations, data protection regulations, and whistleblower system, and continuously updating policies and practical measures in response to legal and regulatory developments.

Defining processes: Defining role distribution, responsibilities, and level-by-level reporting processes, and aligning applicable laws and regulations with business functions to ensure all employees can access and understand compliance policies.

Conducting reviews: Performing compliance risk assessments, identifying and prioritizing regulatory and operational compliance risks, incorporating inspections and procedures into daily operations to ensure continuous compliance, and performing regular audits in high-risk areas such as data protection, finance, and human resources.

South Africa

System construction: Developing standard operating procedures (SOPs), standardizing compliance procedures for product certification, marketing statements, and sample management, incorporating compliance checkpoints into operational workflows (e.g., requiring NRCS/ICASA approval before product launch).

Team building: Defining the responsibilities of the compliance officer and internal compliance matters, setting up a full-time compliance liaison to coordinate the affairs of NRCS, ICASA and EPR, and providing cross-departmental training for product and logistics teams on compliance risks and document standards.

Audit and assessment: Conducting quarterly product compliance audits, and assisting regulatory bodies in conducting surprise inspections.

Case **Internal compliance training at TP-Link South Africa**

TP-Link South Africa created an internal compliance training calendar to ensure targeted learning for key risk areas and specific positions. In addition, TP-Link South Africa developed specialized training led by functional managers for product compliance and sample control, and incorporated compliance checkpoints into monthly operation and regular meetings of the product team to reinforce compliance awareness. Additionally, every six months, TP-Link South Africa conducts enhanced training on environmental and workplace safety compliance to ensure relevant standards are fully implemented and updated.

Metrics and Targets

In 2024, to ensure operational compliance, TP-Link conducted 725 compliance training sessions for employees, covering 16,889 persons. The Company also conducted special audits targeting key areas and personnel, with a focus on intervening in administrative procurement and project procurement departments, and completed 20 audit projects including business ethics. TP-Link will continue to build a forward-looking risk control mechanism and efficient compliance management system, strengthen compliance culture, closely monitor the effectiveness of risk and compliance measures, and form a complete management loop.

ESG Data Sheet

Environmental

Climate Change and Energy Management Data Sheet

TP-Link Climate Change and Energy Management Performance[1,2]

Indicators		Units	2023			2024			
			Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope 3)		**tCO_2e**	5,520,694.70	28,238.71	5,548,933.41	4,914,030.21	32,177.50	24,800.16	4,971,007.87
Scope 1 greenhouse gas emissions		tCO_2e	16,492.56	3,320.49	19,813.05	2,237.75	14.92	1,567.59	3,820.26
Scope 2 greenhouse gas emissions		tCO_2e	49,296.08	6,800.10	56,096.18	54,241.57	40.25	8,954.79	63,236.62
Scope 3 greenhouse gas emissions		tCO_2e	5,454,906.06	18,118.12	5,473,024.18	4,857,550.89	32,122.33	14,277.78	4,903,951.00
By activities	Scope 3 (upstream) greenhouse gas emissions[3]	tCO_2e	1,907,780.74	17,673.96	1,925,454.70	762,884.40	32,122.33	14,277.78	809,284.50
	Scope 3 (downstream) greenhouse gas emissions[3]	tCO_2e	3,547,125.32	444.15	3,547,569.47	4,094,666.49	——	——	4,094,666.49
By category of activities	Category 1 Purchased goods and services	tCO_2e	1,860,296.26	6,237.03	1,866,533.29	696,074.31	0	23.35	696,097.66
	Category 2 Capital goods	tCO_2e	713.33	219.68	933.01	1,813.25	0	315.26	2,128.50
	Category 3 Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	tCO_2e	14,676.81	2,033.89	16,710.70	17,968.23	23.98	2,901.16	20,893.37
	Category 4 Upstream transportation and distribution	tCO_2e	30,377.97	2,271.67	32,649.64	45,089.77	26,497.90	3,027.92	74,615.59
	Category 5 Waste generated in operations	tCO_2e	449.20	2,989.98	3,439.18	165.03	0	32.35	197.38
	Category 6 Business travel	tCO_2e	117.29	1,082.04	1,199.33	93.50	4,763.32	4,117.92	8,974.75
	Category 7 Employee commuting	tCO_2e	1,084.13	1,751.43	2,835.56	1,680.31	837.12	3,859.81	6,377.25

Indicators		Units	2023			2024			
			Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
	Category 8 Upstream leased assets	tCO_2e	65.75	1,088.24	1,153.99	——	——	——	——
	Category 9 Downstream transportation and distribution	tCO_2e	970.60	444.15	1,414.75	7,118.20	——	——	7,118.20
	Category 10 Processing of sold products	tCO_2e	——	——	——	——	——	——	——
	Category 11 Use of sold products	tCO_2e	3,545,118.07	——	3,545,118.07	4,087,129.95	——	——	4,087,129.95
	Category 12 End-of-life treatment of sold products	tCO_2e	1,036.65	——	1,036.65	418.35	——	——	418.35
	Category 13 Downstream leased assets	tCO_2e	——	——	——	——	——	——	——
	Category 14 Franchises	tCO_2e	——	——	——	——	——	——	——
	Category 15 Investments	tCO_2e	——	——	——	——	——	——	——
Natural gas consumption		m^3	135,100.00	131,790.36	266,890.36	182,439.23	——	111,209.61	293,648.84
Diesel fuel consumption[4]		kg	207,219.47	89,083.16	296,302.63	219,021.89	——	29,312.84	248,334.73
Gasoline consumption[4]		kg	29.40	53,080.14	53,109.54	184.25	——	75,115.24	75,299.49
Fire extinguishers consumption		kg	——	——	——	674.00	0	695.04	1,369.04
Refrigerant or snow seed consumption		kg	——	——	——	0	——	318.89	318.89
Electricity consumption		kWh	85,543,498.84	12,245,484.40	97,788,983.24	102,559,682.42	202,565.00	17,157,665.27	119,919,912.69

Note 1: [Statistical caliber] In 2024, the statistics scale of greenhouse gas emissions is Shenzhen Manufacturing Center, Shenzhen Guangqiao Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center, Other Subsidiaries, HQ. Among these, Other Subsidiaries includes R&D and sales entities of the Company located worldwide. In 2023, the statistics scale of greenhouse gas emissions is Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center, Shenzhen R&D Center and other subsidiaries. Among them, other subsidiaries include Tianliao Manufacturing Center, TPC and other R&D and sales companies. The same applies to the sheet below.

Note 2: [Calculation method] The calculation of greenhouse gas emissions is based on ISO 14064-1:2018 and the GHG Protocol. Emission factors for greenhouse gases refer to the UK Government GHG Conversion Factors for Company Reporting (2023), the IPCC Guidelines for National Greenhouse Gas Inventories in 2006, the Guidelines for Greenhouse Gas Emissions Accounting and Reporting for Electronic Equipment Manufacturing Enterprises, and the General Rules for Calculating Comprehensive Energy Consumption (GB/T 2589-2020), etc. The same applies to the sheet below.

Note 3: According to the GHG protocol, Scope 3 greenhouse gas can be divided into 15 categories. Scope 3 (upstream) greenhouse gas includes Category 1 Purchased goods and services, Category 2 Capital goods, Category 3 Fuel- and energy-related activities (not included in Scope 1 and Scope 2), Category 4 Upstream transportation and distribution, Category 5 Waste generated in operations, Category 6: Business travel, Category 7 Employee commuting and Category 8 Upstream leased assets; Scope 3 (downstream) greenhouse gas includes Category 9 Downstream transportation and distribution, Category 10 Processing of sold products, Category 11 Use of sold products, Category 12 End-of-life treatment of sold products, Category 13 Downstream leased assets, Category 14 Franchising and Category 15 Investment. The same applies to the sheet below.

Note 4: The Company's diesel-powered equipment and machinery include emergency generators, encompasses trucks, commercial vehicles and diesel forklifts. The gasoline-powered equipment includes official vehicles and weeding machines. The same applies to the sheet below.

Climate Change and Energy Management Performance for Manufacturing Centers of TP-Link

Indicators		Units	2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope 3)		**tCO_2e**	**4,426,501.74**	**379,049.85**	**715,143.11**	**3,914,188.88**	**39,565.01**	**330,158.17**	**630,118.15**
Scope 1 greenhouse gas emissions		tCO_2e	8,691.63	7,720.95	79.98	1,379.96	9.14	741.60	107.06
Scope 2 greenhouse gas emissions		tCO_2e	19,753.18	24,273.87	5,269.03	18,915.85	2,048.54	28,433.05	4,844.14
Scope 3 greenhouse gas emissions		tCO_2e	4,398,056.93	347,055.03	709,794.10	3,893,893.07	37,507.33	300,983.53	625,166.95
By activities	Scope 3 (upstream) greenhouse gas emissions	tCO_2e	1,256,333.33	347,055.03	304,392.38	320,603.97	37,507.33	300,983.53	103,789.56
	Scope 3 (downstream) greenhouse gas emissions	tCO_2e	3,141,723.60	0	405,401.72	3,573,289.11	0	0	521,377.39
By category of activities	Category 1 Purchased goods and services	tCO_2e	1,227,509.05	337,013.76	295,773.45	275,686.61	36,841.84	289,323.81	94,222.06
	Category 2 Capital goods	tCO_2e	270.82	328.78	113.73	707.68	0	1,022.04	83.53
	Category 3 Fuel- and energy-related activities (not included in Scope 1 or Scope 2)	tCO_2e	6,091.97	7,461.16	1,123.68	6,209.06	660.42	9,277.25	1,821.50
	Category 4 Upstream transportation and distribution	tCO_2e	21,990.99	2,157.29	6,229.69	37,844.24	0	1,148.06	6,097.47
	Category 5 Waste generated in operations	tCO_2e	368.44	64.40	16.36	93.93	5.07	51.39	14.63
	Category 6 Business travel	tCO_2e	73.68	0	43.61	32.86	0	18.67	41.97
	Category 7 Employee commuting	tCO_2e	28.38	29.64	1,026.11	29.58	0	142.32	1,508.41
	Category 8 Upstream leased assets	tCO_2e	——	——	65.75	——	——	——	——
	Category 9 Downstream transportation and distribution	tCO_2e	970.60	0	——	7,118.20	0	——	——
	Category 10 Processing of sold products	tCO_2e	——	——	——	——	——	——	——
	Category 11 Use of sold products	tCO_2e	3,139,885.83	——	405,232.24	3,565,823.66	0	0	521,306.29
	Category 12 End-of-life treatment of sold products	tCO_2e	867.17	——	169.48	347.24	0	——	71.10

Indicators		Units	2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
	Category 13 Downstream leased assets	tCO_2e	——	——	——	——	——	——	——
	Category 14 Franchises	tCO_2e	——	——	——	——	——	——	——
	Category 15 Investments	tCO_2e	——	——	——	——	——	——	——
Natural gas consumption		m^3	71,549.00	63,551.00	——	90,579.00	0	91,860.23	0
Diesel fuel consumption		kg	101,146.56	101,944.72	4,128.19	106,906.79	0	106,198.71	5,916.39
Gasoline consumption		kg	——	——	29.40	0	0	110.55	73.70
Electricity consumption		kWh	34,636,475.84	42,563,343.00	8,343,680.00	35,251,301.00	3,817,627.00	52,987,412.42	10,503,342.00

Resource Utilization and Circular Economy Data Sheet

TP-Link Resource Utilization and Circular Economy Performance[1]

Indicators		Units	2022	2023			2024			
			TP-Link[2]	Manufacturing Center[2]	Other Subsidiaries	TP-Link	Manufacturing Center[2]	HQ	Other Subsidiaries	TP-Link
Total consumption of packaging materials for manufactured goods		**tons**	**15,849.21**	**24,250.79**	——	**24,250.79**	**25,371.19**	——	——	**25,371.19**
By type	Paper	tons	14,009.00	20,596.39	——	20,596.39	22,373.44	——	——	22,373.44
	Plastic	tons	1,840.21	3,654.40	——	3,654.40	2,997.75	——	——	2,997.75
Total recycling of packaging materials for manufactured goods		**tons**	**1,437.22**	**1,792.44**	——	**1,792.44**	**2,565.92**	——	——	**2,565.92**
By type	Paper	tons	132.29	290.94	——	290.94	47.36	——	——	47.36
	Plastic	tons	1,304.93	1,501.50	——	1,501.50	2,518.56	——	——	2,518.56
Water withdrawal		m^3	628,092.00	688,303.04	55,983.49	744,286.53	749,107.00	——	76,530.96	825,637.96
Wastewater discharge[3]		m^3	519,469.20	514,899.94	50,385.14	565,285.08	561,803.40	——	68,877.86	630,681.26
Water consumption		m^3	62,809.60	173,403.10	5,598.35	179,001.45	187,303.60	——	7,653.10	194,956.70
Circulating water intake		m^3	69,175.00	71,427.00	——	71,427.00	124,881.00	——	——	124,881.00

Note 1: [Statistical caliber] In 2024, the statistics scale of resource utilization and circular economy is Shenzhen Manufacturing Center, Shenzhen Guangqiao Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center, Other Subsidiaries, HQ. Among these, Other Subsidiaries includes R&D and sales entities of the Company located worldwide. In 2023, except for the water withdrawal, the scope of other indicators is Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center. The statistical caliber for water withdrawal is Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center and Shenzhen R&D Center and other subsidiaries in 2023. In 2022, due to the total consumption of packaging materials for manufactured goods cannot be counted at Vietnam Manufacturing Center, the scope of that is Shenzhen Manufacturing Center, Dongguan Manufacturing Center. Since most of the premises of other subsidiaries are leased, it is not possible to calculate the amount of water withdrawn. The statistical caliber for other indicators is Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center. The same applies to the sheet below.

Note 2: Shenzhen Manufacturing Center does not recycle packaging materials for manufactured products on their own, they are handed over to third-party for recycling or disposal. The recycling data from the third parties has not been collected and compiled for the time being. Due to the business characteristics of the Dongguan Manufacturing Center, only the Dongguan Manufacturing Center has the recycling of packaging materials for manufactured goods.

Note 3: The water consumption data for 2023 was calculated incorrectly, and the data for 2023 has been revised here.

Resource Utilization and Circular Economy Performance for Manufacturing Centers of TP-Link

Indicators		Units	2022			2023			2024			
			Shenzhen Manufacturing Center[1]	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center[1]	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center[1]	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
Total consumption of packaging materials for manufactured goods		**tons**	**14,075.95**	**1,773.26**	**——**	**20,095.27**	**2,385.65**	**1,769.87**	**20,186.04**	**——**	**1,492.75**	**3,692.39**
By type	Paper	tons	13,560.78	448.22	——	19,470.27	823.45	302.67	17,624.81	——	1,296.85	3,451.77
	Plastic	tons	515.17	1,325.04	——	625.00	1,562.20	1,467.20	2,561.23	——	195.90	240.62
Total recycling of packaging materials for manufactured goods[2]		**tons**	**——**	**1,369.63**	**——**	**——**	**1,792.44**	**——**	**——**	**——**	**2,565.92**	**——**
By type	Paper	tons	——	132.29	——	——	290.94	——	——	——	47.36	——
	Plastic	tons	——	1,237.34	——	——	1,501.50	——	——	——	2,518.56	——
Water withdrawal		m^3	380,117.00	232,749.00	15,226.00	394,025.85	247,495.19	46,782.00	401,770.00	28,963.00	252,030.00	66,344.00
Wastewater discharge[3]		m^3	342,105.30	147,216.60	13,703.40	314,334.77	158,461.37	42,103.80	317,192.40	26,066.70	158,834.70	59,709.60
Water consumption[4]		m^3	38,012.00	23,275.00	1,522.60	79,691.09	89,033.82	4,678.20	84,577.60	2,896.30	93,195.30	6,634.40
Circulating water intake		m^3	0	69,175.00	0	0	71,427.00	0	49,334.00	0	75,547.00	0

Note 1: Shenzhen Manufacturing Center does not recycle packaging materials for manufactured products on their own, they are handed over to third-party for recycling or disposal. The recycling data from the third parties has not been collected and compiled for the time being.

Note 2: Due to the business characteristics of the Dongguan Manufacturing Center, only the Dongguan Manufacturing Center has the recycling of packaging materials for manufactured goods.

Note 3: The Company does not generate significant industrial wastewater discharge, and the proportion of industrial wastewater discharge is extremely low. Therefore, no related discharge information is disclosed, and the Company's total wastewater discharge is equal to the domestic sewage discharge.

Note 4: The water consumption data for 2023 was calculated incorrectly, and the data for 2023 has been revised here.

Environmental Management Data Sheet

TP-Link Environmental Management Performance[1]

Indicators	Units	2022	2023	2024			
		TP-Link	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Number of environmental protection trainings	Time(s)	417	460	319	——	14	333
Training hours on environmental protection	Hour(s)	282.50	373.43	401.50	——	56.00	457.50
Number of employees covered by environmental protection training	Person(s)	12,750	11,388	40,265	——	90	40,355
Percentage of operational sites for which an environmental risk assessment has been conducted[2]	%	7.69	7.69	100	0[3]	2.04	9.26
Number of punishments caused by violating the environmental protection laws	Case(s)	0	0	0	0	1[4]	1
Amount of environmental protection investment	USD'000	388.26	1,308.07	339.04	——	291.88	630.92

Note 1: [Statistical caliber] In 2024, the statistics scale of environmental management is Shenzhen Manufacturing Center, Shenzhen Guangqiao Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center, Other Subsidiaries, HQ. Among these, Other Subsidiaries includes R&D and sales entities of the Company located worldwide. In 2022 and 2023, except for number of employees covered by environmental protection training, the scope for the indicators of environmental management performance is Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center. Due to the Number of employees covered by environmental protection training for Vietnam Manufacturing Center cannot be counted, the statistical caliber of it is Shenzhen Manufacturing Center and Dongguan Manufacturing Center in 2022 and 2023. The same applies to the sheet below.

Note 2: In 2022, 2023 and 2024, the percentage of operational sites for which an environmental risk assessment has been conducted is 100%. [Calculation method] Percentage of operational sites for which an environmental risk assessment has been conducted = Number of operational sites for which an environmental risk assessment has been conducted / Number of operational sites × 100. The same applies to the sheet below.

Note 3: HQ implemented ISO 14001 in 2025, and the supporting environmental risk assessment has been carried out simultaneously.

Note 4: In 2024, due to insufficient understanding of local environmental protection regulations, the South Korean subsidiary failed to file a complaint declaration for imported electronic products such as cameras, resulting in one violation and a penalty. At present, control mechanisms have been implemented to ensure that subsequent declaration work is carried out in a timely and compliant manner.

Environmental Management Performance for Manufacturing Centers of TP-Link

Indicators	Units	2022			2023			2024			
		Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
Number of environmental protection trainings	Time(s)	346	47	24	365	47	48	133	52	121	13
Training hours on environmental protection	Hour(s)	236.83	23.67	22.00	276.83	19.00	77.60	157.00	56.00	151.50	37.00
Number of employees covered by environmental protection training	Person(s)	7,644	5,106	——	8,614	2,774	——	9,941	1,863	25,780	2,681
Percentage of operational sites for which an environmental risk assessment has been conducted	%	100	100	100	100	100	100	100	100	100	100
Number of punishments caused by violating the environmental protection laws	Case(s)	0	0	0	0	0	0	0	0	0	0
Amount of environmental protection investment	USD'000	220.90	64.68	102.67	235.18	950.08	122.82	20.80	38.43	216.33	63.48

Pollutant Control Data Sheet

TP-Link Pollutant Control Performance[1]

Indicators		Units	2022	2023	2024			
			TP-Link	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Waste Gases Emissions								
Total pollutants emissions in exhaust gas[2]		kg	21,760.83	39,658.99	30,652.74	——	——	30,652.74
By type[3]	PM	kg	2.79	19.81	6,199.67	——	——	6,199.67
	NOx	kg	3.41	16.54	16.34	——	——	16.34
	SOx	kg	0.60	3.34	3.60	——	——	3.60
	NMHC	kg	8,429.24	20,684.74	10,990.16	——	——	10,990.16
	VOCs	kg	13,291.37	17,216.79	13,395.75	——	——	13,395.75
	Smoke and dust	kg	0.07	0.06	0	——	——	0
	Benzene	kg	12.54	0.07	0	——	——	0
	CF_3CHFCF_3	kg	0	1,693.00	——	——	——	——
	Tin and its compounds	kg	20.81	24.64	47.25	——	——	47.25
Wastewater								
Domestic sewage discharge[4]		m^3	519,469.20	565,285.08	561,803.40	——	68,877.86	630,681.26
Waste								
Total weight of non-hazardous waste generated[5]		**tons**	**3,178.13**	**4,333.62**	**6,208.43**	**——**	**890.34**	**7,098.76**
Total weight of non-hazardous waste disposal		**tons**	**3,201.28**	**4,323.47**	**6,208.43**	**——**	**890.34**	**7,098.76**
By disposal method	Incineration	tons	——	——	414.37	——	32.70	447.07
	Landfill[6]	tons	——	——	0	——	395.67	395.67
	Recycling	tons	——	——	5,004.94	——	28.29	5,033.23
	Composting	tons	——	——	789.12	——	433.67	1,222.79
Non-hazardous waste disposal rate		%	100.73	99.77	100	100	100	100

Indicators		Units	2022	2023	2024			
			TP-Link	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Total weight of hazardous waste generated[7, 8]		**tons**	**86.24**	**237.29**	**355.01**	**——**	**——**	**355.01**
By type	Stencil wipes, waste rags, waste gloves	tons	12.52	34.85	74.12	——	——	74.12
	Waste liquid	tons	5.92	19.04	33.82	——	——	33.82
	Waste empty containers and bottles	tons	5.76	12.69	21.72	——	——	21.72
	Waste activated carbon	tons	9.77	26.71	30.67	——	——	30.67
	Waste mineral oil	tons	3.06	13.45	24.26	——	——	24.26
	Waste light tubes	tons	0.92	0.29	0.38	——	——	0.38
	Scrap PCBs and board edges	tons	47.53	126.60	163.91	——	——	163.91
	PCB dust	tons	0.23	1.04	0	——	——	0
	Other	tons	0.53	2.62	6.14	——	——	6.14
Total weight of hazardous waste disposal[7]		**tons**	**66.94**	**197.00**	**377.10**	**——**	**——**	**377.10**
By type	Stencil wipes, waste rags, waste gloves	tons	11.96	34.83	73.01	——	——	73.01
	Waste liquid	tons	5.30	18.29	34.88	——	——	34.88
	Waste empty containers and bottles	tons	5.16	12.87	21.41	——	——	21.41
	Waste activated carbon	tons	9.72	26.75	30.67	——	——	30.67
	Waste mineral oil	tons	3.06	13.28	24.43	——	——	24.43
	Waste light tubes	tons	0.92	0	0.64	——	——	0.64
	Scrap PCBs and board edges	tons	30.06	88.52	190.68	——	——	190.68
	PCB dust	tons	0.23	1.04	0	——	——	0
	Other	tons	0.53	1.42	1.38	——	——	1.38
Hazardous waste disposal rate[7]		%	77.63	83.02	106.22	——	——	106.22

Note 1: [Statistical caliber] In 2024, the statistics scale of pollutant control is Shenzhen Manufacturing Center, Shenzhen Guangqiao Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center, Other Subsidiaries, HQ. Among these, Other Subsidiaries includes R&D and sales entities of the Company located worldwide. In 2022 and 2023, the scope of the pollutant control indicators is Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center. The same applies to the sheet below.
Note 2: Due to varying concentrations among different pollutants, the total actual emissions cannot be simply calculated by adding individual pollutant emissions. To avoid confusion, a simplified approach of direct summation is used here. This aggregated figure is for reference only and does not represent actual emissions. The same applies to the sheet below.
Note 3: After verification, discrepancies were found in the emissions data for 2022 and 2023. The data has been recalculated and revised accordingly. The same applies to the sheet below.
Note 4: The Company does not discharge industrial wastewater. Any industrial wastewater generated is collected and transferred to qualified third-party facilities for disposal, so no related discharge information is disclosed. The same applies to the sheet below.
Note 5: Domestic waste generated by HQ is uniformly handled by a third-party property management company. Accurate data is currently unavailable.
Note 6: Landfill-related figures are sourced from overseas subsidiaries and comply with local laws and regulations.
Note 7: Some of the hazardous wastes can be temporarily stored in the Manufacturing Centers for one year under the condition of compliance, and some of the hazardous wastes generated in the previous year will be disposed of in the current year. Therefore, it's possible that the total amount of hazardous waste disposal exceeds the total amount of hazardous waste generated, and the hazardous waste disposal rate exceeds 100%. The same applies to the sheet below.
Note 8: The Company's R&D centers and sales subsidiaries do not generate significant emissions of hazardous waste, so no relevant data is available. With reference to the annual hazardous waste statistical reports submitted to environmental regulatory authorities, the Company has revised and adjusted the data for 2022 and 2023. The same applies to the sheet below.

Pollutant Control Performance for Manufacturing Centers of TP-Link

Indicators		Units	2022			2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center[1]	Shenzhen Manufacturing Center	Dongguan Manufacturing Center[2]	Vietnam Manufacturing Center[1]	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center[1]
Waste Gases Emissions												
Total pollutants emissions in exhaust gas		kg	21,457.61	290.62	12.60	32,067.57	7,591.30	0.12	17,827.00	3,232.02	6,255.62	3,338.09
By type	PM	kg	2.79	0	——	19.81	0	——	0	2,632.30	229.28	3,338.09
	NOx	kg	3.41	——	——	11.45	5.09	——	15.05	——	1.29	——
	SOx	kg	0.60	——	——	3.34	——	——	2.15	——	1.45	——
	NMHC	kg	8,140.00	289.24	——	13,990.00	6,694.74	——	7,786.70	298.14	2,905.32	——
	VOCs	kg	13,290.00	1.37	——	16,330.00	886.79	——	10,001.33	298.14	3,096.28	——
	Smoke and dust	kg	0	0.01	0.06	0	0.01	0.05	0	——	——	——
	Benzene	kg	0	0	12.54	0	——	0.07	——	——	——	0
	CF_3CHFCF_3	kg	——	0	——	1,693.00	——	——	——	——	——	——
	Tin and its compounds	kg	20.81	0	——	19.97	4.67	——	21.81	3.44	22.00	——

Indicators		Units	2022			2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center[1]	Shenzhen Manufacturing Center	Dongguan Manufacturing Center[2]	Vietnam Manufacturing Center[1]	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center[1]
Wastewater												
Domestic sewage discharge		m^3	342,105.30	147,216.60	13,703.40	314,334.77	158,461.37	42,103.80	317,192.40	26,066.70	158,834.70	59,709.60
Waste												
Total weight of non-hazardous waste generated		**tons**	**2,221.99**	**780.00**	**176.14**	**2,879.66**	**1,090.00**	**363.96**	**4,175.87**	**36.36**	**1,444.13**	**552.07**
Total weight of non-hazardous waste disposal		**tons**	**2,245.14**	**780.00**	**176.14**	**2,869.51**	**1,090.00**	**363.96**	**4,175.87**	**36.36**	**1,444.13**	**552.07**
By disposal method	Incineration	tons	——	——	——	——	——	——	201.44	——	89.01	123.92
	Landfill	tons	——	——	——	——	——	——	0	——	0	0
	Recycling	tons	——	——	——	——	——	——	3,353.06	——	1,223.72	428.15
	Composting	tons	——	——	——	——	——	——	621.36	36.36	131.40	0
Non-hazardous waste disposal rate		%	101.04	100	100	99.65	100	100	100	100	100	100
Total weight of hazardous waste generated		**tons**	**49.38**	**33.62**	**3.24**	**128.04**	**100.50**	**8.75**	**176.50**	**——**	**163.87**	**14.65**
By type	Stencil wipes, waste rags, waste gloves	tons	8.02	2.59	1.91	18.05	10.66	6.14	22.80	——	40.12	11.20
	Waste liquid	tons	0.96	4.50	0.46	1.32	17.33	0.39	2.10	——	30.36	1.36
	Waste empty containers and bottles	tons	2.68	3.06	0.02	5.32	7.36	0.01	9.87	——	10.44	1.41
	Waste activated carbon	tons	1.90	7.83	0.04	10.53	16.18	0	13.90	——	16.40	0.37
	Waste mineral oil	tons	0	3.06	0	0.18	13.27	0	0.76	——	23.40	0.11
	Waste light tubes	tons	0.87	0	0.05	0.29	0	0	0.17	——	0	0.21
	Scrap PCBs and board edges	tons	34.95	12.58	0	92.35	34.26	0	126.90	——	37.01	0
	PCB dust	tons	0	——	0.23	0	0	1.04	0	——	0	0
	Other	tons	0	0	0.53	0	1.45	1.17	0	——	6.14	0

Indicators		Units	2022			2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center[1]	Shenzhen Manufacturing Center	Dongguan Manufacturing Center[2]	Vietnam Manufacturing Center[1]	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center[1]
Total weight of hazardous waste disposal		**tons**	**44.18**	**19.52**	**3.24**	**124.23**	**64.02**	**8.75**	**157.91**	**——**	**204.54**	**14.65**
By type	Stencil wipes, waste rags, waste gloves	tons	7.99	2.06	1.91	18.09	10.60	6.14	21.10	——	40.71	11.20
	Waste liquid	tons	0.87	3.97	0.46	1.41	16.49	0.39	2.10	——	31.42	1.36
	Waste empty containers and bottles	tons	2.54	2.61	0.02	5.46	7.40	0.01	9.15	——	10.85	1.41
	Waste activated carbon	tons	1.85	7.83	0.04	10.58	16.18	0	13.90	——	16.40	0.37
	Waste mineral oil	tons	0	3.06	0	0.18	13.10	0	0.76	——	23.57	0.11
	Waste light tubes	tons	0.87	0	0.05	0	0	0	0.43	——	0	0.21
	Scrap PCBs and board edges	tons	30.06	0	0	88.52	0	0	110.46	——	80.21	0
	PCB dust	tons	0	——	0.23	0	0	1.04	0	——	0	0
	Other	tons	——	0	0.53	0	0.25	1.17	0	——	1.38	0
Hazardous waste disposal rate		%	89.48	58.07	100	97.02	63.70	100	89.47	——	124.82	100

Note 1: Vietnam Manufacturing Center is controlled by the relevant laws and regulations of Vietnam, so that the emission of waste gases pollutants only counts the emissions of smoke and dust and benzene.

Note 2: Industrial wastewater generated by the Dongguan Manufacturing Center is collected and then recycled and disposed of by qualified third-party enterprises, and is therefore not treated as wastewater discharge. Other entities do not generate or discharge industrial wastewater.

Social

Employee Recruitment Data Sheet

TP-Link Employee Recruitment Performance

Indicators		Units	2022			2023			2024			
			Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Total number of employees		**Person(s)**	**7,801**	**4,422**	**12,223**	**9,134**	**5,168**	**14,302**	**10,972**	**242**	**6,500**	**17,714**
By gender	Female	Person(s)	3,193	1,286	4,479	3,927	1,481	5,408	4,503	97	1,731	6,331
	Male	Person(s)	4,608	3,136	7,744	5,207	3,687	8,894	6,469	145	4,768	11,382
	X[1]	Person(s)	——	——	——	——	——	——	0	0	1	1
By age	Under 30	Person(s)	4,677	2,823	7,500	5,469	3,175	8,644	6,473	64	3,899	10,436
	Between 30 and 50	Person(s)	3,086	1,502	4,588	3,619	1,868	5,487	4,468	147	2,433	7,048
	Over 50	Person(s)	38	97	135	46	125	171	31	31	168	230
By employment type	Full-time	Person(s)	7,801	4,395	12,196	9,134	5,131	14,265	10,972	242	6,304	17,518
	Part-time	Person(s)	0	15	15	0	20	20	0	0	177	177
	Consultant[2]	Person(s)	0	12	12	0	17	17	0	0	19	19
By educational background	Doctorate	Person(s)	0	22	22	0	20	20	0	——	30	30
	Master's degree	Person(s)	11	1,352	1,363	19	1,616	1,635	21	——	2,267	2,288
	Bachelor's degree	Person(s)	295	2,754	3,049	361	3,186	3,547	501	——	3,704	4,205
	Associate degree and below	Person(s)	7,495	294	7,789	8,754	346	9,100	10,450	——	499	10,949
By work area	US	Person(s)	0	115	115	0	132	132	0	242	108	350
	Mainland China	Person(s)	6,903	3,142	10,045	7,579	3,646	11,225	8,780	0	4,385	13,165
	Hong Kong, Macao, Taiwan, and other countries and regions	Person(s)	898	1,165	2,063	1,555	1,390	2,945	2,192	0	2,007	4,199

Indicators		Units	2022			2023			2024			
			Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
By level	Base-level employee	Person(s)	7,737	3,885	11,622	9,049	4,444	13,493	10,870	176	5,761	16,807
	Junior management	Person(s)	57	332	389	66	461	527	88	34	575	697
	Middle management	Person(s)	7	200	207	19	256	275	14	27	149	190
	Senior Management	Person(s)	0	5	5	0	7	7	0	5	15	20
Management by gender	Female	Person(s)	24	132	156	31	157	188	37	13	144	194
	Male	Person(s)	40	405	445	54	567	621	65	53	595	713
Number of ethnic minorities employees[3]		Person(s)	1,961	240	2,201	2,713	261	2,974	3,572	0	335	3,907
Percentage of ethnic minority in senior management[4]		%	0	0	0	0	0	0	0	0	8.89	6.67
Number of employees with disabilities		Person(s)	0	4	4	0	5	5	0	2	4	6
Percentage of disabilities in senior management[5]		%	0	0	0	0	0	0	0	0	0	0
Percentage of female employees in senior management[6]		%	0	20.00	20.00	0	28.57	28.57	0	20.00	35.00	31.25
Total number of newly hired employees[7]		**Person(s)**	**4,338**	**1,637**	**5,975**	**5,233**	**1,230**	**6,463**	**14,530**	**125**	**2,155**	**16,810**
Percentage of newly hired employees by gender[8]	Female	%	38.47	28.53	35.75	41.47	30.41	39.36	37.95	30.40	28.96	36.74
	Male	%	61.53	71.47	64.25	58.53	69.59	60.64	62.05	69.60	71.04	63.26
Percentage of newly hired employees by age[8]	Under 30	%	72.73	84.85	76.05	73.38	71.54	73.03	67.45	40.80	72.85	67.94
	Between 30 and 50	%	26.86	13.99	23.33	26.37	26.42	26.38	32.51	52.80	25.15	31.72
	Over 50	%	0.41	1.16	0.62	0.25	2.03	0.59	0.04	6.40	2.00	0.34
Percentage of newly hired employees by work area[8]	US	%	0	2.02	0.55	0	2.93	0.56	0	100	0	0.74
	Mainland China	%	76.79	81.19	77.99	64.19	64.23	64.20	85.29	0	70.53	82.76
	Hong Kong, Macao, Taiwan, and other countries and regions	%	23.21	16.80	21.46	35.81	32.85	35.25	14.71	0	29.47	16.49
Monthly average employee turnover rate [9]		%	23.48	——	23.48	19.29	8.61	16.62	11.74	1.38	0.15	8.08

Indicators		Units	2022			2023			2024			
			Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Number of resignations for the whole year		**Person(s)**	**16,286**	**470**	**16,756**	**13,099**	**445**	**13,544**	**15,821**	**14**	**779**	**16,614**
By gender	Female	Person(s)	——	——	——	——	——	——	5,766	7	256	6,029
	Male	Person(s)	——	——	——	——	——	——	10,055	7	523	10,585
Employee turnover rate[10]		**%**	**183.52**	**10.63**	**137.09**	**133.88**	**8.61**	**94.70**	**144.19**	**5.79**	**11.98**	**93.79**
By gender[10]	Female	%	——	——	——	——	——	——	128.05	7.22	14.79	95.23
	Male	%	——	——	——	——	——	——	155.44	4.83	10.97	93.00
Number of labor dispute incidents[11]		Case(s)	0	1	1	0	1	1	1	0	2	3
Number of legal issues in hiring, firing, pay, benefits, hours, holidays, equal chances, and anti-discrimination		Case(s)	0	0	0	0	0	0	0	0	0	0
Number of Incidents of Child Labor Employment, Forced Labor, and Human Trafficking		Case(s)	0	0	0	0	0	0	0	0	0	0
Percentage of the employees who received training on diversity, discrimination and/or harassment[12]		%	100	——	——	100	——	——	100	100	25.49	72.66

Note 1: The term "Gender X" in this report refers to one employee whose ID card registers as male but who self-identifies as neither male nor female. This individual is classified as non-binary under local law. The report uses the category "Non-binary (X)" rather than "Other" to respect the unique identity of this group. The same applies to the sheet below.

Note 2: The consultant employees of TP-Link are from and work in the region outside of China. The same applies to the sheet below.

Note 3: Ethnic minorities refer to ethnic groups in China other than the Han nationality and ethnic groups in Vietnam other than the Kinh nationality.

Note 4: [Calculation method] Percentage of ethnic minority in senior management = Number of ethnic minority employees in senior management / Number of employees in senior management ×100. The same applies to the sheet below.

Note 5: [Calculation method] Percentage of disabilities in senior management = Number of disabled employees in senior management / Number of employees in senior management ×100. The same applies to the sheet below.

Note 6: [Calculation method] Percentage of female employees in senior management = Number of female employees in senior management / Number of employees in senior management ×100. The same applies to the sheet below.

Note 7: The figures for new employees in 2022 and 2023 did not include new employees who left the Company during the reporting period. In 2024, the statistical scope was adjusted to include these departing new employees, resulting in a higher count for 2024 compared to the previous two years.

Note 8: [Calculation method] Percentage of newly hired employees by a certain category = Number of newly hired employees for that category / Total number of newly hired employees ×100. The same applies to the sheet below.

Note 9: Monthly average employee turnover rate = ∑(Number of employees who resigned during the month / (Total number of employees on the last day of each month + Number of employees who have resigned)) / 12. The same applies to the sheet below.

Note 10: Employee turnover rate (by a certain category) = Total number of employees (in a certain category) who resigned during the year / Total number of employees (in a certain category) × 100. The same applies to the sheet below.

Note 11: The labor dispute at the Shenzhen Manufacturing Center has been properly handled, and the Company ultimately prevailed in the case. The overseas subsidiary's labor dispute involved a probationary period issue. After implementing corresponding corrective measures and strengthening human resource management, compliance has been achieved, and no similar disputes have occurred since.

Note 12: [Calculation method] Percentage of the employees who received training on diversity, discrimination and/or harassment = Number of the employees who received training on diversity, discrimination and/or harassment / Total number of employees × 100. The same applies to the sheet below.

TP-Link Employee Recruitment Performance for Manufacturing Centers of TP-Link

Indicators		Units	2022			2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
Total number of employees		**Person(s)**	**4,580**	**2,325**	**896**	**5,172**	**2,509**	**1,453**	**5,372**	**634**	**2,860**	**2,106**
By gender	Female	Person(s)	2,043	730	420	2,290	856	781	2,294	306	960	943
	Male	Person(s)	2,537	1,595	476	2,882	1,653	672	3,078	328	1,900	1,163
By age	Under 30	Person(s)	2,470	1,638	569	2,820	1,623	1,026	2,803	281	1,784	1,605
	Between 30 and 50	Person(s)	2,074	687	325	2,310	886	423	2,547	353	1,073	495
	Over 50	Person(s)	36	0	2	42	0	4	22	0	3	6
By employment type	Full-time	Person(s)	4,580	2,325	896	5,172	2,509	1,453	5,372	634	2,860	2,106
	Part-time	Person(s)	0	0	0	0	0	0	0	0	0	0
	Consultant	Person(s)	0	0	0	0	0	0	0	0	0	0
By educational background	Doctorate	Person(s)	0	0	0	0	0	0	0	0	0	0
	Master's degree	Person(s)	7	3	1	14	4	1	16	0	5	0
	Bachelor's degree	Person(s)	80	147	68	124	146	91	197	1	175	128
	Associate degree and below	Person(s)	4,493	2,175	827	5,034	2,359	1,361	5,159	633	2,680	1,978
By work area	US	Person(s)	0	0	0	0	0	0	0	0	0	0
	Mainland China	Person(s)	4,578	2,325	0	5,070	2,509	0	5,286	634	2,860	0
	Hong Kong, Macao, Taiwan, and other countries and regions	Person(s)	2	0	896	102	0	1,453	86	0	0	2,106
By level	Base-level employee	Person(s)	4,571	2,302	864	5,158	2,485	1,406	5,352	634	2,836	2,048
	Junior management	Person(s)	9	22	26	10	17	39	18	0	17	53
	Middle management	Person(s)	0	1	6	4	7	8	2	0	7	5
	Senior Management	Person(s)	0	0	0	0	0	0	0	0	0	0

Indicators		Units	2022			2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
Management by gender	Female	Person(s)	1	2	21	1	3	27	1	0	3	33
	Male	Person(s)	8	21	11	13	21	20	19	0	21	25
Number of ethnic minorities employees		Person(s)	1,119	473	369	1,316	529	868	1,359	190	619	1,404
Percentage of ethnic minority in senior management		%	0	0	0	0	0	0	0	0	0	0
Number of employees with disabilities		Person(s)	0	0	0	0	0	0	0	0	0	0
Percentage of disabilities in senior management		%	0	0	0	0	0	0	0	0	0	0
Percentage of female employees in senior management		%	0	0	0	0	0	0	0	0	0	0
Total number of newly hired employees		**Person(s)**	**2,109**	**1,222**	**1,007**	**2,165**	**1,194**	**1,874**	**10,688**	**378**	**1,333**	**2,131**
Percentage of newly hired employees by gender[8]	Female	%	40.40	29.95	44.79	42.68	37.69	42.48	38.02	47.88	32.11	39.51
	Male	%	59.60	70.05	55.21	57.32	62.31	57.52	61.98	52.12	67.89	60.49
Percentage of newly hired employees by age[8]	Under 30	%	67.47	77.82	77.56	69.88	75.13	76.31	64.38	57.14	75.17	79.82
	Between 30 and 50	%	31.77	22.18	22.24	29.65	24.87	23.53	35.56	42.86	24.83	20.18
	Over 50	%	0.76	0	0.20	0.46	0	0.16	0.06	0	0	0
By work area	US	%	0	0	0	0	0	0	0	0	0	0
	Mainland China	%	100	100	0	100	100	0	99.94	100	100	0
	Hong Kong, Macao, Taiwan, and other countries and regions	%	0	0	100	0	0	100	0.06	0	0	100
Monthly average employee turnover rate		%	16.31	21.42	32.70	11.76	15.15	30.97	13.58	13.31	12.59	7.49
Number of resignations for the whole year		**Person(s)**	**9,548**	**5,976**	**762**	**7,432**	**4,560**	**1,107**	**9,529**	**94**	**4,720**	**1,478**
By gender	Female	Person(s)	——	——	——	——	——	——	3,600	47	1,548	571
	Male	Person(s)	——	——	——	——	——	——	5,929	47	3,172	907
Employee turnover rate		**%**	**208.47**	**257.03**	**85.04**	**143.70**	**181.75**	**76.19**	**177.38**	**14.83**	**165.03**	**70.18**

Indicators		Units	2022			2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
By gender	Female	%	——	——	——	——	——	——	156.93	15.36	161.25	60.55
	Male	%	——	——	——	——	——	——	192.63	14.33	166.95	77.99
Number of labor dispute incidents		Case(s)	——	0	0	——	0	0	1	0	0	0
Number of legal issues in hiring, firing, pay, benefits, hours, holidays, equal chances, and anti-discrimination		Case(s)	0	0	0	0	0	0	0	0	0	0
Number of Incidents of Child Labor Employment, Forced Labor, and Human Trafficking		Case(s)	0	0	0	0	0	0	0	0	0	0
Percentage of the employees who received training on diversity, discrimination and/or harassment		%	100	100	100	100	100	100	100	100	100	100

Employee Occupational Health and Safety Data Sheet

TP-Link Employee Occupational Health and Safety Performance[1]

Indicators	Units	2022			2023			2024			
		Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Number of work-related injuries	Time(s)	15	0	15	23	0	23	26[2]	0	6[2]	32
Recordable injury rate per million work hours[3]	Time(s)/million hours	1.36	0	1.36	0.75	0	0.75	0.72	0	0.49	0.65
Lost workday rate per million work hours[4]	Time(s)/million hours	1.36	0	1.36	0.75	0	0.75	0.72	0	0.41	0.63
Number of fatalities resulting from work-related injuries	Person(s)	0	0	0	0	0	0	0	0	0	0
Number of employees exposed to occupational disease risks	Person(s)	657	——	657	2,724	——	2,724	2,221	——	——	2,221
Coverage rate of occupational health examinations	%	60.27	——	——	48.46	——	——	100	——	——	100

Indicators	Units	2022			2023			2024			
		Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Number of employees with occupational diseases	Person(s)	0	——	0	0	——	0	0	——	——	0
Number of occupational health and safety training	Time(s)	452	——	452	582	——	582	753	8	73	834
Hours of occupational health and safety training	Hour(s)	85,368.77	——	85,368.77	106,385.91	——	106,385.91	351,879.89	859.00	3,231.00	355,969.89
Number of participants in health and safety training	Participants(s)	17,796	——	17,796	32,054	——	32,054	113,213	719	811	114,743
Average occupational health and safety training hours per employee	Hour(s)	10.94	——	10.94	11.65	——	11.65	32.07	3.55	3.98	29.60
Number of manufacturing centers for which employee health and safety risk assessment has been conducted	Sites(s)	3	——	3	3	——	3	4	——	——	4
Percentage of manufacturing centers for which employee health and safety risk assessment has been conducted[5]	%	100	——	100	100	——	100	100	——	——	100
Total recordable incident rate (TRIR) of full-time employee[6]	N/A	0.27	——	——	0.15	——	——	0.14	1.19	0.10	0.14
Near miss frequency rate (NMFR) of full-time employee[7]	N/A	——	——	——	——	——	——	0.38	——	——	0.28
Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities[8]	%	0	——	0	66.67	——	3.85	75.00	——	——	5.56
Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent disaggregated by the entity's facilities[9]	%	0	——	0	0	——	0	0	——	——	0
Associated corrective action rate for priority nonconformances, disaggregated by the entity's facilities[10]	%	——	——	——	——	——	——	——	——	——	——
Associated corrective action rate for other nonconformances, disaggregated by the entity's facilities[11]	%	——	——	——	100	——	100	100	——	——	100

Note 1: [Statistical caliber] In 2024, the statistics scale of employee occupational health and safety is Shenzhen Manufacturing Center, Shenzhen Guangqiao Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center, Other Subsidiaries, HQ. Among these, Other Subsidiaries includes R&D and sales entities of the Company located worldwide. In 2023, the data scope of the Number of work-related injuries, Recordable injury rate per million working hours, Number of fatalities resulting from work-related injuries, Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities, and Associated corrective action rate for priority nonconformances, disaggregated by the entity's facilities is Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center and Shenzhen R&D Center. The scope of other indicators is Shenzhen Manufacturing Center, Dongguan Manufacturing Center and Vietnam Manufacturing Center. In 2022, the data scope of the Number of work-related injuries, Recordable injury rate per million working hours, Number of fatalities resulting from work-related injuries, Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities, and Associated corrective action rate for priority nonconformances, disaggregated by the entity's facilities is Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center and Shenzhen R&D Center. Since Shenzhen Manufacturing Center had not counted the Number of employees exposed to occupational disease risks, the statistical caliber of that is Dongguan Manufacturing Center and Vietnam Manufacturing Center. The scope of other indicators is Shenzhen Manufacturing Center, Dongguan Manufacturing Center and Vietnam Manufacturing Center. The same applies to the sheet below.

Note 2: In 2024, the causes of workplace injuries among the Company's employees included slips and falls due to weather conditions on Company premises and shoulder injuries sustained during work. At the time of the incidents, the Company took appropriate measures and reported them in accordance with the requirements of the jurisdictions where the operations are located.
Note 3: [Calculation method] Recordable injury rate per million work hours = Number of work-related injuries / Total working hours of employees × 1,000,000. The same applies to the sheet below.
Note 4: Lost workday rate per million work hours = Number of lost workday accidents / Total working hours of employees × 1,000,000. The same applies to the sheet below.
Note 5: [Calculation method] Percentage of manufacturing center for which employee health and safety risk assessment has been conducted= Number of manufacturing center for which employee health and safety risk assessment has been conducted / Number of manufacturing center×100. The same applies to the sheet below.
Note 6: [Calculation method] Total recordable incident rate (TRIR) of full-time employees = Number of recordable incident of full-time employees / Total working hours of full-time employees) × 200,000. The same applies to the sheet below.
Note 7: [Calculation method] Near miss frequency rate (NMFR) of full-time employee = Number of near miss accidents / Total working hours of full-time employees × 200,000. The same applies to the sheet below.
Note 8: [Calculation method] Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities = Number of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent / Number of entity's facilities×100. The same applies to the sheet below.
Note 9: [Calculation method] Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent disaggregated by the entity's facilities = Number of nonconformances entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent / Number of entity's facilities×100. The same applies to the sheet below.
Note 10: The Company has no priority nonconformities related to own facilities.
Note 11: [Calculation method] Associated corrective action rate for other nonconformances, disaggregated by the entity's facilities = Number of other nonconformities related to own facilities for which corrective actions have been implemented / Total number of other nonconformities related to own facilities×100. The same applies to the sheet below.

Employee Occupational Health and Safety Performance for Manufacturing Centers of TP-Link

Indicators	Units	2022			2023			2024			
		Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
Number of work-related injuries[1]	Time(s)	12	3	0	10	13	0	13	1	12	0
Recordable injury rate per million work hours	Time(s)/million hours	1.62	1.68	0	0.56	1.59	0	0.66	1.54	1.26	0
Lost workday rate per million work hours	Time(s)/million hours	1.62	1.68	0	0.56	1.59	0	0.66	1.54	1.26	0
Number of fatalities resulting from work-related injuries	Person(s)	0	0	0	0	0	0	0	0	0	0
Number of employees exposed to occupational disease risks	Person(s)	——	562	95	1,138	1,332	254	969	128	801	323
Coverage rate of occupational health examinations	%	——	——	44.21	100	——	71.65	100	100	100	100
Number of employees with occupational diseases	Person(s)	0	0	0	0	0	0	0	0	0	0

Indicators	Units	2022			2023			2024			
		Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
Number of occupational health and safety training	Time(s)	352	72	28	469	61	52	517	56	124	56
Hours of occupational health and safety training	Hour(s)	72,455.60	12,671.25	241.92	97,130.16	8,630.96	624.79	128,009.39	12,165.00	148,152.50	63,553.00
Number of participants in health and safety training	Participants(s)	9,577	5,533	2,686	16,431	4,260	11,363	19,605	2,412	74,311	16,885.00
Average occupational health and safety training hours per employee	Hour(s)	15.82	5.45	0.27	18.78	3.44	0.43	23.83	19.19	51.80	30.18
Number of manufacturing centers for which employee health and safety risk assessment has been conducted	Sites(s)	1	1	1	1	1	1	1	1	1	1
Percentage of manufacturing centers for which employee health and safety risk assessment has been conducted	%	100	100	100	100	100	100	100	100	100	100
Total recordable incident rate (TRIR) of full-time employee	N/A	0.32	0.34	0	0.11	0.32	0	0.13	0.31	0.25	0
Near miss frequency rate (NMFR) of full-time employee	N/A	——	——	——	——	——	——	0.36	2.46	0.52	——
Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities	%	0	0	0	100	0	100	100	0	100	100
Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent disaggregated by the entity's facilities	%	——	——	——	0	——	0	0	——	0	0
Associated corrective action rate for priority nonconformances, disaggregated by the entity's facilities	%	——	——	——	——	——	——	——	——	——	——
Associated corrective action rate for other nonconformances, disaggregated by the entity's facilities	%	——	——	——	100	——	100	100	——	100	100

Note 1: Of the 14 incidents disclosed in the 2024 Sustainability Report for the Shenzhen Manufacturing Center, one is attributable to the Shenzhen Guangqiao Manufacturing Center, and a split correction is made here. In 2024, the workplace injuries that occurred at the Shenzhen Manufacturing Center, Shenzhen Guangqiao Manufacturing Center, and Dongguan Manufacturing Center were mainly caused by equipment and facility issues, insufficient safety awareness, and improper employee operations. Following the accidents, the Company actively carried out equipment maintenance and updates, as well as employee training and education, to prevent similar issues from recurring. At the same time, in accordance with the relevant provisions of the Regulation on Work-Related Injury Insurances, the Company applied for work-related injury recognition and expressed care and condolences to the employees' families.

Employee Rights and Benefits Data Sheet

TP-Link Employee Rights and Benefits Performance[1]

Indicators		Units	2022			2023			2024			
			Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Rate of employment contract signings[2]		%	100	100	100	100	100	100	100	100	100	100
Rate of social insurance coverage[3]		%	100	100	100	100	100	100	100	100	99.72	99.90
Employee physical examination coverage rate		%	41.29	31.82	37.86	43.38	53.42	47.01	80.81	0	88.18	82.41
Employees entitled to parental leave[4]		**Person(s)**	**7,801**	**4,422**	**12,223**	**9,134**	**5,168**	**14,302**	**10,972**	**242**	**6,500**	**17,714**
By gender	Female	Person(s)	3,193	1,286	4,479	3,927	1,481	5,408	4,503	97	1,731	6,331
	Male	Person(s)	4,608	3,136	7,744	5,207	3,687	8,894	6,469	145	4,768	11,382
	X	Person(s)	0	——	——	0	——	——	0	0	1	1
Number of employees taking parental leave		**Person(s)**	**109**	**93**	**202**	**158**	**179**	**337**	**130**	**2**	**327**	**459**
By gender	Female	Person(s)	88	33	121	94	54	148	71	2	110	183
	Male	Person(s)	21	60	81	64	125	189	59	0	217	276
Number of employees who returned to work within the period after parental leave[5]		**Person(s)**	**81**	**93**	**174**	**126**	**179**	**305**	**118**	**2**	**310**	**430**
By gender	Female	Person(s)	60	33	93	62	54	116	59	2	100	161
	Male	Person(s)	21	60	81	64	125	189	59	0	210	269
Rate of employees returning to work after parental leave[6]		**%**	**74.31**	**100**	**86.14**	**79.75**	**100**	**90.50**	**90.77**	**100**	**94.80**	**93.68**
By gender	Female	%	68.18	100	76.86	65.96	100	78.38	83.10	100	90.91	87.98
	Male	%	100	100	100	100	100	100	100	——	96.77	97.46
Number of employees who returned to work after parental leave and remained employed after 12 months		**Person(s)**	**62**	**89**	**151**	**101**	**172**	**273**	**110**	**2**	**300**	**412**
By gender	Female	Person(s)	45	32	77	47	52	99	53	2	96	151
	Male	Person(s)	17	57	74	54	120	174	57	0	204	261

Indicators		Units	2022			2023			2024			
			Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Retention rate of employees who took parental leave[7]		**%**	**56.88**	**95.70**	**74.75**	**63.92**	**96.09**	**81.01**	**84.62**	**100**	**91.74**	**89.76**
By gender	Female	%	51.14	96.97	63.64	50.00	96.30	66.89	74.65	100	87.27	82.51
	Male	%	80.95	95.00	91.36	84.38	96.00	92.06	96.61	——	94.01	94.57
The ratio of the basic salary of workers to the local statutory minimum wage		**%**	**——**	**——**	**——**	**——**	**——**	**——**	**1.07**	**——**	**——**	**——**
By gender	Female	%	——	——	——	——	——	——	1.07	——	——	——
	Male	%	——	——	——	——	——	——	1.07	——	——	——
Number of operational sites which have received human rights impact and risk assessment		Site(s)	3	0	3	3	0	3	4	0	0	4
Percentage of operational sites which have received human rights impact and risk assessment[8]		%	100	0	5.77	100	0	5.77	100	0	0	7.41
Number of operational sites got labor and human rights certification		Site(s)	0	0	0	1	0	1	3	0	0	3
Percentage of operational sites got labor and human rights certification[9]		%	0	0	0	33.33	0	1.92	75.00	0	0	5.56
Number of work stoppages		Time(s)	0	——	——	0	——	——	0	0	——	——
Total days idle		Day(s)	0	——	——	0	——	——	0	0	——	——

Note 1: [Statistical caliber] In 2024, the statistics scale of employee rights and benefits is Shenzhen Manufacturing Center, Shenzhen Guangqiao Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center, Other Subsidiaries, HQ. Among these, Other Subsidiaries includes R&D and sales entities of the Company located worldwide. In 2022 and 2023, except for the rate of social insurance coverage, other data are compiled under the scope encompassing Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center, Shenzhen R&D Center and other subsidiaries. Regarding some subsidiaries located outside of mainland China and Vietnam, the social insurance coverage rate could not be calculated. The scope for Rate of social insurance coverage is Shenzhen Manufacturing Center, Dongguan Manufacturing Center, Vietnam Manufacturing Center and Shenzhen R&D Center. The same applies to the sheet below.

Note 2: [Calculation method] Rate of employment contract signings = Number of employees who had signed contracts / Total number of employees ×100. The same applies to the sheet below.

Note 3: In France, paying social security contributions is a civic duty and benefit, not a responsibility of the employer; in the UK, employers are required to automatically enroll employees in a pension plan, but employees can opt out. Therefore, the social security coverage rate of the Company's other subsidiaries is not 100%; the social security coverage rate in mainland China and other countries and regions is 100%. [Calculation method] Rate of social insurance coverage = Number of employees enrolled in social insurance / Total number of employees ×100. The same applies to the sheet below.

Note 4: The Company grants employee's statutory entitlements such as parental leave, maternity leave, and paternity leave in an equal manner, in accordance with the relevant laws and regulations of the jurisdictions where it operates.

Note 5: The period refers to the period from January 1, 2024, to September 1, 2025. The same applies to the sheet below.

Note 6: [Calculation method] Rate of employees returning to work after parental leave = Number of employees returning to work after parental leave / Number of employees taking parental leave×100. The same applies to the sheet below.

Note 7: [Calculation method] Retention rate of employees who took parental leave = Number of employees who returned to work after parental leave and remained employed after 12 months / Number of employees taking parental leave×100. The same applies to the sheet below.

Note 8: [Calculation method] Percentage of operational sites which have received human rights impact and risk assessment =Number of operational sites which have received human rights impact and risk assessment / Number of operational sites×100. The same applies to the sheet below.

Note 9: [Calculation method] Percentage of operational sites got labor and human rights certification = Number of operational sites got labor and human rights certification / Number of operational sites ×100. The same applies to the sheet below.

Employee Rights and Benefits Performance for Manufacturing Centers of TP-Link

Indicators		Units	2022			2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center[1]
Rate of employment contract signings		%	100	100	100	100	100	100	100	100	100	100
Rate of social insurance coverage		%	100	100	100	100	100	100	100	100	100	100
Employee physical examination coverage rate		%	0	100	100	0	100	100	100	100	100	0
Employees entitled to parental leave		**Person(s)**	**4,580**	**2,325**	**896**	**5,172**	**2,509**	**1,453**	**5,372**	**634**	**2,860**	**2,106**
By gender	Female	Person(s)	2,043	730	420	2,290	856	781	2,294	306	960	943
	Male	Person(s)	2,537	1,595	476	2,882	1,653	672	3,078	328	1,900	1,163
Number of employees taking parental leave		**Person(s)**	**31**	**11**	**67**	**39**	**40**	**79**	**60**	**7**	**44**	**19**
By gender	Female	Person(s)	31	4	53	31	16	47	28	2	22	19
	Male	Person(s)	0	7	14	8	24	32	32	5	22	0
Number of employees who returned to work within the period after parental leave		**Person(s)**	**28**	**11**	**42**	**34**	**37**	**55**	**51**	**7**	**41**	**19**
By gender	Female	Person(s)	28	4	28	26	13	23	19	2	19	19
	Male	Person(s)	0	7	14	8	24	32	32	5	22	0
Rate of employees returning to work after parental leave		**%**	**90.32**	**100**	**62.69**	**87.18**	**92.50**	**69.62**	**85.00**	**100**	**93.18**	**100**
By gender	Female	%	90.32	100	52.83	83.87	81.25	48.94	67.86	100	86.36	100
	Male	%	0	100	100	100	100	100	100	100	100	——
Number of employees who returned to work after parental leave and remained employed after 12 months		**Person(s)**	**19**	**10**	**33**	**27**	**36**	**38**	**50**	**7**	**38**	**15**
By gender	Female	Person(s)	19	3	23	20	13	14	18	2	18	15
	Male	Person(s)	0	7	10	7	23	24	32	5	20	0
Retention rate of employees who took parental leave		**%**	**67.86**	**90.90**	**78.57**	**79.41**	**90.00**	**69.09**	**83.33**	**100**	**86.36**	**78.95**

Indicators		Units	2022			2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center[1]
By gender	Female	%	67.86	75.00	82.14	76.92	81.30	60.87	64.29	100	81.82	78.95
	Male	%	0	100	71.43	87.50	95.80	75.00	100	100	90.91	——
The ratio of the basic salary of workers to the local statutory minimum wage		**%**	——	——	——	——	——	——	**1.03**	**1.03**	**1.17**	**1.07**
By gender	Female	%	——	——	——	——	——	——	1.03	1.03	1.17	1.07
	Male	%	——	——	——	——	——	——	1.03	1.03	1.17	1.07
Number of operational sites which have received human rights impact and risk assessment		Site(s)	1	1	1	1	1	1	1	1	1	1
Percentage of operational sites which have received human rights impact and risk assessment[2]		%	100	100	100	100	100	100	100	100	100	100
Number of operational sites got labor and human rights certification		Site(s)	0	0	0	1	0	0	1	0	1	1
Percentage of operational sites got labor and human rights certification		%	0	0	0	100	0	0	100	0	100	100
Number of work stoppages		Time(s)	0	0	0	0	0	0	0	0	0	0
Total days idle		Day(s)	0	0	0	0	0	0	0	0	0	0

Note 1: Vietnam Manufacturing Center has increased the wages for base-level employees in 2025, and the ratio of the new wage to the local statutory minimum wage is 1.07.

Note 2: Shenzhen Guangqiao Manufacturing Center introduced the RBA (Responsible Business Alliance) in 2024 and achieved RBA Silver status in 2025.

Employee Training and Development Data Sheet

TP-Link Employee Training and Development Performance

Indicators		Units	2022			2023			2024			
			Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
Total expenditure on employee training[1]		USD'000	3.50	85.40	88.90	30.50	155.80	186.30	147.22	10.00	29.70	186.92
Employee training coverage rate[2]		**%**	**100**	**69.70**	**89.04**	**100**	**68.32**	**88.55**	**100**	**100**	**86.40**	**95.01**
By gender	Female	%	100	68.04	90.82	100	76.70	93.62	100	100	88.16	96.76
	Male	%	100	70.38	88.00	100	64.96	85.47	100	100	85.76	94.03
	X	%	——	——	——	——	——	——	——	——	100	100
Average training hours received by employees[3]		**Hour(s)**	**10.20**	**10.93**	**26.71**	**49.18**	**11.16**	**35.44**	**41.54**	**4.71**	**16.66**	**32.71**
By gender	Female	Hour(s)	8.35	9.56	29.16	47.28	10.06	36.58	51.46	4.71	15.80	41.83
	Male	Hour(s)	10.12	11.49	25.29	50.62	11.60	34.75	34.65	4.71	16.98	27.49
	X	Hour(s)	——	——	——	——	——	——	——	——	2.00	2.00
By level	Base-level employee	Hour(s)	10.21	——	——	49.18	——	——	41.57	5.13	15.95	33.17
	Junior management	Hour(s)	9.79	——	——	49.39	——	——	37.82	0.35	25.49	25.90
	Middle management	Hour(s)	7.93	——	——	52.93	——	——	46.94	7.19	20.60	20.64
	Senior Management	Hour(s)	——	——	——	——	——	——	——	6.40	14.23	11.93
Proportion of employees receiving regular performance and career development evaluations[4]		**%**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**
By gender	Female	%	100	100	100	100	100	100	100	100	100	100
	Male	%	100	100	100	100	100	100	100	100	100	100
	X	%	——	——	——	——	——	——	——	——	100	100

Indicators		Units	2022			2023			2024			
			Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	Other Subsidiaries	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link
By age	Under 30	%	100	100	100	100	100	100	100	100	100	100
	Between 30 and 50	%	100	100	100	100	100	100	100	100	100	100
	Over 50	%	100	100	100	100	100	100	100	100	100	100
By level	Base-level employee	%	100	100	100	100	100	100	100	100	100	100
	Junior management	%	100	100	100	100	100	100	100	100	100	100
	Middle management	%	100	100	100	100	100	100	100	100	100	100
	Senior Management	%	——	100	100	——	100	100	——	100	100	100

Note 1: In 2022 and 2023, total expenditure on employee training is calculated in US dollars using the exchange rate of 7.0827 between the US dollar and the Chinese yuan as of December 29, 2023. The same applies to the sheet below.

Note 2: In 2022 and 2023, due to different job requirements, the Shenzhen R&D Center and other subsidiaries did not provide training to all employees. In 2024, the Company continuously improved the employee training system, extending training coverage to all employees. [Calculation method] Employee training coverage rate (in a certain category) = Number of employees (in a certain category) who attended training / Total number of employees (in a certain category) ×100. The same applies to the sheet below.

Note 3: [Calculation method] Average training hours received by employees (in a certain category) = Training hours received by employees (in a certain category) / Total number of employees (in a certain category) ×100. The same applies to the sheet below.

Note 4: [Calculation method] Proportion of employees (in a certain category) receiving regular performance and career development evaluations = Number of employees (in a certain category) receiving regular performance and career development evaluations / Total number of employees (in a certain category) ×100. The same applies to the sheet below.

Employee Training and Development Performance for Manufacturing Centers of TP-Link

Indicators		Units	2022			2023			2024			
			Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center	Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center[1]
Total expenditure on employee training		USD'000	1.80	1.70	0	27.10	2.30	1.10	29.07	0.58	92.42	25.16
Employee training coverage rate		**%**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**
By gender	Female	%	100	100	100	100	100	100	100	100	100	100
	Male	%	100	100	100	100	100	100	100	100	100	100
Average training hours received by employees		**Hour(s)**	**9.29**	**13.22**	**7.05**	**39.32**	**74.16**	**41.17**	**37.94**	**19.86**	**61.47**	**30.19**
By gender	Female	Hour(s)	9.29	10.52	7.39	39.32	75.45	36.22	37.94	19.86	114.70	30.19
	Male	Hour(s)	9.29	14.46	6.75	39.32	73.49	46.93	37.94	19.86	34.58	30.19
By level	Base-level employee	Hour(s)	9.29	13.22	7.05	39.32	74.16	41.17	37.94	19.86	61.47	30.19
	Junior management	Hour(s)	9.29	13.22	7.05	39.32	74.16	41.17	37.94	——	61.47	30.19
	Middle management	Hour(s)	——	13.22	7.05	39.32	74.16	41.17	37.94	——	61.47	30.19
	Senior Management	Hour(s)	——	——	——	——	——	——	——	——	——	——
Proportion of employees receiving regular performance and career development evaluations		**%**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**	**100**
By gender	Female	%	100	100	100	100	100	100	100	100	100	100
	Male	%	100	100	100	100	100	100	100	100	100	100
By age	Under 30	%	100	100	100	100	100	100	100	100	100	100
	Between 30 and 50	%	100	100	100	100	100	100	100	100	100	100
	Over 50	%	100	100	100	100	100	100	100	100	100	100
By level	Base-level employee	%	100	100	100	100	100	100	100	100	100	100
	Junior management	%	100	100	100	100	100	100	100	100	100	100
	Middle management	%	100	100	100	100	100	100	100	100	100	100
	Senior Management	%	——	——	——	——	——	——	——	——	——	——

Product and Service Quality, and Customer Relationship Data Sheet

TP-Link Product and Service Quality, and Customer Relationship Performance

Indicators	Units	2022	2023	2024
Number of product quality training sessions conducted for all employees[1]	Case(s)	858	938	1,814
Number of product quality training sessions conducted for all suppliers	Case(s)	406	591	462
Number of products sold or shipped that must be recalled for safety and health reasons	Case(s)	0	0	0
Customer satisfaction[2]	%	93.18	97.47	96.45
Total number of complaints received regarding products and services	Case(s)	36	34	21
Number of valid customer complaints[3]	Case(s)	30	32	19

Note 1: In 2024, the Company included the number of product quality training sessions conducted by overseas sales subsidiaries in the statistical scope, resulting in an increase in the total number of training sessions compared to the previous year.

Note 2: [Calculation method] Customer satisfaction = Number of satisfied from the customer satisfaction surveys on the Company's products and services / Number of customer satisfaction surveys conducted × 100. The same applies to the sheet below.

Note 3: A customer complaint, referring to the dissatisfaction expressed by a customer regarding an organization's products or complaint handling process, typically includes explicit or implicit demands for a response or resolution; it is categorized into valid customer complaints and invalid customer complaints. The same applies to the sheet below.

R&D Innovation and Intellectual Property Protection Data Sheet

TP-Link R&D Innovation and Intellectual Property Protection Performance[1]

Indicators	Units	2022	2023	2024
Number of R&D personnel	Person(s)	2,073	2,456	4,179
Number of patent applications filed within the reporting period	Case(s)	115	52	169
Number of patents authorized within the reporting period	Case(s)	70	84	121
Cumulative number of patent applications	Case(s)	594	646	868
Cumulative number of patents authorized	Case(s)	262	348	468

Note 1: The statistics on the number of patent applications and granted patents in 2022 and 2023 did not include abandoned or invalid patents; while the statistical scope in 2024 covered the aforementioned types of patents.

Information Security and Privacy Protection Data Sheet

TP-Link Information Security and Privacy Protection Performance

Indicators	Units	2022	2023	2024
Number of incidents penalized due to violations of information security laws and regulations	Case(s)	0	0	0
Number of employees covered by personal information security training	Person(s)	282	839	12,469
Number of personal information security training sessions conducted for employees[1]	Case(s)	55	23	430
Information security training coverage rate[1]	%	2.31	5.87	70.39
Number of specialized training and assessment sessions conducted in the field of personal information security	Case(s)	1	1	1
Number of participants in specialized personal information security training and assessments	Person(s)	41	41	35
Number of individuals who passed the training and assessments in the specialized field of personal information security	Person(s)	41	41	35
Number of confirmed information security incidents[2]	Case(s)	——	——	0

Note 1: Since 2024, the Company's major manufacturing centers and R&D centers have successively introduced the ISO 27001 Information Security Management System. Driven by this initiative, the frequency and coverage of the Company's information security training have increased.

Note 2: An information security incident refers to one or a series of unexpected or unforeseen information security events, which are highly likely to impair business operations and pose threats to information security.

Supplier Management Data Sheet

TP-Link Supplier Management Performance

Indicators		Units	2022	2023	2024
Total number of suppliers		**Company(ies)**	**520**	**581**	**594**
By location	Mainland China	Company(ies)	459	510	530
	Hong Kong, Macao, Taiwan, and other countries and regions	Company(ies)	61	71	64
Percentage of suppliers screened using social responsibility standards[1]		%	100	100	100
Percentage of suppliers screened using environmental standards[2]		%	100	100	100
Number of suppliers that have signed the Supplier Code of Conduct		Company(ies)	419	494	511
Percentage of suppliers that have signed the Supplier Code of Conduct[3]		%	80.64	85.10	86.03
Number of suppliers that have completed the social responsibility questionnaire		Company(ies)	419	494	511
Percentage of suppliers that have completed the social responsibility questionnaire[4]		%	80.58	85.03	86.03
Number of suppliers that have signed the Anti-Corruption Commitment		Company(ies)	475	534	550
Percentage of suppliers that have signed the Anti-Corruption Commitment[5]		%	91.35	91.91	92.59
Number of suppliers that have signed agreements containing clauses on environmental, labor and human rights requirements		Company(ies)	46	61	159
Percentage of suppliers that have signed agreements containing clauses on environmental, labor and human rights requirements[6]		%	8.85	10.50	26.77
Number of suppliers that have signed the Social Responsibility Framework Agreement		Company(ies)	520	581	594
Percentage of suppliers that have signed the Social Responsibility Framework Agreement[7]		%	100	100	100
Number of suppliers that have received business ethics training		Company(ies)	520	581	594
Percentage of suppliers that have received business ethics training[8]		%	100	100	100
Number of suppliers that have received social responsibility training		Company(ies)	44	86	172
Percentage of suppliers that have received social responsibility training[9]		%	8.46	14.80	28.96
Total number of new suppliers		Company(ies)	46	61	60

Indicators	Units	2022	2023	2024
Percentage of new suppliers screened using social responsibility standards[1]	%	100	100	100
Percentage of new suppliers screened using environmental standards[2]	%	100	100	100
Percentage of new suppliers that have undergone corporate social responsibility (on-site audit)[10]	%	4.35	4.92	100
Number of new suppliers that have signed the Supplier Code of Conduct	Company(ies)	20	29	60
Percentage of new suppliers that have signed the Supplier Code of Conduct[3]	%	43.48	47.54	100
Number of new suppliers that have completed the social responsibility questionnaire	Company(ies)	20	29	60
Percentage of new suppliers that have completed the social responsibility questionnaire[4]	%	43.48	47.54	100
Number of new suppliers that have signed the Social Responsibility Framework Agreement	Company(ies)	20	29	60
Percentage of new suppliers that have signed the Social Responsibility Framework Agreement[7]	%	43.48	47.54	100
Number of new suppliers that have signed agreements containing clauses on environmental, labor and human rights requirements	Company(ies)	11	54	54
Percentage of new suppliers that have signed agreements containing clauses on environmental, labor and human rights requirements[6]	%	23.91	88.52	90.00
Total number of procurement staff	Person(s)	65	71	94
Percentage of procurement staff who have received sustainable procurement training[11]	%	95.38	100	100
Localization rate of raw material procurement[12]	%	65.96	65.40	97.98
Number of key or core suppliers	Company(ies)	60	58	63
Key suppliers that have completed the social responsibility questionnaire	Company(ies)	60	58	63
Key suppliers that have undergone corporate social responsibility (on-site audit)	Company(ies)	54	58	63
Key suppliers that have signed the Supplier Code of Conduct	Company(ies)	60	58	63
Key suppliers that have signed the Social Responsibility Framework Agreement	Company(ies)	60	58	63
Percentage of target suppliers that have undergone corporate social responsibility (on-site audit)[13]	%	90.00	100	100
Percentage of suppliers that agreed to make improvements after environmental and social impact assessments[14]	%	——	——	——

Note 1: [Calculation method] Percentage of suppliers (or new suppliers) screened using social responsibility standards = (Number of suppliers (or new suppliers) screened using social responsibility standards / Number of suppliers (or new suppliers)) × 100.
Note 2: [Calculation method] Percentage of suppliers (or new suppliers) screened using environmental standards = (Number of suppliers (or new suppliers) screened using environmental standards / Number of suppliers (or new suppliers)) × 100.
Note 3: [Calculation method] Percentage of suppliers (or new suppliers) that have signed the Supplier Code of Conduct = (Number of suppliers (or new suppliers) that have signed the Supplier Code of Conduct / Number of suppliers (or new suppliers)) × 100.
Note 4: [Calculation method] Percentage of suppliers (or new suppliers) that have completed the social responsibility questionnaire = (Number of suppliers (or new suppliers) that have completed the social responsibility questionnaire / Number of suppliers (or new suppliers)) × 100.
Note 5: [Calculation method] Percentage of suppliers that have signed the Anti-Corruption Commitment = (Number of suppliers that have signed the Anti-Corruption Commitment / Total number of suppliers) × 100.
Note 6: [Calculation method] Percentage of suppliers (or new suppliers) that have signed agreements containing clauses on environmental, labor and human rights requirements = (Number of suppliers (or new suppliers) that have signed agreements containing clauses on environmental, labor and human rights requirements / Number of suppliers (or new suppliers)) × 100.
Note 7: [Calculation method] Percentage of suppliers (or new suppliers) that have signed the Social Responsibility Framework Agreement = (Number of suppliers (or new suppliers) that have signed the Social Responsibility Framework Agreement / Number of suppliers (or new suppliers)) × 100.
Note 8: [Calculation method] Percentage of suppliers that have received business ethics training = (Number of suppliers that have received business ethics training / Total number of suppliers) × 100.
Note 9: [Calculation method] Percentage of suppliers that have received social responsibility training = (Number of suppliers that have received social responsibility training / Total number of suppliers) × 100.
Note 10: [Calculation method] Percentage of new suppliers that have undergone corporate social responsibility (on-site audit) = (Number of new suppliers that have undergone corporate social responsibility (on-site audit) / Total number of new suppliers) × 100.
Note 11: [Calculation method] Percentage of procurement staff who have completed sustainable procurement training = (Number of procurement staff who have completed sustainable procurement training / Total number of procurement staff) × 100.
Note 12: [Calculation method] Localization rate of raw material procurement = (Number of local suppliers used for raw material procurement / Total number of suppliers for raw material procurement) × 100.
Note 13: [Calculation method] Percentage of target suppliers that have undergone corporate social responsibility (on-site audit) = (Number of target suppliers that have undergone corporate social responsibility (on-site audit) / Total number of target suppliers) × 100.
Note 14: There are no suppliers that require improvements after environmental and social impact assessments.

Governance

Business Conduct and Compliance Data Sheet

TP-Link Business Conduct and Compliance Performance

Indicators		Units	2022	2023	2024			
			TP-Link	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link[1]
Number of participants in compliance training		Person(s)	1,281	8,306	10,972	242	5,675	16,889
Proportion of participants in compliance training		%	10.48	58.08	100	100	87.31	95.34
Number of conducted compliance training		Time(s)	90	457	588	11	174	725[2]
Total amount of fines incurred due to violations of anti-corruption laws and regulations		US Dollar(s)	0	0	0	0	0	0
Number of employees participating in anti-corruption training		**Person(s)**	**1,281**	**8,306**	**10,972**	**0**	**1,649**	**12,621**
By gender	Female	Person(s)	——	——	4,503	0	438	7,941
	Male	Person(s)	——	——	6,469	0	1,210	7,679
	X	Person(s)	——	——	——	——	1	1
Employee anti-corruption training coverage rate		**%**	**10.48**	**58.08**	**100**	**0**	**25.37**	**71.25**
By gender	Female	%	——	——	100	0	25.31	78.05
	Male	%	——	——	100	0	25.38	67.47
	X	%	——	——	——	——	100	100
Number of operational sites had undergone corruption risk assessments		Sites(s)	52	52	4	1	49	54
Proportion of operational sites had undergone corruption risk assessments[3]		%	100	100	100	100	100	100
Number of operational sites for which a review concerning business ethics issues had been conducted		Sites(s)	2	6	4	0	1	5
Percentage of operational sites for which a review concerning business ethics issues had been conducted[4]		%	3.85	11.54	100	0	2.04	9.26
Number of operational sites with certified business ethics		Sites(s)	0	0	0	0	0	0

Indicators	Units	2022	2023	2024			
		TP-Link	TP-Link	Manufacturing Center	HQ	Other Subsidiaries	TP-Link[1]
Percentage of operational sites with certified business ethics[5]	%	0	0	0	0	0	0
Number of employees who have been disciplined for other violations (such as conflicts of interest, information leaks, etc.)	Person(s)	0	0	0	0	0	0
Number of employees who have been disciplined for corruption (including embezzlement, bribery, and misuse of position)	Person(s)	0	0	0	0	0	0
Total number of confirmed corruption incidents	Case(s)	0	0	0	0	0	0
Total number of confirmed incidents (where employees were terminated or disciplined due to corruption)	Case(s)	0	0	0	0	0	0
Total number of confirmed incidents (where contracts with business partners were terminated or not renewed due to violations related to corruption)	Case(s)	0	0	0	0	0	0
Percentage of board members who have been informed about the Company's anti-corruption policies and procedures[6]	%	100	100	100	100	100	100
Percentage of employees who have been informed about the Company's anti-corruption policies and procedures[7]	%	100	100	100	100	100	100
Percentage of business partners who have been informed about the Company's anti-corruption policies and procedures[8]	%	100	100	100	100	100	100
Percentage of suppliers who have been informed about the Company's anti-corruption policies and procedures[9]	%	100	100	100	100	100	100
Number of cases in which the Company has been sanctioned by relevant authorities for unfair competitive practices or violations of antitrust and competition laws	Case(s)	0	0	0	0	0	0

Note 1: In 2022 and 2023, only the overall numbers were released, and site-by-site details were not available because the records can't be traced back. From 2024 on, we began rolling out new management systems across the Company. Since those systems come with mandatory training, the training stats have ticked up.

Note 2: The Shenzhen Manufacturing Center and Shenzhen Guangqiao Manufacturing Center ran 48 joint compliance sessions in parallel; we have already dropped those duplicate sessions from the final tally to avoid double-counting.

Note 3: [Calculation method] Proportion of operational sites had undergone corruption risk assessments = Number of the operational sites that had undergone corruption risk assessments / Total number of the operational sites × 100. The same applies to the sheet below.

Note 4: [Calculation method] Percentage of operational sites for which a review concerning business ethics issues had been conducted = Number of operational sites where a review of concerning business ethics issues had been conducted / Total number of operational sites × 100. The same applies to the sheet below.

Note 5: [Calculation method] Percentage of operational sites with certified business ethics = Number of operational sites with certified business ethics / Total number of the operational sites × 100. The same applies to the sheet below.

Note 6: [Calculation method] Percentage of board members who have been informed about the Company's anti-corruption policies and procedures = Number of board members who have been informed about the Company's anti-corruption policies and procedures / Total number of board members × 100. The same applies to the sheet below.

Note 7: [Calculation method] Percentage of employees who have been informed about the Company's anti-corruption policies and procedures = Number of employees who have been informed about the Company's anti-corruption policies and procedures / Total number of employees × 100. The same applies to the sheet below.

Note 8: [Calculation method] Percentage of business partners who have been informed about the Company's anti-corruption policies and procedures = Number of business partners who have been informed about the Company's anti-corruption policies and procedures / Total number of business partners × 100. The same applies to the sheet below.

Note 9: [Calculation method] Percentage of suppliers who have been informed about the Company's anti-corruption policies and procedures = Number of suppliers who have been informed about the Company's anti-corruption policies and procedures / Total number of suppliers × 100. The same applies to the sheet below.

Business Conduct and Compliance Performance for Manufacturing Centers of TP-Link

Indicators		Units	2024			
			Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
Number of participants in compliance training		Person(s)	5,372	634	2,860	2,106
Proportion of participants in compliance training		%	100	100	100	100
Number of conducted compliance training		Time(s)	225	55	252	56
Total amount of fines incurred due to violations of anti-corruption laws and regulations		US Dollar(s)	0	0	0	0
Number of employees participating in anti-corruption training		**Person(s)**	**5,372**	**634**	**2,860**	**2,106**
By gender	Female	Person(s)	2,294	306	960	943
	Male	Person(s)	3,078	328	1,900	1,163
Employee anti-corruption training coverage rate		**%**	**100**	**100**	**100**	**100**
By gender	Female	%	100	100	100	100
	Male	%	100	100	100	100
Number of operational sites had undergone corruption risk assessments		Sites(s)	1	1	1	1
Proportion of operational sites had undergone corruption risk assessments		%	100	100	100	100
Number of operational sites for which a review concerning business ethics issues had been conducted		Sites(s)	1	1	1	1
Percentage of operational sites for which a review concerning business ethics issues had been conducted		%	100	100	100	100
Number of operational sites with certified business ethics		Sites(s)	0	0	0	0
Percentage of operational sites with certified business ethics		%	0	0	0	0
Number of employees who have been disciplined for other violations (such as conflicts of interest, information leaks, etc.)		Person(s)	0	0	0	0
Number of employees who have been disciplined for corruption (including embezzlement, bribery, and misuse of position)		Person(s)	0	0	0	0

Indicators	Units	2024			
		Shenzhen Manufacturing Center	Shenzhen Guangqiao Manufacturing Center	Dongguan Manufacturing Center	Vietnam Manufacturing Center
Total number of confirmed corruption incidents	Case(s)	0	0	0	0
Total number of confirmed incidents (where employees were terminated or disciplined due to corruption)	Case(s)	0	0	0	0
Total number of confirmed incidents (where contracts with business partners were terminated or not renewed due to violations related to corruption)	Case(s)	0	0	0	0
Percentage of board members who have been informed about the Company's anti-corruption policies and procedures	%	100	100	100	100
Percentage of employees who have been informed about the Company's anti-corruption policies and procedures	%	100	100	100	100
Percentage of business partners who have been informed about the Company's anti-corruption policies and procedures	%	100	100	100	100
Percentage of suppliers who have been informed about the Company's anti-corruption policies and procedures	%	100	100	100	100
Number of cases in which the Company has been sanctioned by relevant authorities for unfair competitive practices or violations of antitrust and competition laws	Case(s)	0	0	0	0

Report Standard Index

GRI Content Index

Statement of use	TP-Link has reported the information cited in this GRI content index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No applicable GRI Sector Standards

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED
GRI 2: General Disclosures 2021	2-1 Organizational details	About TP-Link			
	2-2 Entities included in the organization's sustainability reporting	About the Report			
	2-3 Reporting period, frequency and contact point	About the Report			
	2-4 Restatements of information	ESG Data Sheet			
	2-5 External assurance				
	2-6 Activities, value chain and other business relationships	About TP-Link			
	2-7 Employees	ESG Data Sheet			
	2-8 Workers who are not employees	ESG Data Sheet			
	2-9 Governance structure and composition	Stable operation Sustainability governance			
	2-10 Nomination and selection of the highest governance body	Omitted	2-10a 2-10b	Information unavailable / incomplete	The Company is presently not disclosing the relevant information to the public.
	2-11 Chair of the highest governance body	Omitted	2-11a 2-11b	Information unavailable / incomplete	The Company is presently not disclosing the relevant information to the public.
	2-12 Role of the highest governance body in overseeing the management of impacts	Stable operation Sustainability governance			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED
GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Stable operation Sustainability governance			
	2-14 Role of the highest governance body in sustainability reporting				
	2-15 Conflicts of interest	About the Report			
	2-16 Communication of critical concerns	Stakeholder communication			
	2-17 Collective knowledge of the highest governance body	Sustainability Management			
	2-18 Evaluation of the performance of the highest governance body	Omitted	2-18a 2-18b 2-18c	Confidentiality constraints	In adherence to the Company's confidentiality policies, it will not be disclosing the pertinent information externally.
	2-19 Remuneration policies	Omitted	2-19a 2-19b	Information unavailable / incomplete	The Company is presently not disclosing the relevant information to the public.
	2-20 Process to determine remuneration	Omitted	2-20a 2-20b	Confidentiality constraints	In adherence to the Company's confidentiality policies, it will not be disclosing the pertinent information externally.
	2-21 Annual total compensation ratio	ESG Data Sheet			
	2-22 Statement on sustainable development strategy	Message from the Leadership			
	2-23 Policy commitments	Stable operation Collaboration and engagement Talent and care			
	2-24 Embedding policy commitments				
	2-25 Processes to remediate negative impacts				
	2-26 Mechanisms for seeking advice and raising concerns	Integrity practices			
	2-27 Compliance with laws and regulations	ESG Data Sheet			
	2-28 Membership associations	About TP-Link			
	2-29 Approach to stakeholder engagement	Stakeholder communication			
	2-30 Collective bargaining agreements	Talent and care			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Dual materiality analysis			
	3-2 List of material topics	Dual materiality analysis			
Economic performance					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Climate change Green and circularity Talent and care			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	ESG Data Sheet			
	201-2 Financial implications and other risks and opportunities due to climate change	Climate change			
	201-3 Defined benefit plan obligations and other retirement plans	Omitted	201-3a 201-3b 201-3c 201-3d 201-3e	Information unavailable / incomplete	The Company is presently not disclosing the relevant information to the public.
	201-4 Financial assistance received from government	Omitted	201-4a 201-4b 201-4c	Confidentiality constraints	In adherence to the Company's confidentiality policies, it will not be disclosing the pertinent information externally.
Indirect economic impacts					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Collaboration and engagement			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Collaboration and engagement			
	203-2 Significant indirect economic impacts				
Procurement practices					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Collaboration and engagement			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	ESG Data Sheet			
Anti-corruption					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Integrity practices			
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	ESG Data Sheet			
	205-2 Communication and training about anti-corruption policies and procedures	Integrity practices			
	205-3 Confirmed incidents of corruption and actions taken	Integrity practices			
Anti-competitive behavior					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Integrity practices			
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	ESG Data Sheet			
Materials					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Green and circularity			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	ESG Data Sheet			
	301-2 Recycled input materials used	ESG Data Sheet			
	301-3 Reclaimed products and their packaging materials	ESG Data Sheet			
Energy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Energy management			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ESG Data Sheet			
	302-2 Energy consumption outside of the organization	ESG Data Sheet			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED
GRI 302: Energy 2016	302-3 Energy intensity	ESG Data Sheet			
	302-4 Reduction of energy consumption	Energy management			
	302-5 Reductions in energy requirements of products and services	Omitted	302-5a 302-5b 302-5c	Information unavailable / incomplete	Given the diverse array of product types offered by the Company, which exhibit considerable differences in power requirements and usage environments, it is impractical to monitor and quantify the actual energy consumption at the point of use. Consequently, it is not possible to quantify the reduction in energy demand for our products. Throughout the reporting period, the Company has consistently intensified its initiatives focused on the design, research, and production of environmentally friendly products, with the aim of decreasing energy utilization.
Water and effluents					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Resource utilization and circular economy			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Resource utilization and circular economy Pollutant control			
	303-2 Management of water discharge-related impacts	Pollutant control			
	303-3 Water withdrawal	Resource utilization and circular economy ESG Data Sheet			
	303-4 Water discharge	Pollutant control ESG Data Sheet			
	303-5 Water consumption	ESG Data Sheet			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED
Emissions					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Pollutant control			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ESG Data Sheet			
	305-2 Energy indirect (Scope 2) GHG emissions	ESG Data Sheet			
	305-3 Other indirect (Scope 3) GHG emissions	ESG Data Sheet			
	305-4 GHG emissions intensity	ESG Data Sheet			
	305-5 Reduction of GHG emissions	Responding to Climate Change			
	305-6 Emissions of ozone-depleting substances (ODS)	ESG Data Sheet			
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ESG Data Sheet			
Waste					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Pollutant control			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ESG Data Sheet			
	306-2 Management of significant waste-related impacts	ESG Data Sheet			
	306-3 Waste generated	ESG Data Sheet			
	306-4 Waste diverted from disposal	ESG Data Sheet			
	306-5 Waste directed to disposal	ESG Data Sheet			
Supplier environmental assessment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Sustainable supply chain management			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	ESG Data Sheet			
	308-2 Negative environmental impacts in the supply chain and actions taken	Sustainable supply chain management			
Employment					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Talent and care			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	ESG Data Sheet			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Talent and care			
	401-3 Parental leave	ESG Data Sheet			
Labor / management relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Talent and care			
GRI 402: Labor/management Relations 2016	402-1 Minimum notice periods regarding operational changes	Talent and care			
Occupational health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Talent and care			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Talent and care			
	403-2 Hazard identification, risk assessment, and incident investigation				
	403-3 Occupational health services				
	403-4 Worker participation, consultation, and communication on occupational health and safety				
	403-5 Worker training on occupational health and safety				

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Talent and care ESG Data Sheet			
	403-8 Workers covered by an occupational health and safety management system				
	403-9 Work-related injuries				
	403-10 Work-related ill health				
Training and education					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Talent and care			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	ESG Data Sheet			
	404-2 Programs for upgrading employee skills and transition assistance programs	Talent and care			
	404-3 Percentage of employees receiving regular performance and career development reviews	ESG Data Sheet			
Diversity and equal opportunity					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Talent and care			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	ESG Data Sheet			
	405-2 Ratio of basic salary and remuneration of women to men	Omitted	405-2a 405-2b	Confidentiality constraints	In adherence to the Company's confidentiality policies, it will not be disclosing the pertinent information externally.
Non-discrimination					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Talent and care			
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Talent and care			

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED
Freedom of association and collective bargaining					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Talent and care			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Talent and care			
Child labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Talent and care			
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	Talent and care			
Forced or compulsory labor					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Talent and care			
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	Talent and care			
Local communities					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Community relations and philanthropy			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Community relations and philanthropy ESG Data Sheet			
	413-2 Operations with significant actual and potential negative impacts on local communities	Community relations and philanthropy ESG Data Sheet			
Supplier social assessment					

GRI STANDARD	DISCLOSURE	LOCATION	OMISSION		
			REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED	REQUIREMENT(S) OMITTED
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Sustainable supply chain management			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	ESG Data Sheet			
	414-2 Negative social impacts in the supply chain and actions taken	Sustainable supply chain management ESG Data Sheet			
Customer health and safety					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Quality of products and services			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Quality of products and services			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services				
Marketing and labeling					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Quality of products and services			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Quality of products and services			
	417-2 Incidents of non-compliance concerning product and service information and labeling				
	417-3 Incidents of non-compliance concerning marketing communications				
Customer privacy					
GRI 3: Material Topics 2021	3-3 Management of material topics	Dual materiality analysis Information security and privacy protection			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Information security and privacy protection			

SASB Standards Index- Electronic Manufacturing Services & Original Design Manufacturing

TOPIC	CODE	METRIC	LOCATION
Water Management	TC-ES-140a.1	(1) Total water withdrawn (m^3); (2) Total water consumed (m^3); (3) percentage of total water withdrawn in regions with High or Extremely High Baseline Water Stress (%); (4) percentage of total water consumed in regions with High or Extremely High Baseline Water Stress (%)	ESG Data Sheet Resource utilization and circular economy
Waste Management	TC-ES-150a.1	(1) Amount of hazardous waste from manufacturing (t); (2) Percentage of recycled hazardous waste (%)	ESG Data Sheet Pollutant control
Labor Practices	TC-ES-310a.1	(1) Number of work stoppages (No.); (2) Total days idle (days)	ESG Data Sheet Talent and care
Workforce Conditions, Health & Safety	TC-ES-320a.1	(1a) Total recordable incident rate (TRIR) for direct employees; (1b) Total recordable incident rate (TRIR) for contract employees; (2a) Near miss frequency rate (NMFR) for direct employees; (2b) Near miss frequency rate (NMFR) for contract employees.	ESG Data Sheet Talent and care
	TC-ES-320a.2	(1a) Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities; (1b) Percentage of entity's facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by high-risk facilities; (2a) Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by all facilities; (2b) Percentage of Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by high-risk facilities.	ESG Data Sheet Sustainable supply chain management Integrity practices
	TC-ES-320a.3	(1i) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent disaggregated by the entity's facilities; (1ii) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent disaggregated by the entity's Tier 1 supplier facilities; (2ai) Associated corrective action rate for priority nonconformances, disaggregated by the entity's facilities; (2aii) Associated corrective action rate for priority nonconformances, disaggregated by the entity's Tier 1 supplier facilities; (2bi) Associated corrective action rate for other nonconformances, disaggregated by the entity's facilities; (2bii) Associated corrective action rate for other nonconformances, disaggregated by the entity's Tier 1 supplier facilities.	ESG Data Sheet Sustainable supply chain management Integrity practices
Product Lifecycle Management	TC-ES-410a.1	Weight of end-of-life products and e-waste recovered (t); percentage recycled of end-of-life products and e-waste (%)	ESG Data Sheet Resource utilization and circular economy
Materials Sourcing	TC-ES-440a.1	Description of the management of risks associated with the use of critical materials.	ESG Data Sheet Collaboration and engagement

Verification Statement

TÜVRheinland®
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Independent Assurance Statement

Introduction

TÜV Rheinland (Shanghai) Co., Ltd., a member of TÜV Rheinland Group (hereinafter "TÜV Rheinland" or "We"), was entrusted by TP-Link Systems Inc. (hereinafter "TP-Link" or "the company") to conduct an independent third-party assurance of 2024 Sustainability Report of TP-Link (hereinafter "the Report"). The report disclosed its sustainability information for fiscal year 2024 (from 1 January 2024 to 31 December 2024).

Responsibilities

TP-Link is not only responsible for the preparation of sustainability report and the collection and submission of sustainability information in accordance with applicable reporting standards but also has the obligation to implement and maintain effective internal control of information and data to support the report compilation process.

TÜV Rheinland is a global service provider that provides CSR and sustainability services in more than 65 countries, with experienced and technical expertise in the areas of environment, CSR, sustainability and stakeholder engagement. TÜV Rheinland Assurance team follows the TÜV Rheinland Global Business Ethics Compliance Policy and Procedures, covering the principles of integrity compliance and conflict of interest. Therefore, our assurance services are based on the principles of independence and impartiality, and we do not participate in the writing and preparation of the report of TP-Link. It is the duty of TÜV Rheinland to carry out independent assurance in accordance with the assurance agreement and the agreed scope of assurance work, and to make independent and impartial judgments on sustainability reporting.

Assurance Standard

TÜV Rheinland undertook assurance work for the sustainability information disclosed in the report of TP-Link, including specified performance information (Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope3) (tonnes CO_2e), Scope 1 greenhouse gas emissions (tonnes CO_2e), Scope 2 greenhouse gas emissions (tonnes CO_2e), Scope 3 greenhouse gas emissions (tonnes CO_2e), Electricity Consumption (kwh), Water withdrawal (m^3), Recordable Injury Rate per Million Work Hours (time/hour), Total Recordable Incident Rate (TRIR) of Full Time Employees, Total amount of hazardous waste generated (ton), Hazardous Waste Disposal Rate (%)) in accordance with the AccountAbility AA1000 Assurance Standard v3 (AA1000AS v3), Type-2 and Moderate level.

Assurance Objectives

The purpose of the assurance was to provide management of TP-Link, and stakeholders concerned with the company's sustainability information and performance with an independent view of the assurance, including assessment of whether the content of the report adhered to the AA1000AP (2018) Assurance Principles (including inclusivity, materiality, responsiveness and impact), and fair reporting of the above specified sustainability information for moderate assurance.

Assurance Criteria

The following assessment criteria were used in undertaking the work:

- GRI Sustainability Reporting Standards (GRI Standards)
- The Sustainability Accounting Standard by the Sustainability Accounting Standards Board (SASB)
- IFRS S1: General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2: Climate-related Disclosures issued by International Sustainability Standards Board (ISSB)
- The United Nations Sustainable Development Goals (UN SDGs)
- ISO 14064-1:2018, Greenhouse Gas Protocol (GHG Protocol) (WRI & WBCSD) for GHG emissions data verification
- Adherence to the AA1000 AP AccountAbility Principles, i.e., *Inclusivity, Materiality, Responsiveness, and Impact*

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Methodology

Our assurance activities and procedures include:

- Interviews with management and those responsible for collecting and aggregating sustainability performance data to understand and assess the key management processes, systems, and internal controls for sustainability information and data.
- Testing and assessing a process of measuring, collecting, integrating, and reporting specified performance information and data based on sampling methods and application of analytical procedures.
- Based on the principle of sampling, on-site observation and inspection of the company's manufacturing unit in Shenzhen, China, about operations and sustainability information and data management.
- Assessing the consistency and reliability of the presentation of information related to the scope of validation in the sustainability report.
- Reporting audit observations or recommendations to give the company's management an opportunity to correct errors before the audit process is completed.
- Examining the supporting evidence collected to assess the extent to which the relevant evidence and information are presented to support and comply with AA1000AP verification principles.

Limitations

TÜV Rheinland planned and executed the verification in accordance with the scope of the assurance agreed upon in order to obtain all the information, evidence and necessary explanations to provide the basis for the conclusion of the assurance in accordance with the moderate level of AA1000AS v3.

The information and performance data Procedures performed in a moderate assurance vary in nature from, and are less in extent, than high level assurance.

The information and performance data related to the assurance, including selected performance-specific information, were limited to the disclosure of the contents of this report. Our assurance did not cover the annual financial report and its financial data, nor did it cover other sustainability topics or matters that were beyond the scope of this assurance.

Conclusions

Based on the above assurance procedures and methodology performed and the evidence obtained, we conclude that there are no instances or information that would be contrary to the following statements:

- 2024 Sustainability Report of TP-Link and its contents are in adherence to the AA1000AP AccountAbility Principles.
- TP-Link has implemented relevant processes and systems to collect and aggregate performance information and data related to materiality issues within the reporting boundary, while the company assessed double materiality issues.
- The sustainability-related information and performance disclosed in the report are evaluated and supported by documentary evidence.

TÜV Rheinland shall not bear any liability or responsibility to a third party for perception and decision on TP-Link based on this Assurance Statement.

Adherence to the AA1000AP AccountAbility Principles

Inclusivity

The stakeholder groups identified by TP-Link included shareholders/executives, customers, employees, suppliers, government and regulatory authorities, partners, the public and the community. Evidence indicated that the company conducted stakeholder surveys on sustainability issues to provide a basis for the analysis of double materiality issues.

Materiality

During the reporting period, TP-Link conducted assessment of double materiality issues (including two dimensions: financial materiality and impact materiality) for the first time, and constructed an intuitive matrix of double materiality issues, showing the priority of 16 issues, of which issues with both financial materiality and impact materiality in the current year included but are not limited to product and service quality, business behaviour, compliant employment

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and equality and inclusivity, occupational health and safety, etc. The Commission on Sustainable Development reviewed and approved the results of the analysis of double materiality.

Responsiveness

TP-Link's communication channels with its key stakeholders typically included customer service and satisfaction surveys, employee training, supplier audits and training, complaints and whistleblowing mechanisms, participation in association exchanges, and community events, etc.

The report disclosed the performance data of key metrics such as greenhouse gas emissions, energy consumption, water resources, pollutant emissions and waste, occupational health and safety, employment, and supply chain management, etc., and these performance data are historically comparable, including restatement of correction of some performance data. For each material issue, not only the management system, policies and key actions are disclosed, but also specific indicators and progress towards the 2024 target are disclosed to appropriately respond to the major concerns of stakeholders.

Impact

TP-Link focused on key risk areas such as climate change and environment, occupational health and safety, supplier management and business continuity, and managed these risks through internal control systems. The company conducted impact analysis of the identified material issues and reported on the response to relevant risks and opportunities.

Disclosure of Specified Performance Information

TÜV Rheinland reached conclusions on the verification of reliability and quality of specified performance information (including Total greenhouse gas emissions (Scope 1 + Scope 2 + Scope3) (tonnes CO_2e), Scope 1 greenhouse gas emissions (tonnes CO_2e), Scope 2 greenhouse gas emissions (tonnes CO_2e), Scope 3 greenhouse gas emissions (tonnes CO_2e), Electricity Consumption (kwh), Water withdrawal (m^3), Recordable Injury Rate per Million Work Hours (time/hour), Total Recordable Incident Rate (TRIR) of Full Time Employees, Total amount of hazardous waste generated (ton), Hazardous Waste Disposal Rate (%)) based on Type-2, Moderate level assurance engagement:

- TÜV Rheinland observed that TP-Link has implemented appropriate processes and measures to collect and provide reliable source data related to the specified performance indicators as selected.
- During the verification process, some errors in data are corrected. We recommend that TP-Link enhance the data management system at operation level to ensure the accuracy of data statistics and to eliminate the errors of manual calculations.

A full management report was submitted to management of TP-Link for consideration, detailing the findings and recommendations for continuous improvement of the sustainability report.

Daniel Pan
Technical Manager of Corporate Sustainability Services
TÜV Rheinland (Shanghai) Co., Ltd
Shanghai, China, 24 September 2025

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