

SKYWORTH

Shenzhen Skyworth Digital Technology Co., Ltd. Baoan Factory

2022 Corporate Social Responsibility Report

SHENZHEN SKYWORTH DIGITAL TECHNOLOGY CO., LTD.
BAOAN BRANCH



Building an industry-leading intelligent digital terminal product base



Bao'an Branch: Manufacturing Headquarters



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Regarding this report

Shenzhen Skyworth Digital Technology Co., Ltd. Bao'an Branch strives to ensure the authenticity, objectivity, and timeliness of report information. Reliability, comprehensively introducing the annual responsibility concept, behavior, performance, and commitment. We hope to strengthen our efforts by publishing reports and other means. Communicate, promote cooperation, enhance interest identification, emotional identification, and value identification, and consolidate the joint efforts of sustainable development.



This report is the second annual corporate social responsibility report of Shenzhen Skyworth Digital Technology Co., Ltd. Bao'an Branch, covering the period from January 1, 2022 to December 31, 2022. To improve the completeness of the report, some data exceeds the above range.



The organizational scope of this report covers all business activities with Shenzhen Skyworth Digital Technology Co., Ltd. Bao'an Branch as the main body. Shenzhen Skyworth Digital Technology Co., Ltd.: Sales Center, R&D Center, Quality Operations Department, Information Management Department, Supply Chain Management Center, Audit Department, Legal Department, and Finance Department are the support departments of Bao'an Branch, and are consistent with the scope covered by the company's annual report.



For ease of expression, in general, in this report, "Skyworth Digital Bao'an Branch", "Bao'an Branch". The expressions "manufacturing headquarters", "company", or "we" all refer to Shenzhen Skyworth Digital Technology Co., Ltd. Bao'an Branch, and special circumstances will be explained separately.



The data and cases used in this report are all from official documents, statistical reports or public documents of the company; We strive to comply with industry standards for information disclosure, while also focusing on industry background and highlighting corporate characteristics.



GRI Sustainability Reporting Standards released by the Global Sustainability Standards Board (GSSB) GRI Standards
International Organization for Standardization ISO26000:2010
"Guidelines for Social Responsibility"



The selection of the scope of this report follows the principles of GRI's substantive nature, stakeholder participation, sustainable development background, and completeness. Based on the actual situation of the enterprise, the specific content of the report is determined through industry benchmarking research, analysis of enterprise development strategy, identification of key responsibility issues, and stakeholder communication.
In terms of the selection of disclosure indicators, this report needs to consider the relevance, materiality, and availability of specific indicators related to key topic performance. The indicators used are highly relevant to the main issues of social responsibility, and can effectively reflect our performance on the corresponding issues. At the same time, they can be collected through the existing management system. With the further improvement and refinement of social responsibility management work, we will gradually optimize and improve the disclosure indicators in future reports.

Unless otherwise specified, the currency units mentioned in this report are all RMB.



The company guarantees that there are no false records, misleading statements, or significant omissions in the content of this report, and assumes individual and joint liability for the authenticity, accuracy, and completeness of its content.



This report is published in electronic format. To obtain an electronic version of the report, please visit the official website of Shenzhen Skyworth Digital Technology Co., Ltd. <https://www.skyworthdigital.com/> Download the electronic text of this report and obtain more information on corporate social responsibility.



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CEO's Speech :

Humanity has only one green home to rely on for survival, and protecting green homes is humanity's mission. Only by achieving sustainable development of green harmony and circular coexistence between humans and nature can they have a bright future. The research and introduction of environmentally friendly, degradable, recyclable, and renewable materials, as well as the normalization of research and design concepts for green and low-carbon emissions, are creating green enterprises, factories, and services.

Skyworth Digital always adheres to the management principles of "green", "innovation", "quality" and "service", and follows the environmental policy of "compliance with laws and regulations, energy conservation and consumption reduction, green environmental protection, and dedication to society". It has successively obtained certifications such as ISO14001 environmental management system, ISO45001 occupational health and safety management system, SA8000, and FSC forest supervision system. In recent years, we have continuously and deeply promoted lean production, implemented product lifecycle improvement projects, achieved efficient and circular utilization of resources, focused on improving environmental risk prevention capabilities, and committed to building a low-carbon, environmentally friendly, and sustainable green enterprise. In 2022, we conducted a comprehensive inventory of the company's total carbon emissions for the first time and established a Sustainable Development Promotion Group. Referring to government requirements and benchmarking international standards, sustainable development goals are set, responsibilities are decomposed, measures are implemented, and effectiveness is verified from five aspects: market demand assessment, research and development design, process manufacturing, supply chain, and after-sales service to achieve sustainability and improve customer satisfaction.

At present, Skyworth Digital has preliminarily formed a "three in one" sustainable management "concept with" sustainable products ", " sustainable environment ", and " sustainable community "as pillars, and the three support and promote each other. It is deeply promoting various sustainable measures throughout the company:

Sustainable Products - Innovation Leading Sustainability: Whether it's materials, processes, or overall packaging solutions, innovation can not only bring more value to customers, but also further meet their sustainable development requirements. We will increase investment in technological innovation, improve the innovation ability of enterprises, and promote sustainable development of ourselves and clients with technological advantages.

Sustainable environment - setting energy-saving and carbon emission targets: Energy and carbon emission reduction work has become a strategic issue related to the long-term development of enterprises. We plan to establish phased goals in 2023 and introduce third-party institutions to independently audit the total carbon emissions results of the company from Scope 1 to Scope 6 for the entire year of 2022. Based on the Scientific Carbon Target Initiative, we have set emission reduction targets and specific measures for greenhouse gases. Strive to achieve its own operational carbon peak by 2028; And actively promote suppliers, customers, and partners in the upstream and downstream value chains to jointly achieve the mission of reducing carbon emissions.

Sustainable Community - Employee Care and Community Contribution: We will always adhere to the corporate tenet of "unity, innovation, integrity, and pragmatism", continue to promote the "Trinity" management system, achieve high-quality talents of learning, innovation, and execution, and create an efficient, enterprising, and belonging fully outstanding team. We will continue to do our best to make Skyworth Digital a 100% safe workplace.

China has entered a new stage of development, and promoting low-carbon, environmental protection, and sustainable work is the responsibility of every enterprise. Skyworth Digital will enhance the competitiveness and sustainability of enterprises through measures in sustainable products, environment, and community, achieve high-quality development, and welcome a green, low-carbon, and sustainable future!

CEO

张恩利



Zhang Enli, President of Skyworth Digital



Director's Speech

Shenzhen Skyworth Digital Technology Co., Ltd. Bao'an Branch (hereinafter referred to as "Skyworth Digital Bao'an Branch") is a manufacturing center under Shenzhen Skyworth Digital Technology Co., Ltd. It is located in the Skyworth Technology Industrial Park in Shiyan, Shenzhen. The company has an internationally leading digital set-top box production base and is a national high-tech enterprise dedicated to providing comprehensive and systematic digital home solutions and services to global users. The layout is centered on strategic emerging industries such as new generation information technology, ultra-high definition video industry, automobile intelligent system, Industrial Internet, Internet plus operation, etc.

The company has successively passed multiple international and domestic certifications such as ISO9001, ISO14001, CCC, FCC, CE, UL, RoHS, etc. It has established strict quality control standards, introduced advanced quality management methods, and standardized the technical performance requirements, test methods, inspection rules, marks, packaging, transportation, storage and other aspects of products such as set-top boxes; And a professional quality management team will execute the entire process quality system, regardless of upgrading production hardware facilities, to build an industry-leading world-class intelligent manufacturing production factory, providing customers with higher quality products and service



Person in charge of Skyworth Digital Baoan Branch: 崔钟旗



Development data (2020-2022)

Index	unit	2020	2021	2022
Business Income	10 thousand yuan	514,113.53	731,737.19	88,535.83
Operating Costs	10 thousand yuan	465,189.10	664,208.60	780,149.45
Total Employee Salary	10 thousand yuan	23,203.69	29,464.56	37,517.05
Total Social Security Amount	10 thousand yuan	1,688.67	2,621.37	3,382.49
Taxes	10 thousand yuan	3,068.55	882.41	1,893.76
Financial Subsidies	10 thousand yuan	3,611.76	3,895.97	6,197.31
Public Welfare Donations	10 thousand yuan	2.00		3.00

Note: Data from Shenzhen Skyworth Digital Technology Co., Ltd. (including Bao'an Branch)

corporate culture

Corporate Vision

Becoming a global leader in the consumer electronics industry

Corporate Mission

Wholeheartedly providing humanity with a wonderful healthy and technological life

values



Talent concept

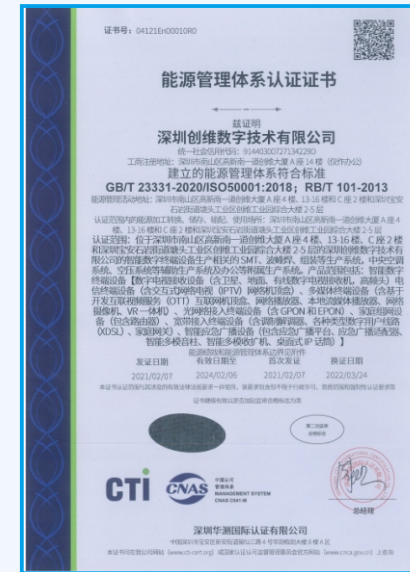
For all over the world, people make the most of their talents; Progress relies on learning, promotion relies on performance

Philosophy

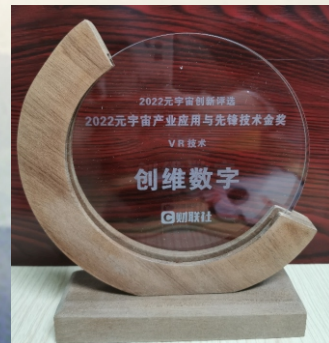
Stable operation, sustained growth, brand success, and global development

Quality System Certificate

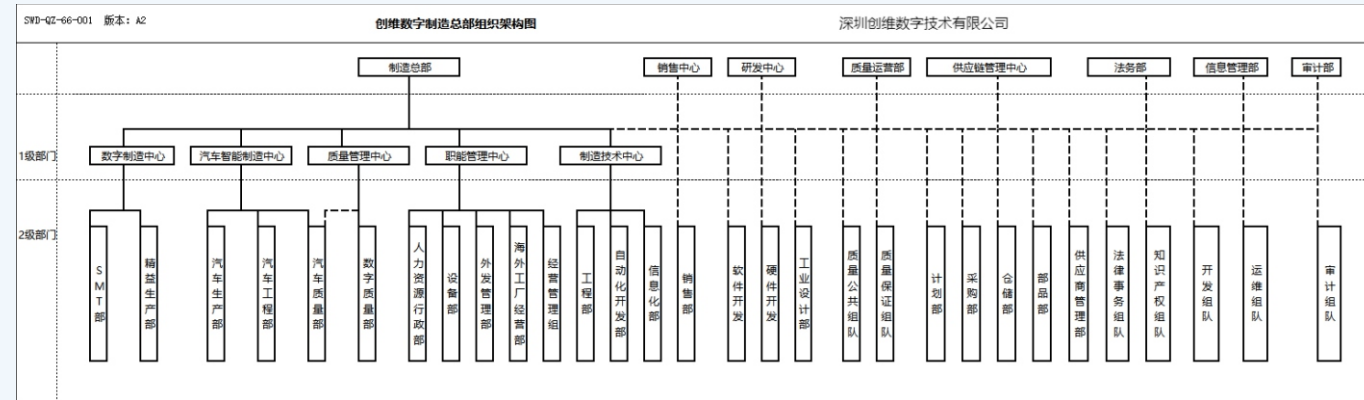
Number	Certificate / Medal name	Date of award / certificate date	Authority / Unit
1	ANSI/ESD S20.20:2014	2022/3/25 - 2023/3/25	SGS-CSTC Standards Technical Services Co., Ltd
2	FSC	2022/12/31-2026/11/25	SGS-CSTC Standards Technical Services Co., Ltd
3	ISO14064 (type1~type6)	2023/3/23	Centre Testing International Group Co., Ltd.
4	ISO50001: 2018	2021/2/7-2024/2/6	Centre Testing International Group Co., Ltd.
5	SA8000: 2014	2020/11/16-2023/11/15	SGS-CSTC Standards Technical Services Co., Ltd
6	ISO27001: 2013	2021/11/5-2024/11/13	Beijing Zhongan Zhihuan Certification Center
7	ISO14001: 2015	2021/9/29-2024/10/14	Beijing Zhongan Zhihuan Certification Center
8	ISO45001: 2018	2021/9/29-2024/10/14	Beijing Zhongan Zhihuan Certification Center
9	TL9000	2022/1/16-2025/1/15	SGS-CSTC Standards Technical Services Co., Ltd
10	ISO9001: 2015	2023/1/10-2025/1/15	SGS-CSTC Standards Technical Services Co., Ltd
11	ISO37001: 2016	2023/3/14-2026/3/13	Beijing Wuzhou Hengtong Certification Co., Ltd.



Social Honor Certificate>>



Skyworth Digital Bao'an Branch Organization structure



Chapter 1 Social Responsibility Governance

For many years, Skyworth Digital Bao'an Branch has actively fulfilled its corporate citizen responsibilities. In addition to actively improving operational efficiency and financial performance, it also devotes resources to human resources, environmental conservation, high-quality products, and community contributions. It regards progress, harmony, and development as its responsibility and continuously improves technology and equipment to protect the environment, employees, and all partners to the greatest extent possible, promote the balanced development of the community, and undertake more social responsibilities. To achieve the vision of win-win for the environment, society, and the company, in recent years, the company has been committed to promoting the construction of a social responsibility system and continuously improving its social responsibility governance capabilities to promote the sustainable development of the company.

01 Sustainable Development Management

As a leading enterprise in intelligent system technology, Skyworth Digital Baoan Branch has always adhered to the ESG concept in its many years of development. In addition to actively improving operational efficiency, product quality, and performance, it has also continued to invest in environmental protection, talent cultivation, and social welfare, thus "seeking win-win development for the environment, society, and itself" to achieve true sustainable development.

"Water can carry a boat, but it can also overturn it." Skyworth Digital Baoan Branch believes that the relationship between a company and the environment is like that between water and a boat. Therefore, it attaches great importance to environmental issues in its development process. With the mission of "Green Skyworth, Green Audio and Video, Greening the World," Skyworth Digital Baoan Branch has incorporated environmental protection strategies and thinking into various operational aspects. It has proposed four measures: "Environmental Concepts, Production Design, Operational Energy Saving, and Green Energy," including using recycled materials, simplifying product design to increase mold utilization, and optimizing production processes, to achieve all-round energy saving and multi-dimensional efficiency enhancement, and to create a truly green and sustainable industry.

Skyworth Digital Baoan Branch is located in the Skyworth Industrial Park in Shiyan, Baoan District, Shenzhen, which incorporated ecological environmental design at the beginning of its development and set up first-class atmospheric control zones, water source protection zones, garbage recycling zones, and sewage treatment plants to protect the production plant and nearby ecological environment. About 30% of the land in the park is green space, which brings clean air and a comfortable environment for employees' work and life. The company's green development strategy and practices also provide a demonstration effect for the management of upstream and downstream partner companies. In addition, Skyworth Digital Baoan Branch strictly controls supplier evaluation standards and promotes green manufacturing and energy-saving and emission reduction among supply chain partners, jointly creating a green ecosystem, and setting an example for the high-quality and sustainable development of the entire industry ecosystem, and setting an example for the high-quality and sustainable development of the entire industry.

02 Business Ethics and Integrity

The company upholds integrity and operates legally, adhering to business ethics, and strives to form a true "responsibility community" with its partners, creating a harmonious business environment and integrating it into the company's daily operations to achieve sustainable development goals. In 2022, 100% of employees who have received training on business ethics issues, and 100% of operating locations that have undergone internal audits and risk assessments related to business ethics issues.

2.1 Anti-corruption Building

We strengthen the construction of clean governance, requiring the company's middle and senior-level leaders to set an example of integrity and self-discipline. The management team takes the lead in strengthening clean governance, abiding by the company's rules and regulations, and preventing corruption. At the same time, the company enhances anti-corruption training and maintains unobstructed reporting channels.

Phone: 0755-26004332

Company Official Website: <https://www.skyworthdigital.com/contactUs1.html>

Wechat Official Account: sdtgonghui



We welcome scrutiny from all circles and ensure that whistleblowers will not be subject to reprisals or attacks.

Business Reputation

The Bao'an branch of Skyworth Digital upholds the principles of integrity, honesty, and fairness.

Compliance with Laws and Regulations

The Bao'an branch of Skyworth Digital promises to comply with relevant national laws and regulations.

Commitment to Shareholders

The Bao'an branch of Skyworth Digital is committed to continuously increasing the value of corporate shares and becoming an outstanding enterprise.

Conflict of Interest

The Bao'an branch of Skyworth Digital requires all employees and directors to ensure the maximization of company interests. Employees and shareholders shall not exchange any information or resources of the company for personal gain or act against the company's interests. Any behavior that conflicts with the company's interests must be disclosed and reported promptly.

Political Engagement

The Bao'an branch of Skyworth Digital shall not obtain any commercial opportunities, awards, or other undeserved benefits by receiving compensation or engaging in any other improper behavior, nor shall it influence fair business decisions. In any case, the Bao'an branch of Skyworth Digital shall not provide or receive bribes.

Bribery

The Bao'an branch of Skyworth Digital shall not accept or demand any improper benefits to exchange for commercial opportunities and benefits, nor shall it coerce or influence business decisions, nor shall it create, provide, or accept bribes in any case.

All employees of the Bao'an branch of Skyworth Digital can download the code of business conduct via the company's intranet or WeChat public account. The company promises to fully explain and ensure that employees comply with the above code of conduct. We welcome supervision from all sectors and guarantee that whistleblowers will not be retaliated against or subject to any reprisals.

2.2 Integrity management

In 2022, the total number of confirmed corruption cases was 0, the number of employees dismissed for corruption was 0, the number of employees disciplined for corruption was 0, the number of business partners whose contracts were terminated due to corruption was 0, and the number of corruption cases publicly filed was 0.

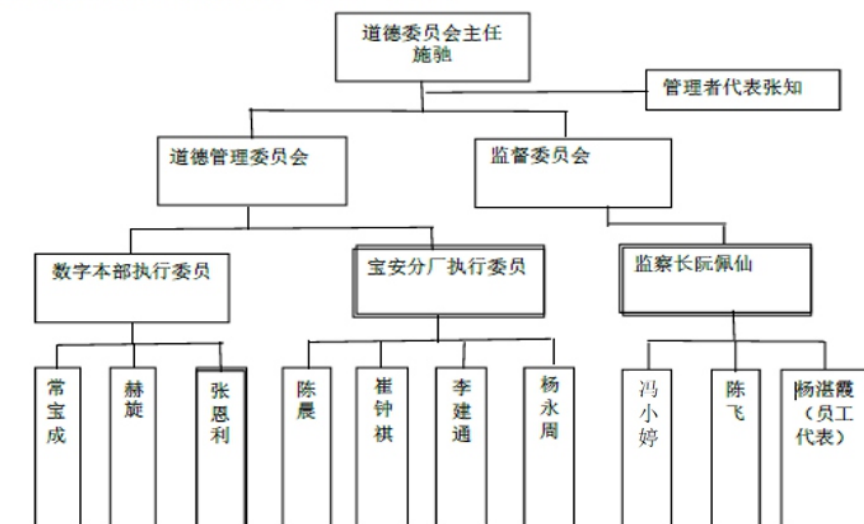
深圳创维数字技术有限公司文件

深创数人字〔2022〕28号

签发：

关于成立商业道德委员会的通知

为了更好地有效执行道德规范的各项要求，确保道德规范行为守则在本司全面贯彻执行，建立、实施及维持道德规范管理体系，切实改善员工工作条件，维护良好商业道德环境。经深圳创维数字技术有限公司研究决定，成立深圳创维数字商业道德委员会及监督委员会，成员组成如下：



03 Stakeholder participation

To ensure that the market, business, technology, and funds are conducive to economic and social development, Skyworth Digital Bao'an Branch has joined the United Nations Global Compact and regularly holds stakeholder social responsibility training to establish a more transparent order and sustainable development environment in human rights, labor, environment, and anti-corruption. The company maintains close contact and cooperation with stakeholders through various effective means such as email, interviews, telephone, meetings, questionnaires, and training, greatly improving the company's social responsibility governance performance. During the reporting year of 2022, the company's coverage of social responsibility management for suppliers (including labor and human rights and capacity building) reached 100%. By identifying, classifying, communicating, and managing all relevant parties of the company, and identifying the expectations of stakeholders and evaluating their influence, the company ensures smooth communication with stakeholders and the normal operation of business, quality, environment, health, and safety.

Stakeholder	Expectation	Communication Method
Customers	Product and service quality, product price, supply speed	Provide high-quality products and services, business liaison, inspection visits, customer satisfaction surveys
Government	Stable growth, timely tax payment, employment promotion, environmental protection	Government meetings, special reports, project cooperation, statistical reports
Suppliers	Long-term cooperation, reasonable prices, honest business, mutual benefit	Supplier conferences, business negotiations, bidding activities, social responsibility evaluations
Employees	Wages and benefits, promotion opportunities, training opportunities, health and safety	Rationalization suggestions, symposiums, labor union, staff representative conference, training
Industry associations	Implement industry standards, smooth communication, participate in association activities, formulate relevant standards	Association activities, participation in standard formulation
Community	Harmonious community, environmental protection, civilized construction, development and sharing	Public welfare charity activities, community services, regular communication, social investment
Media	Brand image, social responsibility, environmental protection, product innovation, technology innovation	Interview activities, information release



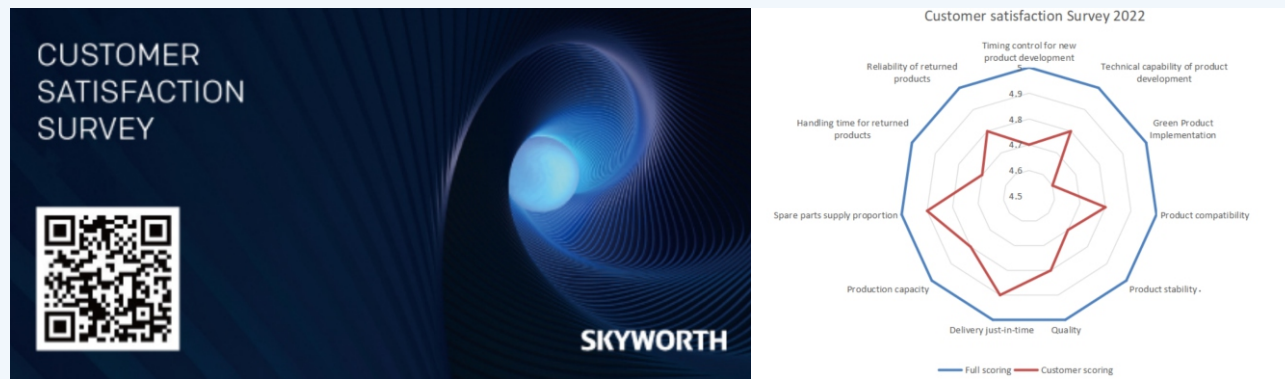
Supplier Social Responsibility Training

The company has established a comprehensive social responsibility management system and actively carries out its responsibility work around "responsibility planning, annual planning, project implementation, and assessment and evaluation." The company holds regular meetings to summarize the operating situation of each stage, promptly introduces corrective measures for any problems that arise, and particularly attaches great importance to issues related to the environment and labor rights. These issues are included as important topics in the company's meetings.

In 2022, the company's comprehensive data on the direct and indirect impact of human rights on external stakeholders (such as property rights/land rights, self-determination rights, safety/security rights, etc.) showed that 100% of all workplaces where human rights review or human rights impact assessment were carried out. The company's coverage rate for the management of human rights (occupational health) of external personnel (including measures such as training and protective equipment) was 100% throughout the entire company. The company also had other labor or human rights action implementation indicators that accounted for 100% of the total.

Chapter 2 Sustainable Products & Services

Skyworth Baoan Branch always puts customers first, striving to provide high-quality products and services, prioritizing meeting customer needs, and enhancing their competitiveness and profitability. Through years of efforts, the company's brand influence has been greatly improved. According to the 2022 customer satisfaction survey, the customer satisfaction rate reached 100% (on a scale of 1-5, with 4 or higher indicating satisfaction).



01 Sustainable products

Skyworth Baoan Branch has always adhered to strict product quality and safety standards and is committed to providing consumers with high-quality and safe products. To fulfill its mission of "providing a better and healthier technological life for humanity wholeheartedly," Skyworth has established a superior and strict quality management system to uphold its mission.

1.1 Product Quality

Skyworth Baoan Branch invests resources and special attention in quality control. The company has passed the ISO9001 quality management system certification. During the production process, the quality management department has established specific testing items such as safety tests, high and low-temperature tests, energy efficiency tests, and standby power consumption, and has set stricter requirements than national or industry standards. Several enterprise indicators of the company are stricter than national standards, including radiation tests, fault tests, impact tests, fire requirements, high/low-temperature storage tests, energy efficiency tests, and standby power consumption. Skyworth Baoan Branch continuously improves product quality to build a robust brand, allowing all customers to experience the professionalism and commitment of Skyworth Baoan Branch. At the same time, the company actively conducts product hazard risk assessments and prevention work to improve product quality and environmental compliance. In 2022, the company passed on-site audits by many high-end customers, and the qualification rate of the company's products has been increasing year by year, receiving high praise from customers. In 2022, the company established an RoHS2.0 testing laboratory and completed the upgrade from RoHS1.0 control to RoHS2.0 control.



RoHS 2.0 Lab

1.2 Product Development

The company attaches great importance to scientific research and independent innovation, with deep technological accumulation and talent reserves. The company has been awarded honors such as "National Intellectual Property Advantageous Enterprise", "National Key Software Enterprise in the Planning Layout", "Top 100 Industrial Benefit Enterprises in Shenzhen", and "ACCA China's Future Top 100 Enterprises". Many technologies of Skyworth Digital Bao'an Branch have won provincial-level scientific and technological progress awards and first prizes for scientific and technological progress in Shenzhen, as well as international design awards such as the Red Dot Award, iF Award, G-MARK Award, and IDEA Award. The details of the newly added patents in 2022 are as follows:

类别	单位	数量
2022 年新增专利申请	发明专利	75
	实用新型	60
	外观设计	89
	总计	224
2022 年新增软件著作权登记	件	53
2022 年新增商标申请	件	47
截至 2022 年累计专利申请	发明专利	1332
	实用新型	829
	外观设计	718
	总计	2879
截至 2022 年累计软件著作权登记	件	436
截至 2022 年累计商标申请	件	189

02 Sustainable Procurement

Skyworth Digital Bao'an Branch's development is closely related to its partners. The company deeply understands that only through win-win cooperation can sustainable development be achieved. Therefore, we have long been actively building cooperation platforms with governments, enterprises, and all sectors of society, to achieve mutual benefits and common development.

2.1 Responsible Procurement

Our responsible procurement system is implemented by conducting social responsibility evaluations and investigations on suppliers, guiding supply chain partners to fulfill social responsibilities. We actively accept supervision from all sectors of society, operate legally and comply with regulations, and establish a responsible corporate image. Our product responsibility policy is based on the laws and regulations related to products and services in various countries and regions. The responsible department has established internal guidelines to record, monitor, and audit the functionality and appearance of products in accordance with standardized workflow processes, and ensure that products meet local and international safety and environmental standards.

We pay attention to suppliers and their products and services, as well as the entire supply chain. To improve the sustainability of procurement, we believe that suppliers must also adhere to the commitment to sustainable development. Therefore, we have formulated the "Sustainable Procurement Management Procedure" and the "Join Hands to Achieve Sustainable Development" initiative, and regularly conduct procurement risk identification and evaluation. For suppliers with an annual audit rating of A or outstanding performance in environmental and social issues, we will appropriately increase the supplier's order ratio.



年份	下单金额(RMB)	增幅
2021年	39,192,443.18	34.74% ↑
2022年	60,059,007.78	

2.2 Local Procurement

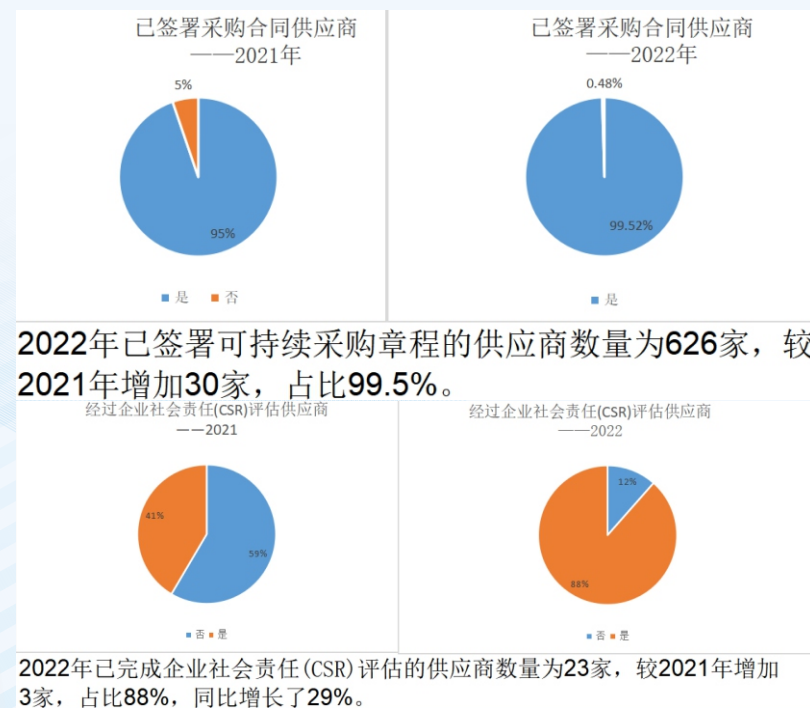
With the vision of "thinking globally and acting locally," Skyworth Digital Bao'an Branch has gradually increased its local raw material procurement proportion to support the development of local communities. Under equal conditions, we give priority to local procurement.

Expenditures on local procurement (no separate data available for the Bao'an factory, so data for the parent company and its subsidiaries' locations are used) in 2020, 2021, and 2022 were:

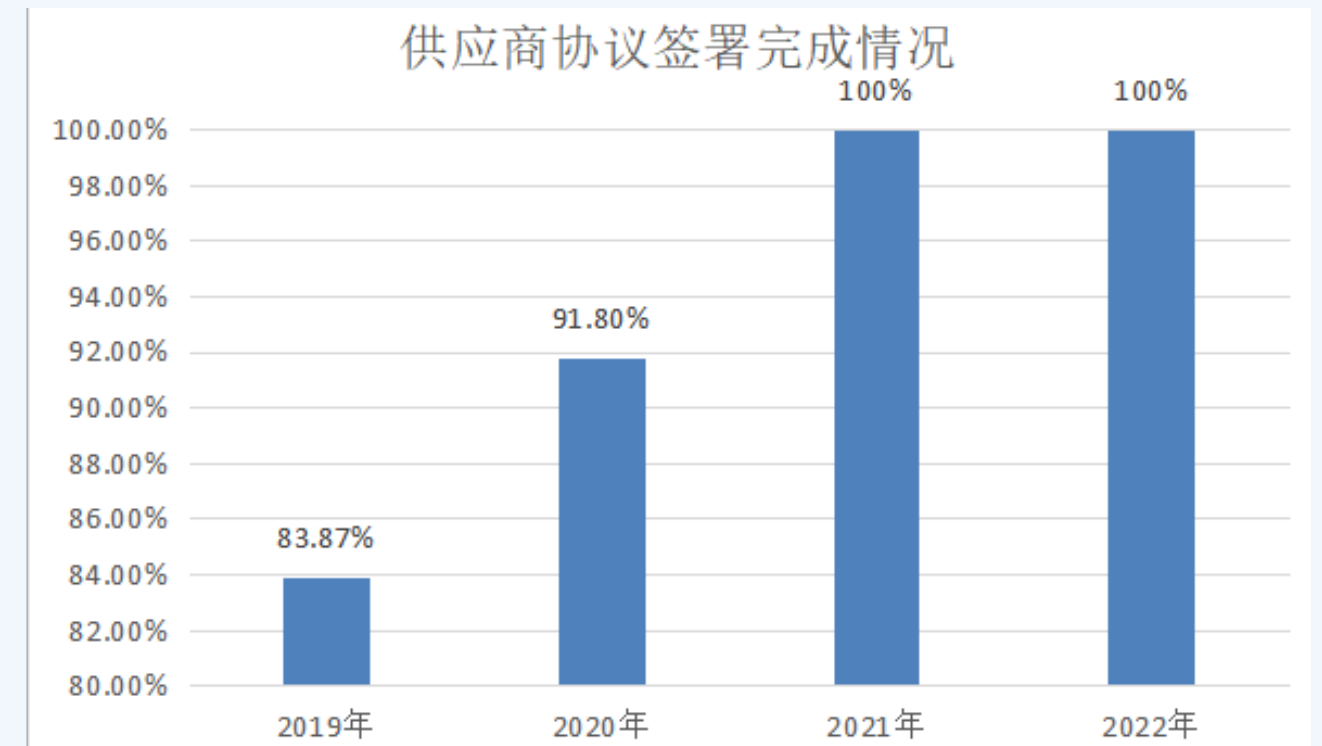
- In 2020, local procurement expenditure was RMB 450 million, with local procurement accounting for 18%.
- In 2021, local procurement expenditure was RMB 530 million, with local procurement accounting for 16.3%.
- In 2022, local procurement expenditure was RMB 550 million, with local procurement accounting for 20%.

2.3 Supplier Management

Cooperating with partners to fulfill social responsibilities is an important part of the social responsibility work promoted by Skyworth Digital Baoan Factory. In selecting suppliers, the company adheres to three core principles: concentrated production, business integrity, and priority service. We will select suppliers who have quality assurance, comprehensive product categories, and can prove their compliance with environmental regulations. In the process of cooperation with suppliers, the supply chain leads to monthly assessments of suppliers in terms of delivery, quality, cost, and service, and uses assessment results as a basis for allocating procurement proportions and eliminating suppliers. If there are sudden events in the supplier management process, the supply chain organizes relevant departments to process the supplier qualifications based on internal standards and procedures, and regularly organizes on-site audits through the quality system's supplier re-examination plan. Through experience sharing and responsibility audit mechanisms, we will promote cooperation partners, especially suppliers, to actively fulfill their responsibilities, improve their performance, and promote the level of social responsibility of the entire supply chain, and promote sustainable development and harmony between society and the environment. The company conducts social responsibility assessments on newly introduced suppliers and requires suppliers to make social responsibility commitments, which promotes suppliers to truly fulfill their responsibilities in areas such as the environment, labor practices and human rights, and business ethics, and continuously improve their performance, suppliers with good social responsibility performance have priority. In 2022, the number of new suppliers added was 50, and 23 of the new suppliers were investigated and evaluated for environmental or social practices (CSR), with 19 suppliers undergoing on-site audits. The percentage of target suppliers that have signed a sustainable procurement charter/supplier code of conduct is 99.5%, and the percentage of suppliers that have signed contracts containing environmental, labor, and human rights requirements clauses is 95%. The percentage of target suppliers that have undergone corporate social responsibility (CSR) assessments (such as questionnaires) is 88.5% (23/26), and the percentage of purchasing staff who have undergone sustainable procurement training in all regions is 95%.



Evaluation of qualified suppliers on environmental and corporate social responsibility management.



All new suppliers have signed quality, environmental, and human rights agreements for procurement.

Year	Planned Audit Suppliers	Audit Finished	Corrective Actions finished
2021	29	18	18
2022	16	12	12

In 2021 and 2022, due to the impact of the COVID-19 epidemic, field audit was greatly affected

Conduct on-site audit and improvement to suppliers for environmental or social issues.
Annual audit statistics of existing qualified suppliers

03 Sustainable service

Skyworth Baoan Branch strictly complies with the laws and regulations of various countries and international standards, provides services and conducts business operations.

The company attaches great importance to the privacy protection of customers. In order to reduce risks and seek mutual benefit and win-win situation, Baoan branch factory has established the "Information Security Management Manual". We organize all employees to conduct information security awareness training by means of online recording and broadcasting, so as to improve employees' awareness and awareness of information security. At least once a year, we will conduct information security training for all staff and information security training for new employees. Actively respond to customer requirements signed confidentiality agreement, for used customer information and materials timely destroy and format processing.

Skyworth	为全球用户提供全面系统的家庭娱乐解决方案与服务	
	信息安全管理手册	密级：内部公开

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Chapter 3 Leading The New Times Of Low Carbon Digital Terminal

Skyworth Digital Baoan branch pays attention to reducing the impact of its business activities on the environment to help build a low-carbon society. We strictly abide by national laws and regulations on environmental protection. We deeply understand that environmental protection is an important part of corporate social responsibility. Therefore, we work together with our business partners to implement various green measures of energy conservation and emission reduction to reduce the negative impact on the environment. We hope to integrate the environmental protection strategy of Digital Baoan Branch factory into the operation details, and truly realize the vision of "Green Skyworth, green audio-visual and green world".

Our company attaches great importance to the work of environmental protection. At present, the staff allocation of the environmental management organization is perfect, and the main environmental factors are effectively managed in the aspect of environmental management, so as to achieve the discharge of pollutants up to the standard. All indicators of the company are in line with the requirements of regulations and standards. During the reporting year, Skyworth Baoan Branch has fully adopted the internationally recognized environmental management system (ISO14001:2018) and energy production management system. (ISO50001:2018) and ISO14064-1:2006 certification as the company's guiding principles in environmental conservation, the company to four strategies as the main environmental programme, namely "production design", "operational energy conservation", "environmental concept" and "clean energy" strategy, "production design" strategy refers to the simplification of the overall production system. Such as optimizing production processes, improving mold utilization, and considering the use of recycled materials to reduce resource consumption. In the strategy of "Energy Conservation in operation", the company will make unremitting efforts to promote environmental protection culture and establish environmental values for employees. Skyworth Digital Bao 'an is now implementing electronic document processing to reduce paper waste. We are also introducing natural lighting, adjustable air conditioning and a sound waste management system in our buildings. The goal of the "environmental concept" strategy is to integrate green measures into a company's supply chain, from sourcing to the end of the delivery of the product. This requires improving the company's energy efficiency, from product design, to environmentally friendly packaging, to transportation emissions. Finally, through the "Clean Energy" strategy, we encourage the company to transition from traditional energy sources to more clean and renewable energy sources.

生产设计
考虑使用回收材料和植入结构设计的产品，即简化设计以增加模具利用率并简化生产过程

环保概念
将绿色概念加入整条供应链如环保包装设计生产环保产品

环境保护

营运节能
增加电子处理，促进无纸文化，优化自然采光和废物管理，以及采用可调节空调，减少不必要的资源浪费

洁净能源
利用太阳能、轻型混合动力发电系统和地下水回用等提高清洁能源的效益

01 Energy conservation and emission reduction

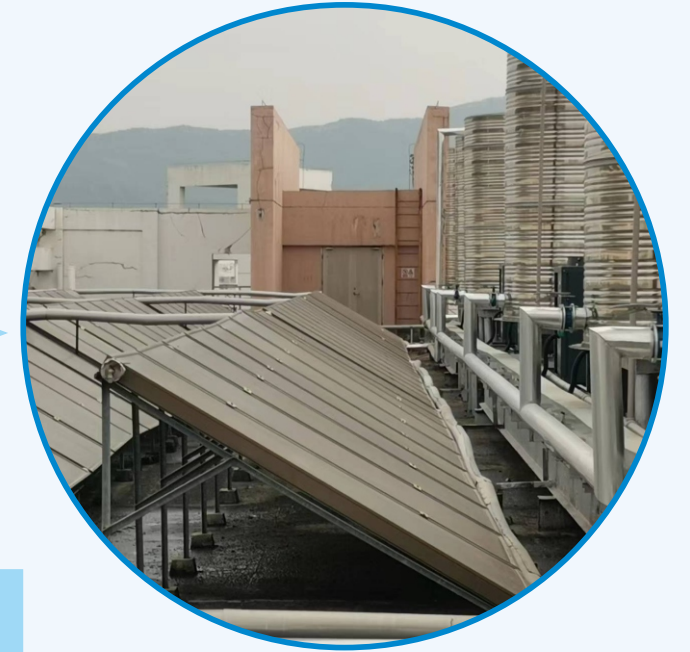
In order to improve energy utilization efficiency and achieve energy saving and consumption reduction, the company has formulated energy and hydropower management system, water-saving and energy-saving performance assessment methods and economic target responsibility system, and gradually increased the application of renewable energy, improve energy efficiency, product design conforms to Level 1 energy consumption. The company is fully promoting energy conservation and carbon reduction activities - solar water heaters are fully implemented.



No.	Facilities	Qty	Automation equipment	Energy saving facilities	Degree of savings(per year)	Remarks
1	AGV	11			11 persons	Labor-saving
2	Automatic production line	80	4 Lines		40 persons	Labor-saving
3	Labor-saving	60	6Lines		12 persons	Labor-saving
4	Solar water heater			80 units	9300 ton	Heating
5	Solar power generation			120 sets	465,060 KWH	power generation
6	Anti-static plastic box			400 units		Recycling
7	Bottom card board			240units		Recycling
8	Circulating water tower			8 sets		Recycling
9	Dry filtration + activated carbon adsorption equipment			1 set		waste gas treatment
10	Air compressor			2 units	98 thousand KWH	High energy efficiency equipment

Environmental protection energy utilization data

Solar water heater



Solar power generation



Dry filtration + activated carbon adsorption equipment



Dry filter + activated carbon adsorption equipment to filter non-methane total hydrocarbon, particulate matter, tin and its compounds, annual waste gas treatment of 103.2 million m³ (calculation formula treatment air volume: 3000m³/H*10H/ day (working time) *344 days/year = 1.032m³/ year)

Air compressor



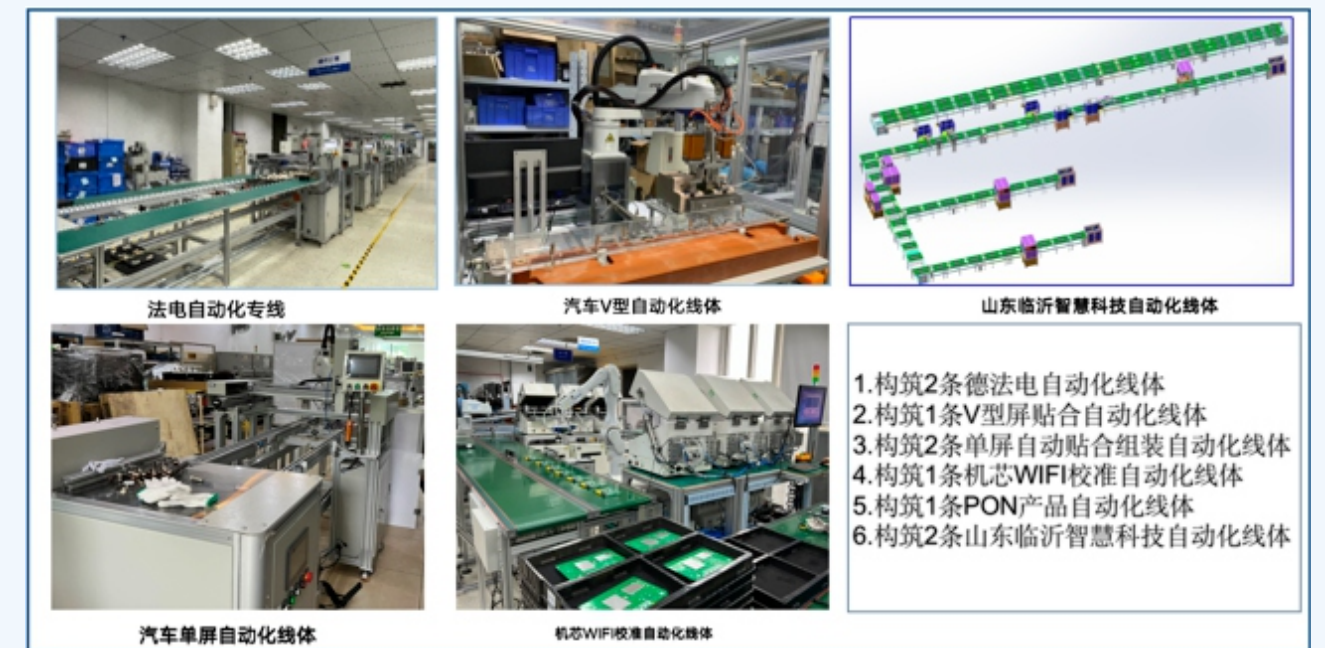
In 2022, the energy efficiency of air compressor was replaced from the third level to the second level, saving about 10.6% of energy

2017-2022 --5 years of experience of Skyworth digital automation line introduction



2022年, 创维数字制造总部将实现自动化线体90%全覆盖!

Building flexible automation lines in 2022



Energy consumption of Shenzhen Skyworth Digital Technology Co., LTD. Baoan Branch in 2022

Year	Gasoline (liter)	Electricity (megawatt hour)	Water (ton)	cycling use of water (ton)
2022	5343	8186.352	23310	28400

Note: All water used by Baoan Branch Company is municipal tap water.

1.1 Waste Management

Skyworth Digital Baoan Branch Factory strictly manages and monitors the waste generated in the production process, prevents, avoids and reduces the generation of waste as much as possible in the operation process, and reduces the impact on the environment as far as possible. According to the Waste Management Guidelines, waste is classified as hazardous waste; Household waste; And general waste, at the same time in accordance with the "classification and recovery, centralized customs declaration, unified treatment" principle for waste treatment. Our harmful substances mainly include waste batteries, waste ink cartridges, toner cartridges, oil pens, waste light tubes, waste oil, waste oil cloth, tin residue, silicone raw edge, general rags and gloves, sludge, waste activated carbon and other chemical containers (drums). Hazardous waste is collected in special and labeled containers and stored properly in accordance with national laws and regulations, such as the Hazardous Waste Storage Pollution Control Standard (GB 18597-2001), before being approved for transfer to a qualified third party for disposal

Measures to reduce the generation of hazardous and non-hazardous wastes

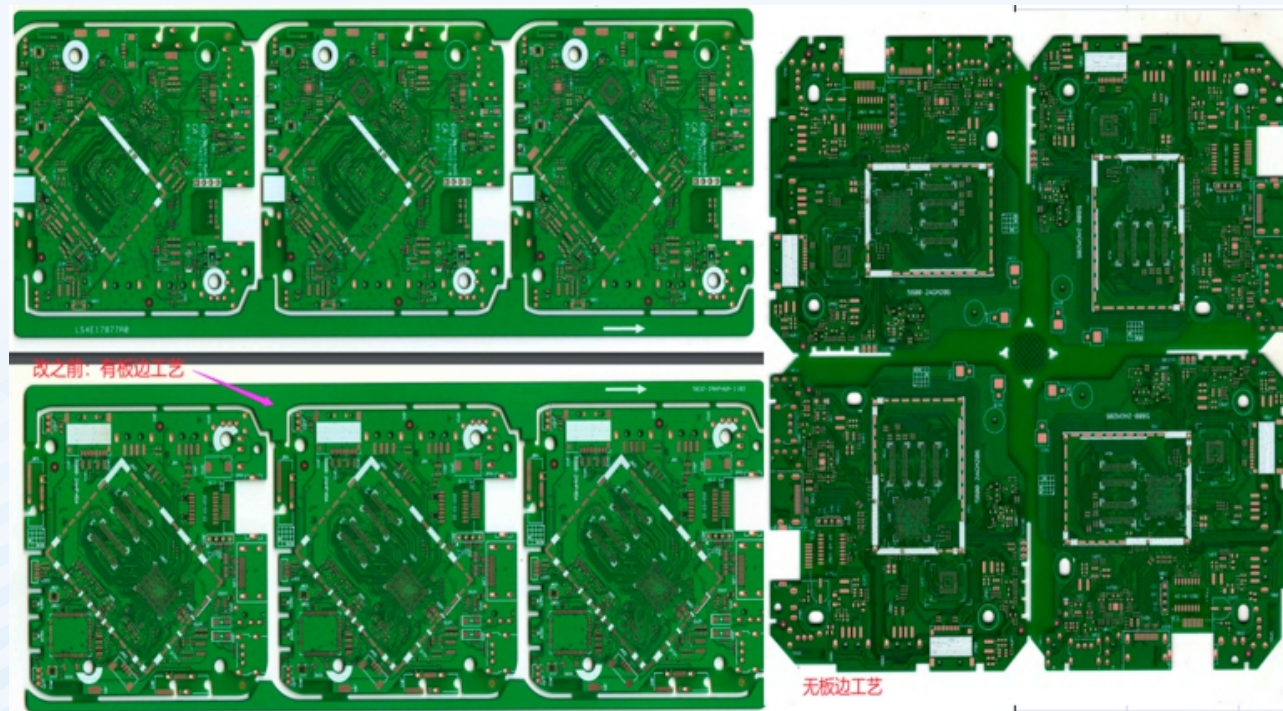
In terms of waste treatment, Skyworth Digital Baoan Branch has always been adhering to the purpose of waste reduction at source, recycling and reuse, avoiding unnecessary waste in the production process as far as possible, and recycling and reuse the waste with recycling value. The Company has implemented the following measures to reduce the amount of hazardous and non-hazardous waste

Waste Disposal

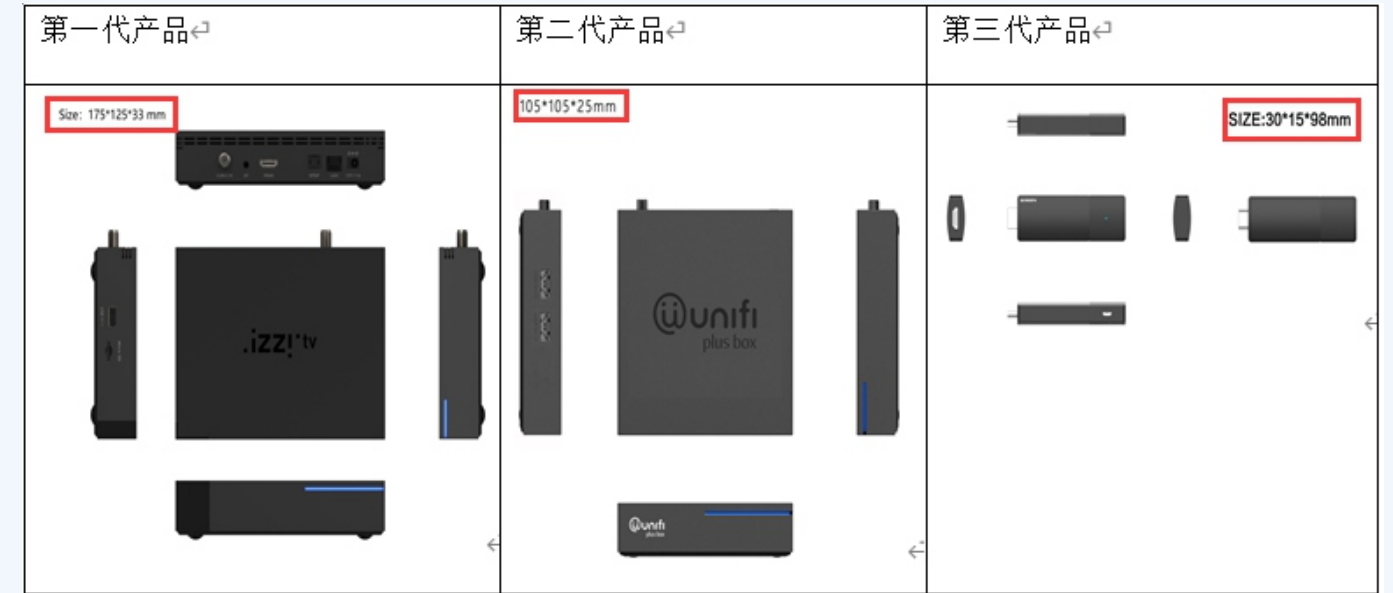
Collect and store hazardous wastes generated during production separately and dispose of them properly by approved and qualified companies. Non-hazardous waste will be recycled where feasible, and those that cannot be recycled will be disposed of by professional companies.

Optimize printed circuit board (PCB) boards

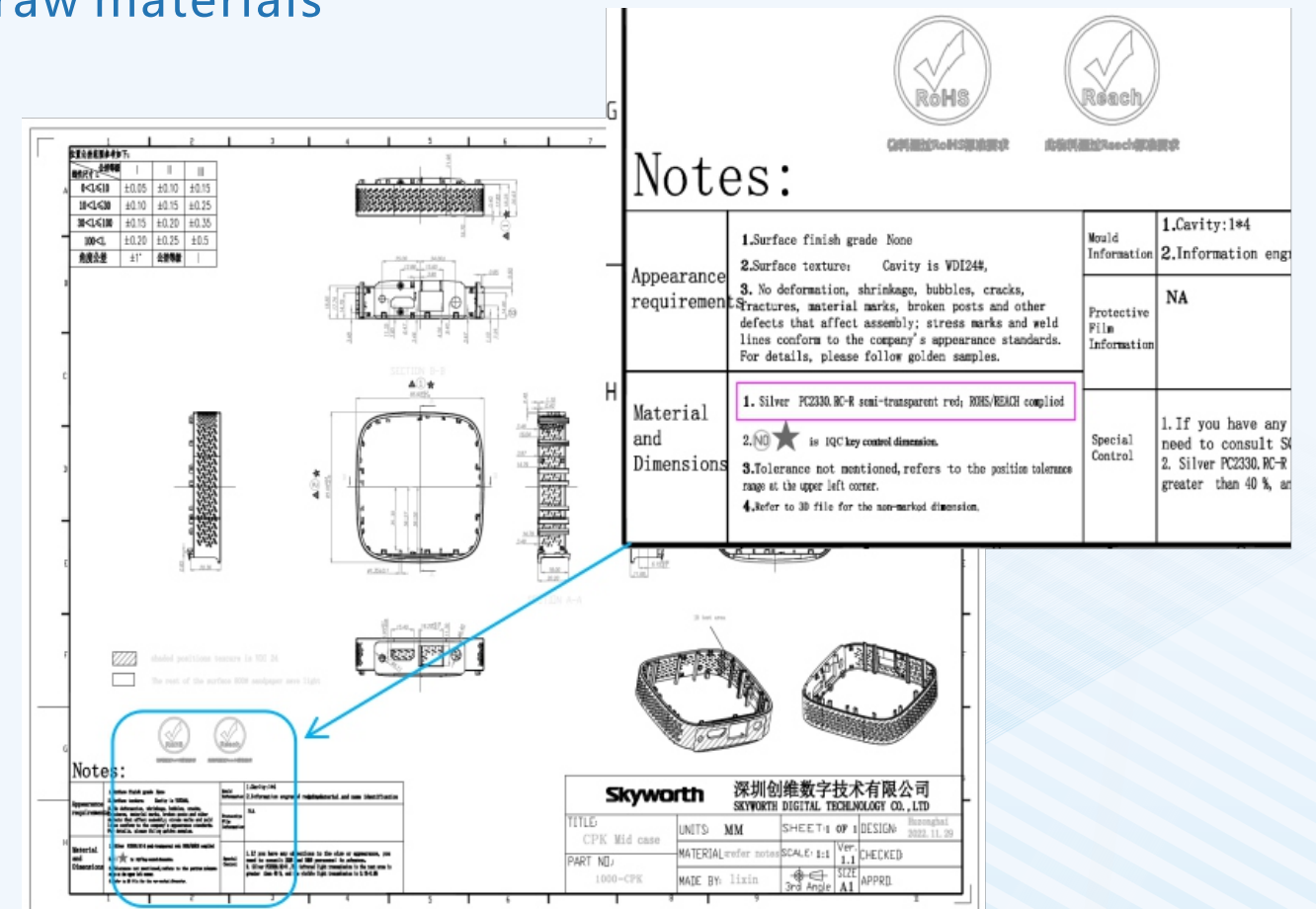
By optimizing PCB design and adopting a borderless process, the company has successfully reduced the generation of hazardous waste. The implementation of these measures resulted in a 20 per cent reduction in waste from tin slag and 30 per cent reduction in waste from PCB boards.



Product structure and PCB miniaturization design, in order to reduce the use of materials



The mechanism of products use PCR2330 to recycled raw materials



Use environmentally friendly or bio-based materials

Soy ink is used instead of mineral ink in the giftbox design and printing

SKYWORTH
创维

料号(Part No.): 0750-HP40A92K-17

展开尺寸(Unfolding Size): 600X150mm

成品尺寸(Folded Size): 150X150mm

印刷颜色(Print Color):

黑色(Black)

四色印刷(4-Color Print)

材质(Material):

80g书纸(80g Writing paper)

128g双铜(128g Coated paper)

表面处理(Fishing):

光油(Gloss Varnish)

哑油(Matt Varnish)

厂家/Manufacturer: Jiahui/Voion/Fuweizhi

设计/Designer: 雷萍

认证加签/Certification Audit:

审核/Audit:

无矿物油(Mineral Oil Free)

技术要求(NOTES):
1: 公差(Tolerance): ±2mm
2: 原材料及后处理工艺均能满足ROHS和WEEE的要求。
(Raw materials and the corresponding post processing should meet requirements defined in the ROHS and WEEE.)

Mechanical design ink using mineral free ink material

Skyworth Digital Baoan Branch attaches great importance to the management of hazardous waste

The company has developed and strictly implemented the hazardous materials management procedures. All waste materials are disposed of by qualified contractors. Through signing the disposal contract, the contractors bear all risks and responsibilities arising from the management and disposal of hazardous waste in Baoan Branch manufacturing plant. If economic losses are caused to the Company due to the contractor's negligence, the Company shall have the right to claim direct economic losses from the contractor, bear the environmental protection administrative penalties incurred by the Company, and execute the penalties according to the Environmental Protection Law and the investigation result of the safety Management Department of the Company, and have the right to terminate the contract according to the circumstances. In 2022, the total weight of hazardous waste treated by Skyworth Digital Technology's Baoan Branch plant was about 10.052 tons. After gradually improving the cleaning process, the solvent will be precipitate and reused during the cleaning operation to reduce the generation of hazardous waste. There is no damage to the environment. The total recyclable weight of non-hazardous waste in 2022 was about 1010325.1KG, and total non-recyclable weight of non-hazardous waste in 2022 was about 2472KG. Through the use of various reusable materials, reduce all kinds of waste generation.

Total weight of hazardous waste

Year	Types of hazardous waste	Weight(ton)
2022	Liquid waste + solid waste	10.052

Total weight of non-hazardous waste

Waste recycling and processing summary of Skyworth Baoan Branch in Year 2022

No	Category	Qty	Ave weight (KG)	Weight (ton)	Remarks
1	Scrapped materials (plastic)	1782	203.5704265	362.7625	Materials
2	Scrapped materials (paper)	3458	176.5195778	610.4047	
3	Scrapped material (stretch film)	224	78.19642857	17.516	
4	scrapped equipment	233	84.3	19.6419	Equipment
Total				1010.32	

33 PAGE | 深圳创维数字技术有限公司宝安分厂 | 34 PAGE | 深圳创维数字技术有限公司宝安分厂

Unrecyclable household waste treatment summary of Skyworth Digital Baoan Branch Factory in 2022

Category	Qty (barrel)	Ave. weight (ton)	Total weight (ton)	Remarks
Household waste	103	0.24	2.472	unrecyclable

Noise control

The company mainly through sound insulation room, sound insulation wall, installation of mufflers and other measures, noise source screening, sound insulation, shock, noise reduction, reduce the radiation and transmission of sound energy.

1.2 Greenhouse Gas Management

Baoan Branch plant reduces energy consumption by optimizing the process through innovative technologies, and has developed a series of energy-saving and emission reduction systems to reduce energy and resource consumption. The company implements energy conservation and emission reduction in daily operation and actively responds to the national strategy of ecological civilization construction. Office supplies are distributed in quotas, and employees use them sparingly on demand. The company has developed an energy conservation plan to gradually control and reduce the intensity of greenhouse gas emissions.

Baoan Branch takes greenhouse gas management as a part of business operations. We identify greenhouse gas emissions based on ISO14064 international standards and take effective actions to save energy and reduce emissions. We continue to monitor and improve our greenhouse gas management performance and reduce our carbon footprint by establishing energy management systems, implementing energy efficiency projects and introducing clean energy sources.

In order to achieve our overall goal of energy conservation and emission reduction, we start from all links of the industrial chain, adopt new technologies, new designs and new processes to continuously improve energy efficiency and manage carbon emissions, which mainly include the following areas

Skyworth Greenhouse Gas Policy Statement

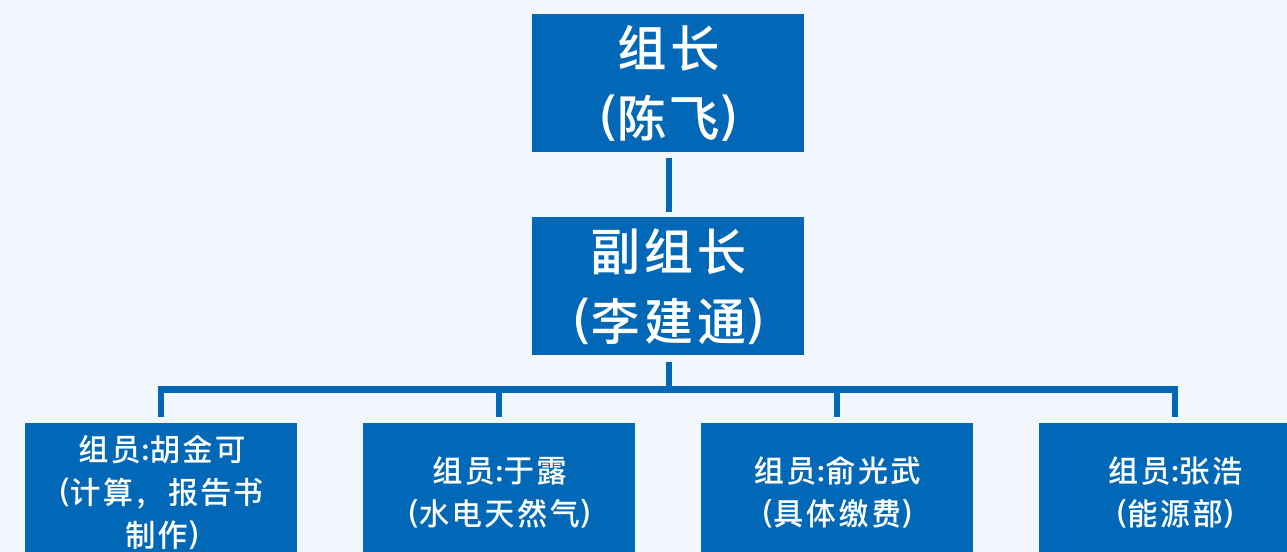
Replace diesel forklift: Baoan factory has changed the conventional diesel-powered cars to electric forklift, reduce carbon emissions, to reduce the use of diesel fuels, forklift zero carbon emissions

Install solar panels: Baoan factory through the installation of solar power generation, power system efforts to reduce the carbon footprint of electricity consumption and relevant

improve production equipment: Baoan factory continue to improve production equipment, through its replacement new air compressor energy saving plan, reduce power consumption

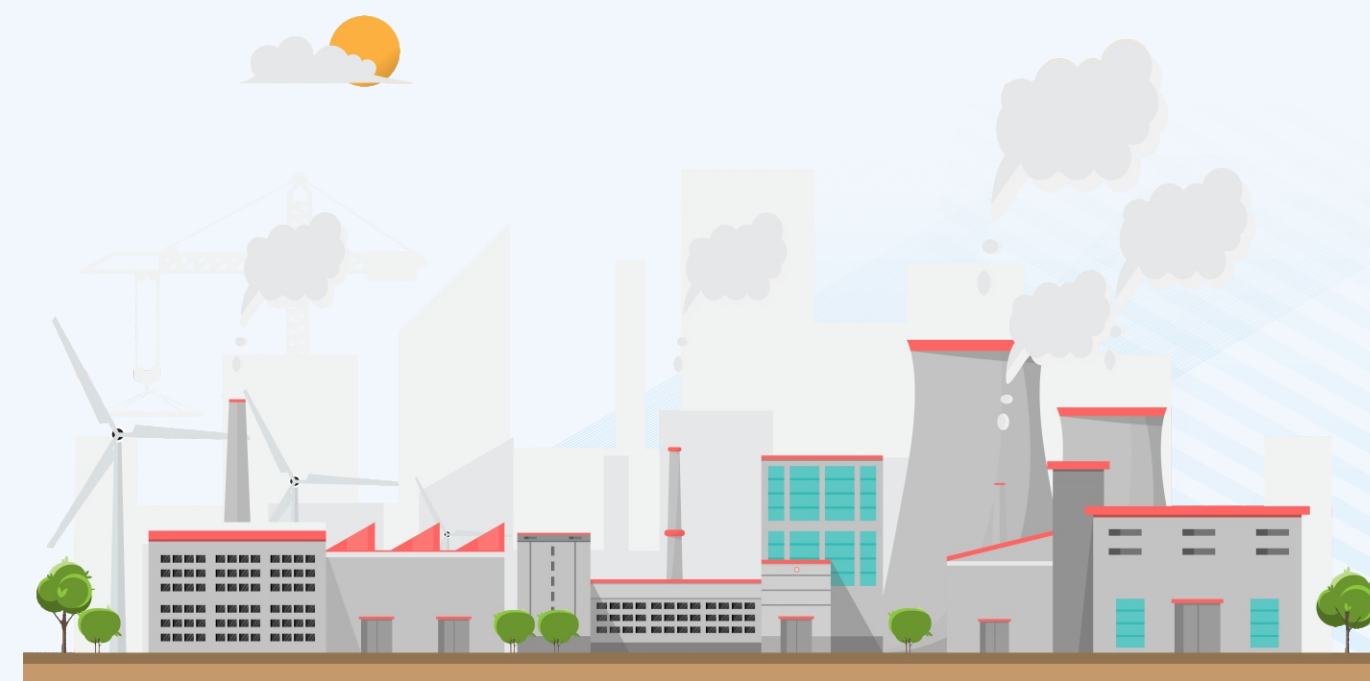
Make purchasing strategy of green, safe, and urge the suppliers to strengthen the management of greenhouse gases

Greenhouse Gas Management Team



Based on ISO14064 international standard the company identifies greenhouse gas emissions, and takes effective actions to save energy and reduce emissions, through the establishment of energy management system, energy-saving projects, introduction of clean energy and other ways to reduce their carbon footprint.

With a fixed base year (2022), carbon emission reduction target for 2023 is to reduce carbon intensity by 1%. Total greenhouse gas emissions for 2022 are 6,401,233 tonnes of CO₂e and carbon intensity (carbon emissions per unit of product output) is 127.034 kgCO₂e/ unit

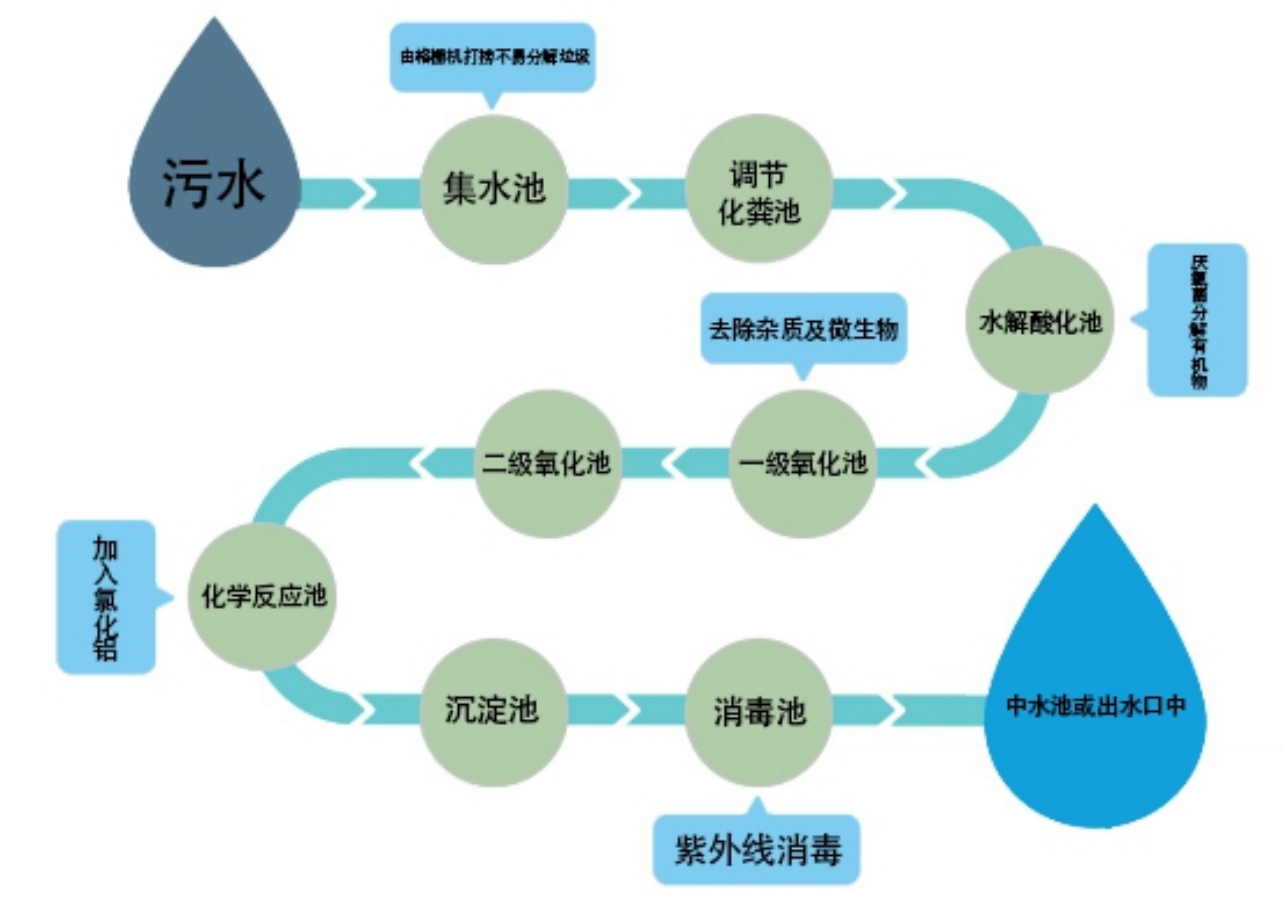


Greenhouse gas emission tables by category for 2022

Category	Greenhouse gas	CO2	CH4	N2O	HFCs	PFCs	SF6	NF3	GHG Total
Category 1	Emission (t-CO2e/year)	63.61	138.31	2.30	0	0	0	0	204.22
	% of total	31.15%	67.73%	1.13%	0	0	0	0	100%
Category 2	Emission (t-CO2e/year)	6846.47	0.00	0.00	0	0	0	0	6846.47
	% of total	100.00%	0.00%	0.00%	0	0	0	0	100%
Category 3	Emission (t-CO2e/year)	26210.10	0.00	0.00	0	0	0	0	26210.10
	% of total	100.00%	0.00%	0.00%	0	0	0	0	100%
Category 4	Emission (t-CO2e/year)	282381.61	0.00	0.00	0	0	0	0	282381.61
	% of total	100.00%	0.00%	0.00%	0	0	0	0	100%
Category 5	Emission (t-CO2e/year)	6085590.33	0.00	0.00	0	0	0	0	6085590.33
	% of total	100.00%	0.00%	0.00%	0	0	0	0	100%
Category 6	Emission (t-CO2e/year)	0	0	0	0	0	0	0	0.00
	% of total	0.00%	0.00%	0.00%	0	0	0	0	0%
Total	Emission (t-CO2e/year)	6401092.12	138.31	2.30	0	0	0	0	6401233
	% of total	100.00%	0.00%	0.00%	0	0	0	0	100%

Water resources of Skyworth Digital Baoan Branch factory are mainly supplied by the pipe network of each city government, and the water consumption of the business itself is limited, so there is no great difficulty in obtaining water resources. But in order to save water resources, Baoan Branch plant has set up a set of reclaimed water recovery system, the wastewater further treatment and make its water quality reach higher reclaimed water standards, we will be treated to meet the recycled water standards for enterprise environmental cleaning, greening and toilet water, so as to make the best use of everything, not only reduce the amount of pollution, but also reduce the consumption of a clean water resources, In order to achieve the purpose of water saving, environmental and economic benefits to achieve a win-win situation. During the reporting period, more than 29,200 tonnes of recycled water was used during the year. The company adopts the most advanced domestic water treatment technology, so that a large number of wastewater generated by secondary screening after effective treatment and recycling, truly achieve zero sewage discharge.

Water treatment process in Skyworth Digital Baoan branch factory



1.3 Water resources use

The company's sewage discharge fully complies with the "Law of the People's Republic of China on the Prevention and Control of Water Pollution", "Water quality Standard for Sewage Discharge into Urban Sewers", "Environmental Protection Law of the People's Republic of China" (CJ3082-1999), "Comprehensive Sewage Discharge Standard" (GB8978-1996) and other indicators. During the reporting period, no water pollution accident occurred, and no punishment or complaint was received.

Reclaimed water treatment facilities



02 Measures to improve the efficiency of resource use

Skyworth Digital Baoan Branch has been pursuing business development while reducing the consumption of natural resources as much as possible, avoiding the irreversible impact of business on the environment and natural resources, and investing resources at appropriate times to make contributions to environmental protection. Baoan Branch has implemented the following different measures to improve the efficiency of environment and natural resources:

- By 2022, the coverage of energy-saving LED energy-saving lamps will be 100%
- A new environmentally friendly refrigerant HR427 is used to replace the original R22 refrigerant technology, and high efficiency catalyst is added to the traditional refrigerant to improve the refrigeration efficiency and reduce its energy consumption
- Replace conventional coal water slurry with clean natural gas fuel
- Air conditioning cooling water tower and other related cooling equipment transformation using its own hydraulic power system instead of power consumption of traditional motor

- Replace high-energy equipment with new processes, new technologies and low-energy production equipment
- Adopt new technology, servo energy-saving system replaces traditional AC motor to eliminate high energy consumption motor
- Solar panels are placed on the roof to generate electricity, which will be incorporated into the grid to supply power to enterprises
- Replace the original diesel forklift truck with battery forklift truck, energy saving, environmental protection, improve efficiency
- Set up a big screen energy control room to centrally manage energy efficiency in the

100% LED coverage in manufacturing workshop



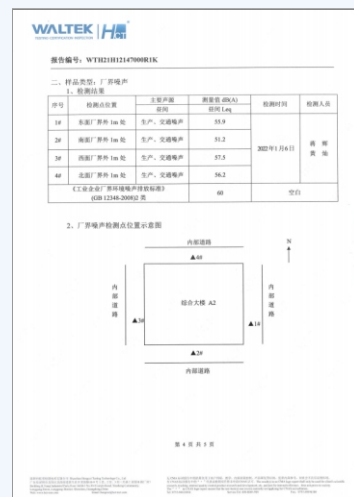
03 Green industrial park

The company pays attention to plant greening, plant green area is constantly improving, in order to provide employees with good working and rest environment. At the same time, the company strictly abides by relevant laws and regulations and pays attention to the protection of surrounding ecological communities. In addition to strict environmental impact assessment and demonstration, all new projects also carry out regular testing of domestic sewage, industrial waste gas and factory boundary noise, and check surrounding water quality and soil to monitor and avoid environmental pollution





Test reports of three categories of wastage



Baoan Branch plant greening environment



3.1 Green Office

In order to enhance the environmental awareness of all employees and make them become environmental practitioners, the company vigorously advocates energy conservation and emission reduction, and hangs posters and banners of green ecological industrial Park in publicity boards, offices and public areas to convey the importance of green civilization to employees. Actively promote energy conservation and emission reduction, advocate civilized, economical, green, low-carbon production and office mode, change bad consumption patterns and living habits, put an end to waste. And organize employees to participate in training, so that employees develop the habit of consciously saving energy in daily production and life, improve environmental awareness, and actively fulfill environmental responsibility. In 2022, 100% of the company's employees participated in environment-related training

Energy conservation training



The company carries out green office work in all office areas to reduce the use of oil, electricity and paper, and designates relevant companies to recycle office supplies, such as used ink cartridges and drum cartridges of various types of printers produced in the office process. Increase the number of teleconference and video conference, and make sure that the lights in the office area are off and the temperature of the air conditioner is moderate. Purchase products and technologies that are energy-saving, safe, low pollution, low radiation, conducive to decomposition and recycling, ergonomic and other conditions to achieve efficient management of data center and office hardware. We develop the "Green and Environmental-friendly series, our philosophy is to improve the existing design, by reducing the use of necessary materials, strive to save cost, use recycled materials.

深圳创维数字技术有限公司
制造总部文件

创数制字[2022] 023号

签发: 李建国

废品回收管理制度

1. 目的

为加强公司废品管理工作,使废品处理流程规范化,同时为了最大程度的避免公司的资源浪费,特制定本制度。

2. 适用范围

在生产过程中产生的废料、废品、边角余料、设备维修更换的旧零部件、报废的低值易耗品、存货中因变质、毁损等原因产生的废旧物资及其他。

3. 相关职责

3.1 人力资源部负责对整个流程进行监督和管理。

3.2 质量管理中心负责对车间需报废的物品进行报废评审。

3.3 各生产部负责对归为废品处理的废料进行整理、分类、及时送交废品仓库。

3.4 供应链负责对废品收购商的选择及价格的审核,所有废品处理价格由总经理审批。

3.5 财务部负责对处理废品(料)的数量、单价等账务进行审核、结算。

4. 废品的确认与入库

4.1 废品分类

4.1.1 A类: 铝管、钢材、铝铸件、不锈钢板、藤条、模具

Wastage Management Rules

3.2 Green Packaging

Skyworth Digital Baoan Branch has established FSC system and obtained FSC system certification, and uses FSC-certified packaging materials for product production and delivery. The selection, manufacturing, use and disposal of packaging materials are strictly in accordance with environmental protection requirements, and the use of packaging that is harmless to the ecological environment and human health, can be reused, renewable and in line with the requirements of sustainable development. As far as possible in accordance with the international principles of green packaging, circulation packaging in the production process using reusable cards, turnover boxes or iron packaging, through repeated turnover, material recycling and degradable green packaging measures, reduce the consumption of disposable cartons and other materials.

Spread the concept of environmental protection

Recyclable plastic box



We are highly concerned about the effective recycling and reuse of packaging. We focus on the development trend of effective recycling by conducting research on packaging waste in landfills and sustainable packaging development strategy in Skyworth Baoan Branch

3.3 Green transportation

Green transportation can not only reduce operating costs, but also reduce energy consumption and environmental pollution, which is an important part of the company's green development strategy. In the process of production and transportation, we actively reduce carbon emissions, optimize the mode of transportation, and try to use clean energy vehicles for transportation; Reasonable choice of transportation routes, to overcome roundabout transportation and repeated transportation, in order to achieve the goal of energy conservation and emission reduction.

The company provides shuttle bus service for employees. The shuttle bus is changed from fuel vehicles to new energy vehicles to reduce the environmental pollution caused by automobile exhaust.

The company provides shuttle bus services for employees, and the shuttle bus is changed from fuel powered vehicles to new energy vehicles to reduce environmental pollution which caused by car exhaust;



Chapter 4 Sustainable Employment

Skyworth Digital Bao'an Branch stipulates that there should be no discrimination in terms of race, gender, nationality, age, pregnancy or disability in recruitment, promotion, salary, etc; The company explicitly prohibits the use of forced, debt paying, or contractual labor, and has made detailed and reasonable regulations in important aspects such as recruitment, employment, and resignation, eliminating the use of forced labor in specific practices. The company will also update its employee information on a monthly basis and upload the situation of forced labor to the enterprise labor information platform for reference by government functional departments at all levels in China. Skyworth Digital Bao'an Branch has never experienced forced labor or harmed employee rights during its operation.

Skyworth Digital Bao'an Branch explicitly prohibits the use of child labor. We have formulated relevant policies and comprehensive preventive measures in important aspects such as employee recruitment and employment. We conduct three inspections annually to address the phenomenon of child labor and forced labor, in order to eliminate the use of child labor. At the same time, we will communicate this requirement to suppliers to ensure that they do not use child labor.

Skyworth Digital Bao'an Branch respects employees' rights to freedom of association and collective bargaining in accordance with the law, and does not oppose employees participating in the legitimate activities of local registered trade unions on a voluntary and non compliant basis.

If any violations occur, the company will make real-time corrections to the employees involved in accordance with the current regulations, and properly handle their placement and compensation issues. We will also provide regular training on labor standards for employees to prevent similar situations from happening again in the future.

The company will evaluate the management nodes in each workflow, patch the management loopholes in violation cases, and develop new regulations and guidelines as needed. In 2022, 98.75% of employees have received training on diversification, discrimination and/or harassment, and 90.11% of employees have received training on social responsibility (prohibition of child labor, prohibition of forced labor, human trafficking and other labor and human rights violations).

In addition, the company also collects and understands employees' opinions and suggestions through the Employee Relations Department, and establishes smooth communication channels. Employees can also file complaints about related issues through suggestion boxes, symposiums, employee representative conferences, etc.

Male	684	Undergraduate Course	75
Female	277	Junior College	183
Minority Nationality	62	Polytechnic School	230
Han Nationality	899	High school or below	473

01 Employee Rights and Interests

The company strictly implements the laws, regulations, and systems related to labor employment in the location of the enterprise, signs labor contracts with employees in accordance with the law, and the employee contract signing rate reaches 100%; Ensure that employees enjoy national statutory holidays, including paid holidays such as annual leave, maternity leave, sick leave, marriage leave, etc; Pay social insurance on time, with a coverage rate of 100% for employees. In 2022, purchase social insurance for employees totaling 10802963.98 yuan, with a coverage rate of 100%; Purchase accident insurance for 70236 yuan, with a coverage rate of 100%. In 2022, we will provide serious illness insurance for employees and their families, with employee premiums shared by both individuals and the company. The company will provide a subsidy of 40% to 60%, while family premiums will be borne by individuals; The premium for 2022 is 52685 yuan.

Employee insurance coverage rate

Year	Total annual social security expenditure (yuan)	Coverage rate of social insurance or work-related injury insurance	Employee contribution (commitment) ratio	Total accidental insurance expenses (yuan)	Accident insurance coverage rate
2021	8,806,470.24	100%	0.33%	56868	100%
2022	10,802,963.89	100%	0.33%	70236	100%

The company standardizes salary management to achieve reasonable income growth for grassroots employees. The timely rate of employee salary payment in 2022 is 100%, with a total payment amount of 75493433003 yuan; The adjustment of employee salaries will be implemented according to the minimum standards set by the Shenzhen Municipal Government every year, with an increase of approximately 7.28%.

Category	Number of people	Proportion
Minority employees	62	6.45%
Ethnic minorities holding senior management positions	0	/
Female employees	277	28.82%
Female managers	1	0.11%

Employee compensation situation (unit: yuan)

Average monthly salary of male employees	Maximum monthly salary for male employees	Average monthly salary of female employees	Maximum monthly salary for female employees
7400	27000	6500	22000

Note: The local minimum wage is 2360 yuan

Rewards and commendations

Skyworth Digital Bao'an Branch is willing to grow with proactive employees, encouraging them to accept challenges, maintain motivation, and constantly seek opportunities for progress. The company has developed a performance evaluation system that evaluates employees' daily work and achievements based on their corporate values and beliefs. In addition, Skyworth Digital Bao'an Branch also has an incentive mechanism. We will provide different forms of rewards to employees who perform outstandingly, including housing reward funds, interest free loan rewards, continuous contribution awards, etc., in order to recognize outstanding talents. After the Spring Festival each year, the company will hold a "Touching Skyworth Person of the Year" selection, and an award ceremony will be held on April 8th at Skyworth's birthday. Through this event, we hope to share a touching story of Skyworth employees' hard work in different fields, and express our gratitude and recognition to them.

1.1 Fair Employment

The company adheres to the principles of fairness and impartiality, recruiting and using employees based on job quality requirements, and does not treat employees differently based on gender, age, disease, race, nationality, religion, sexual orientation, and marital status. We strive to build a platform for every employee to work and start a business, turning ordinary people into excellent people, turning excellent people into outstanding people, and enabling every employee to realize their life dreams at Skyworth. In 2022, Skyworth Digital Bao'an Branch did not experience any discrimination or harassment incidents. At the same time, 100% of all workplaces had undergone human rights reviews or impact assessments, 100% of company management personnel received human rights coverage, and 100% of security personnel received human rights training.



Anti-discrimination procedures and anti-discrimination training attendance form

SKYWORTH 深圳创维数字技术有限公司

文件编号	SMD-RMA-QP-A08	版本	A/0	发布日期	2018年03月05日
文件管理	■管制	□非管制	生效日期	2018年03月08日	
页次	第1页 共5页		编制部门	人力资源部行政部	

反歧视控制程序

批准	审核	员工代表	编制	受授状态
杨建	杨建	万永	赵新	受控

Skyworth 深圳创维数字技术有限公司 制造总部培训签到表

课程名称: 反歧视、反骚扰知识培训	培训时间: 2022/8/15 18:30-20:30	培训地点: 2.6楼培训室
授课讲师: 外请	组织部门: HR	考核方式: 现场交流

序号	部门	姓名	签到	序号	部门	姓名	签到
1	汽车智能制造部	高瑞雪	高瑞雪	22	精益生产部	王雪松	王雪松
2	汽车智能制造部	邓勇	邓勇	23	精益生产部	余旭	余旭
3	汽车智能制造部	张丽娟	张丽娟	24	精益生产部	陈安静	陈安静
4	SMT部	周永强	周永强	25	精益生产部	朱文东	朱文东
5	SMT部	廖国俊	廖国俊	26	精益生产部	袁江江	袁江江
6	SMT部	蒋志兰	蒋志兰	27	精益生产部	宋文科	宋文科
7	SMT部	方欢欢	方欢欢	28	精益生产部	孙永平	孙永平
8	SMT部	付春梅	付春梅	29	精益生产部	廖春峰	廖春峰
9	SMT部	周国	周国	30	精益生产部	彭颖	彭颖
10	SMT部	郭杰	郭杰	31	精益生产部	李鹏志	李鹏志
11	SMT部	郭礼万	郭礼万	32	仓储部	黄新星	黄新星
12	工程部	谷淑兰	谷淑兰	33	外发管理部	王玉婷	王玉婷
13	工程部	文凯	文凯	34	人力资源部行政部	罗前	罗前
14	工程部	廖少龙	廖少龙	35	人力资源部行政部	李亚东	李亚东
15	工程部	成俊	成俊	36	仓储部	刘松国	刘松国
16	精益生产部	许永浩	许永浩	37	财务部	胡爱利	胡爱利
17	精益生产部	张永祥	张永祥	38			
18	精益生产部	焦天福	焦天福	39			
19	精益生产部	黄梦瑶	黄梦瑶	40			
20	精益生产部	黄欣欣	黄欣欣	41			
21	精益生产部	王中华	王中华	42			

出勤描述: 人数 应到 37 实到 37 事假 病假 旷工 迟到 早退

审核: 罗前 记录: 胡爱利

Anti-discrimination training



1.2 Occupational Health

Skyworth Digital Bao'an Branch promptly identifies, evaluates, predicts, and controls occupational harmful factors and their health damage that occur or exist in the workplace, prevents and protects workers from the health effects and risks caused by occupational harmful factors, and promotes and guarantees the physical and mental health and social welfare of workers in professional activities, And arrange employees in a work environment that is suitable for their physical and psychological needs as much as possible according to their needs. The company regularly distributes labor protection equipment such as masks, gloves, soundproof earplugs, and safety helmets to ensure the health and safety of employees in various departments.

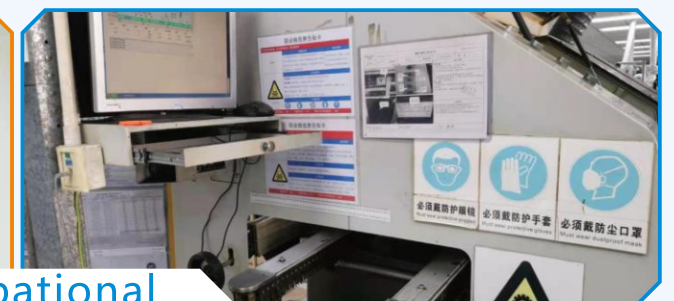
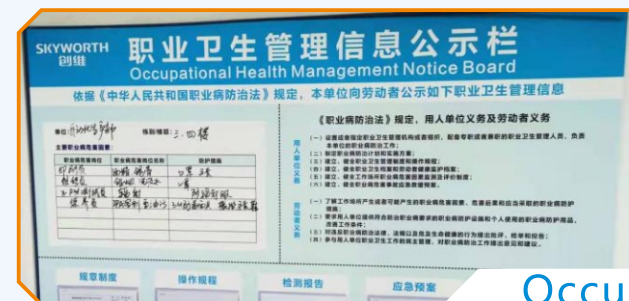
SKYWORTH

深圳创维技术有限公司

采取过员工健康安全风险评估场所占比统计

项目	员工健康安全风险评估场所	员工健康安全风险评估是否已进行识别	可接收的风险数	采取措施	措施有效性	占比
1	接受过绩效和职业发展员工占比	961	932			96.98%
2	正式集体协议员工占比	961	937			97.50%
3	职业与技能相关培训员工占比	961	642			66.81%
4	安委会员工占比	961	37			3.85%
5	员工代表占比	961	21			2.19%
6	接受过防止歧视和侵犯人权培训占比	961	949			98.75%

Occupational health and safety training



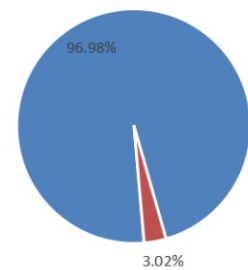
Occupational health promotion



Wear labor protection equipment

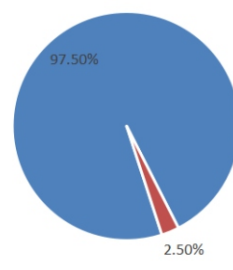


接受过绩效和职业发展员工占比

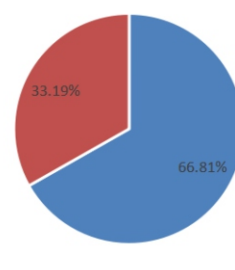


■ 接受过定期的绩效和职业发展评估的员工占全体员工 ■ 其他员工 ■ 正式集体协议员工占全体员工 ■ 其他员工

正式集体协议员工占比

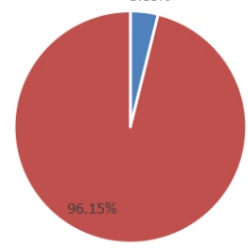


职业与技能相关培训员工占比



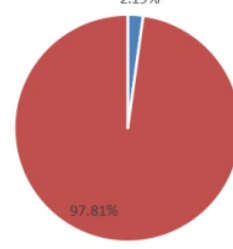
■ 职业与技能相关培训的员工占全体员工 ■ 其他员工

安委会员工占比



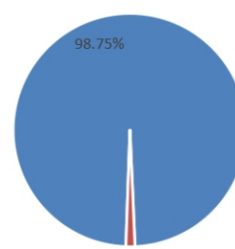
■ 健康安全委员会员工占全体员工 ■ 其他员工

员工代表占比



■ 正式选举员工代表的员工占全体员工 ■ 其他员工

接受过防止歧视和侵犯人权培训占比



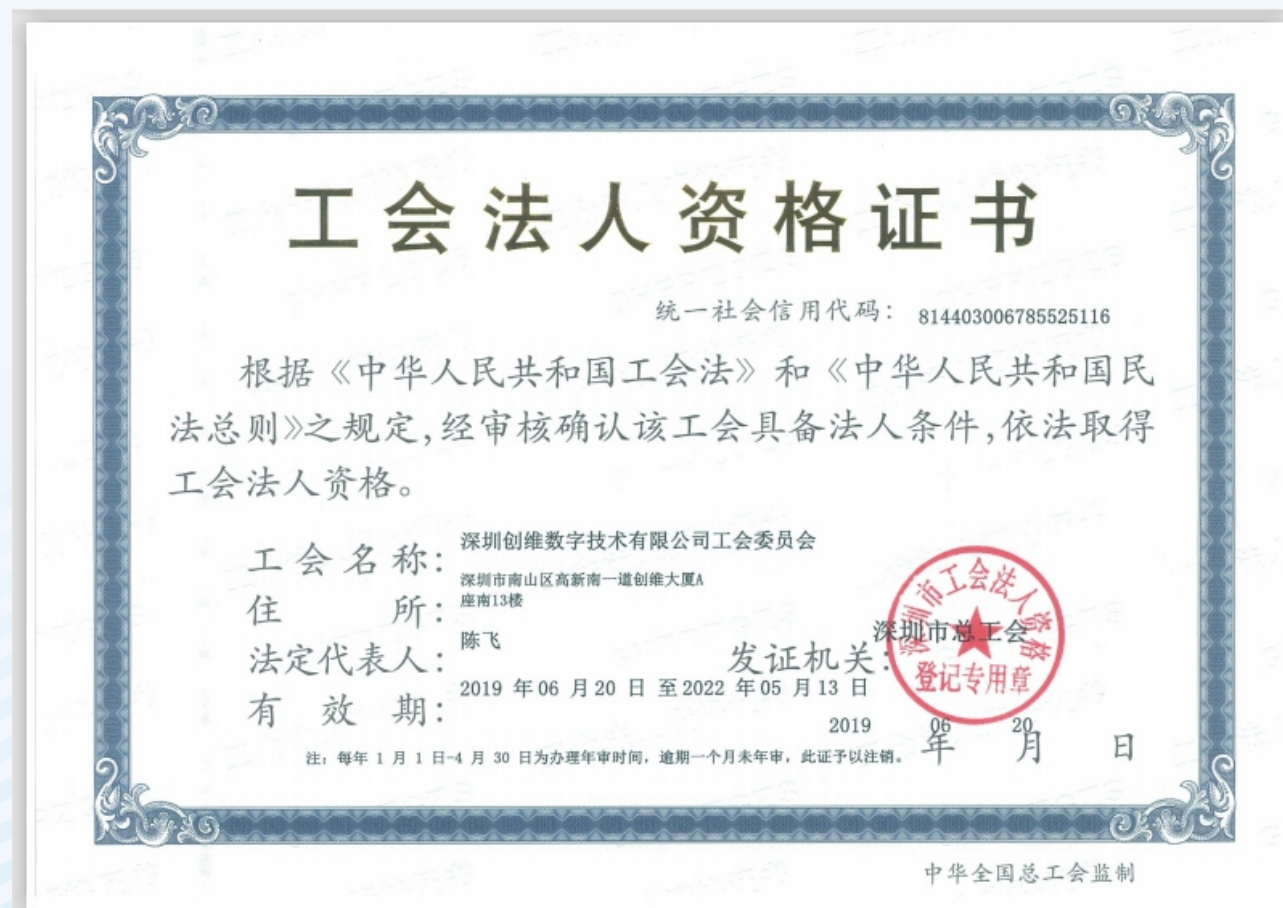
■ 接受过防止歧视和侵犯人权培训的员工占全体员工 ■ 其他员工

2022 Employee Physical Examination Data

Occupational physical examination	Occupational medical examination amount	Health certificate physical examination	Health certificate amount
155 people	41.001yuan	487people	39, 999 yuan

1.3 Democratic Management

We adhere to and improve the democratic management system of enterprises based on the workers' congress, effectively safeguarding the employees' rights to know, participate, and supervise. Enable employees to understand the development of the enterprise and participate in its management through forms such as trade unions, workers' congresses, and rationalization suggestions. The main communication channels currently established include opinion boxes, symposiums, employee representative conferences, etc. Before the implementation of major projects, the company will notify employees one month in advance. Employees can provide opinions and suggestions to their direct supervisor, or communicate with higher-level leaders or relevant departments in accordance with the company's open policy.

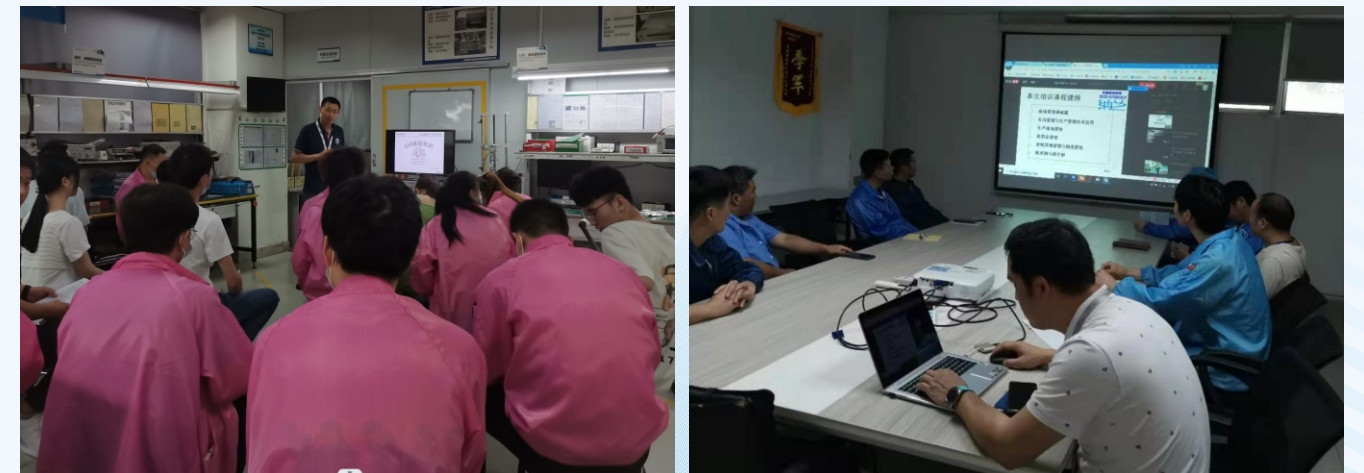


1.4 Career Development

Meeting the growth and development needs of employees is the most fundamental and important aspect of corporate social responsibility. Skyworth Digital Bao'an Branch adopts the principle of selecting and appointing personnel based on the principle of "the best". It manages personnel by system, regulates personnel by system, and unblocks channels for talent entry and exit. It lays two channels for employees: "management promotion" and "technical promotion", and scientifically sets up personnel management. The implementation of KPI tabulation assessment involves benefit, operation and organization. The assessment dimensions include cost, quality, quantity, time and personnel reflection. The performance assessment management committee is composed of the general manager, senior management representatives, management representatives and employee representatives. The assessed person fills out a performance evaluation form, fulfills work responsibilities and plans, and the assessor performs the evaluation and provides feedback on the results. The management committee reviews the results. The employee evaluation results are an important basis for personnel promotion and dismissal, performance salary evaluation, salary level adjustment, employee training, and employee level recognition. Among all regions, 96.98% of the total employees have undergone regular performance and career development evaluations based on the performance salary benchmark and position adjustments applied to them.

Skyworth Digital Bao'an Branch adheres to the principle of "facing the enterprise, appropriately leading, flexible and diverse, and emphasizing practical results", carries out comprehensive and multi-level training activities, regularly organizes employees to undergo skill training and skill competitions, creates a learning atmosphere within the company, and improves employees' professional skills. Employee skill training is organized regularly on a monthly basis, with six months of retraining for skill positions. In 2022, the total training duration is 530.23H, with an average participation of 44.18 hours per person. 66.81% of the total employees have received job skill training, and 1.14% of the total employees have received vocational skill training for special work positions.

Skills training



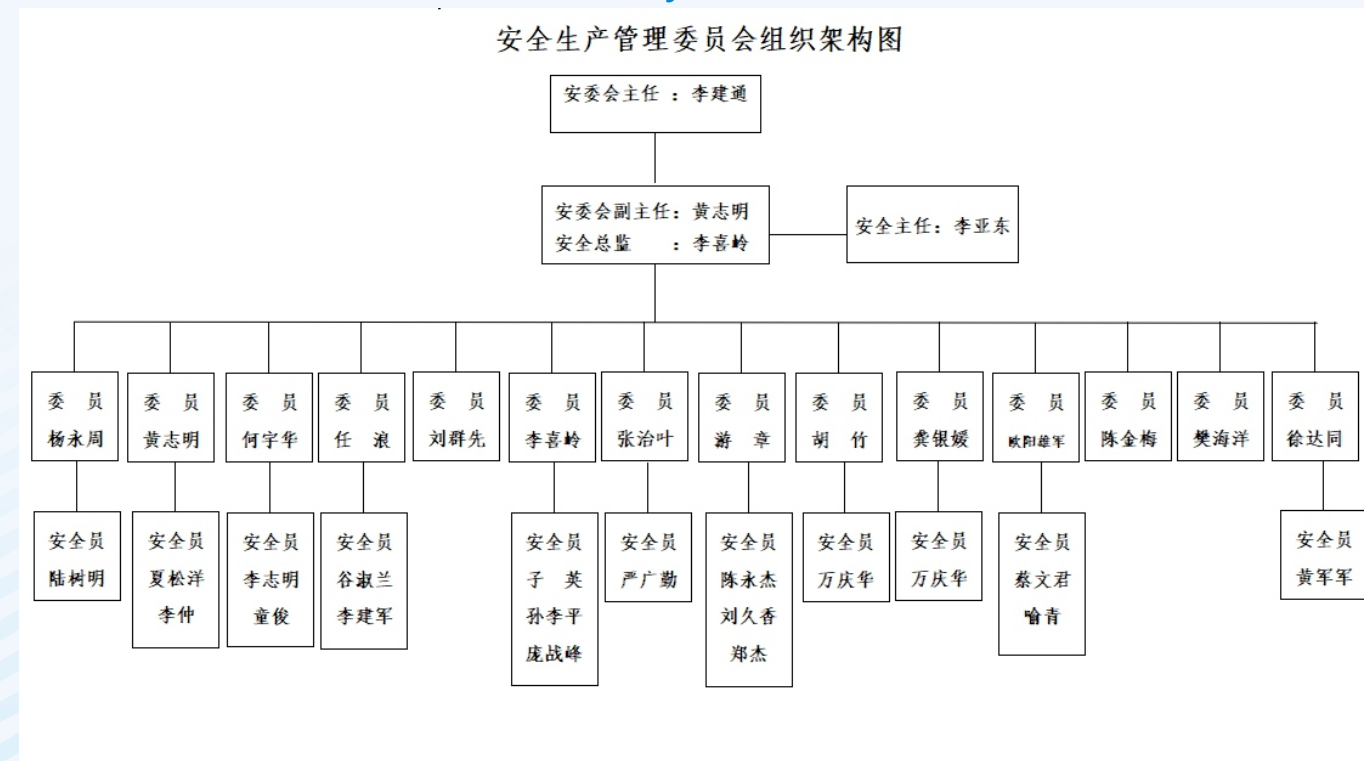
02 Employee Safety

Skyworth Digital Bao'an Branch attaches great importance to safety production work and has built a solid safety net after years of efforts. The company adheres to the policy of "safety first, prevention first, and comprehensive management", pays close attention to the construction of safety management system, and strengthens safety technology management and emergency management. In recent years, the company has made comprehensive improvements in safety management organizational structure, professional personnel configuration, mechanism processes, and other aspects. The safety management system is gradually improving, and there have been no major safety accidents in 2022. Significant achievements have been made in safety production work.

2.1 Strengthen safety management

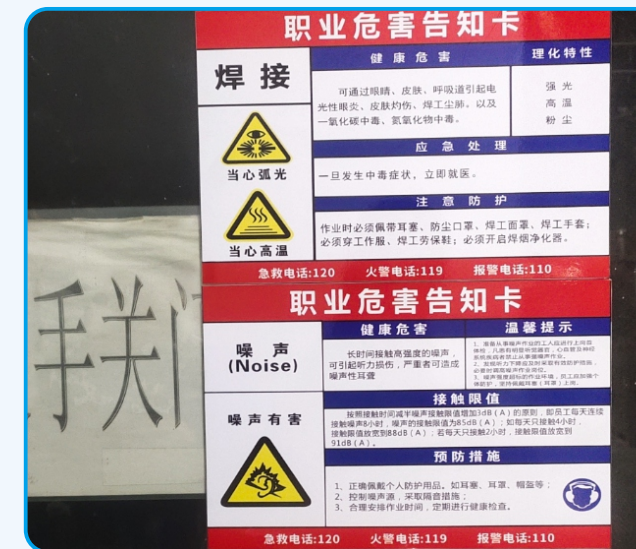
The company has established a safety production committee with a high-level leadership team as the main responsible person, clarifying the safety production responsible persons of each department and workshop. Establish a safety control mechanism, comprehensively and systematically implement safety management, fully leverage the role of the safety management system, ensure the effectiveness of safety management, and form the concept of "everyone values safety, everyone manages safety" to ensure the safety and health of employees in production.

Structure of the Safety Production Committee

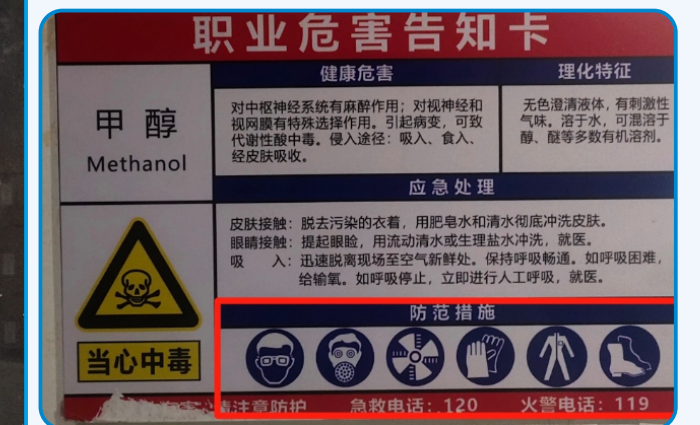


2.2 Improve safety facilities

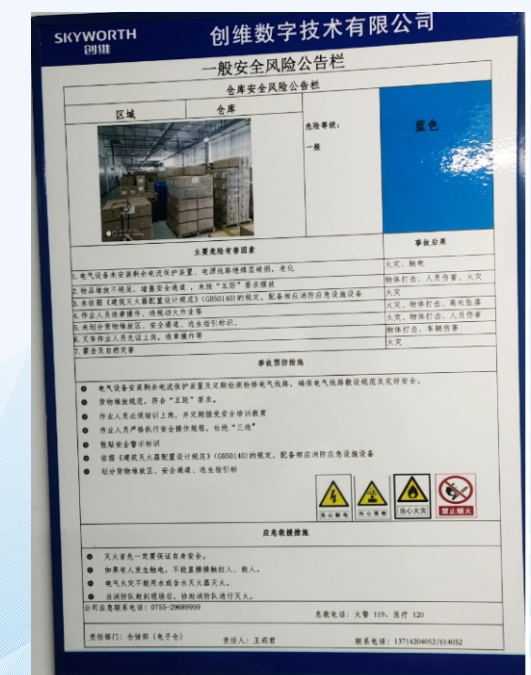
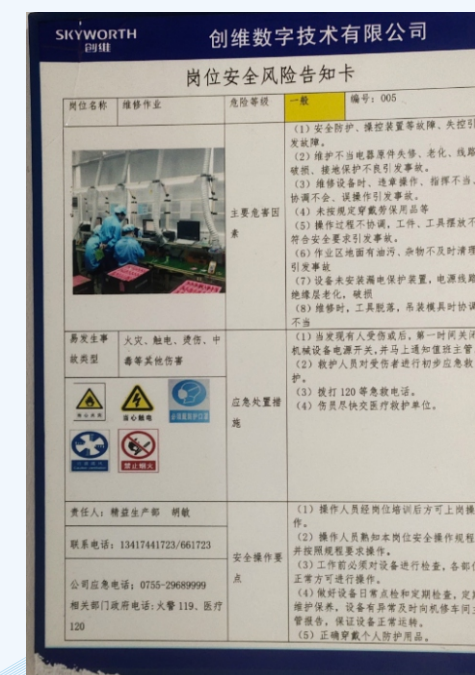
Strictly abide by the national "Regulations on the Safety Management of Special Equipment", "Regulations on the Management of Special Equipment", and "Methods for the Storage and Use of Hazardous Chemicals" to provide safety operation training for new and new employees before taking up their positions, and pass the assessment before taking up their positions. Special equipment operators, chemical storage and usage management personnel must hold certificates to work. All special equipment of the company must be clearly labeled with operating procedures, precautions, and equipment operator inspection status forms, and regularly inspected and maintained. Each safety team is responsible for verifying problems. The safety committee issues a monthly safety summary evaluation report and reports to the safety director to ensure the smooth progress of safety production. In 2022, there were 6 work-related accidents and a total of 44 hours of lost working hours due to work-related injuries; No fatalities have occurred; The participation rate of employees in labor and human rights training is as high as 98.75%.



Occupational Hazard Notification Card



Job Risk Notification Card



2.3 Safety education and training



03 Employee Care



Skyworth Social Health Center provides a guarantee
for human social health



Employees Service Center

Caring for employees' families, in August 2013, Skyworth Kindergarten was opened in Skyworth Industrial Park to provide childcare services, assistance, or allowances to balance the needs of employees' families and work. Caring for the needs of "special" employees, wholeheartedly serving every employee, caring for women's physical and mental health, ensuring and supporting the development of disabled employees, and providing care and assistance for special employees in different situations. Pay attention to the needs and development of female employees, continuously improve their work environment and conditions, implement regulations on maternity and lactation leave for female employees. In 2022, 3 employees will be entitled to maternity leave, 8 employees will be entitled to paternity leave, 2 employees will have returned to work after maternity leave, and 1 employee will be on vacation;



04 Public Welfare and Charity

Skyworth Digital Bao'an Branch is a caring enterprise, and we always hold a grateful heart. We deeply understand that the success of the enterprise is inseparable from the vigorous development of the community. As a member of the community, we actively participate in public welfare undertakings. The Skyworth Creativity series of public welfare not only opens a window for rural children to understand the world and help them better learn and grow, but also contributes to the national popularization of children's creativity education and helps cultivate innovative talents. So far, Skyworth has brought books, audio-visual equipment, creativity boxes, and art courses to 166 rural schools, leading children to play creativity and share the joy of exploration and creation through educational entertainment. A single spark is enough to start a prairie fire. I believe that in the future path of public welfare, more people will work with Skyworth to contribute to promoting children's creativity education.



Conclusion

In the past few years, Skyworth Digital Bao'an Branch has continued to develop a low-carbon economy strategy after experiencing multiple factors such as rising raw materials and changes in national environmental protection policies. And together with various partners, we adhere to the concept of win-win cooperation and actively cooperate with local governments to jointly protect the Earth's environment. In terms of technology, a series of measures have been taken to optimize and upgrade production lines and environmental protection processes of production equipment, enabling oneself to develop and grow in a fiercely competitive environment. As a responsible private enterprise, Skyworth Digital Bao'an Branch is committed to the overall operational strategy of community and environmental improvement, wholeheartedly providing humanity with a wonderful healthy and technological life, while also taking into account environmental protection and community care work to repay the support of employees, customers, and consumers. Skyworth Digital Bao'an Branch is well aware of the global warming crisis and the increasing emphasis on environmental protection regulatory mechanisms in the future, in order to minimize the significant impact of enterprise operations on the environment. Skyworth Digital Bao'an Branch will comply with the trend of future environmental protection, reduce overall unfavorable factors to the environment while producing and selling, continue to promote green development, energy conservation and emission reduction work, and carry out public welfare with a more active and responsible industry development concept, repay society, and promote harmonious development of human society. At the same time, we hope to integrate the concept of sustainable development into operations and management. Looking forward to the future, we will actively promote corporate social responsibility activities and make continuous progress in the development process to achieve our vision. Entering 2023, the widespread application of big data, 5G technology, and AI intelligent technology will undoubtedly boost the company's technology towards digitization and intelligence. Skyworth Digital Bao'an Branch will keep up with the trend, practice the concept of green development with shorter cycles and lower costs, and provide customers and consumers with more comprehensive personalized, differentiated, and scientific services, taking the company's development to a new level.



GRI Index

Standard Disclosure Part 1: General Disclosure Items

Organizational Profile

Overview disclosure	Description	Page	SDG
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102-2	Main brands, products, and services		
102-3	Location of institutional headquarters		
102-4	Business location		
102-5	Ownership and Legal Form		
102-6	Market for Services		
102-7	Organizational scale		
102-8	Information about employees and other workers		
102-9	Supply chain		
102-10	Major changes in supply chain, organization, and supply chain		
102-11	Early warning principles or policies		
102-12	External initiatives		
102-13	Membership of the Association		

Strategy

102-14	Supreme organizer statement		
102-15	Key impacts, risks, and opportunities		

Moral integrity

102-16	Values, principles, standards, and behavioral norms		
102-17	Mechanisms for moral advice and concerns		

Governance

102-18	Institutional governance structure		SDG5、 16
102-19	Grant authorization		SDG5、 16
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102-23	Chairman of the highest governance body	/	
102-24	Nomination and selection of the highest governance body and its committees	/	
102-25	The highest governance body ensures the procedures for avoiding and controlling conflicts of interest, and whether conflicts of interest are disclosed to stakeholders		
102-26	The role of the highest governance body in formulating purposes, values, and strategies	/	
102-27	Collective understanding of economic, environmental, and social themes by the highest governance body		SDG16
102-28	Performance evaluation of the highest governance body		
102-29	Identification and management of economic, environmental, and social impacts		
102-30	The effectiveness of the risk management process		
102-31	Review of economic, environmental, and social issues		

102-32	The role of the highest governance body in sustainable development reporting		
102-33	Communication of important concerns		
102-34	Nature and total number of important concerns	/	
102-35	Salary policy		
102-36	The process of determining compensation		SDG16
102-37	Stakeholder participation in the salary decision-making process	/	
102-38	Annual total compensation ratio		
102-39	Annual total salary growth rate		

Stakeholder engagement

102-40	List of stakeholder groups		
102-41	Collective bargaining agreement		
102-42	Identification and selection of stakeholders		
102-43	Stakeholder engagement policy		
102-44	Main issues and concerns raised		

Reporting Practice

102-45	Entities covered by consolidated financial statements		
102-46	Define the boundaries of report content and topics		
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102-48	Information Restatement	/	
102-49	Report changes	/	
102-50	Reporting period		
102-51	Recent reporting period	/	
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102-53	Contact person for the report or its content		
102-54	Declaration of compliance with GRI standards for reporting		
102-55	GRI Content Index		
102-56	External authentication	/	

Management

Overview Disclosure	Description	Page	SDG
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103-2	Management methods and their components		
103-3	Management Method Evaluation	/	

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Disclosure of management methods

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201-1	Direct economic value generated and distributed by institutions		SDG2、 5、 7、 8、 9
201-2	The financial impact, risks, and opportunities of climate change on institutional activities	/	SDG13
201-3	Coverage of funds required for institutional fixed income pension		
201-4	Financial subsidies provided by the government		
201-5	The ratio of the starting salary level of different genders to the local minimum wage level in important operating locations of the institution	/	SDG1、 5、 8
201-6	The proportion of local senior management personnel hired by institutions in important operational locations		SDG8

201-7	The situation and impact of infrastructure investment and supporting service		SDG11、2、5、7、9
201-8	Significant indirect economic impacts, including the degree of impact	/	
201-9	The proportion of procurement expenses from local suppliers in important operational locations		SDG12
202-1	Ratio of starting salary based on gender standards to local minimum wage	/	SDG1,5,8
202-2	Proportion of executives hired from local communitiesInfrastructure investment and supporting services		SDG8
203-1	Infrastructure investment and supporting services		SDG11、2、5、7、9
203-2	Significant indirect impact	NA	SDG1,10,17,2,3,8
204-1	Proportion of procurement expenses from local suppliers		SDG12
205-1	Operations that have conducted a corruption risk assessment		SDG16
205-2	Communication and training of anti-corruption policies and procedures		SDG16
205-3	Confirmed corruption incidents and actions taken	NA	SDG16
206-1	Total number of legal proceedings involving anti competitive conduct, anti trust and monopoly measures and their results	/	SDG16
Performance Indicators	Economic	Page	SDG
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301-2	Percentage of recycled materials used		SDG12、 18
301-3	The percentage of products and their packaging materials recovered and sold by category		/
302-1	Energy consumption within the organization		SDG12、 13、 7、 8
302-2	Energy consumption outside the organization		SDG12、 13、 7、 8
302-3	Energy intensity	/	SDG12、 13、 7、 8
302-4	Reduced energy consumption		SDG12、 13、 7、 8
302-5	Reduction in energy requirements for products and services		SDG12、 13、 7、 8
303-1	Total water consumption according to source description		SDG6
303-2	Water sources significantly affected by water intake	/	SDG6
303-3	Percentage and total amount of recycled and reused water		SDG6
304-1	Organizational owned, leased, or managed operating points located in or adjacent to protected areas and outside protected areas	/	SDG14、 15、 6

404-3	Percentage of employees who receive regular performance and career development evaluations		SDG5,8
405-1	Diversification of regulatory agencies and employees		SDG5,8
405-2	Basic salary and compensation ratio for men and women	/	SDG1,5,8
Performance Indicators	Human Rights	Page	SDG
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407-1	Operational points where freedom of association and collective bargaining rights may face risks	/	SDG8
408-1	Identified operational sites and major suppliers with a risk of serious child labor incidents, as well as measures that help effectively eliminate child labor	/	SDG16、 8
409-1	Identified operational sites and suppliers with significant risks of forced and compulsory labor incidents, as well as measures to help eliminate all forms of forced and compulsory labor	/	SDG8
410-1	Percentage of security personnel trained in human rights policies and procedures related to operations		
411-1	The total number of cases involving infringement of indigenous rights and actions taken by the institution	/	SDG2
412-1	Percentage and total number of operational sites undergoing human rights review and/or impact assessment	/	
412-2	Employee training in human rights policies or procedures		
413-1	Operational points that have implemented local community participation, impact assessment, and development plans	/	
413-2	Operating points with significant actual and potential negative impacts on local communities	/	SDG1、 2
413-3	Important investment agreements and contracts that contain human rights clauses or have undergone human rights review		
414-1			
414-2	The negative impact of supply chain on society and measures taken	/	
415-1	Political donations		SDG16
Performance Indicators	Product Responsibility	Page	SDG
416-1	Assessment of the health and safety impacts of product and service categories		
416-2	Violations involving the health and safety impacts of products and services	NA	SDG16
417-1	Requirements for product and service information and identification	/	SDG12

304-2	The impact of activities, products, and services on biodiversity Protected or restored habitats	/	SDG14、 15
304-3	Protected or restored habitats	/	SDG14、 15、 6
304-4	The total number of species listed on the International Union for Conservation of Nature (IUCN) Red List and National	/	SDG14、 15、 6
305-1	Direct greenhouse gas emissions (category 1)		SDG12、 13、 14、 15
305-2	Indirect greenhouse gas emissions from energy sources (category 2)		SDG12、 13、 14、 15
305-3	Other indirect greenhouse gas emissions (category 3)		SDG12、 13、 14、 15
305-4	Greenhouse gas emission intensity		SDG13、 14、 15
305-5	Reduced greenhouse gas emissions		SDG13、 14、 15
305-6	Emissions of ozone depleting substances (ODS)	/	SDG12、 3
305-7	Emissions of nitrogen oxides, sulfur oxides, and other major gases	/	
306-1	Total weight of waste classified by category and treatment method		SDG12、 14、 3、 6
306-2	The total number and total amount of serious leaks		SDG12、 3、 6
306-3	According to the provisions of Appendix I, II, III, and VIII of the Basel Convention, the weight of hazardous waste that has been transported, imported, exported, or treated, as well as the percentage of hazardous waste in the waste transported overseas	no leaks	SDG12、 14、 15、 3、 6
306-4	The location, area, conservation status, and biodiversity value of water bodies and related habitats severely affected by institutional sewage and other (surface) runoff emissions	/	SDG12、 3
306-5	The amount of significant fines imposed for violations of environmental laws and regulations, as well as the number of non economic penalties received	/	SDG14、 15、 6
307-1	The amount of significant fines imposed for violations of environmental laws and regulations, as well as the number of non economic penalties received	/	SDG16
308-1	Proportion of new suppliers screened using environmental standards		
308-2	The significant actual and potential negative impact of the supply chain on the environment, as well as the measures taken	/	
Performance Indicators	Employment	Page	SDG
401-1	Total number and ratio of new employees and employee turnover by age group, gender, and region		SDG5,8
401-2	Divided by important operating locations, not provided to temporary or part-time employees, only benefits provided to full-time employees	/	
401-3	Parental leave		SDG5,8
402-1	The minimum notice period for major operational changes, including indicating whether the notice period is specifically stated in the collective agreement		SDG8

403-1	Occupational Health and Safety Management System		SDG3、 8
403-2	Hazard identification, risk assessment, and event investigation		
403-3	Occupational Health Services		SDG8
404-1	Average annual training hours per employee by gender and employee category		SDG4、 5、 8
404-2	Employee skill improvement plan		SDG8
417-2	Violations involving product and service information and labeling	NA	SDG16
417-3	Violations involving marketing	NA	
418-1	Confirmed complaints related to infringement of customer privacy and loss of customer information	NA	SDG16
419-1	Violation of laws and regulations in the social and economic fields	NA	

Feedback Form

Dear reader, hello!

Thank you for reading this report. We sincerely look forward to your evaluation of this report and valuable feedback, so that we can continuously improve our social responsibility work and enhance our ability and level of fulfilling social responsibility work!

Selective question: (Please choose to tick "√" in the corresponding position)

Your overall impression of the report is:

☐ Very good ☐ Good ☐ General ☐ Poor ☐ Very poor

2. Do you think the quality of the social responsibility information disclosed in the report is:

☐ Very high ☐ High ☐ General ☐ Low ☐ Very low

3. What do you think of the report structure

☐ Very reasonable ☐ Relatively reasonable ☐ Average ☐ Poor ☐ Very poor

4. What do you think of the report layout design and presentation format

☐ Very good ☐ Good ☐ General ☐ Poor ☐ Very poor

:

Open ended questions:

Please provide valuable opinions and suggestions for this report:

You can mail your feedback to:

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