



TINNO Sustainability Report 2025

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, 2024 through December 31, 2024. The data used are from TINNO's official documents and statistical reports, of which the economic data are detailed in the Annual Report 2024 of TINNO.

This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. Due to various objective constraints, any omissions in the reporting process will be continuously improved in the company's future disclosure reports.



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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
Name of Factory #3	Yibin Magic Communication Technology Co., Ltd.
Address of Factory #3	No. 31, West Gangyuan Road, Lingang Economic Development Zone, Yibin City, Sichuan Province, China
Name of Factory #4	TINNO Vietnam Co., Ltd.
Address of Factory #4	No. C-03, An Duong Industrial Park, Hong Phong Commune, An Duong District, Hai Phong City, Vietnam
Company Website	http://www.tinno.com
E-mail	ir@tinno.com



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Milestone

2025

2023

- Vietnam Manufacturing Park Commences Operations
- Application Scenarios for Millimeter Wave Further Expand
- Tablet Keyboard Business Enters Domestic R&D and Manufacturing Top Tier
- World's First Android Satellite Phone Series Launched

2022

2018

- Cooperate with leading new energy vehicle enterprises to enter the field of automotive electronics
- 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

- 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

 <p>Top 100 Competitive Enterprises in China's Electronic Information Industry</p>	 <p>Top 100 Enterprises in Comprehensive Strength of Guangdong's Electronic Information Manufacturing Industry</p>	 <p>Guangdong Top 500 Enterprises</p>
 <p>Guangdong Top 100 Private Enterprises</p>	 <p>Guangdong Top 100 Manufacturing Enterprises</p>	 <p>Guangdong Top 100 Private Manufacturing Enterprises</p>
 <p>Shenzhen Top 500 Enterprises</p>	 <p>Outstanding Innovative Organization (Enterprise)</p>	 <p>Shenzhen TOP 100 Social Contribution Enterprises</p>
 <p>Shenzhen TOP 100 International Development Enterprises</p>	 <p>Shenzhen TOP 100 Regional Synergy Effect Enterprises</p>	 <p>Top 10 Industrial Value-Added Enterprises in Nanshan District</p>

Corporate Honors

 <p>Strategic Partner</p>	 <p>Outstanding Partner</p>	 <p>Excellence in Delivery Award</p>
 <p>Best Delivery Award</p>	 <p>Quality Benchmark Award</p>	 <p>Best Product Award</p>
 <p>Best After-Sales Quality Award</p>	 <p>Best Supplier</p>	 <p>Best Product Quality Award</p>
		 <p>Distinguished Service Award</p>

Customer Recognition



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Clients



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.



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Environmental Management

We strictly comply with environmental laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Air Pollution Prevention and Control Law of the People's Republic of China, and the Water Pollution Prevention and Control Law of the People's Republic of China. Based on these requirements, we have established and implemented internal policies such as the Environmental Policy and the Carbon Emission Reduction Measures Management Plan.

In line with the ISO 14001 Environmental Management System (EMS) standards, we have developed a comprehensive environmental management framework. All our facilities have obtained ISO 14001 EMS certification, demonstrating our commitment to sustainable and responsible operations.

Water Resource Management

The water consumption at TINNO Mobile primarily consists of production and domestic water use. Through initiatives such as promoting water conservation, posting water-saving signs, establishing water-saving systems, and regularly inspecting pipelines to prevent leaks, the company effectively controls water

usage. Additionally, it ensures that 100% of wastewater discharge meets local emission standards. A small amount of production-generated wastewater is recycled and treated by qualified third-party companies.



Noise and Waste Gas Emission Management

To address the primary noise generated during production processes at various factories, the company ensures compliance with noise standards at

factory boundaries by selecting low-noise equipment and optimizing facility layouts.

For processes such as welding, assembly, and cleaning, ventilation suction ports are installed. Waste gases undergo filtration through filter cotton and activated carbon adsorption before being discharged through exhaust pipes.

Annually, third-party testing agencies are engaged to monitor wastewater, noise, and waste gas emissions, ensuring that all "three wastes" meet regulatory requirements.



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Biodiversity

TINNO is committed to making every effort to protect biodiversity. In accordance with laws and regulations such as the Environmental Protection Law and the Environmental Impact Assessment Law, the company ensures minimal environmental impact from construction projects by engaging qualified agencies to prepare Environmental Impact Assessment Reports during site selection and project development.

Chemical Management

Additionally, TINNO strengthens the management and use of chemicals, prioritizes eco-friendly materials, and reduces the use of hazardous substances to further mitigate environmental risks.

Clean Energy

In 2024, TINNO constructed a 4.5 MW solar photovoltaic power station on the rooftop of its Nanchang production base. The system is expected to generate approximately 4.5 million kWh of electricity annually, reducing carbon emissions by an estimated 2,500 tons of CO₂ per year. This initiative underscores the company's commitment to sustainable energy and environmental responsibility.





Sustainable Procurement

TINNO has established a comprehensive procurement system and supplier management system, implementing CSR management for suppliers. All suppliers are required to complete the "Supplier Social Responsibility Evaluation Form," sign the "Supplier Corporate Social Responsibility (CSR) Agreement," and adhere to its provisions, which cover labor and human rights, health and safety, environmental protection, business ethics, information security, and management systems. Additionally, sustainability-related evaluation criteria are incorporated during the onboarding of new suppliers and the auditing of existing suppliers to identify and assess potential social responsibility risks.

Supplier Social Responsibility Risk Management

The following are red-line issues in CSR compliance:

- Strict prohibition of any form of child labor.
- Strict prohibition of any form of discriminatory behavior.
- Strict prohibition of any form of harassment, corporal punishment, or abuse of employees.
- Strict prohibition of any form of forced labor, involvement in human trafficking, enslavement, or the use of prison labor.
- Strict prohibition of any form of corrupt practices, bribery, or other unfair competition.
- Strict prohibition of falsification or deception during audits.

The percentage of agreeing to sign CSR agreement 100%

The percentage of accepting to CSR review 100%





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, BPM 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.

Diversity and Equal Opportunity

TINNO values employee diversity and is committed to fostering an equitable and harmonious work environment. The company encourages open two-way communication with employees. It is company policy that no discrimination based on race, ethnicity, ancestry, gender, sexual orientation, marital status, age, or similar factors shall occur in matters related to hiring, promotion, or other employment decisions.



Performance system

Improve the compensation and performance management system

In compliance with the Labor Law and relevant regulations on wage payment, TINNO provides employees with salaries and benefits, including statutory social insurance, housing provident fund, as well as legally mandated leave such as marriage leave, bereavement leave, and annual leave.

Additionally, TINNO offers various supplementary benefits and allowances, such as transportation subsidies, commercial insurance, business travel allowances, and annual health check-ups, to enhance employees' well-being and sense of belonging.

Guided by the principle of "sharing and innovation," the company continues to refine its compensation and incentive mechanisms to align with its development goals. This involves implementing differentiated, specialized, and meticulous approaches in performance evaluation methods, indicator design, and compensation distribution.

The company adopts a policy where base income is determined by job value, while performance-based income is linked to both company profitability and individual contributions. This ensures internal fairness in employee compensation while maintaining competitiveness in the market.

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.



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2024 TINNO Training Schedule (corporate level)

No.	Training courses	Training target	Instructor	Estimated time	Training type
1	Special Training for New Employee Onboarding	Managers	Internal Instructor	Whole year	Classroom training/Online course
2	2024 Eaglet Program	Managers	Internal&External Instructor	Q3-Q4	Classroom training/Online course/Outward Bound training
3	New Manager Project	Internal Instructor	External Instructor	March to May	Classroom training/Online course
4	Succession Plan	Internal Instructor	Internal&External Instructor	Q1-Q2	Classroom training/Online course
5	Instructor Development Program	Related staffs	Internal Instructor	August - September	Classroom training/Online course
6	Teachers' Day Event	IPD System personnel	—	September	—
7	Product Line Training and Simulation Program	Related staffs	Internal Instructor	Q1-Q2	Classroom training/Online course
8	IPD Series Course Development and Personnel Training	All staffs	Internal Instructor	Q2-Q3	Course development/Classroom training/Online course
9	Innovation Facilitator Program	Related staffs	External Instructor	Q1-Q2	Classroom training/Online course
10	Company-wide Training on Innovation Tools	All staffs	Internal&External Instructor	Whole year	Classroom training/Online course
11	Efficiency Training	Related staffs	Internal&External Instructor	Q2-Q3	Classroom training/Online course
12	Cost Management Training	Related staffs	Internal&External Instructor	Q3-Q4	Classroom training/Online course
13	TINNO Academy Daily Operations	All staffs	—	Whole year	
14	Knowledge Index Updating	All staffs	—	April/August/December	Online course
15	Annual Event	Related staffs	—	December	Off-line activity
16	Fire Drill	All staffs	Internal&External Instructor	Q4	Hands-on training
17	AEO Certification Training - Customs Laws and Regulations/Crisis Management/Trade Security	Related staffs	Internal&External Instructor	Whole year	Classroom training/Publicity/Expatriate Open Course
18	Information Security Training	Related staffs	PIM 成员	Whole year	Classroom training/Online course



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No.	Training courses	Training target	Instructor	Estimated time	Training type
19	IATF16949 Standard and CSR Training	Related staffs	Internal&External Instructor	Q1~Q2	Classroom training/Online course
20	IATF16949 Five Tools Training	Related staffs	External Instructor	Q1~Q2	Classroom training/Online course
21	TL9000 R6.3 R5.7 Standard Training	Related staffs	Internal&External Instructor	Q3	Classroom training
22	ISO KnowledgeTraining	Related staffs	Internal Instructor	Whole year	Classroom training/Online course
23	Environmental Standards and Knowledge Training	Some suppliers/ internal related people	Internal Instructor- Hui jin,Yang Yang	Whole year	Classroom training/Online course
24	Environmental Protection System Operation Training	External supplier	Internal Instructor-Hui jin	Whole year	Classroom training/Online course
25	Environmental Standards Test Training	Related staffs	Internal Instructor-Yang Yang	Whole year	Hands-on training/Online course
26	Statistical Process SPC	Related staffs	Internal&External Instructor	Q1	Online course
27	Six Sigma Training	Related staffs	Internal&External Instructor	Q1	Online course
28	Quality Management Series	Related staffs	Internal&External Instructor	Q1	Online course
29	ESG Knowledge Training	Related staffs	Internal&External Instructor	Q1~Q4	Classroom training/Online course
30	Soldering Process Training	Related staffs	Internal&External Instructor	Q1~Q4	Classroom training
31	Electronic Components and ESD Knowledge Training	Related staffs	Internal&External Instructor	Q1~Q4	Classroom training
32	Chemical Training	Related staffs	Internal&External Instructor	Q1~Q4	Classroom training



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In 2024, 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 twoway 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.

Tinno believes that communities, economies and businesses can thrive only if workers' rights are protected. Treating employees with dignity and respect is a fundamental part of the company's commitment to provide a good working environment for our employees and ensure that forced Labour, child Labour and human trafficking are not involved.

Tinno understands the risks involved in forced Labour, child Labour and human trafficking and has developed policies and preventive measures. We are committed to ensuring that our employees and suppliers refrain from engaging in or endorsing any activities involving forced Labour, child Labour and human trafficking and do not tolerate the use of forced Labour, child Labour or human trafficking by any employee or supplier in the operation of our business or in support of our business or in the manufacture and sale of our products.



Social Responsibilities

Continued Commitment to Education in Remote Areas and

TINNO remains dedicated to improving educational environments in remote regions and supporting the growth of children from underprivileged families. In 2024, the company donated 50,000 RMB to Lianping County Nanshan Kindergarten in Heyuan City, Guangdong Province, to fund the purchase of disinfection equipment.

Yibin TINNO contributed 20,000 RMB to Jiangnan Town, Nanxi District, Yibin City, Sichuan Province, to support local education initiatives. The funds were used to assist impoverished children in Chongde Community, Shuangcheng Subdistrict, Cuiping District, and to visit 12 disadvantaged women and children's families in Shaping Subdistrict, Sanjiang New District, providing daily necessities and financial aid.

Additionally, employees of Nanjing TINNO raised funds to donate 12,000 RMB worth of clothing, school bags, and teaching supplies to schools in mountainous regions of Sichuan.



Obligation of fulfilling social responsibility and commitment



Caring for Elderly Health: Supporting Senior Meal Programs

In June 2024, TINNO donated 100,000 RMB to Hengshui Village, Neiguan Town, Lianping County, Heyuan City, Guangdong Province, to establish a senior meal center and develop digitalized elderly care and meal assistance services.

During the Double Ninth Festival, members of the Yibin Meijie TINNO Joint Party Branch visited Dayang Village, Jiangnan Town to extend holiday greetings and deliver gifts to low-income households, monitored families, elderly individuals, and seniors facing hardships.

These initiatives reflect TINNO's ongoing commitment to social responsibility, education, and community welfare.



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.



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

The company has successfully obtained ISO 27001 Information Security Management System certification. 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.

Privacy protection

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



Annual Key Performance

	Metrics	Unit	2024
Greenhouse gas emissions	Greenhouse Gas Emissions (Scope 1)	tCO ₂ e	528
	Greenhouse Gas Emissions (Scope 2)	tCO ₂ e	19,962
	Greenhouse Gas Emissions (Scope 3)	tCO ₂ e	26,262
	Total Greenhouse Gas Emissions	tCO ₂ e	46,752
Energy consumption data	Water Consumption	t	304,460
	Electricity Consumption	MWh	35,288
	Gasoline Consumption	L	26,214
	Diesel Consumption	L	31,770
	Natural Gas Consumption	m ³	83,999
Waste management	General waste	t	1,341
	Hazardous waste	t	0.8
Corporate-level Training	Headquarters Internal Trainer	Person-times	488
	Longxuetang Online Courses	Session	758
	Headquarters training duration	h	23,989
	Average training duration per person	h	8
	Proportion of business ethics training	%	100
	Proportion of male employees	%	71
Diversity and Equal Opportunity	Proportion of female employees	%	29
	Proportion of male executives	%	69
	Proportion of female executives	%	31



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GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	-



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GRI Standard	Disclosure	Chapter
201-2	Financial implications and other risks and opportunities due to climate change	-
201-3	Defined benefit plan obligations and other retirement plans	-
201-4	Financial assistance received from government	-
GRI 202: Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	-
202-2	Proportion of senior management hired from the local community	-
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	-
203-2	Significant indirect economic impacts	-
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	-
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	-
205-2	Communication and training about anti_x0002_corruption policies and procedures	Operating with integrity
205-3	Confirmed incidents of corruption and actions taken	-
GRI 206: Anti-corruption 2016		
206-1	Legal actions for anti-competitive behavior, anti_x0002_trust, and monopoly practices	Fair trade and fair competition
GRI 301: Materials 2016		



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GRI Standard	Disclosure	Chapter
301-1	Materials used by weight or volume	-
301-2	Recycled input materials used	-
301-3	Reclaimed products and their packaging materials	-
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Annual Key Performance
302-2	Energy consumption outside of the organization	Annual Key Performance
302-3	Energy intensity	-
302-4	Reduction of energy consumption	-
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Waste Management
303-2	Management of water discharge-related impacts	Waste Management
303-3	Water withdrawal	-
303-4	Water discharge	Annual Key Performance
303-5	Water consumption	Annual Key Performance
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity
304-3	Habitats protected or restored	-



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GRI Standard	Disclosure	Chapter
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	-
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Annual Key Performance
305-2	Energy indirect (Scope 2) GHG emissions	Annual Key Performance
305-3	Other indirect (Scope 3) GHG emissions	Annual Key Performance
305-4	GHG emissions intensity	-
305-5	Reduction of GHG emissions	Clean Energy
305-6	Emissions of ozone-depleting substances (ODS)	-
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	-
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Waste Management
306-2	Management of significant waste-related impacts	Waste Management
306-3	Waste generated	Annual Key Performance
306-4	Waste diverted from disposal	Annual Key Performance
306-5	Waste directed to disposal	Annual Key Performance
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Sustainable Procurement
308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Procurement



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GRI Standard	Disclosure	Chapter
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	-
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Performance system
401-2	Parental leave	Performance system
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	-
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Occupational safety and health
403-2	Hazard identification, risk assessment, and incident investigation	-
403-3	Occupational health services	Occupational safety and health
403-4	Worker participation, consultation, and communication on occupational health and safety	Occupational safety and health
403-5	Worker training on occupational health and safety	Occupational safety and health
403-6	Promotion of worker health	Occupational safety and health
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational safety and health
403-8	Workers covered by an occupational health and safety management system	Occupational safety and health
403-9	Work-related injuries	-
403-10	Work-related ill health	-
GRI 404: Training and Education 2016		



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GRI Standard	Disclosure	Chapter
404-1	Average hours of training per year per employee	Annual Key Performance
404-2	Programs for upgrading employee skills and transition assistance programs	Employee training
404-3	Percentage of employees receiving regular performance and career development reviews	-
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Diversity and Equal Opportunity Employee Care
405-2	Ratio of basic salary and remuneration of women to men	-
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Diversity and Equal Opportunity Employee 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	-
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Sustainable Procurement Employee Care
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Sustainable Procurement Employee Care
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Occupational safety and health
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	-



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GRI Standard	Disclosure	Chapter
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	-
413-2	Operations with significant actual and potential negative impacts on local communities	-
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Sustainable Procurement
414-2	Negative social impacts in the supply chain and actions taken	Sustainable Procurement
GRI 415: Public Policy 2016		
415-1	Political contributions	-
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	-
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	-
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	-

