Social Responsibility Management Manual

Shenzhen Beacon Display Technology Co., Ltd.

(English Version)

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Statement of Social Responsibility Responsibilities and Authorities

1. General Manager

1.1. Responsible for the formulation of the company's social responsibility policy and objectives, as well as the approval of the policy manual;

1.2. Ensure that the responsibilities and authorities of each department are clearly defined; establish and approve the company's organizational structure;

1.3. Ensure the allocation of resources necessary for the operation and continuous improvement of the Social Responsibility Management Manual;

1.4. Appoint a Social Responsibility Management Representative; support the establishment and operation of the Social Responsibility Committee; provide the necessary conditions for its work; clarify its responsibilities and authority; and ensure the effective implementation and continuous improvement of the Social Responsibility Management Manual;

1.5. Lead the investigation, analysis, and handling of major accidents; address major emergencies within the company;

1.6. Responsible for the overall planning of the company's Social Responsibility Management Manual and for ensuring that risks are effectively controlled.

2. Management Representative

2.1. Ensure that the processes required for social responsibility management are established, implemented, and maintained;

2.2. Regularly report to top management on the status of manual operations and any requirements for improvement;

2.3. Ensure that awareness among employees regarding compliance with laws and regulations, as well as the requirements of other relevant parties, is enhanced throughout the organization;

2.4. Ensure that all employees enhance their awareness of the continuous improvement of social responsibility;

2.5. Assist top management in establishing the company's social responsibility policies and objectives, and organize the decomposition of the company's target indicators and the monitoring of their achievement;

2.6. Oversee external liaison matters related to corporate social responsibility;

2.7. Organize the development of the Social Responsibility Management Manual; be responsible for the implementation and review of organizational documents; and ensure that the relevant requirements and responsibilities are communicated and understood throughout the organization.

3. Administrative Management Department

3.1. Responsible for organizing all departments to consolidate the overall target indicators and to oversee the implementation and monitoring of departmental target indicators;

3.2. Responsible for organizing the formulation and implementation monitoring of the company's social responsibility objectives and their implementation measures;

3.3. Responsible for the supervision and inspection of the implementation of the Company's Social Responsibility Management Manual;

3.4. Under the supervision and guidance of the Management Representative, prepare the management manual and conduct periodic reviews;

3.5. Responsible for compiling and consolidating the laws, regulations, and other requirements relevant to the Company' s Social Responsibility Management Manual;

3.6. Responsible for leading the drafting, revision, and repeal of the Social Responsibility Manual.

4. Human Resource Department

4.1. Responsible for the collection, organization, dissemination, and implementation of laws, regulations, and policies related to labor, employment, and other related matters;

4.2. Responsible for the formulation, implementation, and review of human resources systems and processes;

4.3. Responsible for establishing the employee training system, as well as organizing, implementing, assessing, and managing training activities;

4.4. Responsible for establishing the company's compensation and benefits system, as well as the formulation, implementation, management, and payroll disbursement of compensation and benefits standards;

4.5. Responsible for investigating and handling labor dispute incidents involving company employees.

5. Purchase Department

5.1. Approve the social responsibility objectives, indicators, and management plan for the procurement system;

5.2. Organize the establishment and improvement of procurement management systems; organize the implementation of, and supervise and inspect, the operation of the social responsibility management manual related to the procurement system;

5.3. Responsible for the company's procurement of materials, ensuring compliance with environmental protection laws and regulations;

5.4. During the procurement process, any form of corrupt conduct, including coercive expropriation and bribery, is strictly prohibited.

6. Production Department

6.1. Responsible for the department's work safety, as well as the formulation and implementation of safety sub-objectives and management plans;

6.2. Responsible for participating in contract review, confirming whether factors such as equipment, personnel, and the operating environment meet the contract requirements, and organizing the implementation of the contract obligations;

6.3. Responsible for the sorting and storage of solid waste generated during production; managing and controlling the use and storage of hazardous chemicals at the production site, as well as regulating their maximum storage quantity;

6.4. Based on the material consumption quotas for each product, calculate the required quantities of various raw materials for production; implement quota-based material requisition during production and allocate materials rationally in accordance with the characteristics of each job and process; control material requisition in accordance with the material consumption quotas; and promptly submit recommendations to the company for the rational use of materials based on their actual consumption during production.

7. Engineering Department

7.1. Responsible for the management of power facilities (including power usage safety management, power maintenance and upgrades, etc.) and the maintenance of infrastructure;

7.2. Responsible for production environment and ESD management;

7.3. Responsible for optimizing processing techniques to reduce material consumption;

7.4. Responsible for the NPI conversion process.

8. Quality Control Department

8.1. Responsible for organizing customer satisfaction surveys, consolidating and analyzing the results, implementing improvements and receiving feedback, responding to and organizing the analysis and handling of customer complaints and quality feedback;

8.2. Participate in contract review to confirm whether product quality meets customer requirements;

8.3. Responsible for participating in the formulation and oversight of the implementation of the company's customer service policies and guidelines.

9. Integrated Planning Department

9.1. Responsible for the control of inventory items, including identification, protection, and the management of the

storage environment;

9.2. Responsible for inspecting and controlling major environmental factors in the warehouse;

9.3. Responsible for the security management, network usage management, network monitoring, and network usage behavior management of the company's network; this includes data disaster recovery and backup related to information CIA attributes, internal network attack protection, access control, and physical and environmental security;

9.4. Responsible for the security management and routine daily operation and maintenance of the server room;

9.5. Material consumption quotas control the issuance of materials.

10. Common Responsibilities of All Departments

10.1. Responsible for the formulation and implement- ation of the department's target and indicator mana- gement plan;

10.2. Responsible for the daily mana- gement, training, and assessment of departmental employees, as well as social.

10.2 Guide employees in understanding the company's policies

and other matters related to social responsibility; enhance

their awareness and facilitate the dissemination of information;

10.3. Responsible for the collection and updating of laws and regulations relevant to the department's operations.

10.4. Responsible for the Collection and Control of Carbon Emission Data Within This Department.

Chapter 1: Child Labor and Minors in Employment

1. Purpose

To effectively prevent the company from employing child laborers or minors, to establish remedial measures for the unexpected employment of child laborers and minors, and to safeguard their rights and interests, this policy is hereby formulated.

2. Scope

Applicable to all departments ofthe company.

3. Duty

3.1. The Human Resources Department is responsible for the identification, control, and management of child labor and underage workers.

3.2. Each department shall be responsible for the daily management of minor workers within its jurisdiction.

4. Rules for the Implementation

4.1. Definition

4.1.1. Child labourer:

4.1.2. Refers to minors and children under the age of 16 who have entered into an employment relationship with an organization or individual and are engaged in paid labor or self-employed work.

4.1.3. Minors in employment: Persons who have reached the age of 16 but have not yet reached the age of 18 are considered minors.

4.2. Prevent

4.2.1. The company strictly complies with the requirements of the State Council's Regulations on the Prohibition of the Use of Child Labor and the Law of the People's Republic of China on the Protection of Minors; it does not recruit or employ child laborers.

4.2.2. When recruiting employees, if the Human Resources Department discovers that an applicant's identification documents indicate that the applicant is aged 16 (inclusive) to under 18 (exclusive), the applicant should be advised not to apply; however, if the applicant or their family genuinely belongs to a disadvantaged group and there is an urgent need for their skills, an interview and employment may be arranged.

4.2.3. When hiring employees, the Human Resources Department shall carefully verify the applicant's identity document and may proceed with onboarding procedures only after confirming that the document is authentic.

4.3. Child Labor Rescue

4.3.1. When any department discovers evidence of child labor during routine operations or through employee communications and interactions, the department supervisor shall immediately notify the Human Resources Department.

4.3.2. Upon discovering that child labor has been recruited, the Human Resources Department should not immediately dismiss the child laborers, as this may place them in an even more severe predicament. The following rescue measures should be implemented:

4.3.2.1. Report to the district-level labor authority.

4.3.2.2. Arrange a free health check-up.

4.3.2.3. If child laborers fall ill, the company provides free medical care until they have fully recovered.

4.3.2.4. Coordinate with the labor authorities to arrange for the individual to be returned to their original place of residence and handed over to their parents or guardians; meanwhile, mobilize the parents or guardians to arrange further training for the individual, enabling them to participate in social work only after reaching the legally prescribed age requirement.

4.3.2.5. When necessary, provide financial assistance or help them seek funding from social welfare organizations, thereby ensuring the daily needs of themselves and their family members are met.

4.3.2.6. Rather than terminating the employment relationship.

4.3.2.7. Analyze the causes of the wrongful recruitment of child laborers and implement preventive measures.

4.4. Management of Minors in the Workforce

4.4.1. Upon the employment of a minor worker, the Human Resources Department shall notify the employing department to provide appropriate consideration during the employment process. If any department discovers the presence of a minor worker who has not been notified by the Human Resources Department during routine operations or through employee communications, the department's supervisor shall immediately notify the Human Resources Department.

4.4.2. Upon discovering that a minor worker has been improperly recruited, the Human Resources Department shall consult the employee and the labor authorities at the employee's place of household registration to ascertain the employee's true identity, family background, economic circumstances, and other relevant information.

4.4.3. If the employee and their family members belong to non-privileged groups, the employee should be encouraged to resign; the employment relationship should be terminated, and the employee should be provided with appropriate support; they should then be encouraged to pursue further training and participate in social work only after reaching the legally prescribed age requirement.

4.4.4. If an employee or their family members belong to a disadvantaged group and dismissing the employee would cause them to face an even more severe hardship, the employee may continue to be assigned work, provided that the relevant requirements of the Law of the People's Republic of China on the Protection of Minors are not violated.

4.4.5. If a minor worker is employed, the following steps must be strictly implemented to protect the minor worker's interests:

4.4.5.1. Complete registration and filing with the labor administration department.

4.4.5.2. Employees shall be arranged for a medical examination before commencing work if they are minors, when they have completed one year of employment, and when they have reached the age of 18 and more than six months have elapsed since their previous medical examination.

4.4.5.3. Before assuming the position, employees must receive training on relevant job-specific knowledge, safety operating procedures, and other essential information; they may be assigned to their positions only after passing the required examination.

4.4.5.4. Minors employed as workers shall not be required to work overtime or work night shifts.

4.4.5.5. Minors employed as workers shall not be assigned heavy physical labor.

4.4.5.6. Minors employed as workers shall not be assigned to perform toxic, hazardous, or dangerous work activities, nor shall they be assigned to any work activities prohibited by laws and regulations.

5. Related/Supporting Documents

5.1. Regulations on the Prohibition of Child Labor

5.2. Law of the People's Republic of China on the Protection of Minors

6. Related Records

Not have

Chapter 2: Coercive or Compulsory Labor

1. Purpose

To strengthen social responsibility, policies have been formulated to prohibit forced labor practices; accordingly, this system has been established.

2. Scope

Applicable to all company employees; it is prohibited to exploit workers' interests or compel employees to work under the threat of punishment.

3. Duty

3.1. The Human Resources Department is responsible for daily management and oversight.

3.2. Staff members of all departments shall be responsible for the implementation of these Measures.

4. Rules for the Implementation

4.1. No form of forced labor shall be permitted, including but not limited to: guarantees (including debt bondage) or contractual labor; involuntary or exploitative prison labor; slavery or human trafficking; and the transport, harboring, recruitment, transfer, or reception of persons through threats, violence, coercion, kidnapping, or fraud involving labor or services.

4.2. All employees hired by the company must do so on a voluntary basis; any form of coercion is strictly prohibited, and the company shall not use deceptive means to lure workers to work for the company.

4.3. All personnel undergoing the procedures for entry as temporary laborers into the facility must strictly comply with the recruitment rules; no one may request an introduction fee from newly recruited employees. Furthermore, the company is strictly prohibited from charging any worker a deposit or security deposit, or from withholding their identity card or other legally required certification documents.

4.4. Employees may apply in advance for leave from the premises in accordance with the terms of their employment contract or the relevant provisions of labor law.

4.5. When an employee falls ill, they shall provide the relevant medical certification, and the company shall grant them sick leave.

4.6. During off-duty break time, employees may freely enter and exit the plant premises.

4.7. Management personnel must not abuse their authority to compel others to work; employees must be guaranteed sufficient rest time. Overtime work must be based on the principle of voluntariness; if production requirements genuinely necessitate it, working hours may be extended upon approval by the local labor authorities, provided that overtime does not exceed the legally prescribed limit.

4.8. Employees who voluntarily request overtime shall complete the <Overtime Application Form> on a departmental basis; overtime may be granted only upon approval. The <Overtime Application Form> shall be filed by the Human Resources Department for future reference.

4.9. In all production processes, management personnel must maintain a serious and appropriate attitude, provide employees with a detailed explanation of the above matters, and require them to carry out the production tasks; when employees are required to perform rework due to nonconforming products, management personnel must not use coercive measures to extend working hours for unpaid rework, nor engage in verbal or physical abuse or mistreatment.

4.10. Our company will never employ prison labor and will not consider prison factories as subcontractors.

5. Related/Supporting Documents

Human Resources Control Procedure Q-B-03

6. Related Records

Not have

Chapter 3: Health and Safety

1. Purpose

Develop occupational safety and health management plans to provide all employees with a safe and healthy working and living environment.

2. Scope

Applicable to all departments ofthe company.

3. Duty

3.1. The Human Resources Department is responsible for the control and management of all operational activities involving safety risks, health and hygiene, and compliance with established rules and regulations.

3.2. Each department is responsible for the daily management of all operational activities specified within its departmental safety risks, health and hygiene, and rules and regulations.

4. Rules for the Implementation

4.1. order

4.1.1. The company has consistently adhered to the work safety policy of "safety first, prevention foremost."

4.1.2. The Production Department's Work Safety Leading Group shall establish safety and health objectives and standards with the Company's Work Safety Management Committee, which shall be submitted to the General Manager for approval.

4.1.3. The Occupational Safety Committee shall oversee the implementation of "Health and Safety" measures by all departments, the routine maintenance of fire-fighting facilities, and fire safety inspections, and shall maintain records of these inspections.

4.1.4. step

4.1.4.1. Prevent accidental injuries arising during production and work; implement appropriate protective measures; minimize hazardous factors present in the work environment; and provide employees with a healthy and safe working environment.

4.1.4.2. The Administrative Management Department shall organize an annual emergency drill for all employees. The drill shall cover: fire evacuation, evacuation in the event of a hazardous material leak, operation of fire suppression facilities and equipment, emergency reporting, and emergency first aid; the relevant professional personnel shall serve as instructors.

4.1.4.3. Each year, appropriate safety training shall be provided to personnel performing special operations and working in hazardous positions, ensuring that they master safe and hygienic operating procedures. New employees shall also receive three-level safety training and safety training upon job transfer; the Administrative Management Department shall organize and maintain the relevant records.

4.1.4.4. Conduct a risk assessment at least once a year and implement corrective measures to prevent potential incidents involving employee safety or hygiene.

4.1.4.5. We provide employees with a safe and hygienic workplace equipped with lockers, clean restrooms, and year-round hot water; additionally, potable boiled water is available at any time.

4.1.4.6. Organizations shall assess all risks, other than those associated with the work activities of pregnant or breastfeeding mothers, in all of their workplaces, and ensure that appropriate measures are taken to eliminate or mitigate the risks to their health and safety.

4.1.4.7. The Human Resources Department should provide resources for mental health education and counseling at an appropriate time, with the aim of helping employees understand and cope with psychological stress in their work and personal lives, including regular mental health lectures, training courses, and face-to-face psychological counseling.

4.2. Objectives and Indicators

4.2.1. Prioritize safety and use prevention as the means.

4.2.2. Objectives and indicators should be aligned:

4.2.2.1. Safety and health policies.

4.2.2.2. Results of the identification of material risks.

4.2.2.3. Regulations and other requirements.

4.2.2.4. Technical selection, funding, operations, and management requirements.

4.2.2.5. The perspectives of stakeholders.

4.2.3. target

4.2.3.1. Comply with international and national labor laws and regulations, thereby reducing the risk of non-compliance and minimizing occupational safety and health losses.

4.2.3.2. Maintain the normal operation of the SA8000 program and ensure its continuous improvement.

4.2.3.3. Strengthen internal and external communication.

4.2.3.4. Strictly adhere to the code of conduct established by the manufacturer for relevant customers.

4.2.3.5. Strengthen control and communication with suppliers.

4.2.3.6. Promote the SA8000 system to enable its continuous and effective improvement.

4.2.4. Metric

4.2.4.1. Enhance all employees' awareness of safety and health management; the Safety Committee shall organize centralized training at least once a year, while each workshop shall conduct its own safety education on a monthly basis.

4.2.4.2. Provide training and assessment, annual reviews, and certification for personnel performing special operations, achieving a 100% rate of personnel holding valid certifications for their positions.

4.2.4.3. Provide job-specific training and disseminate operating procedures; achieve a 100% training coverage rate.

4.2.4.4. Conduct comprehensive emergency drills covering fire emergencies, earthquakes, floods, chemical leaks, and other scenarios. These drills shall be carried out at least once a year, with full participation (100%).

4.2.4.5. The Administrative Management Department is responsible for controlling pollution caused by various operations, improving the operating environment, and strengthening labor protection.

4.2.5. To achieve the established objectives and indicators, the social responsibility management representative shall develop a social responsibility management plan and ensure continuous improvement.

5. Related/Supporting Documents

5.1. Work Safety Management System Q-B-46

5.2. Comprehensive Emergency Response Plan for Work Safety

5.3. Emergency Preparedness and Response Control Procedure Q-B-28

6. Related Records

Chapter 4: Freedom of Association and the Right to Collective Bargaining

1. Purpose

Strengthen corporate social responsibility, respect employees' freedom, and safeguard their lawful rights and interests.

2. Scope

All employees of the company have the lawful right to freely join trade unions and participate in collective bargaining, as well as to engage in all related activities.

3. Rules for the Implementation

3.1. Employees' rights shall be respected; they may, in accordance with national law, freely form associations, join or refrain from joining a trade union, seek representation by a trade union or employee representatives, participate in trade union committees, and engage in collective bargaining.

3.2. A trade union is a mass organization of the working class formed voluntarily by employees. The All-China Federation of Trade Unions and its various trade union organizations represent the interests of employees and safeguard their lawful rights and interests in accordance with the law; regardless of ethnicity, race, gender, occupation, religious belief, or level of education, all employees have the right to participate in and organize trade unions in accordance with the law.

3.3. When collective bargaining is subject to legal restrictions, employees may communicate with management representatives or agents through employee representatives or in writing.

3.4. Employee representatives, or reports, suggestions, opinions, and other submissions submitted by employees, shall be responded to in writing or in person by the management representative or agent within 30 days, in accordance with the views of the company's top management, and shall be made public.

3.5. Employees who respect employee representatives and those who submit reports, suggestions, and written opinions shall never be subjected to retaliation or discrimination.

3.6. Ensure that employee representatives have access to workers in any working environment and enable them to communicate with one another regarding the terms of negotiations.

4. Related/Supporting Documents

Trade Union Law of the People's Republic of China

5. Related Records

Not have

Chapter 5: Discrimination

1. Purpose

Establish policies and procedures to ensure that all employees of our company are protected from discrimination by organizations at any level during the employment process, thereby strengthening our social responsibility.

2. Scope

All employees of the company shall be treated equally, without discrimination based on ethnicity, gender, age, position, religion, physical characteristics, nationality, or any other such factor.

3. Rules for the Implementation

3.1. Whether in recruitment activities or in the course of production work, administrative personnel in any department must treat all employees equally and must not engage in any gender-based discrimination or harassment.

3.2. Men and women shall receive equal pay for equal work. Any woman who meets the recruitment requirements due to production or work needs shall enjoy equal employment rights with men; when recruiting employees, except for occupations or positions that are deemed unsuitable for women as stipulated by national regulations, employers shall not refuse to hire women or impose higher recruitment standards for women on the basis of gender.

3.2.1. Strictly implement the Regulations on Labor Protection for Female Employees.

3.2.2. Where economic layoffs are required in accordance with production orders, the process shall be carried out in accordance with Article 27 of the Labor Law and the procedures set forth in the Ministry of Labor's "Provisions on the Economic Reduction of Personnel in Enterprises." The company shall provide employees with operational data, propose a layoff plan, solicit employees' opinions, seek the views of the labor authorities, and pay economic compensation to the personnel who are laid off.

3.3. Employees shall not be subjected to discrimination in employment, compensation, training opportunities, promotion, or otherwise on the basis of race, skin color, age, sex, sexual orientation, gender identity or expression, race, ethnicity or nationality, disability, pregnancy, religion, political affiliation, union membership, veteran status, the protection of genetic information, marital status, or any other similar characteristic.

3.4. When labor administrative authorities conduct supervision and inspection, our facility actively provides support, refrains from discrimination, and cooperates in completing the inspection and supervision work.

3.5. Employees shall not be subjected to harsh or inhumane treatment, including violence, gender-based violence, sexual harassment, sexual abuse, corporal punishment, psychological or physical coercion, bullying, bullying, public humiliation, or verbal abuse.

3.6. Employees may file a complaint, in writing or orally, with the company's management representative or agent regarding any discrimination they have suffered. The company's relevant responsible person will assign personnel to investigate the complaint, and within 30 days after the investigation, will provide the complainant with a written or oral response.

3.7. The Company shall in no way interfere with employees' adherence to the principles or requirements concerning race, social class, nationality, religion, disability, gender, gender orientation, trade union membership, or the right to equality, nor shall they be subjected to discrimination on these grounds.

3.8. Employees should be provided with appropriate housing that accommodates their religious practices and disabilities.

3.9. Employees or prospective employees shall not be subject to special medical examinations, including pregnancy or virginity examinations, or medical examinations that may be used in a discriminatory manner.

4. Related/Supporting Documents

4.1. Regulations on Labor Protection for Female Employees

4.2. Labor Law

4.3. Labor Contract Law

4.4. Regulations on the Economic Dismissal of Personnel in Enterprises

5. Related Records

Not have

Chapter 6: Disciplinary Measures

1. Purpose

Establish and maintain labor systems that meet social responsibilities and comply with the law, and protect workers' lawful rights and interests.

2. Scope

This concerns the unlawful disciplinary actions taken by various departments of the Company against employees during working hours or outside working hours.

3. Rules for the Implementation

3.1. It is strictly prohibited to use violence, threats, or any other means to restrict workers' personal freedom in order to compel them to work.

3.2. It is strictly prohibited to insult, physically punish, beat, or illegally search for or detain workers.

3.3. Employees shall be managed in accordance with the factory's rules that comply with legal requirements; for disciplinary violations, criticism and education shall be the primary measure, supplemented by financial penalties. If an intentional violation occurs that causes economic loss to the factory, the matter shall be referred to the relevant authorities for handling.

3.4. Management personnel at all levels must not subject any employee to physical punishment or public humiliation or verbal abuse because of minor errors in their work, thereby imposing psychological pressure on them; instead, training and education should be the primary approach.

3.5. Employees may file a written or oral complaint with the Company's General Manager regarding punitive measures (disciplinary actions) or the aforementioned conduct; after conducting an investigation, the General Manager will

30 Provide a response to the relevant employees within [number] days. If you disagree with the General Manager's handling of the matter, you may file a complaint with the labor authorities.

4. Related/Supporting Documents

《labor code》

5. Related Records

Not have

Chapter 7: Working Hours

1. Purpose

Comply with legal requirements, uphold social responsibility, and mitigate the impact of long working hours on employees' safety and health.

2. Scope

All employees currently on duty.

3. Rules for the Implementation

3.1. Working hours shall not exceed the maximum working hours prescribed by local law; employees shall have at least one day of rest every seven days.

3.2. Provide employees with reasonable and appropriate rest periods during normal working hours.

3.3. Employees record their working hours using fingerprint time-tracking, which clearly indicates whether their personal remuneration matches that recorded on their work card.

3.4. Where the nature of production makes it impossible to comply with the above provisions, with the consent of the employee, extended working hours shall generally not exceed 1 hour per day; where extended working hours are required for special reasons, provided that the employee's physical health is protected, the extended hours shall not exceed 3 hours per day, and the cumulative total per month shall not exceed

36 hour.

3.5. Employees have the right to refuse overtime; working overtime is a matter of their free choice.

3.6. Enjoy statutory special leave, such as annual leave, marriage and funeral leave, and maternity leave; all of the above types of leave are paid leave.

3.7. For other relevant regulations, please refer to the provisions concerning attendance management in the "Attendance and Leave Management System."

4. Related/Supporting Documents

4.1. Labor Law

4.2. Attendance and Leave Management Policy

5. Related Records

Not have

Chapter 8: Compensation

1. Purpose

Comply with the law, strengthen social responsibility, and establish a legally-based wage distribution system.

2. Scope

All employees currently on duty.

3. Rules for the Implementation

3.1. Under the Labor Law, wages are distributed according to the principle of distribution based on labor: equal pay for equal work, greater remuneration for greater work, and no remuneration for no work. The principle of distribution based on labor closely links the quantity and quality of labor provided by workers with the remuneration they receive, ensuring that workers' remuneration corresponds to their labor contribution.

3.2. Methods for calculating labor wages:

3.2.1. The monthly wage standard shall not be lower than the minimum wage standard for the current year announced by the Shenzhen Municipal Government; the requirements of national laws and regulations and all relevant policies shall be strictly implemented.

3.2.2. For normal overtime hours, wages shall be paid at no less than 150% of the standard rate.

3.2.3. When workers are required to work on rest days without being granted compensatory rest, they shall be paid remuneration equal to no less than 200% of their normal wage.

3.2.4. For statutory holidays, workers shall be paid wages at a rate of no less than 300% of their normal wage.

3.3. The company makes payments to the employees themselves on a monthly basis via bank card transfers.

3.4. The company requires that employees receive the full wages for the previous month on the 10th of each month; during each pay period, employees shall be provided with a timely and comprehensible payslip containing sufficient information to verify the accuracy of the wages paid.

3.5. The Company will never introduce any additional charges; for example, it will not withhold employees' wages on the grounds of disciplinary issues or during the probationary period. At the same time, the Company adheres to reasonable payment practices and will never evade its legal obligations to provide employees with the benefits they are entitled to.

3.6. For other relevant provisions, please refer to the provisions on compensation management set out in the Compensation and Benefits Management System.

4. Related/Supporting Documents

4.1. Labor Law

4.2. Compensation and Benefits Management System

5. Related Records

Not have

Chapter 9: Environmental Management

1. Purpose

To improve the utilization efficiency of energy resources, enhance economic and environmental benefits, protect ecological resources and the environment, ensure the environmentally sound, scientific, rational, and effective use of energy and resources, and achieve the company's sustainable development.

2. Scope

Applicable to all employees of Shenzhen Beacon Display Technology Co., Ltd. and its subsidiaries.

3. Rules for the Implementation

3.1. Material Management

3.1.1. All production lines must strictly adhere to the process specifications when organizing production, thereby reducing the scrap rate and improving the utilization rate of raw and auxiliary materials; quality must be ensured throughout production and management activities to avoid waste caused by nonconforming products and rework.

3.1.2. When developing new products, the R&D department should consider whether the raw materials are environmentally friendly, energy-efficient, and do not cause adverse or harmful impacts on the environment; during the design phase, the company should avoid using packaging that is difficult to disassemble or recycle or that generates waste streams, and should minimize the use of plastics—particularly EPS, polyvinyl chloride, and PU—wherever possible.

3.1.3. The Engineering Department shall establish reasonable material consumption quotas, and the Production Department shall control material requisitions based on those quotas.

3.1.4. The Integrated Planning Department shall, in accordance with the inbound and outbound inventory control procedures, implement control, issuance, and recording of material consumption quotas.

3.1.5. The Production Department shall, based on the material consumption quotas for each product, calculate the required quantities of various raw materials for production by product type; implement quota-based material requisition in production; and allocate materials rationally in accordance with the characteristics of each job and process.

3.1.6. The Production Department shall promptly submit recommendations to the company for the rational use of materials based on their actual utilization during the production process.

3.2. Water Management

3.2.1. Users should take good care of the water dispenser: when drawing water, operate the faucet switch manually; do not use any other objects to press the switch. If you notice that the water in the container of a container-type water dispenser has run out while drawing water, replace it promptly with a new container and ensure that the area around the dispenser remains clean and hygienic.

3.2.2. Drinking water may not be used for any purpose other than drinking.

3.2.3. The cleaning staff are responsible for conducting regular inspections of the drinking water supply status and the operating condition of drinking water equipment; if any abnormalities are detected, they shall notify the relevant personnel for handling.

3.2.4. All water outlets for water facilities must be controlled using water-saving faucets; pipe connections must be tightened and securely fastened to prevent dripping or leakage. If a pipe is found to be ruptured, immediately shut off the main water valve and notify the Engineering Department for repair.

3.2.5. All employees of the company are obligated to use water resources responsibly and conserve water; after washing their hands or cleaning personal care products, they should promptly turn off and close the faucet or valve securely.

3.2.6. The Administrative Management Department is responsible for conducting regular inspections of the tap water

supply system to prevent leaks, seepage, dripping, and other losses; each department is responsible for inspecting the condition of all water pipes, valves, faucets, and other fixtures in public areas within its jurisdiction, such as restrooms and changing rooms, and promptly reporting any damage for repair.

3.2.7. Place water-saving signs in prominent locations at water supply points to remind everyone to conserve water at all times.

3.3. Electricity Management

3.3.1. Industrial Power Consumption Management

3.3.1.1. High-power equipment should minimize and avoid frequent starts; the no-load operation of electrical equipment under reactive power conditions should also be minimized and avoided. Depending on the performance characteristics of each piece of equipment, the main motor should be shut down within 5 minutes after production has ceased.

3.3.1.2. For other low-power equipment and instruments, ensure that they are turned on only when needed and shut down when the operator leaves the equipment to prevent idling; unless there is a specific reason, the aging chamber must not have its door left open, in order to reduce energy consumption.

3.3.1.3. Where lighting intensity is permissible, all departments must strictly control the number of lights used for production lighting; they should operate the lighting switches based on lighting conditions and personnel presence, ensuring that lights are turned off when personnel leave and eliminating the practice of leaving lights on continuously.

3.3.1.4. Strengthen safe electricity use management: install leakage protection devices on all equipment; for energy-saving equipment, establish a regular inspection system to ensure fault-free operation and safe electricity use.

3.3.2. Management of electricity for office and residential use

3.3.2.1. Air-conditioning equipment: the maximum heating temperature shall not exceed 18 °C, and the minimum cooling temperature shall not fall below 26 °C; for specific requirements, please refer to the "Energy Conservation and Consumption Reduction Control Procedure." The production and inspection departments shall implement temperature control standards in accordance with the temperature requirements established during product production and inspection.

3.3.2.2. For electrical equipment in the office and living areas (excluding servers and equipment that must remain powered on for operational purposes), the power switches should be turned off when personnel leave; equipment should not be left in standby mode for extended periods, and must be shut down after being absent for more than half an hour (high-power equipment shall be turned off as appropriate), thereby reducing energy consumption.

3.3.2.3. Turn off electrical equipment such as the air conditioner 15 minutes before leaving work, unplug it, and disconnect the power supply.

3.3.2.4. Reduce elevator usage; in office buildings, when traveling within three floors or between just two floors, use the stairs whenever possible.

3.4. Travel Management

3.4.1. When traveling for official business, try to choose green transportation whenever possible, with public transportation being the preferred option.

3.4.2. Drivers should perform regular maintenance, cleaning, and inspections of the vehicle; adjust vehicle speed according to changes in road conditions to ensure smooth operation, prevent frictional damage to mechanical components, extend service life, and reduce fuel consumption; for example: regularly check tire pressure and ensure that tire pressure remains within the specified reference range before each trip; excessively low tire pressure can increase fuel consumption, whereas maintaining the required tire pressure can reduce it; use the air conditioning system judiciously: when driving at high speeds, open the windows and avoid lowering the temperature; control the air conditioning system appropriately to maintain a comfortable indoor temperature, as using the air conditioner can increase fuel consumption; when the vehicle's speed exceeds 85 km/h, opening the windows for cooling creates significant drag, and the resulting wind resistance can exceed the fuel consumption associated with using the air conditioning.

3.4.3. Develop good driving habits: when maintaining proper driving posture, keeping the vehicle traveling at a constant speed, avoiding speeding, refraining from driving when unnecessary, changing lanes infrequently, avoiding unnecessary sudden braking, enduring prolonged traffic jams, and waiting at red lights, drivers should turn off the engine to conserve fuel while reducing the harm caused by vehicle exhaust to human health and mitigating air pollution.

3.4.4. Adhere to the principles of scientific and rational vehicle dispatching, prioritizing emergency vehicles for long-distance or intra-city use over routine services; under normal circumstances, the requesting department shall submit an

application one day in advance, after which the fleet will make unified arrangements based on the number of trips, locations, personnel, and other factors, ensuring rational resource allocation, reducing the number of trips, and lowering fuel and electricity consumption.

3.5. Office Consumables Management

3.5.1. Replace disposable writing pens with gel pens that have replaceable refills.

3.5.2. Use paper clips and staples more frequently, and use fewer solvent-based products containing benzene, such as adhesives and correction fluid.

3.5.3. Departments should conduct a preliminary review and verification of the content of printed documents to reduce instances of duplicate printing and, consequently, minimize paper consumption.

3.5.4. For draft documents, whenever possible, use a draft layout, reduce the line spacing, and print in a smaller font to save paper, ink, and electricity; avoid color printing unless absolutely necessary.

3.5.5. For photocopies consisting of two or more pages (including two pages), double-sided printing should be used unless otherwise specified; for routine internal company documents, recycled paper should be used whenever possible, while external documents may be printed on a single side as required.

3.5.6. All departments should make maximum use of information systems for information transmission, such as email, to reduce paper consumption.

3.5.7. When drafting documents or other materials, use waste paper whenever possible.

3.5.8. All paper that has no utility value shall be recycled; the disposal of waste paper shall be carried out in accordance with the Waste Control Procedure.

3.6. Statistics and Oversight

3.6.1. Organize the collection of the company's energy consumption data for the previous year during the first quarter of each year.

3.6.2. Once the statistical data have been compiled, the Greenhouse Gas Management Committee will oversee the statistics and management of energy resources, evaluate and inspect their implementation, and ensure the effective operation of energy resource management.

3.7. Other Requirements

3.7.1. Hazardous substances and solid waste: Chemicals, waste, and other materials that pose a hazard to human health or the environment must be identified, labeled, and managed to ensure their safe handling, transport, storage, use, recycling or reuse, and disposal. Hazardous waste data shall be tracked and recorded on a monthly basis.

3.7.2. Air emissions: Effective management of ozone-depleting substances shall be implemented in accordance with the Montreal Protocol and applicable regulations; qualified third-party entities shall be invited annually to conduct routine monitoring of air emissions (this requirement shall be automatically triggered if industrial waste gases are generated).

3.7.3. Material Restrictions: All applicable laws, regulations, and customer requirements concerning the prohibition and restriction of specific substances in products and manufacturing must be strictly observed, including labeling requirements for recycling and disposal.

3.7.4. Greenhouse gas emissions: Establish scientific targets for reducing greenhouse gas emissions. In accordance with the Paris Agreement and upon approval by the Science-Based Targets initiative (SBTi), establish company-wide greenhouse gas emission reduction targets. The specific targets for GHG emissions are: using 2023 as the baseline year, the carbon reduction targets for 2032 are 50.4% for Scope 1&2 and 58. 14% for Scope 3. These targets are consistent with the latest climate science, which considers them sufficient to meet the objectives of the Paris Agreement—limiting global warming to well below 2 °C above pre-industrial levels—and striving to limit warming to 1.5 °C.

4. Related/Supporting Documents

4.1. "Energy Conservation Law of the People's Republic of China"

4.2. Environmental Protection Law of the People's Republic of China

4.3. Regulations on Water Conservation (State Order No.776)

4.4. Implementation Measures for Electricity Conservation Management in Guangdong Province

4.5. Shenzhen Water Conservation Regulations

4.6. Waste Control Procedure Q-B-43

4.7. "Air Conditioning Operation and Management Regulations" Q-C- 111

5. Related Records

Not have

Chapter 10: Business Ethics

1. Purpose

To standardize corporate business activities and employee conduct, the company has established this Code of Business Ethics.

2. Scope of Application

Applicable to all employees of Shenzhen Beacon Display Technology Co., Ltd. and its subsidiaries.

3. Duty

3.1. The Administrative Management Department is responsible for daily operations and oversight.

3.2. Staff members of all departments shall be responsible for the implementation of these Measures.

4. Rules for the Implementation

4.1. Comply with the applicable laws, regulations, and systems

4.1.1. The Company conducts its production and business activities based on the fundamental principles of "complying with all laws and regulations in force at all levels in the locations where business cooperation takes place, as well as adhering to sound corporate ethical standards" and "conducting competition fairly, impartially, and in an orderly manner."

4.1.2. Employees shall comply with the applicable laws, regulations, and policies. The content of these laws, regulations, and policies includes, but is not limited to: labor and employment; bribery; intellectual property; registered trademarks; trade secrets; privacy; private agreements; the granting or receipt of benefits; employment harassment; occupational health and safety; and the misappropriation of company property.

4.1.3. Employees may log in to the company's document server to learn about and study the applicable laws, regulations, and policies. If they discover any violation of the relevant laws, regulations, or policies, they should promptly rectify the issue or report it to the company's Enterprise Management Department.

4.2. Anti-Unfair Competition

4.2.1. Employees shall not set unfair or unreasonable transaction terms, nor shall they engage in forced transactions. They shall not, in pursuit of commercial interests, obtain procurement information or transaction opportunities through the transfer of benefits, collusion with relevant parties, unauthorized access to procurement information, or other non-compliant practices involving collusion with other suppliers, covering up bids, suppressing bids, rotating bids, or excluding other suppliers.

4.2.2. Do not engage in any other form of cartel conduct by competitors, such as market or customer segmentation or allocation, or price manipulation.

4.2.3. Employees shall not use money, property, or any other means to offer bribes in order to sell products or obtain other benefits. If items or discounts are to be provided to another party, they must be granted explicitly, accompanied by relevant supporting documentation, and the finance department must be notified so that the transaction can be accurately recorded in the accounts.

4.2.4. Employees should avoid any circumstances in which a conflict may arise between their personal interests and those of the company. They are prohibited from causing adverse effects on the company's business operations, goodwill, intellectual property, or other areas in the pursuit of personal interests.

4.3. Business Relationship Management

4.3.1. When managing relationships with suppliers, employees should uphold the highest standards of integrity and impartiality and should not attempt to exert influence in order to obtain "special treatment" from any particular supplier. Employees must not accept or seek personal benefits from suppliers or prospective suppliers, so as to avoid compromising the impartiality of the overall assessment of suppliers. Employees should also maintain confidentiality regarding quotations or product information submitted by suppliers or prospective suppliers to the company. Suppliers are required not to

Providing or accepting any form of improper benefit to or from any third party, whether private or public, with the purpose of obtaining or maintaining business or any form of preferential treatment.

4.3.2. Employees and their family members shall not accept kickbacks, nor shall they privately or secretly accept commissions or any other form of private benefit. Employees and their family members shall not accept gifts, services, travel, or hospitality that may influence or could potentially influence their judgment or conduct in the performance of their duties; any and all forms of bribery, corruption, extortion, and embezzlement are strictly prohibited.

4.3.3. Gifts that employees accept and retain without prior notification may be limited to non-commercial souvenirs, such as diaries, calendars, greeting cards, and similar items. The following gifts should be politely declined:

4.3.3.1. This results in direct or indirect promotional effects that are unnecessary and unwarranted for the company.

4.3.3.2. Gifts that exert influence on the company or may have an adverse impact on the company.

4.3.3.3. Accepting this gift will subject the recipient to any form of obligation.

4.3.4. Employees shall not intentionally make false statements to customers or prospective customers regarding the company's or competitors' products or services; all comparisons with competitors must be accurate, based on publicly available information, and must not be misleading.

4.3.5. Employees shall not enter into private agreements with customers outside the scope of their written contracts.

4.3.6. Employees shall not directly or indirectly provide cash or other forms of bribery to customers in order to gain or retain them.

4.3.7. When receiving clients, employees should adhere to the designated reception standards based on the client's rank and must not provide extravagant treatment.

4.3.8. Gifts provided by the representative company to the other party and hospitality extended to that party must be recorded in the accounts truthfully.

4.3.9. Participation in, endorsement of, or tolerance of any form of bribery or corruption, whether direct or indirect, is prohibited. Suppliers shall not provide or accept any form of improper benefit from any third party, whether private or public, with the purpose of obtaining or maintaining business or any form of preferential treatment.

4.4. Confidentiality and Protection of Company Information and Assets

4.4.1. Without the company's permission, employees shall not disclose or provide the company's confidential information—including information concerning suppliers, customers, consumers, and employees—to any third party, in order to ensure that the company's interests are not harmed.

4.4.2. Employees have an obligation to protect company property under their custody from loss, damage, or improper use. Such property includes, but is not limited to, information, technical documentation, software, information system resources, buildings, equipment, documents, cash, and other assets owned by the company.

4.4.3. Employees shall use company property solely for the purposes of the company's business and may not extend its use to private purposes. Any employee who is about to leave the company must return all company property, including documents or storage media containing company information, and may not retain any backups.

4.4.4. All employees of the Company shall respect intellectual property rights during their employment. Any inventions, creative works, software, technologies, trade secrets, or other forms of intellectual property created using the Company's resources (including information concerning customers, suppliers, and other relevant parties) shall remain the property of the Company; the employees further commit to making every effort to cooperate with the Company so that the Company may obtain full ownership rights thereto.

4.4.5. Protect the company's operations and facilities from harm caused by criminal or terrorist individuals and organizations.

4.4.6. Trade Controls and Customs Affairs: Without the company's explicit written consent, customer technical information may not be transferred to any third party; furthermore, the company shall comply with all applicable laws and regulations concerning trade controls relating to imports and exports, re-exportation, or the transfer of goods, services, software, technology, or technical data, including

This includes restrictions on the acquisition or use by unauthorized individuals or entities.

4.4.7. For details regarding the scope of confidentiality and the requirements for confidentiality measures, please refer to the relevant provisions in the company's policy, the "Confidentiality and Information Security Management System."

4.5. Animal Welfare Protection

4.5.1. All employees should treat animals with respect and take measures to minimize adverse effects on the welfare of livestock and working animals, thereby reducing pain and stress as much as possible. Animal testing should be prevented, minimized, and eliminated wherever feasible (our company currently does not conduct animal testing); national and international animal welfare laws and regulations must be strictly observed.

4.6. Reporting of Violations and Anti-Retaliation

4.6.1. If employees or external partners discover any conduct that violates the requirements set forth above, they may report it to the Company's Administrative Management Department or senior management. Reports may be submitted anonymously via telephone, email, DingTalk, mail, or other means; the Company will maintain confidentiality regarding the whistleblower and the content of the report (except where such disclosure is expressly prohibited by law).

4.6.2. Retaliation against employees who make honest reports is strictly prohibited. However, the company reserves the right to take disciplinary action against employees who make malicious reports, harassing reports, or make intentional false allegations.

4.7. Non-compliance Handling

4.7.1. If an employee violates any provision of these Management Measures, the employee shall be subject to disciplinary action in accordance with the relevant provisions of the Company's Employee Discipline Management System.

4.7.2. If an employee, in violation of these Management Measures, also breaches national laws and regulations, the employee shall simultaneously bear the corresponding legal liability.

5. Related/Supporting Documents

5.1. Regulations of the Communist Party of China on Disciplinary Actions

5.2. The United Nations Convention against Corruption

5.3. The Law of the People's Republic of China on the Prevention of Organized Crime

5.4. Confidentiality and Information Security Management System

6. Related Records

Not have

Chapter 11: Risk Identification and Assessment

1. Purpose

To ensure that various risks arising during the implementation of the SA8000 standard are addressed.

2. Scope

Applicable to all company departments.

3. Rules for the Implementation

3. l. The company shall establish the "Risk Management Control Procedures" to identify actual or potential nonconformities with the SA8000 standard, assess them, and determine priority improvement items. It shall also recommend improvement action plans to top management to address these risks; the priority of actions to address these risks shall be determined based on their severity or the extent to which delay would render them impossible to resolve.

3.2. Risk assessment activities should be data-driven, and risk assessments should be conducted through meaningful communication with relevant stakeholders.

4. Related/Supporting Documents

Risk Management Control Procedure Q-B-06

5. form management

Not have

6. Related Records

Not have

Chapter 12: Supervision

1. Purpose

Evaluate the effectiveness of the social responsibility management system within the company.

2. Scope

All elements of the social responsibility management system.

3. Rules for the Implementation

3.1. Internal auditors are the primary members of internal audits.

3.2. The primary auditor is responsible for developing and implementing the internal audit plan for the Social Responsibility Management System.

3.3. Internal reviews shall be conducted at least once a year.

3.4. Lead reviewers and internal reviewers must receive training on the internal social responsibility management system review process.

3.5. Internal audits are conducted in accordance with the requirements of the SA8000 standard.

3.6. The scope of internal review includes re-evaluating compliance with current regulations and other requirements.

4. Related/Supporting Documents

Internal Audit Control Procedure Q-B-13

5. form management

Record Name	Complete	Examine and verify	Approval	Preserving entity	Storage life
<Internal Audit Plan>	Review Team Lead	System Manager	Management representa - tive	Content Control Ce- nter	Three years
<Internal Audit Checklist>	Assessor	—	—	Content Control Ce- nter	Three years
<Internal Audit Summary Report>	Review Team Lead	System Manager	Management representa - tive	Content Control Ce- nter	Three years

6. Related Records

Not have

Chapter 13: Internal Involvement and Communication

1. Purpose

Facilitate internal and external information exchange regarding the company's relevant SA8000 social responsibility standards.

2. Scope

All social responsibility and management systems.

3. Rules for the implementation

3.1. The company representative, agent, or Human Resources and Administration Department shall be responsible for handling internal and external communications and responding to relevant external information.

3.2. All information obtained through communication should be communicated to all employees by posting notices or through other appropriate means.

3.3. All external communication documents shall be properly retained.

3.4. Channels and methods for regular external communication:

3.4.1. Enterprises should maintain irregular communication with government safety and labor administration departments as well as the competent enterprise authorities, using methods such as invitation-based reviews and monitoring or symposiums for communication.

3.4.2. Inform the government's safety and labor authorities, the competent corporate authorities, and suppliers that the Company has implemented SA8000; communicate via letter (after certification) requesting that the aforementio- ned authorities provide the Company with the relevant latest legal and regulatory documents and other requirements or information.

3.4.3. Undergo review by customers and government agencies/departments, and document recommendations and feedback regarding SA8000.

3.4.4. Require suppliers to sign a commitment letter and return it for filing; assess their performance and record the results.

3.4.5. Participate in SA8000-related training, including training provided by labor authorities and fire services.

3.4.6. External communications shall be handled by the company's management representative or the Administrative Management Department, which shall respond to the requirements of external stakeholders.

3.4.7. All information obtained through communication shall be communicated to or implemented for all employees by posting notices or through other means.

3.4.8. All relevant communications have been documented and archived.

4. Related/Supporting Documents

Information Exchange Control Procedure Q-B- 19

5. form management

Not have

6. Related Records

Not have

Chapter 14: Complaint Management and Resolution

1. Purpose

Confirm the system in order to address nonconformities, standardize the implementation of improvement requirements, and ensure the effectiveness of improvement measures.

2. Scope

Actions taken to implement corrective measures in response to potential causes of major or minor incidents, other improper procedures, and concerns.

3. Rules for the Implementation

3.1. The handling and implementation of corrective actions are typically planned with reference to the following aspects:

3.1.1. Employee complaints and suggestions.

3.1.2. Customer complaints regarding SA8000.

3.1.3. Detected through supervisory inspection.

3.1.4. Discovered during the inspection process.

3.1.5. Identified through the implementation of the SA8000 standard and worker complaints.

3.2. Any employee may submit suggestions by placing them in the suggestion box or sending them to the email address: comp liancechina.cn@beacon-disp lay.cn; the company representative will provide a response in either oral or written form within one month. No employee will be subject to disciplinary action or discrimination by the company for submitting suggestions.

3.3. The company's management representative will appoint a staff representative to investigate and verify the cause, confirm appropriate corrective and preventive actions, and implement corrective measures.

3.4. Once the improvement plan has been approved by the company and the General Manager, the company's management representative will appoint an employee representative to oversee and verify whether the measure is being implemented and effectively carried out; the employee representative will complete a certification report and submit it to the company representative and the General Manager for review.

4. Related/Supporting Documents

Not have

5. form management

Not have

6. Related Records

Not have

Chapter l5: External Verification and Stakeholder Engagement

1. Purpose

Provide information to stakeholders.

2. Scope

All external and internal channels for providing and obtaining information regarding SA8000.

3. Rules for the Implementation

3. l. If the agreement requires the provision of information to external parties, the General Manager or their authorized representative shall provide such parties with appropriate information through other channels, without disclosing the company's trade secrets.

3.2. Should further requirements arise, the Company will require suppliers and subcontractors to provide reasonable information to the Company's relevant external stakeholders.

3.3. The Company reserves the right to retain trade secrets and to refuse to respond to requests for information unrelated to the contract.

3.4. The SA8000 system documents are made available to internal employees and may be consulted or referenced at any time.

4. Related/Supporting Documents

Not have

5. form management

Not have

6. Related Records

Not have

Chapter 16: Corrective and Preventive Actions

1. Purpose

Ensure that appropriate measures are taken promptly to eliminate the causes of potential nonconformities and nonconformities, prevent the occurrence or recurrence of nonconformities, and ensure the proper functioning of social responsibility management.

2. Scope

Applicable to the development, implementation, and verification of corrective and preventive measures for all processes and activities within the scope of social responsibility management.

3. Rules for the Implementation

3.1. Organizations shall develop policies and procedures for the timely implementation of corrective and preventive actions, and shall also provide adequate resources for such actions. The administrative management department shall ensure that these actions are implemented effectively.

3.2. The Administrative Management Department shall maintain records, including records of major incidents; these records shall at a minimum specify the nonconformities identified with respect to the SA8000 standard, their root causes, the corrective and preventive actions taken, and the effectiveness of those actions.

4. Related/Supporting Documents

Control Procedure for Corrective and Preventive Actions Q-B-20

5. Form Management

Record Name	Complete	Examine and verify	Approval	Preserving entity	Storage life
<Corrective and Preventive Action Requ-irements>	Founder-member	Department mana- ger	—	Content Control Center	Three years
<Corrective and Preventive Actions Checklist>	Quality Control Department	—	—	Content Control Center	Three years

6. Related Records

Not have

Chapter 17: Training and Capacity Building

1. Purpose

Standardize and promote the continuous and systematic implementation of the company's training programs; through the accumulation, dissemination, application, and innovation of knowledge, experience, and capabilities, enhance employees' professional skills and professional competencies, enabling them to meet the needs of the company's business development.

2. Scope

Applicable to all company employees.

3. Rules for the Implementation

3.1. The organization shall develop a training program for all employees based on the results of the risk assessment, in order to ensure effective implementation of the SA8000 standard.

3.2. Organizations should regularly assess the effectiveness of training and record its nature and frequency.

4. Related/Supporting Documents

Human Resources Control Procedure Q-B-03

5. Form Management

Not have

6. Related Records

Not have

Chapter 18: Control of Suppliers

1. Purpose

Assess the supplier's performance and commitment to social responsibility, and determine whether the supplier complies with the requirements of SA8000.

2. Scope

All suppliers providing production assistance to the Company.

3. Rules for the Implementation

3.1. New Supplier

3.1.1. New suppliers should be assessed for compliance with the requirements of the SA8000 standard.

3.1.2. The assessment shall be conducted through questionnaires or on-site reviews, and the relevant record forms shall be completed in accordance with the Procurement Control Procedures.

3.2. Existing Suppliers

3.2.1. Key suppliers shall undergo a social responsibility review at least once a year.

3.2.2. Records of conduct code reviews are archived and available for inspection.

3.2.3. Key suppliers will be encouraged to obtain the SA8000 certification.

3.2.4. Specialized suppliers must provide proof of their business qualifications.

3.2.5. Suppliers of hazardous chemicals must provide proof of their operating qualifications.

3.2.6. All products related to safety and health must have a product certificate of conformity before they can be procured and used.

3.3. The supplier must sign a letter of consent indicating their willingness to comply with our code of conduct.

4. Related/Supporting Documents

Procurement Control Procedure Q-B-08

5. Form Management

not have

6. Related Records

not have

Attachment 1:

Letter of Appointment

In order to establish, implement, and maintain the company's social responsibility management system, ensure that the company's operations comply with national labor laws and the SA8000 international standard, and continuously improve the company's social responsibility performance, after research and decision,Tang Wen is hereby appointed as the Social Responsibility Management Representative of Shenzhen Beacon Display Technology Co., Ltd. (including branches). Their responsibilities and authorities are as follows:

1.Ensure that the company establishes, implements, and maintains a social responsibility management system in accordance with the requirements of the SA8000 standard.
2.Report on the performance of the social responsibility management system to the General Manager, to serve as a basis for review and improvement of the social responsibility management system.
3.Be responsible for liaison with external parties on matters related to the social responsibility management system.
4.Ensure the promotion of awareness of social responsibility protection throughout the organization.
5.Promote the implementation of the company's social responsibility policy.

General Manager:(Li Bixiang) Li Bixiang

Date: 2026.6.1

Attachment 2:

Social Responsibility Management Policy

Meticulously practice green and low-carbon, build a sustainable medical ecology
Therefore, the Company commits to:

1.The enterprise shall support and respect individual human rights within its sphere of influence, and effectively guarantee employees' rights to freedom of association and collective bargaining.
2.Eliminate child labor and forced labor in any form, and prohibit harassment and discrimination of any kind.
3.Proactively assume responsibility for environmental protection and occupational health and safety, and eliminate the occurrence of work-related injuries and accidents.
4.Promote fair competition, and oppose any form of corruption such as extortion and bribery.
5.Actively build green supply chains, green design, green manufacturing, etc., innovate environmental management, and move towards a green future.
6.The company uses the PDCA (Plan-Do-Check-Act) cycle method to continuously improve overall performance in social responsibility management, enabling the company to win the market and achieve development amidst competition.
Social Responsibility Objectives and Targets

NO.	Objectives	Targets
1	Employee satisfaction	≥ 75 points
2	Incidents of child labor and forced labor	0 persons
3	Work-related injuries and accidents: 1. Number of minor injury accidents not reaching the disability level; 2. Number of work-related injury accidents at disability level 10 or above (including level 10)	0 person
4	Hidden danger rectification rate	100%
5	Number of fire accidents	0 times
6	Environmental monitoring compliance rate	100%
7	Waste disposal rate	100%
8	Sustainable development	GHG emissions: Taking 2023 as the baseline year, the carbon reduction targets by 2032 are: Scope 1 & 2: 50.4%, Scope 3: 58.14%.

General Manager: (Li Bixiang) Li bixiang

Date: 2026.6.1