

2023

About This Report

Reporting Period

This report covers the period from January 1 to December 31, 2023. Part of the content is beyond the above time range.

Reporting Cycle

BOE has published the annual Sustainability Report since 2010. The last report was published in April 2023.

Reporting Scope

This report, covering regions where BOE operates, presents the sustainable development philosophy, strategy and practices of BOE and its subsidiaries as well as their business operations during the reporting period.

Reporting Data

This report provides data gathered as of December 31, 2023.

Preparation Basis

This report is prepared in accordance with the core option of GRI Sustainability Reporting Standards (GRI Standards) issued by the Global Sustainability Standards Board (GSSB), the Guideline No.1 for Self-Regulation of Listed Companies- Standardized Operation of Companies Listed on the Main Board, the Code of Corporate Governance for Listed Companies, Guidance on Social Responsibility of Information and Communication Technology Industry (SJ/T 16000-2016), the Evaluation Index System on Social Responsibility Governance Level of Information and Communication Technology Industry (T/CESA 16003-2021), and the 2030 Agenda for Sustainable Development issued by United Nations. By systematically integrating the requirements of key guidelines and standards, this report responds to stakeholders' expectations and requirements, highlighting industrial features and corporate characteristics.

Designations

BOE Technology Group Co., Ltd. is also referred to as "BOE" "the Company" "the Group" or "we" in this report.

Report Availability

This report is available in printed and electronic versions. The electronic version can be accessed online or downloaded from the official website of BOE, www.boe.com. You are welcome to call or email us if you have any questions or advice about the report.

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* Starting from 2024, the CSR Promotion Department will be renamed as the Sustainable Development Department

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Message from the Chairman

Advancing with a Commitment to Sustainability and Long-term Doctrine

2023 was extraordinary for BOE, graced with a suite of prestigious honors such as "FORTUNE China's Most Admired Companies", "CES 2022-2023 Global Top Brands", and "BrandZ Top 100 Most Valuable Chinese Brands". These accolades highlight BOE's journey from high-quality brand building to market expansion and then today's burgeoning influence in the IoT ecosystem, affirming our leadership in global semiconductor display technology and IoT innovation.

Over three decades, BOE has navigated through the stages of transformation and entrepreneurship, the stage of overcoming screen limitations, and the stage of integration of "Screen of Things" for a higher level of innovation. At BOE, we always ponder: How can we create more social benefits while delivering commercial value? How do we navigate business cycles responsibly to fulfill our mission of "Change Life with Heart"?

These reflections converge on a clear answer: Long-term doctrine. Centered on sustainability, BOE's mission and duty channels towards commercial and social benefits to create more enduring and meaningful societal value.

In today's complex global economy, where uncertainty outweighs certainty, changes remain the only constant. If sporadic shifts in the global economy are the path to break the deadlock, for BOE, weathered by a three-decade journey, embracing a robust long-term doctrine is undoubtedly a confident stride towards the future. It is to shape a sustainable competitive edge, foster a distinguished corporate image, and build deep ecological collaborations, laying a solid foundation for our growth. In times of change, BOE firmly believes that long-term doctrine becomes even more critical for creating commercial value and, especially, pursuing sustainability. BOE's 30-year journey, from deliberation to foresight and from venturing to dedication, has seen us embed sustainability and social responsibility into our strategy, operations, and innovation, providing users and the society with considerable ecological, economic, and social benefits in harmony and unity.

Echoing our vision of BOE, "Best On Earth", we have been driving industrial growth around the relationships between human beings, human and society, as well as human and nature. This is a matter of our business, employees, and industrial partners, but also touches the lives of countless users.

Both our vision and long-term doctrine align with the sustainability principles defined by the World Commission on Environment and Development: Advocating for a shift from immediate, localized interests to long-term, holistic interests, and from being driven by material resources to being driven by immaterial or informational resources (technology and knowledge).

Last year, amid severe challenges to the global economy, calls for enhanced corporate social responsibility echoed louder, urging businesses to proactively address climate change, health crises, humanitarian care, and similar global issues. These voices, like the tests of time, reflect higher societal expectations for corporate sustainability. Based on our last year's achievements and accumulated milestones over the past three decades, I wish to discuss BOE's elevated role in sustainability.

Harnessing Innovation to Meet Green Challenges

BOE has long championed the principle of driving symbiotic growth with green technology, embedding green development throughout our product lifecycle to bolster industrial sustainability. BOE's Fuzhou Gen 8.5 TFT-LCD production line, recognized as a "Lighthouse Factory", an AI-powered energy management system sets a green energy-saving benchmark with considerable innovation value for the industry. By transforming manufacturing innovation, this production line reflects BOE's unique long-term doctrine. Behind it is our unwavering respect for technology and dedication to innovation, with around 7% of operating income reinvested into R&D.

Devoted to the display + IoT with the "Screen of Things" strategy, BOE ranked the 15th on the list of IFI 2023 US Granted Patents. As of 2023, BOE had independently filed more than 90,000 patent applications, including over 30,000 for flexible OLED. Out of this year's new patent applications, over 90% were patents for inventions and above 33% were filed overseas. BOE has presided over and participated in the formulation and revision of 103 and 270 domestic and international technical standards, respectively.

In tandem with innovative development, BOE has achieved great success in scenarios such as green manufacturing and smart production. To date, four of BOE's plants have joined the Science Based Targets Initiative (SBTi), including Chongqing BOE Optoelectronics Technology Co., Ltd., the first semiconductor display manufacturer in Chinese mainland who joined SBTi. In 2023, Chongqing BOE Smart Electronics System Co., Ltd. was honored as a national "Green Plant", marking all our 16 plants with this status. This milestone highlights BOE's dedication to industrial sustainability through technological innovation. By steering the manufacturing sector towards high-end, intelligent, and green development, BOE contributes significantly to the high-quality growth of the real economy in China and beyond.

Achieving Win-win Development in Harmony with Nature

In the confluence of industry streams, only through win-win partnerships can we create greater ecological value. True to the adage, unity fosters success. As a pioneer in the "Screen of Things", BOE is keenly aware of the power of accumulation, persistently driving display technology, IoT application, and digital innovation to be deeply integrated.

Although the integration journey is challenging, BOE has shown robust and resilient partnership momentum. Leveraging screens for more functions, forms, and scenarios, BOE keeps pushing the boundaries of innovation with partners. Based on a "1+4+N+Eco-chain" business structure, BOE has deepened the fusion of core technologies such as display, sensing, AI, and IoT across the board, marking a notable leap in ecological cooperation value. Currently, BOE has over 5,000 partners. Through collaborative innovation, BOE has launched several benchmark projects in sub-division scenarios including industrial parks, finance, and education, expediting the industry's intelligent upgrade.

To further unleash the immense potential of the "Screen of Things" ecosystem, BOE commits to an open collaboration and synergistic integration, expediting technological advancements in display, sensing, AI, and big data to broaden the global reach of its proprietary technology system. Accordingly, we plan to create over 100 IoT subdivision scenarios with our partners, targeting an industry scale beyond one trillion yuan.

Notably, in 2023, BOE announced to establish three technology cradle in semiconductor displays, IoT innovation, and sensory devices. While bolstering our core technology strength in the display field, this initiative aims for a new horizon in "Screen of Things" with our partners.

Delivering Strength of Charity to the Society

Public welfare and social care are integral to corporate growth. In 2023, BOE assumed its social responsibility and exhibited the power of care through charity activities. As we celebrated the 30th anniversary, our Digital Classrooms in the "Illuminating the Growth Path" welfare project surpassed the 100-benchmark, setting a new milestone in empowering educational charity through innovative technology. Since its launch in 2014, the project has provided smart education solutions that integrate hardware and software as well as teacher empowerment program for over 60,000 teachers and students in seven provinces and municipalities, helping bridge the urban-rural education gap.

Moreover, in the health sector, BOE delivers health services to schools, families, and society through the Visionary Action Plan with focus on three public welfare projects including "Illuminating the Growth Path", "Art for Eye Protection", and "Vision Health Science Museum". Concurrently, BOE is committed to nurturing an inclusive and diverse workplace, attracting and gathering exceptional talents and ensuring their healthy development.

Embarking on a New Journey

In 2024, BOE will stay deeply rooted in the fertile ground of innovation and commercial vitality, persistently assuming social responsibility to embrace an integrated future with green technology. Firm in our belief, through the "Green+, Innovation+, Community+" sustainability principles, BOE is poised to herald a new epoch of shared prosperity with the society and industry amid collaborations with all stakeholders.

Chairman of BOE Technology Group Co.,Ltd



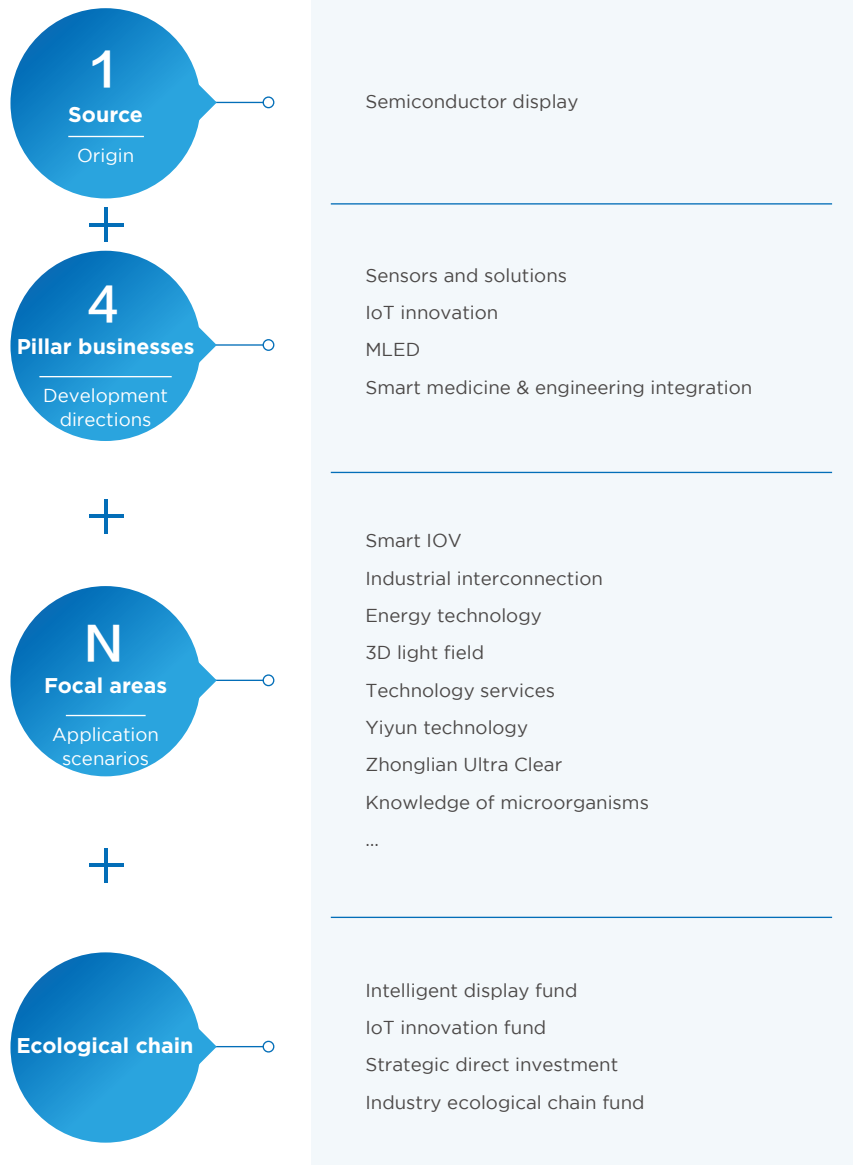


About BOE

BOE Technology Group Co., Ltd., founded in April 1993, is a leading IoT innovator providing intelligent interface products and professional services for information interaction and human health. We have formed a "1+4+N ecological chain" business structure of integrated development, with semiconductor display as the core and supported by IoT innovation, sensors and solutions, MLED, and smart medicine & engineering integration.

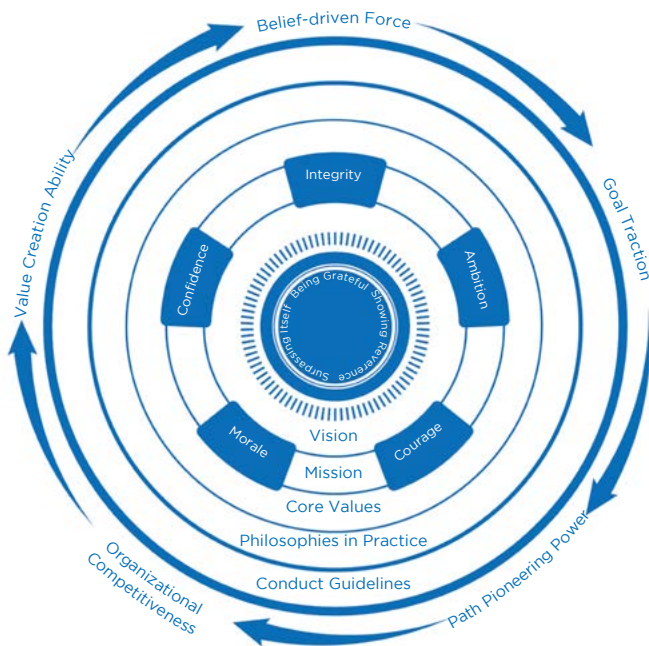


"1+4+N Ecological Chain"
Development Framework



As we break new ground in "1+4+N+Eco-chain", our dedication to "technology + brand" in parallel remains unwavering. Our two brand IPs, BOE's Wonder Lab of Worry Solutions, China's first technology enlightenment program and variety show produced by a tech firm, and "Hello BOE", an annual landmark brand tour, have become models for innovative marketing in the tech industry.

2023 marked the 30 anniversary of BOE. *The Screen of Things*, a compendium encapsulating BOE's three decades of strategic management and commercial acumen, was released. This seminal work elucidates BOE's management practices and cyclical navigation methodologies under the "Screen of Things" strategy, offering invaluable insights for tech firms seeking innovation and transformation in the digital age. In tandem, we have consolidated, refined, and elevated our cultural essence over the past three decades, resulting in the publication of the Corporate Cultural Philosophy Manual, aiming to harness top-to-down cultural strength to create synergy that propels BOE towards high-quality and sustainable development.



Cultural Tenets

Being Grateful, Showing Reverence, Surpassing Itself
Integrity, Ambition, Courage, Morale, Confidence

Vision

BOE, Best On Earth

Mission

Display Everywhere, Change Life with Heart

Core Values

- Integrity and Reliability
- Customer Commitment
- People First
- Openness and Innovation

Philosophies in Practice

- Business: Ethical Conduct, Progress through Innovation
- Management: Transparency, Efficiency, Vitality, Empowerment
- Talent: Nurturing Exceptional Professionals
- Work: Entrepreneurship with a Dedication to Growth

Conduct Guidelines

- For Managers: Positive List (10 Items), Negative List (10 Items)
- For Employees: Positive List (10 Items), Negative List (10 Items)

Business Scope



Semiconductor Display

As a leading company in the global semiconductor display industry, BOE has led China's display industry from scratch to maturity and prosperity. At present, every fourth smart terminal in the world has a display from BOE. Its ultra-high-definition, flexible and micro-display solutions have been widely used renowned brands at home and abroad. According to Omdia, a global market research agency, and Sigmaintell Consulting Co., Ltd, their data shows that in 2023, BOE ranked the 1st globally in five major applications of display shipments, including smart phones, tablets, laptops, monitors, and TVs.



IoT Innovation

Our IoT innovation business comprises smart terminals and system solutions, which is based on our industry-leading intelligent manufacturing capabilities and the continuously evolving IoT technology. Consequently, BOE has created an integrated industrial platform of "display devices-smart terminals-system solutions." Through an innovative ODM model, BOE provides customers with competitive smart terminal products across a wide range of fields such as TVs, monitors, laptops, tablets, low-power devices, IoT, and 3D display. Backed by AI and big data technologies, BOE focuses on products and services combining hardware and software, providing integrated IoT solutions for segments including smart industrial parks, smart finance, visual arts, smart transportation, and public services.



Sensors and Solutions

BOE's sensors and solutions business focuses on medical imaging, smart window and industrial sensors, and consumer electronics. The X-ray flat panel detector backplane (FPXD) has been widely used by high-end medical device companies in Europe, America, Japan, Korea and other parts of the world. Our smart window provides competitive sensor devices and application solutions for fields such as construction by our display and sensor technology innovation. Industrial sensors can be applied in industries such as 3C electronics, semiconductors, logistics, transportation, new energy, pharmaceutical and food industries, automotive vehicles and components.



MLED

BOE's MLED business boasts high-precision, glass-based semiconductor process, unique active drive architecture, and high-efficiency, high-precision transfer technology. Coupled with the expansion of LED epitaxial and chip technology, at the core of the industry chain, through industrial integration, the MLED business ecology has been efficiently integrated, strongly consolidating the leading edge of the entire Mini/Micro LED industry chain. We provide innovative LED display systems and solutions, including COGLTPSP0.5MLED, COGLTPSP0.9MLED, full COBP0.9-1.5 series, and SMD series. Our backlighting products has also found applications in multiple fields, such as TVs, monitors, laptops, automobiles, and VR, bringing a brand-new visionary world.



Smart Medicine & Engineering Integration

Through integration and innovation of technology and medicine, BOE's smart medicine & engineering integration business focuses on families, communities, and hospitals with a people-centered approach. By building a health IoT platform, we bridge testing equipment, medical staff, and customers, forming a smart health management ecosystem. With health management as the core, the health IoT ecology, driven by medicine & engineering integration products and supported by digital hospitals and healthcare communities, provides high-quality and convenient healthcare services across prevention, treatment, and wellness. To date, BOE has established digital hospitals in cities like Beijing, Hefei, Chengdu, and Suzhou, offering people-centered full-cycle and all-round health management services.

Global Presence

BOE has manufacturing bases in many parts of China including Beijing, Hefei, Chengdu, Chongqing, Fuzhou, Mianyang, Wuhan, Kunming and Ordos, as well as subsidiaries in 20 countries and regions such as the United States, Germany, Japan, South Korea, Singapore, India, Vietnam, Mexico, Brazil, and the United Arab Emirates. The service network covers many regions of the world such as Europe, Americas, Asia, and Africa.

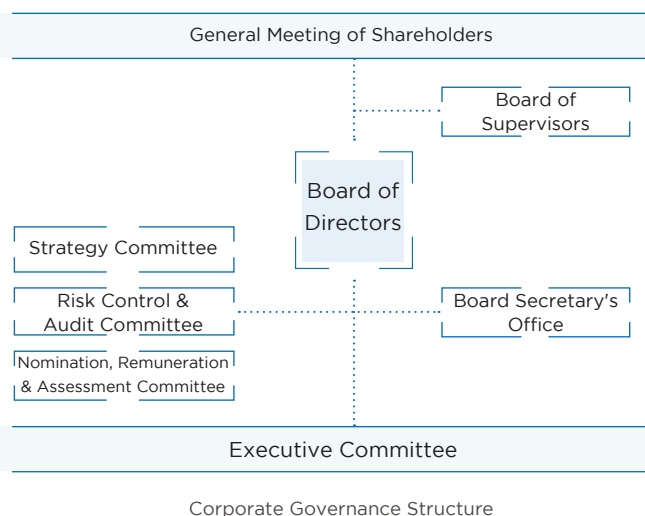
Sustainability Management

BOE has been following the management philosophy of "making progress through innovation and managing BOE with integrity". We keep improving our corporate governance structure and internal control system for utmost protection of stakeholders' rights and interests. Adhering to "integrity, compliance, transparency and responsibility", we work to create a corporate culture on highest standards with the principles of highest business ethics and compliance. We also strive to establish a diversified and efficient communication and interaction mechanism to receive as much feedback as possible from stakeholders, aiming to drive our sustainable development with an open and pioneering mind.

Corporate Governance

Perfecting governance structure

Following the principles of "integrity, compliance, transparency and responsibility", BOE strictly abides by Chinese laws and regulations, such as the *Company Law*, the *Securities Law*, and the *Code of Corporate Governance for Listed Companies*, and the *Rules Governing the Listing of Shares on Shenzhen Stock Exchange* and the *Guideline No.1 for Self-Regulation of Listed Companies- Standardized Operation of Companies Listed on the Main Board* to continuously optimize our governance structure and internal control system, thus enhancing corporate governance. In 2023, BOE received the 18th Gold Prize of Round Table of Chinese Boards of Listed Company and was awarded the "2023 Best Practices of the Board of Directors", the "2023 Best Practices of the Office of the Board of Directors", and the "Evaluation Award of the Board Secretary (5A)" by China Listed Companies Association.



2023

15

meetings of the Board of Directors

5

meetings of the Board of Supervisors

31

meetings of special committees of the Board of Directors

9%

female Board members

36%

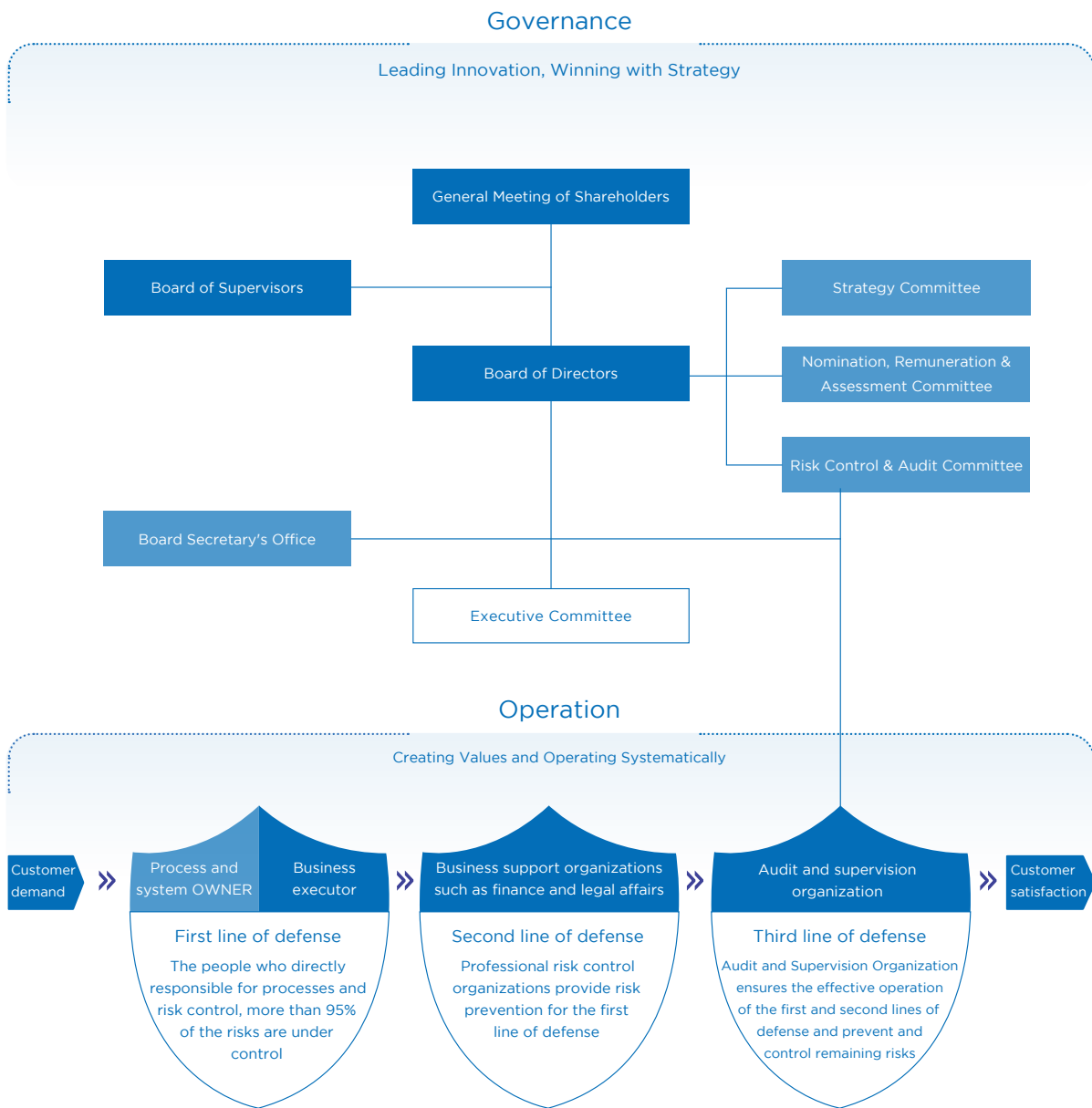
independent Board members

We constantly refine the Board of Directors based on relevant laws and regulations and our strategic requirements. According to our articles of association, the Board of Directors consists of 11 directors, including 4 independent directors, all of whom have professional backgrounds, with subject knowledge, skills, and necessary qualifications for performing their responsibilities. They can supervise our production, operation, financial situation, and the impact and risks of major events, investigate and gain access to the information required for decision-making to ensure the efficient operation of the Board and vigorous decision-making of directors.*

* For more information about corporate governance, please refer to the 2023 Annual Report.

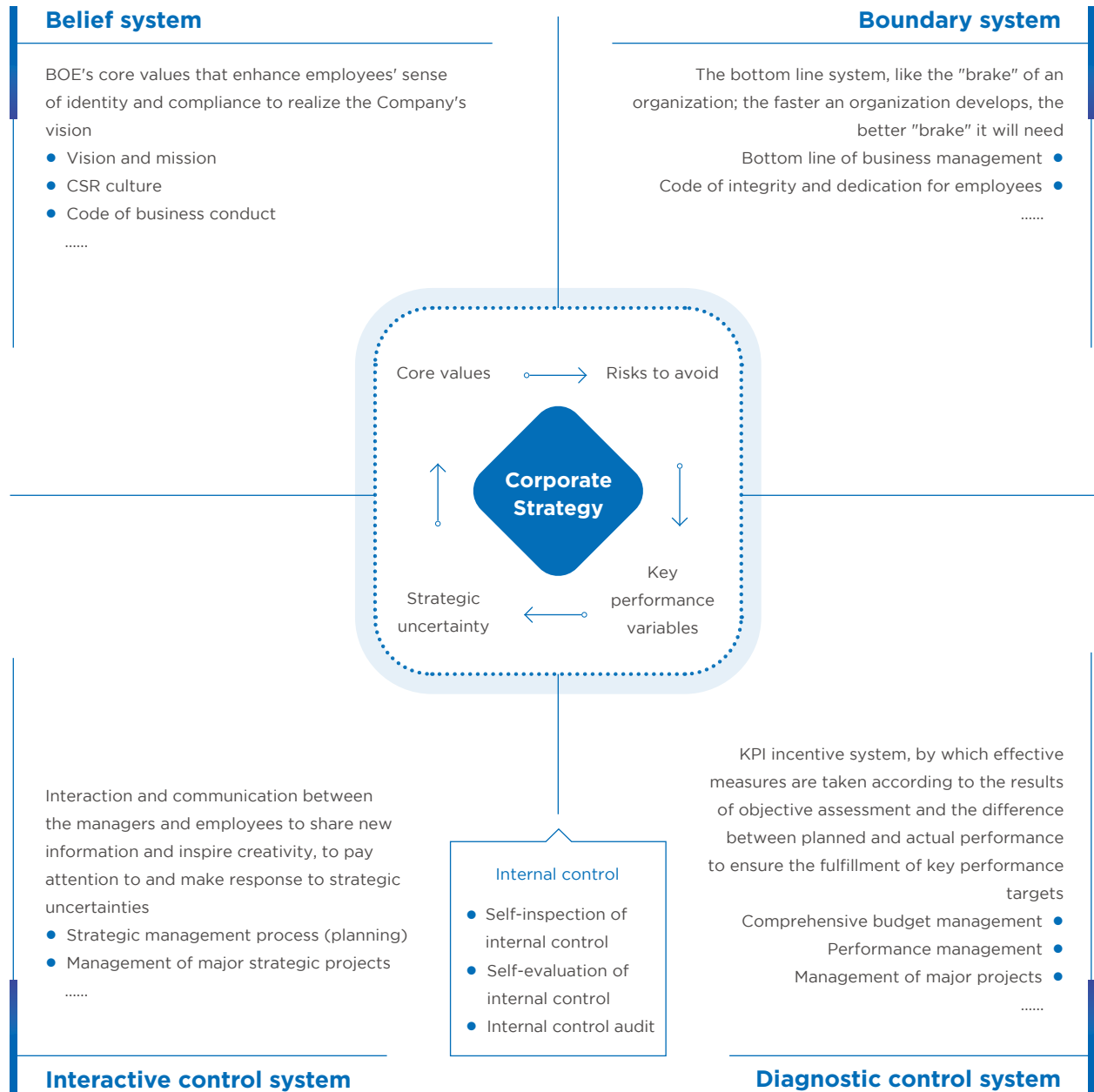
Internal control management

BOE's internal control follows the values and management methodology of "leading innovation, winning with strategy, creating values and operating systematically", advancing risk management across the board from governance to operation. At the governance level, the Board of Directors and following Strategy Committee are responsible for risk management at the company level; the Risk Control & Audit Committee, with the Internal Control Department as its permanent body, is responsible for ongoing oversight and evaluation of risk management; and the Board of Supervisors oversees risk management conducted by the Board of Directors. At the operation level, we build a three-tiered risk management system focusing on customer orientation, business-driver, and the entire process to mitigate systemic risks, hence facilitating customer orientation, rapid organizational response, concise and efficient processes, rapid business growth, and moderately controllable risks.



BOE's Three Layers of Risk Control

Adhering to the internal control management principle of "integrating into business, based on processes, preventing risks, improving efficiency, and driving business success", BOE establishes an internal control framework based on four coordinated systems, naming belief system, boundary system, diagnostic control system and interactive control system, to ensure an effective operation and the realization of BOE's strategies. We formulate the *Internal Control Management System* and the internal control specifications each year. We also require each unit to implement internal control responsibilities of overall management and of management in operation and financial reporting to guarantee our compliant and efficient operation.



Four Control Levels of BOE's Internal Control System

In 2023, we aligned internal control improvements with organizational reform, involving institutional management standards, related systems for major issues, and the internal control manual. Moreover, we organized risk assessments and internal control evaluations to ensure reasonable and effective design and operation of internal control, moderately controllable risks, and no significant or important defects. In terms of internal audit, we intensified ex ante, durante, and ex post audit services. Specifically, we track the audits on major construction projects across the whole process to help fulfill investment objectives; conducted effectiveness audits on the second phase of SOPIC to promote solid, compliant, and efficient processes; and launched audits on regulatory matters of listed companies, such as fundraising/related transactions, to ensure business compliance; and refined internal control and audit processes to enhance organizational effectiveness.

CASE: BOE improves the quality and efficiency of internal control for its healthy development

In 2023, BOE continued to drive innovation in internal management for quality and efficiency improvements, thereby elevating audit effectiveness. The BOE Audit and Supervision Organization was honored the "2020-2022 National Advanced Internal Audit Collective", the highest honor in China's internal audit field, by China Institute of Internal Audit. This accolade recognizes exemplary models in China's internal audit work, reflecting the evolving internal audit in the new era and contributing to its healthy development.



"2020-2022 National Advanced Internal Audit Collective" to the Audit and Supervision Organization

CASE: BOE intensifies innovation in management accounting to empower robust operation

In October 2023, BOE's management accounting case, "Business Operation Rules Based on Cost-Volume-Profit Analysis: The Practice of Management Accounting at BOE", received the "Operation Management" Typical Case Award in Management Accounting from the Beijing Municipal Finance Bureau. While highlighting BOE's exceptional performance and contribution in using management accounting tools for economic decision-making and strategy execution, this honor is a testament to our innovation and success in management accounting. It affirms BOE's dedication to management accounting innovation based on the present, enabling the holistic business growth.



Beijing "Operation Management" Typical Case Award in Management Accounting to BOE's Management Accounting Case

🕒 Compliance operation

BOE is committed to fostering a corporate culture on high standards with the principles of business ethics and compliance. By optimizing management, policies, and operations, we continue to guide and regulate the business behaviors of employees, management personnel and partners, thus providing a solid guarantee of long-term and sustainable development.

○ Code of professional conduct

The *BOE Employee Code of Conduct* is a guideline for all individuals in BOE to work with integrity and efficiency, and to firmly implement our strategies and regulations. It is also a standard for their professional ethics.

BOE Declaration of Professional Ethics

- Comply with the confidentiality rules and regulations, and do not seek any personal interest by divulging or using the Company's confidential information
- Hold in high esteem the honor of their occupation, create value, and do not abuse power for personal benefit or damage the Company's interests
- Abide by the Company's rules and regulations to work in a fair and efficient manner. Do not take or offer bribes. Do not ask for bribes or commit corruption
- Efficiently collaborate to create shared value. Never prevaricate and set obstacles
- Report malpractices or the Company's management loopholes in a timely manner

○ Promoting fair competition

We believe in that leading technologies, innovative business models, and quality products and services are the key factors in competition. We advocate fair competition, respect every competitor, and draw inspiration from excellent personals to constantly seek innovation and change. We strictly comply with relevant provisions of Chinese laws, such as the *Anti-monopoly Law of the People's Republic of China*, the *Anti-unfair Competition Law of the People's Republic of China* and the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*. We have formulated detailed compliance guidelines, and regularly published *BOE Compliance of Express Delivery*, resisting unfair attempts to restrict or exclude market competition.

○ Creating a culture of integrity

We continue to optimize the integrity and dedication system in various ways. We have built a Professional Ethics Disciplinary Committee to improve the system of integrity building, and regularly organizes seminars to learn from experience, aiming to create a clean culture. Third, we conduct integrity and dedication training for employees engaged in key business and those in key positions and interactive integrity promotion through quizzes and videos etc. Such efforts can promote employees' integrity, diligence, and professional competency, thereby enhancing our business management.

BOE's Integrity and Dedication System		
Integrity and dedication system for employees	Regulation system	<ul style="list-style-type: none"> • System scope: it covers the whole working cycle of employees from recruitment, employee practice, talent management, performance evaluation, manager's performance to resignation. • Regulations: <i>BOE Declaration of Professional Ethics, BOE Supervision Outline, Economic Responsibility Audit Management Measures, Fraud Investigation Management Measures, Blacklist Management System, etc.</i>
	Education system	<ul style="list-style-type: none"> • The training course for integrity and dedication has been carried out according to different levels such as position, title and key business fields, including new hire orientation, daily integrity and dedication education and training for new managers, and integrity education training lectures for managers at all levels, key business areas & major project personnel.
	Implementation system	<ul style="list-style-type: none"> • Strengthening the ability of the responsible persons and departments to perform their duties. • Establishing standardized and effective performance management, and set up incentive and commendation mechanisms.
	Examination and supervision system	<ul style="list-style-type: none"> • Establishing multiple channels for anti-corruption, such as the mailbox, email, telephone and on-the-spot whistle-blowing, to accept broad public supervision. • After receiving the tip-off clues, the Audit and Supervision Organization or the business inspection department shall dispose of the clues according to the established working procedures, and establish a special investigation team to carry out the supervision and investigation.
	Punishment system	<ul style="list-style-type: none"> • BOE has established a Professional Ethics Disciplinary Committee under the Executive Committee. The committee is, within the scope of authority of the Board of Directors and the Executive Committee, responsible for reviewing, supervising, and implementing punishments and rewards related to professional ethics.
Integrity and cooperation system for partners	Integrity evaluation system	<ul style="list-style-type: none"> • BOE has established a set of rules and regulations shared with its partners: No procurement action shall violate the <i>Procurement Red Line</i>; all the partners are required to sign the <i>Integrity Agreement</i>, and their integrity record is required to be assessed. • BOE conducts full-life-cycle integrity management for partners, and provides training on quality, internal control, and integrity for partners who do not meet the standards. If partners are found to have fraud during the performance of the contract, they will be implemented in accordance with our <i>Blacklist Management System</i> and the <i>Fraud Investigation Management Measures</i>.

We open up our reporting channels and allow people to send reporting information via phone calls, email, written letters, or visits. These channels are informed to stakeholders through internal briefing and external announcement to facilitate whistleblowers' reporting. Inspection and whistleblowing email addresses at BOE and relevant departments including jubao@boe.com.cn, purchase_audit@ boe.com.cn, engineering_audit@boe.com.cn, and baomi@boe.com.cn. All participants in the investigation are required to protect whistleblowers' identity to ensure the smooth investigation, and the investigation information remains confidential. This allows us to guarantee the rights and interests of whistle-blowers, as well as the information security.



Integrity Education through an Online Integrity Quiz

2023

11

sessions of official integrity training with

700+

participants

75,000

participants

200,000

interactions in the online integrity quiz

0

major corruption incident in severe violation of regulations

100%

anti-corruption reports responded and solved

o Respecting IPRs

BOE always strictly abides by IPR-related laws and regulations, respects the IPRs of all parties, and strengthens our IPR management. By the end of 2023, BOE had independently filed more than 90,000 patent applications. Upon their recruitment, employees are trained on IPR protection from time to time to raise their awareness of IPR protection and risk control. In external procurement, joint development, technical cooperation, and other business activities, we actively adopt the terms of IPR cooperation to make clear patent rights and responsibilities with partners, avoid patent risks, and achieve win-win cooperation.

Protecting stakeholder's rights

BOE is dedicated to cultivating equitable, transparent, and win-win investor relations. We engage with investor feedback and refine our market value management to secure long-term interests for investors.

Investors service

We have a professional investor relations management team to enable the long-term, coordinated development of the Company and the capital market. We hold online meetings in a timely manner after major incidents to update them on our latest operating activities.

We strictly implemented the [Investor Relations Management Measures](#) and set up a series of investor relations management processes to optimize the content and methods of investor communication and strengthen the organization and implementation of investor relations management. By drawing on the third-party professional services, we aim to improve communication efficiency and ensure compliance and fairness of investor relations management. We have set up a "[Learn to Invest](#)" column on our official website to further publicize relevant content related to investor protection. In 2023, in active response to the call of the China Securities Regulatory Commission, Shenzhen Stock Exchange, and China Association for Public Companies, we launched investor education activities on platforms like Weibo and our official website through news broadcasts, posters, intranet announcements, roll-up banners, video presentations, etc., increasing the investment knowledge among investors.

BOE provides customized services based on the characteristics and needs of different investors. The management experience in serving institutional investors can be boiled down to "wide coverage and deep cooperation". We also put a high value on the rights and interests of minority investors. On the premise of ensuring the legitimacy and effectiveness of the General Meeting of Shareholders, to which minority shareholders have easier access, such as online voting. We elect directors and supervisors under the cumulative voting system, which is more stringent than the requirements specified in the *Code of Corporate Governance for Listed Companies*. This allows us to effectively protect the voting rights of minority shareholders.

Investor communication

We communicate with our investors via our official website, new media platform, phone call, fax, e-mail, and other channels while carrying out General Meetings of Shareholders, investor briefings, roadshows, analyst meetings, receptions, forums. We continue to help investors keep posted on our development and information through multiple channels such as the "SSE e-Interaction" platform, regular online performance briefings, investor hotline, investor mailbox and field research.

2023

4	1,200+	55	30	6
General Meeting of Shareholders	institutional investors served	brokerage strategy meetings attended	reverse roadshow held	investor exchange meetings held
391		622		2
inquiries responded on the "SSE e-Interaction" platform		calls answered via investors hotlines		online performance briefings held
1		1		
Attended Shenzhen Stock Exchange's "Soaring Growth: 2023 Roadshow of Listed Companies"		co-hosted "Shenzhen Stock Exchange in Constituent Companies - BOE Station" with Shenzhen Stock Exchange, Yinhua Fund, and CITIC Securities		



BOE Shareholders Meeting



Shenzhen Stock Exchange in Constituent Companies – BOE Station

○ Shareholder return


BOE places significant emphasis on the shareholder return principle, one of the guiding principles of corporate management. We pay close attention to the interests of investors in our business operations. For the last few years, we have been paying cash dividends and buying back stocks to give back to shareholders. BOE paid cash dividends for nine consecutive years from 2015 to 2023, exceeding RMB 20 billion. From 2018 to 2022, annual cash dividends remained above 30% of our net profit attributable to the parent company, enabling investors to share our growth achievements.

In 2023, the proposed cash dividends achieved RMB 11.2958 billion, accounting for 44.34% of the net profit attributable to the parent company. Additionally, BOE repurchased stocks for three years from 2020 to 2022, spending over RMB 4.6 billion on A-share repurchases and nearly HKD 1 billion on B-share repurchases. In 2023, about 500 million repurchased shares were canceled, and the registered capital was reduced to further boost earnings per share.

○ Information disclosure

BOE is committed to improving the disclosure quality while complying and providing investors with effective information, helping them make value judgments and investment decisions about the Company. BOE discloses information in strict accordance with information disclosure management policies, such as the *Information Disclosure Management Measures*, the *Liability for Major Errors of Annual Report Information Disclosure*, the *Insider Registration Management System for Insider Information*, and the *Management System for External Information Users*. We keep improving the approval process to disclose information in a true, accurate, complete, fair, and timely manner, thus constantly improving the quality and transparency of information disclosure.

Strictly complying with relevant laws and regulations, the regulatory documents of the CSRC and of the SZSE, we fulfill our information disclosure obligations through the SZSE website and media and newspapers that meet the standards set by the CSRC. Furthermore, we release the latest non-financial information on our official website, official WeChat account, Weibo account and other platforms to update the public in an all-round manner.



Honor

Grade-A

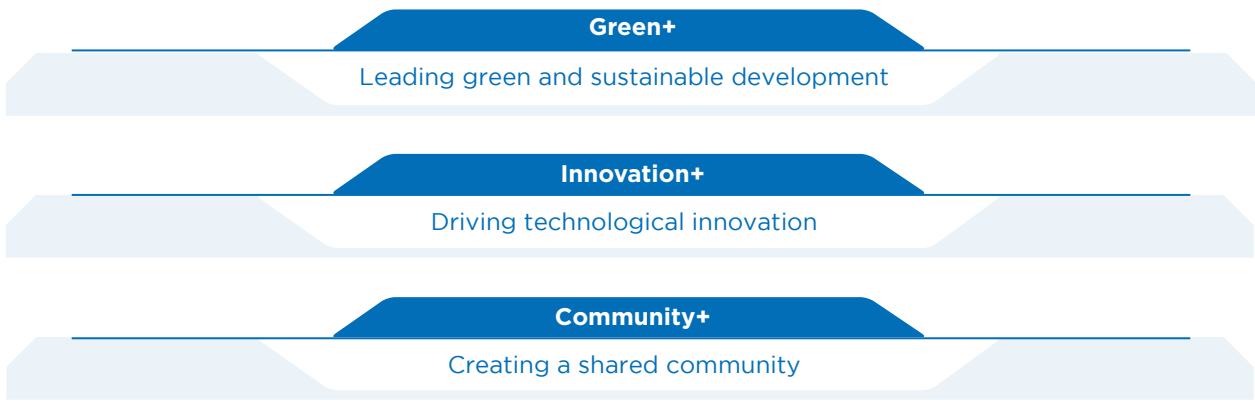
in annual information disclosure assessment by Shenzhen Stock Exchange for **eight** consecutive years

CSR Management

BOE firmly champions sustainability as the key to healthy industrial development and long-term corporate competitiveness. We continue to improve our CSR management system, embed sustainability into our strategic framework and routine management, and actively communicate with stakeholders.

🕒 CSR philosophy and management

BOE always upholds sustainability in management and operations, aiming to consistently generate value for all stakeholders and foster mutual growth with society. In June 2023, BOE unveiled its "Green+, Innovation+, Community+" sustainability philosophy at the Innovation Partner Conference. We are committed to management upgrade, with a dedicated department responsible for sustainability endeavor, to forge a new model and path of sustainability management with BOE characteristics.



In 2023, we furthered the Sustainability Partner program, mobilizing all departments at BOE to take three sustainability initiatives with their expertise by integrating resources through innovative cooperation modes. By issuing our magazine CSR Talk, we share cutting-edge sustainability information and excellent sustainability practices at home and abroad on a regular basis.

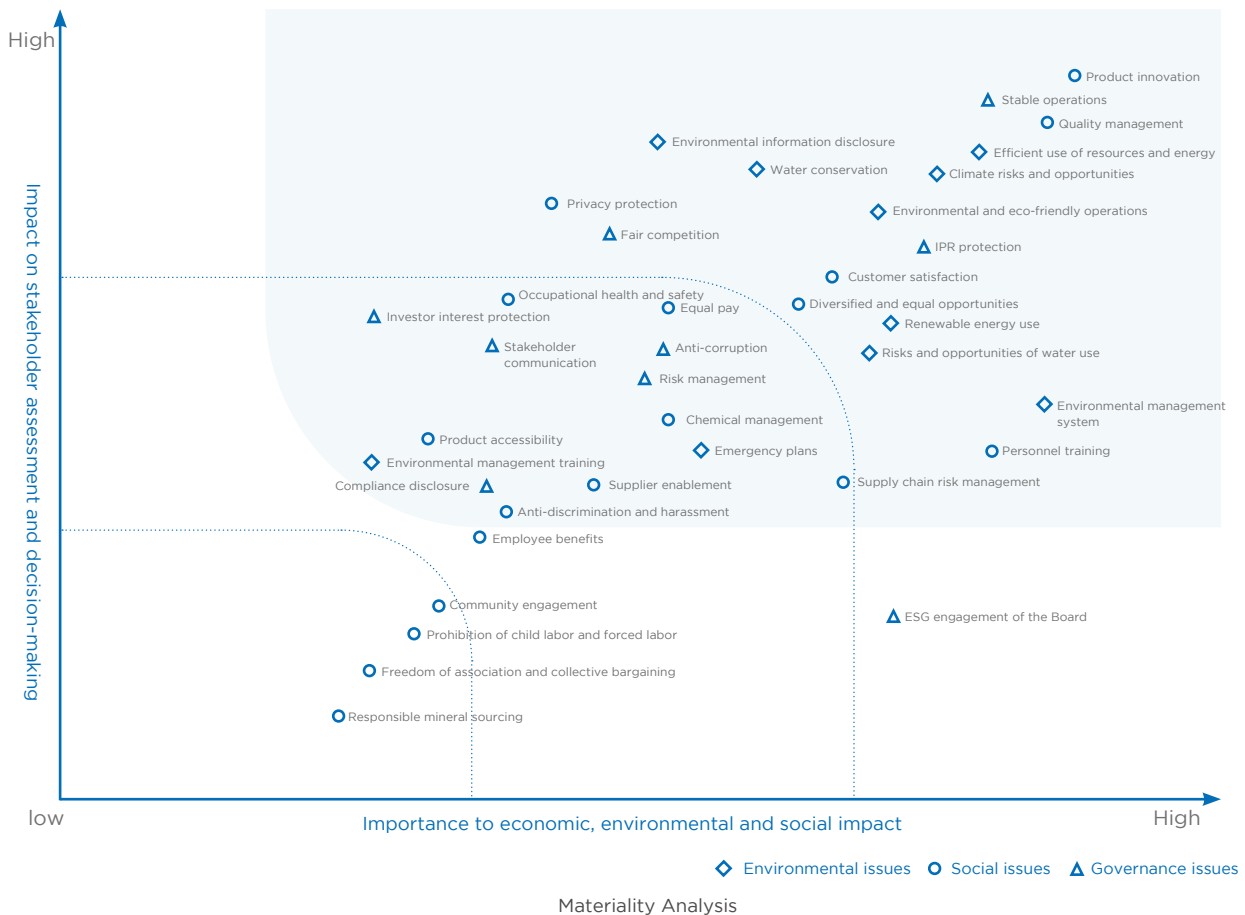
🕒 Board statement

The Board of Directors maintains a keen focus on sustainability information. It listens to progress reports from the sustainability executive team at regular meetings. The Board approves the stakeholder communication results and materiality analysis results, and review the annual sustainability report before it is released to the public. The BOE Sustainability Report 2023 discloses BOE's sustainability progress and performance in 2023 in details and is approved by the Board of Directors.

Materiality identification

Based on the GRI Standards issued by the Global Sustainability Standards Board (GSSB), the BOE Sustainability Reporting preparation team identified stakeholders and material topics in 2022 based on the domestic and international trends of sustainability policies benchmarking analyses, BOE’s corporate characteristics, internal and external surveys, and expert reviews.

In 2023, to realize a comprehensive, systematic, accurate and efficient materiality analysis, the BOE sustainability reporting preparation team summarized feedback from BOE and major stakeholders and delved into the national policies, domestic and international CSR standards, and industry development needs. Thus, the team gained insights into macro-policies and trends of sustainability. Combined with topics and the latest disclosure requirements, it identified hot topics in the industry and developed a questionnaire with 37 material topics critical to BOE and stakeholders, which was then handed out to stakeholders and experts for gauging their materiality together. They evaluated those issues and prioritized material issues from two dimensions, namely “importance to economic, environmental and social impact” and “importance to stakeholders”, to produce a materiality matrix.



Finally, 31 topics (with moderate or high importance to stakeholders as well as to economic, environmental, and social impact) that needs attention (see the light blue areas in the figure above) were selected as the material topics disclosed in the sustainability report. They include 8 corporate governance topics, 10 environmental topics and 13 social topics.

Stakeholder communication

BOE steadily innovates its interaction with shareholders and actively meets their expectations and demands by taking practical actions, aiming to creating a better future with them.

Content and Methods of Major Stakeholder Communications

Stakeholders	Content of Communication	Main Methods of Communication
Customers and Consumers	<ul style="list-style-type: none"> Compliant operations Product and service quality Customer needs Consumer rights and interests Customer health and safety 	<ul style="list-style-type: none"> Daily communication and visits Online real time customer service Customer satisfaction survey Customer service hotline Customer quality meetings Industry conferences, exhibitions, forums, innovation days
Investors	<ul style="list-style-type: none"> Status of corporate performance and operation Industry and market status and trends Investor Q&A 	<ul style="list-style-type: none"> Investor service hotline Investor investigations, on-site visit General Meeting of Shareholders "SSE e-Interaction" platform Online business performance meeting Investor service column on BOE's official website Investor mailbox Organization strategy meeting Roadshow and anti-roadshow
Suppliers	<ul style="list-style-type: none"> Compliance management and business ethics Attainment of quality targets Sustainability issues In-depth technical exchange Joint innovation Information sharing, business support, etc. carbon peak and neutrality 	<ul style="list-style-type: none"> Supplier training and seminars Supplier evaluation and audit Industry meetings and forums Suppliers Conference Annual/semi-annual strategic review, quarterly business review, quarterly quality review and quarterly technical review
Employees	<ul style="list-style-type: none"> Employee engagement in corporate development Career development and training Occupational health and safety Employees' rights and interests Compensation and benefits 	<ul style="list-style-type: none"> BOE Chairman's mailbox, General Manager's mailbox, employee assistance mailbox and Complaints Box Meetings and interviews with employees Shared service hotline Employee satisfaction survey Employee activities BOE periodicals
Communities	<ul style="list-style-type: none"> Pollution prevention and control Resource recycling Support for education and environmental protection Charitable services Integration into communities 	<ul style="list-style-type: none"> Information disclosure Field trip Questionnaire survey Charitable projects Community volunteer activities
Industry partners	<ul style="list-style-type: none"> Technical exchanges Collaborative innovation Industry development 	<ul style="list-style-type: none"> Industry conferences, seminars and other activities Project collaboration BOE IPC Industry media interviews Attend industry meetings
Government	<ul style="list-style-type: none"> Policy implementation Industry development Corporate governance Regional economic development Employment Environmental protection Social charity 	<ul style="list-style-type: none"> Seminars Correspondence Examination and self-examination Charitable projects
Media	<ul style="list-style-type: none"> Corporate operations Corporate development CSR Information disclosure 	<ul style="list-style-type: none"> Interviews and meetings Key events for external communication Other public events for external communication Periodic reports and sustainability reports



Spotlight: Implementing Carbon Peak and Carbon Neutrality Strategy for a Low-Carbon Future

The challenge of global climate change intensifies, making the green and low-carbon path a consensus on sustainable development across society. Facing opportunities and challenges presented by climate change, BOE embraces a vision of "Leading Green Development to Create a Better Life Together" and a management policy of "comprehensive planning, continuous carbon reduction, value extension, and green development". Committed to innovation-driven development, we tap green and low-carbon technologies and modes to secure effective implementation of our carbon peak and carbon neutrality strategy, joining hands with stakeholders for a low-carbon future.

Improving Organizational Structure

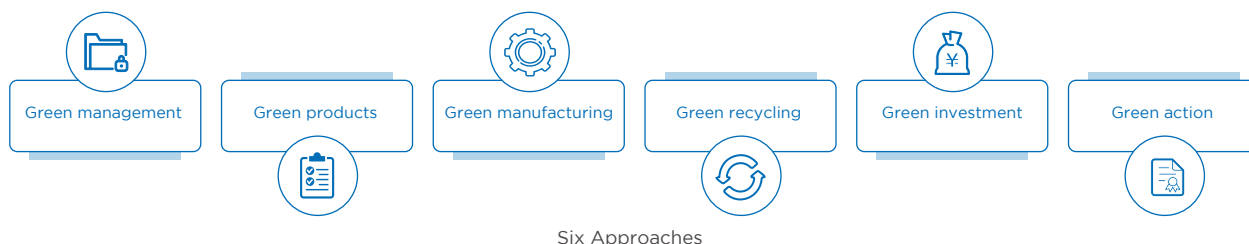
In 2021, BOE established a carbon peak and carbon neutrality project team, comprising a leading group and a task force, with the Chairman serving as leader and heads of each business line and organization as members. Each business line sets up a carbon peak and carbon neutrality group to deepen our targeted efforts by implementing relevant measures through an efficient working mechanism.

Developing Carbon Peak and Carbon Neutrality Goals

After two years of endeavors for laying a solid foundation, in 2023, BOE refined the carbon emission management system and advanced the carbon peak and carbon neutrality strategy to the second phase: implementing measures to peak carbon emissions and developing approaches to carbon neutrality. Based on our industrial layout, forward planning, and characteristics of our GHG emissions, we set carbon peak and carbon neutrality goals with a scientific decision-making mechanism, pledging to achieve carbon neutral operation by 2050. To realize this long-term ambition, we weave green development across operational, production, and supply chain management. By further propelling a green transition in the industry, we are committed to cultivating an eco-friendly and resource-saving sustainability system.

Mapping out Approaches

In 2021, BOE formulated six approaches, namely green management, green products, green manufacturing, green recycling, green investment, and green action. They are designed to enable higher efficient measures of carbon reduction in an orderly and efficient manner and keep improving the low-carbon operational model across the industrial chain while driving carbon peak and carbon neutrality goals. In 2023, we steadily advanced these six approaches by deepening and refining various measures to effectively implement our carbon peak and carbon neutrality strategy.



Green management

At the operational level, BOE has established a carbon emission management system, including a carbon inventory mechanism for annual inventories to assess our emissions footprint and an emission database to support trend forecasts. We pilot performance assessment on internal carbon emissions management and strengthen the accountability mechanism for driving the carbon peak and carbon neutrality strategy. We facilitate the development and establishment of a carbon footprint management platform for device products. Meanwhile, we promote four pilot plants to join the SBTi, pledging to limit the global temperature rise to well below 1.5°C above pre-industrial levels.

At the supply chain level, BOE incorporates carbon peak and carbon neutrality management into audit criteria. We organize over 240 suppliers to conduct carbon inventories, identify five categories of core suppliers for intensive decarbonization management, and develop a supplier carbon management platform for online acquisition, analysis, and management of supplier carbon emission data, propelling our supply chain towards a greener and lower-carbon trajectory. At the industry level, we actively participate in the formulation of industry standards related to carbon peak and carbon neutrality, contributing our experience in green management.

2023*

669,700

tCO₂e from Scope 1 GHG emissions

6.2447 million

tCO₂e from Scope 2 GHG emissions

As of the end of 2023*

35

BOE plants and business units had passed the ISO 14064-1 GHG third-party verification and were certified

Green products

Regarding low-carbon product development, BOE pilots low-power consumption design and develops products such as electronic price tags. In terms of product carbon footprint certification, we explore product carbon footprint accounting methods, complete carbon footprint certifications for pilot products, and facilitate their PAS 2060 certifications.



Carbon footprint certification

- Carbon footprint verification reports for **13** display products, covering NB, MNT, TV, TPC, and MBL
- Carbon footprint verification reports for **5** MLED products, covering touch screen and Mini backlight/direct display products
- BOE's 16-inch 4K laptop LCD product has become the first in its segment to achieve Carbon Trust's Carbon Footprint Certification



Carbon Trust's Certificate of Achievement to BOE's 16-inch 4K Product

* Carbon emissions data for 2023 covers BOE's semiconductor display, IoT innovation, sensors and solutions, MLED, and smart medicine & engineering integration businesses. The third-party verification has not been completed. For definitive data, the third-party certificate shall prevail.

CASE: BOE receives the first PAS 2060: 2014 Declaration of Achievement to Carbon Neutrality from SGS to 14-inch NB display

In 2023, Chongqing BOE Optoelectronics Technology Co., Ltd. received the PAS 2060: 2014 Declaration of Achievement to Carbon Neutrality for its 14-inch NB display from SGS. Piloting on this product, the company achieved zero comprehensive carbon emissions through technical carbon reduction and residual carbon offsetting across supply chain, manufacturing, packaging, and transportation processes.



Awarding Ceremony of PAS 2060 Declaration to BOE's 14-inch NB Display

Green manufacturing

We encourage the building of green plants, with 16 BOE plants awarded "National Green Factory" and 1 awarded "Lighthouse Network". We advocate for energy-saving and emission reduction in power and conduct technological upgrades. We have launched 317 energy-saving and emission reduction projects, saving 111.3186 GWh of electricity, 578,600 cubic meters of natural gas, 15,900 tons of steam, among others. We also elevate the share of renewable energy application and foster a cleaner and lower-carbon energy mix to reduce GHG emissions at their source.

CASE: BOE develops a distributed PV project to reduce carbon emissions

In August 2023, BOE completed a rooftop PV and PV carport project at its Wuhan Gen 10.5 TFT-LCD production line, marking the largest single distributed PV project at BOE and in Wuhan. With an installed capacity of 38 MW, the project features real-time monitoring of module power, voltage, and current for smarter and leaner monitoring management. Upon commencing operations, the project is expected to generate approximately 34 GWh of electricity annually. Over its lifespan, around 900 GWh of green electricity will be generated, reducing carbon dioxide emissions by about 510,000 tons.



Rooftop PV and PV Carport Project at BOE Wuhan Gen 10.5 TFT-LCD Production Line

Green recycling

BOE follows the 4R principle (recycle, reduce, renew and responsibly). We facilitate recycling of energy, resources and wastes, increase the comprehensive utilization rate of bulk solid waste, recover more resources from household waste, and encourage our pilot plants to be certified by UL 2799 Zero Waste to Landfill and UL 3600 Circularity Facts. (For detailed progress, refer to the section "Fewer waste emissions")

2023

3

plants certified by UL 2799 Zero Waste to Landfill, Platinum Level

2

plants certified by UL 3600 Circularity Facts

CASE: BOE shifts from traditional waste disposal to green and recyclable resource management

BOE prioritizes resource recycling from design and manufacturing to waste disposal. We manage waste across its lifecycle by reducing generation at the source, reusing, recycling, and other means to minimize the environmental footprint of our production and operations. We gradually encourage plants to be certified by Zero Waste to Landfill, shifting from traditional waste disposal to green and recyclable resource management. In 2023, Nanjing BOE Display Technology Co., Ltd. was certified by UL 2799 Zero Waste to Landfill as the third plant at BOE to obtain Platinum, the highest designation.

Green investment

We invest in building and operating a 200MW integrated PV power station for animal husbandry, PV, and energy storage, as well as a rooftop distributed PV power station to support national multi-clean-energy complementarity demonstration bases. We develop and trade green energy certificates (GECs), with around 11 TWh of GECs traded by the end of 2023, aiding over 100 companies in reaching their RE100 goals. We are engaged in carbon consulting, carbon trading, carbon reduction projects, and integrated carbon neutrality services, securing contracts for 4 million mu (Chinese unit of land measurement) of forest and grassland carbon sinks to bolster our customers' ability in carbon commitments.

Green action

BOE's green action centers around digital bonus points and scenario-based services. Regarding digital bonus points, we have upgraded the green action bonus points system by including a feature for calculating carbon reduction. Employees can claim bonus points for a variety of green activities online, with the system automatically calculating the carbon savings and generating a monthly carbon reduction ranking. This enables employees to track their personal energy-saving and carbon-reducing efforts in real-time and exchange their bonus points for gifts periodically, fostering a positive cycle of personal carbon reduction. As for scenario-based services, we have created ten administrative service scenarios through implementing system comprising five standards: scenario definitions, energy-saving measures, facilities and equipment, results conversion, and visual promotion. (For detailed progress, refer to the section "Promoting environmental protection actions")

Sustainability Footprint in 2023

In 2023, BOE forged steadily ahead on the path to sustainability. Anchored in the "Screen of Things" strategy and driven by innovation, we propel the development and upgrading of industrial ecosystem. Committed to green development, we develop and apply green, low-carbon products and solutions, laying a solid foundation for achieving long-term sustainable development goals. We actively fulfill our CSR and collaborate with stakeholders to build a harmonious and prosperous future for all.

Accelerated connection, Expanded value



3

technology curators: semiconductor displays, IoT innovation, sensory devices



Over **90,000** patent applications in total



Ranked **5th** in the global Patent Cooperation Treaty (PCT) applications



Ranked **15th** among the US Granted Patents by IFI



BOE's smart retail solutions are available in more than **35,000+** stores in **62** countries around the world



BOE's smart financial solutions are available in around **4,000** bank outlets through integrated software and hardware services

Renewed industry, Persisted green



BOE promised to achieve carbon neutral operation by **2050**



The Path to Carbon Neutrality: BOE Display's Low-Carbon Strategy Report was published



4 BOE plants joined the SBTi



16 BOE plants awarded "National Green Factory"



33 business units and plants certified by the ISO 14001 Environmental Management Systems



18 products Completed carbon footprint verification reports



Optimized employee, Enhanced communities



90,563
employees in total



21,978
new employees



31%
female ratio of employees



332,429 hours
on Employee Learning Platform



100+
smart classrooms completed through the "Illuminating the Growth Path" program, 60,000+ teachers and students benefited



"MEET Water Conservation Program" was launched in partnership with agencies such as the United Nations Development Programme (UNDP), exploring a new model of water-conserving, low-carbon and sustainable development

Closer future, Farther aspiration



The *Screen of Things*, a compendium encapsulating BOE's three decades of strategic management and commercial acumen, was published



BOE History Exhibition Hall, the first company history exhibition hall in China's display industry, was created, presenting the unrelenting efforts of generations of China's industry practitioners



3 sustainability philosophies: **Green+, Innovation+, Community+**



Green+

**Contributing to
Ecological Value**



Leading green development and creating a better life

BOE adheres to the vision of “leading green development and creating a better life”. Through net-zero emissions, intensive use of energy and resources, and environmental footprint control, we advance greener operations, striving to achieve the long-term goal of a low-carbon future in harmony with nature.

33

plants and business units passed the ISO 14001 Environmental Management System Certification

309,500

employee participated in green initiatives

Stricter Environmental Management

BOE has established a comprehensive environmental management organizational structure and rigorous environmental management standards to consistently identify potential environmental risks in production and operations. By bolstering risk prevention and control, we create the solid groundwork for green and low-carbon production and operation.

Improving the Management Framework

In strict accordance with the *Environmental Protection Law*, the *Atmospheric Pollution Prevention and Control Law*, the *Water Pollution Prevention Law*, the *Law on Prevention and Control of Environmental Pollution by Solid Waste*, the *Regulation on the Administration of Permitting of Pollutant Discharges*, the *Regulation on Environmental Management for Construction Projects*, and other national laws and regulations, BOE has established an environmental management framework with well-defined responsibilities. The Safety Management Committee coordinates and oversees BOE's planning, execution, and improvements of safety and environmental works. It also sets up the Energy and Environmental Management Department to manage the energy and environmental management departments in all business units, including promoting the responsibility statements to environmental objectives and incorporating environmental considerations into management evaluations. These efforts aim to better perform environmental responsibilities and break down BOE's unified policy in business operations. Meanwhile, we have developed an environmental management framework based on ISO 14001 to combine institutional system with management procedures, guiding all business units and production lines to improve their environmental management in daily production and operations.

2023

RMB **772.39** million
invested in environmental management

As of the end of 2023

33
business units and plants certified
by the ISO 14001 Environmental
Management Systems

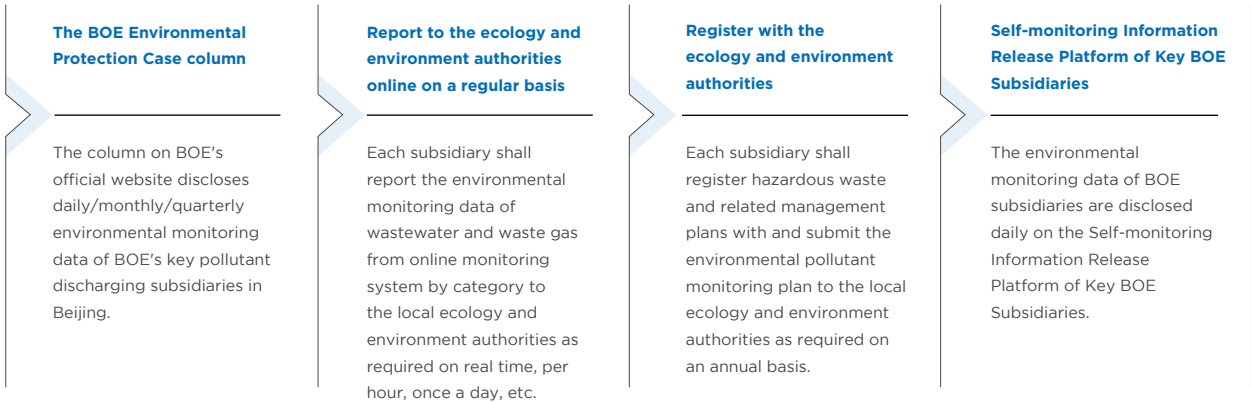
Intensifying Risk Prevention and Control

BOE has developed the *Environmental Risk Management Measures for Operating Units*, and prepared the *Contingency Plan for Environmental Emergencies* and put it on record with the local environmental authority. To further promote environmental risk management, BOE guides all business units and production lines to intensify identification, prevention, and control of environmental risks, form a list of environmental risks, and carry out emergency drills for environmental incidents. Following the principle of "Three Verifies" and "Three Covers", we regularly conduct emergency drills for chemical leakage, excessive waste water and gas discharge, among others, to enhance our responses to environmental risks.

Environmental Risks Identified by BOE in 2023	
Type	Description
Pollutant emission	<ul style="list-style-type: none"> The use of new materials in new products and projects could increase the types of pollutants
Waste gas treatment	<ul style="list-style-type: none"> Enhanced production capacity may result in higher emission metrics such as VOCs and irregular discharges from organic waste gas systems
Water resource management	<ul style="list-style-type: none"> Water scarcity, water quality variability, water price volatility, and other factors at operational locations might introduce risks to water supply
Waste management	<ul style="list-style-type: none"> Waste escape and leakage during transport could contribute to environmental pollution

Environmental Information Disclosure

Through consistent environmental data monitoring, BOE evaluates environmental progress and effectiveness, and releases environmental data to stakeholders through a variety of channels while accepting oversight from all parties involved. In 2023, BOE further refined environmental information disclosures through the completing CDP questionnaire.



Green Production and Operation

In response to intensifying environmental challenges, BOE remains devoted to green development in production and operation. We tap effective paths to mitigate environmental footprint around topics like water conservation, energy saving and emission reduction, contributing to a low-carbon, green, and sustainable future.

Lean Energy Management

BOE has instituted an energy management system to standardize and optimize internal energy management processes, ensuring the efficient and reasonable energy consumption. Focusing on process improvements in production and operation, we promote lean energy management and initiate energy-saving projects to consume less energy. In 2023, the display business set device plant achieved the annual performance target for reducing carbon emissions across existing capacities. To enhance our digital competence, we have built an integrated digital management platform for energy, carbon peak and carbon neutrality, and the environment, aiming to unify planning management, data standards, and data sources across the Group, businesses, and plants.

2023

<p>Electricity (Photovoltaic involved)</p> <p>10.99767 TWh</p>	<p>Natural gas</p> <p>26.89 million m³</p>	<p>Steam</p> <p>167,857 ton</p>
<p>Gasoline</p> <p>389 ton</p>	<p>Diesel</p> <p>39 ton</p>	<p>Number of Energy-saving projects</p> <p>317</p>

CASE: BOE reduces energy consumption through waste heat recovery

In the manufacturing process, a significant amount of waste heat is often lost to the environment, not only squandering energy resources but also potentially causing unnecessary heating of the surrounding areas. To effectively tackle energy wastage and environmental thermal pollution, BOE has introduced waste heat recovery technology across several production lines.

At Hefei BOE Vision-Electronic Technology Co., Ltd., the air compressor system has been retrofitted to reclaim waste heat as a heating medium for the HVAC system, leading to an annual natural gas saving of approximately 20,000 m³. Moreover, Hefei Xinsheng Optoelectronics Technology Co., Ltd. has upgraded its oven equipment from hot plate to hot air heating and included a heat recovery feature, saving around 58.1 MWh of electricity, reducing the consumption of clean dry air by around 630,700 m³, and cutting down the use of nitrogen by about 124,800 m³ annually.

The BOE Hefei Gen 10.5 TFT-LCD production line has revamped the MB regeneration heat source at its pure water station to enhance the chiller's heat recovery efficiency, saving around 323 MWh of electricity annually. This translates to an energy saving of 39.70 tons of standard coal and a reduction in carbon dioxide emissions by 227.23 tons per year (based on an electricity emission factor of 0.7035). These retrofit projects have not only bolstered BOE's energy use efficiency and reduced production costs, but also lowered reliance on traditional energy sources and generated less GHG emissions.



Waste Heat Recovery Heat Exchanger Installation at Hefei BOE Vision-Electronic Technology Co., Ltd.



Oven Equipment Upgrade at Hefei Xinsheng Optoelectronics Technology Co., Ltd.

Water Conservation

In accordance with the latest laws and regulations related to water resources, BOE identifies risks related to water supply and wastewater disposal from water withdrawal, use, and drainage, and takes effective countermeasures. To reduce the consumption of pure water, we urge all production lines and business units to bolster water consumption statistics, set water-saving targets, and carry out water-saving transformation projects. To improve the efficiency of purified water use, we adopt a wastewater recovery system that recycles process water and supplies it after treatment back to production end while consistently enhancing our water circulation system.

2023

Water withdrawal
83.9777 million m³

Water drainage
72.4594 million m³

Water consumption
11.5183 million m³

Water conservation projects
44

Water conservation
2.6923 million m³

CASE: BOE tailors water-saving measures to local conditions

Listed among China's 400 water-scarce cities, Chengdu grapples with a growing water challenge amid its burgeoning population and industrial activities. To mitigate water stress without compromising its production and operational needs, BOE's business units and production lines in Chengdu are exploring effective water-saving measures.

At Chengdu BOE Vehicle Display Technology Co., Ltd., staged water-saving measures are adopted based on real-time monitoring and tracking of water usage. In the supply phase, tiered water supply and metering are implemented to meet the water quality requirements of different operational units. In the production phase, water-saving measures such as counter-current washing and local recycling are applied in the LCD panel cleaning process. In the recycling phase, dual wastewater recovery systems are designed to reclaim both cleaning wastewater and reverse osmosis (RO) concentrate, saving water by over 65,000 m³ annually, with a production wastewater recovery rate of over 95%. Furthermore, condensate from air compressors and MAU air conditioning units is repurposed for toilet flushing, conserving 14,000 m³ of tap water each year.

The BOE Chengdu Gen 6 AMOLED (Flexible) production line tailors water-saving indicators to different manufacturing processes, enabling process production equipment to consume less water. By the end of December 2023, it had saved around 1,200,600 m³ of tap water and earned the title of "Water-saving Enterprise" in 2023.



Wastewater Cleaning and Recycling Installation at Chengdu BOE Vehicle Display Technology Co., Ltd.

CASE: BOE intensifies water recycling

To maximize water resource efficiency and minimize wastewater discharge, BOE has integrated wastewater recovery and treatment technologies into its production workflow. At the BOE Wuhan Gen 10.5 TFT-LCD production line, a suite of measures, including high-organic RO concentrate and backwash water recycling, cooling tower water-saving, and partial recovery of process water, have been taken, achieving a 95.03% reuse rate for industrial water and a 99.70% recycling rate for indirect cooling water. Similarly, the BOE Fuzhou Gen 8.5 TFT-LCD production line has implemented a cooling tower water recovery project, saving approximately 422,300 m³ of water annually, with a 7.90% reduction in tap water consumption.



Wastewater Treatment Installation at BOE Wuhan Gen 10.5 TFT-LCD Production Line

Fewer Waste Emissions

At BOE, waste generated from production processes includes general solid waste such as glass, plastic, and metal, and hazardous waste like etching liquid, stripping liquid, and diluents. Moreover, in the smart engineering medicine field, medical waste is generated during hospital operations. Following the 4R principle (recycle, reduce, renew and responsibly) for different types of waste, we strive for comprehensive utilization to dispose of them compliantly and rationally.

For general solid waste, we focus on lean sorting and recycling to tap into the resource value of waste while minimizing discharge amount. Through a "zero waste to landfill" project at the BOE Mianyang Gen 6 AMOLED (Flexible) production line, a new disposal process method has been introduced to raise the waste utilization rate from 93% to 95%, achieving a 0% direct landfill rate. Its overall waste utilization has reached the UL 2799 Zero Waste to Landfill, Gold Level. Similarly, the BOE Wuhan Gen 10.5 TFT-LCD production line has attained 100% recycling utilization of general solid waste, primarily used as raw materials in the building materials, cement, thermal power generation and other industries.

Regarding hazardous waste, we implement stringent oversight and management to prevent any leakage. At the BOE Beijing Gen 8.5 TFT-LCD production line, for instance, through an intelligent management enhancement project for environmental safety of hazardous waste, an intelligent weighbridge management system has been developed for digital and informational tracking and monitoring of hazardous waste throughout its weighing process, aiming to boost the environmental safety management of hazardous waste storage.

In recognition of its lean management of general industrial solid waste and hazardous waste pollution prevention, Ordos honored the "Waste-Free Factory" to the BOE Ordos Gen 5.5 TFT-LCD production line. For stored hazardous waste, we ensure 100% recycling through a qualified third-party professional organization, while maintaining oversight and management on such an organization.

For substantial chemical waste liquids, we prioritize the reuse of raw materials in production. If recycling is not feasible, we work with a liquid waste recycling firm to convert the waste into industrial-grade raw materials for market reentry. Incineration is chosen only when the waste is entirely useless or when the purification cost far exceeds the potential value. The BOE Wuhan Gen 5.5 TFT-LCD production line achieved 100% utilization of waste ITO etching solution as wastewater treatment agent.



Hazardous Waste Storage at the BOE Ordos Gen 5.5 TFT-LCD Production Line

Honors

Beijing BOE Display Technology Co., Ltd., Chongqing BOE Optoelectronics Technology Co., Ltd., and Nanjing BOE Display Technology Co., Ltd. were certified by UL 2799 Zero Waste to Landfill, Platinum Level

Chongqing BOE Optoelectronics Technology Co., Ltd. and Nanjing BOE Display Technology Co., Ltd. were certified by UL 3600 Circularity Facts.

2023

Comprehensive utilization rate of general waste	Comprehensive utilization rate of hazardous waste	Hazardous waste discharge reduced
>95%	>95%	1,806.67 ton

CASE: BOE disposes medical waste compliantly, securely and efficiently

Chengdu BOE Hospital implements a rigorous medical waste management system, and employs a mobile app for monitoring the classification, collection process, and compliance of medical waste to intervene at the source. In accordance with the *Regulations on the Administration of Medical Wastes*, the *Measures for Medical Wastes Management of Medical and Health Institutions*, and the *Emergency Response Plan of Chengdu BOE Hospital for Medical Waste Mismanagement, Leaks, Spills, and Incidents*, the hospital organizes regular emergency drills to enhance on-site emergency responses of dedicated personnel and relevant departments. To enhance the efficiency of medical waste disposal, Chengdu BOE Hospital has been integrated with Sichuan's online health supervision and monitoring platform for medical waste. From the collection of medical waste with intelligent vehicles to temporary storage and finally disposal by qualified waste management companies, IT-based monitoring throughout the entire process has been achieved, leading to more efficient, compliant, and secure medical waste management.



Medical Waste Disposal System and Process Open to the Public



Emergency Drill for Medical Waste Leakage

Stricter Chemical Management

BOE strictly abides by relevant provisions in the *Measures for the Restriction of the Use of the Hazardous Substances of the Electrical and Electronic Products*, that is, producers should take measures to reduce and eliminate the content of lead, mercury, cadmium, hexavalent chromium, polymeric brominated biphenyls (PBB), poly brominated diphenyl ethers (PBDE) and other toxic or hazardous substances contained in electronic products. This ensure that all the raw materials used by BOE meet relevant national environmental laws and regulations and the chemicals registration, evaluation, licensing and restriction policies. To further regulate the use of raw materials for chemicals in production, BOE has developed the *Safety Management System for Hazardous Chemicals*. We seek for safer alternatives to hazardous substances, set up the Green Product Analysis Center, and enhance our ability of testing hazardous substances, ensuring that products meet management and control standards for hazardous substances.

CASE: BOE regulates the use of chemicals through standardized management

To bolster chemical management and minimize environmental and safety risks, the BOE Beijing Gen 5 TFT-LCD production line has instituted the safety management benchmark for hazardous chemicals, the chemical refilling safety management system, laboratory safety management standards, the change management system, the introduction of new technologies, equipment, processes, and materials to Environment, Health, and Safety (EHS) management standards, among others, to solidify our managerial foundation. In terms of specific management measures, we conduct safety certifications for newly introduced hazardous chemicals to ensure compliance with national and industry safety norms; we carry out compliance certifications for new technologies, equipment, processes, and materials to mitigate chemical usage risks; regularly update our hazardous chemical ledger for real-time access to chemical storage and usage; pursue a strict registration process for imported hazardous chemicals to ensure lifecycle tracking and management; and set standardized processes for the procurement, transportation, use, storage, and disposal of chemicals. Under our systematic management, the production line achieved a record of zero chemical safety incidents.



Normal Gas Supply in the Sulfur Hexafluoride Gas Supply Room at the BOE Beijing Gen 5 TFT-LCD Production Line, with Cylinders Securely Fastened and the Site Equipped with Emergency Ventilation Devices and Other Safety Measures

Air Pollution Prevention and Control

BOE strictly abides by relevant laws and regulations of the state and the government to advance air pollution prevention and control. Through an approach to clean production that combines reduction at source, process control, and end treatment, we reduce the emissions of toxic and hazardous gases such as CO₂, SO₂, NO_x and VOCs, thus effectively preventing these gases from damaging the environment.

CASE: BOE minimizes VOC emissions through multiple measures and technical schemes

Volatile Organic Compounds (VOCs), prevalent in industrial production and solvent applications, are a critical source of photochemical smog, haze, and global climate change. Committed to minimizing VOC emissions by integrating exhaust gas treatment technologies in its production, BOE safeguards the atmospheric environment. At Chengdu BOE Vehicle Display Technology Co., Ltd., automated machinery is utilized to capture VOCs in exhaust ducts. At the point of emissions, it uses a two-stage active carbon tower for adsorption and purification, cutting an emission concentration of non-methane hydrocarbons to below 2 mg/m³, ahead of local environmental standards. The BOE Beijing Gen 8.5 TFT-LCD production line has launched a project to optimize and upgrade its organic exhaust gas treatment system. Through initial concentration of low-density gases collected during production, efficiency of pre-processing system was improved, reducing around 3 tons of non-methane hydrocarbons. Similarly, the BOE Chengdu Gen 4.5 TFT-LCD production line has enhanced the treatment of organic waste gases by replacing its zeolite wheels, reducing the concentration of VOC emissions to below 30 mg/m³.

Biodiversity Conservation

Biodiversity is the bedrock of human sustainability. At BOE, we have ingrained biodiversity conservation within our operation, ensuring our facilities neither encroach upon nor border ecological preserves. Moreover, committed to minimizing the impact and dependencies on our production activities on natural capital, we strive for a harmony with nature.

CASE: BOE drives the construction of eco-friendly plants

From the outset of plant construction, BOE has integrated eco-friendly principles into the planning. The BOE Chongqing Gen 6 AMOLED (flexible) production line underwent a zoning optimization, placing power supply systems adjacent to energy-intensive areas like production and office spaces to ensure clear zoning and compact spatial arrangement. Additionally, a land greening program was launched, which boosted plant coverage to 18.60% and revitalized habitats for animals and plants, contributing to the local ecological equilibrium. To protect birds around from inadvertently ingesting NMP condensate, protective nets were installed over the NMP system condensers, effectively mitigating avian casualties.

Environmental Protection Action

BOE weaves environmental stewardship into every aspect of daily operations. We consistently promote environmental protection action to raise the environmental awareness of all staff, forging a collective effort to create a clean, green, and bright future.

Environmental Training

BOE offers environmental management training for different positions on topics such as environmental work safety, compliance with environmental laws, identification of environmental factors, emergency pollution responses, and emergency preparedness upgrading. Our goal is to enhance their awareness of environmental protection and risk responsibility, while equipping them with better capabilities to environmental management and responses to environmental emergencies. Moreover, BOE stays updated with the latest environmental regulations, thereby raising the awareness of environmental compliance among relevant employees.



We provide a minimum of 8 hours of on-job training on environmental protection each year and incorporate environmental knowledge into their onboarding assessment.

We have established a management ledger and conduct regular training and assessments on basics of water pollution, air pollution control, waste disposal, and environmental management. By doing so, we ensure they are proficient in operating and maintaining environmental protection equipment and the online pollutant emission monitoring system, regulating the use/storage/logistics of toxic and hazardous chemicals, managing toxic and hazardous materials, disposing hazardous waste, responding to environmental emergencies, and managing and executing other environmental risk control measures.

2023

Environmental training sessions

120

Participants in environmental training

271,586

New hires involved in environmental training

129,506



Environmental Management Training at BOE Fuzhou Gen 8.5 TFT-LCD Production Line



Environmental Management Training at BOE Hefei Gen 10.5 TFT-LCD Production Line

Green Action

As one of the six approaches to BOE’s carbon peak and carbon neutrality strategy, “Green Action” aims to standardize and quantify employee’s behaviors through a bonus point-based system, encouraging the integration of green action into their daily life and work. In 2023, we launched the *Green Paper for Green Administrative Services* (V1.0), creating ten green administrative scenarios such as green restaurants, dormitories, meeting rooms, and restrooms. Furthermore, we have upgraded the green action bonus points system by including a feature for accounting carbon reduction. Employees can claim bonus points for a variety of green activities and exchange them for gifts online, incentivizing them to adopt a green and low-carbon lifestyle.

As of the end of 2023

309,500

employees involved in green action

259.94 tons

CO₂ reduced through the bonus points system

Furthermore, through green public welfare and extensive promotional activities, we guide our internal stakeholders towards a consensus on green development. In 2023, BOE established the industry’s first green smart manufacturing AR experience space, Green Z, offering immersive experience to vividly illustrate how BOE recycles resources under a green production and operation philosophy to achieve a green closed loop. Through activities such as the “Driving Symbiotic Development with Green Technology” salon, knowledge contest about green factories, “Lecture for a Greener Future”, and “Green Tour”, we promoted environmental protection knowledge and elevated environmental protection awareness among our workforce. During our tree planting campaign themed on “Leading a Green Future in Celebration of BOE’s 30th Anniversary”, 1,030 trees were planted. Moreover, we also explored green food with employees in a diverse array of events, including pickup, vegetable giveaways, vegetable charity sales, and green action check-in.



"World Environment Day" Event Promotion



"Driving Symbiotic Development with Green Technology" Salon



"Green Fun Tour" Activity



Establish Industry's First Green and Smart Manufacturing AR Experience Space (Green Z)



Green Creative Restaurant



Innovation+

Leading

Development Value



Improving the core innovation capacity to empower diverse scenarios with innovative display technology

BOE consistently improves its core innovation capacity. By jointly establishing a collaborative innovation mechanism, we propel the industry chain and ecosystem forward, while sparking innovation of society. Meanwhile, BOE empowers diverse scenarios with innovative display technology. Through launching diverse “Powered by BOE” applications in collaboration with our customers, we steer the industry towards high-quality development, bringing innovation achievements to the public.

90,000+
independent patent applications in total

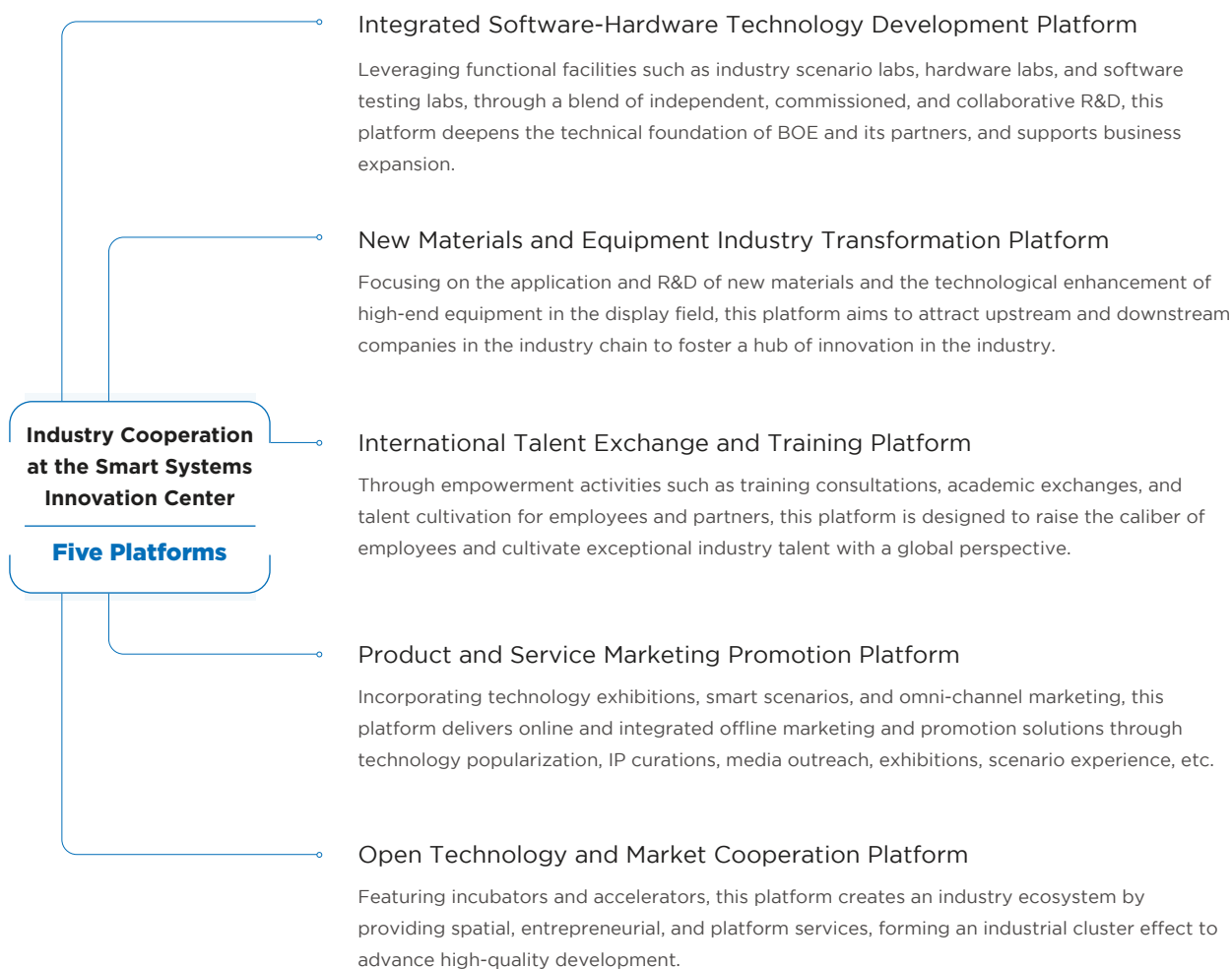
Ranked **5**th by global Patent Cooperation Treaty (PCT) applications


Core Innovation Capacity Building

BOE consistently improves its core innovation capacity. Through R&D in basic and cutting-edge technologies, BOE focuses on building a technological innovation management system to sustain leadership in the future. By expediting the commercialization of technological achievements, and facilitating the formulation of domestic and international professional standards, we propel our growth and steer the industry chain towards high-quality development through technological innovation.

Accelerating the Commercialization of Achievements

BOE has developed a huge technological innovation system. We have created a "1+1+3" technological innovation platform, comprising a national engineering research center, an innovation head office, and three innovation sub-centers in Beijing, Chengdu, and Hefei. Moreover, in cities such as Chongqing, Chengdu, and Qingdao, we set up innovation platforms that integrate technological R&D, marketing promotion, industry transformation, talent exchange, and market cooperation. Through application and commercialization of technological R&D achievements at a faster pace, we create three technology curators: semiconductor displays, IoT innovation, sensory devices, to conduct research in key technologies and foster an innovation ecology.





Honors

Listed among Clarivate Top 100 Global Innovators 2024 for three consecutive years
Awarded "National Industrial Design Center" by the Ministry of Industry and Information Technology

As of the end of 2023

<p>90,000+ independent patent applications in total</p>	<p>including 30,000+ for flexible OLED</p>		
<p>2 China Patent Gold Award in total</p>	<p>3 China Patent Silver Award</p>	<p>27 China Patent Excellence Awards</p>	<p>1 China Design Excellence Award in total</p>

2023

Ranked **15th** among the US Granted Patents by IFI among **TOP20** for six consecutive years

Ranked **5th** in the global Patent Cooperation Treaty (PCT) applications among **TOP10** for eight consecutive years

CASE: BOE promotes the licensing of its patent pool and launches a green supply chain technology sharing platform

BOE ramps up efforts to promote the licensing of its patent pool themed on "Fostering Climate, Empowering Growth and Promoting Development", upholding the collaborative and shared technological innovation philosophy in which "patents empower small and micro enterprises and technology contributes to public welfare development". In 2023, the patent pool extended licenses to five medium, small and micro enterprises (MSMEs) in cities such as Beijing, Tianjin, and Chongqing. In parallel, BOE actively promotes technology openness and empowerment in the green supply chain sector. In December 2023, the "Green Supply Chain Technology Sharing Platform (Patent Pool)" was inaugurated, a collaborative venture with JD Group and Lenovo Group. Capitalizing on the expansive reach of the supply chain and platform influence, it aims to promote green, low-carbon technologies and patents across the supply chain, motivating upstream and downstream enterprises to embrace low-carbon practices. The first batch of patents, spanning areas such as energy and power, green materials, eco-friendly packaging and consumables, low-carbon processes and equipment, green logistics, carbon negative technology, and digital supply chain technology, will be freely licensed to MSMEs, contributing to the green supply chain.

Promoting the Formulation of Standards

BOE has presided over and participated in the formulation and revision of international standards such as ISO, IEC and ITU, as well as domestic and international technical standards including Chinese National Standards, electronic industry standards, and group standards. These standards cover a wide range of technical fields, including LCD, flexible OLED, MLED, UHD display, health display, smart window, fingerprint recognition, IoT, and telemedicine.

The *Use Cases and Requirements for Ultra-High-Definition Teleconsulting System* (ITU-T F.780.3) and the *Reference Framework, Requirements and Scenarios for Telemedicine Systems* (ITU-T F.780.4) were officially released.

A number of standards including the *Internet of Things—Electronic Shelf Label System—General Requirements* (GB/ T 42409-2023), the *Electronic Dyed Liquid Crystal Dimmable Glass* (GB/T 42666-2023), and the *Minimum Allowable Values of Energy Efficiency and Energy Efficiency Grades for Displays* (GB21520-2023) were officially released.



Four industry standards such as the *Touch and Interactive Display Devices—Part 14-10: Specification for Touch Display Modules for Passenger Vehicles* (SJ/T 11912.14.10-2023), the *Liquid Crystal Display Devices—Part 2-3: Detailed Specification for Color Matrix Stacked LCD Module Blanks* (SJ/T 11459.2.3-2023), the *Flexible Display Devices—Part 3-3: Detailed Specification for Inner Flexible Display Modules* (SJ/ T 11847.3.3-2023), and the *Technical Requirements for Ultra-High Definition Telemedicine Systems* (SJ/T 11901-2023) were officially released.

A number of group standards including the *Technical Requirements for Ultra-High Definition TV Frequency Conversion Display System* (T/UWA 018-2023), the *General Technical Requirements for Mini-LED Backlight LCD* (T/ CVIA 109-2023), the *Technical Specification for Display Performance of 8K Ultra-High Definition LCD Television* (T/ CVIA 121-2023), and the *Technical Specification for Low Fatigue of Paper Learning Machines* (T/ZSA 141-2023) were officially released.

As of the end of 2023

Presided over the formulation and revision of **103** domestic and international technical standards

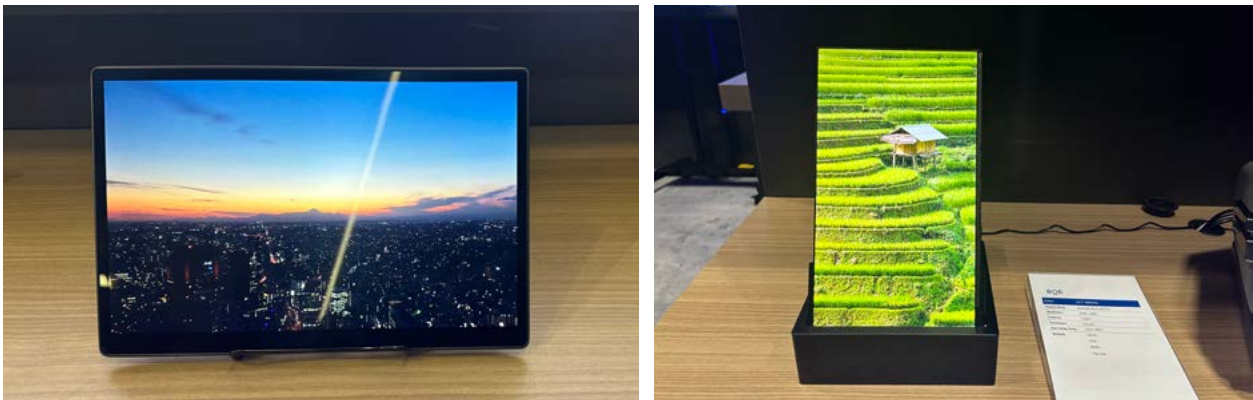
Participated in the formulation and revision of **270** domestic and international technical standards

Creating Evolutionary Products

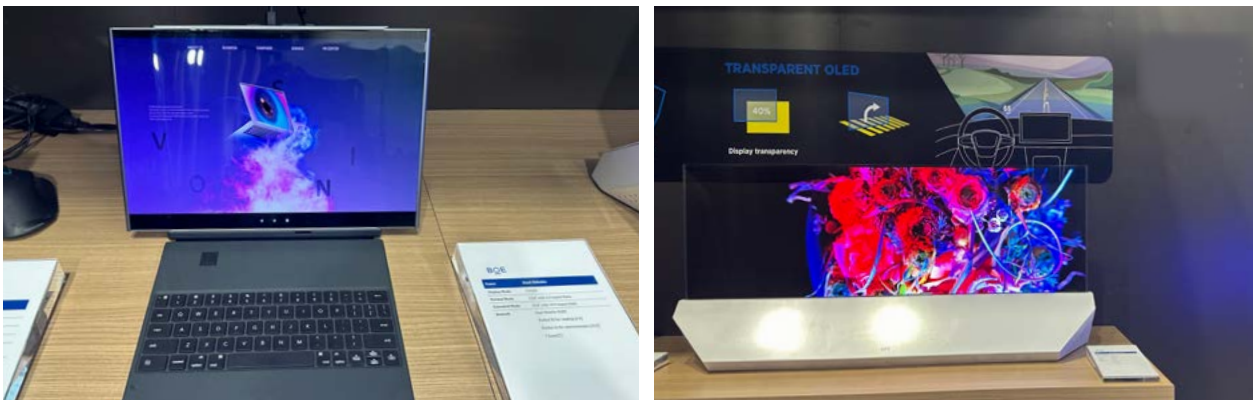
BOE is dedicated to offering customers top-quality products and services, constantly enriching the visual enjoyment, and leading the industry to a new height in human visual experience.

Display Technology Development


In the display technology field, BOE continuously improves the innovation capacity in technologies and products, bringing consumers a brand-new and eco-friendly product experience. In terms of ADS Pro, the first 14.6-inch Oxide LCD monitor and the first 3K resolution Oxide touch tablet offers high transmittance, contrast, and color gamut. Our innovative automotive ultra-large Oxide cockpit won the "2023-2024 Innovative Display Product Gold Award". For f-OLED, we launch the industry-first screen for rollable laptops, the dual-slidable flexible OLED display, which allows free switch of the horizontal display size from 13.6 to 16.8 inches and a display ratio from 4:3 to 16:9, meeting the needs of entertainment, business, creation, and other scenarios. The 49-inch transparent OLED display effectively improves the overall transmittance of the luminous layer through technical optimization, which is suitable for smart public service scenarios such as subways and unmanned minibuses.




First 14.6-inch Oxide LCD Monitor and First 3K Resolution Oxide Touch Tablet



Dual-slidable Flexible OLED Display and 49-inch Transparent OLED Display



Honors



BOE 10-inch 8K LCD display tailored to 3D printing was selected as the SID "Display Application of the Year".

BOE UB Cell technology was awarded the SID "Best LCD-Based Technology" and the "2023 IFA Product Technology Innovation Award (Gold)".

BOE Automotive Smart Cockpit was awarded the SID "Best Automotive Display".

BOE 1.3-inch 4K Micro OLED was awarded the SID "Best AR/VR/MR Demo Product".

BOE 110-inch 16K was honored the "DIC Award 2023 Display Device Innovation Gold Winner".

BOE 95-inch 8K OLED Commercial Display and Cross-Folding OLED was awarded the "DIC Display Application Innovation Award Gold Winner".

MLED

BOE's MLED business aims to actively drive Mini/Micro LED ecosystem with COG at the core and integrated developing COB/SMD. Our relentless innovation in semiconductor display technology, unique drive architecture, high-speed transfer technology, LED epitaxy and chips, and other core techniques propels the industry forward. In 2023, BOE unveiled an array of products designed to enhance user experiences. Our 31.5-inch 4K Mini LED monitor, featuring industry leading Mini LED backlighting, improves watching experience with reduced overall power consumption thanks to localized dimming technology. BOE MLED SMD BRY direct display, equipped with built-in S-PWM technology in driver chips, elevates refresh rates and addresses flicker at low brightness for more lifelike displays. High-frequency electromagnetic interferences are slashed, contributing to both health and environmental protection. Moreover, our MLED COG display utilizes advanced manufacturing process and AM-driven glass substrate to boost device performance and energy efficiency, consuming lower power to protect the environment. The LTPS P0.5 COG AM MLED display delivers exceptional image quality with minimal blue light and no flicker for enhanced eye protection.

CASE: BOE pioneers common-cathode technology to create sustainable products

BOE integrates common-cathode technology, celebrated for its multiple sustainable attributes like energy-saving and eco-friendliness, into product R&D. The BOE MLED SMD BTS display, featuring a common-cathode design, utilizes precise 2.8V/3.8V power supply to cut power consumption by over 35% compared to conventional 5V supply. While reducing energy consumption, it significantly lowers system operational temperatures, effectively extending component lifespan, bringing down failure rates, and diminishing waste emissions from product disposal. The BOE MLED COB, driven by common-cathode, decreases power consumption by over 10% and temperature by over 5°C.

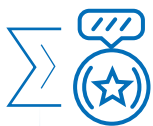
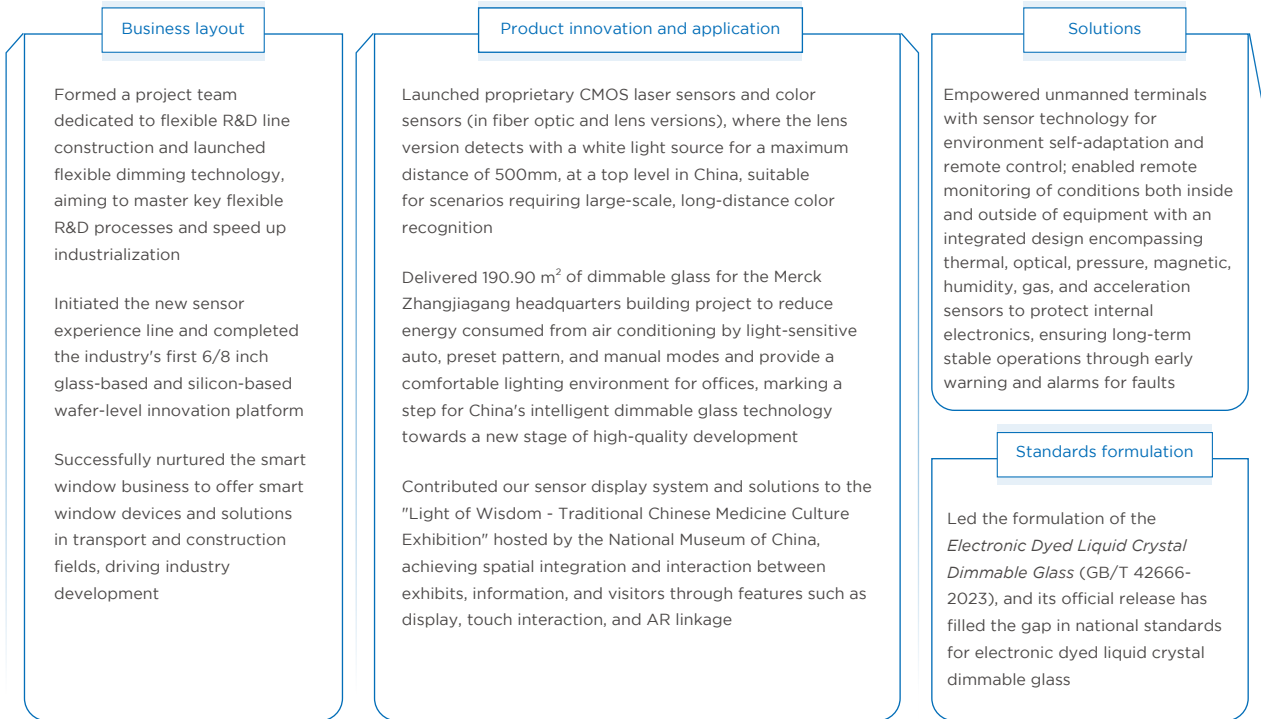


Common-cathode LED Display

Sensors and Solutions

BOE's sensors and solutions business focuses on glass-based and silicon-based innovation. We consistently innovate in sensors and solutions in subdivision scenarios, including biomedicine, smart window, glass-based innovative devices, industrial application, consumer electronics, and automotive electronics.

BOE Major Measures to Promote the Development of Sensors in 2023



Honors

Beijing BOE Sensor Technology Co., Ltd. was shortlisted in the fifth batch of national specialized and sophisticated "little giant" firms and 2022 "IoT Star Awards" Top 100 Enterprises

BOE smart window dimmable glass technology was awarded the "Best New Technology Application of the Year" by GRAND PRIX

BOE smart window control software system was included in the *2022-2023 Promotion Catalog of Outstanding Innovative Software Products* by China International Software Expo

BOE smart window emissions reduction digital solution case was selected by the UN-HABITAT in its white book *Future Cities Advisory Outlook 2023: Digital Innovations Empower Urban Net Zero Carbon Transition*

BOE liquid crystal smart switchable glass solution was honored as an excellent case of Craftsmanship Brands for 2022 China Intelligent Manufacturing Committee of 100(CIM100)

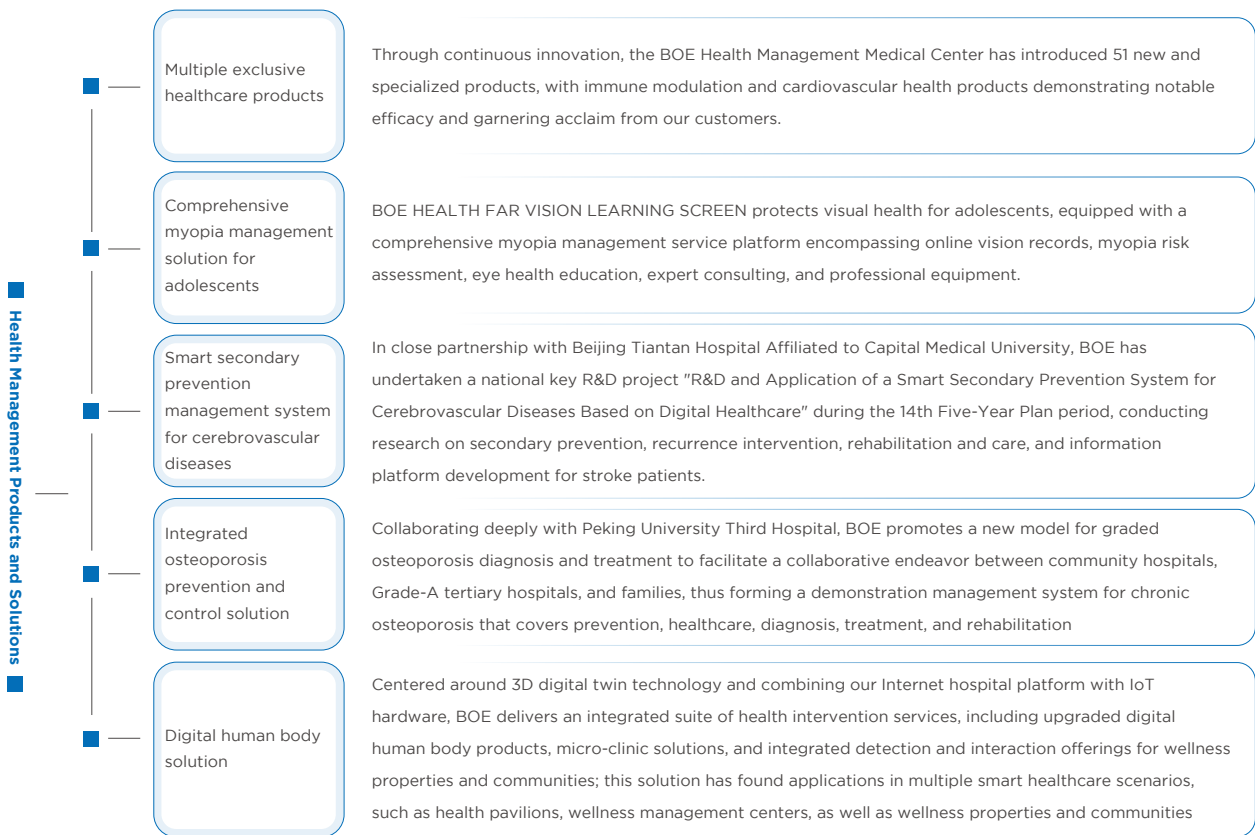
BOE Smart Curtain Wall UN-HABITAT Headquarters Project received the "International Cooperation Award" in Scientific and Technological Innovation from China Video Industry Association

Facilitating a Healthy Life with Technology

Combining technology and medicine for integrated innovation, BOE Smart Engineering Medicine business focuses on families, communities, and hospitals with a human-centered approach. By building a health IoT platform, we bridge testing equipment, medical staff, and customers, forming a smart health management ecosystem. With health management at the core, the health IoT ecology, driven by medicine & engineering integration products and supported by digital hospitals and wellness communities, provides high-quality and convenient healthcare services across prevention, treatment, and wellness.

Health Management

Leveraging the synergy between our online IoT hospital platform and offline digital hospitals, we create an integrated service system with smart terminal devices as the tool. Moreover, through preventive care, digital diagnostics, face-to-face medical services, and post-discharge management, we create a new model for lifecycle health management. Tailored to both seniors and children, we also establish a system providing specialized, over-the-course care for them through a suite of core products and services.



BOE HEALTH FAR VISION LEARNING SCREEN



Digital Human Body Solution

Precision Diagnosis and Treatment

BOE builds a graded diagnosis and treatment system with IoT technology and a core discipline system leveraging the role of core experts. Following the division of labor and collaborative governance between medicine and administration, we improve operational efficiency and broaden the reach of premium health services into communities and homes. BOE currently operates several hospitals, including Beijing Oasis International Hospital, Hefei BOE Hospital, Chengdu BOE Hospital, and Suzhou BOE Hospital, along with Beijing BOE Hospital under construction.

Hospital Construction



Shanghai Senior Expert Consultation Service Center at Suzhou BOE Hospital

Healthcare Services

BOE is committed to the innovation and development in the elderly health services sector, with the goal of establishing two national pilots: "Remote Medical and Elderly Care Collaboration Pilot" and "National Blockchain Innovation Application Pilot". Through synergistic integration driven by IoT+ across the wellness sector, encompassing medical care, elderly care, rehabilitation, nursing, pharmaceuticals, health education, and insurance, we continuously innovate on the integration of medical and elderly care and promote the building and upgrading of the industry ecosystem.

Moreover, in collaboration with our partners, BOE creates new digital and smart wellness cities. Through innovation in IoT technology, we build a standardized framework for digital and smart wellness services that cater to homes and communities. Together with Zhongda International in Xi'an and community-based hospitals, we have built a digital and intelligent medical and elderly care community to provide residents with intelligent, digital, and IoT-powered health management services.

CASE: BOE launches the first smart medical and elderly care community as a new model

In 2023, BOE unveiled its first self-built, self-operated smart medical and elderly care community, Jincheng Shiguang, in Chengdu. While integrating medical and elderly care, through smart IoT devices and a 24/7 all-scenario smart service system, the community constantly refines its lifecycle health service loop focused on health management, propelled by medicine & engineering integration products, and supported by digital hospitals and wellness communities. Boasting its unique medical and elderly care, shared vitality, and smart empowerment, the community offers over 160 medical and elderly care services across 18 categories in seven aspects: health, living, dining, social contact, entertainment, learning, and care, ensuring a premium, healthy living experience for the elderly.



Jincheng Shiguang - BOE's First Smart Medical and Health Community

Engineering Medicine Products

In the engineering medicine field, BOE focuses on smart terminals and systems, molecular detection, and regenerative medicine to establish three technological platforms in sensing, molecular detection, and tissue engineering.

Innovative Engineering Medicine Products

Smart terminals and systems

- Continuous sign monitoring system: Integrating six core technologies to move beyond conventional single-point detection, the system improves the preventive model of early diagnosis, therapeutic evaluation, and prognosis analysis to chronic diseases, achieving highly sensitive, real-time, continuous, precise monitoring of metabolites, therapeutic drugs, trace elements, and other disease markers in human body
- BOE health examination integrated machine: Bringing together 16 health diagnostic devices to monitor over 100 health metrics, the machine enables the collection, real-time transmission, AI analysis, and permanent cloud storage of health big data, and is already in use in multiple communities across 12 cities nationwide

Medical AI

- Ultrasound imaging AI integrated machine: Merging a professional medical monitor with a high-performance microcomputer, coupled with breast ultrasound AI-assisted diagnostic software, the machine maximizes computational power in minimum volume for real-time dynamic AI analysis, aiding physicians in delivering precise, efficient, and convenient diagnoses
- Chest CT imaging AI integrated machine: Featuring BOE's medical display, the machine enables AI-assisted diagnoses for lung nodules, pneumonia, rib, and calcification scoring with a single chest CT scan, supporting qualitative diagnosis, quantitative analysis, follow-ups over multiple time points, and structured reporting

Molecular detection

- The influenza A/B virus nucleic acid detection kit (fluorescent PCR method), independently developed and manufactured by BOE, enables the rapid nucleic acid detection of acute upper respiratory pathogens, supporting medical institutions at all levels in quickly and accurately diagnosing and patient diverging management. It has been granted a Class III Medical Device Registration Certificate from the National Medical Products Administration (NMPA) (National Provisions for Medical Device Registration No. 20233400274)

Regenerative medicine

- In terms of stem cell therapy products, BOE has independently developed China's first "Human Umbilical Cord Mesenchymal Stem Cell Membrane"
- BOE lays out the entire industry chain of cell therapy and creates three platforms for cell storage and preparation, new cell drug R&D, and the commercialization and application of cell-based therapeutic products, offering patients full-process integrated services



Continuous Sign Monitoring System



Continuous Sign Monitoring System

Empowering the IoT with Intelligence

BOE consistently integrates its core capability in the semiconductor display sector with the IoT segment. Driven by the "Screen of Things" strategy, we equip screens with the ability to integrate more functions, take on more forms, and fit more scenarios, seamlessly embedding displays into various aspects of daily life.

Smart Finance

In the field of smart finance, we harness cutting-edge technologies like AI, big data, and cloud computing to refine customer service experiences from a multitude of interactive aspects — visual, auditory, and tactile. By streamlining banking processes, we transform banks into comprehensive service platforms that blend business, experience, and marketing both online and offline. As of the end of 2023, BOE's smart financial solutions had been adopted by financial institutions such as Industrial and Commercial Bank of China, China Construction Bank, and China Minsheng Bank, providing integrated software and hardware services of "screens + software + content" for approximately 4,000 bank outlets across 31 provinces to drive banks digital transformation.



Tailored Financial Screen for the Elderly to Provide Considerate and Efficient Smart Finance Services

Smart Retail

In the domain of smart retail, we apply expertise and technologies in retail IoT to customize solutions for retailers. These include dynamic pricing management, shelf display management, and interactive multimedia large screens, aiming to facilitate the digitalization of stores with enhanced operational efficiency and customer experience.

As of the end of 2023

BOE's smart retail solutions had been available in **35,000+** stores across **62** countries around the world

Smart Parks

In the realm of smart parks, BOE leverages its core technologies in "Screen of Things" to develop foundation and application services for a digital park platform. Covering various business system services such as convenient access, equipment management, energy efficiency management, operational and maintenance management, and an alarm center, the platform equips industrial parks with capabilities for perception, cognition, expression, immunity, and growth, supporting their digital transformation and upgrading.

As of the end of 2023

50+

benchmark projects supported by BOE's smart park solutions in China

700+

park clients covered

Smart Travel

BOE's smart travel solutions cater to all scenarios such as public transport, rail transit, and airports, providing enhanced safety, convenience, and comfort for personal and public travel. By the end of 2023, BOE's smart travel solutions had been applied in key cities such as Chongqing, Chengdu, Hefei, and Qingdao. In the segment of smart cockpits, BOE drives innovation in automotive cockpits with cutting-edge display technologies like oxide, flexible OLED, 8K, Mini LED, and BD Cell. Our 45-inch 9K Oxide Mini LED in-vehicle one-piece screen, leveraging high electron mobility in oxide, delivers a 9K resolution and 90Hz refresh rate. Its glass-based MLED backlighting achieves 6048 partition image quality, high contrast, and a brightness level of 1500 nits, effectively reducing power consumption by 20% to 30%.



45-inch 9K Oxide Mini LED In-Vehicle One-Piece Screen

Smart Education

In the field of smart education, BOE champions the integration of green and health-conscious innovative display technologies into various smart devices, developing accessible and efficient smart classrooms for teachers and students. Moreover, by supporting the release of industry standards for eye-care displays, we ensure more green and health-conscious products are designed to safeguard students' ocular health. Regarding health display technology, BOE institutes a "1+2+N" paper-like eye protection technology system, driving our core health display technology and visual health monitoring platforms. Revolving around the new framework for overall eye care, BOE introduces an array of software and hardware technologies such as AI-driven eye usage trend alerts (for fatigue, proximity, posture, lighting, eye risk, and myopia) technology, natural light display, distance imaging, non-destructive Gamma technology, and upgraded human factor smart light adjustment technology in mass production, producing a portfolio of multidimensional intelligent health software and hardware products and services.



Continuous Innovation in Series Small Smart Screens to Safeguard Children's Eye Health in Study

Regarding standards formulation, BOE has released group standards such as the *Technical Specification for Low Visual Fatigue in Paper-like Learning Machines*, the *Measures for Evaluating the Impact of Large Screen Display Terminals on Visual Health*, the *Technical Specification for Transmissive Learning Terminal Paper-like Display*, and the *Technical Specification for Learning Machine Eye Protection*. Collaborating with Zhejiang University Eye Hospital, BOE conducts a cross-sectional study titled the "Impact of Different Polarized Light Tablets on the Eye Symptoms of Adolescents and Children". Working in tandem with Tianjin Eye Hospital, BOE has completed the "Research on the Effectiveness of Spectral Control in Myopia Management". Findings have been integrated into our products.

Smart Office

BOE introduces natural writing technology that enables intelligent handwriting prediction, achieving minimal latency down to 23 milliseconds — nearly at the limit of human visual retention. This technology also integrates multiple smart features like handwriting beautification, handwriting recognition, and shape recognition. BOE Share increases the efficiency of office experience through one-click screen sharing, multi-screen interactions, and collaborative efforts across multiple users. Additionally, BOE has rolled out a variety of low-power, electronic ink display technology-based products, including eye-friendly student IDs, 7.4-inch full-color electronic desk nameplate, 4.01-inch full-color electronic workstation nameplate, and 12.2-inch electronic doorplate. Available in multiple sizes and configurations, these products, coupled with BOE's proprietary communication system, support instant content updates, contributing to a low-carbon and efficient paperless office environment.



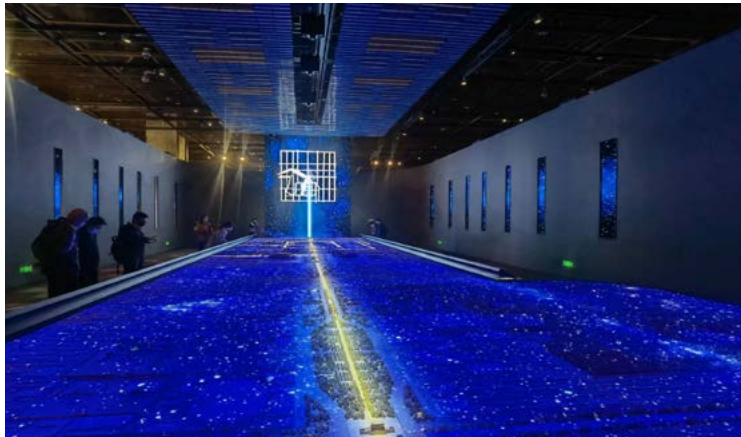
BOE's Smart Office

Digital Culture

Digital art is one of the important business where BOE empowers various application scenarios with its "Screen of Things" strategy. So far, BOE has rolled out a range of digital culture and exhibition products such as BOE iGallery, versatile display, and digital photo frame, serving a number of cultural institutions and important cultural events such as the National Museum of China, the Art Museum of China and the "Brilliant Central Axis" exhibition held by the Capital Museum. In 2023, we embarked on a groundbreaking strategic collaboration with the Palace Museum, establishing a paradigm for "Technology + Culture" that serves as a new catalyst for high-quality development. Joining hands with the Shanghai Film Group, we propelled the cinema industry onto the fast-track of digitalization, creating a new vista of "Cinema + Technology".

CASE: BOE supports the "Brilliant Central Axis" exhibition held by the Capital Museum

In 2023, the Capital Museum held the "Brilliant Central Axis" exhibition, featuring BOE's innovative display products and digital multimedia technologies such as high-refresh-rate LED screens, curved LED screens, BOE iGallery, bar screens, and 3D high-definition projection. The cross-media, cross-temporal new media art creates an immersive central axis cultural space blending the ancient and the modern as well as the virtuality and the reality for the audience, better showcasing and disseminating the deep, historical, and static culture of the central axis. Additionally, the exhibition pioneered the use of low-carbon e-paper technology. Replacing traditional paper explanations with intelligent electronic ink displays that consume ultra-low energy, it has enhanced the viewer experience while championing environmental sustainability.



BOE's Innovative Display Products and Digital Multimedia Technologies at the "Brilliant Central Axis" Exhibition Held by the Capital Museum

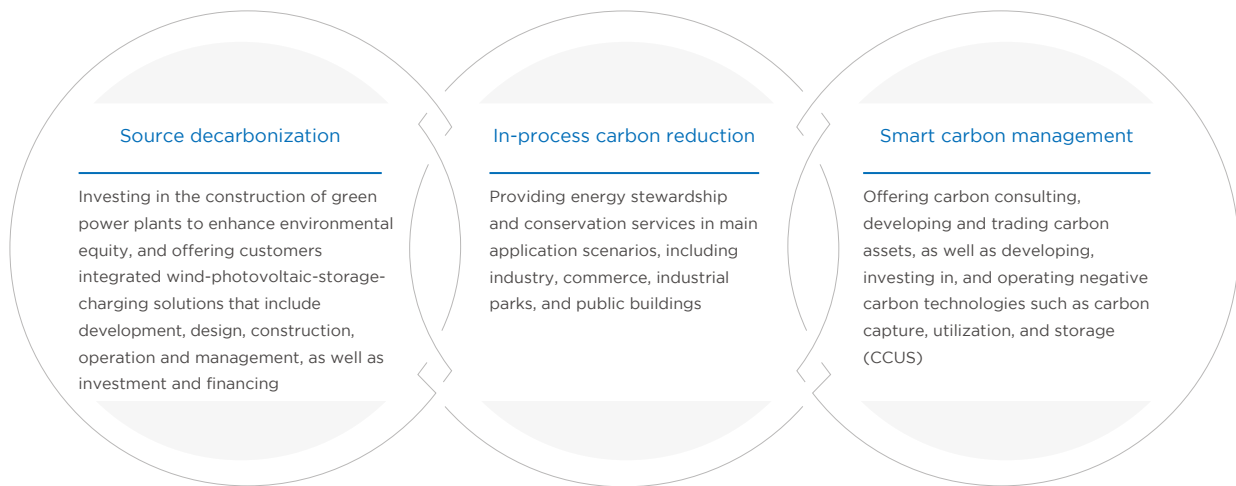
CASE: BOE cooperates with the Palace Museum to establish a paradigm for "Technology + Culture" that serves as a new catalyst for high-quality development

In August 2023, BOE and the Palace Museum signed a strategic cooperation agreement, formalizing a strategic partnership in areas such as digital cultural exhibitions, content promotion, academic exchanges, and brand collaboration. It also extends to collaborations in relic detection, talent training, and public welfare activities, with a commitment to regular and broader interactions among personnel of both sides, advancing innovative and multidimensional development of "Technology + Culture". This endeavor not only represents a testament to the role of fine Chinese traditional culture in advancing modern technology but highlights how digital technology can rejuvenate fine Chinese traditional culture, ensuring its vibrant continuation into the future.

Smart Energy

Aligning with the global trend of green and low-carbon development, BOE focuses on zero-carbon integrated energy services. We provide "power source, power grid, energy loading, energy storage, carbon" integrated zero-carbon energy services through "source decarbonization, in-process carbon reduction, smart carbon management".

Zero-carbon Roadmap of "Source Decarbonization, in-process Carbon Reduction, Smart Carbon Management"



To help achieve China's carbon peak and carbon neutrality goals, BOE keeps enhancing its energy IoT R&D technology and continues innovation capacity. Through iterations, our proprietary BOE Smart Energy Management System, a platform for zero-carbon energy solutions, incorporates several innovative technologies, including AI and software-hardware integration, to drive the intelligent and green evolution of the energy sector.

Expanding into the virtual power plant sector, BOE integrates resources such as microgrid storage, charging piles, and controllable loads to meet the evolving demands of the new power system. This helps achieve integrated management of smart energy, increase energy utilization efficiency, and reduce carbon emissions. In addition, we have upgraded our construction and operation credentials for multiple projects, ensuring their high-quality implement and stable operation. By actively participating in the formulation of industry standards, BOE contributes to the harmonization and standardization of smart energy technologies, as well as a sustainable, green, and low-carbon energy future.

Honors

Beijing BOE Energy Technology Co., Ltd. was selected as an intelligent PV pilot demonstration enterprise by the Ministry of Industry and Information Technology.

Beijing BOE Energy Technology Co., Ltd. received a 5A qualification for PV O&M services by the CEC (Beijing) Testing and Certification Center.

As of the end of 2023

approx. **650** MW
install capacity of self-owned power plants in total

800+ GWh
average green power generated annually

Approx. **1.4** GW
install capacity of power plants under operation and maintenance in total

4 million mu
contracted forest and grass carbon sink projects

11 TWh
green certificates traded in total

100+

Companies helped by BOE to achieve their RE100 targets

CASE: BOE creates a near-zero-carbon demonstration park project

BOE's near-zero-carbon demonstration park project is a green and smart technological innovation demonstration park submitted by the National Energy Conservation Center and approved by the National Development and Reform Commission. The project features energy-saving technological renovations such as ground-source heat pump system + heat and cooling storage for heat and cooling supply, ground-source heat pumps + solar energy hot water system for domestic water supply, and integrated photovoltaic-storage-charging carports + rooftop photovoltaic panels for supplementary electricity. Through a smart energy management platform, synergies across power sources, grid, load, and storage are achieved, saving energy by around 52% and reducing carbon emissions by around 37%.

In recognition of its replicable, operable, and promotable attributes, this project has been honored several prestigious awards, including the "Excellent Award for Key Terminal Application" in the First Energy Electronics Industry Innovation Competition hosted by the Ministry of Industry and Information Technology, the "Leading Project Award" in the 2nd Campaign of Carbon-Neutral Technology & Solutions organized by the SJTU-UNIDO Joint Research Institute for Green Growth, and the "CEIA Energy Internet Best Practice Case".



BOE's Near-zero-carbon Demonstration Park Project, with a 52% Energy-saving Rate and 37% Emissions Reduction Rate



Community+
Social Value
Co-creation

Empowering suppliers Contributing to community development

BOE consistently contributes its share to community development. Built on supplier empowerment, we collaborate with our partners to build a resilient and sustainable supply chain ecology. Through high-quality management and services, we provide reliable premium experience for clients. While unblocking channels for employee development, we work to build a diversified and inclusive workplace and create a better shared future with our employees. Our initiatives to integrate technology into community charity and rural vitalization, are gearing towards bridging the digital divide and educational gap, improving national health and protecting ecological environment. We do our part as an enterprise to contribute to a better life and sustainable social value.

332,429 hours
on Employee Learning Platform

BOE hospitals benefited more than
170,000 residents

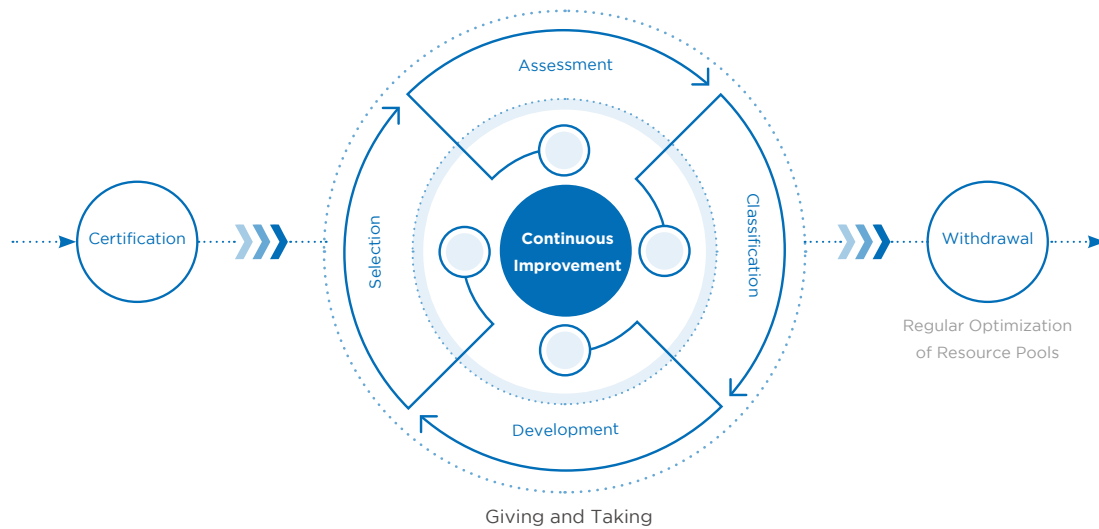


Win-win Cooperation

Jointly building a responsible supply chain is a shared goal and responsibility of BOE and our industry chain partners. We keep strengthening supplier management and incorporate the sustainability philosophy into all aspects of supply chain management. Our systematic management, professional training, and experience sharing helps drive our supply chain partners to fulfill their responsibilities and grow with them together.

Supplier Management Enhancement

Following the principle of "giving and taking", BOE builds strategic partnerships, and sets up sound supplier management system with refinement. Through certification and regular assessment of suppliers, as well as the optimization of supplier resource pools based on performance assessment results, we effectively manage the supplier performance, with an aim to harness the strength of the industrial chain to forge a community with shared interests.



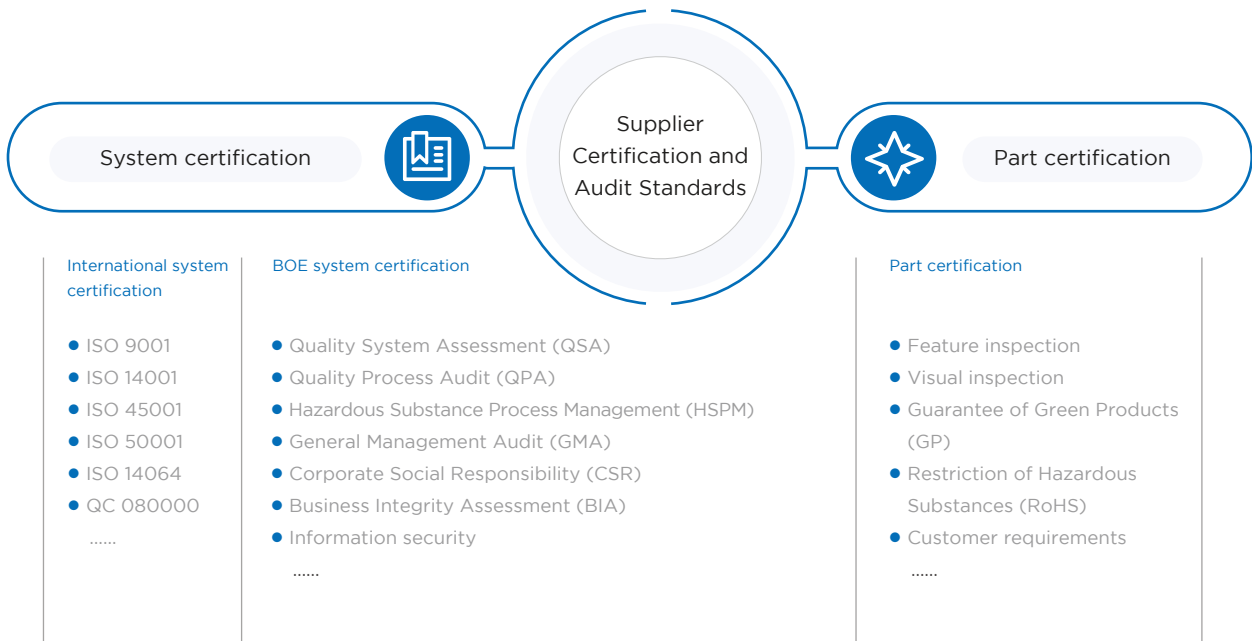
Procedures of BOE Supplier Management

🕒 Certification audit

Upholding the concept of fair procurement and equal opportunities, BOE selects suppliers based on the integrated optimal principle of technology, quality, service, supply, cost, environment, social responsibility, and information security. Our certification and audit of suppliers is divided into the system certification and the part certification. We aim to ensure that all transactions are conducted under strict management and the principle of integrity, compliance, transparency, and responsibility.



Supplier Certification Process



To ensure a reasonable and effective supplier evaluation system, BOE's Chief Procurement Officer coordinates the cross-functional teams including the development, quality, legal affairs and finance to jointly formulate and update the supplier evaluation standards. During new supplier certification, we set up a certification and assessment taskforce to evaluate the general situation, including operation and management, technology R&D, production, quality management and control, environmental safety, hazardous substance management and control, CSR management system, business integrity assessment and information security. And we lay down detailed assessment criteria and checklists. Only after being certified can suppliers become qualified. For suppliers in import and export business, we require them to improve their compliance and trade security management in accordance with the certification standards authorized economic operator (AEO). Only after being certified by AEO can suppliers be regarded as potential partners in our procurement.

Performance assessment

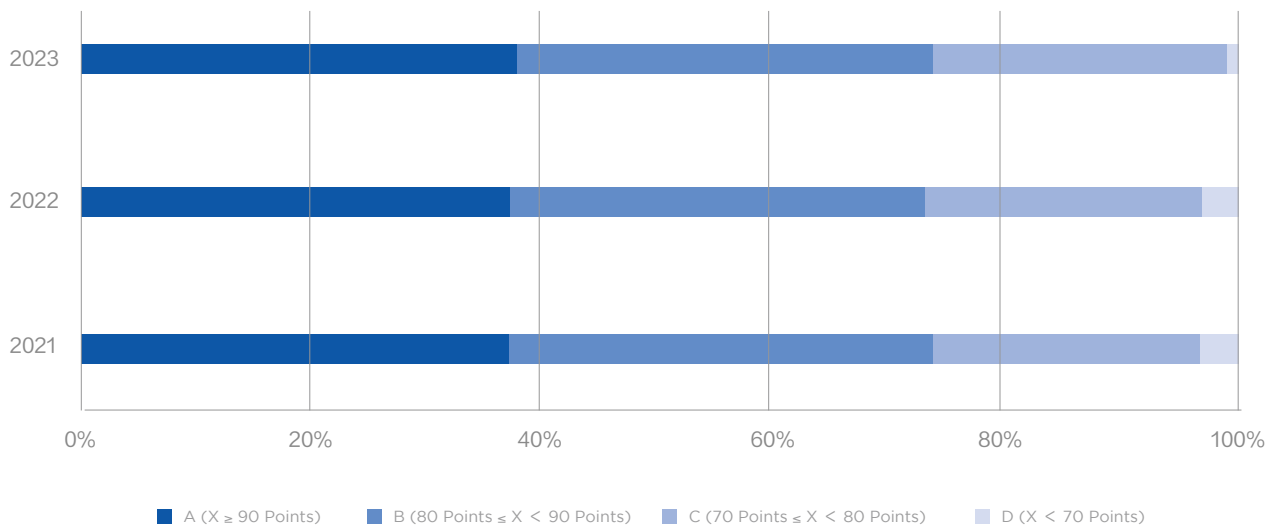
BOE assesses the performance of suppliers quarterly and annually from technology/innovation, quality, responsiveness, delivery, and cost (TQRDC). We conduct annual factory audits for suppliers whose annual performance assessment grade is C and urge them to solve the problems found during the audit process. Meanwhile, we adopt the mandatory withdrawal mechanism. According to the mechanism, suppliers will face mandatory withdrawal if the assessment results are undesirable: 3 grade C or 2 grade D in a year, 5 grade C or 3 grade D in two years according to the quarterly performance results; grade D in a year or grade C for two consecutive years according to the annual performance results.

In 2023, we further promoted differentiated evaluation by establishing evaluation standards based on materials, which covered items such as the weight, frequency, metrics and results. Evaluation results were made based on supply and material rationing. Additionally, we bestowed more commendation on the excellent ones and tougher treatment on the C- and D-grade, so as to further spur the vitality of suppliers.

🕒 Suppliers' CSR management

BOE has developed the *CSR Management Measures for Suppliers*, which requires suppliers to complete integrity assessment, and sign the *Integrity Agreement*, the *Procurement Red Line* and the CSR Statement during the initial certification stage. For suppliers of Bill of Material materials, we would render their manufacturers EHS certified and require suppliers to sign the *Guarantee Letter of Green Products*, as a part of efforts to encourage suppliers to fulfill their social responsibility commitments.

At BOE, suppliers are required to conduct CSR performance self-assessment and, if necessary, on-site audits. Suppliers of primary materials who have signed the CSR Statement shall conduct a CSR performance assessment every two years in principle, while some labor-intensive suppliers of primary materials or those with low process automation shall perform self-assessment on an annual basis. Based on the results of supplier self-assessment or on-site audits, suppliers' CSR performance is graded. If there is any discrepancy between the results of self-assessments and on-site audits, the latter shall prevail. Suppliers graded as C or D and those with problems identified during the annual self-assessments are subject to further on-site audits as needed.



CSR Performance Assessment of Suppliers from 2021 to 2023

👥 Labor (Human rights management)

We have developed and released the *BOE Supplier Code of Conduct* in which we proposed clear requirements for suppliers and subcontractors in human rights management. The Code of Conduct covers 8 areas, including human rights, child/underage/female labor, forced or compulsory labor, working hours and break, basic wages and social insurance, non-discriminatory policies and behaviors, freedom of association and communication, and the policy development for employee rights. We conduct annual supplier self-assessment and on-site audit to make sure that suppliers comply with relevant regulations, striving to ensure that the rights of the suppliers are respected and treated with dignity.

BOE's Requirements for Suppliers in Human Rights Management	
Human rights	<ul style="list-style-type: none"> • Respect internationally recognized human rights standards and refrain from engaging in or supporting any human rights violations; treat all workers with respect, protect their dignity and refrain from engaging in or supporting corporal punishment, mental or physical coercion, verbal abuse, or inhumane treatment against workers.
Child/underage/female labor	<ul style="list-style-type: none"> • Prohibit adopting or supporting the employment of children and take effective measures to prevent inadvertent child labor. • Establish and implement the child labor remediation procedure in accordance with national laws and inform all employees; encourage the target to attend school until he or she hit the minimum age for employment once an incident of child labor is identified. • Protect children's lawful right in line with relevant laws if the underage workers are genuinely needed by employers, including but not limited to the prohibitions of working in hazardous positions and night shifts. • Provide equal employment opportunities for women, except for those jobs that are not suitable for them; prevent arranging prohibited work for female workers; prevent arranging prohibited work for female workers in menstruation or pregnancy, including working at heights, in low temperatures, and in cold water; prevent arranging prohibited work for female workers who breastfeed their children for at least a year, including working overtime or night work. (The prohibited jobs are set according to local regulations.)
Forced or compulsory labor	<ul style="list-style-type: none"> • Prohibit adopting or supporting the employment of prisoners or outsourcing the production to prisoners. • Sign employment contracts with employees, with the contracts concluded and amended in adherence to the principles of fairness, equality, voluntariness, consensus and to the laws and regulations. • Terminate employment contract according to the laws, with written notice and compensation provided to the parties concerned in advance. • Prohibit withholding wages, benefits, property, or documents from workers so as to force them to work against their will. • Prohibit unreasonable restrictions on access to the offices and on the employees' freedom of movement in the workplace.
Working hours and break	<ul style="list-style-type: none"> • Comply with local laws regarding working hours and breaks. • Keep accurate records of working hours whether the wages are paid on a time, piece rate, or other basis recognized by local regulations. • Establish an effective overtime control mechanism to ensure that employees voluntarily work extra hours to safeguard their physical and mental health.
Basic wages and social insurance	<ul style="list-style-type: none"> • Pay at least the local minimum wages and provide benefits and overtime wages required by national laws; stipulate the working conditions, wages, and pay period in the contract. • Pay wages in accordance with local government regulations with no delays. • Provide employees with social insurance (including work injury insurance) as required by law and pay the insurance premiums according to the law. • Employ dispatched and outsourced workers in compliance with the local laws.
Non-discriminatory policies and behaviors	<ul style="list-style-type: none"> • Prohibit discrimination (whether in policies or behaviors) of race, nationality, religion, disability, gender, marital status, political affiliation, or age in employment, compensation, training, promotion, dismissal, retirement, or other matters. • Prohibit any threatening, abusive, exploitative, and sexually intrusive behavior (including postural, verbal, and physical contact) in the workplace, and residences and other places provided or managed by the company. • Respect employees regardless of their races and religions and their customs and culture. • Do not require staff to do pregnancy or virginity test in any circumstance.
Freedom of association and communication	<ul style="list-style-type: none"> • Establish organizations that can represent and protect the lawful rights of employees and can carry out legal activities independently, such as labor unions and labor councils. • Prohibits discrimination, harassment, coercion, or retaliation against the members of workers' organizations and workers representatives and ensure that the representatives can communicate with the employees they represent at the workplace. • Guarantee employees' lawful right to participate in democratic management and equal consultation through staff meetings, staff representatives.
Policy development for employee rights	<ul style="list-style-type: none"> • Establish regulations in accordance with the law to protect the legitimate rights of employees, including working hours, break, leave, wage payment, labor discipline, and dismissal, and publicize those regulations in an appropriate manner so that employees can access them at their disposal. • Establish labor safety and health policy, implement local regulations and standards on labor safety and health, and provide corresponding education for employees to prevent accidents at work and reduce occupational hazards.



Business ethics

To build a transparent and healthy industrial ecological chain, BOE has formulated business ethics and integrity management measures for suppliers. Suppliers shall uphold the highest standards of integrity in all business interactions. Suppliers shall not engage in any form of bribery, corruption, extortion, embezzlement, and money laundering. All business dealings shall be transparently performed and accurately reflected on business accounts and records. In addition, suppliers shall not provide or receive any bribery, kickback, or any other forms of illegal benefits, including gratuities, securities, payment vouchers and improper gifts. Suppliers shall follow the standards of fair trade, advertising and competition.

In addition, we also require suppliers to sign the *Integrity Agreement* and the *Procurement Red Line* and complete integrity assessment before certification and logging into BOE's supplier system. We also send the Official Letter on Integrity Operation to qualified suppliers every year, urging them to conduct integrity self-inspection for continuous improvement.



Environmental management

In accordance with environmental laws and regulations and the *BOE Supplier Code of Conduct*, BOE monitors and reviews suppliers on site, and also requires suppliers to self-assess their environmental risk management. By setting clear requirements for suppliers, including the environmental permits and reports, pollution prevention and resource conservation, hazardous substance management standard, as well as regulations on wastewater, waste gas, solid waste, noise, energy consumption, and greenhouse gas emissions, we urge suppliers to continuously improve their environmental management and thus build a green supply chain.

We keep optimizing the EHS code of conduct for suppliers, adding contents about environmental management and audit standards, and incorporating the carbon peak and carbon neutrality management into the audit standards to drive suppliers to build a carbon peak and carbon neutrality management system step by step. In 2023, we engaged over 240 suppliers in carbon footprint inventory, and identified five types of core suppliers that require special attention in terms of carbon peak and carbon neutrality management. We also devised and developed a carbon management platform for suppliers to collect, analyze and manage carbon emission data online, which further promoted the green and low-carbon development of the supply chain.

2023

240+

suppliers engaged in carbon footprint inventory



Safety and occupational health

BOE attaches great importance to the safety and occupational health of suppliers' employees. Suppliers are required to obtain and update all necessary occupational health and safety permits in a timely manner, provide a safe and healthy workplace, and pay attention to industry safety knowledge and specific safety hazards. We have also taken feasible measures to reduce safety hazards in the work process and workplace. Specifically, we provide health and safety training for employees in accordance with local regulations, establish mechanisms to predict, identify, assess and control occupational hazards in the workplace, conduct occupational health surveillance for employees exposed to occupational hazards in accordance with the law; and require specialized training and qualifications for employees engaged in special operations, and various measures are taken to ensure the safety and occupational health of supply chain employees.

🕒 Risk management

BOE identifies risks from multiple dimensions and takes corresponding measures to ensure the stable and sound operation of the supply chain. We select at least two suppliers for each material procurement, and gain certifications for suppliers and their materials before formal supply. Besides, we promote transparent procurement and ensuring a fair, transparent, and traceable price comparison in bidding. We have formulated the *Supply Risk Prevention and Control Management Benchmark*, which requires suppliers to pay attention to the environment protection policy on purchasing goods and to strengthen their compliance management. We select suppliers with excellent CSR performance and seek alternative solutions for materials in polluting industry.

BOE Supply Chain Risk Identification and Response	
Macro environmental risk	<ul style="list-style-type: none"> Conduct research and analysis on laws, regulations and environmental protection policies in key regions in advance, and convey the analysis results to suppliers, so as to prevent suppliers from stopping production or limiting production due to changes in laws, regulations and policies, thus affecting the supply
Management risk	<ul style="list-style-type: none"> Carry out an annual evaluation on the general operating conditions of suppliers Review suppliers' CSR management, including CSR management system, labor, safety and occupational health, environment and business ethics
Transport risk	<ul style="list-style-type: none"> Select branded logistics suppliers and conduct KPI assessment to ensure their transportation safety. Require suppliers to use a combination of multiple modes of transportation to respond to emergency supply and ensure a stable supply
Moral risk	<ul style="list-style-type: none"> Establish a sound bidding process. When there are major engineering projects and procurement of important materials and equipment, BOE Audit and Supervision Organization and legal department, etc., carry out whole-process follow-up supervision, and separate bidding from bid evaluation, evaluation from bid selection, so as to ensure compliance and legality of the bidding process Conducting integrity system certification and review on new suppliers. When signing purchase contracts, all suppliers are required to sign the <i>Integrity Agreement</i> and are informed the <i>Procurement Red Line</i> to avoid violations of business ethics and that cause damage to the Company's honest image

Responsible Supply Chain Building

BOE regards green supply chain building and supplier capacity development as the key to creating a responsible supply chain. We make sustained efforts in driving the green and low-carbon transformation of the supply chain. Fully mobilizing our resources, we continuously provide various training and capacity building activities for suppliers to enhance the overall governance of the supply chain and help suppliers achieve comprehensive development.

🕒 Green supply chain building

BOE focuses on the green and low-carbon development of the supply chain and has launched a series of initiatives to build green supply chain. In 2023, we further optimized the green supply chain system and the development direction, setting three goals for management, including low-carbon, non-hazardous and low-consumption. Simultaneously, we rolled out more than ten supply chain green development programs together with our suppliers. Additionally, we further reduced carbon emissions in logistics by increasing full truckload shipments and optimizing the packaging.

CASE: BOE works with partners to develop low-carbon materials

In 2023, BOE worked with suppliers to develop low-carbon materials. We promoted the use of recycled materials in all backlight components (including optical films, rubber frames, back plates, etc.) in module products. Besides, we encouraged suppliers to utilize more low-temperature and fluorine-free materials. By doing so, we took a step forward towards circular economy and eco-friendly development. Our innovation and iteration of products and materials also propelled the green, low-carbon and sustainable development of the supply chain.

CASE: BOE intensifies the goal management to drive green and sustainable development of the supply chain

For low-carbon projects, BOE started conducting a survey on the use of flexible printed circuit (FPC) packaging and considering replacing FPC pallet with FPC micro-adhesive films in 2022. In 2023, after sample production, quality verification and small batch production, it finally went into mass production successfully, which effectively reduced the carbon emissions of FPC packaging. Throughout the project, we kept collaborating with our suppliers to build a whole-life-cycle green management system with the project at the core. Together, we work to create a green supply chain.

🕒 Supplier capacity building

BOE keeps driving the diversified and sustainable development of suppliers through multi-form and multi-theme training. We have long held supplier partnership conferences and implemented supplier development plans. Suppliers are offered targeted training based on their weak points from nine dimensions, namely finance, technological innovation, production operation, quality, cost effectiveness, risk, service, culture and organization, in a bid to realize win-win cooperation.

Our supplier development plans, held on a long-term basis, are committed to enhancing suppliers' overall competitiveness and creating a more competitive and symbiotic supply chain. In 2023, we launched 13 supplier development plans, helping suppliers improve material yield, reduce production costs, and accelerate the R&D of new products. Simultaneously, we kept reinforced our partnerships with suppliers to drive the coordinated development of the industrial chain, and to form an industrial ecosystem characterized by complementary advantages, shared resources, and mutual benefits.

In addition, we continue to support supplier capacity building. We have launched special supplier training programs, and conducted over 30 quality training sessions and two carbon peak and carbon neutrality training sessions. Suppliers have gained deeper understanding of BOE's management requirements through the training, especially the carbon peak and carbon neutrality empowerment training, which enabled suppliers to get deeper insights into the ISO 14064 system, the policies of the Science Based Targets initiative (SBTi) and the utilization of green electricity. Those efforts provided supports for the sustainable development of green supply chain. For environmental protection, we promote it from both technology and management by holding the supplier GP exchange conference annually. In 2023, 375 suppliers attended the GP conference where we not only exchanged ideas on topics such as environmental protection regulations, changes in BOE's management, CSR-responsible minerals, and vocational skills empowering high-quality development of environmental protection and management in electrical and electronic industry, but also elaborated on our management requirements for suppliers and our green and sustainability ideas, all in an effort to drive the sustained improvement in suppliers' capabilities of environmental protection and management.



BOE's Partner Quality Development Project

③ Coordinated development of supply chain

BOE holds supplier conferences annually to exchange experiences and share results with supply chain partners. In June 2023, the BOE supplier conference was held with over 350 participants from Japan, South Korea, the United States, Germany, China and other countries. At the conference, we looked at not only how the cooperation got on in 2022, but also what requirements of supply chain cooperation lay ahead for 2023. We introduced BOE's supply chain policies, and conveyed our expectations of co-building an industrial ecosystem with our partners, which would be characterized by win-win cooperation and common development, and powered by innovation in products, technology and management.



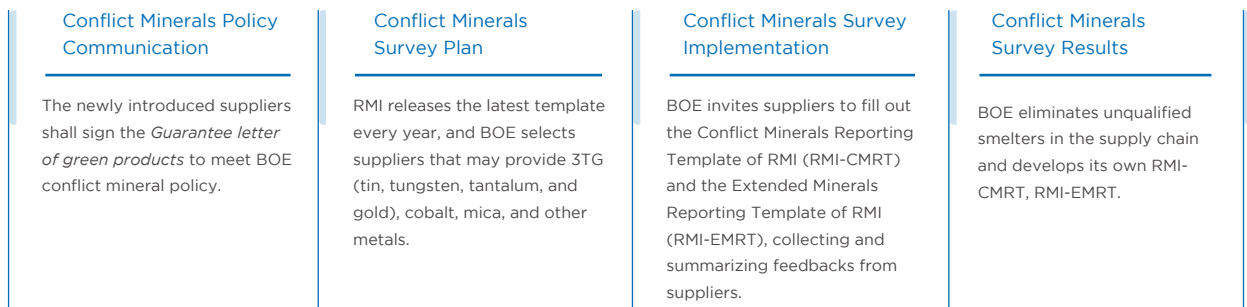
2023 BOE Supplier Conference

Responsible Mineral Procurement

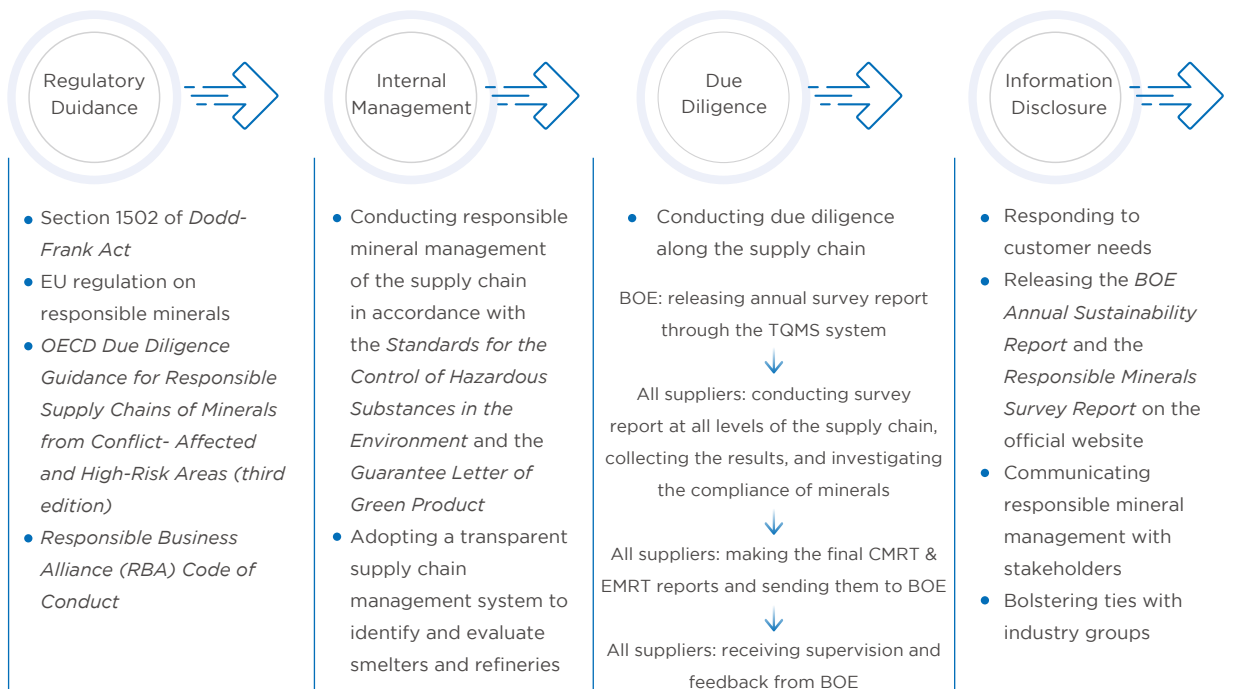
BOE insists on responsible mineral procurement. We are committed to promoting the responsible supply chains with suppliers by enhancing risk identification and supporting local procurement. In alignment with the requirements such as the *Responsible Minerals Initiative (RMI)*, the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict- Affected and High-Risk Areas*, we regularly publish the *Responsible Minerals Survey Report* to ensure that all suppliers procure minerals in a responsible manner and respect human rights and the environment in areas affected by conflicts. From 2021 to 2023, 100% minerals we purchased were from conflict-free areas.



Click [here](#) to learn about the requirements and practices for responsible mineral procurement management



BOE Conflict Mineral Management Process



Responsible Mineral Management Strategy

Sincere Services

BOE steadfastly upholds that "Running an enterprise is tantamount to managing quality." Our entire workforce is acutely aware that "Quality is the foundation of being respect and the lifeline of an enterprise." We actively nurture a quality culture steeped in "integrity and genuineness." Through continuous innovation, we present our users with captivating products, services, and experiences, maximizing stakeholder value and advancing BOE's aspiring "to be the most respected company on earth."

Pursuing Excellent Quality

Championing the quality vision of "creating a benchmark for global excellence in terms of quality management", BOE aspires to achieve the "acceleration of two innovations, enhancement of three capabilities, and realization of four shifts around one goal". Committed to the quality management model of "innovation-led high-quality development", we resolutely implement the quality strategy of "creating values with high quality" to consistently strengthen the integration of our product lines. By extending our service chain with "screens" at the core, we increase the added value of our products and services, thereby boosting BOE's overall value.



Quality Strategy of "Creating Values with High Quality"

Following quality guidance

To realize the aspiring vision of "Best On Earth" and evolve from an outstanding to excellent company, BOE has established a quality management model of innovation-led high-quality development. This model involves upgrading the drivers, efficiency and quality of development, focusing on screen bottlenecks, promoting industrial symbiosis, and empowering upstream and downstream, to advance high-quality development of the industry. To further improve the management models of excellent performance and innovation-led high-quality development, BOE draws lessons from the practices of the world's three major quality awards and the China Quality Award. Leveraging BOE Quality Award, we identify the best management practices for sharing and learning to comprehensively enhance quality management maturity.

2023

The 7th BOE Quality Award review wrapped up, with awards granted to **2** collectives and **13** individuals

The Compilation of *Deeds of Collective and Individual Winners of the 7th BOE Quality Award* and the *Collection of Best Management Practice Cases were produced*

Consistently improving quality

By embedding quality management into services, BOE maximizes the value of quality management. We provide customers with high-quality, satisfactory and trustworthy products and services, and facilitate the transformation and upgrading of our IoT strategy. Through quality supervision and evaluation, the company continuously improves the self-discovery and self-improvement capabilities of each business and entity, ensuring our quality management system operates effectively and continues to evolve, thus providing products and services up to customer requirements and expectations. In 2023, we performed quality supervision and evaluation on 2 relocation projects, 31 domestic plants, 2 overseas plants, 4 hospitals, and 5 asset-light companies, as well as implemented 197 optimization recommendations.

We urge all business units to continually refine the quality management system and related policy documents in light of change in customer demands, strategic adjustments, and issues identified during management processes. This approach will ensure the adequacy, appropriateness, and effectiveness of the quality management system. We also improve the quality process according to the actual situation of each business, and apply and promote quality tools for targeted improvements in product quality. In 2023, we revised 194 and invalidated 37 primary and secondary policy documents about quality management. We also engaged four suppliers and OEM plants to learn and improve quality tool projects, trained 126 Six Sigma personnel, and nurtured 78 discipline lecturers.

2023

775

quality management training lessons organized with

29,994

participants

CASE: BOE facilitates the application of quality tools to achieve win-win outcomes with partners

Quality tools are essential for realizing quality goals. BOE continually facilitates the application of quality tools in actual work and various businesses to improve the maturity of quality management and support our production and operations. In 2023, staff engaged in BOE's display device and IoT innovation business as well as upstream and downstream enterprises were mobilized to host the 5th Quality Tools Application Competition in two sessions: BOE session and partner session. Featuring awards such as Gold, Silver, Quality Innovation, Excellent Project, Best Presentation, and Most Popular, the competition witnessed sharing on experiences in exemplary projects and promotion of integrating quality tools with innovative tools and methods. The innovative competition empowered employees, suppliers, and other participants, allowing quality tools to be embedded into production lines to address practical issues effectively and promote continuous quality improvements.



BOE's 5th Quality Tools Application Competition

CASE: BOE consolidates the quality foundation to drive high-quality growth

In September 2023, BOE launched its Quality Month event under the theme "Consolidating the Quality Foundation to Drive High-Quality Growth". We extensively promoted a culture of quality, quality knowledge, and the Quality Month event in areas such as cafeterias, hallways, meeting rooms, production lines, and elevators in multiple forms including live streaming, posters, WeChat official accounts, roll-ups, and banners. A variety of activities were launched, including a problem review on customer concerns, a seminar on *BOE Quality Cost Management Measures* to form an implementing plan for quality costs, a learning session on the Order No. 75/No. 76 Provisions on the *Supervision and Administration of the Fulfillment of Primary Quality and Safety Responsibilities by Producers/Sellers of Industrial Products* for relevant entities to ensure product quality and safety. We also organized a sharing session on internal best management practices to benchmark against the leading practices in the industry and within the company, aiming to elevate the quality awareness of employees and create a strong quality atmosphere, thereby contributing to BOE's high-quality growth.

10,000+
quality culture posters

100,000+
participants in the quality knowledge quiz

1,516
customer concerns

167
review summaries or reports

30
learning sessions on quality costs

127
improvement proposals

35
sharing sessions on best management practices

106
excellent cases shared



BOE's Quality Month Event

To address the industry-wide problem of GOA defect repair, in October 2023, BOE contacted customers via the China Video Industry Association and held a GOA technical exchange to explore the feasibility of repairing GOA defects. While sharing prevailing GOA repair methods, we assisted in confirming the viability of alternative solutions and methods such as logic circuit optimization, and offered customers necessary technical support. In addition, we have established a regular communication mechanism. Based on the platform's resource advantage, we address critical issues in the industry and share case experiences. The Lesson Learn mechanism was also developed to prevent quality defect and improve quality in the design phase, thereby achieving a win-win situation.

🕒 Securing quality safety

BOE strictly implements an accountability system for quality safety. Building on laws, regulations and mandatory standards, we have released the *Measures for the Management of BOE Quality and Safety*, which clarify the responsibilities and relevant requirements for quality safety. We set up an assurance system that ensures products and services comply with laws, regulations, and standards to prevent accidents. Moreover, we monitored the quality of our products in the life cycle via multiple channels such as the "BOE daily news monitoring report""400 hotline follow-up""pre-launch product quality data verification"and "post-launch product quality spot checks".

By streamlining the quality management standards and processes for benchmark projects such as the ICBC Financial Street Project and the Taoxichuan Project, and aligning with relevant national standards, we have formulated and released the *System Solution Project Quality Management Regulations* in collaboration with the System Solution business to constantly improve project quality management, and strengthen the quality supervision and control across the entire process of our projects. Meanwhile, we seek top experts in quality and safety management in China to provide training for relevant production and sales units, striving to enhance our quality and safety management levels in all aspects.

Premium Customer Experience

BOE upholds the service policy of "Staying customer-oriented to pursue excellence." We keep innovating in service methods, improve the customer service system, and expand communication channels, in an effort to foster good customer relationships. Also, we prioritize the protection of customers' rights and interests, and safeguard their information security as strict as their health security.

🕒 Enhancing service guarantee

Based on the general principle of customer services of "first knowing, fast response, immediate handling, and quick resolving," BOE has established a customer service outlet covering all regions and a 2485 timely response mechanism*. Capitalizing on sales outlets and third-party resources, we have set up customer service outlets close to customer plants, extending our reach to adjacent areas and achieving full coverage at home and abroad. Resident engineers and technical support personnel are also designated to ensure timely staffing in case of any problem and provide convenient services to local customers.

As of 2023

BOE has established resident customer service outlets in

32 cities in China

resident customer service outlets in

16 overseas countries

* 2485 timely response mechanism: Working out interception measures against defective products within 24 hours after receiving negative feedback from any customer, completing preliminary cause analysis and a countermeasure report within 48 hours, identifying the root cause and proposing the ultimate solution within 5 days.

2023

167

quality and safety directors and officers cultivated

40

products to be launched completed data verification

5

products already launched completed spot checks

No major customer loss, major market quality spot check, or major medical accident occurred









2023

BOE's display business's customer satisfaction score

9.40 (10-mark system)

Customer complaints handling rate

100%

Positive Services	Passive Services
<p>Store inspection & follow-up call</p>	<p>Technical support & problem handling</p>
<p> VIP service Professional service teams and customized services</p>	<p> Telephone support 400 professional teams for preliminary troubleshooting</p>
<p> Store inspection Routine inspection of software and hardware use and recording of problems to be dealt with</p>	<p> Remote support Remote system debugging and problem handling</p>
<p> Usage train On-site training and correction for improper use or operation of products</p>	<p> Door-to-door handling Door-to-door product repair and other services within 48 hours</p>
<p> Satisfaction survey Regular collection of customer problems and requirements for customer satisfaction survey</p>	<p> Product warranty Product repair and replacement within the scope of warranty</p>

BOE Innovative Service Methods

	<p>Professional system platform</p>	<p>Quick repair appointment by WeChat, email and telephone Professional query system providing service visualization and professional data list Work order process early-warning and whole-process visualization</p>
<p>Professional technical support team for customers Timely remote and on-site support for problems and difficulties within 48 hours</p>	<p>Technical support system</p>	
	<p>Intelligent scheduling</p>	<p>Response to customer repair appointment within 2 hours on average Optimal door-to-door engineer service according to the equipment location Service process supervision, early-warning, timely treatment, and operation process follow-up</p>
<p>Spare parts storage warehouses across China Standardized spare parts management platform</p>	<p>Spare parts management</p>	
	<p>Skills training system</p>	<p>Complete technical data and documents for engineers to learn and master new skills Online questionnaire and offline practical technical assessment</p>

BOE After-sales Service Guarantee System

🕒 Enhancing customer satisfaction

BOE upholds customer-oriented philosophy. We proactively identify customer needs in advance and review improvement projects with customers for joint improvements to achieve win-win development. In addition, through WeChat, email, telephone, on-site visits, customer quality meetings (weekly/monthly/quarterly/annual), and customer satisfaction surveys (semi-annual), we understand customer expectations and demands to make targeted improvements promptly. We regularly carry out customer service training to enhance the service awareness and ability of our employees, in a bid to provide customers with the best service experience.

To enhance customer satisfaction and effectively address diverse consumer problems, we optimize systems such as the *Customer Service Procedure*, the *Complaint Handling Procedure*, the *Customer Satisfaction Management Procedure*, the *Product Return and Replacement Management Procedure*, and the *Defective Product Recall Management System*. We also streamlined problem handling, recording and return visits to effectively resolve and monitor customer inquiries. In 2023, BOE's display business's customer complaints handling rate was 100%.

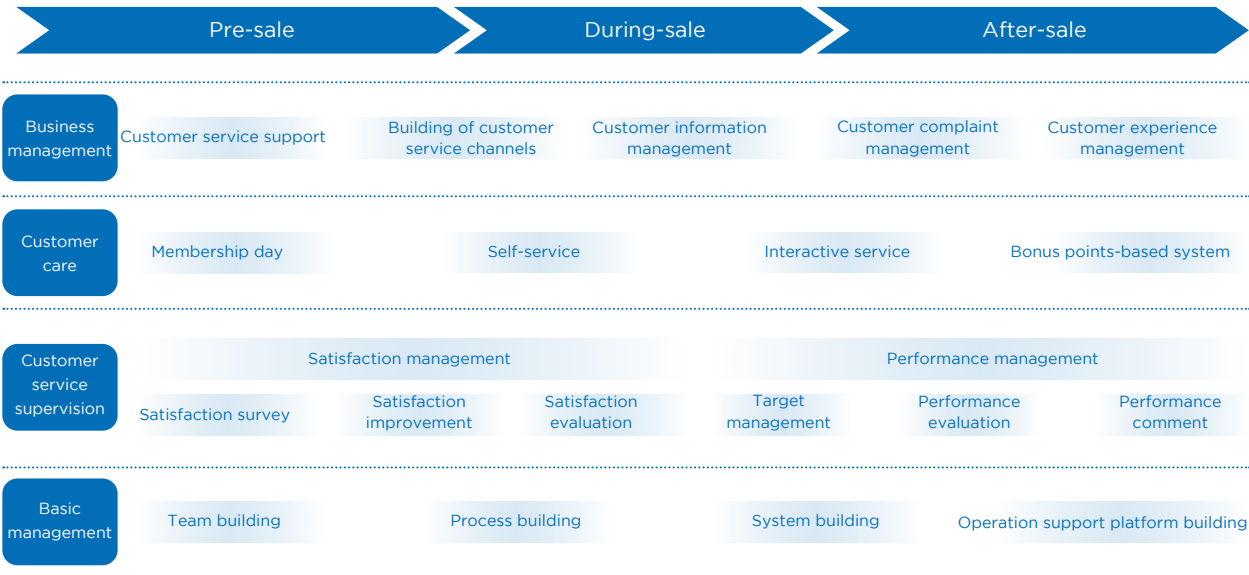
BOE handles customer inquiries, complaints and technical service requests through the customer relationship management (CRM) system, and connects with cooperative service providers via this system. The service order is automatically transferred to the service provider system after it is generated in the CRM system by our customer service staff. Then the personnel of the service provider send the order to the service engineer through the system. The service engineer provides timely feedback on the on-site service situation through the handheld terminal system, and feeds back to the BOE CRM system through the system docking port. The progress of the entire service process is fed back in real time through the docking system of both parties to realize the systematic monitoring and management of the whole process.

CASE: BOE employs lean management to drive up customer satisfaction

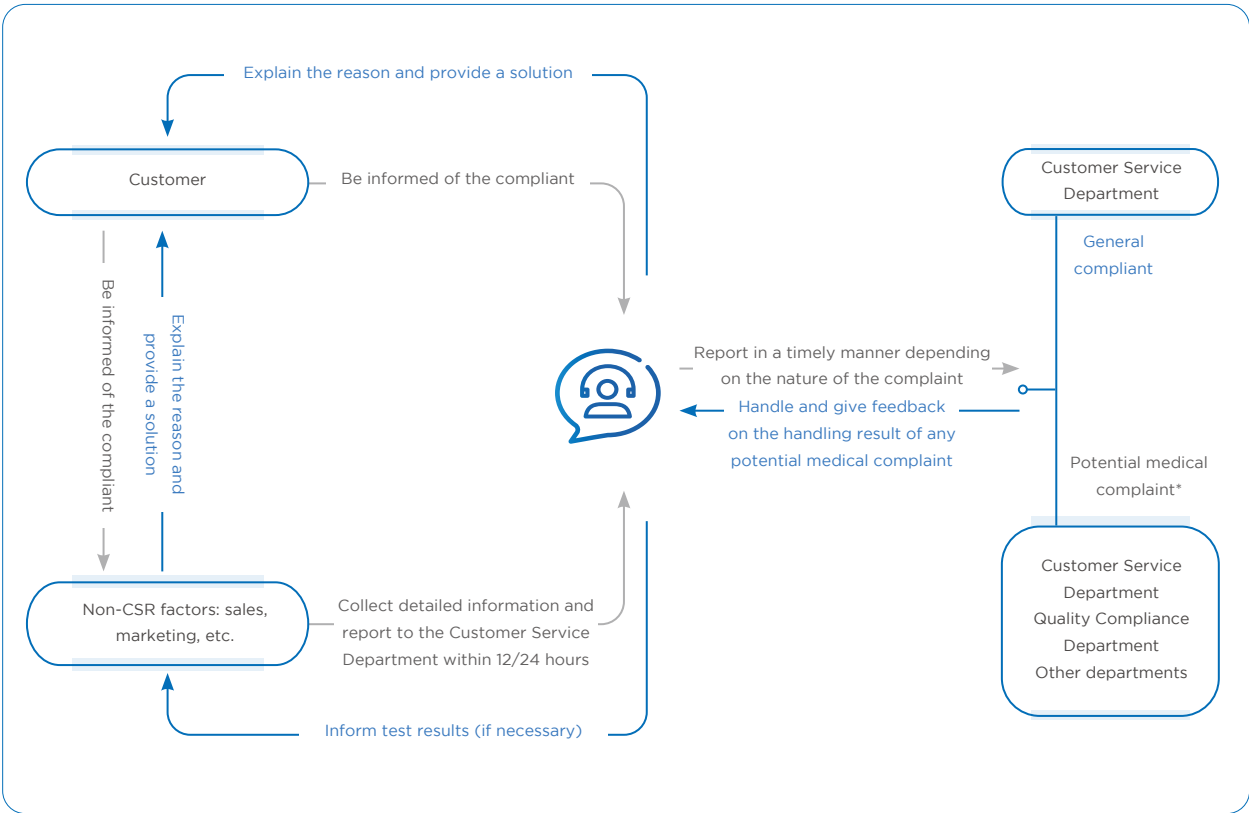
Oriented by customer needs, BOE constantly refines its management processes. Our sensor business remains focused on customer demands, using customer portraits to guide the categorization of customers, with the aim of meeting their lean management needs across dimensions such as feature outlining, value segregation, and common demands. We have established customer group images with portraits for individual customers. The multi-dimensional data perspective helps us better know our customer groups and guide breakthroughs in new projects, technologies, and processes. Customer portrait outcomes produced in multiple data forms support the operational needs of each business line and foster full life cycle management, which in turn improves quality and customer satisfaction across the board.

🕒 Innovative health technology services

Since BOE stepped in health industry, health technology has become important for the Company. BOE has established a complete customer service system and management systems including the *Consumer Satisfaction Survey Process* and the *Customer Complaints Handling Process* in order to standardize service procedures. We also strictly abide by mechanisms on customers' information management and confidentiality.



Health Technology Business Customer Service System



BOE's Response Process for Customer Needs

* Potential medical complaints: Complaints caused by the adverse effects due to the improper use of medical devices.

CASE: BOE creates a new image of superior services with efforts in both awareness and action

Hefei BOE Hospital continuously improves its service quality by opening convenient outpatient clinics and streamlining the medical process. In response to explosive growth in pediatric patients in 2023, the hospital opened a pediatric outpatient infusion room, an independent neonatal ward, and a paradise-like children's ward. It strengthened "Internet+" development to provide Internet+ nursing care services, and organized medical and nursing staff in a number of departments to pay home visits for patients discharged from the hospital, promoting continual "pre-discharge, during-discharge, and post-discharge" medical services. The hospital further promoted the quality service project in cooperation with Zen medicine. In 2023, Hefei BOE Hospital created three quality service benchmark departments, completed the implementation of three departmental proposals, organized four service training and featured activities, and provided nine internal trainer services. The monthly service experience sharing meetings spread the concept and strengthened the awareness of quality services, thereby enhancing patients' service experience across the board.



Home Visit to a Patient Discharged from Hefei BOE Hospital

Customer rights protection

BOE abides by policies, relevant laws and regulations. We integrate the maintenance of customers' legal rights and interests into corporate governance, culture and business development. We protect customer health and safety via strict product quality inspections. We have developed policies such as the *Green Product Business Standards*, the *Environmental Hazardous Substance Control Standards*, and the *Product Hazardous Substance Testing and Certification Policy*. We also clearly indicate the sources of ingredients and supplier names in the product and service information. In line with the identification requirements of the EU Directive on the *Restriction of the Use of Certain Hazardous Substances in Electrical and Electronic Equipment (RoHS2.0)*, the RoHS regulations in China, and the SJ/T 11363-2016 standard, products are indicated "whether they contain hazardous substances". Moreover, we prohibit or minimize the use of hazardous substances in our products. We regularly collect laws, regulations, and customer requirements, conduct compliance evaluations, and label products and packaging in accordance with customer and legal requirements to ensure that products delivered to customers comply with the environmental protection regulations on hazardous substances in host countries and satisfy customer requirements. In 2023, there were no incidents of non-compliance with information and labeling of products and services.

BOE adheres to the highest standard of business ethics. We refer to the international standard ISO/IEC 27001 to establish information security management systems, and equip a professional cybersecurity team to enhance our ability of cyberspace security protection. To raise the information security awareness of employees, we offer information security training on an ongoing basis. In addition, we fundamentally ensure the privacy, security, and related rights and interests of customers with a sound information security management protection mechanism and strict employee professional ethics.

Increasing Employee Well-being

At BOE, we regard our employees as the most treasured resource and wealth. By putting our employees at the forefront of corporate development, we steadfastly pursue the strategy of "Promoting High-quality Corporate Development with Talent." We propel talent development with innovation, executing an innovation-driven strategy, and refining our employee composition to cultivate, recruit, and leverage talent in all areas. Also, embracing a people-centric philosophy, we diligently safeguard the lawful rights and interests of our employees. By stimulating their vitality and creativity, we help employees gain self-worth.

Safeguard the Rights and Interests of Employees

Equal employment

BOE recruits talents according to the principles of equality, openness and inclusiveness. We strictly abide by the *Labor Law*, the *Labor Contract Law*, the *Social Insurance Law*, the *Provisions on the Prohibition of Using Child Labor*, the *Law on the Protection of Minors*, and other employment-related laws, regulations and international conventions where our business operates. We enforce them in collective contracts, labor contracts and all kinds of HR management rules and regulations. We also follow the *Code of Conduct - Responsible Business Alliance (RBA)*. BOE pursues an equal and open employment policy. We prohibit differentiated treatment in employee recruitment, promotion, development, welfare distribution, and termination of labor contracts due to race, color, nationality, language, wealth, social status, age, gender, sexual orientation, ethnicity, disability, pregnancy, belief, political affiliation, participation in any association, or marital status.

We strictly abide by the labor laws and regulations where our business operates and constantly improve our employment management. To avoid child labor and other non-compliant employment scenarios, we thoroughly respect employee willingness throughout the hiring process, ensuring voluntary participation in work, freedom from forced labor and restricted liberties (for work and resignation), and prohibiting any form of corporal punishment, intimidation, harassment, abuse, or discrimination against our employees. We place great emphasis on the comprehensive utilization of various recruitment channels to find suitable candidates. Through methods such as social recruitment, campus recruitment, and utilizing recruitment websites, social media platforms, and employee referrals, we collaborate with the Ministry of Education and recruitment platforms of various provinces and municipalities to provide more suitable employment opportunities for local talents.

2023

90,563

employees in total

21,978

new employees

100%

Social insurance coverage rate

68%

Executives hired from local communities

22%

Female managers in total managers

100%

Labor contract signing rate



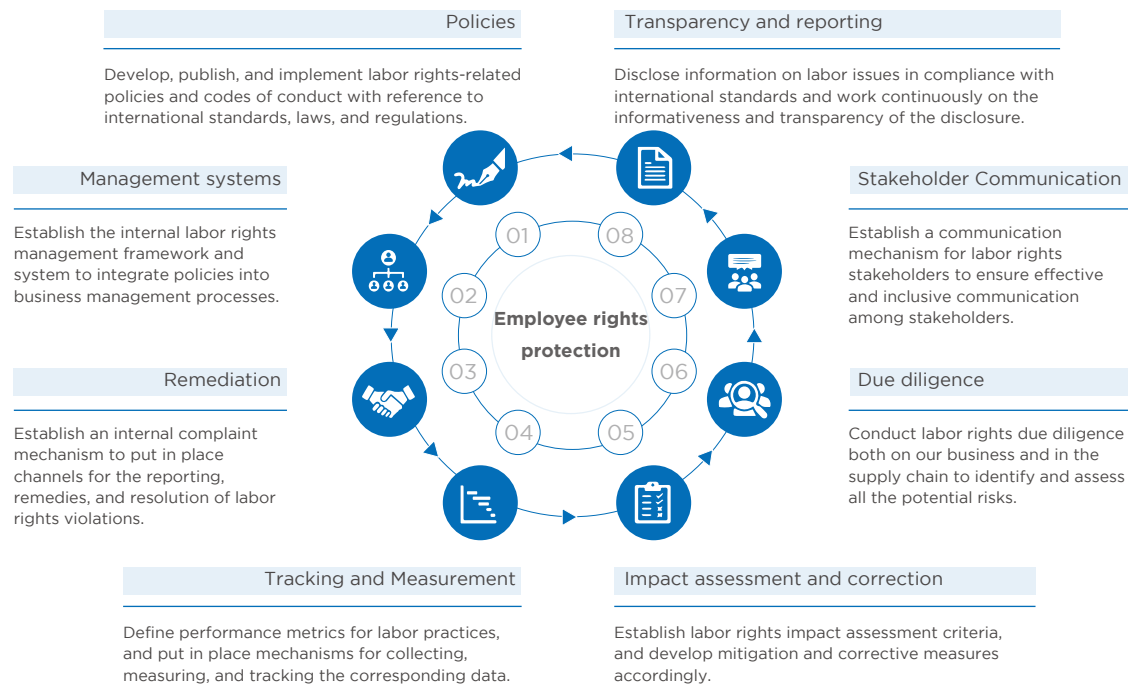
Employees from Different Regions and Different Cultural Backgrounds are BOE's Most Valuable Assets

CASE: BOE refines ESG management to foster employee well-being in the workplace

Over the years, BOE has been committed to nurturing a diverse and inclusive workplace. We attract and pool exceptional talent, respect and cherish the unique differences among employees, and pay attention to the growth of each employee. With increasingly tougher international regulations on corporate labor practices in recent years, BOE ecological partners have focused more on the labor rights such as anti-discrimination and harassment, gender equality, and prohibition of child labor and forced labor.

In 2023, BOE initiated an ESG management refinement program. We assessed our current performance on labor rights through interviews and surveys, and complemented and refreshed relevant policies based on existing measures. For the first time, we upgraded our BOE-specific "Labor Rights administration System" from the perspective of sustainable development, and optimized our materiality matrix of labor rights policies, which secured the rights and development of BOE employees from an institutional perspective.

We have also worked out and issued a *collection of case studies on BOE's labor rights practices*, which detailed BOE's attempts and practices in safeguarding employee rights and interests, promoting employee development and supporting female employees. It increased the transparency of labor rights information, encouraged our partners to raise awareness of employee rights protection, and helped foster a diverse and inclusive culture within BOE ecosystem. It also helped employees develop a systematic understanding of labor rights topics, instilling knowledge and elevating awareness of sustainability in a professional and consistent manner.



BOE's Comprehensive Labor Rights Management Framework

© Democratic communication

BOE has established an equal and democratic communication mechanism to timely understand employee demands with combined use of online and offline approaches. We have developed a labor union procedure system, and provided employees with open and effective communication and complaint methods including suggestion boxes, chairman’s mailbox and online platform to unblock channels for employee voice. In 2023, we conducted an employee satisfaction survey, which covered 18 sustainable engagement and satisfaction factors, namely the employee’s intent to stay, working status, training, employee development, compensation and benefits, teamwork, line manager, performance management, leadership, working conditions, operating efficiency, communication, corporate image, values, corporate culture, customer orientation, changes and leadership. Based on the survey results, we organized focus group interviews as well as formulated and implemented improvement plans, in order to form a closed management loop and further improve employee satisfaction.

2023

100%

Labor union establishment rate

100%

Labor union membership rate



BOE’s Online and Offline Channels for Democratic Communication



Second Meeting of the Third BOE Workers' Congress

③ Compensation and benefits

In line with the principle of "pay for posts, abilities, and performance", we keep delving into incentive mechanisms for skilled talents, such as incentives for piecework, quality and efficiency enhancement, production increase and proposal improvement. We provide competitive salaries in the industry together with allowances, annual performance bonuses, timely incentives, equity incentives, etc. Each year, we would review our compensation practices at least once, monitor and evaluate market trends and industry practices in the regions where we operate, and make adjustments according to external industry changes and internal feedback, so as to ensure our compensation plans are competitive and fair.

In strict accordance with relevant legal provisions, we pay social insurances and housing provident fund for employees. Also, we offer the enterprise annuity plan for all employees based on the principles of voluntariness and affordability. We also provide our employees with commercial insurance such as personal accident insurance, critical illness insurance, medical insurance and business travel insurance, thus establishing a multi-level protection system for our employees. In addition, we provide employees with a wide range of benefits such as free breakfast and lunch, collective dormitories, free shuttle buses, free parking, birthday allowances, wedding congratulations, bonus annual leave, annual physical checks, etc., which cover different stages of employees' lives and work. By promoting about policies including the *Benefits Management Policy*, *Employee Attendance Management Policy*, and *Employee Handbook*, we strive to keep employees fully informed of all the available benefits, enhance their sense of gaining at BOE and bolster their cohesion and creativity.



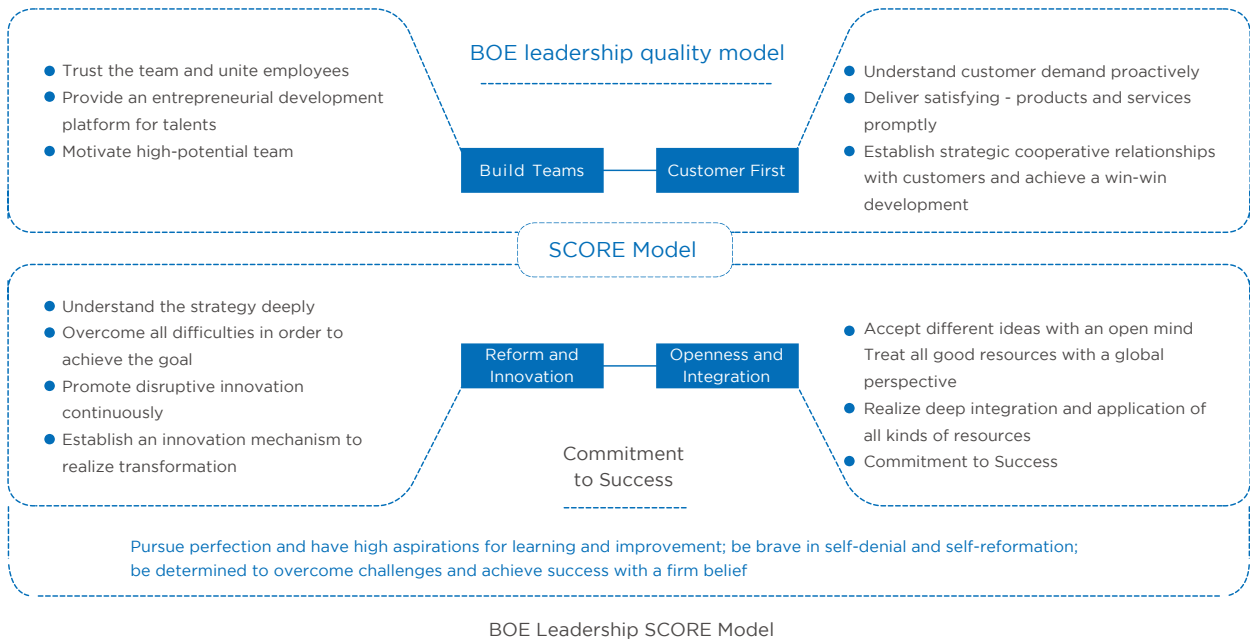
BOE Cafeteria

Supporting Personal Development

BOE focuses on the growth and capability improvement of talents within the organization. We have established a scientific and sound training system for employees' career development, and continuously optimized employee promotion channels. We intensify our efforts to realize more accurate talent matching, and facilitate the talent development at all levels, so as to elevate the organizational professionalism and build a high-caliber international talent team aligned with BOE's strategic requirements.

③ Scientific talent management

We attach great importance to the talent growth at BOE. For talent management, the Organization & Human Development Plan (OHDP) is regularly launched to analyze and optimize the organizational structure and talent status to create a leadership SCORE model. Based on the across-the-board assessments on existing talents in terms of their performance, ability and potential, and aligned with the organization's business development goals, we have formulated an annual talent cultivation and development plan. In the process of implementation, we have kept refining and refreshing the talent standards, talent profile, talent labels and talent pools to promote "person-post matching" and drive consistent and fair talent development.



Smooth career channels

BOE provides diversified development paths for employees. While driving up employee capabilities, we intensify responsibility and value contributions. In order to help employees speed up the improvement in their profession and management skills, we have established a two-way talent development mechanism of "management + profession". By launching the "Galloping Horse" program, we strive to take the job rotation mechanism a step further, and provide employees with more diverse career opportunities and options, unleash their inherent potential and inspire their motivation, initiative and creativity.

CASE: BOE rolls out the "Galloping Horse" program to promote team integration and collaborative development

In 2023, after completing the acquisition of HC Semitek, BOE proposed three reshaped working policies in terms of product technology, management system and corporate culture, among which the core of reshaping the management system was to reinforce the talent mechanism and enhance the strategic and operational management. Simultaneously, embracing the talent philosophy of "stabilizing original core team, filling talent gaps, and bolstering team building", BOE took a series of measures: retaining key talents; bringing in BOE platforms and resources; selecting and dispatching more than 40 backbones to fill the talent gaps of HC Semitek and to help with team building; upgrading management mechanisms such as talent development plan, assessment, incentives, training and elevation. All these efforts were made to facilitate the shift and elevation of the original personnel at HC Semitek, boost the integration and collaboration of both teams, and help HC Semitek accelerate the operational improvements and the attainment of strategic goals.



HC Semitek 18th Anniversary Celebration and Brand Upgrade Conference

Employee training

BOE persistently refines the training management system and mechanism. With the diverse talents under the "1+4+N+Eco-chain" business development framework at the core, we set up four training systems covering all employees. We provide a wealth of online learning resources combined with the self-developed innovative E-Learning platform of "BOE University", forming a complete training system for practitioners, professionals, managers, and leaders. The diversified employee training program allows our employees to improve both their skills and professional value, realizing dreams through ongoing growth.



2023

332,429

hours Study on the learning platform (online + offline) in total

600,000

Visits to the platform

CASE: BOE upgrades training program for new graduate hires, laying a solid foundation for turning them into excellent practitioners

In 2023, BOE launched the Grow180 training program for new graduate hires, and got it fully upgraded based on the characteristics of the Gen Z employees. Focusing on four modules of company overview, cultural integration, role transition and team building, the 180-day training program went in three stages: work readiness, on-boarding training and on-the-job transformation. By fostering an immersive environment for new employees, the training program deepened their understanding, promoted their mindset and role shifts and injected BOE's excellent cultural DNA, laying a solid foundation for developing new hires into outstanding practitioners.



Grow180 Training Program for New Graduate Hires Helps New Employees Quickly Integrate into BOE

CASE: Hefei BOE develops an upskilling platform to cultivate highly-skilled talents

In 2023, for the purpose of "skill enhancement and cost reduction", Hefei BOE Display Technology Co., Ltd. developed an upskilling platform for equipment personnel. By establishing an independent innovation practice base, the platform provided "intensive scenario-based and hands-on" technical training for all employees at Hefei BOE Display Technology.

It also innovated in standards and mechanisms such as the "Comprehensive Cost-Benefit Analysis of Spare Parts Repair" and the "Independent Maintenance Full-Process Management". To inspire vitality of all the employees, it adopted various publicity approaches such as the "public display screen broadcast" and "online portal push". The upskilling platform has helped the company unearth more than 100 spare parts maintenance technicians, and persistently foster an environment for all the employees to conduct independent maintenance and attain the organization's advanced standard.



Safeguarding Employee Safety

BOE gives top priority to the occupational health and safety (OH&S) of the employees, and adopts multiple approaches to ensure employee health. We provide a safe work environment and take various measures to protect employees from occupational hazards. We also keep improving our OH&S standards to safeguard employees' legal rights and occupational health and safety.

2023

RMB **14.0464** million
Invested in security

1,125
Emergency drills

63,748
Participants in emergency drills

5,680 safety trainings involving
1,985,024 participants

11,897
safety checks

6,429
Safety inspections for hidden hazards

100%
Hidden hazard rectification

418
safety publicity activities

100%
Occupational physical examination coverage

100%
employee safety training

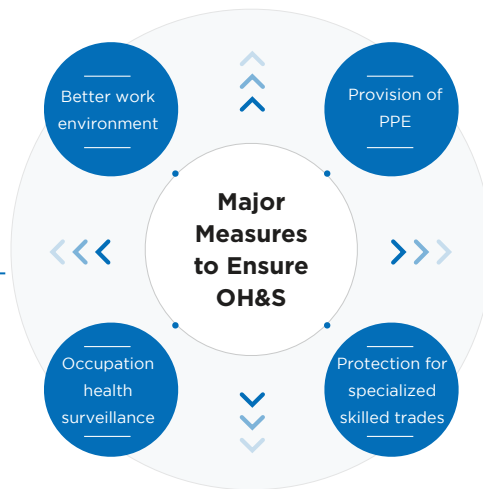
0
occupational disease incidence

0
major work safety accident

Ensuring occupational safety

We attach great importance to the occupational health and safety (OH&S) of all employees. In accordance with the requirements of the ISO 45001 OH&S Management Systems, we implement the Plan-Do-Check-Act (PDCA) cycle and provide a variety of OH&S training, so as to fulfill employer’s responsibilities of ensuring employees’ occupational health and safety. We keep executing OH&S management and elevate our safety performance by focusing on improving work conditions and providing personal protective equipment (PPE), occupational health surveillance and protection for specialized skilled trades.

- Taking specific measures to improve production environments (e.g. clean rooms), such as noise reduction at the production site, height adjustment of ventilation outlets for welding personnel, removing odor of organic, and allocation optimization of emergency supplies



- Equipping 100% of the employees with job-specific personal protective equipment (PPE) that meets relevant standards, such as safety shoes, hard hats, chemical-resistant aprons, protective gloves, respirators, activated carbon face masks, face shields, ear protectors, etc.
- Deploying automated external defibrillators (AEDs) at the workplace for defibrillation and CPR in case of sudden cardiac arrest of employees to enhance our first-aid capabilities
- Carrying out hands-on PPE training and assessments to ensure that employees wear appropriate PPE correctly

- Organizing timely pre-employment, on-the-job, and off-the-job physical examinations for 100% of the employees exposed to hazards, with examination results sent to them in writing; and keeping record of occupational health surveillance and medical examination results for 100% of the employees exposed to hazards
- Regularly inspecting the workplace for occupational hazards, and annually performing occupational hazards assessments by a qualified third party (the results all meet the standards)

- Performing ergonomic assessments and making improvements for those positions: carrying out on-site investigations, musculoskeletal symptom surveys and ergonomic assessments for issues involving strenuous lifting, repetitive operations, and poor posture in daily work; improving ergonomics through measures such as the replacement of manual work with automation, e.g. replacing manual handling with automated guided vehicles (AGVs) and replacing manual inspection with automated optical inspection (AOI), as well as the adjustment of height of workbenches and the posture to reduce or eliminate the risk of musculoskeletal injuries

CASE: BOE launches a week-long campaign on Law on Prevention and Control of Occupational Diseases to raise safety awareness among employees

In April 2023, with the theme of “improving working conditions and protecting physical and mental health of workers”, BOE carried out three regular activities (i.e. publicity campaigns, training and education, and competitions), as well as three special activities (i.e. hidden hazard investigation and rectification, occupational health improvements, and emergency drills). These activities were designed to popularize knowledge about the prevention and control of occupational diseases, so as to raise employees’ awareness of self-protection against occupational diseases. Throughout the activities, BOE also tried to identify the existing occupational hazards, as well as the loopholes and weak links of OH&S management, and take corrective actions accordingly to improve work conditions.



Employees of Electricity Department Clad in PPE during the Inspection of the Power Distribution Room

🕒 Caring for mental health of employees

BOE provides Employee Assistance Program (EAP) services for all employees and their immediate families. BOE makes sustained efforts to help employees effectively address and alleviate psychological pressure from work and life and enhance employees' mental well-being by putting in place multiple online and offline service channels, including 24/7 appointment hotline, telephone & video & on-site consultations, instant talk on smart psychological platform, mental health assessment, WeChat Official Account, collaborative office portal-EAP section, psychological training, online micro courses, and emergency intervention.

In 2023, EAP served 1,016 employees, helping them tackle problems in emotional management, family relationship, workplace communication, and interpersonal exchange. We have also set up "Oxygen Bar" wellness space in 14 cities including Beijing, Hefei, Chongqing and Nanjing for one-to-one and face-to-face psychological consulting services.



Group Counseling on Stress Management

Caring for Employees

BOE cares about the work and life of every employee, aiming to back up them as a close friend. We keep strengthening care for employees and encouraging them to work happily to enhance their sense of happiness, gaining and satisfaction.

🕒 Caring for female employees and employees in difficulties

BOE has signed and strictly implemented the *Special Agreement on the Protection of the Rights and Interests of Female Employees*. We pay attention to the needs of female employees in their work and life, provide exclusive physical examination packages, and put maternity leave, parental leave (including breastfeeding leave) and allowance policies into place. Besides, we have set up nursing rooms and organize activities including parenting education and training, HPV health lecture, EAP women's value management in workplace, and EAP music dancing decompression, bringing warmth and care for female employees.

In addition, we offer multi-form assistance and support for our employees. We keep providing assistance for employees in difficulties and financial support for those in need. In 2023, the BOE labor union launched an employee caring campaign themed "worry-free life, four-season care" on an ongoing basis, which included extending holiday greetings and paying sympathy visit at summer with over RMB 6.28 million of allowance pitched in. We also lent a helping hand to employees in difficulties and those affected by the rainstorm in Beijing with over RMB 500,000 subsidies by Sunshine Fund.

2023

RMB **9.3** million

Allowances pitched in when visiting front-line employees

RMB **500,000+**

Invested to help employees in difficulty and those affected by the rainstorm in Beijing

③ Launching diverse activities

As we foster an IoT innovation-based culture system, we constantly upgrade cultural and sports activities. A variety of activities such as the 30th anniversary celebration, the "Culture Pass-down" monthly campaign, mass wedding, marathon, the "Speaking up" activity and the family event, are held with an aim to create a work environment where employees can achieve work-life balance, unwind and express themselves, and work and live happily.



30th Anniversary Conference



"Culture Pass-down" Monthly Campaign



Mass Wedding



Marathon



"Speaking up" Activity



A Family Event Held by BOE Mexico to Promote the Blending of Chinese and Mexican Cultures

Community Development

Keeping in mind our social responsibility, we leverage our industrial strengths to support education, cultural heritage, voluntary services, and rural vitalization activities through concrete actions. Meanwhile, we actively engage in charity cause, fulfilling our commitment to sustainable development of the society.

Educational Development Support

As a leading IoT innovation company, BOE is fully aware of the significance of education. BOE promotes the comprehensive development of education in less developed areas for rural vitalization during the key progress of implementing the strategy of revitalizing the rural places with education, aiming to bridge the education gap between urban and rural areas. Moreover, we rely our business to cooperate with universities for nurturing more innovative talents for the industry and society and creating more possibilities for their future growth.

🕒 Bridging the education gap

To pave the way to quality education for the next generation and promote the educational resource sharing, we carry out a variety of public education projects, such as "Illuminating the Growth Path" and "Lighting Plan" public welfare projects, to expand the education influence scope, improve local education and promote educational equity.

The "Illuminating the Growth Path" welfare project: Since its launch in 2014, we have been reached out to more than 100 schools of remote areas in 7 provinces/cities in China, providing over 60,000 teachers and students with hardware and software integrated smart education solutions and teacher empowerment programs. BOE has been empowering digital education in remote areas and townships with smart education solutions integrating software and hardware through its own technological advantages. In doing so, we contribute to narrowing the digital gap between regions and cities and towns, and practically help students in remote areas to obtain better quality education and opportunities of growth.

In 2023, on the occasion of the 30th anniversary of BOE's founding, the number of smart classrooms donated by the "Illuminating the Growth Path" public welfare program has officially exceeded 100, which is another milestone in BOE's efforts to empower the education public welfare with innovative technology. At the same time, BOE and the Palace Museum jointly launched the "100 Public Welfare Lessons on Traditional Culture in the Palace Museum" program. Employee volunteers and KOLs were invited to bring public welfare courses on children's aesthetic education for the children of Laoying Elementary School, using digital technology to show the unique charm of the traditional culture that has lasted for a long time. On the 99 Charity Day, we launched the "Love Station" offline activity in Beijing, Hefei, Mianyang, Shenzhen and Kunming. In this activity, we used digital screens instead of physical display boards to reduce carbon footprint.



Inauguration Ceremony for 100 Smart Classrooms of BOE's "Illuminating the Growth Path" Program



The Launch of "100 Public Welfare Lessons on Traditional Culture in the Palace Museum" Program in Partnership with the Palace Museum



Over 5,000 Participants in the Activities of the 99 Charity Day, with the Delivery of 230 Bags for Schooling

🕒 Cultivating innovative talent

BOE develops extensive cooperation with universities to create synergy for nurturing talents. Through campus innovation competitions, technology salon, vocational guidance, curriculum development and other projects, BOE builds a bridge of innovative talent development between enterprises and universities. Combining with the capabilities of enterprises, we help graduates with the transformation of their roles according to the different development periods of the students. We also provide support for cultivating interdisciplinary, technical and innovative talents to boost the growth of both enterprises and the society, realizing the sustainable development of talents. Meanwhile, at BOE Innovation Partner Conference (IPC) 2023, the Company invited more than 10 teachers and nearly 200 students from China University of Mining and Technology-Beijing, University of Science and Technology Beijing and other universities to witness the industry ecological event with the theme of "Empower IoT: an Opening Innovation Platform on Display" together with global industry experts, ecological partners and leading enterprises.

Project name	Form	Coverage	Achievements
Key 2023 BOE Campus Innovation Challenge	Build a platform for the global outstanding college students to stimulate innovative and creative thinking through the "Regional Competition + National Finals"	Overseas and domestic colleges and universities	1,123 applicants from 143 overseas and domestic universities and colleges, including Cambridge University, Stanford University, Zhejiang University, etc., with 272 entries submitted
O.Talk BOE Campus Technology Salon	Join hands with various fields of technical experts and university research experts to create a feast of technical exchanges and knowledge collision through online and offline technology salon.	More than 150 colleges, universities, and research institutes	31 campus technology salons and 15 in-school quality salons, with more than 2,000 participants, more than 20 technical experts, and more than 10,000 clicks on media articles
O.Mate Golden Phoenix Returning to the Nest	Invite outstanding employees to return to their alma mater and share their experiences with students and faculty through speeches and theme salons	Domestic colleges and universities	Over 10,000 student participants from 65 colleges and universities, with 80,000 views cumulatively
O.Day University & Enterprise Open Day	Invite leaders, teachers and students from universities to visit the Company and share the technology.	More than 60 colleges and universities	A total of 112 receptions, reaching out to 3,376 teachers and students
O.Club BOE Campus Club	Recruit students for BOE clubs through events in colleges and universities and new media operations	24 colleges and universities	Over 10,000 participants in more than 70 activities, with the relevant article on official WeChat account garnering over 150,000 views, influencing more than 100,000 people
O.Club BOE Campus Ambassador	Form a team of domestic campus ambassadors to improve the quality of recruitment while helping the A-ladder demand for talents as well as the in-depth inventory, assessment and development of market resources.	More than 80 colleges and universities from more than 10 countries and regions worldwide	Around 160,000 students influenced; 16 offline campaigns and 5 online campaigns conducted by overseas campus ambassadors; over 15,000 candidates attracted on the LinkedIn
BOE Intelligent Manufacturing Competition	Guided by the Ministry of Industry and Information Technology (MIIT) Talent Exchange Center and the China Optics and Optoelectronics Manufactures Association LCB (CODA), industry experts and university administrators provide professional support for the whole competition, in which BOE, as the dominant player, plays its role as the industry leader, gathering diversified resources, and providing a talent pool for the development of the intelligent manufacturing industry.	Vocational schools, junior colleges and universities	Since the first competition in 2015, it has successfully held seven sessions, attracting more than 1,500 institutes and universities and nearly 150,000 students and faculty members in total.

CASE: The 7th BOE Intelligent Manufacturing Competition held to provide talents for the development of the manufacturing industry

BOE’s wealth of talents and prosperous development over the past three decades is a win-win cooperation with the government, universities, and the industry in the strategic layout of talent cultivation. The BOE Intelligent Manufacturing Competition is a crucial part of BOE’s many industry-education integration initiatives. Since its first launch in 2015, the competition has successfully held seven sessions, attracting nearly 150,000 teachers and students from more than 1,500 universities to participate. In 2023, the seventh Competition, in cooperation with the MIIT Talent Exchange Center, and under the professional guidance of the CODA, attracted a total of more than 50,000 teachers and students from over 500 colleges and universities, and more than 10,000 people completed the online mass election. After more than half a year of fierce competition, 149 teams finally came out on top. The BOE Intelligent Manufacturing Competition is a key exploration of the national industry-education integration model for the cultivation of blue-collar talents. Under the guidance and support of the government, industry, universities and other partners, BOE will continue to play the role of a leading enterprise in the industry and improve the competition mechanism, excavating and cultivating more high-quality and intellectual blue-collar talents and great master craftsmen.



The 7th BOE Intelligent Manufacturing Competition

Healthcare Support

Leveraging its advanced medical resources and talent advantages, BOE not only continues to innovate in medical technology and services, but also pays attention to the development of public health. We actively participate in social welfare activities, and work with our partners to promote health education for the public, popularize health knowledge, and raise their health awareness, contributing to the improvement of national public health services.

2023

1,013

Free diagnoses carried out

170,000+

People benefited

🕒 Healthcare resources popularization

Through various forms of medical public welfare actions, BOE popularizes public health knowledge and raises the public's awareness of health care. In addition, we carry out medical donations in impoverished areas to enhance the development of local medical technology, so that more residents can enjoy face-to-face, targeted medical consultations.

OASIS International Hospital

- The hospital carried out cervical carcinoma prevention, popularization of diabetes, children's ophthalmology and many other volunteer activities for enterprises and communities

Hefei BOE Hospital

- The hospital offered 506 free diagnoses and science lectures of various kinds, benefiting 33,500 people
- The hospital offered public service live streaming through Anhui Economic Radio, influencing 421,000 people
- The hospital launched 25 sessions of "I am a Little Doctor" series of activities, with 617 families participated, and the publicity covered 1,000+ communities
- Red Cross Society of China Anhui Branch-BOE Health Foundation continued to provide disease relief for poor patients with heart disease, Parkinson's disease, epilepsy, etc., covering more than 400 people with a total investment of more than RMB 860,000

Chengdu BOE Hospital

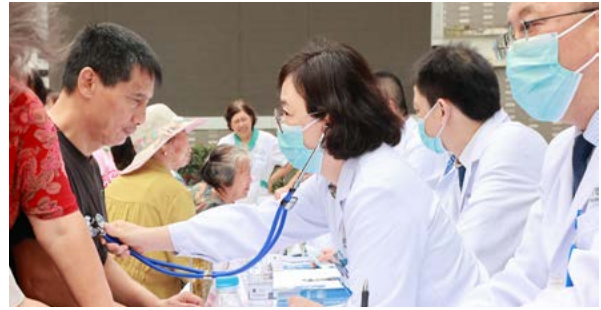
- The hospital provided 159 free diagnoses and health science lectures, serving more than 110,000 people
- The hospital conducted repair surgeries for 17 children in the plateau area with cleft lip and palate, helping them smile again
- The hospital carried out cataract surgeries for 128 elderly people in the plateau area
- The hospital conducted surgeries for 162 children in the plateau area with congenital heart disease, helping them return to normal life
- In conjunction with the Red Cross Society of China Aba Prefecture Branch, The hospital conducted in-depth screening activities for children with congenital heart disease in remote Tibetan areas. In 2023, 29,365 people were screened, covering 76 schools
- Approved by Chengdu City, the hospital built a service station for veterans, which has completed the acceptance and received the license

Suzhou BOE Hospital

- The hospital established the Veterans' Service Workshop, opened green medical channels and door-to-door clinic rounds, and introduced a number of preferential and exemption policies, serving more than 5,000 people
- The hospital organized more than 300 clinics for public welfare, set up 34 health service stations, and established more than 7,000 family health records, serving nearly 30,000 residents
- The hospital took a number of measures to provide more friendly, convenient and efficient medical services for elderly patients, and was awarded "Elderly-Friendly Medical Organization" in Jiangsu Province



Children's Congenital Heart Disease Screening Program by Chengdu BOE Hospital



Free Diagnosis Activity by Experts of Hefei BOE Hospital



Suzhou BOE Hospital Kidney Day Activity



"I Am a Little Doctor" Public Welfare Activity by Hefei BOE Hospital

Visual health

With a focus on the science popularization of visual health and the imparting of eye care knowledge, BOE leverages the innovation and application of health display technology to popularize vision and art, the importance of eye health in the era of new media and the means of protection among the audiences through interesting display forms. We also join hands with the China Charities Aid Foundation for Children to carry out BOE' "Eyas Love Eyes" health public welfare activities. In collaboration with the China Social Welfare Foundation, we carry out BOE "Brightness Station" health public welfare activities, with a donation of RMB 100,000.

CASE: BOE launches Bright Eyes Action to advocate protection of children's eyes

Bright Eyes Action is an eye health public welfare program initiated by BOE Yiyun Technology for children and teenagers. In 2023, during the National Eye Health Day, Bright Eyes Action held a tour of the science museum, parent-child courses, and science lectures at the Suzhou Bay Digital Art Museum, attracting many families to actively participate in the event. Parents and children learned about the structure of the eye, the evolutionary history of the eye, various types of eye diseases and their causes, and learned how to better protect their eyes and other knowledge in their daily lives by visiting some areas in the Visual Health Science Museum, such as the "Exploration of Mysterious Eyes", "Care for Eye Health", and "Foreseeing the Future".



BOE Yiyun Technology Launches Bright Eyes Action to Popularize Eye Care Knowledge for Children

Cultural Inheritance Support

BOE gives full play to its technology to develop smart cultural exhibitions solutions and creates the forms of cultural exhibitions, contributing to cultural inheritance. We actively apply intriguing scientific digital display solutions to museum exhibitions, allowing visitors to enjoy the collections more clearly and learn more about cultural relics in interactions, so that traditional collections can be appreciated by the public and cultural inheritance can be facilitated.

CASE: BOE supports the First Beijing International Week of Intangible Cultural Heritage

In October 2023, BOE supported the First Beijing International Week of Intangible Cultural Heritage with BOE iGallery, W1-105-inch Display, and other digital cultural display products. We digitally demonstrated the historical origins, cultural connotations, and production techniques of representative items of intangible cultural heritage, and made the presented contents as delicate and realistic as paper by virtue of the leading paper-like technology. BOE W1-105-inch Display presented China's Intangible Cultural Heritage projects in the UNESCO's List of Intangible Cultural Heritage with split scrolling interfaces. The Display supports multiple users to touch or click on different modules at the same time, displaying the content of each person's concern on a split screen.



BOE's Various Digital Cultural Display Products Support the First Beijing International Week of Intangible Cultural Heritage

CASE: BOE supports the 2023 Lishui Photography Festival

In November 2023, at the 5th International Photography Symposium and 2023 Lishui Photography Festival, a variety of digital cultural display products such as BOE iGallery of BOE Yiyun Technology were presented at the "Chinese Faces" Art Exhibition. With paper-like eye protection technology such as lossless gamma, low blue light, flicker free, anti glare, etc., BOE's products realistically presented images of Chinese people's faces and helped the photography works to fully display the real charms and presented the beauty of art, which is favored and highly praised by photographers.

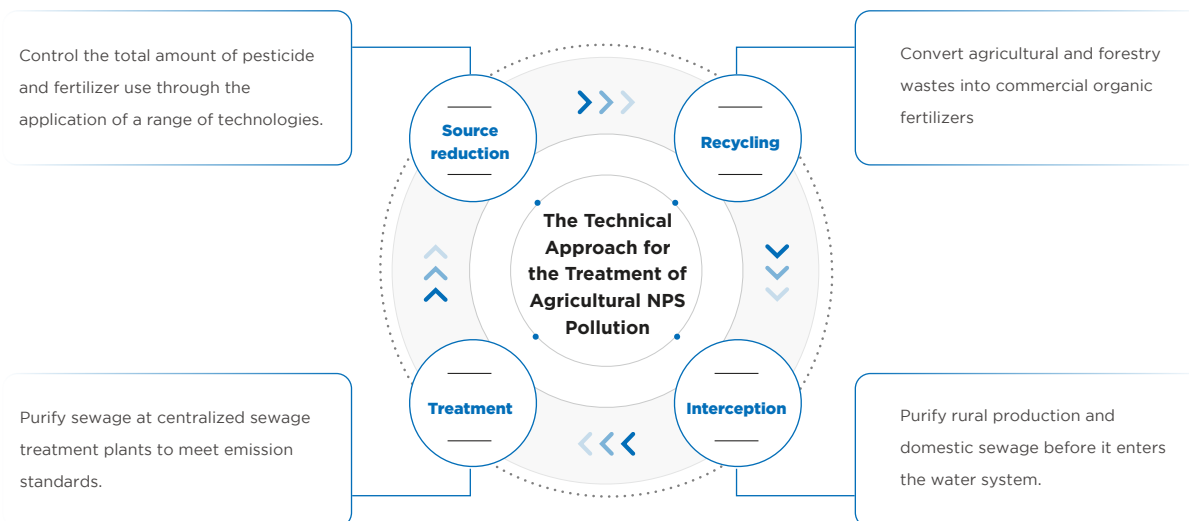
Ecological Environment Protection

In 2023, BOE joined hands with the United Nations Development Programme (UNDP), the China International Center for Economic and Technical Exchanges (CICETE) of the Ministry of Commerce and other partners to carry out the "MEET Water Conservation Program". In doing so, we explored a new model of water-saving, low-carbon and sustainable development in villages and townships, and focused on pollution from non-point agricultural sources. Based on water footprint theory and scientific modeling, we integrated closely related measures at the agricultural production end with innovative science and technology to safeguard industrial operations and ecological construction in the surrounding areas, exploring the sustainable way of coexistence between human beings and water.



Launching Ceremony of the MEET Water Conservation Program

The "Display Meets Water" water conservation project has selected representative villages such as Shangmo Village in Yongning Township, the source of the Guishui River, as a demonstration area for the project. Through the implementation of measures closely related to the agricultural production end, the project has organically integrated and promoted the application of these measures from the four dimensions, so as to promote the establishment of a sustainable development model for neighboring villages in the form of the "One River and Three Villages" project. The project takes the prevention and treatment of non-point source pollution as the starting point, demonstrates and promotes innovative agricultural models with climate resilience such as "rain-fed corn" and "co-production of fishes and vegetables" based on natural solutions. Through technological innovation, we have optimized and adjusted the plant communities of local artificial reed wetlands, and improved the water purification capacity of wetlands, building and maintaining a sound and stable rural water ecosystem.



Rural Vitalization Service

In 2023, in response to national rural vitalization strategy, BOE dispatched outstanding cadres to rural areas that need assistance, handling practical matters for the public and participating in local primary-level construction and disaster relief. To serve the dietary needs of more than 100,000 employees, we built a digital procurement platform to create a one-stop service for catering ingredients from the field to the dining table. This platform helps deliver agricultural products directly to employees' dining tables, and realize 24-hour delivery after placing an order. Digging deep into the private market, we specialized and branded the operation of agricultural products, and built professional agricultural support bases, in an attempt to develop special agricultural and sideline products, and create the "Careful Selection by ChengQi" agricultural support brand. In addition, we organized our employees to carry out public welfare activities such as "Coming to Zhuangke Village to Pick Red Fruits", "Pandas Go All over the World and Ecology into Tens of Thousands Homes", and "Rehabilitating Quality Local Fruits". In this way, we realized a win-win situation in terms of economic value and social contribution in helping farmers and supporting them.

2023

About **8.0356** million RMB
Invested in rural vitalization

RMB **40+** million
Invested in assisting farmers

500+
Households get helped

Community-based Charity

By partnering with multiple parties in community-based charity activities and community development, we strengthen volunteer management and carry out volunteer activities to deliver warmth and care to the society and improve people's livelihood. In 2023, we actively participated in the project of "Assistance for the Rehabilitation and Education of Children with Autism", and made a donation to the Star Road Rehabilitation Center for Children with Autism in Chifeng, Inner Mongolia, which was used for purchasing teaching equipment for students. With the Special Children Rehabilitation Center in Wuzhong District as the main focus and supported by volunteer team, Suzhou BOE Hospital guided children with autism to get rid of social fears and social barriers and worked to improve their social cognitive abilities through systematic courses and extracurricular activities.



BOE Helps Flood Prevention and Disaster Relief in Zhuangke Village



BOE Volunteer Activity

CASE: BOE Historical Exhibition Hall built to record the struggle of Chinese industry workers

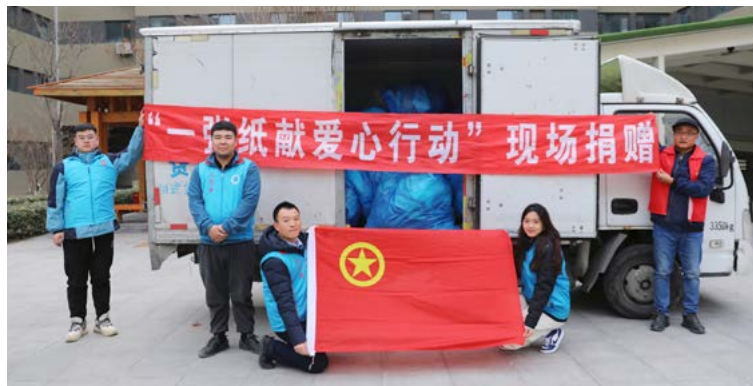
In May 2023, BOE built the BOE History Exhibition Hall, the first corporate history exhibition hall in China's display industry, in Beijing Universal Business Park (the former site of BOE's predecessor, Beijing Electron) in Jiuxianqiao Street. By displaying the 70 years of changes since the establishment of Beijing Electron in 1953, the hall presents the growth history of a world-class enterprise, a condensed history of the development of China's electronics industry, and the struggles of generations of Chinese industry workers.



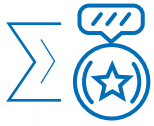
BOE History Exhibition Hall

CASE: "A Piece of Paper, Donate Your Love" project helps children from impoverished families

Since 2012, BOE has cooperated with China Charity Federation to carry out "A Piece of Paper, Donate Your Love" project. The project adopts daily and centralized collection methods to collect, tidy up and pack old clothes and recycled paper, which will be used for providing assistance for children with congenital heart disease in impoverished families and people suffering from hydatid disease in Tibetan areas. As of January 2024, the cumulative volunteer service has exceeded 4,200 hours, and more than 40 paper and clothing donation activities have been organized, with more than 80,000 pieces of used clothing and over 15,000 kg of paper donated.



"A Piece of Paper, Donate Your Love" Project



Honors

China's Most Admired Companies 2023 by Fortune

BrandZ Top 100 Most Valuable Chinese Brands for 2023

TOP 100 Companies in Technology for 2023

CES 2022-2023 Global Top Brand

Second Ecosystem Brand Evaluation 2023

Individual Champion Enterprise in Manufacturing Industry (2023-2025)

"2023 Best Practices of the Board of Directors" by China Association for Public Companies

2023-2024 CE Brands Top 10

CES 2023 Display Product Innovation Gold Award

Top 100 Global Innovators 2023

17" Curved Notebook Display: ICDT 2023 Best Innovative Display Application Technology Award

New Generation of Off-Screen Camera Mobile Phone: ICDT 2023 Best Innovative Display

UBCell Technology: ICDT 2023 Best Display Copper Award

Intelligent Cockpit: 2023-2024 Innovative Display Product Gold Award

DIC Star of the Year Display Enterprise

Top Employer China 2023

2023 China Talent Management Science and Technology Model Award

2023 World's Most Attractive Employers to Talent

2022-2023 National Enterprise Culture Outstanding Achievement Special Prize

2023 Caijing Award Sustainable Development Innovation Award

2021-2022 "China Red Cross Dedication" Medal

2023 China Charity List Annual Charity Model

Ernst & Young Sustainable Award 2023 Best Enterprise Award



Prospects

BOE has driven China's display industry from scratch, growing into a pivotal role in the global semiconductor display industry. Today, BOE spearheads a "Screen of Things" industry ecosystem, and its commitment to "Change life with heart" remains unwavering. Since we embark on the journey of the next 30 years, as a leading IoT innovator, we are entrusted with the mission of steering the industry towards new ground and healthy, high-quality development.

Looking to the next three decades, BOE will move forward with its "Screen of Things" strategy and delve deeper into market segments, enabling screens to integrate more functions, take on more forms, and fit more scenarios. By bolstering our technological innovation prowess and aligning our growth with national and societal development, we are poised to contribute to high-quality development of the economy and society. Furthermore, adhering to the sustainability principles of "Green+, Innovation+, Community+", we will partner with stakeholders to continually refine, innovate, generate value, and fulfill commitments, making greater contributions to sustainability of both the industry and society.

Key Performance Quick Check Sheet

Topics	Indicators	Unit	2023
Economy	Total assets	RMB	419,187,099,795.00
	Revenue	RMB	174,543,445,895.00
	Cash dividends	RMB	1,129,575,875.85
Environment	Direct GHG emissions	tCO ₂ e	669,700
	Energy indirect GHG emissions	million tCO ₂ e	6.2447
	Energy-saving and emission reduction projects	/	317
	Electricity saved	GWh	11,131.86
	Natural gas saved	m ³	578,600
	Steam saved	ton	15,900
	Water withdrawal	million m ³	83.9777
	Water saving projects	/	44
	Water saved	million m ³	2.6923
	Reduction of hazardous waste generated	ton	1,806.67
	Comprehensive utilization rate of general waste	/	>95%
	Comprehensive utilization rate of hazardous waste	/	>95%
	Total participants of environmental training	/	271,586
	Employees	Total number of employees	/
Number of newly hired employees		/	21,978
Proportion of senior management hired from the local community		/	68
Labor union establishment rate		/	100
Labor union membership rate		/	100
Proportion of female employees		/	31
Proportion of female managers		/	22
Labor contract signing rate		/	100
Social insurance coverage rate		/	100
Total learning hours on the learning platform		/	332,429
Safety expenditure		RMB million	14.0464
Number of emergency drills		/	1,125
Participants in emergency drills		/	63,748
Safety training sessions		/	5,680

Topics	Indicators	Unit	2023
Employees	Participants in safety training	/	1,985,024
	Employee safety training rate	/	100
	Safety publicity activities	/	418
	Safety checks	/	11,897
	Safety inspections for hidden hazards	/	6,429
	Hidden hazard rectification	/	100
	Occupational diseases	/	0
	Major work safety accident	/	0
	Occupational physical examination coverage	/	100
	Subsidy for frontline employees	RMB million	9.3
Supply chain	Total number of suppliers	/	3,000+
	Proportion of minerals purchased from conflict free areas	/	100
	Proportion of suppliers who have achieved A-level CSR performance evaluation	/	38
	Proportion of suppliers who have achieved B-level CSR performance evaluation	/	38
	Proportion of suppliers who have achieved C-level CSR performance evaluation	/	23
	Proportion of suppliers who have achieved D-level CSR performance evaluation	/	1
Service	Major customer loss, major market quality spot check, major medical accident occurred	/	0
	Quality management training sessions	/	775
	Participants in quality management training	/	29,994
	Display business's customer satisfaction score(10-mark system)	/	9.40
	Display business's customer complaints handling rate	/	100
Community	Rural vitalization expenditure	RMB	About 8,035,600
	Accumulated expenditure on agricultural assistance	RMB million	40+
	Households benefited	/	500+
	Number of smart classrooms donated by the "Illuminating the Growth Path" public welfare program	/	100+
	Number of teachers and students benefited from the "Illuminating the Growth Path" public welfare program	/	60,000+
	Number of free clinics conducted	/	1,013
	People benefited from free clinics	/	170,000+

Assurance Report



Verification Statement Number: CN-202403-CSR-07

Verification Statement of Corporate Sustainability Report

TÜV NORD (Hangzhou) Co., Ltd. (hereinafter referred to as 'TÜV NORD') has been commissioned by BOE TECHNOLOGY GROUP CO., LTD. (hereinafter referred to as 'BOE') to carry out an independent third-party verification of BOE's 2023 Sustainable Development Report (hereinafter referred to as 'report').

BOE is responsible for the collection, analysis, aggregation and presentation of information within the Report. TÜV NORD carries out this work (verification of the report) within the terms of reference agreed in the agreement with BOE. BOE is the designated user of this statement.

This statement is based on the 2023 Sustainable Development Report prepared by BOE. BOE is responsible for the integrity and authenticity of the information and data in the report.

Verification Scope

The verification statement is based on the following:

- The report discloses key sustainability performance and related information that happened in 2023.
- Verification address is in No.12, Xihuan Middle Road, Beijing Economic and Technological Development Zone, Beijing, where BOE headquarter located. We visited relevant functional departments of BOE, and we did not visit other branches, subsidiaries or the sites of projects.
- We evaluated the management process of collection, analysis, inspection of the information and data.
- Because the economic data had been audited by the third party, we did not do double audit this time.

The on-site verification was done on 14-15.03.2024.

Verification Methodology

The verification process includes the following activities:

- Review the document information which provide by BOE.
- Interview the person who collected the report information.
- Access to public information published on relevant websites and media, and verify relevant data and information in the report by sampling method.
- Evaluate sustainability reports in accordance with the requirements of the Global Sustainability standards Board (GSSB) report preparation Standard GRI standards (2021).
- Refer to AA1000 Verification Standard (V3).
- Verification activity is based on TÜV NORD SC-P-A015 Rev.00 Rules for the Implementation of Report Verification.

Verification Level

AA1000 Verification Standard (V3): type 1, medium verification.

Verification Conclusion

The 2023 Sustainable Development Report prepared by BOE TECHNOLOGY GROUP CO., LTD. comprehensively disclosed the actions and performance of BOE in fulfilling its sustainable development in 2023 from three thematic chapters: "Green+, Contribute Ecological Value" "Innovation+, Lead Development Value" "Community+, Create Social Value". The data in report is reliable and objective, TÜV NORD found no systemic or substantial errors.

- Balance: The report objectively disclosed the number of major work safety liability accidents and the number of hidden danger investigations, which has a certain balance.

- Comparability: the report discloses the CSR performance evaluation of suppliers from 2021 to 2023, which is comparable.
- Accuracy: through sample verification, it was found that the cases and data disclosed in the report were basically objective and accurate.
- Timeliness: the disclosure period of this report is 2023 sustainable development performance, and the company has issued reports regularly for 14 consecutive years, with good timeliness.
- Clarity: various forms such as pictures, charts and annotations are used in the report to make the information in the report easy to understand.
- Reliability: the Sustainable Development Department of BOE is responsible for collecting, recording, arranging and analyzing the information and processes used in the report. The sampled data during the verification process can provide traceability, which ensures the quality and substance of the information to a certain extent.

Recommendation for Improvement

Through verification and evaluation, we have following improvement suggestions for BOE on CSR practice and management:

- It is advisable to disclose the customer complaint rate during the reporting period to increase the balance of the report.
- Comparisons of key performance indicators such as R&D investment and number of patent applications from 2021 to 2023 should be disclosed to increase the comparability of reports.
- According to the new requirements of GRI standards by the Global Sustainable Development Standards Board (GSSB), relevant indicators can be combined with departmental KPI assessment to improve departmental sustainable development management performance.

Special Statement

This statement excludes:

- The activity outside information reveal.
- The position, ideas, beliefs, goals, future development direction and commitment which stated by BOE.

Statement of Independence and Competence

TÜV NORD is the world's leading Certification Body in inspection, testing and verification, operating in more than 70 countries throughout the world and providing services which includes management systems and product certification; quality, environmental, occupational health and safety, social responsibility auditing and training; environmental, social responsibility and sustainability report verification.

TÜV NORD (Hangzhou) Co., Ltd. is an independent organization registered and established by TÜV NORD in China and ensure that there are no conflicts of interest with BOE TECHNOLOGY GROUP CO., LTD. or its branches and stakeholders during the implementation of the verification process of this report. All information in this report was provided by BOE, and TÜV NORD was not involved in the report preparation process.



The team leader: ZHU Helen
Date: 20.03.2024



The Authorized person: SONG Haining
Date: 20.03.2024

Note: In case of any conflict between the English and the Chinese versions of this statement, the Chinese version shall prevail.

Expert Opinion

In this Sustainability Report, BOE demonstrates a profound understanding and action toward sustainable development through rich practical cases. Most impressively, BOE discloses its commitments and achievements in low-carbon transition, elaborating on its all-encompassing emissions management strategy from production operations to product design. At this critical juncture in addressing climate change, BOE showcases its resolve and proactive approach to tackle climate change head-on as an industry leader. Furthermore, the report underscores BOE's dedication to technological innovation, empowering sectors including finance, travel, education, and healthcare to drive technological innovation and industrial upgrading in the display industry. This, in turn, contributes to socio-economic prosperity. Through this report, it is evident BOE has achieved notable results in forging long-term win-win partnerships with stakeholders, participating in community building, and fulfilling its corporate citizenship responsibilities. Overall, beyond a mere performance showcase, the BOE Sustainability Report 2023 is a solemn declaration of commitment to sustainability and long-term doctrine. It is also a comprehensive report on its environmental, social, and governance principles and excellent practices. I sincerely wish BOE to reach higher, move faster, and become stronger in future development, continuing to write a brilliant chapter in sustainability with innovation and wisdom.

June Qian

-- Associate Dean of Academics at Schwarzman College and
Professor of School of Economics and Management, Tsinghua University

Amidst the wave of intelligence, as a global high-tech manufacturer, BOE not only propels the upgrading of the world's real economy but also plays a crucial role in propelling global sustainable development. The BOE Sustainability Report 2023 fully demonstrates its resolve and epochal responsibility to contribute to global sustainable development with its technological prowess. Anchored in the sustainability principles of "Green+, Innovation+, Community+", this report presents BOE's progress and pioneering role in promoting sustainable development and ESG practices to stakeholders from multiple dimensions such as corporate governance, environmental protection, innovative development, win-win partnerships, quality services, employee development, and social contributions. From the report, we can see that high-tech enterprises represented by BOE are amid a faster green and low-carbon transition to foster harmony with the society and nature. We anticipate a broader coalition of companies joining this endeavor in the future, taking collective action to make our planet healthier and our lives better.

Yu Zhihong

-- President and Editor-in-chief of China Sustainability Tribune

GRI Index

GRI Content Index

Statement of use		
GRI 1 used	GRI 1: Foundation 2021	
GRI Standard	Disclosure	Reference Chapter
Applicable GRI Sector Standard(s)		
GRI 2: General Disclosures 2021		
2-1	Organizational details	About This Report About BOE
2-2	Entities included in the organization's sustainability reporting	About This Report
2-3	Reporting period, frequency and contact point	About This Report
2-5	External assurance	Assurance Report
2-6	Activities, value chain and other business relationships	About BOE
2-7	Employees	Increasing Employee Well-being
2-9	Governance structure and composition	Perfecting governance structure
2-11	Chair of the highest governance body	Corporate Governance
2-12	Role of the highest governance body in overseeing the management of impacts	Perfecting governance structure
2-13	Delegation of responsibility for managing impacts	CSR Management
2-14	Role of the highest governance body in sustainability reporting	CSR Management
2-16	Communication of critical concerns	CSR Management
2-17	Collective knowledge of the highest governance body	Corporate Governance
2-19	Remuneration policies	Safeguard the Rights and Interests of Employees
2-20	Process to determine remuneration	Safeguard the Rights and Interests of Employees
2-22	Statement on sustainable development strategy	CSR Management
2-23	Policy commitments	About This Report Message from the Chairman Corporate Governance
2-24	Embedding policy commitments	Internal control management
2-25	Processes to remediate negative impacts	Internal control management
2-26	Mechanisms for seeking advice and raising concerns	CSR Management
2-27	Compliance with laws and regulations	Corporate Governance Responsible Mineral Procurement Sincere Services Safeguard the Rights and Interests of Employees Stricter Environmental Management

GRI Standard	Disclosure	Reference Chapter
2-28	Membership associations	Responsible Mineral Procurement
2-29	Approach to stakeholder engagement	Sincere Services
2-30	Collective bargaining agreements	Safeguard the Rights and Interests of Employees
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	CSR Management
3-2	List of material topics	CSR Management
3-3	Management of material topics	CSR Management
Economy		
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Protecting stakeholder's rights Key Performance Quick Check Sheet
201-3	Defined benefit plan obligations and other retirement plans	Safeguard the Rights and Interests of Employees
GRI 202: Market Presence 2016		
202-2	Proportion of senior management hired from the local community	Safeguard the Rights and Interests of Employees
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	Community Development
203-2	Significant indirect economic impacts	Community Development
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	Supplier Management Enhancement
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Compliance operation
205-2	Communication and training about anti-corruption policies and procedures	Compliance operation
205-3	Confirmed incidents of corruption and actions taken	Compliance operation
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance operation
Environment		
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	Fewer Waste Emissions
301-2	Recycled input materials used	Fewer Waste Emissions
301-3	Reclaimed products and their packaging materials	Fewer Waste Emissions

GRI Standard	Disclosure	Reference Chapter
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	Lean Energy Management
302-4	Reduction of energy consumption	Lean Energy Management Key Performance Quick Check Sheet
302-5	Reductions in energy requirements of products and services	Lean Energy Management
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Water Conservation
303-2	Management of water discharge-related impacts	Water Conservation
303-3	Water withdrawal	Water Conservation
303-4	Water discharge	Water Conservation
303-5	Water consumption	Water Conservation
GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Biodiversity Conservation
304-2	Significant impacts of activities, products and services on biodiversity	Biodiversity Conservation
304-3	Habitats protected or restored	Biodiversity Conservation
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Spotlight: Implementing Carbon Peak and Carbon Neutrality Strategy for a Low-Carbon Future
305-2	Energy indirect (Scope 2) GHG emissions	Spotlight: Implementing Carbon Peak and Carbon Neutrality Strategy for a Low-Carbon Future
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air	Air Pollution Prevention and Control
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	Fewer Waste Emissions
306-2	Management of significant waste-related impacts	Fewer Waste Emissions
306-3	Waste generated	Fewer Waste Emissions
306-4	Waste diverted from disposal	Fewer Waste Emissions
306-5	Waste directed to disposal	Fewer Waste Emissions
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Win-win Cooperation
308-2	Negative environmental impacts in the supply chain and actions taken	Win-win Cooperation

GRI Standard	Disclosure	Reference Chapter
Society		
GRI 401: Employment 2016		
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Safeguard the Rights and Interests of Employees
401-3	Parental leave	Safeguard the Rights and Interests of Employees
Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	Increasing Employee Well-being
Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Safeguarding Employee Safety
403-2	Hazard identification, risk assessment, and incident investigation	Safeguarding Employee Safety
403-3	Occupational health services	Safeguarding Employee Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	Safeguarding Employee Safety
403-5	Worker training on occupational health and safety	Safeguarding Employee Safety
403-6	Promotion of worker health	Safeguarding Employee Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Safeguarding Employee Safety
403-8	Workers covered by an occupational health and safety management system	Safeguarding Employee Safety
403-9	Work-related injuries	Safeguarding Employee Safety
403-10	Work-related ill health	Safeguarding Employee Safety
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	Supporting Personal Development
404-2	Programs for upgrading employee skills and transition assistance programs	Supporting Personal Development
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Perfecting governance structure Safeguard the Rights and Interests of Employees
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Safeguard the Rights and Interests of Employees
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supplier Management Enhancement Safeguard the Rights and Interests of Employees

GRI Standard	Disclosure	Reference Chapter
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Supplier Management Enhancement Safeguard the Rights and Interests of Employees
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supplier Management Enhancement Safeguard the Rights and Interests of Employees
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Increasing Employee Well-being
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	Increasing Employee Well-being
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Community Development
413-2	Operations with significant actual and potential negative impacts on local communities	Community Development
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Supplier Management Enhancement
414-2	Negative social impacts in the supply chain and actions taken	Supplier Management Enhancement
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	Premium Customer Experience Facilitating a Healthy Life with Technology
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Premium Customer Experience
GRI 417: Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	Premium Customer Experience
417-2	Incidents of non-compliance concerning product and service information and labeling	Premium Customer Experience

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