



TINNO Sustainability Report 2022

TINNO

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About the Report

Tinno Technology Group Co., Ltd. (hereinafter referred to as "TINNO", "Company" or "We") voluntarily publishes a Sustainability Report at least every two years starting from 2022 to disclose the sustainability status of TINNO to its stakeholders, promoting the understanding, communication and interaction between TINNO and its stakeholders, and achieving the sustainable development of the Company.

The organizational scope of this Report covers all of the entities over which the company has control or significant influence on financial, operational policies and practices, and is consistent with the scope covered by the Company's annual report; unless otherwise noted, this Report describes the global operational condition of TINNO's headquarter and all branches in the economic, environmental and social aspects during the period from January 1, 2021 to December 31, 2021. The data used are from TINNO's official documents and statistical reports, of which the economic data are detailed in the Annual Report 2020 of Tinno



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Organization Overview

Company Name in Chinese	天珑科技集团股份有限公司
Abbreviation of Company Name in Chinese	天珑集团
Company Name in English	Tinno Technology Group Co., LTD.
Abbreviation of Company Name in English	Tinno
Legal representative of the company	Wentan Lin
Address of Headquarter	Tinno Building, No. 33, Xiandong Road, Nanshan District, Shenzhen, China
Office Address	Tinno Building, No. 33, Xiandong Road, Nanshan District, Shenzhen, China
Name of Factory #1	Guangdong Maxon Communication Co., Ltd.
Address of Factory #1	Plants A and C, Maxon Science and Technology Industrial Park, Gaoxin 3rd Road, High Tech Development Zone, Heyuan City, Guangdong Province, China
Name of Factory #2	Jiangxi Maxon Communication Co., Ltd.
Address of Factory #2	1666 North Tianxiang Avenue, High Tech Industrial Development Zone, Nanchang City, Jiangxi Province, China
Company Website	http://www.tinno.com
E-mail	ir@tinno.com



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Global Network

• Founded in 2005, TINNO's main business scopes include the development, design, production, sales, service provision and brand operation of cell phones, as well as the R&D of 5G mmWave technology.

• The majority of our products are exported, and sold to more than 80 countries in Europe, Asia, America, Africa and other regions. The annual shipment of cell phones in the past five years is about 30 million units.

• TINNO is innovative, and has world leading technology of 5G mmWave.



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Milestone

2021
 |
 2018

IOT

- Developed diversified IOT products for the China market
- Conducted ODM business cooperation with manufacturers of well-known cell phone brands
- Conducted business cooperation with top tier US carriers
- Filed 3,157 of Patent applications as of the end of 2018
- Launched 5G Small Cell products in 2018

2017
 |
 2016

5G

- Strengthen brand-building efforts and developed new brand market
- Accelerated the development and layout of mobile internet application products
- Deployed 5G mmWave technology

2015
 |
 2012

- Launched 4G LTE products and became Google's first Android One provider in the world

2011
 |
 2008



- Launched the world's first social networking feature phone, causing a sales boom in the industry
- Received the Innovation of the Year Award from MTK
- Established the ODM model of "one-on-one" deep cooperation and helped local mobile phone manufacturers in India, Pakistan, Indonesia, Philippines, Italy, Russia and other countries to become the No.1 local brand

2007
 |
 2005



- Launched the world's first GSM dual SIM phone, which established the industry standard
- Filed for 4 core patent applications



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Honors

2021



Provided services for the
Secretary of Shenzhen
Municipal Committee



Top 100 Tax Payers in
Nanshan District, Shenzhen
for 8 consecutive years



Shenzhen Famous
Brand in 2021



Guangdong 500
Enterprises in 2021



2020



Guangdong 100 Private
Enterprises in 2020



Guangdong 100
Manufacturing
Enterprises in 2020



Top 500 Enterprises
in Guangdong
Province in 2020



Rank 90th among
Shenzhen 500 in 2020



2015-2016



Shenzhen Mayor's
Quality Award in 2016



Second Prize of National
Technical Invention Award
in 2015



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Suppliers

MEDIATEK

QUALCOMM

SONY

Kingston
TECHNOLOGY

SKYWORKS

QORVO

SAMSUNG

BOSCH

FOUNDER 方正

muRata
INNOVATOR IN ELECTRONICS

SK hynix

合力泰
HOLITECH
合力创新 共享科技

IVO
昆山龙腾光电有限公司
KUNSHAN LONGTENG OPTOELECTRONICS CO., LTD.

FocalTech

TDK

EPSON

GOODIX

·film

Clients

motorola

LG
Life's Good

NOKIA

Sprint

AT&T

orange™

vodafone

TIM

bouygues
TELECOM

telcel
Digital PCS

Claro

WIND

3

Mobitel

LANIX

SFR

BLU



Environmental Protection and Sustainable Development

Adhering to the scientific concept of development, the Company focuses on energy conservation and the development of circular economy, actively implements the national policy of energy conservation and emission reduction, creates a "resource-saving and environment-friendly" enterprise, and realizes sustainable development. The Company takes environmental protection as an important part of its sustainable development strategy and focuses on fulfilling its responsibility for environmental protection. All investment projects must meet the requirements for environmental protection, and project feasibility studies must fully consider environmental protection issues, and project implementation must comply with relevant standards, in an effort to achieve harmonious coexistence between the Company and nature.





Stakeholders

Improvement of corporate governance structure and internal control system to form rights and interests protection mechanism



The Company has established a standardized corporate governance structure and formed a scientific and effective mechanism for the division of responsibilities and checks and balances in accordance with the the Company Law, the Securities Law, the Code of Corporate Governance for Listed Companies, the Basic Internal Control for Enterprises, and other laws and regulations in China. The leading group for the construction of the internal control system of the Company is responsible for promoting the work of internal control, and the internal control system has been gradually improved to protect the legitimate rights and interests of all shareholders and creditors in the aspect of mechanism, especially protecting the interests of small and medium shareholders from infringement.

Protection of creditors' rights and interests

The Company has established a series of internal management control systems, such as Financial Management System, Internal Audit System, Payment Approval and Reimbursement System, Internal Control System for Funds, Internal Control System for Sales and Receivables, Internal Control System for Cost Accounting, Rules of Procedure for Board of Directors of Audit Committee, Management System for External Guarantees, etc. The Company strictly implements the financial management process to ensure the financial soundness of the Company and the safety of the Company's assets and funds. The legitimate rights and interests of creditors are fully considered in the process of all major business decisions of the Company.

Conscientious management of information disclosure and investor relations

The Company formulated a Management System for Information Disclosure and an Internal Material Information Reporting System, established a smooth internal information transmission channel, strictly followed the information disclosure procedures stipulated in Management System Information Disclosure, implemented approval procedures to ensure accurate information disclosure, and ensured the truthfulness, accuracy, completeness, timeliness and fairness of information disclosure. The Company stipulated a comprehensive Investor Relations Management System. Through strengthening investor relations management, while institutionalizing and standardizing investor relations management, the Company focuses on media tracking, analysis on investor issues and research on investors to keep abreast of media and investors's focus on the Company and to resolve the risk of information asymmetry in a timely manner. The Company set up an investor hotline to promptly answer interactive inquiries from investors on the phone or during visits, and to promptly forward the opinions or suggestions by small and medium-sized shareholders to the Board of Directors. The management of investor relations improved the transparency of the Company's operations and enhanced investors' understanding and recognition of the Company.

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Stakeholders	Major Communication Channels	Focused Issues	Company Strategic Plan
Government	- Government public consultation	- Compliance management - Employment and value creation - Tax compliance	- adhering to integrity management and business ethics, and abiding by all applicable laws and regulations; - Actively engaging in local employment and procurement and paying taxes in accordance with the law.
Shareholders	- Shareholders' meeting	- Profitability - Information Disclosure	-Continuously improving operational capabilities; -Releasing Annual Reports on time.
Clients/Consumers	- Customer satisfaction survey - Customer meeting - Customer audits	- Climate change / carbon reduction - Cybersecurity and privacy protection - Supply responsibility - Circular economy	- Actively setting the Company mid/long-term goals of carbon reduction; - Prioritizing cybersecurity and privacy protection; - Making sustainability as a key component of sourcing strategy; - Integrating sustainability requirements into the entire product lifecycle and vigorously promoting a circular economy.
Industry/ Professional Organizations	- Industry conferences, forums & working groups - Workshops on standards - Programs on sustainability partnership - Academic research activities	- Contribution to economy, society and environment - Openness and transparency	- Developing active and open communication, cooperating with industry organizations / professional entities, and responding to demands in a timely manner; - Routinely disclosing the information related to the sustainable development of TINNO Group.
Employees	- Employee survey - Complaints, suggestions, reports Email	- Health and safety at work - Compensation, benefits & incentives - Employee training and development - Employee relations and work experience	- During the pandemic, setting up an emergency working group for pandemic prevention and control to protect the health and safety of employees in all aspects; - Insisting on strivers-oriented, focusing on parallel material and non-material incentives to improve the happiness of employees; - Providing employees with multi-channel development opportunities to help them grow; - Provide employees with humanized working environment and create an efficient and relaxing working atmosphere.
Media	- Press conference - Exclusive interview - Participation of TINNO Group's activities	- Openness and transparency	- Routinely disclosing information related to the sustainable development of TINNO Group and responding to external concerns and questions in a timely manner.
Public	- Local recruitment / Local purchase - Participation of community projects - Holding community charity activities - Interaction through company website and social media	- Environmental protection - Community contribution - Local hiring, purchase	- Actively carrying out local hiring and purchase. - Insisting on "serving the local community", committing to create value for the communities where we operate, and continue to make a positive impact through digital technology innovation.



Protect Employee Rights

Improvement of labor system and rights protection organization

The Company, subject to the provisions of the Labor Law, Labor Contract Law and other laws and regulations, established a series of labor management systems to solve the practical problems of employees and safeguard their legal rights and interests, and listens to employees' opinions on important matters of the company through employee representative meetings to promote the common development between the company and employees. We make full use of internal publications, enterprise Wechat, RTX and other communication platforms to strengthen the communication and interaction between the company, employees and subsidiaries, receive employees' complaints, listen to their voices, solve their confusion in work and life, safeguard their rights and interests, and further enhance the cohesion of the company.

Emphasis on the protection of employees' rights

In accordance with the Company Law and the Articles of Incorporation, the Company established a system for the selection and appointment of employee supervisors to ensure that employees fully enjoy rights in the governance of the Company, supported the labor union to carry out its work in accordance with the law and established a staff representative assembly to listen to employees' opinions on matters concerning their vital interests, such as wages, benefits, labor safety and health, social insurance, etc., to care for and pay attention to the reasonable needs of employees through the staff representative assembly and other forms, and listened to employees' opinions and suggestions through various ways and means to build a harmonious and stable labor-management relationship.



Employee Care

Improvement of labor system and rights protection organization

According to its target system, the Company established a performance management system consisting of performance planning, performance counseling, performance evaluation and performance application, and it has established a performance management system for employees at senior, middle and junior levels. It also effectively links individual performance income with personal goal achievement and Company benefits, so as to ensure good income for both the Company and the employees, which increases the employees' sense of identity and belonging to the Company. The Company actively builds performance management system and incentive system, conducts regular performance appraisal and gives material and spiritual incentives to promote high performance of employees and ensure the realization of the company's business plan. By continuously improving the compensation and performance system, the Company stimulates employees' desire for success and generates intrinsic motivation to drive them toward their desired goals.



Continuous optimization of office environment and increase of income

The Company is employee-oriented, relies on employees, cares for employees, creates a good atmosphere of "employees love the enterprise, the enterprise loves the employees", and forms a good pattern of unity and common development. During the period of pandemic, in light of the industry situation and price level changes, when the industry market situation was severe, the Company made efforts to keep employee's income unaffected.

Emphasis on employee training

The Company established a comprehensive employee training system. Based on the analysis of various needs and existing abilities of employees, the Company formulates training plans every year to supplement and improve the abilities of employees, and effectively implements and evaluates the training effects, thus supporting the development and sustainable development of human resources.



2021 TINNO Training Schedule (corporate level)

No.	Training type	Course type	Estimated time	Training courses	Training target	Instructor	Assessment method	Treatment for failure in exam	Remarks
1	Classroom training	Induction training	Whole year	New employee induction training	New employees	HR	Written exam	Make-up exam	HR
2	Online courses	Professionalism	Whole year	Office health and safety	New employees	External Instructor	Written exam	Make-up exam	HR
3	Online courses	Management	January-March	Basic management training program	Management staff	External Instructor	Written exam	Make-up exam	HR
4	Classroom training	Management	May/June	AEO certification training - Customs laws and regulations / crisis management	Management staff	Internal Instructor	Written exam	Make-up exam	HR
5	Classroom training	Professionalism	April-May	Office project-EXCEL function training	Clerical staff	External Instructor	Written exam	Make-up exam	HR
6	Classroom training	Specialized technology	June	Welding process training	Special positions	Trainer	Operation	Make-up exam	Such as SMT, maintenance
7	Classroom training	Specialized technology	July	Electronic components and ESD knowledge training	Special positions	Trainer	Written exam	Make-up exam	Such as SMT, maintenance
8	Classroom training	Professionalism	April-July	TINNO Big Shot Show	All staffs	External Instructor	Oral exam	Make-up exam	HR
9	Classroom training	Professionalism	July	QC080000 Training	Related staffs	Internal Instructor	Written exam	Make-up exam	HR
10	Classroom training	Professionalism	August	ISO45001:2018 standard training	Related staffs	Self-learning	Written exam	Make-up exam	Self-learning
11	Classroom training	Professionalism	September	Quality manual + procedure document	All staffs	Wang Chaoying/ External Instructor	Oral exam	Make-up exam	Self-learning
12	Online courses	Professionalism	October	Information security training	Related staffs	PIM Instructor	Written exam	Make-up exam	PIM
13	Hands-on training	Professionalism	November	Fire drill/Infectious disease control training	All staffs	Internal/ External Instructor	Operation	Make-up exam	Administrative officec
14	Open courses	Specialized technology	Whole year	Training in specialized areas of each module	All staffs	External Instructor	Oral exam	Make-up exam	Module-led
15	Classroom training	Professionalism	December	TL9000R6.2 R5.6 Standard	Related staffs	Wang Chaoying	Oral exam	Make-up exam	Relevant personnel
16	Classroom training	Professionalism	December	Intellectual Property Training	Related staffs	Trainer	Oral exam	Make-up exam	President Office





In 2021, while managing pandemic prevention, we also organized rich team building activities to make every employee work efficiently and live easily, and to enhance sense of belonging and happiness of our employees.

TINNO values the diversity of its employees and is committed to building an equal and harmonious working environment. We encourage a two-way communication approach with employees. In the aspects of hiring and promotion, we require that there should be no discrimination based on race, ethnicity, ancestry, gender, sexual orientation, marital status, age, etc. We explicitly prohibit the use of child labor and any type of forced or involuntary labor, and established policies and comprehensive preventive measures in the important aspects of recruitment, employment and separation to eliminate the use of child labor or forced labor.



Social Responsibilities

Taxes compliance and contribution to the society

Tax compliance is the most basic requirement to fulfill its social responsibility and contribute to the society. The company is always in the compliance of tax filing and pay taxes in a timely manner.

Value of public relations and acceptance of supervision

In its business activities, the Company follows the principles of voluntariness, fairness and integrity, abides by social morality and business ethics, proactively is under the supervision and inspection of government and regulatory authorities, and values the supervision and comments by the public and the media.

Contribution to the society and participation in activities of targeted poverty alleviation

Participating in targeted poverty alleviation and helping rural revitalization is the epitome of TINNO's fulfillment of social responsibility and commitment to charity.

On June 30, 2020, TINNO donated RMB 500,000 to fight poverty and help revitalize the countryside in the "Guangdong Province Poverty Relief Day" ceremony and 10th Anniversary Summary Meeting held in Nanshan District.

The year 2020 is the year of the national decisive battle against poverty and the 10th Anniversary of Guangdong Provincial Poverty Alleviation and Relief Day. As one of Shenzhen Top 100, TINNO has already provided targeted support to Baise City, Guangxi Province, and offered support to Dingpo Village in Debao County.



Contribution to rural education in employees' hometowns

To contribute to rural education, TINNO has set up a charity program to help rural schools in employees' remote hometowns to improve the learning environment for children so that they can study in warm classrooms and grow up healthily, and the program has been running continuously for five years now.

In November of 2020, TINNO conducted a school sponsorship with Guo Gou Primary School in Xin'an County, Henan Province. In this activity, TINNO replaced the double-glazed windows in the classrooms of Guo Gou Primary School, gave the children thick school uniforms, and brought an interesting open class with the theme of "Thanksgiving Day - depicting love in the heart", driving away the cold with love and warming the campus with true love. For this primary school, TINNO employees actively participated in the one-on-one support and sponsored six students from poor families.

TINNO encourages employees who came from the countryside to make a difference to help the company work together to help their hometowns. Every year, many employees recommend the projects in their hometowns or schools that need and deserve sponsorship.

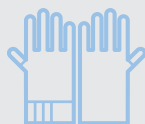


Obligation of fulfilling social responsibility and commitment

In 2020, facing the sudden outbreak of COVID-19, the Company was obliged to join the fight against the pandemic. At the beginning of pandemic, the Company used business network to purchase 20,000 pairs of medical gloves worth 5,000 U.S.

20,000

pairs of medical gloves



Before the return back to the office, we purchased 760 medical forehead temperature gun worth 26,000 U.S. dollars from Turkey, donated to the local government to help prevent and control the pandemic.

760

forehead thermometers



TINNO continued to pay attention to the village of Baise Dingpo in Guangxi, where TINNO offered support and took the initiative to quickly donate 2,000 masks to the school in Dingpo village when the pandemic suddenly intensified in Guangxi in January 2022.

2000

masks



Product Liability

Characteristics on quality management

1 Sophisticated quality management system

TINNO has a strong quality management team consisting of hundreds of people and set up a strict quality management organization to establish strict quality prevention, assurance, control and management covering the whole process of operational activities, such as product development and design, supplier selection, raw material procurement, outsourced processing process, product inspection and after-sales service for global customers.

tests, 80 reliability tests and many real network limit environment tests before rolling off the factory. In 2012, TINNO comprehensive laboratory center passed CNAS national laboratory accreditation, indicating that TINNO laboratories have the technical ability to test or calibrate, and are recognized by more than 40 national and regional laboratory accreditation institutes certified by the mutual recognition agreements, and can act as a third-party testing organization.

2 Strict quality control standards of international top brand manufacturers

TINNO products are sold in more than 20 overseas markets around the world, and the Company use the EU and European operators' standards for cell phone quality as the requirements to establish the strict quality control standards of international cell phone manufacturers. Each phone was undergone through more than 40,000 software tests, 200 hardware parameter

3 Reliable assurance provided by a global field testing team

TINNO also has a team of well-trained global field test engineers, who are stationed in many overseas countries all year round to carry out strict field tests on all TINNO products during the R&D period, to find problems in advance and provide analysis data to support domestic R&D personnel to solve problems, thus ensuring the global quality of TINNO products.



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Quality management features

Occupational safety and health

The Company successfully passed ISO 45001 Health and Safety Management System Certification and strictly complied with the relevant regulatory requirements to effectively control the safety and health risk sources, provide a healthy and safe working and living environment for employees, ensure that its workplace, drinking water, sanitation, fire safety, lighting, and ventilation are in line with regulatory requirements to minimize the work environment hazards, and regularly carry out health training.

Emergency response

The Company established safety organization structure and various emergency response teams, drew up various safety emergency plans, and regularly trains relevant personnel on safety knowledge and emergency response plans. Emergency facilities and equipment were equipped in accordance with regulatory requirements, and regular emergency plan drills were conducted to ensure the effectiveness of the plans.



Innovation

Innovation is the key of long-term stability of the enterprise. We recognize that innovation is never an easy task, and insist on continuous research and exploration to deliver the unique value of the company to our customers through the innovation of every detail, device, design, and product. We constantly update our technology level to ensure the company's advantage in the market.

Research funds

The Company established clear and efficient management methods for scientific research funds, formulated a perfect management system for scientific research funds, and improved the relevant supervision mechanism for scientific research funds. By strengthening the efficient management and effective supervision of scientific research project funds and formulating its perfect fund management system and supervision mechanism, the Company comprehensively guarantees the reasonable and effective use of research funds.

Operating with integrity

The Company follows the highest standards of integrity in all business interactions, and prohibits all forms of bribery, embezzlement, extortion and misappropriation of public funds.

Respect for intellectual property

We value intangible assets, protect information security, and do not release confidential company, customer, or supplier information or personal information to third parties.

Fair trade and fair competition

The Company strictly abide by applicable fair competition laws and antitrust laws, and no employee shall manipulate or use privileged information or obtain unfair benefits through unfair ways.

Fair trade and fair competition

The Company is committed to protect privacy of personal information of all business associates in reasonable aspects, including suppliers, clients, consumers and employees .

