
BOE
Open
Next
Earth
BOE
SUSTAINABILITY
REPORT
2025

About This Report

Reporting Period

This report covers the period from January 1 to December 31, 2025. Part of the content is beyond the above time range.

Reporting Cycle

BOE Technology Group Co., Ltd. has published the annual Sustainability Report since 2010. This is the 16th consecutive year of publication. The last report was published in April 2025.

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. Unless otherwise specified, the scope of this report is consistent with that of the annual report.

Reporting Data

This report provides data gathered as of December 31, 2025. If there is any discrepancy between the financial data in this report and the 2025 Annual Report, please refer to the annual report.

Preparation Basis

This report is prepared in accordance with the core option of the *Self-regulatory Guideline No.17 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report (For Trial Implementation), Self-regulatory Guideline No.3 for Companies Listed on Shenzhen Stock Exchange – Sustainability Report Compilation (2026 Revision)*, *GRI Sustainability Reporting Standards (GRI Standards)* issued by the Global Sustainability Standards Board (GSSB), *Self-regulatory Guideline No.1 for Companies Listed on Shenzhen Stock Exchange – 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.

Terminology

For the convenience of expression, BOE Technology Group Co., Ltd. is referred to as “BOE”, “the Company”, “we”, “the Group”.

Access to the Report

This report is available in both printed and electronic versions. The electronic version can be viewed or downloaded on BOE's official website: www.boe.com. If you have any questions or suggestions regarding the content of this report, please feel free to contact us by phone or mail.

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Message from the Chairman

Breaking Through with Technology to Strengthen Momentum, Practicing Commitments with Firmness to Promote Sustainability

As the wheels of history roll into 2026—the inaugural year of China's 15th Five-Year Plan—we find ourselves at an unprecedented crossroads of global transformation. The rapid development propelled by a century of industrial revolution is profoundly colliding with the boundaries of resources, ecology, and social development. As the tide of global competition and cooperation surges forward, sustainability has become the core benchmark for measuring a company's global competitiveness. The connotation of "development" in this era has long transcended the single dimension of wealth creation, evolving into a collective guardianship of nature, society, and the future.

In 1987, the United Nations officially released the report *Our Common Future*, bringing the concept of "Sustainable Development" into the global spotlight. Over the past three decades, this consensus, which spans borders and industries, has evolved from a once-pioneering concept into a critical proposition that enterprises must answer. Especially for Chinese enterprises accelerating their journey onto the global stage, sustainability has become a core strength concerning international competitiveness, global market access, and the building of long-term trust.

As a leading enterprise in the global display and Internet of Things (IoT) industry, BOE has remained steadfast in its commitment to long-termism throughout its thirty-year development journey. Guided by our "Empower IoT with Display" strategy and the "Nth Curve" theory, we have consistently navigated through industry cycles, achieving continuous iteration and steady growth. Sustainability is precisely the core momentum driving the enterprise to transition from mere scale expansion toward higher-quality value growth.

Based on this profound understanding, while upholding our long-term vision "Open Next Earth," BOE has established a comprehensive trinity system encompassing sustainability strategy, organization, and branding. We have established a collaborative advancement mechanism, spanning from the governance level to the execution level. Relying on the Six Strategic Pillars—Open Innovation, Env. Sustainability, Society, Humanity, Responsible Co., and Genesis Field—we have deeply embedded sustainability into our corporate governance structure, strategic decision-making, and business operations, making it a vital support for our long-term evolution. Crucially, we released the first sustainability brand in China's display industry—ONE (Open Next Earth). With the core connotations of "Open and Inclusive, Innovation Driven, Circular and Sustainable," we are steadfastly promoting BOE's steady transition from a "top industry practitioner" to a "global co-builder of sustainability standards." Through synergistic efforts of the "strategy-organization-branding" trinity, not only have we integrated sustainability into our core competitiveness but also a dual impact: driving internal strategic excellence and fostering external ecological co-creation.

As we cast our gaze globally, a clear realization becomes increasingly prominent: sustainability is becoming a core pillar and unique advantage of BOE's globalization strategy. Transcending traditional global expansion models, which pursue short-term market share or rely on simple replication, BOE's globalization represents a systematic value export of technology, product, brand, and ecological capabilities. It is a long-term commitment to profound dialogue and collaborative co-creation with global partners, using sustainability as our common language.

We are well aware that the core of winning global markets lies not in the expansion of market share, but in becoming a trusted local insider respected by the community. Therefore, we deeply integrate the "Openness, Leadership, and Sustainability" concepts advocated by the ONE brand into various global business decisions and operational practices—from building green smart factories and cultivating local talent to fulfilling community responsibilities and sharing management experience. Every step is dedicated to achieving the harmony of business and social value. Our pursuit has never been the simple replication for upscaling, but rather, the symbiosis of values rooted in sustainability.

Upholding the respect for technology and commitment to innovation, we deeply integrate display technologies with cutting-edge fields such as Artificial Intelligence (AI) and the IoT. Centered on our three major display technology brands—ADS Pro, f-OLED, and α-MLED—we are enhancing visual experiences while achieving synergistic optimization of display performance, screen energy efficiency, and intelligent capabilities through low-power consumption design. We are steadfastly advancing the "AI+" strategy. In the field of "AI+ Manufacturing", we launched the industry's first BOE AI Factory, continuously empowering the upgrade of manufacturing efficiency with our self-developed "Blue Whale" Display Large Model. In "AI+ Products", we have established a full-chain innovation model spanning "device–complete equipment–system–scenario." In "AI+ Operations", we focus on key areas such as market insight, production planning, and integrated supply, continuously driving improvements in both quality and efficiency.

In terms of manufacturing and operations, we firmly adhere to the path of green and intelligent development. Currently, BOE operates 21 "national green factories", 1 "lighthouse factory", 2 zero-carbon factories, 1 chlorine-free factory, 7 factories with UL 2799 Platinum certification, and 1 factory that has achieved 100% recycled water utilization for production—demonstrating our comprehensive leadership across key areas of green manufacturing. This fully integrated green production system, spanning design, production, and operations, has positioned BOE as a leading benchmark for the global display industry's green transformation.

At the level of the industrial ecosystem, we embrace an open and inclusive approach, deepening cooperation with global partners across R&D, industrial chain synergy, and joint standard construction. We firmly believe that sustainable growth must be rooted in an ecosystem built on mutual trust, collaboration, and shared success. This ecological synergy defines BOE's unique competitiveness in globalization—we strive not only to "export" the mature experiences of Chinese industry, but also to "import" the advanced practices of our global partners, achieving two-way value creation.

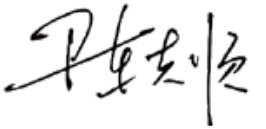
Our long-term commitment to industrial development and ecosystem co-creation ultimately serves a broader purpose: giving back to society. From empowering digital education to supporting the UNESCO initiative, International Decade of Sciences for Sustainable Development (Science Decade); from applying ultra-high-definition (UHD) technology to protect intangible cultural heritage to delivering diverse medical public welfare services—by the end of 2025, BOE had donated 156 smart classrooms, providing smart education solutions and teacher training to more than 70,000 teachers and students. The "100 Public Lessons on Traditional Culture at the Palace Museum" have benefited nearly 40 schools and over 20,000 students. STEM education programs under the UNESCO Science Decade framework have reached over 5,000 students, and the African STEM Club network now covers 263 clubs across 20 countries. Over the course of the year, we also conducted 1,281 medical public welfare activities, benefiting 170,000 people. We remain committed to ensuring that technological innovation delivers meaningful and far-reaching positive impact across society.

Looking back, every step of BOE's exploration on the path of sustainability has laid the foundation for our core capabilities oriented toward the future. Looking ahead, as a new journey unfolds, our mission remains clear. BOE will always adhere to open innovation, taking sustainability as a vital component of the corporate globalization strategy. In the symphony of innovation, ecology, and responsibility, we will drive business success and social progress to resonate in harmony.

Here, I would like to express my most sincere gratitude to every employee who has contributed to BOE's sustainable development behind the scenes, and my most heartfelt respect to our partners and friends from all walks of life who have long trusted and supported us.

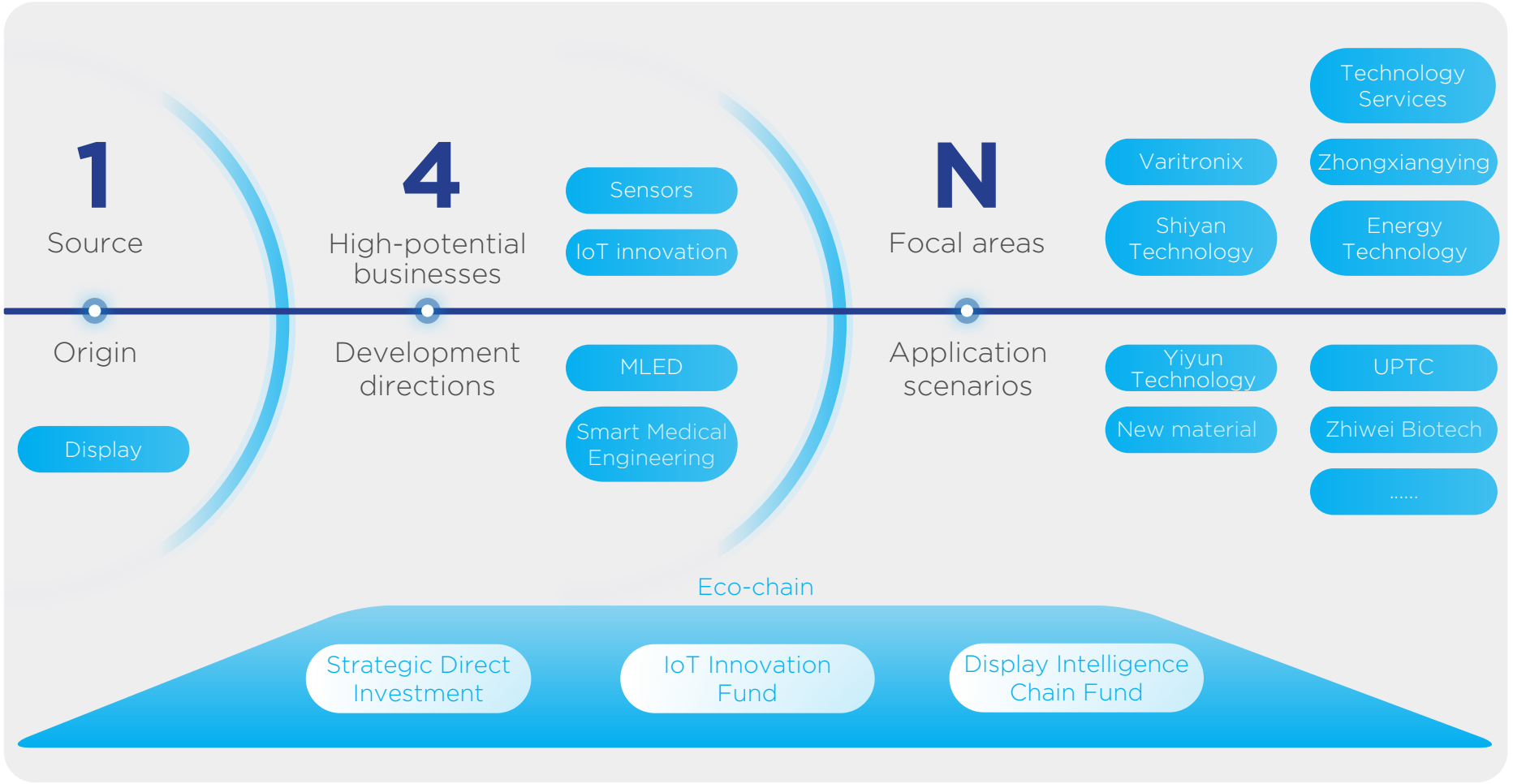
Let us harness technology to meet the global commitments. Together, we will write a more far-reaching and magnificent chapter in the future of sustainable development.

Chairman of BOE Technology Group Co., Ltd.



About BOE

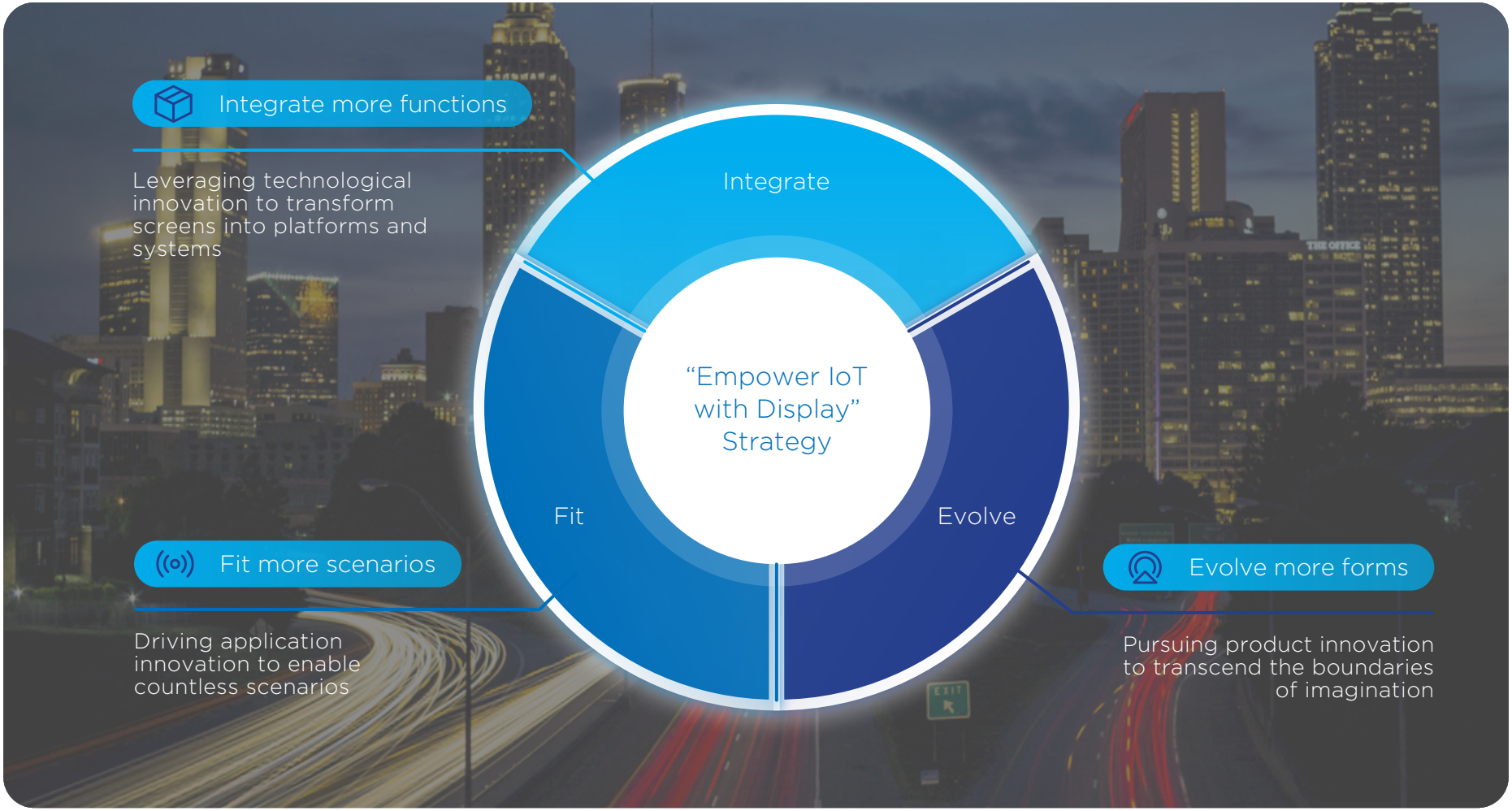
BOE Technology Group Co., Ltd., founded in April 1993, is a leading IoT innovation company providing intelligent interface products and services for information interaction and human health. Our "1+4+N+eco-chain" business architecture is centered on Display and features the integrated development of four business units, namely, IoT Innovation, Sensors and Solutions, MLED, and Smart Medical Engineering. BOE has manufacturing bases in many parts of China including Beijing, Hefei, Chengdu, Chongqing, Fuzhou, Mianyang, Wuhan, Kunming, Suzhou, Ordos, as well as subsidiaries in 20 countries and regions such as the United States, Germany, Japan, South Korea, Singapore, India, Brazil, and the United Arab Emirates. The service network covers many regions of the world such as Europe, Americas, Asia, and Africa.



"1+4+N+eco-chain" Business Development Framework

Development Strategy

Drawing upon our years of dedication to the display and IoT industries, we have formulated the "Empower IoT with Display" strategy aligned with the Company's commitment to high-quality development. Simultaneously, through deep reflection on industry development practices, we have introduced the "Nth Curve" theory of strategic upgrading. By building up core capabilities and expanding our industry value chain, we continuously explore the "Nth Curve" in line with market needs, thus driving high-quality sustainability. Guided by the "Empower IoT with Display" strategy, BOE has established the "1+4+N+eco-chain" business architecture, while further explores our "Nth Curve" business to create an integrated, symbiotic, and synergistic industry ecosystem, and contribute to our long-term prosperity.



Business Scope

Display device and IoT Innovation

As a leading company in the global display industry, the Company has led China's display industry from scratch to maturity and prosperity. BOE ranks among the world's top suppliers of LCD panels across five major application areas—smartphones, tablets, laptops, monitors, and televisions—and continues to solidify its global leadership position. According to global market research agencies Omdia and Sigmaintell, by the end of 2025, BOE remained the world's leading supplier in terms of both total display shipments and LCD panel shipments across these five major application areas.

Based on our industry-leading intelligent manufacturing capabilities and the continuously evolving IoT technology, the IoT innovation business has created an integrated industrial platform of "display devices–smart devices–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, electronic shelf labels (ESL), IoT, and 3D display. Leveraging AI and big data technologies, BOE provides IoT solutions with a focus on products and services integrating software and hardware.

Sensors and Solutions

As an exploration and incubation platform for the Company's new business directions in the field of advanced electronics, the Sensors and Solutions business has established business segments including Smart Window Solutions, Industrial Sensors, Glass-Based Packaging Substrate, Flat Panel X-ray Detector (FPXD), Intelligent Sensing, and Micro/Nano Innovation. Among them, Smart Window Solutions integrate optoelectronic sensing technology to provide smart dimming solutions for transportation and architecture; Industrial Sensors are widely used in 3C electronics, logistics, transportation, new energy, medicine and food industries, as well as automotive vehicle and components industries; Glass-Based Packaging Substrate leverages experience in glass-based processing and large-scale integrated intelligent manufacturing to deploy packaging substrate pilot lines and seize opportunities in advanced packaging technologies; FPXD focuses on medical and industrial inspection needs, independently developing key technologies such as high-definition and CsI to provide backplane components for flat panel detectors (FPD), achieving significant results in overseas market expansion; Intelligent Sensing integrates various types of sensors and fuses algorithm models to mine valuable data, building core hardware and software capabilities for scenario-based applications; Micro-nano Innovation focuses on MEMS sub-product lines such as pressure and acoustics, which are applied in consumption and automotive scenarios.

MLED

The MLED business creates ultimate visual experiences through its top-tier MLED display products and solutions, empowering a wide range of industries. Relying on the three core technologies of "Exquisite Optics, Superb Thermal Management, and Simplified Structure," the business has achieved a comprehensive global layout in fields such as indoor, outdoor, innovative applications, and consumer electronics, continuously improving product competitiveness. In terms of direct display, the business launched COG P0.3 and P0.9 glass-based ultra-thin HDR MLED products, MPD P0.6 micro-pitch double-sided screen products, the full range of COB P0.9-1.5 products, and various SMD series products, achieving significant breakthroughs in the field of professional film and television display. Regarding backlighting, the business collaborated with key industry customers to launch high-end display products such as Mini-LED, curved, and irregular-shaped displays, covering multiple market segments including laptops, monitors, tablets, automotive, and commercial displays.

Smart Medical Engineering

The Smart Medical Engineering business adheres to the innovative development of medical-engineering integration. Centered on people and focusing on families, communities, and hospitals, it builds a health IoT ecosystem with health management as the core, medical-engineering products as the engine, and digital hospitals and smart elderly-care communities as the support, providing people with high-quality and convenient healthcare services. Specifically, the "Medical" segment, while continuously enhancing the core capabilities of digital hospitals, extends its reach to health management and smart elderly care, constructing a closed-loop health service system of "prevention, treatment, and nursing." The "Engineering" segment focuses on health display-linkage, molecular testing, and regenerative medicine, building an "end-to-end" innovation transformation system. Currently, BOE has established 5 digital hospitals and 1 smart elderly-care community in cities including Beijing, Hefei, Chengdu, and Suzhou.

BOE in 2025: Responsibility and Growth

Sustainability Footprint

Environmental

National Green Factories
21

Reduction of GHG emissions
170,000 tCO_2e

Factories joined the Science Based Targets initiative (SBTi)
9

Social

Green supply chain projects
20+

Carbon emission reduction in the supply chain
7,600+ tCO_2e

Smart classrooms built through "Illuminating the Growth Path" project
156

Benefited teachers and students in total
70,000+

Annual employee training coverage
29,545 attendances

Annual employee training duration
524,000 training hours

Medical public welfare activities held
1,281

People reached through medical public welfare
170,000

Annual rural revitalization assistance
approx. RMB **39.56** million

Governance

Board meetings implemented
11

Female Board members
16.67%

Independent directors on the Board
33.33%

Honors of the Year

2025
Ecosystem Brand Leader

2025
China Management Prize in Memory of Peter Drucker

2025
Ram Charan Management Practice Award

GYBrand Asia
Top 500 Most Valuable Brands 2025

16th Golden Flag Award
Top 50 CSR Brands 2025

CNB
Top 100 Chinese Corporate Brand Value 2025

New Fortune magazine
Best Listed Company

CAPCO
2025 Best Practices Cases of Board of Directors of Listed Companies

The 20th Chinese Boards of Listed Company Golden Round Table Award – The Best Board of Directors

Southern Weekly
2024 Outstanding Responsible Enterprise of the Year

New Fortune magazine
ESG Best Practice

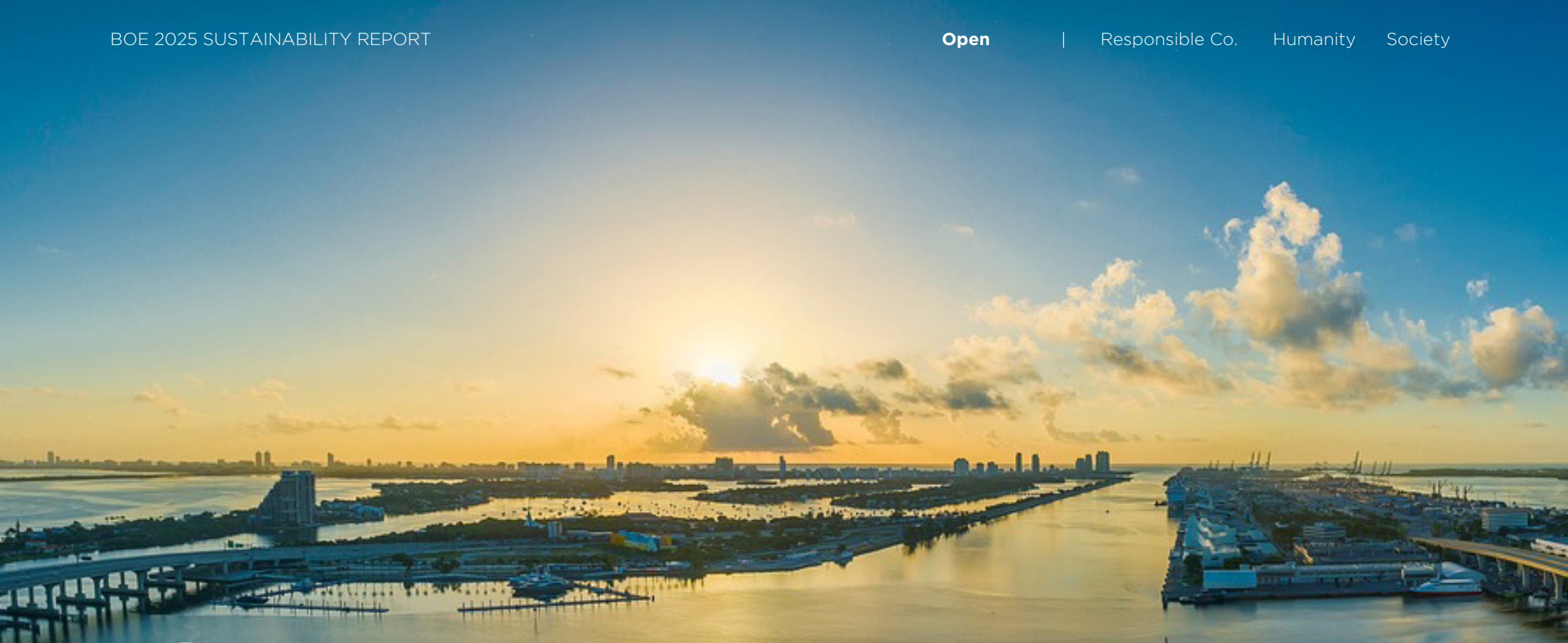
Forbes China
2025 China ESG 50

LinkedIn 2025
World's Most Attractive Employers to Talent

ZPIN 2025
China's Top 100 Best Employer of the Year

Liepin 2025
Extraordinary Employer

UNEP & SBBC "Building Sustainable Brands" Visionary Initiative 2025 – Representative Case



Open

Fostering an ecosystem of shared dedication

Responsible Co.

BOE actively practices the philosophy of "Integrity-Driven Operation" and continuously builds and improves its modern corporate governance system. The Company strictly implements and comprehensively strengthens risk management, systematically promotes the construction of its sustainability management system, and fosters an open and transparent communication environment, laying a solid foundation for achieving steady operations and sustainable development.

Action Highlights

Compliant and Efficient Governance

Awarded CAPCO 2025 Best Practices Cases of the Board of Directors of Listed Companies

Awarded the Best Board of Directors at the 20th Chinese Boards of Listed Company Golden Round Table Award

Directors and Management level's integrity training completion rate

100%

The Company conducted integrity talks with over 200 newly appointed executives; it also organized personnel in key positions to sign the *BOE Declaration of Professional Ethics* and received

6,761 signed copies

A total of 103,000 attendances recorded for integrity education programs both online and offline, including numbers of Group executives and employees who completed related quizzes, totaling

87,000 participants

Engaging Communication with Investors

Investor Exchange sessions at Shareholders' Meeting

4

Visiting services provided for institutional investor visits

371

Interim Results Online Briefings

2

Participation in securities firms' investment conferences

46

Questions received via SZSE Easy IR

444

Roadshow events held

32

Investor hotline calls answered

1,115

Participation in quarterly institutional investor exchange sessions

3

Significant Strides in Sustainability Management

2025 Ecosystem Brand Leader

2025 China Management Prize in Memory of Peter Drucker

2025 Ram Charan Management Practice Award

16th Golden Flag Award – Top 50 CSR Brands 2025

CNB – Top 100 Chinese Corporate Brand Value 2025

GYBrand Asia – Top 500 Most Valuable Brands 2025

***New Fortune magazine* – ESG Best Practice**

Forbes China – 2025 China ESG 50

***Southern Weekly* – 2024 Outstanding Responsible Enterprise of the Year**

UNEP & SBBC "Building Sustainable Brands" Visionary Initiative 2025 – Representative Case

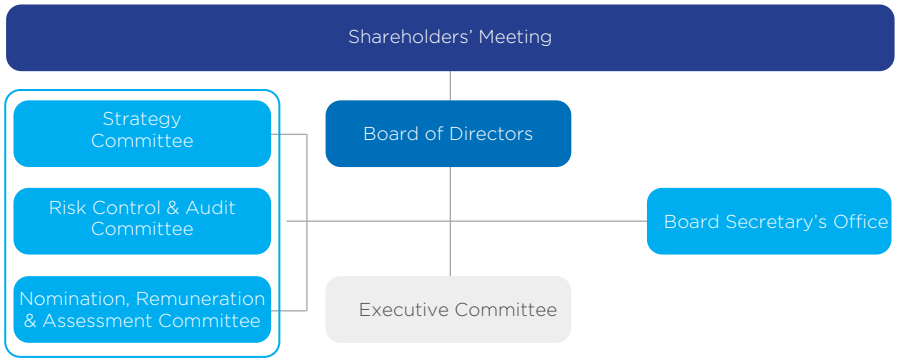
Corporate Governance

BOE is strengthening its foundation for development by focusing on establishing an efficient and standardized corporate governance framework, continuously improving its compliance management mechanisms, steadily deepening its risk management efforts, and comprehensively enhancing governance effectiveness and management efficiency, thereby laying a solid foundation for the Company's long-term development through sound governance.

Optimizing Governance Structure

BOE follows the Chinese laws and regulations, including the *Company Law*, the *Securities Law*, and the *Code of Corporate Governance for Listed Companies,* and the *Stock Listing Rules of the Shenzhen Stock Exchange* and the *Self-Regulatory Guideline No.1 for Listed Companies on Shenzhen Stock Exchange – Standardized Operation of Companies Listed on the Main Board* to continuously optimize our governance structure and internal control system, thus enhancing our corporate governance.

During the reporting period, BOE's directors and senior management strictly adhered to relevant laws and regulations as well as the Company's rules and regulations in conscientiously performing their duties, ensuring the standardization and effectiveness of the corporate governance structure. To thoroughly implement the newly revised *Company Law*, optimize corporate governance mechanisms, and improve the standardized operation, the Company has revised its *Articles of Association* and other regulations in accordance with the latest rules of the China Securities Regulatory Commission (CSRC) and the Shenzhen Stock Exchange. Concurrently, BOE has adjusted its governance structure by abolishing the Board of Supervisors and the positions of supervisor personnel; instead, the Board's Risk Control & Audit Committee now exercises the powers of the Board of Supervisors as stipulated by the *Company Law*.



Corporate Governance Structure

In 2025, the Company convened a total of 4 Shareholders' Meetings, 11 Board meetings, 16 Strategy Committee meetings, 5 Risk Control & Audit Committee meetings, and 6 Nomination, Remuneration & Assessment Committee meetings. The convening and conduct of these meetings strictly adhered to relevant laws, regulations, and BOE's internal policies, ensuring that all procedures were lawful and compliant. All directors attended the board meetings, faithfully fulfilled their duties, and fully exercised their decision-making and supervisory functions. In 2025, the Board attendance rate for directors was 100%, and the attendance rate at shareholders' meetings was 72.5%.

BOE implemented the appointment procedures for directors and senior management in accordance with the law, ensuring that the selection and appointment process was open, fair, and impartial, thereby providing a solid talent foundation for corporate governance and sound development. In accordance with the relevant provisions of the *Articles of Association*, directors are elected by the Shareholders' Meeting; employee representatives on the Board of Directors are democratically elected by BOE's employees through the Employee Representative Congress, the Employee Assembly, or other democratic election forms; and senior management is appointed by the Board of Directors. In 2025, the average tenure of Board members was 4 years, and the average tenure of Senior Management members was 5.3 years.

2025

Board meetings implemented
11

Meetings of specialized committees of the Board implemented
27

Female Board members
16.67%

Independent directors on Board
33.33%

Gender ratio among senior executives (male to female)
3:1

Diversity of the Board and Senior Management

As of 2025, BOE's Board of Directors consists of 12 members, with executive directors accounting for 33.33% and independent directors accounting for 33.33%. During the reporting period, BOE had 8 directors aged 50 or older and 4 directors aged 30 to 50; there were 3 senior executives aged 50 or older and 9 senior executives aged 30 to 50. Both directors and senior executives possess strong professional backgrounds and the knowledge, skills, and qualities necessary to fulfill their duties, enabling them to understand and continuously monitor the Company's production and operations, financial condition, and the impact and risks of major events.

Board Title	Name	Gender	Specific Expertise				
			Risk Management	Finance & Accounting	Legal	Business Administration	Engineering & Technology
Chairman of the Board, Chief Strategic Planner	Chen Yanshun	Male	●	●		●	
Vice Chairman of the Board, Chairman of the Executive Committee, and Chief Executive Officer (CEO)	Feng Qiang	Male				●	●
Vice Chairman of the Board, Vice Chairman of the Executive Committee, and Chief Operating Officer (COO)	Wang Xiping	Male				●	●
Director, Member of the Executive Committee, and Executive Vice President, Chief Counsel	Feng Liqiong	Female	●		●		
Director	Guo Chuan	Male			●	●	
Director	Ye Feng	Male					●
Director	Jin Chunyan	Female		●		●	
Independent Director	Tang Shoulian	Male		●			●
Independent Director	Zhang Xinmin	Male	●	●		●	
Independent Director	Guo He	Male			●		
Independent Director	Wang Duoxiang	Male				●	●
Employee Representative Director, Chief Human Resources Officer	Li Yang	Male				●	●

Compensation for Directors and Senior Management

In accordance with the *Company Law*, the *Articles of Association of BOE Technology Group Co., Ltd.,* and relevant regulatory requirements, BOE has established clear compensation plans for directors and senior management to ensure that compensation is aligned with the Company's operating performance, individual job performance, and long-term development goals. Regarding the remuneration structure for independent directors, BOE passed the *Proposal on the Adjustment of Allowance for Independent Directors* at the 2023 Annual General Meeting, which increased the annual allowance standard for independent directors from RMB 200,000 (pre-tax) to RMB 300,000 (pre-tax). During the reporting period, there were no updates to the allowance standards for the Company's independent directors.

The Company's executive compensation management continues to adhere to five core principles: value orientation, risk control, long-term incentives, fairness and transparency, and market competitiveness. In accordance with the Company's compensation management system and the executive compensation principles established by the Board of Directors, executive compensation is paid out based on the compensation structure outlined in the signed annual performance target agreements and the actual results of performance evaluations. Among these, grade-based salary constitutes fixed monthly compensation, while performance bonuses and other incentives are paid out based on actual evaluation results.

A clawback mechanism is implemented for executive compensation. The payment of compensation under the annual performance target agreements is subject to audit. Prior to the completion of the audit at the beginning of each year, a certain proportion of executive performance bonuses is disbursed; upon completion of the audit, the remaining proportion is adjusted based on the audit results and disbursed accordingly.

Board Awards

In 2025, BOE was awarded the 2025 Best Practices Cases of the Board of Directors of Listed Companies by China Association for Public Companies (CAPCO) and the Best Board of Directors at the 20th Chinese Boards of Listed Company Golden Roundtable Award.


中国上市公司协会

上市公司董事会最佳实践

荣誉证书

京东方科技集团股份有限公司：

荣获2025年度上市公司董事会最佳实践案例，特发此证。

2025年11月

The **2025** Best Practices Cases of the Board of Directors of Listed Companies by China Association for Public Companies (CAPCO)

The Best Board of Directors at the 20th Chinese Boards of Listed Company Golden Roundtable Award

Protecting Shareholders' Rights and Interests

Shareholders are key stakeholders of BOE. BOE has formulated the *Investor Relations Management Measures*, established a professional investor relations (IR) management team, and engaged third-party professional institutions to continuously optimize the content and methods of investor communication and strengthen the organization and implementation of IR management.

In terms of investor protection, the Company actively responds to the calls of the China Securities Regulatory Commission, Shenzhen Stock Exchange, and China Association for Public Companies (CAPCO). It conducts investor protection publicity activities through channels such as the official website, focusing on listing rules and risk identification to promote rational investment and fulfill its social responsibilities as a listed company.

Shareholder Returns

The Company pays close attention to the interests of investors and rewards shareholders through multi-dimensional approaches, allowing them to share in the Company's development achievements. According to the *Shareholder Return Plan for the Next Three Years (2025-2027)* announced by the Company, provided that satisfying profit distribution conditions, ensuring normal operations and long-term development, and complying with the *Articles of Association*, the Company shall, in principle, distribute profits annually. The annual cash dividend shall be no less than 35% of the net profit attributable to shareholders of the listed company in that year. Additionally, the total annual funds used for share repurchases and cancellations shall be no less than RMB 1.5 billion (share repurchases for other purposes such as equity incentives will be planned separately). If conditions permit, interim profit distributions may be conducted.

The Company has efficiently advanced and implemented its share repurchase plans. In 2025, the Company completed A-share repurchases exceeding RMB 1.5 billion, fulfilling the relevant commitments in the *Shareholder Return Plan for the Next Three Years (2025-2027)* as scheduled. Furthermore, the Company has changed the purpose of approximately RMB 1 billion worth of A-shares, which were repurchased in 2024 and originally intended for equity incentives, to "cancellation and reduction of registered capital." Through a series of measures such as share repurchase cancellations and treasury stock cancellations, the Company has effectively boosted earnings per share (EPS), conveyed confidence in corporate growth, maintained intrinsic value, and tangibly improved shareholder returns. From 2020 to December 31, 2025, the cumulative payment for A-share repurchases exceeded RMB 7.1 billion, and the cumulative payment for B-share repurchases was nearly HKD 1 billion.

In 2025, the Company proposes a cash dividend of RMB 2.074 billion. From 2015 to 2025, the Company has implemented cash dividends for 11 consecutive years, with a cumulative cash dividend amount exceeding RMB 24 billion. From 2018 to 2025, the Company's annual cash dividend ratio has remained above 30% of the net profit attributable to shareholders of the listed company for 8 consecutive years, allowing investors to share in the fruits of growth.

Investor Service and Communication

The Company attaches great importance to the maintenance and development of investor relations, providing targeted services based on the characteristics and needs of different types of investors.

For institutional investors, we adhere to the philosophy of "Wide Coverage and Deep Cooperation," establishing efficient communication mechanisms with various types of institutional investors. We provide high-quality services to institutional investors through institutional investor visits, securities firms' investment conferences, reverse roadshows for institutional investors, and BOE Investor Day, among other means. Regarding services for small and medium-sized investors, the Company has always been committed to excellence, making full use of various platforms to maintain active interaction, answering questions, listening to suggestions, and facilitating the exercise of their rights.

In addition, guided by investor needs, the Company convenes timely online meetings following major events. Through open and thorough communication, the Company provides prompt updates on its operating performance, fostering the long-term coordinated development of both the Company and the capital market.

2025

Investor Exchange sessions at Shareholders' Meeting
4

Times of visiting service provided for institutional investor visits
371

Interim Results Online Briefings
2

Times of participation in securities firms' investment conferences
46

Questions received via SZSE Easy IR
444

Roadshow events held
32

Investor hotline calls answered
1,115

Times of participation in quarterly Institutional Investor Exchange sessions
3

Case | The 2nd "BOE Investor Day" >>>>>>

On July 8, 2025, the Company held the 2nd "BOE Investor Day" in Shanghai. The Chairman delivered a comprehensive presentation on the Company's development highlights under the "Empower IoT with Display" strategy, conveying the logic of corporate growth to investors and promoting the alignment of industrial value with capital market value. BOE and its listed subsidiaries, BOE Varitronix and BOE HC SemiTek, delivered keynote speeches, discussing the development blueprint with investors and industry partners from dimensions such as technology, markets, and supply chain synergy.

A total of 150 institutions attended the event in person, representing a broad spectrum of participants, including public funds, private funds, insurance companies, overseas institutions, securities firms, and banks. In total, 202 investors participated, of which over 65% were buy-side investors and more than 50% were investment managers. Additionally, 2 clients, 2 suppliers, and 2 consulting firms attended the event, interacting with investors concerned about the Company and the supply chain. This event achieved positive communication outcomes and established a strong capital market image for the Company.

2025 BOE Investor Day

Case | 2025 Interim Results Online Briefing >>>>>>

On September 11, 2025, the Company held the 2025 Interim Results Online Briefing. The meeting was conducted through a combination of online live text-and-image broadcasting and offline interaction, enabling investors to better understand the Company's strategy and business performance. The hybrid format also allowed investors to obtain management's responses to relevant questions more intuitively.

During the meeting, the Company received 81 questions from investors and responded to 55, representing a response rate of 67.90%. The responses covered various aspects such as the Company's operating performance in the first half of 2025, trends in the display device industry, the development of flexible AMOLED business, progress in perovskite and glass-based packaging substrates, production line operations, and shareholder returns. Financial matters, including depreciation schedules and R&D investment, were also addressed, covering all facets of the Company's production and operations.

2025 Semi-Annual Investor Conference

Information Disclosure

Information disclosure is a vital channel for communication between BOE and its stakeholders. In accordance with relevant laws and regulations and its own practical needs, the Company has formulated management systems for information disclosure affairs, including the *Information Disclosure Management Measures of BOE Technology Group Co., Ltd., the Insider Registration Management System for Insider Information of BOE Technology Group Co., Ltd.,* and the *Management System for External Information Users of BOE Technology Group Co., Ltd.* In its daily work, the Company rigorously manages the internal control processes for information disclosure to ensure that all disclosed information is true, accurate, complete, fair, and timely, thereby continuously improving both disclosure quality and transparency.

2025

Information disclosure announcements

189

Periodic reports disclosed

4

The Company consistently complies with applicable laws, regulations, and regulatory requirements, fulfilling its information disclosure obligations through the Shenzhen Stock Exchange (SZSE) as well as media outlets and newspapers designated by the China Securities Regulatory Commission (CSRC). At the same time, the Company disseminates important information in real time through its media matrix—including its official website, WeChat, and Weibo—enabling stakeholders to stay informed of the Company's developments from multiple perspectives and with greater depth.

Honors

BOE has received an "A" rating in the SZSE information disclosure assessment for 10 consecutive appraisal years

BOE has been awarded "Best Listed Company" by *New Fortune* magazine for the 6th consecutive year

Information Security and Privacy Protection

Ensuring corporate information security and safeguarding user privacy are not only fundamental requirements for legal compliance, but also the cornerstone for BOE to earn the trust of clients, partners, and the public, and to achieve sustainable, high-quality development. Referencing international standards and best practices, BOE diligently complies with national laws and regulations. Guided by the Three Transformations and Six Defense Pillars principle of the Ministry of Public Security of China, BOE has constructed a "four-in-one" (personnel, assets, environment, and data) business secret and information security management system. We have continuously introduced ISO/IEC 27001, TISAX standards, and the *Enterprise Trade Secret Management Specifications* (T/PPAC701-2021) to systematically advance our security efforts. Simultaneously, BOE integrates information security and privacy protection into every aspect of our products, services, and operations.

Building on our continuous internal improvements, the Company actively participates in industry exchange events such as the Beijing Cyber Security Conference (BCS) and the Cyber Security Operation and Practices Conference (CSOP). We also benchmark against industry leaders to learn best practices and consistently enhance our internal security capabilities.

In 2025, over 10 holding subsidiaries of BOE held ISO/IEC 27001 certifications, 5 holding subsidiaries conducted TISAX certifications, and 31 systems completed the Multi-Level Protection Scheme (MLPS) assessment. Based on the Information Security 3.0 Blueprint, our information security maturity increased by 0.5% in 2025. The number of major information security incidents was zero, and there were zero incidents of customer information or privacy breaches.

Top-level Planning

BOE has established a Confidentiality Committee composed of senior management from various business sectors. Through the Decision-Making, Governance, and Operation levels, we promote the establishment of group-wide information security strategies, policies, and standards from the top down and ensure their effective implementation.

Institutional System

Referencing ISO/IEC 27001, BOE has developed a comprehensive information security management system covering network security, data security, application security, and log management, clearly defining the specific responsibilities of each department. In 2025, the Company established and released the *Artificial Intelligence Security Management Measures* and revised the *Cybersecurity Management Measures*, the *Management Rules for Network Access Control*, and the *BOE Software Management Measures*, providing effective support and guidance for the implementation of security strategies.

Information Security Risk Management

Risk management is the core process of information security control. Through risk identification and analysis, we establish disposal measures to avoid or mitigate risks. BOE has established various mechanisms, such as setting up security checkpoints and integrating security into business processes and IT construction to fully implement shift-left security, identifying and avoiding risks in advance. We have established a normalized security inspection mechanism and conduct annual offensive and defensive drills to identify risks in a realistic and ongoing manner. For common issues, special task forces are established to fundamentally eliminate risks.

In 2025, the Company conducted over 100 shift-left security assessments, avoiding over 200 problems in advance. We inspected 25 vital information systems across multiple dimensions, including system functions, vulnerability scanning, data security, and privacy protection, issuing and implementing rectification plans. Through continuous asset detection and specialized governance, we disposed of over 2,000 non-compliant internal assets, deactivated over 20 abandoned domain names and over 130 email accounts, improving emergency response efficiency and supporting secure business operations.

Technical Protection System Construction

Regarding technical capabilities, BOE has established a defense-in-depth technical protection system covering network boundary protection, intrusion detection and prevention, access control, endpoint security, application security, data security, and security operations to safeguard the Group's digital transformation. In 2025, the Company completed the construction and promotion of bastion hosts in 6 regions and 24 factories, unifying O&M access and auditing. We achieved group-wide coverage of host security protection software and implemented vulnerability scanning, intrusion detection, and antivirus protection in 11 factories. We also completed the construction of Web Application Firewalls (WAF), promoted east-west traffic control for centralized systems, achieved full coverage of security vulnerability detection for public network mapping systems, and upgraded the group-wide VPN. Regarding personal information protection, BOE actively promoted database encryption and data masking for systems containing sensitive personal information to avoid data leakage and compliance risks.

BOE's data center microsegmentation practice was recognized as an Exemplary Case of the 2025 Security Guardian Program by the China Academy of Information and Communications Technology (CAICT)

Security Operations

With assets at the core and incident handling as the key process, the Company utilizes big data and threat intelligence to perform event correlation, risk analysis, early warning, and emergency response. This enables a shift from "post-event handling" to "pre-event prevention," reducing the impact of security incidents. In 2025, the Company completed the heterogeneous deployment of threat intelligence probes, improving the detection rate of external attack threats in key areas and the efficiency of emergency response. The security operations platform was also enhanced to strengthen capabilities in the automatic identification and detection of internal security risks, Internet exposure surface detection, and non-compliant asset detection.

In terms of personal information protection, the Company has integrated protection into all stages of security construction and operations. For example, during the data collection stage, we standardize the "notice–consent" process and technical implementation. Throughout system construction, we implement the Secure Development Lifecycle (SDL) to shift-left personal information protection, identifying sensitive data and applying encryption, masking, and watermarking throughout its lifecycle.

Information Security and Privacy Protection Awareness

Information security and privacy protection are the collective responsibility of all employees. The Company conducts diverse awareness activities via internal platforms, offline posters, and knowledge competitions to popularize security knowledge. We aim to foster an atmosphere where "information security is for everyone and depends on everyone." In 2025, the coverage rate of information security and privacy protection training reached 93.3%.

Business Ethics

Adhering to business ethics and maintaining operational bottom lines are essential for a company's long-term stability. BOE pays close attention to corporate business compliance, strengthens risk management capabilities, prevents internal and external corruption risks, and opposes unfair competition.

Compliance Management

Compliance Management System

BOE adheres to the bottom line of compliant operations and has established a systematic and standardized compliance management system. In terms of top-level design, the Company has released and implemented the *Group Compliance Management Policy* and the *Code of Compliance Conduct*, defining the core framework and unified requirements for compliance management. At the execution level, each business and functional sector has formulated corresponding specialized systems and processes, together forming a comprehensive compliance management network that provides a clear institutional basis for all business activities.

The Company has established a tripartite organizational structure featuring synergy among the comprehensive compliance management department, specialized departments, and responsible departments. The compliance management department coordinates daily consultations, reviews, and risk assessments in key areas to ensure the compliant operation of domestic and overseas businesses.

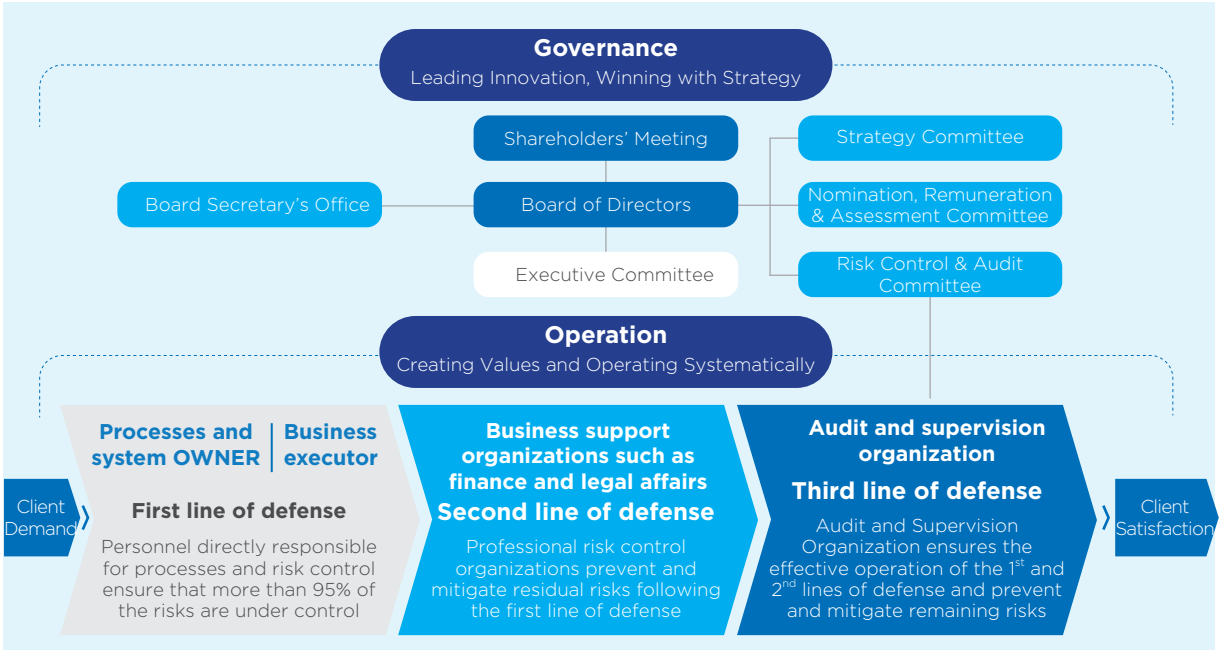
Through continuous process optimization, refinement of standards, and strengthening of system support, the Company consistently enhances the effectiveness of its compliance controls, providing a solid guarantee for steady operations in complex environments. Furthermore, the Company has developed scenario-based specialized compliance guidelines to provide clear guidance for the daily operations of business departments.

Anti-unfair Competition

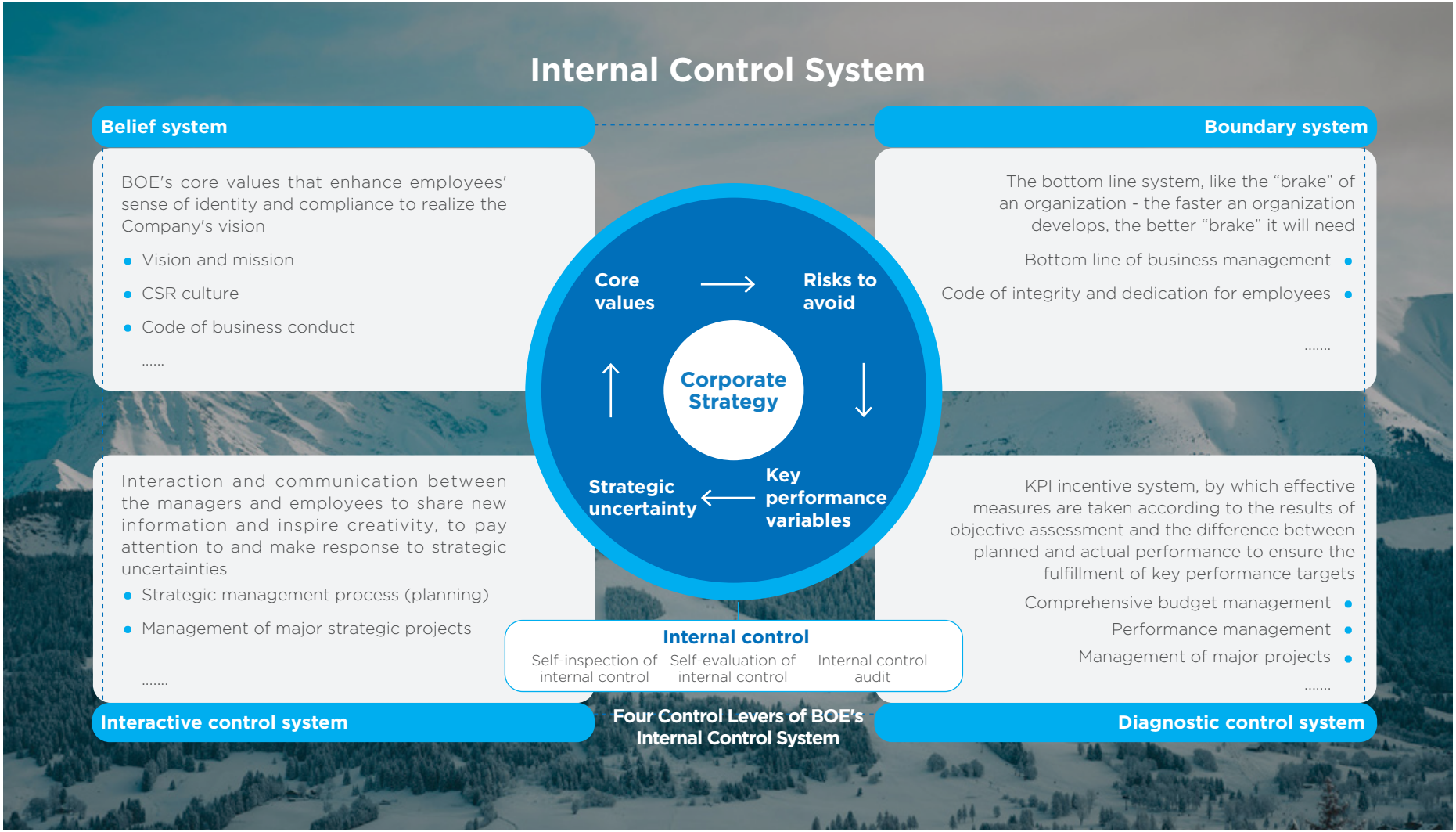
The Company attaches great importance to and strictly fulfills its obligations for fair market competition, complying with relevant laws such as the *Anti-Monopoly Law of the People's Republic of China*, the *Anti-Unfair Competition Law of the People's Republic of China*, and the *Law of the People's Republic of China on the Protection of Consumer Rights and Interests*, as it remains committed to complying with the laws and regulations of the countries and regions where the Company's global businesses are located, formulating internal compliance systems and guidelines to resolutely resist acts that restrict or exclude market competition through improper means. In 2025, no violations of anti-unfair competition laws occurred.

Risk Management and Internal Control

BOE comprehensively promotes internal control and risk management. At the governance level, the Board of Directors is responsible for company-level risk management. The Risk Control and Audit Committee, with the Company's internal audit department as its permanent body, is responsible for continuously supervising and evaluating the effectiveness of risk management. At the operation level, we build a three-tiered risk management system focusing on client centricity, business-driver, and full-process coverage. The system aims to mitigate systemic risks, which helps maintain our client-centric orientation, enable swift responses to market changes, and support rapid business growth — while containing risks within acceptable thresholds to guarantee the Company's robust development amid intense market competition.



BOE adopts the internal control management principles of "integrating into business, based on processes, preventing risks, improving efficiency, and driving business success". Through the belief system, boundary system, diagnostic control system, and interactive control system, we achieve systematic coordination of internal control. Simultaneously, we conduct regular internal control standard development and evaluations in accordance with the *Internal Control Management System*, efficiently implementing internal control management responsibilities to ensure the compliant and efficient operation of the Company's business.



Risk Management

In 2025, the Company organized various entities to carry out risk assessments, promoted risk identification, and formulated and implemented risk response measures. We released the *Major Operational Risk Reporting Management Measures*, established a major business risk reporting mechanism, and strengthened our capability to prevent and control major risks.

Internal Control Management

In 2025, the Company revised and released the *Internal Control Management System* and the *Institutional Development Management Measures*, continuously improving the internal control and system management framework, and organizing the optimization of systems across various fields. We continued to strengthen the communication and implementation of internal control systems and their construction, promoting the deep integration of internal control management requirements into business operations from multiple dimensions. The Company conducted a total of 76 sessions of risk and internal control theme awareness campaigns and 12 sessions of specialized training, achieving 100% coverage of business units to ensure that internal control management requirements are effectively implemented and strictly executed.

Internal Control Assessment

In 2025, the Company conducted the internal control evaluation for the listed company and issued the *2025 Internal Control Assessment Report of BOE Technology Group Co., Ltd.,* confirming no material or significant defects in the Company's internal control system. The Company persists in promoting rectification and optimization through evaluation, continuously advancing the compliance and efficiency of its business operations.

Internal Audit

In 2025, the Company's internal audit department further strengthened audit services based on risk-oriented, client-oriented, and regulatory requirements. We conducted full-process tracking audits for major construction projects, key regulatory matters of the listed company, import and export business, key hospital business, and co-investment and equity incentives, ensuring compliance with external regulatory requirements and promoting high-quality business development.

Anti-corruption and Anti-commercial Bribery

BOE strictly complies with national laws, regulations, and standards related to anti-commercial bribery and anti-corruption, continuously optimizing the Integrity and Dedication System. We have established a Professional Ethics Disciplinary Committee and formulated policies such as the *BOE Declaration of Professional Ethics, BOE Compliance Framework*, *Economic Responsibility Audit Management Policy*, *Fraud Investigation Management Policy*, and the *Blacklist Management System* to guide and regulate the business conduct of employees, management, and partners.

The Company's Integrity and Dedication System consists of two major parts, targeting internal employees and external partners respectively. The system for employees includes the regulation system, education system, implementation system, examination and supervision system, and punishment system. For external partners, the focus is on the integrity evaluation system.

Integrity and Dedication System for Employees

Regulation System	**System scope:** covers the full working cycle of employees from recruitment, employee practice, talent management, performance evaluation, manager performance to exit . **Regulations:** *BOE Declaration of Professional Ethics*, *BOE Compliance Framework*, *Economic Responsibility Audit Management Policy*, *Fraud Investigation Management Policy*, *Blacklist Management System*, etc.
Education System	**Integrity and Professionalism training program:** carried out according to different levels such as position, title and key business fields, including new employee onboard training, daily integrity and professionalism training for newly promoted managers, and leadership & key personnel workshops or executives, critical business units, and major project teams.
Implementation System	Strengthening the ability of the responsible persons and departments to perform their duties. Establishing standardized and effective performance management, and setting up incentive and commendation mechanisms.
Examination and Supervision System	Establishing an anti-corruption complaint mailbox to receive supervision and reports from the public. Upon receiving the tip-off information, the Chief Audit and Supervision Organization or the business inspection department will handle the case in accordance with established procedures, and set up a dedicated investigation team to carry out supervision and investigation.
Punishment System	BOE has established a Professional Ethics Disciplinary Committee under the Executive Committee. The committee is responsible for implementing punishments related to professional ethics violations.

Integrity and Dedication System for Partners

Integrity Evaluation System	BOE has established a set of rules and regulations shared with its partners: No procurement action shall violate the *Procurement Red Line*; all partners are required to sign the *Integrity Agreement*, and integrity records are 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 commit fraud during the performance of the contract, they will be implemented in accordance with our *Blacklist Management System and the Fraud Investigation Management Policy*.

BOE's Integrity and Dedication System

Integrity Training

We attach great importance to professional integrity and compliant operations, striving to create a cultural atmosphere of integrity and uprightness. We strengthen integrity education and supervision for all staff, building a solid ideological and institutional line of defense against corruption. In 2025, the Company's integrity training covered 61,000 employees. The integrity training coverage for management and professional positions, as well as for directors and management, reached 100%. In addition to regular training, the Company conducted integrity talks with over 200 newly appointed executives; it also organized personnel in key positions to sign the *BOE Declaration of Professional Ethics* and received 6,761 signed copies, consistently strengthening employee awareness of professional integrity. In addition, the Company organized integrity education through both online and offline channels with a total of 103,000 participants. Among them, 87,000 Group executives and employees took part in the quizzes, and 48 issues of *Integrity Corner* — an internal publication for promoting integrity and compliance — were published, laying a solid foundation of integrity for the Company's development.

Whistleblower Protection

BOE has established and improved a full-process mechanism for anti-corruption reporting and investigation, adopting multiple measures to ensure accessible channels for receiving fraud-related information and effectively strengthening its defenses for integrity in operations. The Company has set up diversified whistleblowing channels, including telephone, email, mail, and in-person reporting. These channels are widely communicated through internal briefings and external disclosures, providing convenient and accessible avenues for whistleblowers to report suspected misconduct.

The Company strictly standardizes its investigation management processes and enforces rigorous confidentiality requirements for all personnel involved, ensuring the orderly conduct of investigations. Investigation materials are managed through security classification, thus at both procedural and institutional levels, the Company fully protects the legitimate rights and information security of whistleblowers to eliminate concerns about reporting. In 2025, all reported integrity-related cases were duly investigated and handled by the Company.

Inspection and Reporting Emails of the Group and Relevant Departments:

jubao@boe.com.cn
engineering_audit@boe.com.cn
purchase_audit@boe.com.cn
baomi@boe.com.cn

2025

Handling rate of reported cases
100%

Employees receiving integrity training
61,000

Integrity training coverage for management and professional positions
100%

Directors receiving integrity training
12

Management members receiving integrity training
12

Coverage of Directors receiving integrity training
100%

Coverage of Management receiving integrity training
100%

Cumulative participations in integrity education and training
103,000 attendances

Sustainability Governance

BOE integrates sustainability management into the entire process of operation and management, actively deepening communication and collaboration with stakeholders. We are committed to steadily enhancing the Company's sustainability capabilities and core competitiveness, building a sustainable business model, and achieving long-term value growth.

Sustainability Strategy

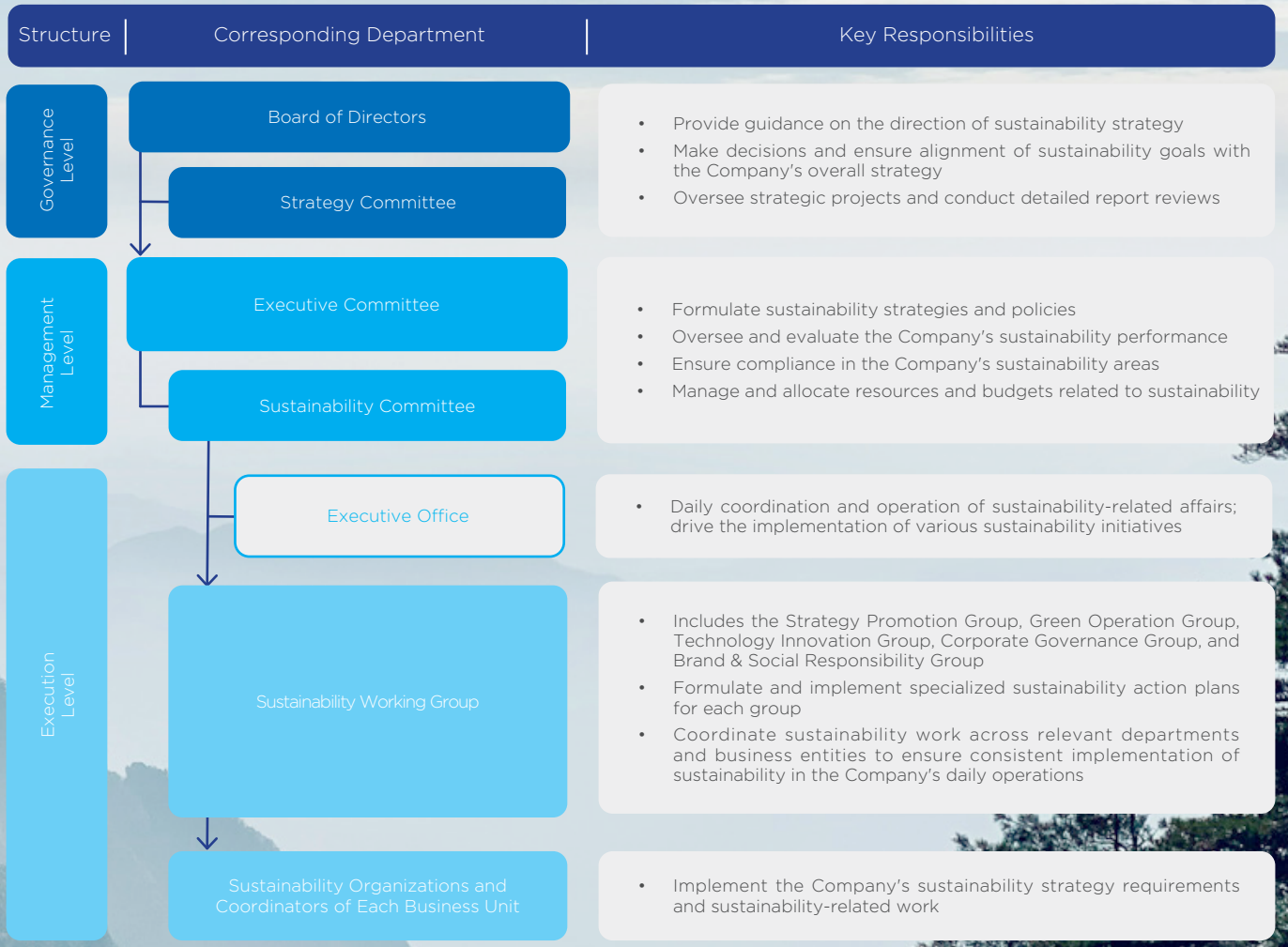
With the vision "Open Next Earth", BOE has embedded sustainability into its corporate DNA, integrating it into the full chain of daily operations and management. The year 2025 marks the 10th anniversary of the *Paris Agreement* and the 20th anniversary of the ESG concept. Accordingly, BOE has comprehensively upgraded its sustainability strategy, governance structure, and branding.

In September 2025, BOE released its Group Sustainability Strategy, providing a top-level design to guide its sustainability efforts over the next decade. With the strategic goal of "Building and Empowering an Open, Win-win Global Sustainable IoT Technology Ecosystem," BOE focuses on the Six Strategic Pillars: Open Innovation as its corporate DNA, supported by Env. Sustainability, Society, Humanity, Responsible Co, and Genesis Field.

BOE will advance its sustainability strategy in three stages, progressing from short-term reinforcement to mid- and long-term industry leadership, and ultimately to comprehensive transformation. Stage 1 (1–2 years): enhance the sustainability management system to support high-quality development; Stage 2 (3–5 years): achieve industry leadership in sustainability performance; Stage 3 (5–10 years): move toward a comprehensive corporate transformation driven by sustainability.

Sustainability Governance Structure

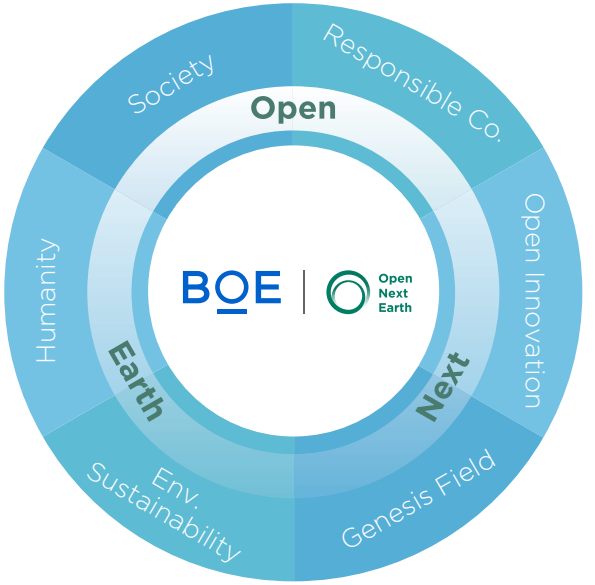
To facilitate the implementation of our sustainability strategy, we have established an organizational structure ranging from the governance and management levels to the execution level. In 2025, we established a dedicated Sustainability Committee and formulated the *Rules of Procedure for the Sustainability Committee and Its Composition*, aligning the sustainability strategy with our organizational structure to ensure the implementation of every strategic pillar.



Sustainability Brand

In 2025, BOE released "ONE" (Open Next Earth), the first sustainability brand in China's display industry. Built upon the pillars of Openness and Inclusiveness (Open), Innovation Leadership (Next), and Sustainable Ecosystem (Earth), the ONE brand establishes a sustainability system comprising "strategy-organization-branding" trinity, redefining the boundaries of responsibility for technology enterprises. Under the guidance of the ONE sustainability brand, BOE joins hands with global partners to drive the green upgrade of the display industry toward a greener, more innovative, and harmonious future.

BOE's sustainability strategy and the ONE brand form an integrated development system with internal-external linkage, achieving deep integration and mutual empowerment between the strategic core and brand manifestation. Internally, the sustainability strategy guides implementation, driving systematic upgrades across all dimensions: Open Innovation, Env. Sustainability, Society, Humanity, Responsible Co., and Genesis Field. Externally, the ONE brand serves as the core carrier of manifestation, demonstrating the Company's firm advocacy and core stance in the era of sustainable development.



Anchored by Six Strategic Pillars Powered by Sustainability Brand
Driving Open Innovation Guarding Humanity's Future

The design of BOE's sustainability brand is derived from the iconic "O" in the BOE logo. While inheriting the DNA of the Group's parent brand, it incorporates the philosophical imagery of the Möbius strip to form a three-dimensional circulation system. This design embodies the Eastern wisdom of "beginning with the end in mind" and symbolizes the enduring symbiosis between technological innovation and ecological development. A gradient green band traces the silhouette of the Earth, evoking natural circulation systems and echoing the brand's core values of "openness–innovation–sustainability," while illustrating the harmonious balance between technology and nature. The layered ring design creates a sense of depth, resembling an eye toward the future—reflecting BOE's forward-looking vision and expressing its commitment to working with global partners to build a sustainable development community.

Sustainability Brand Standardization

In December 2025, BOE participated in the Sustainable Business Leaders Forum 2025 in Nairobi, Kenya. As a core drafting party, BOE joined forces with United Nations agencies, the China Association for Standardization (CAS), and other partners to release the Group standard: *Guidelines for Sustainable Brand Building*. This standard establishes the first comprehensive action framework for sustainable brands, incorporating BOE's extensive experience in areas such as green manufacturing and supply chain carbon reduction. It drives the evolution of sustainable branding from conceptual advocacy toward measurable and actionable systematic practice. During the same period, the Company's initiatives were selected as a representative case for the United Nations' Sustainable Brand Initiative, gaining authoritative international recognition.

Double Materiality Analysis

In accordance with the *Self-Regulatory Guidelines for Listed Companies No. 17 — Sustainability Report (Trial)* (hereinafter referred to as the *Guidelines*) issued by the Shenzhen Stock Exchange, BOE has conducted a double materiality analysis of sustainability topics. From the two dimensions of financial materiality to the Company and impact materiality to the economy, society, and environment, we have completed the identification, assessment, prioritization, and screening of topics. This process resulted in a core topic list that aligns with the Company's strategy and covers the concerns of key stakeholders, providing directional guidance for the Company's sustainability management and information disclosure.

Step 1: Organizational Environment Analysis

- A comprehensive understanding of the organizational environment based on the perspectives of company activities, business relationships, sustainability context, and stakeholders.
- Give key consideration to the following aspects: our mission, vision, values, and development strategy; the expectations and demands of stakeholders such as employees, shareholders, suppliers, and clients; major operational risks and opportunities; and domestic and international laws, regulations, standards, and initiatives.

Step 2: Topic Identification

- Conduct a comprehensive assessment by aligning with corporate strategic planning and benchmarking against domestic and international sustainability standards (including stock exchange disclosure requirements, the GRI Standards, etc.), while incorporating ESG rating focuses, national policy directions, and industry trends.
- In 2025, BOE identified and adjusted its sustainability topics, ultimately screening 22 sustainability topics.

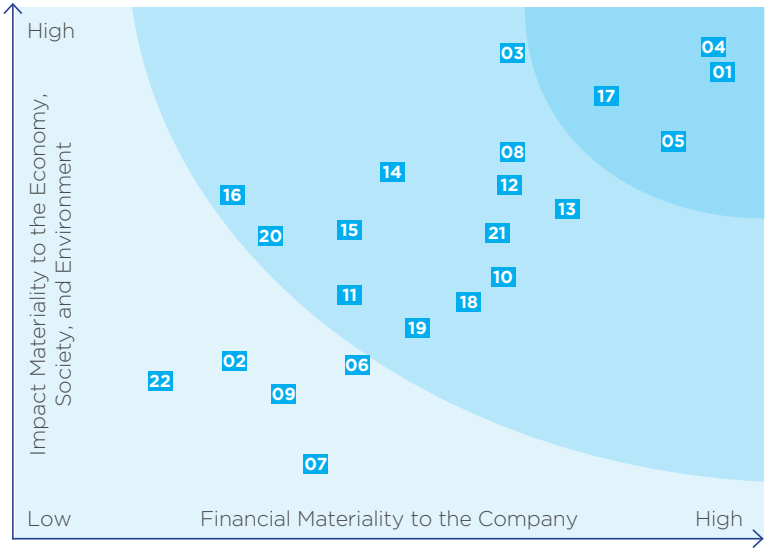
Step 3: Materiality Assessment

- Apply quantitative and qualitative analysis methods to prioritize topics across two dimensions: financial materiality and impact materiality (on the economy, society, and environment) through internal and external surveys, expert consultations, and stakeholder communications. This resulted in BOE's Sustainability Double Materiality Matrix.

Step 4: Report Disclosure

- After review and approval by the Board of Directors, we responded to and disclosed key topics with high double materiality for 2025. We also endeavored to report topics with relatively high financial materiality using the Four-Pillar Framework (Governance-Strategy-Risk and Opportunity Management-Metrics and Targets).

Topic Materiality Assessment Procedure



BOE Double Materiality Matrix

01	Innovation-driven	12	Corporate Governance
02	Tech Ethics	13	Business Conduct
03	Product Quality & Safety	14	Data Security & Client Privacy Protection
04	Quality Service	15	Compliance & Risk Management
05	Sustainable Supply Chain	16	Environmental Compliance Management
06	Equal Treatment of SMEs	17	Climate Change
07	Rural Revitalization & Social Contribution	18	Resource & Energy Utilization
08	Employee Rights Protection	19	Pollutant Emissions
09	Diversity & Equal Opportunity	20	Waste Management
10	Training & Education	21	Circular Economy
11	Occupational Health & Safety	22	Ecosystem & Biodiversity Protection

Strategic Pillar	Sustainability Topic	Impact Period	Positive Impact	Negative Impact	Risk	Opportunity	Corresponding topic in the *Guidelines*
Open Innovation	01 Innovation-driven	Long-term	●			●	Innovation-driven
	02 Tech Ethics	Mid- and long-term	●	●	●	●	Tech Ethics
Society	03 Product Quality & Safety	Mid- and long-term	●	●	●	●	Product & Service Safety & Quality
	04 Quality Service	Mid- and long-term	●	●	●	●	Product & Service Safety & Quality
	05 Sustainable Supply Chain	Long-term	●	●	●	●	Supply Chain Security; Due Diligence
	06 Equal Treatment of SMEs	Short-term	●	●	●	●	Equal Treatment of SMEs
	07 Rural Revitalization & Social Contribution	Long-term	●		●	●	Social Contribution to Rural Revitalization
Humanity	08 Employee Rights Protection	Mid- and long-term	●	●	●	●	Employees
	09 Diversity & Equal Opportunity	Mid- and long-term	●	●	●	●	Employees
	10 Training & Education	Mid- and long-term	●			●	Employees
	11 Occupational Health & Safety	Short-term	●	●	●	●	Employees
Responsible Co.	12 Corporate Governance	Mid- and long-term	●	●	●	●	Supplementary Corporate Topics
	13 Business Conduct	Mid- and long-term	●	●	●	●	Anti-commercial Bribery & Anti-corruption; Anti-unfair Competition
	14 Data Security & Client Privacy Protection	Short-term	●	●	●	●	Data Security & Client Privacy Protection
	15 Compliance & Risk Management	Mid- and long-term	●	●	●	●	Due Diligence
Env. Sustainability	16 Environmental Compliance Management	Short-term	●	●	●	●	Environmental Compliance Management
	17 Climate Change	Long-term	●		●	●	Climate Change
	18 Resource & Energy Utilization	Mid- and long-term	●	●	●	●	Energy Utilization; Water Resource Utilization
	19 Pollutant Emissions	Short-term	●	●	●	●	Pollutant Emissions
	20 Waste Management	Short-term	●	●	●	●	Waste Management
	21 Circular Economy	Mid- and long-term	●			●	Circular Economy
	22 Ecosystem & Biodiversity Protection	Long-term	●	●	●	●	Ecosystem & Biodiversity Protection

Note: Risks and opportunities are assessed based on their overall impact on the Company's financial condition, operating results, and cash flow. The associated time horizons are defined as short term (up to and including 1 year), medium term (more than 1 year and up to and including 5 years), and long term (more than 5 years).

BOE Sustainability Topics Analysis: Impacts, Risks, and Opportunities

Stakeholder Communication

BOE prioritizes communication with internal and external stakeholders, carefully listening to their opinions and concerns by actively innovating communication models, expanding communication channels, and organizing dedicated events such as investor conferences. BOE uses this feedback as an important basis for developing its sustainability action plans and guiding its external disclosure activities.

Stakeholders	Clients & Customers	Investors	Suppliers	Employees
Content of Communication	• Compliant Operations • Client Needs • Customer Rights • Product & Service Quality • Client Health & Safety • ESG Requirement Response	• Company Performance & Operations • Industry/Market Status & Trends • Investor Q&A	• Joint Innovation • Sustainability Topics • In-depth Technical Exchange • Quality Goal Achievement • Information Sharing & Business Support • Carbon Peaking & Neutrality • Compliance & Business Ethics	• Employee Rights • Compensation & Benefits • Occupational Health & Safety • Corporate Management Participation • Career Development & Training
Main Methods of Communication	• Daily Communication & Visits • Client Quality Meetings • Product/Tech/Business Meetings • Client Satisfaction Surveys • Client & Customer Service Hotline • Industry Conferences, Exhibitions, Forums, Innovation Day	• Shareholders' Meeting • Interim Results Online Briefing • 2025 BOE Investor Day • Investor Surveys • Site Visits • Institutional Strategy Meetings • Roadshows & Reverse Roadshows • SZSE Easy IR Platform • Investor Service Hotline • Investor Relations Column on Official Website • Investor Mailbox	• Supplier Conference • Industry Conferences & Forums • Supplier Training & Seminars • Supplier Assessment & Audit • Annual/Semi-annual Strategic Reviews, Quarterly Business/ Quality/Tech Reviews	• Employee Activities • Human Rights Mailbox • Corporate Periodicals & Newsletters • Shared Service Hotline • Employee Satisfaction Surveys • Employee Seminars, Exchange Meetings, Special Interviews • Chairman/CEO/Employee Support Mailbox & Suggestion Box

Stakeholders	Community	Industry Partners	Government	Media
Content of Communication	• Pollution Prevention & Control • Public Welfare Activities • Community Integration • Resource Recycling & Utilization • Education & Environmental Support	• Technical Exchange • Collaborative Innovation • Industry Development	• Environmental Protection • Corporate Governance • Social Welfare • Employment Promotion • Regional Economic Development • Industry Development	• Corporate Operations • Corporate Development • Social Responsibility • Information Disclosure
Main Methods of Communication	• Information Disclosure • Site Visits • Surveys • Public Welfare Projects • Community Volunteer Activities	• Industry Media Interviews • Project Collaboration • Regular Industry Meetings • IPC • Industry Conferences, Seminars, etc.	• Public Welfare Projects • Letters • Inspection & Self-inspection • Seminars & Panels	• External Communication of Major Events • Other Public Communication Activities • Regular Reports & Sustainability Reports • Interviews, Press Conferences, etc.

Humanity

BOE adheres to the core value of "Humanity", viewing employees as the cornerstone of organizational development. Taking the protection of employees' legitimate rights and interests as our foundation, we systematically support employees in achieving personal value and career development by creating diverse growth channels and constructing a comprehensive health care and wellness system, continuously driving the mutual progress of the organization and talents.

Action Highlights

Strengthening Corporate Advantage through Talent

LinkedIn – 2025 World's Most Attractive Employers to Talent

ZPIN – 2025 China's Top 100 Best Employer of the Year

Liepin – 2025 Extraordinary Employer

Empowering Employees to Achieve Dreams

Annual offline teaching sessions

7,052

Annual training duration

524,000 training hours

Annual training coverage

29,545 attendances

Protecting Employee Rights and Interests by Law

No incidents of strikes, child labor, or forced labor occurred

Employees' Representative Congresses held

2

Labor Union Congresses held

1

Safeguarding Employee Health and Safety

Investment in production safety

approx. RMB **199.71** million

Employee coverage rate of production safety training

100%

Employee Rights Protection

BOE respects and safeguards the legitimate rights and interests of every employee. We practice law-abiding and compliant employment, optimize compensation and performance management systems, and provide diversified benefits, striving to create a fair and equal work environment. BOE has formulated a series of policies, including the *BOE Human Rights Policy*, *BOE Anti-Discrimination and Anti-Harassment Policy*, and *BOE Child Labor Prohibition Policy,* providing institutional guarantees for a fair and standardized employment environment.

Deepening Employment Management

BOE strictly complies with the requirements of the *Labor Law of the People's Republic of China*, the *Labor Contract Law of the People's Republic of China*, the *Social Insurance Law of the People's Republic of China*, the *Provisions on the Prohibition of Using Child* Labor, the *Law of the People's Republic of China on the Protection of Minors*, and other relevant laws, regulations, and international practices in its operating locations. Furthermore, the Company follows the *Responsible Business Alliance (RBA) Code of Conduct*, formulating and effectively implementing collective contracts, labor contracts, and various human resource management systems in a law-abiding and compliant manner.

The Company has formulated and publicly released the *BOE Human Rights Policy*, explicitly stating its compliance with international human rights conventions, the *International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work* as well as the *Fair Recruitment Initiative* and other internationally recognized human rights rules. The Policy applies to BOE Technology Group and all its subsidiaries, and encourages all partners to adopt similar policies within their own enterprises to practice human rights protection principles. The Policy focuses on 10 areas: the right to work hours and rest, wage and benefit security, prohibition of forced labor, prohibition of child labor, occupational health and safety, elimination of discrimination and harassment, freedom of association and collective bargaining, supplier responsibility, information privacy and security and stakeholder engagement. It also stipulates action principles for grievances and remedies to ensure effective implementation. In 2025, no incidents of strikes, child labor, or forced labor occurred within the Company.

The Company has formulated a series of institutional documents, such as the *Group Recruitment Management Policy*, specifying that personnel recruitment must strictly comply with the laws, regulations, and industry norms of relevant countries (or regions). We fully respect the customs of different countries (or regions) and ethnicities and adhere to the principle of equal employment to ensure compliance and fairness throughout the entire recruitment process. In other relevant institutional documents, the Company simultaneously sets forth requirements to ensure compliance, fairness, and transparency in hiring procedures. These include standardizing the recruitment process, providing humanistic care, refining selection mechanisms, and promoting an outstanding employer brand image, all of which are strictly implemented.

The Company attaches great importance to talent employment and acquisition, adhering to the principles of broad-based and diversified talent attraction. We attract suitable talent through various recruitment channels, including social recruitment, campus recruitment, and online platforms. Meanwhile, we actively collaborate with the Ministry of Education and local employment service platforms to deepen localized talent cooperation, providing support for regional employment.

2025

Labor contract signing rate

100%

Social insurance coverage rate

100%

Proportion of senior management from local communities

72.4%

Annual retirement rate

0.1%

Elimination of Forced Labor and Child Labor

- BOE strictly prohibits all forms of child labor, forced labor, human trafficking, and other illegal employment. We fully consider employees' intentions at all stages of employment to ensure voluntary participation and avoid forced labor or restrictions on employees' freedom (work or resignation).
- The Company has formulated and publicly released the *BOE Child Labor Prohibition Policy*, standardizing action principles and remedial measures for prohibiting child labor and protecting underage workers. This policy applies to BOE Technology Group and all its subsidiaries and supports children's rights as described in the *United Nations Convention on the Rights of the Child*.

Anti-Discrimination and Anti-Harassment

- BOE has established a sound anti-discrimination and anti-harassment management mechanism, strictly prohibiting any form of discrimination or harassment based on gender, age, ethnicity, religion, disability, or marital status to safeguard employees' dignity and legitimate rights.
- The Company has publicly released the *BOE Anti-Discrimination and Anti-Harassment Policy*, which applies to the Group and all subsidiaries, clarifying roles, responsibilities, preventive measures, and grievance procedures.

Total number of new hires* **29,071**

New hires by gender

New hires by age

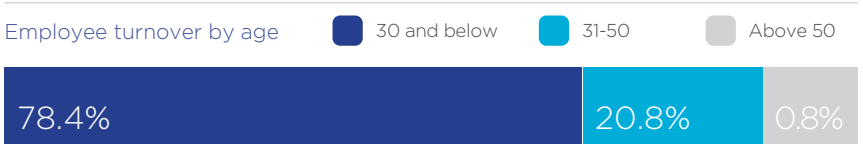
New hires by region

2025 New Employee Recruitment

Annual employee turnover rate **16.9%**

Employee turnover by gender

Employee turnover by age



Employee turnover by region

2025 Employee Turnover Rate

*The number of rehired former employees was 4,685, accounting for 16.1% of new hires.

Enhancing Democratic Communication

BOE has established an equal and democratic communication mechanism combining online and offline channels to promptly understand employee needs. BOE has also formulated labor union discussion rules and provided various open and effective communication and grievance channels, including suggestion boxes, the Chairman's mailbox, the BOE human rights protection public email, and online platforms, ensuring that employees have accessible avenues to express their opinions.

In 2025, BOE established the Complaint Portal — a dedicated HR grievance platform, placing "serving the employees" as a top priority. The Company strictly implements a "2437" efficiency standard, ensuring a 100% response rate within 24 hours for all complaints and resolving cases within 3 to 7 working days, thereby significantly improving the response rate, resolution rate, and employee satisfaction.

In 2025, the Company revised and released the *Working Rules for the Employee Assembly and Employee Representative Congress of BOE Technology Group Co., Ltd.* and the *Implementation Measures for Democratic Management of Factory Affairs Disclosure of BOE Technology Group Co., Ltd.* During the reporting period, the Group convened 2 meetings of the Employee Representative Congress and 1 meeting of the Labor Union Congress, achieving a 100% effective coverage rate of the Employee Representative Congress mechanism.

Employee Satisfaction Enhancement

The Company places strong emphasis on employee feedback and organizational health and has embedded systematic and diversified opinion-collection mechanisms into its key practices to enhance governance transparency and promote employee well-being. Through a combination of biennial full-staff surveys and annual thematic pulse surveys, the Company gains deep insights into the organizational climate. Based on the survey results, targeted improvement plans are developed to systematically enhance organizational efficiency and employee satisfaction. In the past three years, employee satisfaction has remained consistently high, with approximately 90% of employees expressing recognition of the Company and a willingness to grow with it over the long term.

Labor Dispute Prevention Mechanism

Adhering to the philosophy of "prevention first," the Company has systematically established a labor dispute prevention mechanism through coordinated institutional development, strengthened awareness campaigning, and compliant closed-loop management. This approach aims to resolve potential disputes at their source and foster harmonious and stable employment relations.

At the institutional level, when formulating or revising rules, regulations, or major matters that directly affect employees' vital interests, the Company conducts discussions through the Employee Representative Congress or with all employees and determines outcomes through equal consultation with the Labor Union or employee representatives. This ensures compliance with laws and regulations while fully incorporating employee feedback, thereby promoting fairness and broad acceptance from the outset. In terms of communication and awareness, the Company achieves full coverage of rules and regulations through onboarding training, annual thematic awareness campaigns, and online platforms, ensuring that employees clearly understand their rights and obligations.

In addition, the Company upholds strict compliance across all aspects of employment, including labor contracts, leave management, anti-discrimination, and personal information protection, as well as maintaining its commitment to zero child labor. Together with consultation, awareness campaign and communication mechanisms, these fundamental protection measures form a comprehensive labor dispute prevention system, effectively strengthening mutual trust between employees and management and mitigating the risk of disputes at the source.

"Close to You" Series Activities

To better align with employee needs and continuously enhance the employee experience, the Company's Human Resources Shared Service Center (HRSSC) launched the "Close to You" series of activities. This initiative aims to build a more convenient, transparent, and caring employee support system through proactive service delivery, targeted engagement, and in-depth empowerment, promoting the sustainable development of both individuals and the enterprise.

During the reporting period, the Company carried out over 45 "Close to You" activities across multiple regions, including Hefei, Suzhou, Beijing, Chongqing, Fuqing, Chengdu, Mianyang, Qingdao, Ordos, and Yantai. By extending policy communication and service support to the front line, the Company has enhanced the transparency of policy dissemination and the responsiveness of its services, significantly improving employee experience and organizational trust. These efforts represent a vivid embodiment of the Company's Humanity philosophy.

As part of the 2025 "Close to You" series, we specifically conducted empowerment programs for female employees during the "three periods"—pregnancy, childbirth, and nursing/lactation—responding precisely to their specific needs. Centered on "policy empowerment + emotional care + service support," these programs provided professional guidance and caring services for female employees through structured training and comprehensive support, effectively strengthening employees' sense of belonging and identity. Looking ahead, the Company will continue to translate its Humanity philosophy into tangible and accessible organizational support, fostering a warm, inclusive, and caring workplace culture for female employees.

"Close to You" Series Activities

Key activities under the "Close to You" series

01
Conducting dedicated empowerment sessions for female employees during the "three periods," as well as interviews with frontline team leaders to provide targeted support.

02
Organizing business exchange meetings and policy Q&A sessions for administrative and frontline staff to enhance service coordination and policy transparency.

03
Establishing mobile consultation desks on production lines and hosting health fairs to provide convenient services and care.

04
Hosting informational sessions on medical insurance policies and commercial insurance plans to support employees' well-being and development.

Optimizing Compensation Management

BOE has constructed a comprehensive compensation and benefits system based on its internal salary and benefit management policies. We have defined principles for salary management, including strategic guidance, efficiency orientation, value orientation, and legal compliance. We strictly fulfill our compensation payment responsibilities, ensuring that all employees receive their salaries and performance incentives in full and on time.

In line with BOE's principle of "pay for posts, abilities, and performance", the salary structure includes fixed salary and performance-based salary, providing industry-competitive compensation levels to motivate employee initiative and innovation.

The Company has established a diversified incentive system combining short-term and medium-to-long-term rewards, covering performance bonuses, spot incentives, annual performance-based pay, and medium-to-long-term incentives (equity incentives, talent retention bonuses). This achieves an organic integration of salary security and incentive mechanisms, stimulating talent vitality and development momentum.

Variable Performance-based Pay Mechanism

BOE has established a performance-based compensation system for all employees, conducting annual performance appraisals to ensure a strong linkage between pay and performance. At the same time, BOE maintains an annual salary benchmarking, review, and adjustment mechanism aligned with market conditions, continuously monitoring and evaluating market trends and industry management practices across different industries and operating regions. Based on external industry developments, internal operational performance, and feedback on needs, BOE calibrates and adjusts compensation accordingly. It is clearly stipulated that salary adjustments should be weighted toward employees in positions with high value and those demonstrating high performance. This approach further enhances the scientific rigor and effectiveness of compensation management, ensures pay equity, strengthens employees' sense of belonging and loyalty, and supports the sustainable development of the Company's strategy.

Employee Stock Incentive Plan

The incentive recipients of the BOE 2020 Stock Option and Restricted Stock Incentive Plan (hereinafter referred to as the "Plan") include senior management appointed by the Board of Directors, internal scientists, Vice Presidents, senior technical experts, directors, technical experts, middle management, managers, and key technical personnel serving in the Company (including subsidiaries). In April 2025, following review by the Board of Directors, the conditions for lifting the sales restrictions for the third vesting period of the restricted stocks granted under the Plan were fulfilled. The restricted stocks released during this phase were listed and became tradable on April 29, 2025. The Plan closely aligns employee development with the Company's long-term value. By establishing medium- and long-term incentive mechanisms, it fosters a mutually beneficial relationship between employees and the Company. It is also designed to create a platform through which employees can share achievements and realize their own value, thereby further promoting the joint growth of both employees and the Company.

Enhancing Benefits and Security

BOE's benefits system comprises two components: statutory benefits and corporate benefits. In strict compliance with relevant laws and regulations, BOE contributes to the Five Insurances and One Fund (Social Security and Housing Provident Fund) for its employees and fully safeguards their entitlement to statutory leave. In addition, the Company has established an Enterprise Annuity Plan for all employees to further enhance their post-retirement security and quality of life. Building on this foundation, BOE also provides commercial insurance, including personal accident insurance, critical illness insurance, medical insurance, and business travel insurance, forming a comprehensive, multi-tiered employee protection system.

The Company offers a wide range of employee benefits, including complimentary breakfast and lunch, staff dormitories, shuttle bus services, free parking, birthday greetings, marriage gifts, additional annual leave, annual health check-ups, and Employee Assistance Program (EAP) services. These benefits are designed to support employees across different stages of their professional and personal lives.

In addition, the Company has developed the "Four-Season Service" series of initiatives, guided by the framework of "Send Jobs in Spring, Send Coolness in Summer, Assist Education in the Fall, and Send Warmth in Winter" to deliver targeted and year-round employee support.

2025

The Company's investment to assist employees in need

approx. RMB **800,000**

Medical & Health

- Annual health check-ups for all staff (offering differentiated packages based on gender and age; providing self-service appointments and on-site check-up services)
- Discounted health check-up purchase channels open to employees' family members
- Personal accidental injury insurance, critical illness insurance, medical insurance, business travel insurance
- Various customized insurance plans for employees' spouses, children, and parents
- Paid sick leave
- Employee Assistance Program (EAP)

Employee Support

- Enterprise Annuity Plan
- Birthday cash gifts, marriage cash gifts, funeral consolation payments
- Marriage leave, maternity leave, paternity leave, childcare leave, bereavement leave
- National annual leave, Group bonus annual leave
- Free breakfast and lunch, shuttle buses
- Staff dormitories

Education Support

- BOE University (BOEU)

Other Support

- Premium office environment, nursing rooms
- Subsidies for expatriation, travel allowance, relocation allowance
- Special festival activities (Children's Day, parent-child activities, Mother's Day, Dragon Boat Festival, Open Day, etc.)
- Free parking
- Free indoor gyms and access to outdoor basketball/ football courts

The Company fully guarantees employees' rights to rest and leave. Various statutory leaves (national annual leave, marriage and bereavement leave, maternity leave, childcare leave, work-related injury leave, etc.) are implemented in accordance with national and local regulations. On this basis, employees are also entitled to Group bonus annual leave. The Company ensures that employees achieve a reasonable work-life balance and fully enjoy their corresponding rights, continuously enhancing their sense of gain and cohesion. Meanwhile, we have formulated the *Special Agreement on the Protection of the Rights and Interests of Female Employees.* We focus on the needs of female employees by providing customized health management, fully implementing statutory rights such as maternity leave and allowance policies, equipping workplaces with nursing rooms, and providing specialized mental health support to create a workplace environment that cares for and respects women.

2025 Maternity/Paternity Leave Statistics*

Female employees taking maternity leave
2,062

Male employees taking paternity leave
2,074

Return-to-work rate after maternity leave
89.52%

Return-to-work rate after paternity leave
94.73%

Female employees whose maternity leave ended during the reporting period
2,042

→ Female employees returning from maternity leave**
1,828

Male employees whose paternity leave ended during the reporting period
2,069

→ Male employees returning from paternity leave**
1,960

2025 Parental Leave Statistics*

Female employees taking parental leave
2,780

Male employees taking parental leave
4,127

Return-to-work rate of female employees after parental leave
90.95%

Return-to-work rate of male employees after parental leave
92.65%

Female employees whose parental leave ended during the reporting period
2,773

→ Female employees returning from parental leave**
2,522

Male employees whose parental leave ended during the reporting period
4,053

→ Male employees returning from parental leave**
3,755

Overall return-to-work rate after parental leave
91.96%

*Excluding overseas subsidiaries.

**Return-to-work employees refer to those who completed their leave during the year and remain employed at year-end.

Diverse Cultural and Recreational Activities

The Company enhances employee cohesion and teamwork by organizing activities such as Year-end Galas, the Group Football League, and Mini Marathons, actively fostering a healthy and positive cultural atmosphere. Meanwhile, through featured activities like Family Open Days and Collective Wedding Ceremony, we connect individual employees, their families, and the enterprise, striving to build a harmonious corporate ecosystem.

Group Year-end Gala

Mini Marathon

BOE Football League

The 21st Collective Wedding Ceremony of the Group

Family Open Day Activities

Employee Development and Training

BOE values talent development, building diverse growth platforms and broadening promotion channels to provide equal opportunities for every employee, supporting their career advancement and comprehensive growth.

Career Development Mechanism

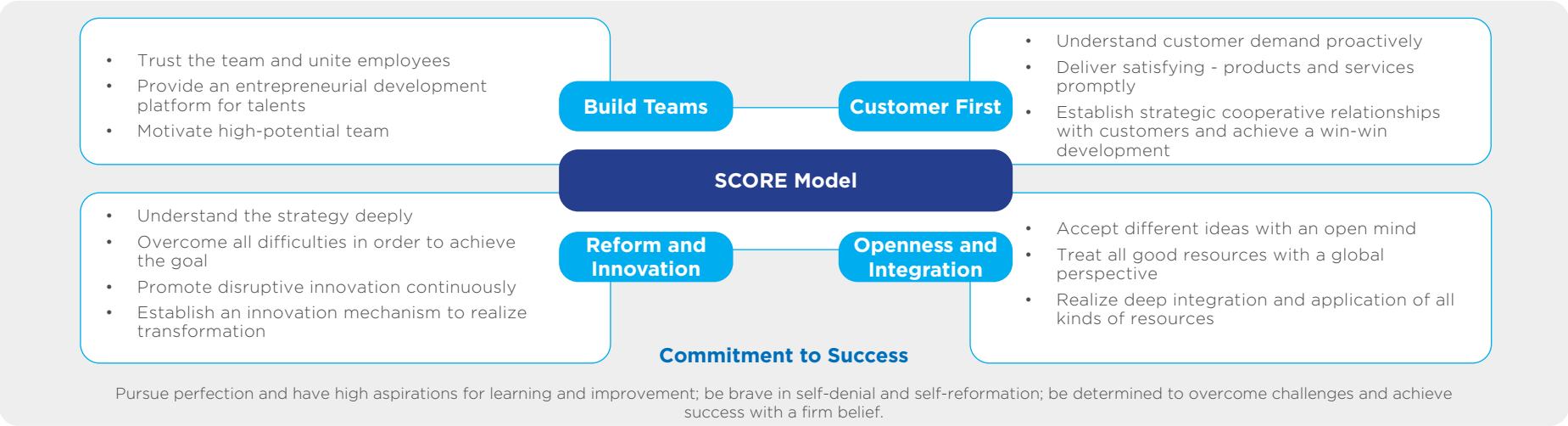
Through the continuous implementation of the Organization and Human Development Plan (OHDP), BOE periodically drives organizational structure upgrades and talent planning, dedicated to building a market-oriented, international, and professional talent team. Utilizing digital tools, the Company evaluates talent across the two dimensions of performance and capability, creating a "9-Box Grid" for talent distribution to clearly identify high-potential (HiPo) talents and successors for key positions. By collecting supervisor feedback and development suggestions, combined with offline talent review meetings, the Company deeply aligns business strategies with talent requirements and formulates targeted development action plans to support the employee growth within the organization.

BOE has always been committed to building an open and fair selection and promotion system. Guided by the BOE SCORE leadership model and combined with scientific evaluation and open competition, we select outstanding talents with both professional depth and managerial potential, providing a platform for excellent young leaders to excel. By assigning key missions and challenging tasks in real-world scenarios, the Company deeply stimulates employee potential, strengthens their sense of mission and value-creation capabilities, and drives continuous corporate development alongside the comprehensive growth of employees.

Regarding performance appraisal, the Company implements an all-staff performance management system guided by strategic goals, based on operational targets, and centered on Key Performance Indicators (KPIs). Performance management at all levels follows the PDCA cycle for goal setting, process management, evaluation, and application of results.

2025

Newly promoted supervisors	Proportion of young talent in management
300+	65%



BOE Leadership SCORE Model

Career Development Support

BOE provides employees with diversified career development paths. While driving the improvement of employee capabilities, we emphasize responsibility and value contribution, establishing a two-way talent development mechanism of "management + profession" to help employees rapidly enhance both their professional and managerial expertise. Through the "Galloping Horses" *(Wan Ma Ben Teng)* Program, BOE deepens the internal job rotation mechanism, providing employees with more diverse career opportunities and development choices, stimulating their inner potential, and encouraging them to exert initiative, proactivity, and creativity. In 2025, to foster an organizational culture where talents emerge in abundance and the "Galloping Horses" spirit thrives, the Group encouraged leaders to rotate across businesses, regions, and departments, facilitating the structured mobility of leaders with a rotation target of 5%-10%.

BOE conducts systematic awareness campaigning and certification training on professional rank policies annually to ensure accurate information delivery and help employees clearly plan their development paths. Meanwhile, the Company provides real-time policy consultation and growth coaching, supporting capability enhancement from multiple dimensions to continuously activate the development momentum of both the organization and individuals.

To support the Group's globalization strategy and employee career development, BOE considers the improvement of employees' language proficiency a vital part of systematic talent development. In 2025, the Company continued to run the annual English examination project, providing language empowerment training for employees and establishing a fair and convenient certification platform for language competence. Throughout the year, the Company organized a total of 236 English tests across 14 cities nationwide, serving 8,103 attendances of employees. This project precisely empowers organizational strategy, helping the Company systematically identify and reserve talents with international communication skills. It provides a solid language guarantee for overseas business expansion, cross-border team synergy, and innovative development, continuously enhancing the Company's comprehensive competitiveness in the global market. Meanwhile, relying on authoritative third-party language certification systems, the project helps employees accurately assess their language levels, providing competency credentials for internal cross-regional and cross-business mobility, as well as rank promotion. This effectively strengthens employees' professional competitiveness and internal development drive.

Employee Training System

BOE clearly defines the mandatory onboarding training, as well as thematic training programs for employees at different stages of development, as outlined in the *Employee Handbook* and the *Training Management System*. We have established both vertical and horizontal development platforms for employees, forming a comprehensive training system that spans industrial talent, core specialists, management talent pipelines, and future leaders, continuously empowering employee growth and career advancement.

2025

Annual offline teaching sessions	Annual employee training duration	Annual training coverage
7,052	**524,000** training hours	**29,545** attendances

Leadership Training	• Leading Talent Training Plan • Leader Development Program
Management Training	• High-Potential Training • Training for New Managers • Advanced Training for Managers
Specialist Training	• Technical Certification Training • Skills Improvement Training
Practitioner Training	• Orientation Program for New Employees • Practitioner Training Bootcamp • General Professional Training

Case High-Potential (HiPo) Talent Development Project Empowers the Growth of Various Professionals >>>>>>

BOE promotes high-potential (HiPo) talent selection and cultivation projects, identifying HiPo young professionals born after 1985 and 1990 at the Group level. This effort strengthens and sustains the emerging talent reserves, building talent pipelines that meet the needs of future enterprise development.

Based on internal and external models, as well as the distillation of behavioral traits from outstanding leaders, the Company has defined clear selection criteria for high-potential (HiPo) talent. It has further optimized the training system for management staff and talent reserve pipelines, establishing a well-defined management framework and implementation plan. The implementation of HiPo talent cultivation is delivered through a structured program combining 7 hours of online courses with 4.5 days of in-person training. In parallel, the Company is conducting the customized development of HiPo assessment tools. Looking ahead, the Company will continue to carry out regular HiPo talent selection and development initiatives to achieve dynamic management of its talent pool. This approach ensures that critical positions are prioritized for replenishment with top talent, while building a robust talent reserve to support new business ventures and major projects.

In 2025, BOE officially launched the Group HiPo Talent Development Project, aimed at identifying and empowering key young professionals and front-line managers with outstanding performance, strong commitment, and leadership potential. The project is built around three core modules— "Breakthrough, Synergistic Influence, and Business Excellence" —guiding participants to achieve breakthrough growth and continuous development.

Case Leader Development Program Continuously Enhances Employee Leadership >>>>>>

In 2025, BOE continued the Leader Development Program, promoting the comprehensive improvement of middle and senior managers in three dimensions: "self-cultivation, character-refinement, and capability-building" through a three-month learning journey. The 24' and 25' participants both completed the program, further enhancing their cognitive abilities and leadership. 24' trainees absorbed valuable experiences in trending topics such as AI-empowered business and international exploration through special seminars and interdisciplinary tours, and gained inspirations for innovation. 25' trainees upgraded their key capabilities and awareness regarding strategy and operations, completing 11.5 days of intensive training, which included 2 online courses, 4 thematic sharing sessions, 3 rounds of seminar study; upgrading both their skill and cognition on strategic and operational levels, the training has laid a solid foundation for future work.

Case | **BOE Grow180 Project Enhances the Comprehensive Literacy of Campus Recruits** >>>>>>

To help campus recruits transition from students to industrial talent, the Company continues to implement the BOE Grow180 program, consisting of a 180-day cultivation process across three stages: workplace readiness, integration and role immersion, and on-the-job transformation. Revolving around four key dimensions—corporate understanding, cultural integration, role transition, and team building—the project strengthens the sense of proactive responsibility among all participants. In 2025, a total of 2,544 campus recruits successfully graduated from the program.

Fostering Innovative Talent

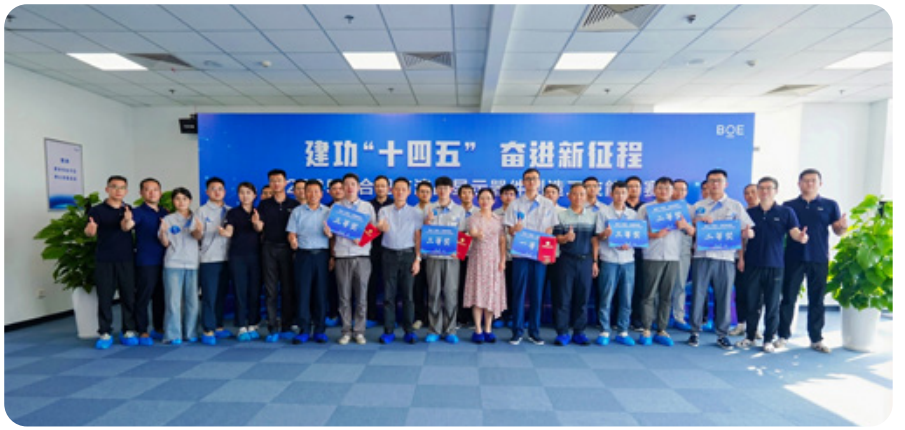
In collaboration with multiple universities and leveraging the BOE University-Enterprise Alliance and innovation competition platforms, BOE has constructed a joint cultivation mechanism for innovative talent that connects the campus with the workplace. This effectively supports the transition of students into professional talents and promotes the sustainable development of talent cultivation.

Project Name	Form	Coverage	Achievements
O.Key **Seeing the Future – 2025 BOE Global Campus Innovation Challenge**	Using competitions as the bridge, BOE brings together young talents from around the world to focus on cutting-edge technological innovation and its commercial application. Aligned with the Company's strategic business development and presence, BOE paves a fast track for global innovation talent to transition from campus to industry.	Overseas and domestic colleges and universities	Reaching 250,000+ students domestic and abroad; attracting 2,000+ students of 170+ universities, with 500 teams registered and 438 valid entries submitted.
O.Talk **Pulses of Technology – BOE Campus Technology Salon**	Through dialogue and collaboration, BOE engages university students who are curious, exploratory, and eager to follow industry trends and connect with experts. Partnering with BOE's leading technical experts, BOE showcases its frontier technologies to help students stay in tune with the pulse of innovation and build a platform for meaningful exchanges with industry leaders.	Domestic colleges and universities	A total of 10+ events have been held, with participation of 2,000+ individuals and promotional reach extending to 30,000+people.

Project Name	Form	Coverage	Achievements
O.Mate **Rivers to Sea – BOE Alumni Network**	By leveraging the alumni network, BOE strengthens its employer brand and talent appeal, enhances interactions between universities and enterprises, and promotes both alumni career development and mutual benefit and win-win between enterprises.	Domestic colleges and universities	80+ alumni were invited to participate in campus visits and alumni exchange activities.
O.Day **BOE Innovation on Screen – University & Enterprise Open Day**	The event explores the full range of BOE's innovative product matrix and smart production lines and engages in direct dialogues with industry elites. In the immersive digital exhibition hall, it decodes the "Empower IoT with Display" strategy, and makes visitors experience the technological hard power and cultural soft environment of the leading global display enterprises in all aspects.	Overseas and domestic colleges and universities	A cumulative total of 70+ O.Day Corporate Open Day events have been organized, reaching out to 60+ universities and engaging 3,000+ participants.
O.Club **With You – BOE Campus Club & Campus Ambassador**	The BOE Campus Club is a non-profit student association jointly established by BOE and numerous universities nationwide. It aims to provide university students with comprehensive growth support, from innovation practice to career guidance, through diverse activities such as technology innovation competitions and professional development coaching. The BOE Campus Ambassador Program is an elite training initiative targeting over 30 top universities worldwide. By selecting outstanding student representatives, the program creates a "zero-distance" interaction community with the Company, helping students improve their organizational coordination, marketing, and communication skills through practical experiences.	Overseas and domestic colleges and universities	70+ events have been held, with 1,000 participant-times, reaching over 100,000 people.
O.Class **Guiding the Future – BOE Campus Enterprise Classroom**	BOE, through deep university-enterprise collaboration, transforms its world-leading expertise in display, the IoT, and innovation into educational resources. This bridges career initiation and skills enhancement, helping university students better understand industry trends and improve their practical skills, laying a solid foundation for future career development.	Domestic colleges and universities	30+ corporate courses have been implemented, covering 40 universities and impacting over 3,000 people; 10+ career planning competitions have been carried out, involving more than 300 people.
O.Star **Scholarly BOE Elites – BOE Doctoral Talent Program**	Focusing on the global community of PhD elites, BOE uses a "customized employer experience + two-way interaction mechanism" to select high-potential talents who combine technical prowess with social responsibility. This drives the strategic value of talent potential in business development, helping both the Company and top-tier talent achieve win-win and common growth in the global presence.	Domestic colleges and universities	Promotion reaching 56,000+ PhDs and recruiting 40+ PhD candidates.
O.Engineer **Elite Fostering – BOE Elite Engineer Program**	With "Innovation, Focus, Practicality, and Results" as the core of BOE's engineer culture, the Company promotes the "Engineer Role Models and Students Face-to-Face" series of activities. This helps students and faculty gain a forward-looking understanding of the engineer career development path, aligning career growth with industry transformation in strategic harmony.	Domestic colleges and universities	2 Elite Engineer Campus Tours jointly held with universities, impacting an audience of 5,400+ and resulting in 1,500+ registrations.

In 2025, closely aligned with high-quality development goals, BOE continued to expand and deepen its competition systems to promote all-staff innovation and efficiency. As a key practice of our Corporate Social Responsibility (CSR), we are dedicated to providing young talents with a window to understand the enterprise, explore their careers, and accelerate growth—achieving a mutual empowerment between talent pipeline building and youth professional development.

2025 "Innovation Cup" Management Essay Competition



2025 Hefei LCD Display Device Manufacturing Skills Competition

2025 Initiatives for All-Staff Innovation and Efficiency

01 **"Ankang Cup" Safety and Health Campaign:**

Collaborated with 47 entities and launched over 1,000 activities, attracting more than 90,000 attendances of employee participation.

02 **"Double-Competition & Double-Innovation" Program:**

Launched 205 energy-saving and emission-reduction projects and activities, achieving extensive employee coverage.

03 **Economic and Technological Innovation Competition:**

Advanced 379 initiatives, involving 14,773 employees.

04 **Thematic Labor Competition:**

Organized 763 competitions, covering 18,575 employees.

05 **"Innovation Cup" Management Essay Competition:**

Attracted 767 contestants from 32 entities. The competition spanned various business fields, including production safety, energy conservation, technological innovation, and management enhancement. It effectively boosted employees' professional skills and comprehensive quality, sparked a passion for learning and innovation across the workforce, and continuously strengthened employee cohesion and corporate synergy.

Case | The 10th "Seeing the Future—BOE Global Campus Innovation Challenge" Sparks a Spirit of Innovation >>>>>>

In July 2025, the finals of the 10th "Seeing the Future—BOE Global Campus Innovation Challenge" were held in Beijing. This year's competition attracted nearly 170 universities and over 500 teams from around the world, with entries covering key fields such as new display technologies and artificial intelligence. The competition optimized its evaluation mechanism by introducing a panel of authoritative experts. Winning teams were invited to participate in the "2025 China International Display Industry Summit & International Display Technology and Application Innovation Exhibition" to explore the frontiers of the display industry.

The BOE Global Campus Innovation Challenge has become a vital platform for driving technological innovation among university students and promoting deep integration between industry, academia, and research. As the competition evolves toward greater professionalism and scale, the Company will continue to inject youthful momentum into global technological innovation and industrial upgrading.

The 10th "Seeing the Future—BOE Global Campus Innovation Challenge" Finals

Employee Health and Well-being

BOE adheres to the philosophy of "Humanity, Life First." Guided by the principle of "Safety First, Prevention as Priority, and Comprehensive Governance," the Company continuously improves its institutional framework, strengthens risk control mechanisms, and conducts ongoing health and safety training to create a stable and reliable work environment, thereby laying a robust safety foundation for high-quality development.

Health and Safety Management System

BOE has established a systematic health and safety management system. In accordance with relevant laws, regulations, and corporate development requirements, the Company has strengthened management mechanisms and solidified control measures in both production and administrative safety domains, achieving refined health and safety management across all scenarios and processes.

Production Safety Management

BOE strictly adheres to the ISO 45001 Occupational Health and Safety Management System standard, earnestly fulfilling its corporate social responsibility and advancing occupational health and safety management. All entities have established a "Plan-Do-Check-Act" (PDCA) closed-loop management mechanism to ensure the effective operation of the system. By 2025, relevant production entities have obtained ISO 45001 certification and undergo regular surveillance audits.

Centered on the *Work Safety Responsibility System*, the Company has established a multi-tiered occupational health and safety framework covering all essential elements, including safety education and training, risk classification and control, hazard identification and rectification, hazardous chemicals, dangerous operations, occupational health, emergency management, accident investigation, and stakeholder management. The Company's occupational health and safety management regulations apply to all employees (including permanent employees, labor dispatch staff, and interns), all production and business premises, and all operational activities. Additionally, through safety agreements and on-site supervision, the Company extends relevant safety requirements to stakeholders, ensuring comprehensive safety management coverage across the entire facility.

To ensure the effective implementation of these regulations, the Company has established a dedicated Safety Management Committee. We convene the Safety Management Committee on a quarterly basis to analyze and resolve major occupational health and safety issues, as well as to discuss and plan the next phase of work. Furthermore, to meet the requirements of work safety laws and regulations and to accommodate the development of production and business operations, the Company promptly revises its regulations. After soliciting feedback from relevant stakeholders, these revisions are formally issued at the Company level.

Strategic Guidance and Coordinated Decision-making	Responsible for upholding national and Group guidelines and policies; organizing the implementation of Group-wide safety and environmental initiatives; coordinating and addressing major workplace safety issues; leading relevant departments in the investigation and handling of major safety incidents; and recognizing and rewarding entities and individuals for outstanding contributions to safety and environmental protection.
Supervision, Inspection, and Accountability	Monitoring and inspecting the implementation of safety and environmental accountability systems; organizing comprehensive inspections; and conducting safety and environmental audits and evaluations of subsidiaries across all regions to ensure compliance and responsibility fulfillment.
Awareness Campaign, Education, and Capacity Building	Organizing safety and environmental awareness campaigns and training programs to enhance employee consciousness and competencies, while fostering an organizational safety culture of continuous improvement.

Main Responsibilities of the Safety Management Committee (SMC)

2025 Production Safety Performance

Safety investment

approx. RMB **199.71** million

Major safety incident

0

Rectification rate of safety hazards

100%

Administrative Safety Management

BOE is deepening the development of its "three-in-one" system, integrating multi-dimensional management standards to establish an efficient and collaborative management mechanism. Through end-to-end quality improvement and efficiency gains, as well as lean cost control, the Company ensures that its operations progress steadily on a foundation of safety and reliability.

Continuously strengthen the institutional framework to support business development and adapt to operational scenarios **01**	• The current framework comprises 22 documents, including 7 policies, 12 management manuals, and 3 implementation rules. In 2025, 69 provisions were optimized—27 policies, 33 manuals, and 9 implementation rules—to ensure the framework better aligns with business development. • Leveraging the Group's Safe Corporation Campaign as a focal point, we continued to refine multi-scenario safety standards*. Building upon the 360 existing factory assessment criteria from 2024, we developed differentiated systems tailored to various scenarios. In 2025, we added/optimized 74 standards for domestic factories, 329 for Smart Medical Engineering, 167 for industrial parks, and 320 for overseas factories, comprehensively addressing management needs across all scenarios.
Deepen on-Site implementation and solidify the foundation for service delivery safety **02**	• Identified 294 risks across four dimensions to strengthen the foundation for precise prevention and control • Conducted 8,377 inspections throughout the year, identified 7,068 safety hazards, and achieved 100% rectification and closure • Implemented the "30-minute flash report" mechanism
Refining professional competence and continuously enhancing team capabilities **03**	• Conducted 2 specialized tests, solidifying professional foundations with a 100% final pass rate • Strengthened professional team capacity building; through routine knowledge empowerment and regulatory framework reviews, we deepened training effectiveness and professional certification
Focusing on key areas to comprehensively enhance the effectiveness of precise prevention and control **04**	• Achieved 100% coverage of smoke detectors in dormitories and fire alarms in kitchens • Standardization deployment rate of electric bicycle charging facilities reached 65% • Regarding overseas factory safety: Achieved full coverage of standardized administrative safety management; signed 3,564 safety responsibility pledges; identified and rectified 200 hazards; and conducted 94 training sessions

Measures for Administrative Safety Development in 2025

*Assessment criteria for establishing safe & secure corporation

Health and Safety Risk Management

The Company has established a systematic risk management framework encompassing the identification, assessment, and control of occupational health and safety risks. It strictly implements relevant control measures to effectively protect employees from occupational injuries and safeguard employees' physical and mental well-being.

The Company's health and safety risk management system is primarily structured around two key areas: operational behaviors and hazardous materials. On the one hand, we implement strict Permit-to-Work (PTW) management for high-risk operations; on the other hand, we conduct end-to-end monitoring and control of hazardous materials and occupational disease hazard factors, systematically ensuring the safety and health of our employees.

In addition, the Company has strategically deployed special rectification initiatives for plants in operation for over ten years. Focusing on critical systems—including moving mechanical units, electrical systems, chemical handling systems, power systems, and fire protection systems—the Company has carried out full-scale screenings, implemented inventory-based management, and conducted closed-loop rectification, resolving more than 3,000 potential hazards. Through these efforts, the Company has significantly enhanced its capability to manage risks associated with aging equipment and pipelines, improved the overall safety and reliability of equipment operations, and created a more stable and secure working environment for employees.

Risk Type	Control Measures
High-Risk Operation	Strict Permit-to-Work (PTW) management is implemented for high-risk operations, including working at heights, hot work, and confined space entry.
Hazardous Materials	The Company implements strict, end-to-end controls over materials with hazardous properties or those listed in the *Catalogue of Hazardous Chemicals*, enforcing full lifecycle management from procurement to disposal to ensure the effective implementation of safety measures at every stage. Additionally, the Company engages accredited third-party agencies to conduct occupational health monitoring for hazard factors listed in the *Catalogue of Occupational Disease Hazard Factors*, including noise, dust, and isopropanol. During the reporting period, all test results met national standards, and relevant occupational health protection measures continued to operate effectively.

Closed-Loop Safety Risk Management

The Company has established a dynamic safety risk identification and assessment system, implemented risk-tiered control measures for all operational activities, and continuously operated a dual-prevention mechanism combining risk-tiered control with hazard identification and rectification, thereby fully implementing risk-based closed-loop management.

Steps	Details
01 Preparation	• Conduct specialized training for relevant personnel (including managers, equipment operators, and front-line workers) to ensure they master hazard identification and risk assessment (HIRA) methodologies and possess the required competencies.
02 Identification and Assessment	• Establish working groups to systematically review work activities, equipment, facilities, and sites. • Apply the Risk Matrix or LEC (Likelihood, Exposure, and Consequence) method to conduct graded assessments of risk probability and severity.
03 Risk Control	• Primary focus: Engineering controls (e.g., elimination, substitution, isolation, and interlocking); • Secondary focus: Administrative controls (e.g., PTW systems, standard operating procedures); • Supplementary focus: Personal Protective Equipment (PPE), ensuring proper provision and use as well as regular effectiveness audits (e.g., safety helmets, protective clothing); • Final safeguard: Minimize residual risks to As Low As Reasonably Practicable (ALARP) levels through emergency measures (emergency response plans and resource allocation).
04 Improvement and Enhancement	• Have professional safety management personnel review the results of risk identification and assessment; update operating procedures, training modules, and emergency plans based on assessment findings. • During subsequent audits, focus on the comprehensiveness and rationality of the assessment. Perform dynamic identification, assessment, and updates based on accidents, near-misses, and changes to continuously optimize the dual prevention mechanism.

Case | **BOE Hefei's 6th-Generation TFT-LCD Production Line—Whole-Process Safety Risk Management of AGV Lithium-Ion Batteries** >>>>>>

Lithium-ion batteries carry inherent risks, such as vulnerability to overcharging and thermal instability, which can lead to fires or explosions, releasing significant energy, toxic gases, and smoke. These incidents pose substantial threats to both personnel and property. On BOE Hefei's 6th-generation TFT-LCD production line, Automated Guided Vehicles (AGVs) utilize lithium-ion batteries as their power source. To shift the risk management threshold forward, the factory implemented a whole-process management project.

The project divides the battery lifecycle into four stages: selection, usage, emergency response, and disposal, with dedicated management standards established for each. This resulted in the *Lithium-Ion Battery Lifecycle Management Manual*, providing technical guidance and a framework for end-to-end control.

Source-Level Risk Control:	Prioritize Lithium Iron Phosphate (LFP) batteries from reputable brands, with a mandatory two-year replacement cycle.
Effective Monitoring:	Real-time transmission of battery temperature threshold alerts to the Fire Command Center.
Enhanced Emergency Response:	Developed on-site fire response plans, clarified emergency protocols, and pre-positioned emergency supplies.
Closed-Loop Management:	Decommissioned batteries must undergo residual energy discharge, insulation wrapping, and storage in designated areas prior to compliant recycling.

Health and Safety Measures

BOE adheres to the principle of "Safety First, Prevention as Priority, and Comprehensive Governance," implementing a range of measures to address health and safety risks and effectively safeguard the lives and occupational health of its employees.

Regular Hazard Monitoring	The Company strictly adheres to national standards, conducts regular testing and assessment of occupational disease hazards in the workplace, provides all necessary Personal Protective Equipment (PPE), and ensures its standardized use.
Provision of PPE	For workplaces with toxic or hazardous substances that could cause acute injuries, the Company has installed alarm systems and provided on-site first-aid supplies, emergency shower & eye-wash stations, and evacuation routes.
Specialized Emergency Response Plan	In response to potential acute occupational hazard exposure incidents (such as chemical spills or acute poisoning), the Company has developed a specialized emergency response plan and regularly conducts targeted drills. Should a suspected acute occupational hazard incident occur, we immediately activate the emergency response and prioritize ensuring medical treatment for employees.
Occupational Health Examinations	For employees in positions involving exposure to occupational hazard factors, we establish individual occupational health surveillance records in accordance with the requirements of the *Law of the People's Republic of China on the Prevention and Control of Occupational Diseases* and the *Technical Specifications for Occupational Health Surveillance*. We also organize pre-employment, on-the-job, and post-employment occupational health examinations. In 2025, the health examination coverage rate for employees in hazardous positions reached 100%. If medical contraindications are identified, we reassign the affected employees and ensure their proper treatment.
Provision of Work Injury Insurance	For employees with recognized work-related injuries, the Company strictly implements all benefits in accordance with the *Regulations on Work Injury Insurance*, including wages during the medical leave period, disability allowances, and nursing care expenses. This effectively safeguards employees' legitimate rights and interests, demonstrating the Company's high regard for and commitment to the health and safety of its employees. In 2025, work injury insurance coverage for employees reached 100%, with approximately RMB 67.09 million invested.

The Company adheres to the philosophy of "Prevention Over Cure" and regards annual comprehensive health checkups for all employees as a core component of its health management program. While maintaining full coverage of these checkups, the Company has provided free specialized genetic testing for cancer screening—covering the gastrointestinal tract, liver, lungs, and thyroid—for four consecutive years. In 2025, the number of participants in cancer screening reached 13,000 attendances. The Company organizes a variety of health promotion activities, including cardiac emergency training and health consultations, to extend health management from screening to daily interventions.

The Company operates an Employee Assistance Program (EAP), providing 24/7 professional counseling to all employees and their immediate family members under strict confidentiality protocols to ensure privacy. This service covers the entire workforce, with "Mindfulness Oasis" established across 15 sites in 10 cities to facilitate face-to-face consultations. In 2025, the Company delivered over 1,405 hours of dedicated psychological counseling, released 24 sessions of mental health awareness content, and conducted 10 online micro-lessons. As a pillar of the Company's organizational resilience, the EAP serves as an essential "safety net" and "stabilizer", with its value continuously translating into a healthier workplace culture and stronger organizational identification among employees.

Case | "525" Care Campaign >>>>>>

In late May 2025, the Company organized a "525" Care Campaign that reached 4 cities, successfully integrating care into daily life. In Chinese, the pronunciation of "525" (*Wu Er Wu*) is similar to "I love myself" (*Wo Ai Wo*), making it a mental health festival that encourages employees to care for themselves and cultivate a positive mindset. This annual event has consistently received positive feedback from employees and has effectively raised awareness of mental health. This year's event adopted a hybrid online and offline model, breaking down geographical barriers to attract participation from employees across regions and fostering a positive atmosphere where mental well-being is a collective priority.

Case | Enhancing Emergency Response through Cardiac First Aid Training >>>>>>

In 2025, the Company launched specialized cardiac emergency response training (including CPR & AED) as a key practice in human capital development and organizational resilience. This training effectively raised employees' awareness of health and safety and improved their emergency response capabilities, further strengthening the workplace safety and protection system. By the end of 2025, the course had reached nearly 100 employees. Moving forward, the Company will continue to scale this training program across subsidiaries to empower more employees with life-saving skills and collectively build a safer, more socially responsible work environment.

Case | Creating a Healthy Workplace through Health Fairs >>>>>>

From July to August 2025, the Company successfully organized a series of "Health Fair" events across nine subsidiaries in seven cities nationwide. Centered on the core concept of "creating a relaxed and enjoyable healthy environment," the events provided employees with thoughtful, practical, and dynamic health support through diverse health services and interactive experiences. The event featured a dedicated Traditional Chinese Medicine (TCM) consultation zone, where experienced TCM practitioners conducted body constitution identification and comprehensive health evaluations for employees. Based on individual constitutional characteristics, they provided personalized wellness recommendations and treatment guidance. Additionally, the event provided one-on-one interpretations of annual medical check-up reports, helping employees gain a comprehensive understanding of their health status and master scientific health management methods.

In addition to professional consultation services, the health fair incorporated fun interactive activities and a gamified incentive program. By collecting health stamps and completing interactive game tasks, employees could redeem health-related gifts such as herbal teas and physiotherapy sessions, fostering the integration of health promotion into daily life within a relaxed and enjoyable atmosphere. The event attracted a total of nearly 2,000 participants.

BOE Health Fair Events

Health and Safety Training and Drills

The Company has established a comprehensive safety training and emergency management system that addresses both production safety and administrative safety, strengthening employees' safety capabilities and building a robust safety barrier throughout the entire production and operations process.

Administrative Safety Training and Drills

BOE focuses on systematic training and routine drills to comprehensively enhance the safety awareness of the administrative safety team and solidify the safety foundation for service operations. In 2025, we established 16 administrative safety awareness fronts and developed a variety of training materials; we conducted 2,084 "routine + unannounced" drills, with 145,279 attendances of participation; and we conducted weekly knowledge briefings, covering 166 core topics throughout the year.

In 2025, regarding administrative safety

Administrative safety promotion stations equipped with diverse training materials
16

"Routine + unannounced" drills conducted
2,084

Total participants in "routine + unannounced" drills
145,279 attendances

Core topics covered in weekly knowledge briefings
166

Workplace Safety Training

The Company has thoroughly implemented three-tier safety training and specialized training programs, strictly enforced certification training for special operations personnel and special equipment operators, ensuring that employees master job-related risks, management requirements, and emergency procedures to enhance accident prevention and on-site response.

For key cross-functional roles such as facilities power supply, fire safety, equipment operation and maintenance, and laboratory management, the Company has organized the development of safety training materials and assessment questions, created 21 training courses, and conducted specialized training for new employees and personnel in key cross-functional roles. These efforts have cumulatively covered 44,000 employees, strengthening their competencies to "identify risks, control risks, and respond to emergencies."

At the same time, the Company actively promotes various safety initiatives. Leveraging events such as "Work Safety Month" and "Fire Safety Awareness Month," it organizes activities including safety knowledge competitions, skills contests, and video campaigns to further strengthen employees' safety awareness, improve their safety skills, and foster a positive safety culture.

In 2025, regarding production safety

Employee coverage rate for safety training
100%

Participation in safety training
1,069,748

Safety training sessions
15,408

Total training hours of safety training
4,489,181 training hours

Fire safety-themed sports day

Production Safety Drills

To address key risks such as fires, electrical shocks, chemical spills, and confined space accidents, the Company adheres to the principle of "pre-established plans, system-based support, and realistic drills," and has established a comprehensive emergency response plan system that clearly defines the organizational structure, response procedures, and necessary resources.

At the same time, the Company regularly conducts emergency drills, prioritizing "unannounced, unscripted drills" as a core approach. By simulating real-life scenarios, we continuously test the feasibility of our plans, the adequacy of our supplies, and the emergency response capabilities of our personnel. Through systematic development and routine drills, we are committed to building a highly professional team that is "ready for emergencies at all times and capable of immediate response in crises." In the event of an emergency, this team can immediately activate the emergency response to minimize losses to the greatest extent possible.

The Company has consistently viewed participation in excellence and benchmarking initiatives as a strategic lever to showcase its safety prowess and elevate management standards. By adhering to rigorous criteria of excellence and leveraging its robust operational capabilities, the Company actively pursues prestigious honors such as the "National Model Entity for Safety Culture Development" and "Healthy Enterprise." These recognitions strengthen trust and enhance the Company's reputation among government authorities, clients, and the public, injecting sustained cultural momentum and brand equity into BOE's high-quality development.

Honors

Beijing BOE Display Technology Co., Ltd.:

Awarded the title of "National Model Entity for Safety Culture Development"; successfully passed the recertification by the Beijing Municipal Health Commission and the Beijing Municipal Federation of Trade Unions to retain the "Beijing Healthy Enterprise" designation.

Wuhan BOE Optoelectronics Technology Co., Ltd.:

Selected by the National Health Commission as an "Outstanding Case in Healthy Enterprise Development."

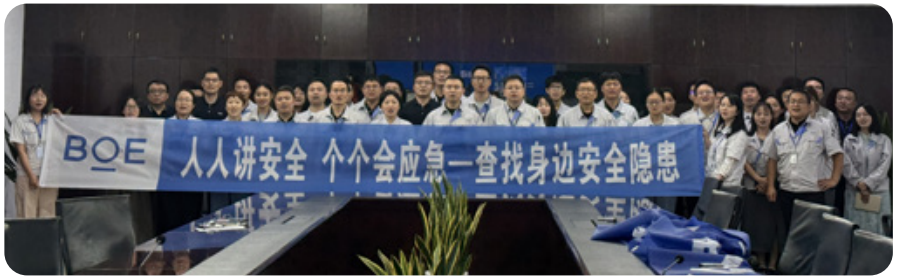
Chongqing BOE Smart Electronic Systems Co., Ltd.:

Recognized as a "Healthy Enterprise" by the Chongqing Municipal Health Commission.

In 2025, regarding production safety

Emergency drills
5,866

Participation in emergency drills
345,783 attendances



Safety Month Kickoff Meeting

Safety Knowledge Contest

Red Cross First Aid Certification Training

Diversity and Equal Opportunity

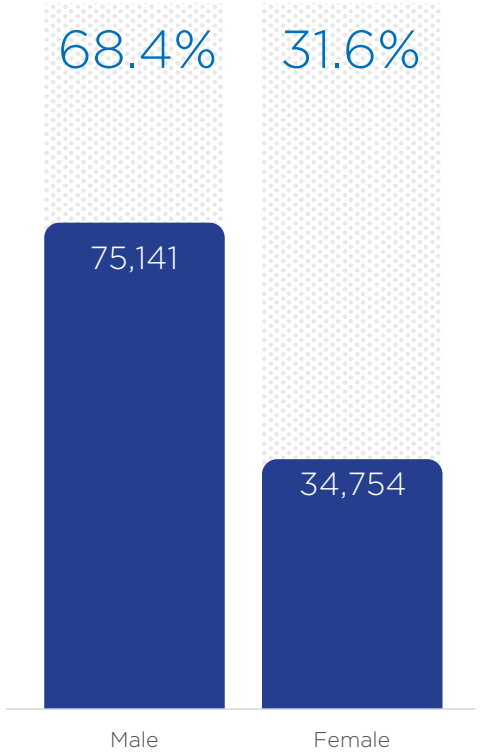
Consistently upholding a talent philosophy centered on diversity, inclusion, and equal empowerment, BOE respects and values individual differences in gender, age, ethnicity, religion, cultural background, and work experience, providing all employees with equal development opportunities free from discrimination and bias. The Company has established a fair and impartial system for recruitment, appointment, promotion, and professional development, fostering an open and respectful workplace. We leverage cultural diversity to invigorate the organization and harness equal opportunities to drive collaborative growth.

Employee Statistics for 2025

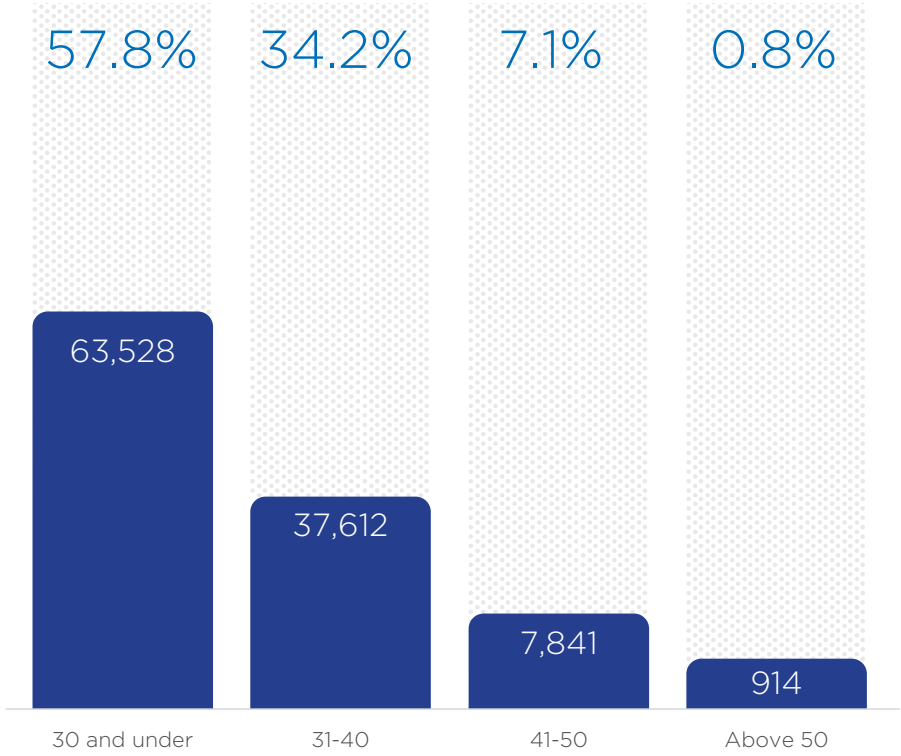
Total number of employees

109,895

By gender



By age group



The Company actively creates equitable development opportunities, a supportive work environment, and comprehensive protection of rights and interests for female employees. We are committed to increasing the representation of women in management and STEM-related roles, fostering mutual growth and collaborative development to translate our commitment to diversity and inclusion into concrete action.

To strengthen the diversity and inclusivity of our talent pool, the Company integrates regional diversity into its recruitment and career development frameworks. In 2025, the number of employees outside the Chinese Mainland totaled 5,973, accounting for 5.4% of the total workforce.

2025

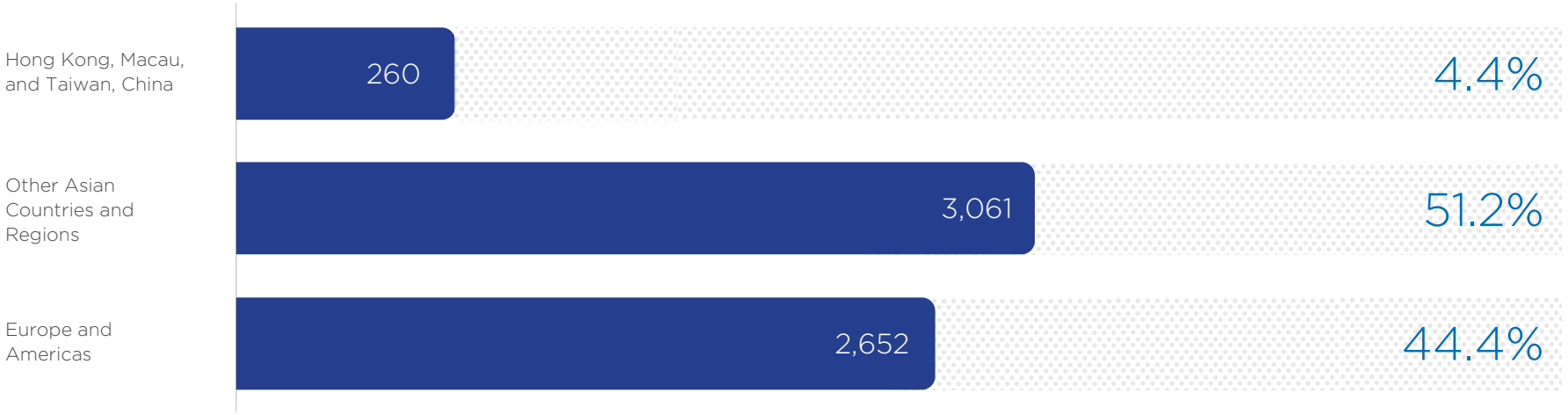
Proportion of Female Managers

23%

Proportion of Women in STEM-Related Roles

22.4%

Employees Outside the Chinese Mainland in 2025



Case | BOEK (Korea) Localized Leadership Training >>>>>>

In April and May 2025, BOEK (Korea) held three sessions of localized leadership training delivered in the local language. Centered on three core pillars—Psychological Safety, Motivation, and Collaborative Communication—the program provided tailored empowerment for both management and frontline staff. Utilizing a highly interactive and participatory pedagogy, the sessions fostered a vibrant learning environment. Participants reported that the training offered significant emotional resonance and was perceived as a form of "mental well-being enrichment." The modules on stress management and goal setting effectively bridged theoretical depth with practical application, providing clear guidance for personal development and fostering a growth mindset. Overall participant satisfaction remained high.

Case | BOEA (USA) Coffee Chat Training >>>>>>

In June 2025, BOEA (USA) hosted in-person Coffee Chat Training, where employees of various nationalities from across the United States gathered together. Focusing on three key themes—Employee Services, Corporate Culture, and Business Compliance—the event facilitated transparent exchange through an open Q&A format. This initiative enabled employees to gain a structured understanding of BOE's heritage and culture, significantly strengthening their sense of belonging and institutional appreciation.

Case | BOE Mexico Plant Quality Month Initiatives >>>>>>

In September 2025, the Mexico plant integrated the "Practicing Our Cultural Mission" initiative into its Quality Month themed activities. Throughout the initiative, Chinese and Mexican employees overcame cultural barriers through deep cross-functional synergy and close coordination. By leveraging the strengths of a multicultural workforce, the program not only fortified quality-first mindsets and elevated management standards but also fostered an inclusive and collaborative workplace. This practice serves as a vivid microcosm of the Company's commitment to Diversity, Inclusion, and Equal Empowerment, showcasing the dynamic power of cross-cultural integration within BOE's global footprint.

Case | BOETW (Taiwan, China) Knowledge Sharing Sessions >>>>>>

In 2025, BOETW launched weekly employee sharing sessions and birthday celebrations, with participation from multiple teams. Through diverse themes—including technical display expertise, market intelligence sharing, and social celebrations—the initiative promotes cross-departmental integration. These sessions also serve to cultivate the leadership capabilities of young managers, effectively achieving the goals of talent retention and professional empowerment.

Society

BOE is committed to building a win-win ecosystem, laying a solid foundation by strengthening supply chain responsibility, fostering trust through the pursuit of excellence, achieving mutual growth by creating value for our customers, and expanding the boundaries of impact through the application of "Technology for Good."

Action Highlights

Building a sustainable supply chain

Green supply chain initiatives
20+

Annual carbon reduction
7,600+ tCO_2e

Placing lean management quality first

Quality management system documents systematically reviewed
3,752

Product standard documents optimized
282

Documents completed revisions
268

Skill-building training sessions organized
152

Skills competitions held
279

Quality improvement projects initiated
133

Points of waste in the value stream identified and eliminated
267

Delivering long-term value to customers

Beijing Oasis International Hospital, Chengdu BOE Hospital, Hefei BOE Hospital, and Suzhou BOE Hospital were named among DXY's Top 50 Outstanding Non-Public Healthcare Institutions

Resolution rate for customer complaints
100%

Contributing to local community development

Smart classrooms built through the "Illuminating the Growth Path" project
156

Benefited teachers and students in total
70,000+

Public welfare activities held
1,281

People reached through medical public welfare
170,000

Supply Chain Responsibility

BOE continues to strengthen its responsible supply chain management, driving the evolution of the supply chain from commercial cooperation toward shared value creation. At the strategic level, we are committed to building an open and collaborative ecosystem. Through technological, green, and financial synergy, we are constructing a more resilient industrial community. To address specific risks such as conflict minerals, we have established traceability and compliance audit mechanisms to ensure that raw materials meet international ethical standards. Regarding ethical business practices, we conduct integrity and compliance awareness campaigns throughout our supply chain, consistently implement transparent procurement, and strictly adhere to contract and order terms to ensure timely payment for goods. Additionally, we continuously engage in supplier capability building to help partners improve their ESG standards, thereby solidifying the foundation for sustainable supply chain development.

Suppliers' Corporate Social Responsibility (CSR) Management

At the governance level, BOE strictly adheres to the *Responsible Business Alliance (RBA) Code of Conduct* and aligns with international standards—including SA 8000, ISO 14001, and ISO 45001—as well as relevant laws and regulations. We also integrate specific client requirements to continuously refine our supplier management framework. The Company has established a robust suite of internal policies, including the *BOE Supplier Code of Conduct, Supplier CSR Management Measures*, *BOE Supplier Corporate Social Responsibility Management Regulations*, and *Supplier Integrity and Ethics Management Measures*. These documents provide standardized evaluation criteria and an actionable execution framework for supply chain governance.

Environmental Management	Through the *BOE Supplier Code of Conduct*, we set forth explicit requirements for suppliers regarding environmental permits and reporting, pollution prevention and resource conservation, Hazardous Substance Process Management (HSPM), and the management of wastewater, air emissions, solid waste, noise, energy consumption, and Greenhouse Gas (GHG) emissions. We require suppliers to conduct environmental risk self-assessments, encouraging them to proactively review their practices, identify potential risks, and implement corrective actions for continuous improvement. We strictly enforce EHS (Environment, Health, and Safety) audits for core material suppliers and require the signing of the *Green Product Guarantee Letter* to ensure full alignment with our sustainability commitments.
Labor and Human Rights	Regarding labor and human rights management for suppliers and subcontractors, the *BOE Supplier Code of Conduct* defines comprehensive requirements covering human rights protection, protections for child labor, underage workers, and female employees, the prohibition of forced labor, working hours and rest periods, minimum wage and social insurance, anti-discrimination, anti-harassment, and freedom of association. We require suppliers to respect internationally recognized human rights standards, strictly prohibit child and forced labor, guarantee legal working hours and compensation, eliminate discrimination, and support employees' right to collective bargaining and grievance mechanisms.
Safety and Occupational Health	We require suppliers to strictly comply with occupational health and safety regulations and to obtain and maintain all necessary relevant permits. Suppliers must establish and routinely execute mechanisms for detecting, preventing, and responding to health and safety hazards. This includes providing essential personal protective equipment (PPE), conducting safety training, providing specialized training for employees engaged in hazardous operations and requiring them to obtain the necessary qualifications, establishing emergency response mechanisms and conducting regular safety drills, and taking practical measures to reduce safety hazards in work processes and the work environment to create a safe working environment. To address the common issues in PPE management, suppliers have effectively resolved these issues by refining their management systems for PPE and assigning dedicated personnel to manage and track distribution standards and records.
Business Ethics	We have established the *Supplier Integrity and Ethics Management Measures* to evaluate candidates during the onboarding phase. Suppliers are required to sign the *Integrity Agreement and the Procurement Red Lines*. Prior to major holidays, we issue *Official Letters on Business Integrity* and advocacy emails to suppliers and their employees. Furthermore, we champion Transparent (Sunshine) Procurement at our annual Global Supply Partner Conference (SPC). In 2025, a total of 100 suppliers completed their annual integrity and ethics self-inspections.

Supply Chain Risk Identification and Mitigation

We have established a supply chain risk identification system centered on "Identification, Tiered Control, Early Warning & Response, and Dynamic Management." First, we identify risks across multiple dimensions, determining their temporal impact horizons to distinguish between short-, medium-, and long-term risks, and categorizing them into high, medium, and low risk levels. Second, we have developed corresponding management strategies and response mechanisms tailored to each risk level. Concurrently, we have implemented a robust early warning system to proactively identify and alert against significant potential threats. Building on this foundation, we have established key performance indicators (KPIs) such as the local procurement rate and employ methods like regular risk screening to ensure the continuity and stability of our supply chain.

Identification	Response
Macro environmental and market risk	• Monitor the domestic and international political and economical trends, enhancing supply chain resilience and security through diversified strategic positioning and supply sources. • Enhance supply market tracking and analysis, adjust supply strategies, and ensure proper material substitution during market downturns. • Strengthen trade compliance management: Monitor trade policies in various countries, assess the scope and extent of their impact, and establish safety stock reserves based on supply and demand conditions while developing alternative solutions.
IPR and legal risk	• Enforce the signing of IPR agreements during supplier onboarding to clarify warranty and indemnification obligations of the supplier. • Establish category-specific admission criteria and sign procurement contracts. • Monitor suppliers' historical transaction defaults and litigation records.
Operational and financial risk	• Conduct comprehensive screenings of suppliers' operational and financial status during both the onboarding phase and mass production delivery. • Utilize the AI-powered big data platform and supply chain finance platform within the supplier risk control system to promptly identify risk indicators, such as changes in equity structure, asset freezes, and significant litigation. • Establish a three-tier risk response mechanism to adjust procurement volumes based on risk levels and implement dual-sourcing initiatives.
Supply continuity risk	• Avoid geographic concentration of suppliers for the same material categories in regions prone to earthquakes, tsunamis, and typhoons, and develop alternative solutions; increase safety stock appropriately during challenging weather conditions. • 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.
Ethical risk	• Strengthen CSR management of suppliers: Material suppliers must sign a CSR Confirmation Letter upon qualification; due diligence is conducted after onboarding, and on-site audits are performed for high-risk suppliers. Any non-conformities (NCs) identified during these investigations and audits are tracked until resolution and closure. • Closely monitor the ESG performance of upstream supply chain partners, continuously improve supply chain ESG management, and develop practical compliance strategies and response measures.

Supplier Risk Early Warning

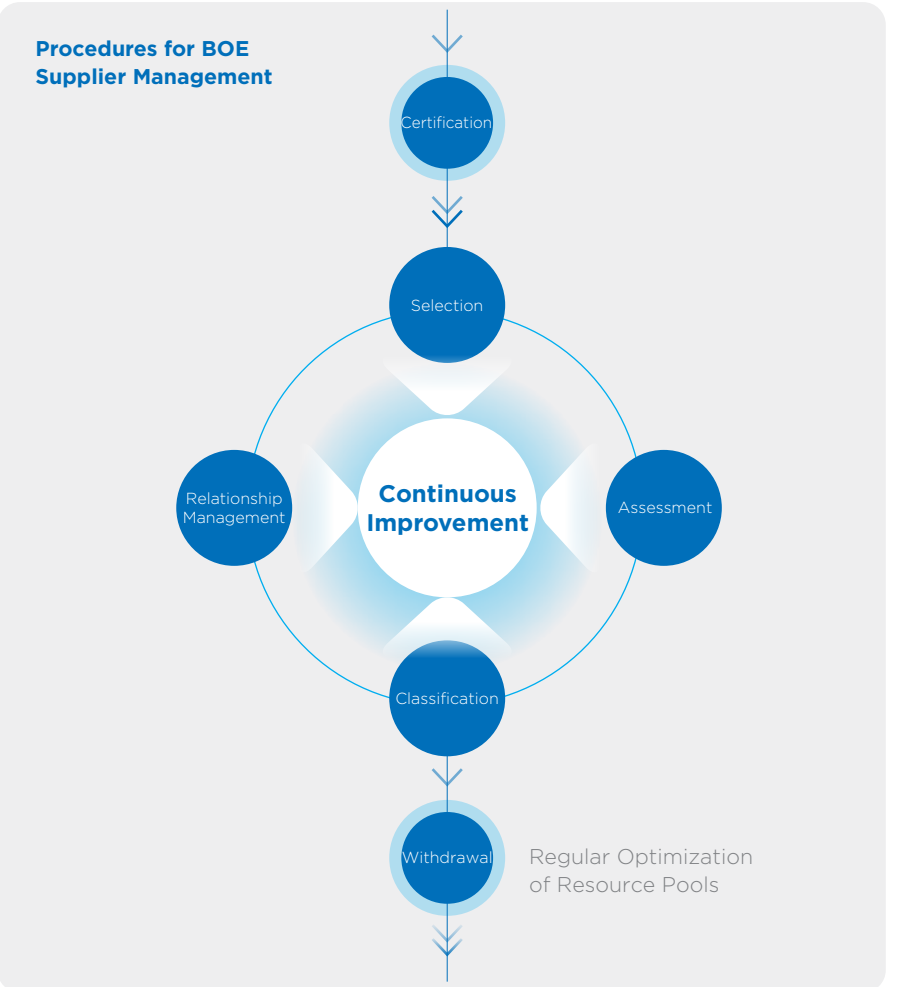
To address traditional supply chain challenges—such as lagging risk identification, insufficient resilience, and low data utilization—the Company developed an AI-powered Supplier Risk Management (SRM) System. Leveraging multi-source sensory information, the system automatically identifies, analyzes, and issues alerts for natural disasters (e.g., earthquakes, typhoons, and floods) near supplier locations, enabling users to visualize the impact scope with a single click.

The Company employs big data risk control modeling for suppliers in its resource pool. Leveraging AI, it integrates 3 core data categories: "internal supply chain data (factory material requirements, delivery fulfillment records, etc.), comprehensive supplier data (corporate qualifications, production capacity, financial statements, etc.), and external risk data (real-time information on environmental policies, industry trends, etc.)" to build a supplier early warning model. When qualifications expire, the system notifies suppliers by material category to update their qualification documents in a timely manner and generates real-time alerts for significant risks. This includes intelligent scanning for administrative penalties, litigation, and other supply risks, ensuring accuracy and timeliness to effectively manage supply risks and enhance supply chain resilience.

Launched in August 2025, the AI SRM System utilizes big data and AI to enable intelligent scoring, intelligent risk early warning, and predictive analytics. Key performance highlights include a 96% scoring accuracy, coverage of ≥ 9 risk categories, a response time of ≤ 24 hours, and qualification alerts sent 2–6 months in advance. These capabilities have effectively improved procurement efficiency in risk identification.

BOE Supplier Management Procedure

BOE integrates sustainability criteria into the full lifecycle management of its suppliers, establishing and refining a comprehensive framework that spans onboarding, performance evaluation, and exit mechanisms. This initiative aims to systematically standardize supplier conduct in critical areas, including environmental protection, labor rights, occupational health and safety, and business ethics.

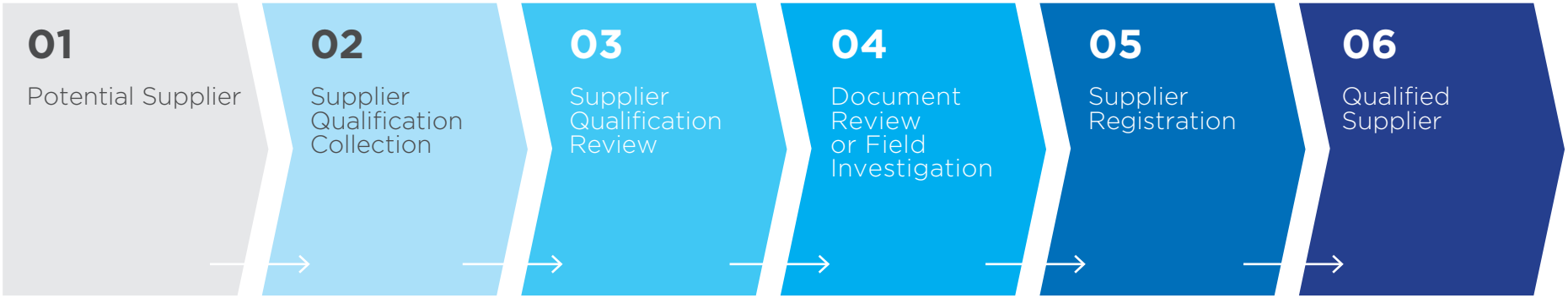


Supplier Qualification Certification

In accordance with the *Standards for Materials Supply Chain Planning and Procurement Operations*, the Company establishes dedicated certification task forces and develops detailed audit criteria and checklists for the qualification of core material suppliers. Suppliers must undergo a comprehensive audit across multiple dimensions, including general management, R&D, production, quality, environmental safety, hazardous substance control, CSR, integrity and ethics, and information security. Passing this audit is a prerequisite for becoming a qualified supplier. In 2025, new management requirements were added to the supplier general management audit checklist. For instance, in labor management, "use of child labor" and "forced labor" were designated as zero-tolerance items, clearly establishing labor management as a critical factor in supplier selection. In environmental and safety management, Screening on "IPE" was added as an audit item, requiring suppliers to check their environmental performance via the IPE website and drive improvements.

We require core material suppliers to sign the *Acknowledgment Letter for the BOE Supplier Corporate Social Responsibility Management Regulations* during the certification phase to reinforce their commitment to sustainable development. In 2025, the signing rate of the *Acknowledgment Letter for the BOE Supplier Corporate Social Responsibility Management Regulations* among new BOM (Bill of Materials) and OEM (Original Equipment Manufacturer) suppliers reached 99.2%, with a 100% signing rate among new domestic suppliers.

System certification	Supplier Certification and Audit Standards	Part certification
• ISO 9001 • ISO 14001 • ISO 45001 • ISO 50001 • ISO 14064/14067 • QC 080000 •	• Quality System Assessment (QSA) • Quality Process Audit (QPA) • Hazardous Substance Process Management (HSPM) • General Management Audit (GMA) • Corporate Social Responsibility (CSR) • BOE's supplier business integrity management system • Information security •	• Feature inspection • Visual inspection • Guarantee of Green Products (GP) • Hazardous substance inspection (RoHS/REACH/WEEE) • Customer requirements • .....



Supplier Certification Process

Supplier Performance Evaluation

To effectively manage existing suppliers and promote healthy competition within the supply chain, the Company has established a TQGDC Performance Evaluation System covering Technology/Innovation (T), Quality (Q), Green (G), Service/Delivery (D), and Cost (C). To strengthen the guidance of a green supply chain, in 2025, we conducted a targeted optimization of the Green (G) dimension within the TQGDC model. The optimized assessment now incorporates key indicators such as clean energy adoption, ISO 14064 certification, and carbon reduction measures. Notably, to establish a more rigorous binding mechanism, we plan to reclassify two previously bonus-point items — "ISO 14064 certification" and "timely and complete submission of carbon inventory data" — into deduction-point items, thereby continuously incentivizing suppliers to elevate their environmental management performances.

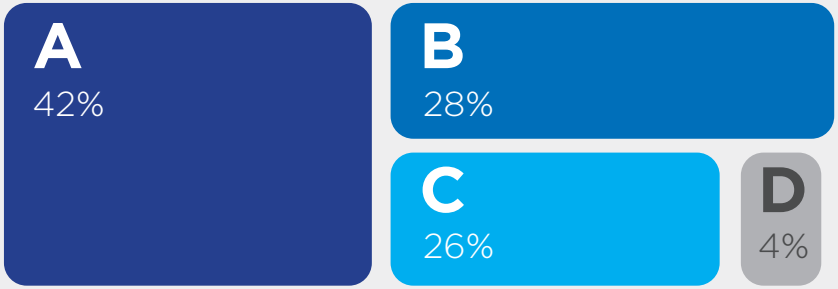
Annual supplier performance results are categorized into four grades: A, B, C, and D. These ratings are directly linked to supplier selection and procurement volume allocation, with a focus on rewarding excellence and implementing corrective measures for C and D grade suppliers to invigorate the supply chain. Additionally, the Company has established a supplier performance appeal mechanism. If a supplier disputes the results, they may submit a *Performance Evaluation Appeal Review Form* to BOE's Supply Chain Management Department. Following an initial assessment and a subsequent review by the audit panel, the final performance results are confirmed.

Supplier CSR Evaluation

In accordance with the *Supplier CSR Management Measures*, we establish differentiated evaluation cycles based on supplier categories and conduct regular CSR self-assessments. For key material suppliers who have signed the CSR acknowledgment letter, CSR performance evaluations are generally conducted biennially. However, for those in labor-intensive sectors or with lower levels of process automation, we mandate an annual CSR self-assessment to ensure closer monitoring of social and operational risks.

We determine a supplier's overall CSR performance rating by integrating their self-assessment report with on-site audit results. If there is a discrepancy between the two, the on-site audit results shall prevail. Supplier CSR self-assessment results are categorized into four performance grades — A, B, C, and D — serving as a critical determinant for subsequent procurement decisions. Suppliers rated C or D in their annual self-assessment, as well as those found to have issues during the review of their self-assessment results, will undergo on-site audits as needed. We will continuously follow up on issues identified during the audit until full remediation.

In accordance with the *Supplier Corporate Social Responsibility (CSR) Management Regulations*, we require suppliers to treat CSR as a mandatory requirement or threshold criterion when certifying and selecting their own upstream suppliers. Suppliers must establish and ensure the signing of CSR agreements with their upstream suppliers and implement CSR management for their upstream suppliers/subcontractors. This includes, but is not limited to, establishing a supplier CSR management system, conducting CSR risk assessments, managing CSR performance, performing on-site CSR audits, and tracking and improving identified issues.



Percentage of Assessed Suppliers by Grade in the 2025 Supplier CSR Evaluation

Case | **2025 Supplier CSR On-site Audit** >>>>>>

In 2025, to advance corporate sustainability and bolster supply chain competitiveness, BOE selected a strategic proportion of its core material suppliers for on-site CSR audits. The selection process considered annual self-assessment results, enterprise scale, product categories, partnership status, and third-party certifications. These audits cover five key dimensions: management systems, labor rights, environment, health & safety, and business ethics, aiming to help suppliers refine their management systems and raise awareness of corporate social responsibility and sustainability.

2025 Supplier CSR On-site Audit

Supplier Withdrawal Mechanism

When a supplier is subject to any of the following circumstances, BOE will determine whether to eliminate the supplier after a comprehensive evaluation of supply chain strategy, supply-demand dynamics, external legal requirements, and subsequent impacts.

01 The supplier receives three “C” ratings or two or more “D” ratings within an evaluation cycle.

02 The supplier fails the annual factory audit and fails to implement improvements within six months, or the improvements do not meet BOE’s requirements.

03 The supplier causes significant losses to BOE due to its own fault (e.g., supply or quality issues).

04 The supplier meets the criteria for elimination under the “Three Strikes and Out” quality management policy.

05 The supplier’s business performance deteriorates, or it is involved in major legal disputes, or its business license is revoked, deregistered, or it enters bankruptcy proceedings.

06 The supplier is removed from the final resource pool due to performance or transaction volume.

07 The supplier violates the *BOE Procurement Red Lines*.

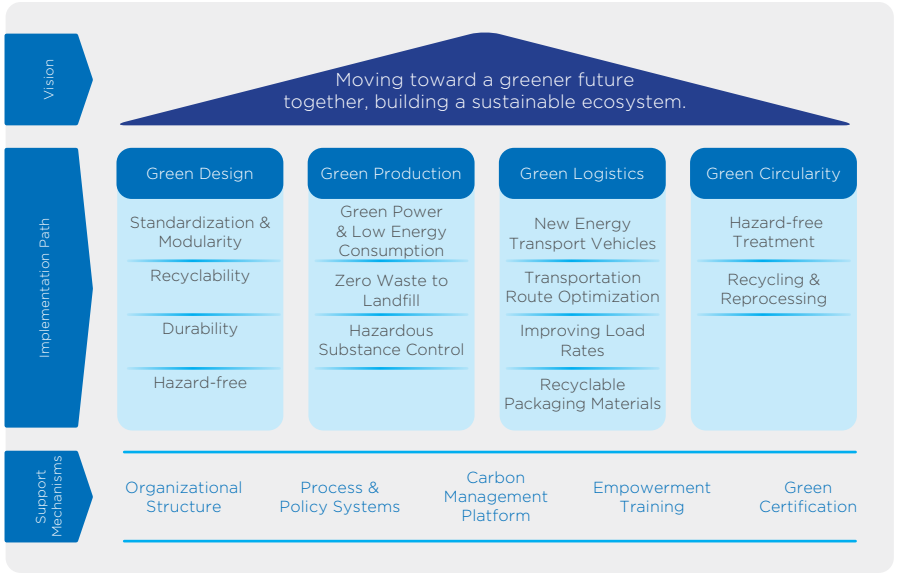
08 The supplier is on the Blacklist.

Building a Green Supply Chain Ecosystem

With "Society" as its core philosophy, BOE is committed to building a sustainable and responsible supply chain. Through measures such as diversifying suppliers, increasing R&D investment, deepening collaborative innovation, and conducting specialized training, we are building a collaborative ecosystem across the industrial value chain to promote the co-creation of commercial and social value.

Green Supply Chain

Strategically, BOE is shifting supply chain management from internal management to ecosystem-driven approaches. We guide suppliers in setting emission reduction targets for Scope 1 and 2 and promote Scope 3 emission reductions. Guided by this approach, we integrate green management into the entire product lifecycle—spanning design, procurement, production, packaging, transportation, use, and recycling—to drive energy conservation and consumption reduction, pollution and carbon reduction, and circular utilization across the entire chain. We collaborate with suppliers through four key pathways—Green Design, Green Production, Green Logistics, and Green Circularity—while fully leveraging support mechanisms such as organizational structures, process and policy systems, carbon management platforms, empowerment training, and green certifications to build an industrial symbiosis system where environmental and economic benefits develop in harmony.



Vision	Moving toward a greener future together, building a sustainable ecosystem.
Green Design	Integrating environmental considerations and pollution prevention into the product design phase to minimize environmental impact during manufacturing, Green Design is realized through low consumption, hazard-free design, modularity, durability, and recyclability, laying a solid foundation for a green supply chain.
Green Production	Encouraging suppliers to actively build Green Factories and pursue relevant certifications; adhering to the life cycle thinking, we create green products and obtain environmental certifications.
Green Logistics	Actively exploring low-carbon transportation solutions, we continuously promote cleaner maritime, air, and land transport. While ensuring timely delivery, we rationally allocate various transportation resources and explore cleaner, more economical modes such as modal shift and multimodal transport, achieving synergy between energy conservation, emission reduction, cost optimization, and efficiency improvement in logistics.
Green Circularity	Through technological innovation and systematic design, we convert waste into resources, reduce consumption of and pollution to the natural environment, and promote the greening of the entire production, distribution, and consumption value chain, achieving the transformation of "waste into treasure."
Support Mechanisms	Carbon Management Platform: Establishing a digital carbon management platform to enable automated data collection and analysis, thereby enhancing the scientific rigor and efficiency of supply chain carbon management. Green Certification: Promote ISO 14064 certification among core suppliers and encourage participation in the Science Based Targets initiative (SBTi).

Green Supply Chain Management System

2025

Green supply chain initiatives

20+

Carbon emission reductions achieved

7,600+ tCO_2e

Suppliers supported in obtaining "National Green Factory" certification

4

Case | 2025 BOE & Supplier "Green Chain Together" Exchange Meeting >>>>>>

In 2025, BOE hosted the "Green Chain Together" exchange meeting, inviting over 40 high-carbon-emission suppliers to discuss green supply chains, carbon emissions accounting, and emission reduction case studies. The event highlighted BOE's achievements in its carbon peak and carbon neutrality initiatives and future action plans, aiming to collaborate with partners on low-carbon transformation and the joint construction of a sustainable supply chain ecosystem.

"Green Chain Together" exchange meeting

Case | BOE & Zhongning Silicon: Green Supply Chain Exchange >>>>>>

To actively respond to the national carbon peak and carbon neutrality strategy and promote green, coordinated development across the industrial chain, BOE Supply Chain and BOE Energy visited Zhongning Silicon for an in-depth thematic exchange on carbon peak and carbon neutrality, transitioning from strategic planning to collaborative execution.

Green Supply Chain Exchange

Case | 2025 Supply Partner GP Exchange Summit >>>>>>

In 2025, BOE hosted the Supply Partner GP Exchange Summit, delivering a four-hour specialized training session for suppliers. The event was conducted via live streaming, with a total of 636 suppliers and nearly 800 participants joining virtually. During the summit, BOE delivered thematic presentations on green supply chain development and ESG initiatives, covering five core topics: "BOE's New Green Management Requirements," "Global Environmental Regulatory Trends and Corporate Responses," "Building an ESG Responsibility Community," "Sharing Insights from BOE's Participation in the 'Strong Nation Cup' Environmental Competition," and "From Compliance to Excellence: Environmental Policies and High-Quality Development in the Electrical and Electronic Industry."

This summit not only conveyed BOE's latest requirements and cutting-edge concepts in green development and ESG construction to supply chain partners but also fostered consensus and coordinated action across the supply chain, laying a solid foundation for jointly building a green and sustainable industrial chain ecosystem.

Supplier Empowerment

BOE comprehensively empowers supplier growth through a systematic training matrix. Training content covers multiple key areas, including strategic collaboration, quality management, green and low-carbon initiatives, compliance operations, and industry innovation, with the aim of systematically enhancing suppliers' overall capabilities and collaboration levels. In 2025, over 50 supplier training sessions were organized, focusing on responsible supply chain topics.

Topic	Course	Outcome
Green Supply Chain and Carbon Peak and Carbon Neutrality Management	• Connotation of Green Supply Chain • Introduction to ISO 14064 • BOE's Carbon emission requirements for Partners, etc.	Suppliers trained 192 Participants 262
Essential Knowledge and Skills Training for Suppliers	• Customized training materials • General materials • IC-specific • Panel-specific • Polarizer-specific • Complete-equipment materials-specific • Packaging and auxiliary materials-specific	Suppliers trained 550 Participants 2,078
Supplier Category Alliance Conferences	• SMT 2nd Category Alliance: Driving New Quality Productive Forces with Intelligence, Strengthening Quality Barriers • FPCA 2nd Category Alliance: Lean Design for Risk Mitigation, Smart Manufacturing Excellence for High Yields • BLU 1st Category Alliance: Breaking Down Product Line Barriers, Promoting Industrial Progress	Suppliers trained 54 Participants 131

Essential Knowledge and Skills Training

28 Material Categories

BLU, POL, IC, electronic components, panel, CG, cover, packaging materials, optical components, SCF, PCB, FPC (A), SMT, programming, BKT, complete equipment hardware, plastic parts, structural parts, cameras, speakers, etc.

Management Systems

- Supplier Certification
- Quality Objectives
- Annual Quality Audit
- Quality Performance
- Quality Meetings
- Abnormality Management
- Defect Claims & Compensation
- Change Management
- "Three Strikes" Handling
- Incoming Material Management

Control Requirements

- Quality Control for New Product Development
- Production Line Certification
- Process Control Rules
- Mass Production Quality Monitoring
- Quality Risk Alerts
- Defect Classification
- Rework/Repair
- EOL Management
- Product Traceability
- Information Confidentiality

TQMS System

- Supplier Announcements
- Notification Management
- Claims Management
- Change Management
- Non-conformance Management
- Material Specification Management
- VLRR
- OBA
- COA Management
- Electronic Component Testing

Category Alliance Conference

Responsible Mineral Management

BOE supports responsible mineral production and global procurement, and complies with Section 1502 of the *Dodd-Frank Act*, the EU regulations on responsible minerals, the *Responsible Business Alliance (RBA) Code of Conduct*, the *Responsible Minerals Initiative* (RMI), the *OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas*, and other regulatory requirements. BOE pledges to not support or use metals derived from armed conflict or illegal mining, and to not accept mining entities that trigger conflict.

Internally, the Company standardizes responsible mineral management processes and requirements based on policies such as the *Green Product Business Benchmark*, the *Standards for the Control of Hazardous Complete Equipment Substances in the Environment*, and the *Standards for the Control of Hazardous Substances in the Environment*. At the same time, we have established a transparent supply chain control system to identify and evaluate smelters and refiners.

Externally, the Company provides suppliers with clear guidelines on the non-use of minerals from Conflict-Affected and High-Risk Areas (CAHRAs). Newly onboarded suppliers are required to sign the *Guarantee Letter of Green Product* and comply with *BOE's Conflict Minerals Policy* to prevent the procurement of conflict minerals from the Democratic Republic of the Congo (DRC) or adjoining countries. We enhance suppliers' awareness of CAHRAs minerals through training to ensure that our products do not contain minerals from such regions.

Responsible Minerals Due Diligence

BOE conducts regular responsible minerals due diligence across its supply chain and publicly releases the *Responsible Minerals Survey Report*. We require suppliers of new and mass-production materials to provide detailed information on mineral sources. We invite suppliers to complete the CMRT and EMRT questionnaires to identify whether their products contain gold, tantalum, tin, tungsten, cobalt, or other metals. We verify the origins of these metals to promote transparency and traceability in the mineral supply chain, thereby eliminating the inflow of conflict and high-risk minerals at the source.

During the reporting period, 213 suppliers whose products may contain gold, tantalum, tungsten, tin, cobalt, or mica were surveyed. The results showed that these minerals in BOE's raw materials were sourced from RMI-conformant smelters, meeting BOE's supply standards.

BOE is committed to encouraging suppliers to partner with smelters certified under the Responsible Minerals Assurance Process (RMAP). As of the end of the reporting period, a 100% RMAP certification rate was achieved among 148 smelters.

2025

Percentage of minerals sourced from conflict-free regions in BOE's procurement

100%

For new material suppliers

- Based on product requirements, the Development Department discloses risk assessment regarding whether new materials contain conflict minerals to departments such as Supply Chain Planning and Materials Quality departments.
- The Supply Chain Planning Department selects suitable suppliers based on the Development Department's material specifications and quality requirements, and requests samples for verification from the suppliers. Concurrently, the GP Department requires suppliers to complete CMRT and EMRT forms to investigate metal origins.
- Upon receiving the mineral origin information provided by the supplier, the specialized department (GP Department) verifies compliance by cross-referencing the RBA/RMI Conflict-Free Smelter List. If non-compliant, procurement is prohibited; if compliant, the materials proceed to the next stage of the procurement control process.

For mass-production material suppliers

- The specialized department (GP Department) issues CMRT and EMRT forms to mass-production material suppliers annually to ensure their continued compliance with relevant regulations for responsible mineral management.
- If non-compliant smelters are identified, the supplier is required to provide a written analysis and immediately cease the use of such smelters. Suppliers must then select a new mineral source and provide valid evidence of compliance with conflict-free requirements.

Responsible Minerals Due Diligence Steps

Product Quality Excellence

BOE places "excellence in quality" and "customer satisfaction" at the core of its sustainable development and long-term value creation. With systematic governance, a clear strategy, forward-looking risk management, and measurable objectives as its four pillars, the Company continuously drives comprehensive improvements in the quality of its products, services, and operations, laying a solid foundation for realizing its vision of "Open Next Earth."

Strengthening the Foundation of Quality Management

Governance

The Group has established and continues to optimize a three-tier collaborative quality governance framework spanning the Group, business units, and legal entities to ensure aligned objectives, clear responsibilities, and efficient coordination:

- Group-wide coordination and leadership: Formulate quality strategies and policies, and implement oversight, evaluation, and systematic empowerment;
- Business-level alignment: Promote the sharing and application of best practices and innovative achievements in quality management across domains;
- Implementation by all entities: Strictly enforce end-to-end quality control to ensure product safety and reliability, continuously improve customer satisfaction, and optimize quality costs.

Strategy

The Group firmly implements its core quality strategy of "Value Creation, Winning Through Quality," deeply integrating quality principles throughout the entire value chain spanning R&D, production, sales, and service. Through continuous technological and management innovation, the Group systematically builds and strengthens the organization's quality management, process control, and continuous improvement capabilities.

Risk Management

The Group has established a mechanism for identifying, assessing, and mitigating quality risks across the entire product lifecycle. Building on this foundation, the Group regularly screens for potential risks across dimensions such as industry trends, customer feedback, and market dynamics, formulating and implementing targeted preventive and corrective measures to ensure operational resilience and product safety.

Metrics and Targets

The Group has established a customer-centric Key Performance Indicator (KPI) system aligned with its strategic objectives. It regularly monitors the achievement of targets such as product quality levels, customer satisfaction, and quality cost control to drive continuous improvement and operational excellence. Moving forward, BOE will continue to deepen its "Value Creation, Winning Through Quality" strategy to drive comprehensive quality enhancement.

Value Creation — Quality Strategy — Winning Through Quality

Focusing on One Goal

Provide the industry's best products and services, listen to and continuously meet the needs of customers and stakeholders, and enhance satisfaction.

Accelerate Two Major Innovations

- Quality Technology Innovation
- Quality Management Innovation

Deepen Three Capabilities

- Preventive Capability for Legal Compliance
- Service Capability for Quality Improvement and Efficiency Enhancement
- Leadership Capability for Pursuing Excellence

Achieve Four Transformations

- Shift from a bottom-line mindset to a front-runner mindset
- Shift from zero defects to zero waste
- Shift from customer satisfaction to customer loyalty
- Shift from compliance to maturity

Deepen the "Value Creation, Winning Through Quality" quality strategy to drive comprehensive quality improvement

Advancing Quality Assurance Initiatives

BOE has solidified the foundation for high-quality development by leveraging end-to-end quality control to systematically advance quality risk prevention and mitigation, while deepening the cultivation of a company-wide quality culture to comprehensively strengthen quality assurance capabilities. By 2025, several of the Group's subsidiaries have obtained ISO 9001 certification.

Benchmarking Promotes Mature Management

To establish benchmarks of excellence and stimulate internal motivation, the Group leveraged the "BOE Quality Award" to conduct in-depth benchmarking against the Global Performance Excellence Model. In 2025, 28 best management practices and 17 quality benchmarks were systematically identified, recognized, and compiled into the *2025 Collection of Best Management Practice Cases*. Through targeted promotion and implementation guidance, 40 demonstration sites were established across the Group to adopt these practices, resulting in the implementation of 56 improvement measures. These initiatives achieved significant results in improving yields, optimizing energy efficiency, and promoting innovation, effectively enhancing the overall maturity of the organization's quality management.

BOE 2025 Collection of Best Management Practice Cases

Optimizing Processes to Enhance Management Efficiency

BOE is committed to strengthening process foundations and driving systematic improvements. In accordance with the *Management Measures for Quality Supervision and Evaluation*, the Group conducts regular diagnostics and evaluations of key phases, including product development, manufacturing, supplier management, and customer complaint handling. In 2025, supervisory evaluations of 38 entities were completed, 102 optimization recommendations were implemented, and common weaknesses were addressed through specialized workshops. In the same year, the Group fully implemented quality cost management through the *BOE Implementation Rules for Quality Cost*. By leveraging training and review mechanisms, quality cost management was deeply integrated into the operations of each business unit, achieving a win-win between quality performance and economic benefits. Additionally, seven core quality management processes were revised and improved during the year, continuously strengthening the standardization and collaborative effectiveness of the system.

Refining Standards and Strictly Enforcing Accountability

BOE strictly complies with domestic and international product safety and environmental regulations, including the EU RoHS Directive and China's *Management Methods for the Restriction of the Use of Hazardous Substances in Electrical and Electronic Products*. We have established comprehensive *Green Product Business Benchmarks and Environmental Hazardous Substance Control Standards* to implement strict, end-to-end control over hazardous substances in our products. Meanwhile, the Smart Medical Engineering business, within its Smart Prevention and Control segment*, continues to adhere to the ISO 13485 Medical Device Quality Management System, covering the entire product lifecycle from design and production to testing and sales. In 2025, we optimized eye protection parameter testing standards and introduced clinical scenario simulation testing to strengthen quality inspection processes.

The Group has established a comprehensive product quality and safety management system spanning risk prevention, emergency response, and continuous improvement. Relying on a series of policies, including the *Measures for Management of Product Quality and Safety* and the *Defective Product Recall System*, the Group ensures that product quality risks are effectively controlled. In 2025, quality information filings for 1,034 products, pre-market quality validation for 15 new products, and market quality spot checks for 10 products were completed. Zero non-compliance instances were identified in market supervision spot checks throughout the year, effectively fulfilling our responsibilities to customers and the environment.

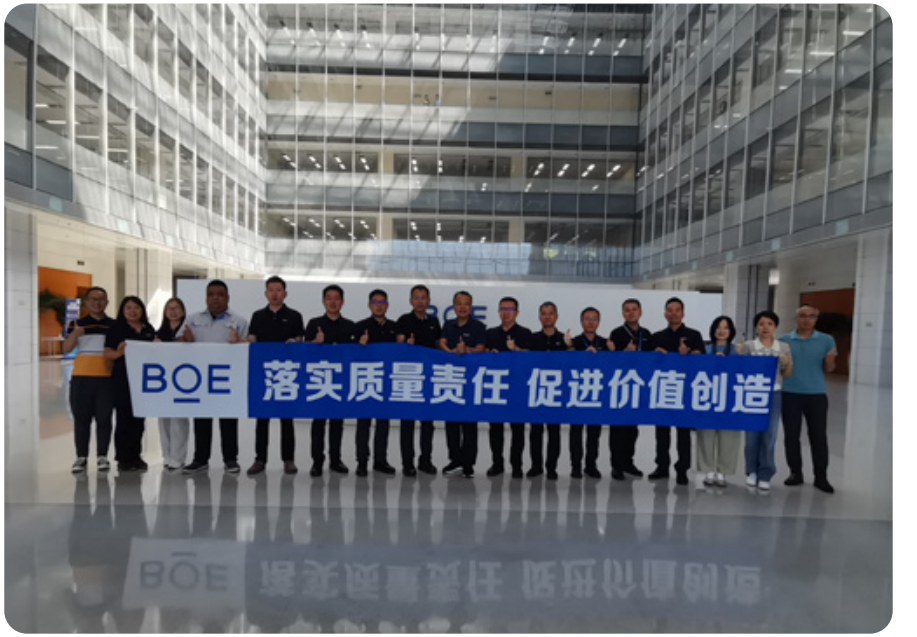
* See the "Smart Medical Engineering Integration" section for details.

Foster a Management Ecosystem through Cultural Initiatives

To build a collaborative and mutually beneficial quality ecosystem, BOE actively promotes the overall enhancement of quality capabilities across the industrial chain. In 2025, the Group, in collaboration with its display business unit, successfully hosted the 7th Quality Tool Application Competition, attracting participants from both internal employees and numerous upstream and downstream partners. The competition focused on real-world business challenges within the industry. By co-creating and sharing 23 application cases of outstanding quality tools, it effectively promoted the deep integration of quality methodologies and practical experience across the industrial chain, thereby enhancing overall capabilities.

Concurrently, the Group organized the 11th "Quality Month" campaign under the theme "Implementing Quality Responsibilities to Promote Value Creation." Five major initiatives were systematically launched across the Group: benchmarking and breakthroughs, continuous improvement and empowerment, cultural cohesion, innovation and breakthroughs, and win-win outcomes with customers. Over 70,000 participants joined the event, representing a 9% increase in scale compared to the previous year. During this period, the Group systematically reviewed 3,752 quality management system documents, revised 268 of them, and optimized 282 product standard documents; furthermore, 133 quality improvement projects were initiated, and 267 waste points in the value stream were identified and eliminated. The in-depth implementation of the Quality Month series significantly strengthened the quality responsibility awareness of all employees and further solidified the foundation of a customer-oriented quality culture.

The 7th Quality Tools Competition: Partner Session



BOE's 11th Quality Month Campaign

Customer Experience Excellence

BOE has established "Customer-Centricity" as a core value and regards creating exceptional value for customers as the cornerstone of a company's sustainable development. We are committed to meeting and exceeding customer expectations worldwide through high-quality innovative products, a systematic service framework, and forward-looking customer engagement. We aim to transition from delivering products to delivering value, thereby building long-term, mutually trusting partnerships.

Customer Service System Development and Service Capability Enhancement

To fulfill our commitments to customers, BOE has established a globally integrated customer service assurance system. This system is supported by a series of standardized policies, including the *Customer VOC (Voice of Customer) Handling Guidelines*, *RMA (Return Merchandise Authorization) Business Guidelines*, *Customer Complaint and Request Handling Guidelines*, and *Customer Service Satisfaction Evaluation Guidelines*. This ensures that every step—from demand intake to issue closure—is conducted in accordance with established procedures and operates in a standardized manner.

BOE has built a regionalized service network covering major global markets and leverages the "Global Customer Service Platform" and the "2485 Timely Response Mechanism" to provide customers with seamless and agile service support. The "2485" Mechanism represents the Group's rigorous commitment to service timeliness: 2-hour rapid response, 24-hour clear reply, 48-hour completion of root cause analysis and countermeasure formulation, and 5-day completion of implementation and verification. By the end of 2025, BOE had established permanent service centers in 48 cities across China and 31 countries overseas, ensuring service capabilities are close to the front lines and seizing global market opportunities.

Focusing on Smart Medical Engineering services, the Group has developed standardized service processes covering an omni-channel service system, including 400 hotlines, online, e-commerce, community-based, and mail-in customer services. Additionally, on-site after-sales service options for hospital channels have been introduced to further optimize processes.

Customer Satisfaction Management and Service Model Upgrades

BOE adheres to a customer-centric approach and has established a proactive customer satisfaction management system covering all business scenarios. Through regular multi-channel communication (including periodic customer meetings, satisfaction surveys, on-site visits, and digital platform interactions), we not only listen to customer feedback but also strive to proactively identify potential needs and opportunities for improvement. In 2025, a 100% response rate for customer satisfaction surveys and a 100% closed-loop resolution rate for customer complaints were achieved by the Group.

The Group has driven the evolution of its service model from passive response to proactive collaboration and joint improvement. By forming cross-functional teams to jointly review improvement projects with customers, conduct technical exchanges, and eliminate waste points in the value stream, we directly translate customer insights into actions to optimize products and services, thereby achieving value co-creation.

Customer Recognition and Deepened Collaboration

Customer success and recognition are our greatest driving force. In 2025, BOE earned the trust and recognition of numerous leading global clients through its exceptional product quality and reliable service capabilities:

- Lenovo Group – Excellence in Quality Award, recognizing the Group's consistently outstanding quality performance across all product lines;
- LG Electronics (LGE) – Best Supplier Award, recognizing the Group's outstanding contributions as a strategic partner.

These honors not only affirm BOE's past achievements, but also inspire us to continuously enhance the customer experience and deepen strategic partnerships. BOE will continue to invest in strengthening customer relationships and upgrading service capabilities, working hand in hand with global partners toward a future of higher-quality, sustainable development.

Smart Medical Engineering Service Awards

Beijing Oasis International Hospital, Chengdu BOE Hospital, Hefei BOE Hospital, and Suzhou BOE Hospital:

DXY – Top 50 Outstanding Non-Public Medical Institutions Award

Beijing Oasis International Hospital:

2025 Beijing Child-Friendly Hospital designation

Hefei BOE Hospital:

Anhui Provincial General Practitioners Association 2025 "Yikang Cup" – Multiple honors

BOE Smart Medical Engineering "Chengdu Everlight" Project:

Beijing Radio and Television Station – Golden Sunflower Award – Senior-Friendly Lifestyle Brand

Beijing Oasis International Hospital: DXY's "Top 50 Outstanding Non-Public Medical Institutions" Award

Hefei BOE Hospital:

Anhui Provincial General Practitioners Association 2025 "Yikang Cup" – Multiple honors

BOE Varitronix Customer Service Awards

Changan Automobile – Outstanding Supplier Award

Li Auto – Excellence in Quality Award

Desay SV – Outstanding Business Partnership Award

Yanfeng Group – Outstanding Supplier Award

Foryou General – Outstanding Contribution Award

Changan Automobile – Outstanding Supplier Award

Li Auto – Excellence in Quality Award

Technology for Good

BOE upholds the value of "Technology for Good," deeply integrating technological innovation with social responsibility. Leveraging its strengths in the technology industry, BOE actively fulfills its social responsibilities and continuously gives back to society through concrete actions such as empowering education, safeguarding health, and supporting rural revitalization.

Education Empowerment

BOE actively participates in the United Nations International Decade of Sciences for Sustainable Development initiative and has launched a series of educational empowerment projects, including the "Illuminating the Growth Path" public welfare project and the Stellar Program. Through technological innovation and philanthropic initiatives, BOE supports educational development, bringing hope to remote areas and underprivileged groups, and jointly building a brighter future for education.

Partnership with UNESCO

As the first Chinese technology company to support the UN International Decade of Sciences for Sustainable Development, BOE continues to deepen global scientific cooperation with UNESCO, promoting in-depth collaboration to implement regional initiatives and co-build a sustainable ecosystem.

As of the end of 2025

Total investment in STEM education projects under the International Decade of Sciences for Sustainable Development framework

approx. RMB **1.296** million

Donations to UNESCO in cash

RMB **865,517.38**

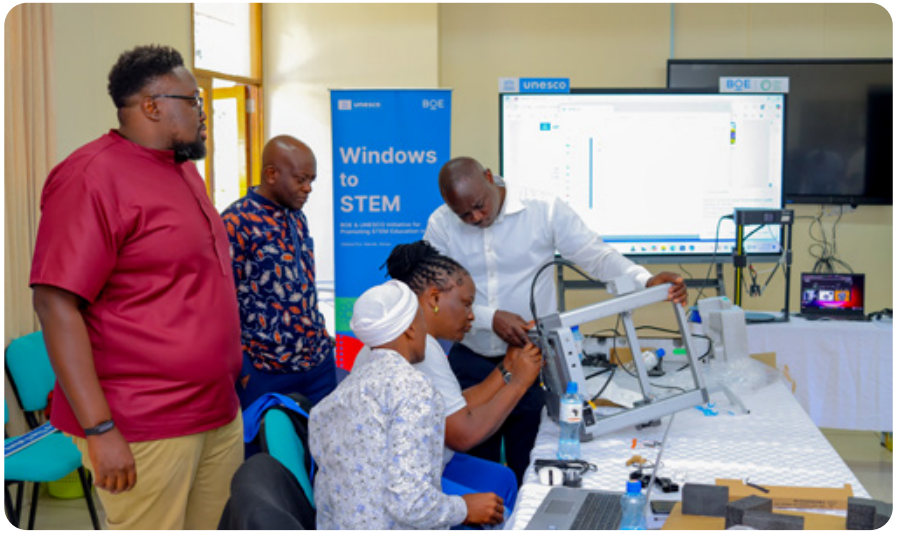
Value of donated equipment

RMB **130,000**

Case | **Empowering Local Education in Kenya and Supporting STEM System Development** >>>>>>

In 2025, BOE and UNESCO jointly launched the "Windows to STEM" teacher training workshop, with 10 teachers from public schools in Nairobi, selected by the Kenyan Ministry of Education, participating in the program. Centered on this initiative, smart teaching equipment was simultaneously donated by BOE to the participating teachers' schools. Through this dual approach of "teacher training + hardware," the program has cumulatively benefited over 5,000 students, actively helping to build sustainable science education capabilities in the region.

In December 2025, BOE supported UNESCO in officially launching the African STEM Club Network and plans to sponsor its 2026 Annual Challenge to continuously inspire African youth's enthusiasm for STEM. During the reporting period, 263 clubs across 20 African countries were covered by the network, laying the groundwork for a regional STEM education promotion system.



BOE donates digital teaching equipment

Stellar Program

Since 2023, BOE Suzhou Region has partnered with the Wuzhong District Rehabilitation Center for Children with Special Needs to launch the Stellar Program, a volunteer service project aimed at providing curriculum support and social activity guidance for children with special needs. In 2025, the Stellar Program organized a series of volunteer activities centered on themes such as "Full of Love to Protect the 'Children of the Stars,'" "Creative Fun and Joyful Companionship," and "Whimsical Dreams for a Shared Childhood." These initiatives helped children with special needs experience joy and growth, fostering the deep integration of public welfare projects with corporate social and humanitarian care. In 2025, the Stellar Program conducted 10 monthly activities, accompanying over 100 children with intellectual disabilities in classes and games, leveraging the power of BOE volunteers to bring warmth to more people.

"Illuminating the Growth Path" Public Welfare Project

Since its launch in 2014, the BOE "Illuminating the Growth Path" educational public welfare project has been running for more than a decade, establishing a systematic and sustainable model for educational philanthropy. As of the end of 2025, the project has established 156 smart classrooms across 10 provinces and municipalities nationwide, providing integrated hardware-and-software smart education solutions and teacher empowerment programs to over 70,000 teachers and students. In 2025, BOE collaborated with partners including the China Foundation for Rural Development (CFRD) and the Palace Museum to further develop multi-tiered educational public welfare initiatives, continuously empowering education in remote areas through technological innovation.

2025 "Illuminating the Growth Path" Litang Station Launch Ceremony

Case **BOE's "100 Public Lessons on Traditional Culture at the Palace Museum" and the 2025 "Illuminating the Growth Path" Campaign Conclude** >>>>>>

On October 31, 2025, the closing ceremony for the BOE "100 Public Lessons on Traditional Culture at the Palace Museum" and the 2025 "Illuminating the Growth Path" initiative was held at the Palace Museum.

At the event, the Palace Museum and BOE jointly launched the "100th Lesson" and led teacher and student representatives on a field trip of the Palace Museum. The student and teacher groups later visited the BOE History Museum, the Summer Palace, Jingshan Park, and multiple cultural landmarks across Beijing for immersive study. Through high-definition displays, immersive imaging, and on-site commentary, students experienced firsthand the integration of historical artifacts and contemporary technology. In the future, BOE will continue to promote the practical integration of "technology + education + culture."

Closing Ceremony for the "100 Public Lessons on Traditional Culture at the Palace Museum" and the 2025 "Illuminating the Growth Path" Campaign

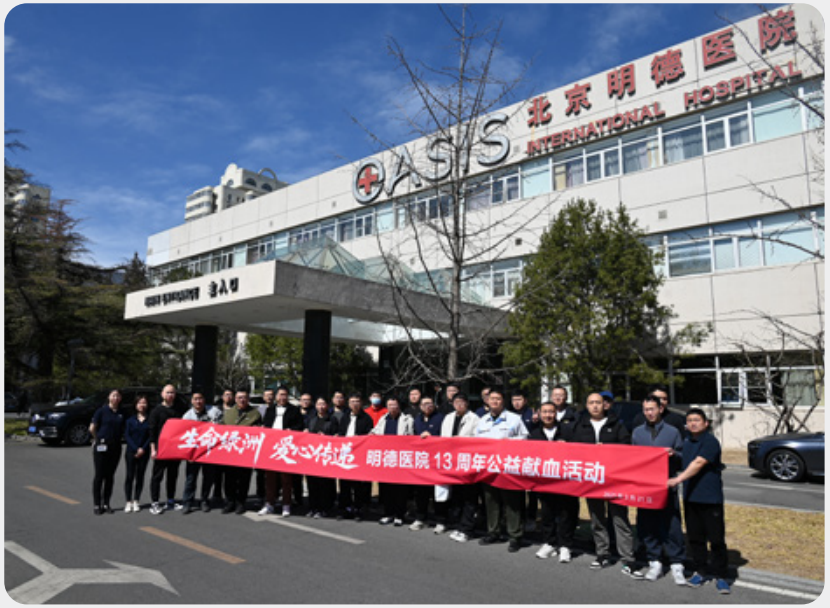
Teacher and student representatives from the "Illuminating the Growth Path" project and BOE volunteers

Safeguard of Health

BOE fully integrates high-quality medical resources and professional talent. Through a series of public welfare initiatives—including free expert consultations, health screenings, health education campaigns, and medical assistance—the Company collaborates with multiple stakeholders to promote health education and enhance public health literacy, thereby contributing to the continuous improvement of the national public health service system.

Beijing Oasis International Hospital

Co-hosted the 2025 Public Blood Donation Campaign, with **over 70** participants donating a total of **8,400 mL** of blood.



Beijing Oasis International Hospital's 13th Anniversary Charity Blood Donation Campaign

Hefei BOE Hospital

Conducted a total of **635** health outreach and free clinical consultation events, reaching over **36,000** people.

Organized the "Children's Dream Painting: Art and Health" event, attracting over **500** on-site attendees, with a total reach of over **3 million** people and over **700,000** live stream views.

Held **20** sessions of the "I Am A Little Doctor" series, with **393** families participating.

In collaboration with the Anhui Red Cross Foundation, the hospital provided financial assistance to **43** individuals, totaling RMB **670,000**, primarily for conditions such as heart disease, Parkinson's disease, epilepsy, and cochlear implants.

The hospital has organized voluntary blood donation activities for six consecutive years, with a cumulative total of **over 800** donors contributing **233,000 mL** of blood, earning the honorary title of "Outstanding Contribution to Voluntary Blood Donation."

Chengdu BOE Hospital

The screening team dispatched medical staff on **32** occasions; made **8** round-trip visits to Ningnan, Dechang, Meigu, Zhaojue, Xide, and Yanyuan counties in Liangshan Prefecture to conduct screening and assistance for congenital heart disease (CHD) in children. A total of **54,528** students were screened across **132** schools and kindergartens. The initial screening identified **945** children requiring further examination, and **192** were confirmed with cardiac abnormalities following follow-up color Doppler ultrasound examinations.

Throughout 2025, **38** health education lectures and related activities were organized, serving over **60,000** people.

Congenital Heart Disease (CHD) Screening at Chengdu BOE Hospital

Suzhou BOE Hospital

In collaboration with social organizations, **4** community volunteer service teams were established under the local Civil Affairs Bureau. By integrating social resources, these teams conducted **400** community public service activities targeting the elderly and children, and established health records for nearly **10,000** residents.

Conducted **3** first-aid training sessions, **2** myopia prevention and screening activities for adolescents, and **1** mental health counseling lecture during community summer programs.

Leveraging its qualification as a designated institution for basic rehabilitation services for children with disabilities in Suzhou, the Hospital established a "hospital-school-home" collaborative rehabilitation system. By integrating multidisciplinary resources and experts from Shanghai, it provided services to over **30** families with children with autism, continuously improving rehabilitation outcomes and creating a replicable regional model.

Suzhou BOE Hospital's Fluorescent Night Run: Sports Rehabilitation Public Welfare Service

The Beauty of Culture

BOE leverages leading technology to revitalize traditional culture, demonstrate the Company's cultural responsibility, and promote innovation and sustainable development in the preservation of intangible cultural heritage.

Case | The Qianlong Garden Digital Exhibition—Connecting Culture Through Technology >>>>>>

BOE continues to deepen the integration of technology and culture, empowering the digital dissemination of cultural heritage. As a partner in the Palace Museum's Centennial project, BOE provided critical technical support for the Qianlong Garden, which opened to the public for the first time in nearly a century. The ultra-high-definition, seamless U-shaped LED video wall provided by BOE vividly depicts the construction journey of the Palace of Tranquil Longevity Garden (Ning Shou Gong Garden)—from blueprint to reality—in the form of a dynamic digital scroll. The LED wall comprehensively showcases the garden's historical and cultural significance, continuously advancing the deep integration of technology and culture and promoting their international dissemination.

The dynamic digital scroll featured in the exhibition, powered by BOE Display Technology

Case | "Hello BOE" at the "Reviving Craft" China's Intangible Cultural Heritage and Contemporary Design Exhibition in Milan >>>>>>

In October 2025, BOE served as the chief display technology partner at "Reviving Craft" China's Intangible Cultural Heritage and Contemporary Design Exhibition in Milan. Through innovative display products such as the BOE iGallery P1 105" and transparent display, BOE vividly presented intangible cultural heritage works like "Debate Between Tea and Wine" (*Cha Jiu Lun*), using technology to help culture reach the world.

Annual signature brand marketing campaign "Hello BOE" in Milan: "Reviving Craft" China's Intangible Cultural Heritage and Contemporary Design Exhibition

Rural Vitalization

BOE has responded to the national call for rural revitalization by focusing specifically on Beijing's designated assistance and cooperation regions. Taking into account their development characteristics and actual conditions, we have explored various forms of support, prioritizing assistance to regions such as Inner Mongolia, Qinghai, Tibet, Zhangjiakou and Chengde in Hebei, and the South-to-North Water Diversion Project related regions, as well as economically disadvantaged villages within Beijing. Our efforts aim to develop industries, boost employment, and stimulate consumption, thereby consolidating the achievements of rural revitalization and promoting high-quality development and improved living standards in these regions.

Agricultural Product Procurement

We have established agricultural support as our primary focus to help improve the quality of industries in the assisted regions. In 2025, we achieved full-chain control of ingredients from source to end-user. We prioritize the procurement of green and healthy ingredients from these regions and have established a comprehensive quality traceability mechanism. This approach ensures employee health while simultaneously fostering industrial development in the assisted areas. In addition, we further integrated online and offline channels, using these ingredients as a starting point to widely publicize our assistance efforts through internal and external communication platforms, thereby gradually advancing the implementation of rural revitalization initiatives. In 2025, the total value of consumption-based assistance reached approximately RMB 39.56 million.

Water Conservation Technology

BOE supports the efficient use of rural water resources and the protection of aquatic ecosystems, empowering rural green and water-saving development through technology.

Case | Construction and Demonstration Project of a Water-Saving, Low-Carbon, and Sustainable Development Model for the Upper Guishui River

To promote the localized implementation of the United Nations Sustainable Development Goals (SDGs), BOE partnered with multiple stakeholders to launch the "Construction and Demonstration Project of a Water-Saving, Low-Carbon, and Sustainable Development Model for the Upper Guishui River" in 2023, addressing agricultural pollution and resource utilization issues in Yanqing District. The project was successfully completed in 2025, achieving dual benefits of water conservation and pollution reduction while increasing farmers' incomes. It established a water-saving and low-carbon rural revitalization model, providing a replicable demonstration for the sustainable development of Ecological Conservation Areas.

As of the end of 2025, the project's achievements are as follows:

- In Shangmo Village, the project promoted the use of biodegradable mulch for sweet corn cultivation and waste resource utilization technologies. The demonstration area achieved an average annual savings of approximately 33 tons of agricultural irrigation water, resulting in an average annual income increase of RMB 1,350 per mu (approx. 0.0667 hectares), benefiting a total of 162 farming households.
- Organic farming practices were implemented throughout the entire leafy vegetable cultivation process, reducing chemical fertilizer application by 100% and correspondingly reducing wastewater and major pollutant emissions by more than 95%.
- Conducted 6 sessions of public awareness campaigns on water-related landscape creation and water resource conservation, as well as capacity-building activities for water-saving, low-carbon SDGs demonstration villages. These initiatives directly benefited 1,340 people (including 671 women) and indirectly benefited 12,250 people (including 6,126 women).

Rural Medical Assistance

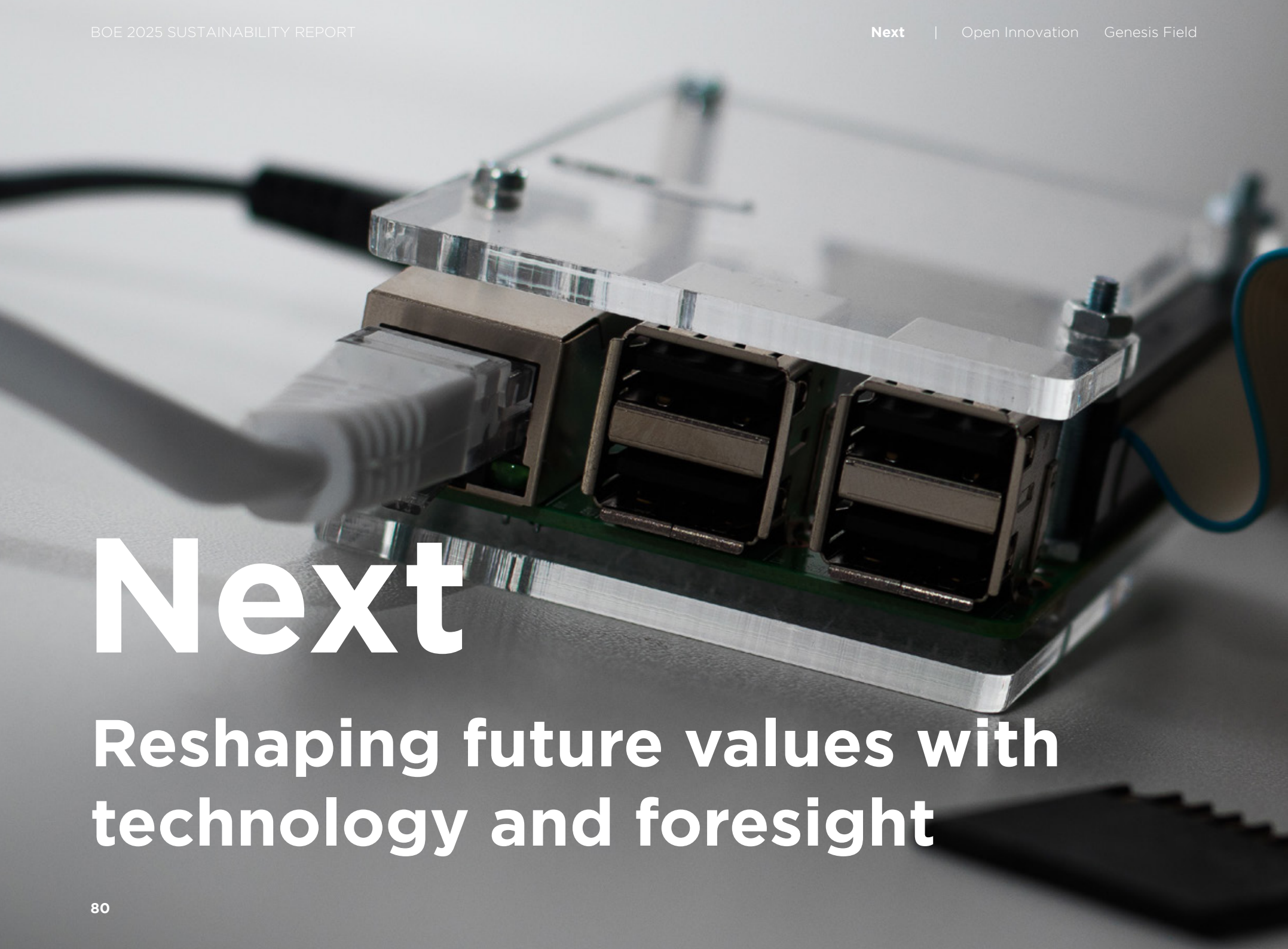
Leveraging its technological expertise and resources in Smart Medical Engineering, BOE promotes the dissemination of health knowledge and enhances first-aid capabilities through initiatives such as first-aid training in rural elementary schools, thereby supporting the development of rural public health service systems.

Case | Launching the "Medical Road with Me — China Medical Emergency First Aid Volunteer Service Tour"

BOE partnered with the China Volunteer Service Foundation to launch the "Medical Road with Me — China Medical Emergency First Aid Volunteer Service Tour" and established the "BOE Health Public Welfare Program" brand. Centered on first-aid volunteer training, the project disseminates first-aid knowledge to the public through various formats—including lectures, medical outreach to rural areas, health education, and practical drills—to facilitate the distribution of high-quality medical resources and enhance regional emergency response capabilities. In 2025, 4 events were successfully held in Litang, Fuping, Yushu, and Beijing, training a cumulative total of over 600 first-aid personnel.

Health Knowledge Lectures

Emergency First-aid Classes



Next

Reshaping future values with technology and foresight

Open Innovation

BOE adheres to a philosophy of open innovation, continuously refining its technological innovation system and operational mechanisms while strictly upholding the ethical standards of scientific and technological research. The Company is deeply committed to its "AI+" strategy, driving the research, development, and practical implementation of artificial intelligence technologies. Leveraging its core technological strengths, BOE is deepening the integration and application of smart scenarios to unlock their full potential, thereby empowering high-quality industrial development.

Action Highlights

Focusing on R&D in Cutting-Edge Technologies

Ranked 13th globally on the IFI U.S. Patent Grant Ranking, maintaining a position in the global Top 20 for the 8th consecutive year, and is the only Chinese display company to rank among the global Top 20.

2025 Group R&D Investment

RMB **13,983.06** million

Independent patent applications by the end of 2025

100,000+

Accelerating the Implementation of AI Applications

Industry-first launch and implementation of AI factories.

Driven by next-generation AI technology, we are shaping a fully AI-native manufacturing ecosystem, achieving significant improvements in quality and efficiency across six key scenarios, including production planning, manufacturing, and quality management.

Industry-first launch of BOE's "Blue Whale" Display Large Model-the AI model with the deepest understanding of the display industry.

Featuring the industry's most comprehensive data coverage and broadest application scenarios, it possesses distinct characteristics of full-modal, multi-scenario, high-precision, and strong reasoning capabilities, comprehensively supporting BOE's AI+ innovation applications.

Expanding the Boundaries of Smart Scenario Applications

Officially launched Natural Light Display (BNL) technology at the 2025 Global Innovation Partner Conference (BOE IPC 2025).

According to global market research agencies Omdia and Sigmaintell, as of the end of 2025, BOE remains the world's leading supplier in terms of both total display shipments and LCD panel shipments across five major application areas.

Cutting-Edge Technologies

BOE continues to advance its technological innovation mechanisms and systems, leveraging its technological innovation capabilities to safeguard the standardization and sustainable development of the industry, and fostering an orderly, responsible, and sustainable environment for scientific and technological development.

Technology Innovation Management

BOE has established and continuously refined its technology innovation management system, with the Group CTO Organization serving as the core coordinating body and various business lines participating in deep collaboration. A regular cross-departmental communication and coordination mechanism has been established to ensure efficient collaboration throughout the entire R&D process, promote the rational flow and optimal allocation of technological resources across business units, and lay a solid organizational foundation for the steady advancement of technology innovation.

Centered on the "1+4+N+eco-chain" technological innovation strategy, BOE strengthens the foundation for technological innovation through sustained R&D investment, the development of technology innovation platforms, and participation in standard-setting. By collaborating with industry chain partners to build an open innovation ecosystem, BOE accelerates the cross-scenario implementation of technological achievements and the co-creation of industry value.

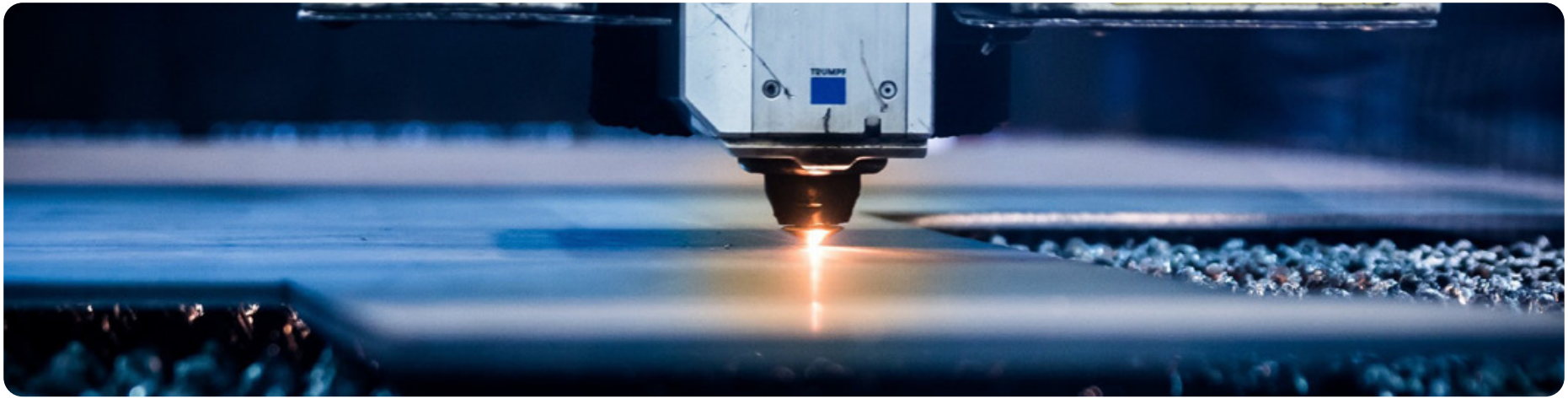
2025

Number of R&D personnel
24,263

Percentage of R&D personnel
22.08%

Group R&D investment
RMB **13,983.06** million

Group R&D investment as a percentage of operating revenue
6.83%



Technology Innovation Platforms

BOE operates the display industry's only national-level engineering research center—the National Engineering Research Center for New Display Technology. Focusing on the in-depth development and upgrading of TFT-LCD technology, the center drives breakthroughs in key areas of new display technologies, including flexible AMOLED, MLED, and QLED. It consistently achieves industry-leading technological and product innovations and successfully commercializes them.

Subsidiaries under the Group are committed to building specialized science and technology innovation platforms, fostering a development model that deeply integrates R&D with industrial applications and efficiently coordinates innovation resources with business growth, thereby continuously injecting core technological momentum into the upgrading of the Group's industrial and value chains.

High-Tech Enterprise Certification

High-Tech Enterprise (HTE) certification serves as authoritative recognition of a company's technological innovation capabilities, core R&D strength, and level of high-quality development. BOE continues to advance the certification process for its subsidiaries, leveraging this accreditation to enhance their technological innovation capabilities and solidify the Group's overall foundation for innovative development.

Sensor and Solutions Business	Beijing BOE Sensor Technology Co., Ltd.,
	Suzhou BOE Sensor Technology Co., Ltd.
	Beijing BOE Shengshi Technology Co., Ltd.
MLED Business	BOE MLED Technology Co., Ltd.
	Hefei BOE Ruisheng Technology Co., Ltd.
	BOE Light Technology Co., Ltd.
	Chongqing BOE Display Lighting Co., Ltd.
	Beijing BOE Chagu Electronics Co., Ltd.
	Hefei BOE Display Light Source Co., Ltd.
"N" Business	Beijing Shiyan Technology Co., Ltd.
	BOE HC Semitek (Zhejiang) Co., Ltd.
	BOE HC Semitek (Suzhou) Co., Ltd.
	BOE HC Semitek (Guangdong) Co., Ltd.
	Beijing Zhongxiangying Technology Co., Ltd.

Group Subsidiaries Certified as High-Tech Enterprises

Intellectual Property Protection

BOE strictly adheres to intellectual property laws and regulations, respects the intellectual property rights of all parties, and continuously strengthens its intellectual property management to establish an intellectual property management system aligned with the Company's sustainable development. We provide intellectual property protection training to our employees to continuously enhance their awareness of intellectual property protection and compliance. In business activities such as external procurement, joint R&D, and technical cooperation, we actively incorporate intellectual property cooperation clauses to clearly define patent rights and responsibilities with our partners, thereby achieving mutual benefit and collaborative development through standardized intellectual property management.

As of the end of 2025, BOE's cumulative number of Independent patent applications has exceeded 100,000. Invention patents have consistently accounted for over 90% of annual new patent applications, with overseas patents comprising more than 33%. Our patent portfolio extensively covers multiple countries and regions, including the United States, Europe, Japan, and South Korea, and we have built substantial expertise in cutting-edge fields such as flexible OLED, sensor, artificial intelligence, and big data.

Honors

Ranked 13th globally on the IFI U.S. Patent Grant Ranking, maintaining a position in the global Top 20 for the eighth consecutive year. It is the only Chinese display company to rank among the global Top 20.

As of the end of 2025, BOE has cumulatively received 2 China Patent Gold Awards, 3 China Patent Silver Awards, 29 China Patent Excellence Awards, and 1 China Design Excellence Award.

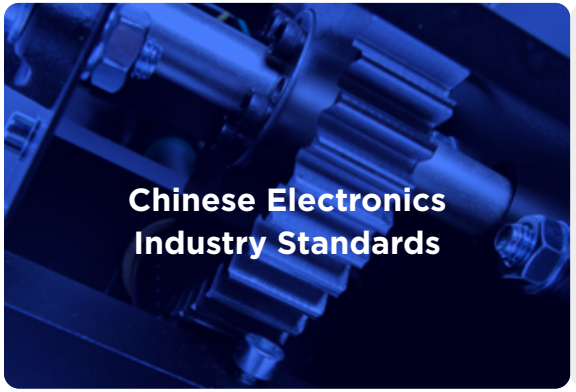
Case | BOE Provides Intellectual Property Guidance for the China Green Technology IP Strategy Accelerator (IPMC) >>>>>>

BOE is committed to empowering more innovators through its "Technology + Green" development philosophy. In 2025, as a strategic supporting partner of the WIPO GREEN China City Accelerator, BOE provided intellectual property guidance—including risk prevention, layout strategy, and value transformation—to dozens of companies across two cohorts of the China Green Tech IP Strategy Accelerator (IPMC). This initiative helped Chinese green tech enterprises establish international intellectual property strategies, ensuring that intellectual property continues to serve as a catalyst for green innovation, driving the high-quality development of green industries, and contributing more wisdom and strength to a green future. The participating enterprises are all leading technology companies and unicorns in various sub-sectors of China's carbon neutrality sector, covering numerous key carbon neutrality fields such as hydrogen energy, perovskites, carbon capture and utilization, and synthetic biology.

China Green Tech IP Strategy Accelerator (IPMC)

Participation in Standard Development

BOE actively promotes the deep integration of technological innovation and industry standards, taking the lead in the development of numerous standards to transform core technologies into industry norms and translate innovative achievements into industrial value. By the end of 2025, BOE had presided over the formulation and revision of 129 domestic and international technical standards and participated in the formulation and revision of 340 domestic and international technical standards.



Presided over the official release of six China Electronics Industry Standards, including *Liquid Crystal Display Devices—Part 2-2-2: Detailed Specifications for Color Matrix Liquid Crystal Display Modules for Monitors* (SJ/T 11459.2.2.2-2025), *Display Light Source Components—Part 3-8: Detailed Specifications for Micro and Mini-LED Backlight Assemblies* (SJ/T 11460.3.8-2025), *General Specifications for E-Paper Display Terminals* (SJ/T 12083-2025), *Liquid Crystal Display Devices—Part 2-2-5: Detailed Specifications for Liquid Crystal Display Modules for Televisions* (SJ/T 11459.2.2.5-2025), *Flexible Display Devices—Part 3-4: Detailed Specifications for Rollable Flexible Display Modules* (SJ/T 11847.3.4-2025), and *Liquid Crystal Display Devices—Part 2-2-3: Detailed Specifications for Color Matrix Liquid Crystal Display Modules for Portable Computers* (SJ/T 11459.2.2.3-2025).

Presided over the official release of eight association standards, including *Technical Requirements for IoT Personal Health Data Management Platforms Based on Data Lake Technology* (T/CCSA 637-2025), *Technical Specifications for Mini-LED Backlit LCD Displays for Virtual Reality* (T/CVIA 153-2025), *Technical Specifications for Thin-Film Transistor (TFT) Digital X-Ray Imaging Devices* (T/CESA 1396-2025), *Technical Specifications for E-sports LCD Modules in Portable Computers* (T/CESA 1397-2025), *Technical Specifications for Planar Flexible OLED Display Modules for Portable Computers* (T/ZSA 298-2025), *Technical Specifications for Image Quality of Flat-Panel Televisions under Ambient Light* (T/CVIA 162-2025), *Technical Requirements for AI-based Information Release Systems* (T/UWA 037-2025), and *Technical Requirements and Testing for Haptic Feedback in In-vehicle Display Terminals* (T/CCSA 734-2025).

Major Standard Achievements Released in 2025

Building Technology Hubs

To support the strategic development framework of "Empower IoT with Display" and explore new opportunities for the "Nth Curve," BOE continues to deepen the development of its three major technology hubs: display technology, IoT innovation, and sensor components. Supported by five key platforms—funding, experimental platforms, incubation services, creative brainstorming, and talent exchange—we maintain close collaboration with partners across the industry chain, universities/research institutions, and emerging innovation organizations. By the end of 2025, BOE had appointed numerous distinguished experts and scholars as scientific advisors. We collaborated with a wide range of partners to co-create innovations in fields such as new display, advanced backplanes, AI-enabled technologies, glass substrate innovations, and photoelectric sensing. Additionally, we organized a series of specialized forums on topics including Oxide, f-OLED, ADS Pro, and health-focused displays, garnering widespread attention from the industry, academia, and research communities.

In 2025, BOE officially inaugurated the BOE Hong Kong Collaborative Innovation Research Institute in Hong Kong. As a key hub within BOE's global innovation network, the institute will fully leverage the strengths of Hong Kong as an international gateway and a hub for innovation resources to build an open and integrated transnational R&D ecosystem.

Innovative Achievements from the Technology Hub

During the reporting period, BOE adhered to an innovation-driven approach and engaged in extensive collaboration with partners, yielding a series of achievements. For example, BOE launched its BNL technology, driving innovation in areas such as spectrum, light shape, temporal variation, and light oscillation, and working with partners to advance the development of healthy display technologies. BOE also collaborated with partners on co-creation in innovative areas, including material validation platforms, AI-powered material design, OLED optoelectronic device integration, algorithm simulation, and glass packaging substrates.

Case | **BOE Hosts the Health-focused Displays Technology Innovation Hub Forum** >>>>>>

In December 2025, BOE hosted the Health-focused Displays Technology Hub Forum in Chengdu under the theme "Vivid Vision, Healthy Companion." During the forum, BOE showcased its industry-leading Beneficial Natural Light (BNL) Technology and a range of innovative exhibits, while experts from universities, industry, and enterprises shared technical advancements and cutting-edge insights from academia and industry. Moving forward, BOE will continue to collaborate with global ecological partners to lead the development of industry standards for healthy displays, delivering an ultimate visual experience that is closer to natural light—one that is healthier and of higher quality—to consumers worldwide.

BOE Health-focused Displays Technology Hub Forum

Adherence to Technology Ethics

BOE's research and innovation activities in the field of Smart Medical Engineering involve clinical trials. To strictly adhere to research standards and ensure the compliant conduct of trials, we have established a robust technology ethics management system to effectively safeguard the rights and interests of participants and promote the enhancement of technology ethics awareness.

Technology Ethics Management System

To standardize the management of research ethics and establish a solid foundation for experimental compliance, the Company has established a comprehensive technology ethics management system in the field of Smart Medical Engineering and set up a specialized ethics review mechanism. As of the end of 2025, we had formulated a series of regulations, including the *Charter of the Ethics Review Committee*, *Duties of the Ethics Review Committee*, *Guidelines for Ethics Review Application,* and *Recusal System for Ethics Review*, to comprehensively standardize the management of the entire technology ethics review process.

Affiliated hospitals have established ethics committees responsible for reviewing and evaluating new technologies and projects. The committee chair is the hospital director, and members include lawyers, external experts, the director of the Medical Affairs Department, and directors of various clinical departments. All appointed committee members are required to complete professional training in biomedical research ethics, *Good Clinical Practice* (GCP), and ethics review to ensure the scientific rigor, standardization, and thoroughness of the review process.

Note: The technology ethics management system was established by Chengdu BOE Hospital; Ethics Committees are established at Chengdu BOE Hospital and Beijing Oasis International Hospital.

Research Risk Management

We prioritize research risk management, minimizing risks through comprehensive ethical oversight throughout the entire process to maximize the safety and well-being of participants. At the same time, we accurately identify potential technology ethics risks, such as data security and privacy protection, and formulate and implement strict risk prevention and control measures to achieve the coordinated development of scientific innovation and ethical standards.

- Ensure that all technological innovation research is ultimately aimed at promoting patient safety and well-being;
- Strictly comply with relevant national laws and regulations on medical device supervision and management, as well as internationally recognized ethical guidelines, to ensure the legality and compliance of research;
- Ensure that participants voluntarily join the research based on full informed consent and provide explicit written consent;
- Implement robust data security measures, including advanced encryption technologies and strict access control management, to safeguard participants' personal privacy and confidential information;
- Uphold transparency regarding research objectives, methods, results, and conclusions, and resolutely oppose any form of false advertising or data manipulation.

Technology Ethics Training

BOE has integrated technology ethics training into the routine operations of research management, continuously strengthening the ethical and compliance awareness of all employees. In addition, we encourage and support employees to participate in various academic and industry conferences to discuss cutting-edge issues and solutions in technology ethics with industry peers. In 2025, we conducted a total of 20 technology ethics training sessions, including 4 research ethics training sessions and 8 GCP ethics training sessions held by Hefei BOE Hospital, as well as 8 technology ethics training sessions organized by the Smart Prevention and Control division.

In 2025, regarding the Smart Medical Engineering Business

Incidents of medical ethics violations	Science and technology ethics training sessions conducted	Employees covered by science and technology ethics training and public outreach
0	**20**	**150+**

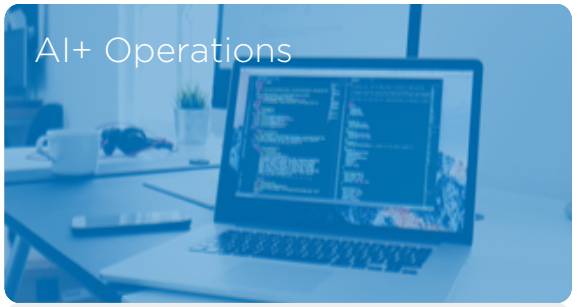
Artificial Intelligence Applications

BOE closely adheres to its "AI+" strategy, deeply integrating advanced AI technologies with the display industry. By focusing on the three key areas of "AI+ Manufacturing, AI+ Products, and AI+ Operations", the Company is building an intelligent system that spans the entire display value chain, making production more efficient, products smarter, and management more scientific.

As of the end of the reporting period, BOE had established a comprehensive "end—edge–network–cloud–data–intelligence" AI technology innovation system. The Company completed systematic planning for the resource layer, data layer, capability layer, application layer, and AI security management mechanisms, solidifying a scientific, stable, and secure foundation for technological innovation to help the enterprise continuously build differentiated competitive advantages. In 2025, the Company formulated the *Artificial Intelligence Security Management Measures*, establishing a comprehensive protection system across multiple dimensions—including data security, algorithm and model security, and AI product and application security—to guard against potential security risks during the development, deployment, and use of AI-related products, thereby ensuring safety and compliance throughout the AI usage process.

BOE focuses on the intelligent transformation of all production elements in manufacturing and was the first in the display industry to launch the BOE AI Factory. The BOE AI Factory is a new paradigm driven by next-generation AI technology, making all production elements AI-native and achieving superior performance in overall operational efficiency. The first batch of planned AI factories is being implemented in an orderly manner, delivering comprehensive improvements in quality and efficiency across scenarios such as production planning, material supply, manufacturing, quality management, energy management, and environmental safety.

We are driving product innovation across a multi-tiered model encompassing "device–complete equipment–system–scenario," achieving continuous breakthroughs in image quality, power consumption, eye protection, and interactivity. Concurrently, we have established an AI-driven innovation pathway covering materials research, simulation design, process innovation, intelligent algorithms, and terminal scenario innovation. As of the end of the reporting period, we had empowered multiple scenarios including office, home, education, entertainment, and healthcare, continuously advancing the evolution of our technology and products.



Through a dual-engine approach of intelligent foundational development and operational intelligence transformation, we have focused on areas such as market analysis, planning, supply chain, and business management, achieving continuous progress in key functions including market insights, production planning, integrated supply, and operational management.

BOE Blue Whale Display Large Model

Leveraging over 30 years of accumulated industry expertise, BOE has developed the BOE Blue Whale Display Large Model. The BOE Blue Whale Display Large Model is characterized by its multi-modal, multi-scenario, high-precision, and powerful inference capabilities. Built upon high-quality datasets, high-performance intelligent computing platforms, and an end-to-end AI security system, it continuously delivers leading digital and intelligent solutions to three major business segments: manufacturing, product innovation, and business management.

Digital Transformation

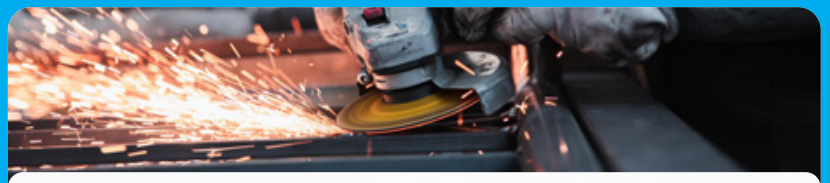
In advancing its "Empower IoT with Display" strategy, BOE has consistently placed digital transformation at the core of its corporate strategy. With the goal of building a "digital and visual BOE," the Group continues to invest in and systematically implement end-to-end digital transformation across the value chain. The Group's digital transformation is anchored by the specific objectives of "Four Alignments, Internal and External Empowerment, Data-Driven Operations, and Intelligent Management." This drives comprehensive data integration and efficient interoperability across the Group, enabling multi-dimensional associative modeling and analysis. As a result, data application efficiency is enhanced, the value of data assets is fully unleashed, and sustainable corporate development is achieved.

Through years of dedicated development, the Company has systematically advanced a series of digital transformation projects in core areas such as R&D, manufacturing, supply chain, and marketing. We have continuously optimized our operational systems, enhanced collaborative efficiency, and improved employee and customer experiences, laying a solid foundation for high-quality and sustainable development. In 2025, key digital transformation projects achieved remarkable results, and the value of digital transformation continued to be realized.

Key Achievements of the 2025 Digital Transformation Initiative*

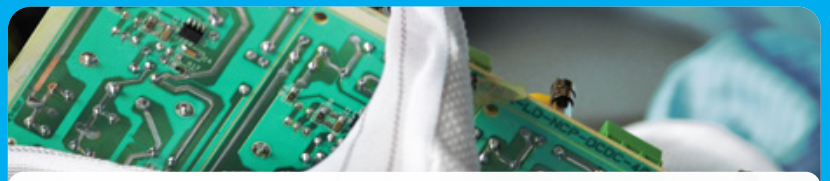
R&D

Standardized master data, including product and Bill of Materials (BOM) standards, resulting in an **80%** increase in BOM assembly efficiency. By standardizing product genealogy management, product specification management, change management, and design collaboration, data accuracy and management efficiency were improved by **80%**.



Manufacturing

The Sales and Operations Planning (S&OP) delivery achievement rate increased by **10%**, and the commitment response time was reduced by more than **50%**.



Business and Finance Empowerment

Monthly closing efficiency for individual financial units improved by **20%**, and internal transaction reconciliation efficiency increased by **17%**.

*Data scope covers only display devices and IoT innovation businesses.

Case | Zhongxiangying Empowers High-End Manufacturing with Digital Intelligence, Setting a Benchmark for Digital Transformation >>>>>>

In 2025, Beijing Zhongxiangying Technology Co., Ltd. (Zhongxiangying), a subsidiary of BOE, won two prestigious honors—the National Outstanding Case of Enterprise Digital Transformation and the Outstanding Case of Big Data Innovative Application—recognizing its breakthrough achievements in digital transformation and establishing a benchmark for high-end manufacturing.

National Outstanding Case of Enterprise Digital Transformation: Addressing industry pain points such as long R&D cycles and high costs in traditional display manufacturing, Zhongxiangying developed a data-driven collaborative optimization platform. This platform achieved three major breakthroughs for the first time: intelligent coordination across the entire process flow, device structure, and manufacturing yield.

- **Dual-Engine of Machine Learning and Physical Models:** By integrating multi-modal R&D and production data, the platform reduced reliance on experiments by over 35%;
- **End-to-End Efficiency Gains:** The R&D cycle for new products was shortened by 30%, and the yield improvement cycle was reduced by 20%, resulting in tens of millions of RMB in increased profits and significantly lower R&D costs;
- **Technological Breakthroughs:** Through independent innovation in core technologies, Zhongxiangying has become a key driver for the upgrading of the display industry.

Outstanding Case of Big Data Innovative Application: Zhongxiangying focuses on customer delivery response and production scheduling needs. By fully leveraging production, supply, and sales data to provide precise analysis and intelligent decision-making, the Company demonstrated four core advantages:

- **End-to-End Intelligent Control:** From order intake to product delivery, the system generates optimal production schedules with a single click;
- **Cross-Industry Empowerment:** The solution has been applied in high-end manufacturing sectors including panel manufacturing, module assembly, and automotive production;
- **Data-Driven Efficiency Improvements:** Reduced changeover loss (line-switching loss) by 10%, lowered Work-in-Process (WIP) inventory by 10%, increased bottleneck equipment capacity by 1%, and boosted scheduling efficiency by 80%;
- **Data Multiplier Effect:** By integrating multi-dimensional data across production, inventory, and equipment, the solution reduces manual operations while enhancing the real-time responsiveness and flexibility of planning and scheduling.

National Outstanding Case of Enterprise Digital Transformation

Outstanding Case of Big Data Innovative Application

Honors

"BOE Naked-Eye 3D AIGC Content Generation and Display Platform" won the 2025 SID China Display Industry Award for Display Application of the Year (Expert Jury Gold Award)

"Smart Interactive Whiteboard C100 Series" won the 2025 SID China Display Industry Award for Display Application of the Year (Bronze Award)

"Smart LCD Picture Quality Compensation Algorithm Component" won the 2025 SID China Display Industry Award for Display Component of the Year (Bronze Award)

The project "Key Technologies and Systematic Applications of Industrial Large Models for Display Manufacturing" received the 2025 CCF (China Computer Federation) Science and Technology Progress Award (Third Prize)

"Display Industrial Large Models Empowering the Intelligent Leap of Display Manufacturing" was selected as one of the 2025 Top 10 National Enterprise Digital Empowerment Cases by the Zhongguancun Digital Economy Industry Alliance

Beijing Zhongxiangying Technology Co., Ltd. received the honors for National Outstanding Case of Enterprise Digital Transformation and Outstanding Case of Big Data Innovative Application at the 2025 Global Digital Economy Conference

Smart Scenarios Expansion

Leveraging its strengths in display technology, BOE is advancing the comprehensive penetration of smart scenarios, deepening integrated innovation in Smart Medical Engineering, and achieving the full implementation of IoT innovations.

Strengthening Technological Advantages

BOE adheres to a dual-drive strategy of "Technology + Brand," focusing on its core display business while expanding into high-potential fields such as sensing and MLED. By developing core technology products and extending its technological footprint, BOE provides global users with more groundbreaking and valuable product solutions, continuing to lead the direction of the global display industry.

See Beyond

ADS Pro

An industry-leading, high-end LCD technology solution independently developed by BOE. It offers advantages such as a full viewing angle with no color shift and ultra-high refresh rates, delivering more lifelike picture quality and a smoother experience.

- rigid touch
- eye care
- eco-friendly & low-carbon
- ultra-high refresh rate
- perfect picture quality at any angle

f-OLED

BOE's proprietary, industry-leading high-end flexible OLED technology solution. It features brilliant colors, versatile forms, and high functional integration, providing users with an immersive and stylish experience anytime, anywhere.

- freeform design
- energy-efficient & adaptive
- eye care
- true-to-life visuals
- smart integration

α-MLED

An industry-leading, high-end glass substrate active-matrix LED display system and solution pioneered by BOE. It is characterized by ultra-high brightness, ultra-high contrast, an ultra-wide color gamut, and ultra-low flicker, offering users an ultimate, borderless, and immersive experience across all scenarios.

- ultimate picture quality
- exceptional all-scenario performance
- seamless tiling
- low power consumption & eye care

Delving Display Technologies

BOE focuses on breakthroughs in display technology innovation. Leveraging its diverse portfolio of core display technologies and comprehensive product solutions, BOE empowers various application scenarios, including smart terminals, automotive displays, and IoT. In 2025, BOE developed a cumulative total of 760 LCD products, 127 OLED products, and 1,851 terminal products, with many achieving global or industry-first launches, demonstrating fruitful achievements in technological innovation.

Honors

OLED gaming smartphone under-display camera technology: SID 2025 DIA – Display of the Year

OLED smart cockpit: SID 2025 PCA – Best Automotive Display

UB Cell technology: IFA 2025 UB – Smart Eye-care Technology Gold Award

7.9-inch 4K Lithography AMQLED Prototype: DIC EXPO 2025 – Display Device Innovation Gold Award

55-inch 4K-H UB Cell G.3: ICDT 2025 – Best Innovative Display Gold Award

Ultra-thin Ultrasonic Fingerprint Sensor for Foldable Screens: ICDT 2025 – Best Display Component Product Gold Award

44.8-inch PHUD Smart Cockpit: ICDT 2025 – Best Innovative Display Application Technology Gold Award

BOE Naked-Eye 3D AIGC Content Generation and Display Platform: ICDT 2025 – Best Display Application Product Award (Expert Jury Gold Award)

Flexible OLED Technology

Leveraging industry-leading flexible display solutions—including foldable, sliding, and rollable screens as well as full-screen designs—BOE has established deep partnerships with leading global terminal brands. Its flexible display technology is not only widely adopted in the smartphone sector but also continuously expanding into diverse applications such as laptops, automotive displays, and wearables. According to the latest data from Omdia, as of the third quarter of 2025, BOE's flexible OLED shipments have consistently ranked first in China and second globally for several consecutive years.

Oxide Technology

BOE's Oxide technology, an industry-leading solution combining high performance with low power consumption, primarily powers the high-end display sector across all screen sizes. It has achieved significant breakthroughs in key application scenarios such as low-carbon office, premium gaming, and innovative displays. In 2025, Oxide technology underwent continuous iterative upgrades, providing core support for scaling up high-end product volumes and enhancing efficiency. Multiple technologies, including High-Mobility Top Gate and 1Hz Low-Frequency, achieved first-to-market mass production, helping customers break into the high-end market.

Circular Polarization Technology

BOE has partnered with the globally renowned display brand AOC to launch the first Eye-care Circular Polarization gaming monitor, powered by BOE's high-end LCD technology brand, ADS Pro. With three key advantages—next-generation circular polarization eye-care technology, an ultimate gaming experience, and flawless high-definition picture quality—this product sets a new industry benchmark for healthy displays.

Beneficial Natural Light (BNL) Technology

At the BOE Innovation Partner Conference 2025 (BOE IPC 2025), BOE unveiled its Beneficial Natural Light (BNL) technology. Modeled after beneficial natural light, this technology leverages light emitted from the display through over 10 core technologies across four key dimensions: spectral optimization, polarization adjustment, light pattern optimization, and time-varying adaptation. It precisely replicates the healthy and comfortable characteristics of natural light, restoring the display's natural attributes and optimizing the visual experience from the source. Key innovations include the first-ever in-cell light-sensing integration, as well as the debut of infrared light and the innovative technology for randomized directional polarization on RDF, alongside industry-leading full-spectrum, red-light, and ultra-high-frequency PWM dimming technologies. Currently, BNL technology is being applied to a full range of terminal products, including monitors, tablets, and smartphones, covering scenarios such as home entertainment, commercial displays, esports, and education, promoting a harmonious coexistence between electronic displays and the human visual system.

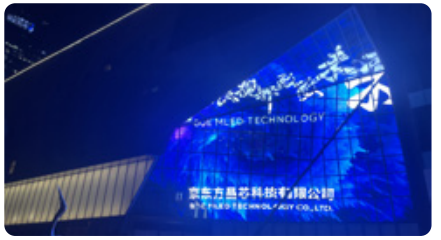
Natural Light: the Secret to Greater Visual Comfort

Properties of Natural Light

Expanding MLED Products Portfolio

BOE's MLED business develops COB, COG, SMD, and Micro LED display products. Multiple direct-view products have entered mass production and are supplied to numerous brand clients, while backlight products have achieved a multi-sector footprint spanning televisions, monitors, laptops, commercial displays, and automotive applications.

In 2025, BOE's large-panel high-end COB products reached industry-leading levels in ultra-high brightness, ultra-high ambient light contrast, ultra-low power consumption, high color gamut, and 14.5-inch large modules. This enhanced the core competitiveness of our high-end products and provided high-value solutions for brand clients and diverse application scenarios.



Hefei Yintai in77

Zorlu Performing Arts Center

Honors

BOE MLED BYB Series: 2025 CI BEST Awards – Best Outdoor Display Product of the Year

BOE MLED MPD P0.6: 2025 International Audio-Visual Technology and System Integration Exhibition – Best of Show Awards

COB P1.2 LED Indoor Display Project: "Cloud Sail Initiative" – Exemplary Case for Digital Enterprises Going Global

BYH-009 Ultra: ISLE 2025 – Silver Display Award

BYB Series: 2025 SID China – Best Display Product of the Year (Bronze Award)

8K Ultra HD XR Projection Equipment: Film Golden Digital Honorary Recommendation Certificate and Outstanding Independent R&D Technology of the Year

BOE MLED BYH Ultra P0.9: ICDA Huaxian Award – Innovation Product Gold Award

Case | BOE's MLED Business Actively Contributes to White Papers and Technical Standards >>>>>>

BOE's MLED business is deeply committed to technological R&D and industrial collaboration. Leveraging years of technical expertise, the Company contributed to the development of multiple industry white papers and technical standards in 2025.

- Contributed to the *CMMA 2025 MLED Display Industry White Paper*, Hangjianet.com's *2025 Survey White Paper on Film & Television and Rental LED Displays* and *2025 Global LED Display Survey White Paper*, systematically analyzing the current development status, technical bottlenecks, and future trends of China's MLED industry.
- Contributed to the industry standard SJ/T 11460.3.8-2025 *Display Light Source Components—Part 3-8: Micro and Mini-LED Backlight Modules: Detailed Specifications* as one of the main authors. This provides a clear technical roadmap for the optoelectronic performance requirements and reliability testing of micro and Mini-LED backlights, filling a standardization gap for miniaturized, highly integrated backlight modules and providing the Company with a strong regulatory foundation to seize early opportunities in the MLED market.
- Contributed to the T/CVIA 167-2025 *Mini-LED AM Driver Communication Protocol,* which clarifies the technical specifications for AM driver communication. This breaks down technical coordination barriers among core components, modules, and terminals, facilitating technological iterations of Mini-LED in terms of image quality and energy efficiency.
- Contributed to the T/CVIA 165-2025 *General Specifications for In-Vehicle Mini-LED Backlight LCD Displays*, filling a technical gap in the in-vehicle Mini-LED backlight display sector. This standard provides a unified industry reference for achieving high image quality and stability in automotive displays, thereby accelerating the large-scale commercialization of new in-vehicle display technologies.

Deepening Expertise in the Sensing Field

BOE is deeply committed to the research and development of light curtain technology, actively promoting its application across various sectors, including architecture and automotive. Leveraging its extensive expertise in display and flexible technologies, the Company has innovatively developed flagship products such as zone-dimming windows, narrow-bezel dimming windows, and flexible dimming sunroofs, which have already been adopted in ultra-luxury flagship sedans and MPVs. The Company's independently developed X-ray flat-panel detectors significantly reduce radiation exposure through optimized panel processes, extensively empowering healthcare scenarios and demonstrating the humanistic value of technology. Furthermore, the Company's independently developed remote sensing products and solutions utilize sensing technology to empower unmanned terminals, enabling environmental self-adaptation and remote control, providing technical support for intelligent operation and maintenance across multiple sectors.

Dimmable Windows

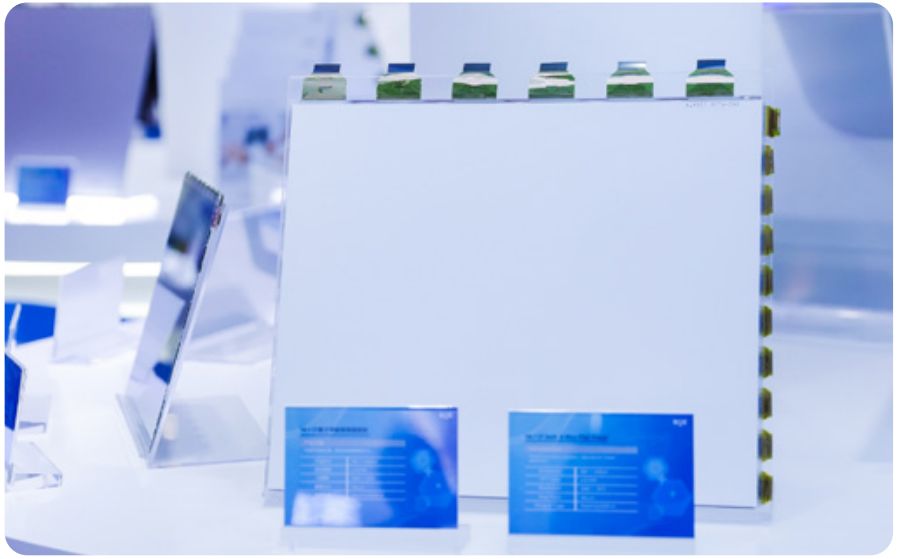
Honors

Light Curtain Technology: "Cloud Sail Initiative" – Exemplary Case for Digital Enterprises Going Global

Flexible Light Curtain: 2025 DIC AWARD – Display Application Innovation Award (Silver Award)

X-ray Flat-panel Detector Backplane: Received the Three-New Certification for new technologies, new products, and new services in Beijing

BOE's Urban Intelligent Perception System: Received the Outstanding Scenario Case in the 2025 Annual Report of the UN-Habitat China Future Cities Advisory Committee



X-ray Flat-Panel Detector (FPXD) Backplane Products

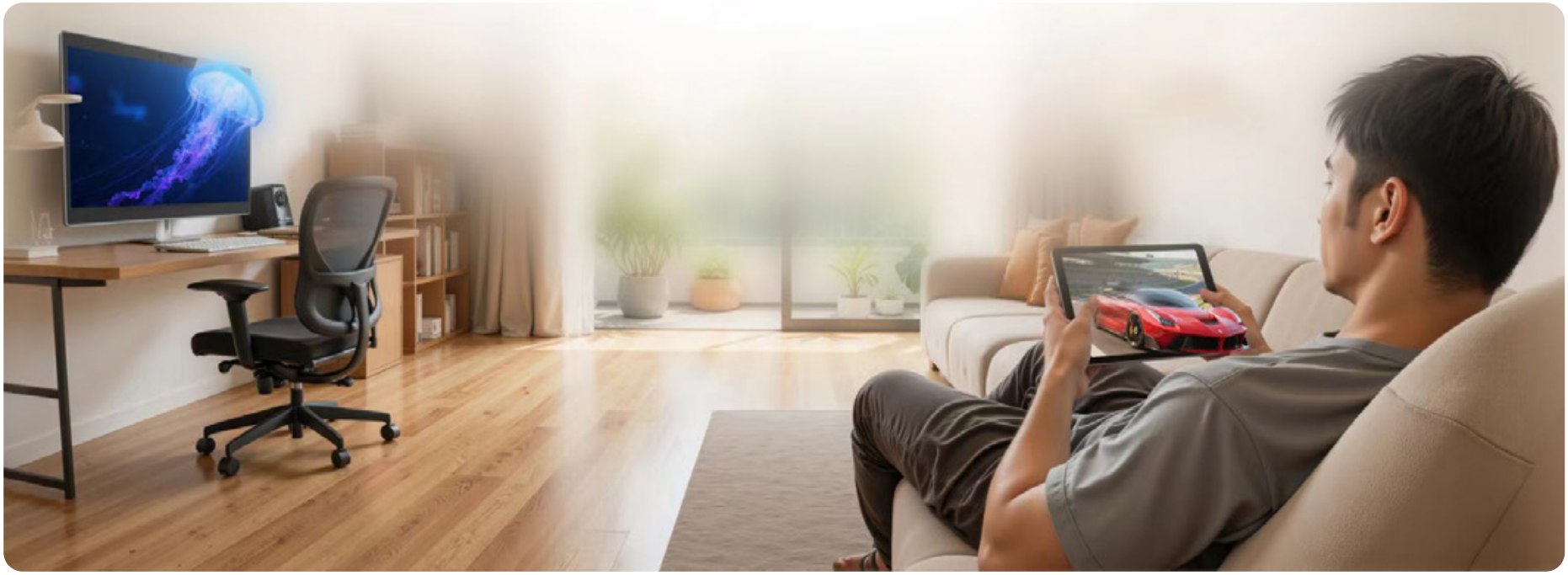
Exploring Light Field Technology

Light field displays offer users a deeply immersive experience, effectively enhancing information retrieval efficiency and interaction quality, representing the future direction of human-computer interaction technology. The proprietary 3D light field technology developed by Beijing Shiyan Technology Co., Ltd., a subsidiary of the Group, can faithfully reproduce the three-dimensional information of the physical world. It improves the accuracy of information capture in fields such as healthcare, education, and industrial design, while providing a rich sense of immersion and emotional value in areas like video communication and gaming.

In 2025, Shiyan Technology completed the development of 12.7-inch light field display technology and launched a monocular retina-level light field tablet. Equipped with a 49-megapixel panel, the device achieves 2.5K retina-level clarity per eye. Combined with eye-tracking technology, it delivers an ultra-wide depth of field of 80 cm, marking a major breakthrough in light field display technology.

Honors

Ultra-HD Medical-grade Glasses-free 3D Display: Received the Three-New Certification for new technologies, new products, and new services in Beijing



Diverse Innovative Applications

BOE leverages its core display technologies as a foundation to extend its layout into multi-scenario innovative applications, continuously transforming technology into commercial and industrial value.

Smart In-Vehicle Applications

In the smart in-vehicle sector, BOE leverages cutting-edge display technologies and intelligent cockpit solutions to deliver a new driving experience characterized by intelligence, safety, and comfort. Through diverse, borderless screen interactions and immersive, scenario-based experiences, BOE creates a warm and welcoming Third Space for drivers and passengers.

Deeply engaged in the automotive display sector, BOE Varitronix has launched the "HERO" smart cockpit solution, which encompasses Healthiness, Entertainment, Relaxation, and Office scenarios, continuously building a new ecosystem for smart mobility. In terms of product development, BOE Varitronix continues to introduce high-quality, low-power, lightweight, easily disassembled, and recyclable products. Notably, its 10.1-inch automotive LCD display and 12.03-inch PHUD (Head-Up Display) have both obtained carbon footprint certification.

Honors

OLED Smart Steering Wheel: 2025 SID China – Display Industry Award for Best Innovative Display Application Technology ff Award (Bronze Award)"

In-Vehicle Tiled Sliding Rollable Flexible Display: CES Innovation Award 2025 – Outstanding Award in In-Vehicle Entertainment

BOE Varitronix: 2025 Golden Kunpeng Awards – Best New Quality Productive Forces Listed Company

OLED Smart Steering Wheel

In-Vehicle Stitched Rollable Flexible Display

Technology Services Business

As one of BOE Group's "N" category application-scenario businesses, the Technology Services Business leverages industrial resources and innovative business models to accelerate the implementation of the Group Innovation Center's "Five Major Platforms" and "Six Major Products." In 2025, each business unit within BOE Technology Services demonstrated a clear sustainable development path across industrial empowerment, ecosystem building, innovation incubation, and service enhancement, collectively fostering a high-quality development pattern characterized by green, innovative, and collaborative practices.

UBP Park

ZODIAC Hub – New Quality Industrial Park

UBP Park	With innovation and sustainability as core drivers, the park has established a dual-engine system of industrial clustering and ecosystem empowerment, having earned numerous national and municipal honors such as "Low-Carbon Space" certification and the designation as a "Future Display Industrial Park."
ZODIAC Hub	Setting industry benchmarks in new-quality industrial parks, office buildings, and green architecture, the hub continuously strengthens its ecosystem connectivity as a "Time Partner."
BOE Life Science Industrial Base	Centered on an integrated "Medical, Educational, Research, Industrial, and Application" layout, it accelerates the green convergence of innovation and industrial chains in the life science sector.
BOE Cloud Computing Center	Supported by green intelligent computing infrastructure, it builds a secure, reliable, and energy-efficient digital foundation to empower the intelligent and low-carbon transformation of industries.
UCP Park	Leveraging the digital cultural industry base, it promotes the deep integration of culture and technology, enhancing regional vitality and the innovation atmosphere through high-quality events.
LIMO	As a key platform for government-enterprise collaboration, it builds a sustainable enterprise incubation and talent service system through innovation and entrepreneurship competitions and support activities.
BOE Property Management	Deepening service offerings around customer value, steadily expanding service scenarios, and continuously improving service quality and customer satisfaction.

Smart Medical Engineering Integration

BOE responds to the "Healthy China" national strategy by deeply integrating the fields of technology and medicine, continuously promoting innovative development in the convergence of medicine and engineering. We focus on scenarios such as homes, communities, and hospitals, building a comprehensive, full-cycle health service system through a health IoT platform.

Medical Engineering Research

BOE Smart Medical Engineering operates the Medical Engineering Research Institute, which focuses on the R&D of interdisciplinary medical-engineering technologies and major medical research projects. The Institute oversees multiple national and provincial-level key collaborative projects, conducting in-depth research on digital and intelligent diagnostic and treatment technologies in fields such as cerebrovascular and chronic diseases. Key initiatives include core projects such as the *Research on Key Technologies for Intelligent Diagnosis and Treatment and Medical Quality Monitoring Platform for Improving Outcomes of Cerebrovascular Diseases* under the National "14th Five-Year Plan" Special Project on Common and Frequent Diseases, and the *Research on New Digital and Intelligent Technologies and Strategies for Primary Prevention and Control of Ischemic Cerebrovascular Diseases* under the National "15th Five-Year Plan" Special Project on the Four Major Chronic Diseases. In 2025, the Institute continued to advance the productization of core technologies, completing the development of non-invasive blood pressure monitoring terminals based on advanced sensing, a decision-support assistant for stroke diagnosis and treatment, and the iteration of a smart management system for the secondary prevention of cerebrovascular diseases.

Additionally, BOE has established in-depth industry-academia-research collaborations with medical institutions such as Beijing Tiantan Hospital and the Cancer Hospital of the Chinese Academy of Medical Sciences. It has established medical technology innovation platforms including: Beijing Key Laboratory for Cerebrovascular Disease Drug and Medical Device R&D, Beijing Key Laboratory for Tumor Cell and Gene Therapy and Immune Microenvironment Research, Beijing Key Laboratory for Smart Elderly Care and Health Engineering, Beijing Key Laboratory for Tissue and Organ Bio-manufacturing, Repair, and Regeneration. These platforms provide core platforms and resource support for interdisciplinary medical-engineering R&D and the innovation and commercialization of pharmaceuticals and medical devices.

Honors

The Assistant Robot developed by BOE's Smart Medical Engineering Research Institute: The 7th Science and Technology Innovation Competition (Robotic Medical Application Scenarios) – Third Prize

Non-invasive Vital Signs Monitoring Technology and AI-Based Chronic Disease Management System	Enables the transformation of core technologies into wellness and elderly care scenarios, expanding the boundaries of Smart Wellness and Elderly Care services.
Cell Therapy Technology	Promotes the deep integration of cutting-edge technology with clinical diagnosis and treatment, helping medical institutions upgrade clinical service capabilities.
Home-Based Secondary Prevention Management System for Stroke	Leveraging home health management technology and novel treatment protocols, this system facilitates the market-oriented transformation of medical technologies. It has obtained a *Class II Medical Device Certificate* (Beijing Medical Device Registration Certificate 20252211031).

Major Innovative Achievements in Medical-Engineering Research

Medical Engineering Products

Leveraging AI and IoT technologies, BOE has developed a product and technology platform that integrates medical and engineering disciplines to empower a patient-centered, full-course care service system. The Company focuses on areas such as Regenerative Medicine, Smart Prevention and Control, and smart devices and systems. By addressing market needs and clinical pain points, BOE is accelerating the research, development, and industrialization of medical devices and pharmaceuticals.

Regenerative Medicine

Breakthroughs in Stem Cell Pipeline Technology

Through in-depth research on cell membrane sheets, we have established mature technologies for tissue sample isolation, cell separation, expansion, and culture; cell morphology and functional characterization; cell cryopreservation; and the preparation and transplantation of cell membrane sheets. Compared to traditional cell suspension formulations, cell membrane sheet technology offers significant advantages and can substantially improve the efficiency of cell therapy.

Breakthroughs in Immune Cell Pipeline Technology

We have established mature technology for the targeted induction and expansion of NK cells, capable of isolating and expanding NK cells from healthy human peripheral blood by over 50,000-fold, achieving an NK cell purity of over 99%, with a single-batch production scale reaching the hundreds of billions. For CAR-NK cells, we have established an RNA electroporation system, achieving a CAR-positive rate of 80% and demonstrating significant tumor-killing effects both in vitro and in vivo. We have established strong technological barriers and hold a leading position in the industry.

Honors

The Institute of Regenerative Medicine received the 2025 High-Quality Science and Technology Park Development (First Batch) Fellowship, the Winner's Award at the "Maker Beijing 2025" Innovation and Entrepreneurship Competition, and the Excellence Award at the "4th Central Enterprise Yixing Innovation and Creativity Competition."

Chang Ying Long-View Learning Screen won the "iF Design Award."

Smart Prevention and Control

Myopia Prevention and Control for Adolescents

By integrating medical-grade eye-care technology with the display industry, we have developed the "Light Supplement" and "Distance Supplement" product series targeting adolescents, launching the "Panoramic Reading and Writing Desk" and the "All-Star Reading and Writing Desk." An upgraded "Distance Supplement" product was launched in 2025.

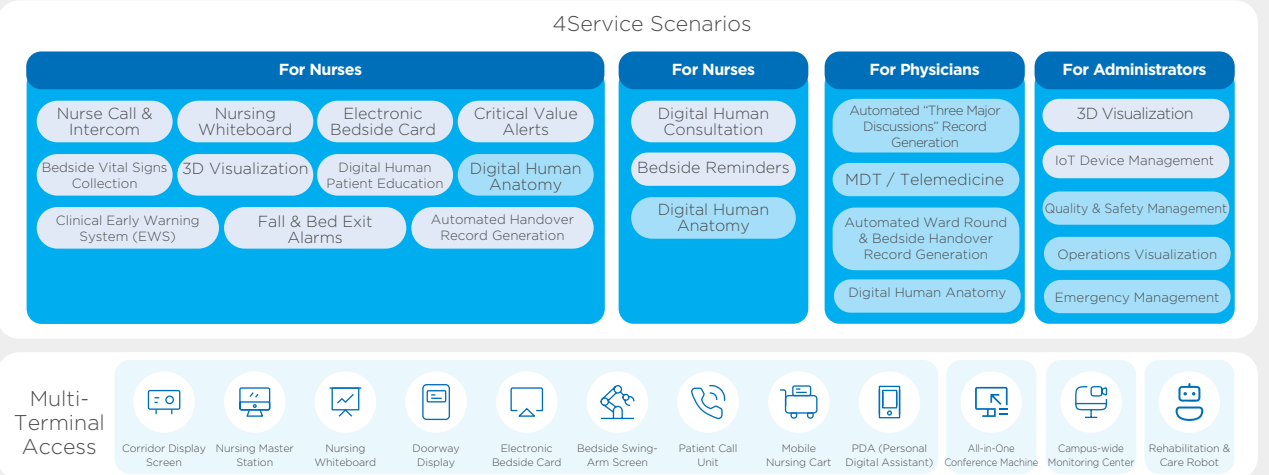
Upgrades to Core Eye-care Technologies

We continue to conduct joint R&D with leading public hospitals to advance myopia prevention and control technologies. In 2025, we completed three iterations of core eye-care technologies.

Smart Healthcare

Smart Hospital Solutions

Focusing on our self-developed multi-agent and digital twin core technologies, we are creating standardized Smart Ward products that integrate hardware and software. This aims to improve medical efficiency, reduce staff workload, and build differentiated core product competitiveness.



Smart Healthcare and Wellness Terminal Products

Starting with stroke management as the entry point, we leverage professional services such as vital sign monitoring, medication management, emotional support, and assessment and early warning systems as core pillars. Using smart home healthcare and wellness terminals as the platform and extending services through IoT systems, we will realize intelligent home-based healthcare and wellness management.

Medical Services

BOE continues to advance the construction of its self-built and self-operated tertiary general hospitals, focusing on building smart hospitals characterized by "technological leadership, digital-driven operations, and innovative models." Its affiliated hospitals—Beijing Oasis International Hospital, Hefei BOE Hospital, Chengdu BOE Hospital, and Suzhou BOE Hospital—have already opened for patient care. Beijing BOE Hospital, serving as the flagship facility of BOE's Smart IoT Hospital network, reached its "topping-out" milestone in September 2025.

Beijing Oasis International Hospital

Offers specialized outpatient services in Traditional Chinese Medicine (TCM) Pediatrics and Pediatric Rheumatology and Immunology; established a multidisciplinary Weight Management Center, Pain Management Center, and Full-Cycle Lung Nodule Management Center; introduced new technologies such as TAB anesthesia; formed 7 specialized medical alliances; maintains a Grade A medical record rate of 95% with zero Grade C records.

Hefei BOE Hospital

Launched 26 specialized outpatient clinics; introduced professional patient escort services; promoted "day surgery" across departments—including General Surgery, Ophthalmology, Orthopedics, and Urology—to enhance diagnostic and treatment efficiency; initiated the "Comprehensive TCM Service System" to systematically drive the high-quality advancement of TCM services; established a HIFU Treatment Center to facilitate precision therapy, minimize complications, and accelerate patient recovery; was designated a "Standardized Training Base for Weight Management Centers," thereby creating a one-stop service platform for medical weight loss and body contouring; maintained a leading position within the province regarding critical cardiac care capabilities, while functional neurosurgical techniques—such as DBS and VNS—ranked at the forefront of the province in terms of both technical proficiency and surgical volume; and the Center for Reproductive Medicine obtained provisional accreditation to commence IVF services.

Chengdu BOE Hospital

The Department of Hematology joined the West China Hematology Specialty Alliance; three projects in the Hematology Laboratory received quality certification from the National Health Commission; awarded the title of "Sichuan Provincial CINV (Chemotherapy-Induced Nausea and Vomiting) Management Standardization Demonstration Ward"; the Department of Cardiology successfully secured approval for the "2025 Provincial Key Clinical Specialty Construction Project."

Suzhou BOE Hospital

Established a key discipline layout centered on the Cardiology Center and Orthopedics Center. The Cardiology Center routinely performs PFA (Pulsed Field Ablation), a new technology, with surgical volumes remaining at the leading level in the city; the Orthopedics Center's Level IV surgeries account for 35% of total procedures.

In alignment with regional medical collaboration across the Yangtze River Delta, the hospital has advanced the standardization of diagnostic and treatment protocols. The Hospital have established a network of national-level specialty alliances, with 5 such alliances already successfully anchored within the institution. Furthermore, we have built an integrated pre-hospital and in-hospital emergency care system; this system has demonstrated highly efficient, standardized, and comprehensive treatment capabilities during numerous public emergency response operations. Consequently, we were designated as one of the first certified Road Traffic Accident Treatment Centers in Suzhou and won First Prize in the Trauma Emergency Care Competition spanning the four provinces of Jiangsu, Zhejiang, Anhui, and Fujian. Additionally, the hospital has successfully obtained "Dual Center" certification from national authorities for both our Chest Pain Center and Atrial Fibrillation Center.

Smart Elderly-care

BOE is developing smart healthcare and senior living communities to enhance its integrated healthcare and senior care service system and its ability to implement these services in real-world settings. As of the end of the reporting period, the Chengdu Smart Healthcare and Senior Living Community had 330 residents, setting a record for the fastest occupancy rate among similar senior living communities in the Chengdu area. Through innovative products and services, the Company has established a dedicated long-term care insurance section, expanded butler and caregiving services, and diversified offerings to include dining, travel, and rehabilitation services.

In terms of business portfolio, the Company is steadily expanding its institutional and home-based healthcare and elderly care solutions. In 2025, it signed contracts for the Suining Future Health City project, the Dong'an Lake International Health Center project, the Zigong Civil Affairs Home-Based Service project, the Jiulong Lake Community "Joyful Aging Care: Precision Healthcare" project, and the "Chengdu Dementia-Friendly Community Construction" project, achieving multi-scenario coverage of healthcare and elderly care services spanning communities, institutions, and homes.

Honors

China Silver-Age CCRC Recommended Projects – Role Model Award

The International Architecture BRICS Award – Finalist

2025 GBE China Medical, Health, and Elderly Care Integration Innovation Development Summit Forum – Annual Best Design Award

Muse Design Awards – Gold Award

Jingrui Science and Technology Awards – Third Prize

Genesis Field

Rooted in long-termism, BOE has developed the "Nth Curve" strategic methodology through 32 years of development. We proactively cultivate cutting-edge innovative technologies, strengthen core technology reserves and transformation of achievements, injecting new momentum into industrial development; together with ecosystem partners, we co-build an open and win-win future ecosystem, deepening cross-domain collaboration and resource integration. The continuous extension of the "Nth Curve" is grounded in respect for nature, giving back to society, and long-term resilience; sustainable development also provides dynamic support, driving the Company to achieve strategic leap from scale expansion to value growth amid global competition and industrial cycle fluctuations.

Action Highlights

Cultivating New Growth Drivers

Beijing Key R&D Laboratory for High-Performance Glass Substrate Sensor, established as a new scientific and technological innovation platform

The "Zero-Carbon Cabin," a comprehensive perovskite BIPV application project established at the Hefei BOE Gen 10.5 TFT-LCD Production Line Park

Building Innovation Hubs

As of the end of 2025, BOE engaged multiple outstanding experts and scholars as technology consultants, collaborating with numerous partners in fields such as new displays, advanced backplanes, AI empowerment, glass substrate innovation, and photoelectronic sensing.

"BOE Hong Kong Collaborative Innovation Research Institute" officially inaugurated in Hong Kong.

Shaping New Eco-Landscape

BOE IPC 2025 Global Innovation Partner Conference: "Empower IoT with Display, AI Ignites the Future"

BOE SPC 2025 Global Supply Partner Conference: "Empower IoT with Display, Co-thrive in Symbiosis"

The "High-Value Ecological Industry Alliance," jointly initiated by BOE and JD.com

Emerging Growth Drivers

BOE adheres to a forward-looking layout and coordinated advancement, taking emerging technologies such as glass substrate and perovskite as development fulcrums to drive industrial upgrading. Relying on mature technology accumulation, the Company activates emerging momentum for high-quality industrial development, providing strong technological empowerment and support for future industrial transformation and upgrading.

Glass Substrate

The development of AI and cloud computing is driving the expansion of the high-performance processor market, leading to a surge in demand for high-performance packaging substrates. Glass-based packaging substrates offer superior performance, enabling smaller line widths and spacing while enhancing interconnectivity. They possess immense application potential in the field of AI computing equipment, facilitating the upgrading of advanced packaging.

To comprehensively enhance glass processing capabilities and achieve the R&D and industrialization of glass substrate packaging technology, BOE invested in and constructed an 8-inch glass substrate and silicon-based compatible new sensor pilot line in 2021. Relying on this platform, the Company completed the development of key technologies for glass substrate carriers and filed multiple technology patents.

Leveraging its expertise in display technology and large-scale integrated intelligent manufacturing, BOE invested in a glass substrate advanced packaging pilot line in 2024. This facility is dedicated to the process technology verification and industrialization development of glass-based IC packaging substrates, aiming to achieve large-form-factor development in packaging.

In 2025, BOE added a new scientific and technological innovation platform: the High-performance Glass Substrate Sensor R&D Beijing Key Laboratory. This laboratory aims to establish a high-performance glass substrate sensor R&D system, develop high-performance glass substrate sensors with independent intellectual property rights, and promote the commercial transformation and application of these products.

Beijing Key R&D Laboratory for High-Performance Glass Substrate Sensor

Perovskite

With its thin, flexible, and low-light power generation characteristics, perovskite technology demonstrates tremendous potential in diversified scenarios such as building-integrated photovoltaics (BIPV), vehicle-mounted photovoltaics, wearable electronics, and IoT sensors. BOE conducts in-depth research on perovskite technology, promotes diversified application expansion, contributes to the cultivation of new quality productive forces, and leads the transformation of the photovoltaic industry.

During the reporting period, BOE established a complete process flow ranging from glove boxes to experimental lines and pilot production lines, achieving a major breakthrough in transitioning from small-area research to large-area industrialization. According to tests conducted by an authoritative third-party laboratory, the steady-state efficiency of BOE's small-cell devices reached 27.61%, setting a new world record. The 2.88 m^2 rigid module on the pilot production line achieved a power output of 579 W, with a full-area efficiency of 20.11%, ranking first in the industry for single-junction large-area devices. Flexible modules also set two world records, with an experimental line efficiency of 21.39% and a pilot line efficiency of 16.6% with a power output of 433 W. This marks a milestone, demonstrating that BOE's perovskite PV modules have reached industry-leading efficiency levels.

In 2025, Hefei BOE Solar Technology Co., Ltd. accelerated the demonstration and application of perovskite PV technology. The Company established the "Zero-Carbon Cabin," a comprehensive perovskite BIPV application project, at the Hefei BOE Gen 10.5 TFT-LCD Production Line Park. The project received one of the first national *Photovoltaic Building Evaluation and Labeling Certificates* and the "Photovoltaic Storage Application Award" from the Asian Photovoltaic Association.

Perovskite Technology

- Enhancing Photovoltaic Economics
- Creating New Growth Points
- Promoting Green Employment and Just Transition
- Advancing Energy Accessibility and Equity

Honors of BOE Perovskite Business

Elected as the "Vice Chair Member" for the 2nd Photovoltaic Building Integration Committee of the China Photovoltaic Industry Association in 2025

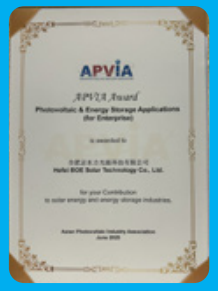
Received the "2025 Technology Excellence Award" at the 7th Perovskite and Tandem Solar Cell Technology Forum

Received the "2025 Technology Achievement Award" and the "2025 Photovoltaic & Engergy Storage Applications Award" from the Asian Photovoltaic Industry Association (APVIA)

Received the "2025 Megawatt Jadeite Award" from the Organizing Committee of the SNEC PV & ES 18th (2025) International Solar Photovoltaic and Smart Energy & Storage and Battery Technology and Equipment Conference and Exhibition

"Vice Chair Member" for the Photovoltaic Building Integration Committee of the China Photovoltaic Industry Association

2025 Technology Excellence Award



2025 Photovoltaic & Engergy Storage Applications

2025 Megawatt Jadeite Award

Future Ecosystem Development

BOE deepens industry-university-research collaborative innovation, joining hands with partners to promote the coordinated transformation and upgrading of the global industrial chain, jointly shaping a green, intelligent, and sustainable industrial future.

Industrial Collaboration

BOE advocates the concepts of openness, inclusiveness, and innovation. The Company is committed to deepening global ecosystem collaboration and systematically constructing its eco-chain. Using platforms such as the Global Innovation Partner Conference (IPC), the Global Supply Partner Conference (SPC), and the Supply Partner GP Exchange Summit, BOE builds open, inclusive, and mutually beneficial exchange platforms to strengthen cooperation among ecosystem partners from all sectors and jointly write a new chapter of high-quality industrial development.

Eco-chain Construction

As a vital component of BOE's "1+4+N+eco-chain" strategic system, the "eco-chain" represents an industrial development circle where the Company collaborates with numerous partners to aggregate resources. Leveraging its influence as an industry leader, BOE attracts and integrates resources through diversified methods—including strategic investment, fund investment, and supply chain finance—releasing synergy through an "industry-capital-policy" multi-wheel drive.

BOE's innovative investment focuses on enhancing industrial chain security and building a healthy industrial ecosystem. The Company implements systematic empowerment around industrial chain development and fully supports the Group's expansion into new technologies and businesses. As of the end of 2025, BOE had accumulated 47 eco-chain-related investments, including 11 listed companies. In terms of investment structure, early and mid-stage projects account for over 65%, while industrial chain security-related projects account for approximately 90%. Categorically, these include 35 materials-related, 8 equipment/spare parts-related, and 4 other investments. With 7 new investments added in 2025, we will continue to collaborate with more partners to blueprint the industrial future.

Strengthening the Industrial Chain	The Company deeply expands into upstream and downstream industrial chains and builds industrial collaboration systems with core partners to jointly construct industrial ecosystems.
Deploying New Technologies	Leveraging investment as a bond, BOE conducts joint R&D with partners to lead industrial upgrading through technological innovation.
Empowering New Businesses	The Company actively explores high-potential fields to support new business development and cultivate new drivers for growth.

Eco-chain Construction Initiatives

Case | BOE IPC 2025 Global Innovation Partner Conference >>>>>>

The BOE Global Innovation Partner Conference (BOE IPC) is an industry grand event hosted by BOE for global display and IoT ecosystem partners. It aims to build an open and collaborative ecological cooperation platform, gathering global partners to explore technological innovation and sustainable development pathways, and promoting the implementation of the "Empower IoT with Display" strategy and industrial upgrading.

In September 2025, BOE hosted the Global Innovation Partner Conference under the theme "Empower IoT with Display, AI Ignites the Future." Building on the format of IPC WEEK, this year's conference featured over a dozen specialized forums, alongside signature events such as investor engagement sessions and an esports carnival. BOE collaborated with ecological partners to launch multiple industry-first products, fully showcasing the Company's market-oriented, international, and professional brand image. At this year's IPC, BOE provided an in-depth interpretation of the theoretical implications of its "Nth Curve" strategic upgrade and unveiled its "1+4+N+eco-chain" strategic development framework and sustainability strategy. Leading the industry toward a new dimension of sustainable development.

BOE 2025 Global Innovation Partner Conference

Case | BOE SPC 2025 Global Supply Partner Conference >>>>>>

The BOE Global Supply Partner Conference (BOE SPC) is a premier annual supply chain ecosystem event for the global display industry. It serves as a core platform for the Company to practice its "Empower IoT with Display" strategy and build a globally collaborative supply chain system.

In May 2025, BOE hosted the Global Supply Partner Conference in Qingdao under the theme "Empower IoT with Display, Co-thrive in Symbiosis." The event saw a record-breaking scale, with over 1,000 representatives from 585 global suppliers in attendance. This conference integrated sustainable development concepts into every stage of the agenda, joining hands with partners to promote the green development of the industrial ecosystem. During the event, BOE presented awards across six categories, including the "Diamond Award," recognizing nearly 100 partners for their outstanding contributions to technology, quality, and service. The Company also signed strategic cooperation agreements with more than ten core partners, defining future directions for deepened collaboration in joint technology R&D and product co-creation. This conference further consolidated the strategic mutual trust and coordination mechanisms between BOE and its global supply chain partners, laying a solid foundation for an intelligent, sustainable, and win-win display industrial ecosystem.

BOE 2025 Global Supply Partner Conference

Deeply Cultivating Vertical Ecosystem

BOE deeply cultivates vertical ecosystem in the display field by initiating industrial alliances such as the High-Value Ecological Industry Alliance and the Best of Esports High-level Alliance. These initiatives aggregate cross-sector resources, break down industry barriers, and release synergy, injecting lasting momentum into the industry's value upgrading.

Case | **BOE Initiates the "High-Value Ecological Industry Alliance," Leading Industrial Value Upgrading** >>>>>>

In August 2025, BOE and JD.com jointly initiated the High-Value Ecological Industry Alliance, marking a historic leap from a logic of competition to a logic of symbiosis within the industry. Building on the third-anniversary achievements of the "BOE-JD Empowerment Plan," BOE adheres to the "resonance between the technology supply side and the consumer demand side" as its core. The Company aims to reshape the industrial value chain through a technology transformation closed-loop, brand awareness building, and ecosystem collaboration upgrading.

The High-Value Ecological Industry Alliance follows three action programs: "technology upgrading, ecosystem collaboration, and green development." Relying on BOE's three premium display technology brands—ADS Pro, f-OLED, and α-MLED—the Alliance establishes a link where "demand feeds back into R&D, and technology reaches users directly" by co-founding joint research institutes and online experience halls, thereby accelerating the implementation of cutting-edge technologies.

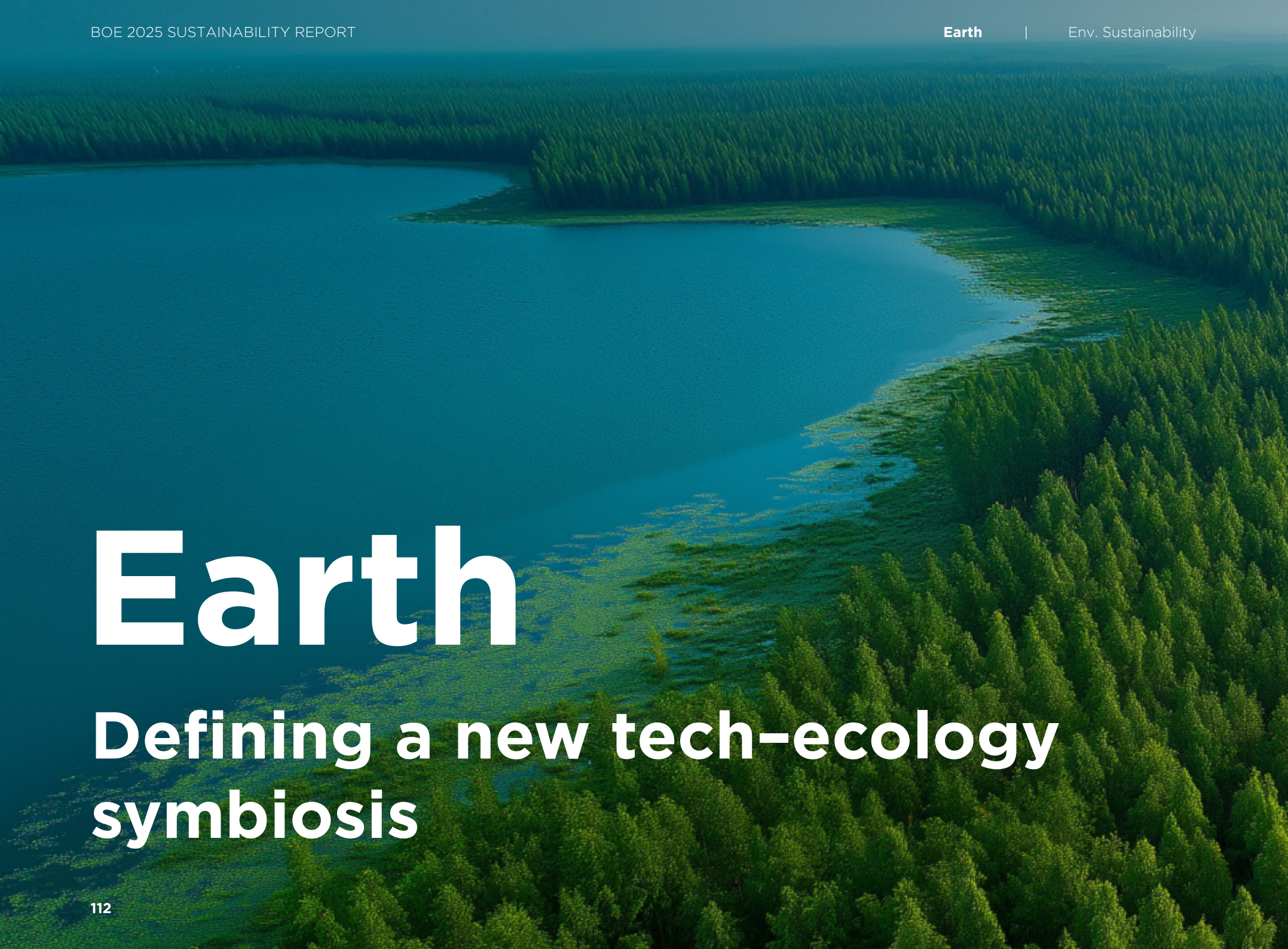
Launch of the High-Value Ecological Industry Alliance

Case | **BOE Promotes Upgrading and Expansion of the "Best of Esports High-level Alliance," Building a Full-chain Esports Ecosystem Closed Loop** >>>>>>

Seizing growth opportunities in the esports industry, BOE established the "Best of Esports High-level Alliance" in 2023, attracting numerous global top-tier brands including AGON and ASUS, and collaborating with platforms such as Huya Live and the JDG Esports Team. With a full-chain esports ecosystem covering hardware, terminals, content, and the market, the Company continuously unlocks new business models, establishes higher-level industrial standards, provides ultimate esports experiences, and redraws the future landscape of the esports industry.

In 2025, during the "Vision, Compete for the Future" esports display technology appreciation event, BOE hosted the joining ceremony for new partners of the "Best of Esports High-level Alliance." The Company, together with alliance partners, jointly released native hardware circular polarized light eye protection technology, ADS Pro + Mini-LED, and other esports display technologies, achieving dual breakthroughs in high performance and eye protection.

BOE Esports Display Technology Appreciation Event



Earth

Defining a new tech-ecology symbiosis

Env. Sustainability

BOE is committed to symbiosis with the environment. The Company continuously strengthens environmental management, improves energy efficiency, and reduces emissions through continuous innovation while promoting resource circulation and pollution prevention. Through the constant development of green products and technologies, the Company explores new ways to address environmental challenges, joining hands with the value chain toward environmental sustainability to build a green ecosystem.

Action Highlights

Deepening the Green Manufacturing System, As of the end of 2025

National Green Factories
21

Green Design Demonstration Enterprises for Industrial Products
3

Zero-carbon Factories
2

Lighthouse Factory
1

The only National Zero-waste Enterprise in the display industry
1

Leading Green Production and Operations, In 2025

Hazardous and non-hazardous waste comprehensively utilized
347,043 tonnes

Water saved
5.37 million m^3

Industrial water reuse rate
96.92%

Obtaining International Certifications, As of the end of 2025

Factories joined the Science Based Targets initiative (SBTi)
9

Product obtained UL 2809 certification
1

Products obtained UL 3600 certification
2

Factories obtained the highest "Platinum Level" of UL 2799 Zero Waste to Landfill certification
7

BOE Varitronix received **EcoVadis Sustainability Gold Medal certification**

Environmental Management

With "Leading Green Development, Creating a Better Life Together" as its strategic vision, BOE has formulated a Group-level green development strategic plan. Centering on 6 tier-1 issues, 12 tier-2 issues, 35 green development indicators, and 14 core objectives, the Company has systematically constructed an action framework covering three categories—corporate operations, value chain collaboration, and ecosystem co-construction—facilitating the implementation of the Group's Sustainability Strategy.

Driven by this strategy, BOE advances its governance system based on topic maturity and business relevance:

- Vertical Management System: For 6 tier-2 issues—climate change response, energy conservation, water conservation, pollutant prevention and control, waste recycling, and green supply chain management—the Company has built a "Group coordination + business execution" vertical management system.
- Lightweight Management Model: For 2 tier-2 issues—green products and green services—BOE implements a "baseline control + information integration" model, fully authorizing each business unit to construct its own management architecture and advance key work.
- Progressive Implementation: For 4 tier-2 issues—biodiversity conservation, green finance and investment, green standard formulation, and green cooperation and R&D—the Company drives progress through annual highlight projects supplemented by systematic information collection.

Meanwhile, the Group will closely monitor changes in internal and external environments and regulatory requirements, making timely adjustments to management depth and coverage to continuously enhance the effectiveness and resilience of its green development strategy.

Environmental Management System

BOE strictly complies with national and local environmental laws and regulations, including the *Environmental Protection Law of the People's Republic of China*, the *Air Pollution Prevention and Control Law of the People's Republic of China*, the *Water Pollution Prevention and Control Law of the People's Republic of China*, *Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste*, the *Regulations on Pollutant Discharge Permits*, and the *Regulations on Environmental Management for Construction Projects*. The Company has formulated and implemented systematic internal documents such as the *Group Energy and Environmental Management Policy*. Taking ISO 14001 as the guideline, BOE has constructed a full-process management system covering energy and environmental business analysis and planning, the "Three Simultaneities" principle of management for new projects—design, construction and operation of environmental protection facilities alongside the project, operational risk management, emergency management, stakeholder management, and performance improvement. The effective operation of this system is ensured through the environmental protection red-line supervision mechanism.

BOE continuously improves its three-dimensional environmental management organizational structure, with the Group Safety Work Committee (Safety Committee) leading the way, the Group Energy and Environmental Management Department providing overall coordination, each business unit serving as the specific implementer, and environmental protection expert groups offering technical support. Relying on this structure, the Company promotes the signing of environment-related target responsibility agreements, refining and implementing the Group's unified policies into business operations.

In 2025, neither the Group nor its subordinate units incurred any material administrative penalties from ecological environment departments or criminal liabilities due to environmental incidents.

2025

The Group's investment in environmental management
RMB **787.29** million

Business units with ISO 14001 environmental management system certification
36

Environmental protection training sessions conducted
724

Participantion in environmental protection training
288,048 attendances

Environmental Risk Prevention and Control

Based on the operational characteristics of each business organization, the Group comprehensively reviews the boundaries of environmental risk control, formulates local *Environmental Factor Identification and Evaluation Criteria*, and establishes a *List of Significant Environmental Factors*, while organizing all business units to conduct in-depth environmental supervision and evaluation. Meanwhile, the Group continuously optimizes the environmental protection red-line supervision indicator system to precisely implement standards for scientific and law-based pollution control. In 2025, we promoted a special campaign for environmental risk prevention and identification across all units, identifying over 150 issues and promptly achieving 100% closed-loop rectification.

Environmental Emergency and Training

BOE has formulated the *Group Emergency Plan for Sudden Energy and Environmental Incidents*, establishing a robust three-level emergency plan system covering comprehensive, specialized, and on-site disposal. For sudden environmental and energy incidents, the Group implements "Level A, B, and C" classified response and disposal. Each unit regularly conducts risk assessments, plan formulation, reviews, filing, and revisions to ensure the pertinence and timeliness of the plans. By incorporating these into annual training plans and conducting emergency drills—including desktop exercises and practical drills—covering all teams and personnel, the Company continuously verifies plan feasibility, personnel emergency capabilities, and material readiness, thereby enhancing the risk prevention and emergency response levels of all staff.

Environmental Information Disclosure

BOE subsidiaries conduct normalized self-monitoring of environmental data based on the actual conditions of their operating locations, evaluate environmental effectiveness, and disclose information to stakeholders through multiple channels to accept social supervision. We continuously perform questionnaire reporting for CDP, constantly refining environmental information disclosure content and improving disclosure quality and transparency.

Report to the ecology and environment authorities online on a regular basis	Each subsidiary shall report the environmental monitoring data of wastewater and waste gas from online monitoring system by category to the local ecology and environment authorities as required on real time, per hour, once a day, etc.
Register with the ecology and environment authorities	Each subsidiary shall register hazardous waste, report the related management plans and submit the environmental pollutant monitoring plan to the local ecology and environment authorities as required on an annual basis.
Monitor information release platforms	The environmental monitoring data of BOE subsidiaries are disclosed daily on monitoring information release platforms of relevant provinces and municipalities.

Conducting Green Actions

With a comprehensively upgrade of its Green Action Management System, BOE operates through scenario-based models toward energy conservation and consumption reduction, continuously embedding low-carbon concepts into office and living scenarios and promoting the normalized implementation of green actions.

Case **BOE UBP Office 774 Space and Technology Innovation Center Green Conference Room Honored with "Low-Carbon Interior" Certificate**

During the 2025 National Energy Conservation Week, the ZODIAC 774 Space and the Technology Innovation Center green conference room were recognized as the first batch of "Building Zero-Carbon Space" projects by the China Association of Building Energy Efficiency, achieving space carbon reduction rates of 38.94% and 100%, respectively. Integrating multiple functions such as brand display, business exchange, and intelligent conferencing, these spaces deeply integrate BOE Smart Space products with green energy-saving design to achieve intelligent low-energy operations. They demonstrate the practical achievements of BOE in green building and sustainable operations, providing replicable technical and management paradigms for subsequent zero-carbon park construction.

ZODIAC 774 Space received "Low-Carbon Interior" certificate

BOE Technology Innovation Center Green Conference Room received "Low-Carbon Interior" certificate

System upgrade

BOE comprehensively upgraded the Green Action Management System with "behavior quantification—points incentive—welfare redemption" as the main structure. New functions such as the energy tree, AI plate recognition, carbon reduction model, and interaction were added, alongside the iteration of the "points to carbon coin" conversion mechanism. These efforts achieved an 8% year-on-year increase in employee participation, with 550,000 points cumulatively redeemed within the system.

As of the end of 2025, through diverse practices such as employee check-ins and themed activities, the system achieved a cumulative carbon reduction of 26,554 tonnes, representing a year-on-year increase of 56%.

Standard formulation

Through deep collaboration with the China Association of Building Energy Efficiency, BOE jointly formulated and implemented the *Evaluation Standard for Zero-carbon Space in Buildings*, driving the administrative service industry toward higher standards and stronger replicability.

Scenario certification

Focusing on standard implementation, BOE developed the first certified low-carbon spaces in the Beijing area. Among these, the UBP Park Office and the BOE Technology Innovation Center were the first to obtain the "Low-Carbon Space" certification from the China Association of Building Energy Efficiency, further enhancing the industry influence and demonstration effect of green administrative services.

Management innovation

Taking dormitories and other living areas as the starting point, BOE promoted initiatives including bed resource integration, equipment iteration and upgrading, precise control of lighting periods, and scientific setting of temperature control standards. The Company implemented a total of 118 energy-saving and consumption-reduction measures, achieving an annual energy expenditure reduction of RMB 2.24 million, a 4% year-on-year decrease in annual energy consumption, and a cumulative reduction of 2,073 tonnes of carbon dioxide emissions.

Continuously promoting domestic waste classification by improving management measures and assessment schemes, strengthening supervision and closed-loop rectification, and gradually improving resource utilization levels to guide employees in forming classification and reduction habits.

Green advocacy

To innovate awareness campaigning methods, BOE launched 30 episodes of the "Green Action Classroom Series" in total, systematically disseminating green administrative service upgrading practices and external excellent cases. The Company also promoted over 200 green-themed activities across various entities to create a green action atmosphere.

Combined with administrative festivals, BOE carried out low-carbon advocacy activities and promoted 120,000 portions of low-carbon green ingredients, successfully integrating green concepts into employees' daily experiences and organizational operation details.

Climate Change

BOE adheres to the carbon emission management policy of “comprehensive coordination, continuous carbon reduction, value extension, and green development.” The Company promotes the implementation of carbon peak and carbon neutrality work centering on its own operational emission reduction and value chain collaboration. Through improving management systems and information disclosure, the Company continuously enhances its governance and action effectiveness in addressing climate change.

Climate Governance

BOE integrates climate governance into its strategic decision-making system. To create a top-down coordinated promotion mechanism, the Company established the carbon peak and carbon neutrality project team, a leading group headed by the Chairman of the Board, and a task force composed of heads from business units and functional departments. Each entity has established a carbon peak and carbon neutrality promotion team to align with the Group's overall strategic deployment. With the display business as the pilot, the Company focuses on building a dual mechanism of internal carbon emission performance management and strategic responsibility implementation, ensuring that carbon peak and carbon neutrality objectives are decomposed at each level and tasks are implemented progressively to drive carbon peak and carbon neutrality efforts to go deeper and become more substantive. Meanwhile, BOE continuously strengthens professional capacity building for carbon management. Through organizing thematic training, issuing carbon peak and carbon neutrality consultation briefings, and conducting science public education and awareness campaigns, and carbon label collection activities, the Company continuously enhances the cognitive depth of key personnel regarding climate change trends and industry low-carbon transformation. Carbon management professionals are systematically cultivated to provide solid intellectual support for the achievement of corporate green transformation and sustainability strategy goals.

Climate Strategy

Based on its business portfolio and an analysis of its emission characteristics, BOE has established its carbon peak and carbon neutrality strategic goals, committing to achieving carbon-neutral operations by 2050 and actively advancing transformation pathways aligned with these long-term objectives. Through concrete actions, the Company contributes systematic corporate solutions to addressing climate change. BOE continues to develop benchmark green factories, deepening “zero-carbon” and intelligent manufacturing practices to set a model for green manufacturing across the industry. On the product end, the Company focuses on the adoption of green materials and the application of low-carbon technologies, driving green transformation on the consumer end. Meanwhile, BOE actively expands its clean energy deployment, continuously increasing the share of renewable energy use. It also proactively participates in the development of low-carbon standards and builds digital carbon management platforms, leveraging technology to enable coordinated emissions reduction across the entire value chain.

Risk and Opportunity Management

BOE will closely align with the strategic priorities of the national 15th Five-Year Plan and integrate them with its medium- to long-term development strategy. The Company will progressively advance risk identification and management for key issues such as climate change response and water resource management across three dimensions: the operational level, upstream supply chain, and downstream customers.

- **At the operational level**

  The Company formulates specific emission reduction measures and implementation pathways to continuously consolidate its long-term sustainable operational capabilities.

- **Facing the upstream supply chain**

  Based on risk assessments, BOE continuously improves the "Supplier EHS Code of Conduct," further clarifying control requirements for greenhouse gas emissions and water resource management. The Company conducts annual audits on key entities among suppliers to examine the effectiveness of their environmental risk management systems.

- **Facing downstream customers**

  The Company closely centers on material issues of concern to customers. While meeting compliance requirements, the Company systematically considers the impacts of products on resources and the environment, integrating green concepts throughout design, R&D, packaging, and transportation. Through carbon footprint accounting and environmental impact assessments, the Company continuously improves product green attributes and recycling rates.

Indicators and Targets

BOE organized and carried out the 2025 third-party verification of Group greenhouse gas emissions in accordance with ISO 14064-1:2018 and the *Greenhouse Gas Protocol: Corporate Accounting and Reporting Standard* by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD). The Company systematically identified, collected, and accounted for Scope 1 and Scope 2 greenhouse gas emissions within its operational boundaries, while simultaneously reviewing annual greenhouse gas emission reduction achievements.

Furthermore, we actively participate in carbon emission trading, optimizing carbon asset management and unlocking emission reduction value through market-based mechanisms. As of the end of 2025, factories in BOE Group's Beijing and Chongqing regions have completed carbon compliance in accordance with regulatory requirements.

2025

Scope 1 Greenhouse Gas Emissions

0.74 million tCO_2e

Scope 2 Greenhouse Gas Emissions

6.23 million tCO_2e

Greenhouse Gas Emission Reductions

0.17 million tCO_2e

Notes:

1. The 2025 greenhouse gas emission data scope covers BOE's business units including the display and IoT innovation, sensors and solutions, MLED, smart medical engineering, technology assistance services, and office operation areas, etc.

2. Statistical categories for Scope 1 greenhouse gas emissions include stationary source combustion emissions, mobile source combustion emissions, and process emissions.

3. Third-party verification has not yet been completed at the time of report publication; please refer to the verification certificate issued by the third party for the final data.

BOE Display's Operational Emission Reduction and Renewable Energy Targets

Furthermore, certain subsidiaries under BOE actively promote Scope 3 emission reduction. For example, Nanjing BOE Display Technology Co., Ltd. set a target to reduce emissions from Scope 3 "Use of Sold Products" (Category 11) by 25% by 2030 compared to 2019.

Climate Action

Guided by carbon peak and carbon neutrality goals, BOE steadily advances six key action pathways—"Green Management, Green Product, Green Manufacturing, Green Circularity, Green Investment, and Green Initiatives." These efforts further strengthen a management framework that is quantifiable, traceable, and replicable, driving carbon reduction toward a more systematic and structured approach.

Green Management

We continuously enhance the institutionalization and digitalization of greenhouse gas management, strengthening the closed-loop processes of emissions accounting, operational control, and capacity building. The Company is also expanding its management scope from own operations to the broader supply chain and the full product life cycle.

As of the end of 2025

Factories joined the Science Based Targets initiative (SBTi)

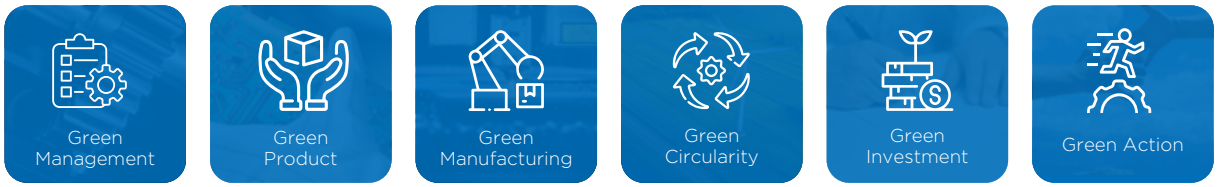
9

Business units obtained ISO 14001 environmental management system certification

36

Factories (excluding BOE Varitronix) obtained ISO 14064-1 greenhouse gas emissions certification

34



Six Key Action Pathways

Strengthening the carbon management foundation through platformization and digitalization

To reinforce its carbon management foundation, the Group has developed an integrated "cloud-based management platform" covering multiple dimensions, including smart energy management, product carbon footprint, and corporate carbon emissions. The platform enables integrated monitoring, analysis, and performance management of energy use and carbon emissions.

- The product carbon footprint platform delivers accurate life cycle–based carbon accounting, strictly aligned with international methodological standards and supported by dynamically updated emission factor databases and data calibration mechanisms.
- The corporate carbon management platform provides real-time decision-making support through visualization and in-depth analytics. By dynamically tracking emission trends and reduction progress, it promotes the transition of carbon management toward a more digitalized and process-driven model.
- At the manufacturing level, certain production bases integrate the ISO 50001 system with energy visualization platforms to enable refined energy management. These facilities actively explore pathways such as process innovation and clean energy utilization, progressing toward near-zero-carbon and zero-carbon factories.

Driving value chain collaborative emission reduction through "data interconnection + performance assessment"

To advance collaborative emission reduction across the value chain, the Group is committed to enhancing supply chain transparency through data interconnection. The Company improves product carbon footprint traceability down to the component level through direct platform connectivity, establishing a robust data foundation for green design and procurement.

At the same time, the Group effectively transmits decarbonization momentum to upstream and downstream partners by building a supplier management system that integrates green procurement, evaluation, empowerment, and digital support. Since 2025, the Company has implemented carbon peaking and carbon neutrality performance assessments for suppliers in high-emission categories, covering carbon verification and joint emission reduction initiatives.

Expanding external consensus on methodologies and evaluation systems through standardization participation

The Group actively participates in the development of industry standards to foster broader consensus on methodologies and evaluation systems. By leading or contributing to the formulation of multiple national, industry, and local standards—such as GB/T 44443-2024 *Green Product Assessment: Computers* and T/AHES 02-2024 *Zero-Carbon Factory Assessment Specification*—the Group supports the establishment of unified and science-based low-carbon evaluation benchmarks, driving the green transformation of the broader display industry ecosystem.

Green Product

BOE places eco-design at the core of its innovation and R&D processes. By prioritizing the selection of environmentally friendly, high-performance materials, adopting maintenance-free processes, and striving to reduce greenhouse gas emissions, the Company systematically embeds green principles throughout the entire product life cycle. At the same time, the Company continuously advances green certifications and third-party verification to effectively respond to market demand for enhanced product environmental performance and carbon information disclosure. In 2025, through collaborative development with supply chain partners, the Company successfully incorporated a broader range of green and low-carbon materials into product design, significantly increasing the proportion of recycled materials—such as glass PIR, metal PCR, and plastic PCR—used in its products. These efforts resulted in an annual carbon reduction of 32,966 tCO_2e. (For detailed progress, please refer to the subsection “Packaging Circulation and Regenerative Material Application” in the Report.)

As of the end of 2025

Products in the display business have cumulatively obtained Carbon Footprint Assessment and Verification Reports

48

Subsidiaries recognized as “Industrial Product Green Design Demonstration Enterprises”

3

27-inch green display product

The complete-equipment PCR proportion reaches 75.2% (excluding panel), with power consumption reduced to 13.9W (approximately 40% lower than ordinary products). The complete-equipment weight reaches 3,304g (approximately 25% lower than ordinary products), with a packaging box volume reduction of approximately 30%. The Company also used biodegradable PCB in the display for the first time.

At the technical level

The Company adopts an OLED low-power solution combining Tandem and LTPO. Through collaborative optimization of the device and driver, the Company achieved a 20% reduction in device power consumption and a 15% reduction in complete-equipment power consumption.

Product Carbon Reduction

Green Manufacturing

BOE adheres to the parallel advancement of "energy-saving technological transformation + process optimization + clean energy substitution" to consolidate emission reduction at the source. At the manufacturing end, we promote the energy-saving transformation of key equipment and the improvement of system energy efficiency to build green factories. To enhance renewable energy supply capacity and optimize the energy structure, we systematically advance photovoltaic (PV) construction and green electricity procurement: deploying PV power generation systems at scale on factory roofs where conditions permit, enhancing self-generated green power capacity; meanwhile, we actively introduce green electricity through market-based procurement, increasing the proportion of renewable energy in overall energy consumption through multiple pathways. (For detailed action progress, please refer to the subsection "Energy Management" in the Report.)

As of the end of 2025

National Green Factories

21

Zero-carbon Factories

2

Lighthouse Factory

1

Green Investment

BOE actively carries out green investment layouts, investing in and constructing projects such as photovoltaics, wind power, energy storage, charging piles, and energy efficiency management. The Company also actively promotes the implementation of "solar-storage-charging" integrated comprehensive energy projects. As of the end of 2025, the cumulative installed capacity of self-owned power stations (including those under construction) reached 770 MW, while the installed capacity of invested energy storage projects exceeded 150 MWh. The Company has approximately 30 invested energy-saving and custodial projects, with an annual electricity saving of over 100 GWh. Charging piles have been deployed in multiple locations, including Beijing and Zhuhai. Additionally, the Company has signed for 4 million mu (approx. 266,667 hectares) of forest and grassland carbon sinks. (For detailed action progress, please refer to the subsection "Energy Management" in the Report.)

Green Circularity

BOE embeds "Green Circularity" deep into its operational fabric, actively building a closed-loop system from resource utilization to waste regeneration. Through establishing professional management mechanisms and circular economy platforms, we systematically advance waste reduction, key resource recovery, and packaging material innovation. The Company not only achieves the internal circulation and efficient utilization of resources such as waste liquid and packaging but also commits to reducing reliance on virgin resources through regenerative material application and zero-landfill practices. These circular initiatives, spanning the entire product life cycle, continuously drive the improvement of resource efficiency and the implementation of carbon reduction targets, injecting green momentum into industrial development. (For detailed action progress, please refer to the subsection "Promoting Circular Economy" in the Report.)

Green Action

BOE continuously iterates the "Green Actions" mechanism, transforming green office practices, low-carbon lifestyles, and environmental protection practices into quantified behavioral points. This motivates employees to develop low-carbon living habits and creates positive traction through welfare redemption and other means to enhance employee engagement. Meanwhile, to achieve the "transformation of ecological benefits into operational benefits," we promote special energy-saving and consumption-reduction initiatives in dormitory scenarios within living areas. Through bed resource integration, equipment iteration, and refined management of lighting and temperature control, the Company implemented a total of 118 energy-saving measures, achieving an annual energy expenditure reduction of RMB 2.24 million and cumulative carbon dioxide emission reductions of 2,073 tCO_2e. (For detailed action progress, please refer to the subsection "Conducting Green Actions" in the Report.)

Energy Management

BOE formulated the *Group Energy and Environmental Management Policy*, systematically integrating energy management requirements into the entire process of planning, construction, production, and operation. The Company prioritizes continuous improvement of energy utilization efficiency, reduction of energy consumption and carbon emissions, and prevention of energy risks to ensure compliant and low-carbon operations.

The Group Energy and Environmental Management Department established dedicated energy management functions to coordinate and promote group-wide energy management work in a unified manner. This department is responsible for system construction, information platform advancement, energy conservation and emission reduction management, and emergency management of major sudden energy and environmental incidents. Each business unit and affiliated entity implements energy management processes based on its own operational characteristics. By conducting energy information collection, analysis, and continuous improvement, the Group forms a top-down, clearly responsible energy management system.

As of the end of 2025

Factories obtained ISO 50001 energy management system certification

24

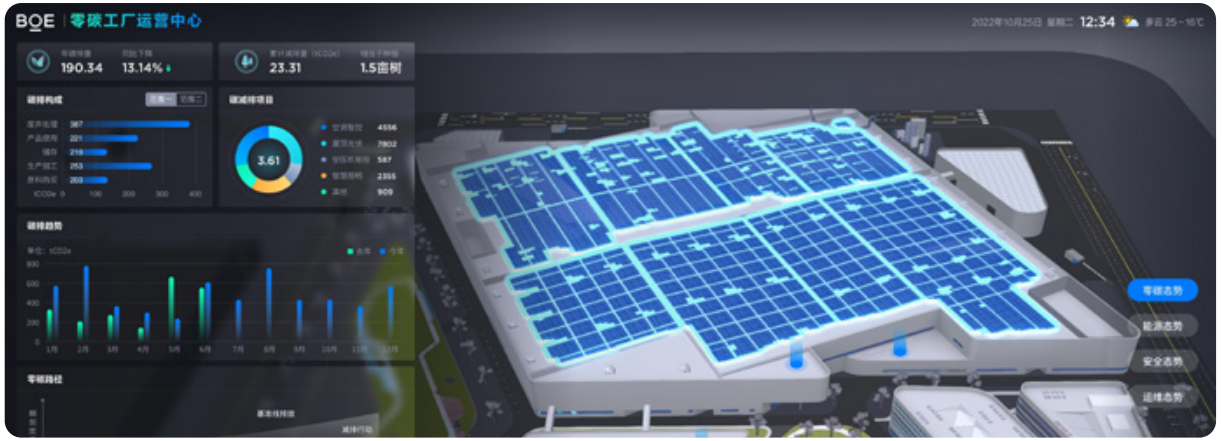
Smart Energy Management Platform

Building on strengthened management systems and organizational safeguards, BOE continuously advances refined energy management and low-carbon transformation practices. The Company promotes the development of energy management centers and online energy systems across its production bases, enhancing the precision and intelligence of energy management.

Case | **BOE Smart Energy Management System** >>>>>>

BOE has developed the "Smart Energy Management System" as a core digital platform supporting its zero-carbon transformation. Through ongoing R&D and iterative upgrades, the system has been deployed in selected factories to facilitate the achievement of "carbon peak and carbon neutrality" goals through technological empowerment. Based on an energy IoT architecture, the system collects real-time data across multiple energy types, including water, electricity, and gas, enabling dynamic monitoring and centralized management of energy consumption. At the same time, AI algorithms are applied for in-depth analysis and model optimization, supporting precise and intelligent energy management at the factory level.

Leveraging digitalization and digital twin technologies, the system provides a comprehensive, panoramic view of primary and secondary energy flows and consumption. It integrates a full suite of functions—from real-time monitoring and multi-dimensional analysis to energy efficiency benchmarking and ranking, automated report generation, and performance management. The system further enables data-driven energy consumption forecasting, optimized regulation, and energy-saving decision support for factories, thereby establishing an intensive and low-carbon energy operation framework while continuously driving improvements in energy efficiency and carbon reduction across production processes.



Smart Energy Management System

Improving Energy Efficiency

The company continuously taps into energy-saving potential and energy waste reduction through equipment energy-saving transformation, process optimization, and waste heat recovery. During the Reporting Period, BOE's display device factories continued to optimize the kinetic energy models and regularly conducted data verification. By promoting power-side energy conservation and emission reduction throughout the year, a 2.0% decrease in electricity consumption under the same production capacity was achieved, successfully meeting the target of reducing electricity consumption by 1.5% under the same production capacity.

2025

Energy-saving projects launched

883

Electricity saved

200.35 GWh

Natural gas saved

3.17 million m^3

Steam saved

1,700 tonnes

Hefei BOE Gen 6 TFT-LCD Production Line	Hefei BOE Gen 6 TFT-LCD Production Line retrofitted the air conditioning system (AHU EC fan wall) with energy-saving equipment by replacing low-efficiency AC motors without variable frequency drives with 17 EC motors directly connected to fans with IE5 energy efficiency rating, achieving annual electricity savings of 1.22 GWh for the air conditioning system.
Chengdu BOE Gen 6 Flexible AMOLED Production Line	Chengdu BOE Gen 6 Flexible AMOLED Production Line independently designed and implemented the Seal Oven Heat Recovery Energy-Saving Box Project. By recovering hot exhaust gas and delivering gas at 45-50°C to the process air intake, the heating frequency was reduced. An annual electricity savings of 115,000 kWh was achieved.
Mianyang BOE Gen 6 AMOLED Flexible Production Line	Mianyang BOE Gen 6 AMOLED Flexible Production Line implemented the vacuum pump energy-saving transformation project. Added power supply units to 569 vacuum pumps, reducing power consumption in idle state from 5 kW to 3-5 kW. An annual electricity savings of approximately 7.31 GWh was achieved.
Wuhan BOE Gen 10.5 TFT-LCD Production Line	Wuhan BOE Gen 10.5 TFT-LCD Production Line retrofitted the MAU humidifier of the air conditioning system with variable frequency drives, thereby achieving dynamic regulation of humidification volume, avoiding over-humidification, and reducing electricity and cold source consumption. After transformation, equipment operating efficiency was significantly improved and energy consumption was substantially reduced.

Selected BOE Energy-Saving Projects and Results in 2025

Optimizing Energy Structure

BOE actively promotes the adoption of clean energy, gradually increasing the proportion of renewable energy within its overall energy consumption structure and reducing reliance on traditional energy sources. This is achieved through the construction of rooftop PV systems and natural gas distributed energy stations. Meanwhile, the display business contributes to scaled emission reductions by increasing the utilization of green electricity (including green certificates and hydropower). As of December 2025, the installed PV capacity had reached 256.7 MW, enabling an annual power generation of approximately 259 GWh.

Case | Natural Gas Distributed Energy Station Construction by Chongqing BOE Optoelectronics Technology Co., Ltd.

Effectively utilizing idle space within its factory premises, Chongqing BOE Optoelectronics Technology Co., Ltd. invested in and constructed a natural gas distributed energy station. Using natural gas as a primary fuel, the project achieves cascaded and efficient energy utilization through a combined cooling, heating, and power (CCHP) system, supplying energy on demand in proximity to the load center. As one of the largest natural gas distributed energy projects currently in Chongqing, the project has reached an installed capacity of 22.5 MW for its gas-fired generator units. It is capable of providing approximately 115.06 GWh of green electricity annually, resulting in carbon emission reductions of approximately 20,000 tCO_2e.

Natural Gas Distributed Energy Station Units

Zero-Carbon Integrated Energy Services

On the basis of continuously strengthening energy management for its own production and operations, BOE extends its energy management capabilities to typical energy consumption scenarios such as factories, industrial parks, and commercial complexes. The Company is gradually building zero-carbon integrated energy service capabilities for multi-scenario applications to drive green and low-carbon transformation on a broader scale.

BOE has been deeply engaged in the zero-carbon integrated energy services field for many years. Leveraging its self-developed BES Smart Energy Management System, the Company has established a collaborative business architecture with AI technology as the core engine, zero-carbon scenarios as the application carrier, and multimedia charging infrastructure as the interactive interface. Through the zero-carbon implementation pathway of "source decarbonization—in-process carbon reduction—negative carbon at the end—and smart carbon management," BOE continuously delivers one-stop zero-carbon solutions to customers. This approach enables the green transformation of industries through the bidirectional integration of digital and energy technologies, supporting customers in achieving their low-carbon development goals.

Honors of BOE Energy Technology Co., Ltd.

2024 Top 100 China Renewable Energy PV Leaders – Outstanding Development & Investment/EPC Enterprise, Outstanding Digital Transformation Solution Provider

Asian Photovoltaic Industry Association (APVIA) – Photovoltaic-Storage Application Award

In SNEC 2025 Top 10 Highlights, NEW π Multimedia Charging Pile received the Energy Storage Application Excellence Award; Sonid Right Banner 200 MW Pasture-PV-Storage + Sand Control Comprehensive Project reveived the Gigawatt-level Gold Award

MIIT 3rd Energy Electronics Industry Innovation Competition – Excellence Award in Virtual Power Plant Technology Innovation and Application Practice

2025 China Energy Conservation Association (CECA) Innovation Award –First Prize of Energy Conservation and Emission Reduction Science and Technology Progress Award (Carbon Neutrality Field)

***Dual-Wheel Drive of "Energy + Digital": Project-Based Business-Finance Integration for Diversified New Energy Business* was selected as an Excellent Case of National Digital Economy Application Scenarios 2025**

Source Decarbonization

Investment, construction, and operation of photovoltaic (PV), wind power, energy storage, and charging pile projects are advanced to promote the comprehensive integration of "PV-storage-charging." As of the end of 2025, the cumulative self-owned power station installed capacity (including projects under construction) reached 770 MW. An installed capacity of over 150 MWh for invested energy storage projects was achieved, while the installed capacity of constructed power stations exceeded 1,000 MW, and operated power stations exceeded 1,500 MW. Through the launch of the NEW π multimedia charging pile, a dual-profit model of "charging + interactive outdoor digital advertising" was innovated. Having passed the new national standard and 3C certifications, the charging pile projects have been deployed in multiple locations, including Beijing and Zhuhai.

In-Process Carbon Reduction

Three-in-one energy efficiency management services covering "contract energy management + energy custodial services + energy-saving technological transformation" are provided, implementing multi-scenario energy management projects in hospitals, display manufacturing factories, and shipyards. As of the end of 2025, over 80 energy-saving technological transformations were cumulatively implemented, with a managed building area exceeding 1.67 million m3 and annual electricity savings exceeding 100 GWh.

Negative Carbon at the End

One-stop carbon stewardship services focusing on carbon consulting, environmental rights product trading, negative carbon technology transformation, and zero-carbon certification guidance are provided. As of the end of 2025, 4 million mu (approx. 266,667 hectares) of forest and grassland carbon sink projects were signed. "Zero-Carbon + Agriculture" demonstration projects have been launched, and "Zero-Carbon Conference" benchmark cases have been created, leveraging green transformation demands across the industrial chain.

Smart Carbon Management

Centering on the Smart Energy Management System (BES Platform), full-process construction from basic infrastructure to application platform deployment was completed through AI, data, and IoT technologies. As of the end of 2025, significant development was achieved in the virtual power plant (VPP) operation platform, electricity sales platform, charging pile operation platform, AI+ PV-storage-charging microgrid system, carbon price forecasting system, and high-precision PV power forecasting system. Meanwhile, relying on nine years of electricity sales experience, a base of over 1,000 customers, qualifications in 14 provinces and cities, and spot market experience in 11 provinces, PV, energy storage, and charging piles are integrated. By leveraging VPP platform capabilities and professional operation advantages, flexible power dispatching and coordinated response are achieved, providing reliable energy support to ensure stable power supply and production for customers.

Case | Chongqing Virtual Power Plant Project >>>>>>

The BOE Virtual Power Plant Project successfully aggregated diverse energy resources, including distributed photovoltaics (PV), user-side energy storage, and adjustable loads, thereby enhancing load regulation capabilities and supporting the State Grid Corporation of China in executing demand response initiatives. Leveraging multi-dimensional load forecasting models, BOE anticipates market trends in real time and optimizes energy consumption, assisting the State Grid Corporation of China in achieving more efficient energy allocation. In November 2025, the project was honored with the "Excellence Award for Virtual Power Plant Technology Innovation and Application Practice" by the Ministry of Industry and Information Technology (MIIT).

Case | Mianyang Zero-Carbon Factory >>>>>>

The 31.7 MW distributed PV project, invested in and constructed by BOE Energy, utilizes the 230,000-square-meter roof area of the BOE Mianyang 6th Generation Flexible AMOLED Production Line, equivalent to the size of 32 standard football fields. Operating under a "self-generation and self-consumption" model, the green electricity generated by the rooftop PV is entirely consumed on the 20 kV side of the production line. Data shows that after entering operation, the project is expected to reach an average annual power generation of 24 GWh, reducing carbon dioxide emissions by approximately 12,800 tCO_2e per year. This further reduces reliance on traditional energy and enhances green competitiveness. Furthermore, the project provided critical support for the BOE Mianyang 6th Generation Flexible AMOLED Production Line to become the first "Zero-Carbon Factory" in the domestic display industry.

Water Resource Management

BOE strictly complies with national and local laws and regulations regarding water resource management, water withdrawal and use permits, water conservation, and wastewater discharge. The Company continuously promotes the reduction, recycling, and efficient management of industrial water use. The Group has established water resource management systems and mechanisms to ensure the compliance and sustainability of water resource use, making water conservation and recycling a key management direction for each operating entity.

BOE's device factories set a target to reach a 96% industrial water reuse rate, which was successfully achieved in 2025. In addition, nine individual factories established their own water-saving targets, all of which were met by 2025.

The Group also established a water resource management framework, assigning responsibilities to the management level and relevant functional departments.

Governance Level	• The Group Sustainability Committee oversees water resource management issues and coordinates the advancement of related strategies and initiatives.
Management Level (Coordination & Implementation)	• Led and coordinated by the Sustainability Executive Office, relevant business and functional departments jointly promote the implementation of water resource management systems. This structure coordinates efforts to improve water use efficiency, wastewater treatment, and reuse.
Execution Level (Execution)	• In accordance with system requirements, each business unit and factory is responsible for implementing specific water conservation measures and managing daily water use.

Case | Reclaimed Water Recycling and Reuse Project at Beijing BOE Gen 8.5 TFT-LCD Production Line

As BOE's first production line to utilize reclaimed water at scale, the Beijing Gen 8.5 TFT-LCD Production Line achieved 100% use of reclaimed water for production. By replacing tap water with reclaimed water for ultra-pure water preparation—which is subsequently used in process production after multiple treatment stages—the facility set a benchmark for circular water management.

The production line utilizes more than 20,000 tonnes of reclaimed water daily. Through water-saving transformations and recovery rate improvements, the line saves approximately 3.3 million tonnes of reclaimed water annually. This significantly reduces fresh water withdrawal intensity, establishing the facility as a demonstration project for efficient reclaimed water utilization within the Group.

During the Reporting Period, BOE implemented systematic water conservation and recycling projects across multiple production lines, forming scaled practices:

- Hefei BOE Gen 6 TFT-LCD Production Line: Through a pure water system wastewater recycling and reuse project to recover RO concentrate and backwash regeneration water, the line achieved annual savings of **820,000 m^3** of tap water, a reduction of **750,000 m^3** in wastewater discharge, and a carbon reduction of **955 tCO_2e**.
- Hefei BOE Gen 8.5 TFT-LCD Production Line: By carrying out a color filter cleaning wastewater and bonding CNC cleaning wastewater recycling project, the line achieved water savings of approximately **680,000 m^3** in 2025.
- Chengdu BOE Gen 6 Flexible AMOLED Production Line: Through utility treatment tank (UTT) differentiated water supply optimization, organic wastewater (OWW) partial recycling, and acid-alkali wastewater recycling transformation projects, the line realized cumulative water savings of **250,000 m^3** in 2025.
- Chongqing BOE Gen 8.5 TFT-LCD Production Line: By promoting a cooling tower blowdown and H-ORG Brine RO concentrate recovery project, the line achieved annual water savings of approximately **500,000 m^3** and an **11.52%** improvement in its reuse rate.

2025

Total water withdrawal	Total wastewater discharge	Total water consumption
85.77 million m^3	**73.19** million m^3	**12.59** million m^3

Recycled water utilized at the factories	Industrial water reuse rate
2,500.29 million m^3	**96.92**%

Water-saving projects	Water saved
47	**5.37** million m^3

Circular Economy

BOE deeply integrates circular economy principles into its operational practices and proposed an industry-leading "1 Major Cycle + 7 Minor Cycles" green development system, embedding circular economy principles throughout its operations. Through optimized management mechanisms, internal circulation of key waste liquids, and innovative packaging recycling models, the Company continuously improves resource efficiency, reduces reliance on primary resources, and drives the green and low-carbon transition of its operations.

Circular Economy Management System

Centered on the "1 Major Cycle + 7 Minor Cycles" framework for green development and circulation, BOE systematically extends its green circular management practices across three key dimensions: enterprise operations, value chain collaboration, and ecosystem development. This framework integrates the seven minor cycles—supply, R&D, manufacturing, production services, customers, consumers, and ecosystem—forming a comprehensive, resource-efficient, and sustainability-oriented development model.

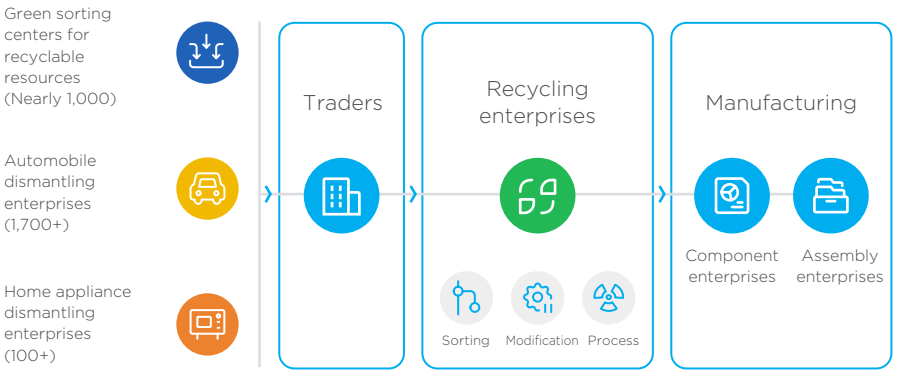
To effectively coordinate and advance circular economy initiatives, BOE Group established dedicated organizational structures to promote cross-functional collaboration:

The Company recycles waste displays from clients in compliance with relevant laws and regulations, focusing on improving recycling efficiency and advancing the regenerative utilization of dismantled materials to enable a full "cradle-to-cradle" product lifecycle.

The Group systematically advances carbon reduction by establishing and managing carbon accounts for business teams, exploring internal carbon pricing mechanisms, and developing, evaluating, and promoting low-carbon materials (such as PCR and biodegradable materials) and low-carbon design solutions. BOE also develops and operationalizes carbon credit methodologies, exploring emission reduction pathways from both material and design perspectives.

The Group provides continuous professional ESG support to business units and actively participates in industry standard-setting. In 2025, relevant teams participated in the development of 4 standards.

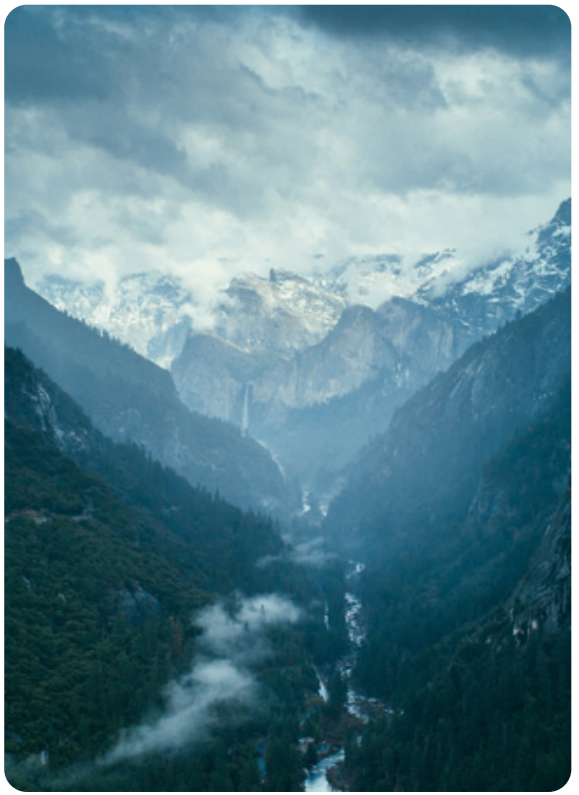
In addition, BOE actively advances the development of circular economy platforms. As a founding member, the Company joined the Regenerative Material Trusted Traceability Data Space initiative, collaborating with industry partners including the Tsinghua Suzhou Institute of Environmental Innovation and the China National Resources Recycling Association. Together, they are building a regenerative material credit platform that provides a neutral data space for material traceability. By integrating data verification, testing, and blockchain technologies, the platform ensures the authenticity and security of recycled material data, supports efficient certification processes, and contributes to the high-quality development of the circular economy.



BOE Circular Economy Platform

Full-Process Waste Management

In the field of comprehensive waste management, the Company takes systematic control and circular utilization as the core, constructing a full-chain management system covering classification, collection, disposal, and reuse. By strengthening the standardized disposal of hazardous waste, promoting zero-landfill certification, and continuously optimizing circular utilization processes, we constantly improve waste reduction and resource recycling efficiency, achieving a dual enhancement of environmental and resource benefits.



Full-Process Solid Waste Management and Zero Landfill Advancement

- Maximize resource conversion efficiency and the recovery of usable units through the establishment of a three-level classification mechanism, allowing waste to be identified and sorted layer by layer based on characteristics, composition, and purity.
- Pilot the implementation of Zero-Waste Landfill certification across various factories, comprehensively transitioning the existing management paradigm toward a full-lifecycle resource management system centered on circularity and recycling, thereby continuously enhancing the level of green waste circularity.

Waste Liquid Recycling, Regeneration, and Process Collaborative Utilization

- Hefei BOE Gen 6 TFT-LCD Production Line implemented point-to-point utilization of PI waste liquid, switching from incineration to recycling and reuse.
- Ordos BOE Gen 5.5 LTPS-LCD/AMOLED Production Line promoted the application of the Stripper Reuse System (SRS) facility, reducing hazardous waste generation and lowering the risks associated with hazardous chemical transfer and storage.
- Wuhan BOE Gen 10.5 TFT-LCD Production Line applied the Cell PI process to extend organic solvent usage cycles and improve stripping output, thereby reducing waste unit consumption and decreasing waste liquid discharge.

Case | **Hefei BOE Gen 10.5 TFT-LCD Production Line Achieves Closed-Loop Waste Liquid Management** >>>>>>

The Hefei BOE Gen 10.5 TFT-LCD Production Line carries out closed-loop practices centered on key process chemicals and waste liquid resource utilization, establishing a “supplier raw liquid supply—waste liquid recovery—regenerative reuse” green circular utilization system. Currently, the production line has achieved 100% reuse of waste liquid for stripper and diluent; meanwhile, the facility utilizes ITO acidic waste liquid generated from production processes for pH adjustment in the wastewater treatment system. This has reduced the consumption of purchased sulfuric acid and established a 100% reuse capability, achieving “zero” discharge of waste acid. These closed-loop practices create a sustainable development paradigm for liquid waste management within the Group.

Packaging Circulation and Regenerative Material Application

BOE actively promotes Green Development in packaging reduction and recyclable packaging system construction by fully considering recyclable, universal, and minimalist design, while adhering to the green management philosophy of full life cycle packaging design. The Company extends its management coverage to every link, from design and material procurement to transportation and loading, connecting the entire chain through a design-recycling dual-cycle system. At the design end, continuous packaging optimization is driven by transportation monitoring and data collection feedback; at the recycling end, the Company achieves the closed-loop circulation of materials by collaborating with third-party partners to overcome recycling barriers. On this basis, BOE systematically develops and continuously optimizes green, sustainable, and environmentally friendly packaging, strictly following the "1S3R" principles: "Standard, Reduce, Replace and Recycle." Through the application of regenerative materials, the circular utilization of production packaging, and innovative design, the Company effectively reduce resource consumption and promote sustainable development.

Additionally, BOE emphasizes source reduction practices across its industrial parks and office environments. On one hand, the industrial parks implement the "Reduce" principle of the 3R framework through measures such as default double-sided printing, on-demand toilet paper dispensing, the elimination of bottled mineral water, and ensuring power and lights are turned off when personnel leave their workstations. On the other hand, the Company implements paperless document management through the MES system, transitioning documents such as SOP, SIP, ECS, and parameter sheets to online platforms, thereby effectively reducing paper consumption.

Building the Packaging Reduction & Recyclable Packaging System 01

In addition to reusing packaging materials for internal production turnover, BOE coordinates with upstream and downstream enterprises to align packaging materials used for external shipments. Based on actual circulation data in 2025, Tray pallets were reused more than **12.7 million times**, and other packaging boxes were reused over **3.7 million times**, thereby reducing the consumption of plastic, paper, and wood.

The Company established quantitative statistics for packaging material recycling

In 2025, the packaging material coverage rate for the LCD production of Displays and IoT Innovation businesses reached **86.7%**, and the proportion of recycled PET materials used in Trays reached **70%**.

Promoting the Application of Regenerative Materials in Raw Material Supply 02

Promote the application of regenerative materials

By adding a specific proportion of PIR (Post-Industrial Recycled) or PCR (Post-Consumer Recycled) materials at the raw material stage of glass, plastic, and metal production, reducing dependence on primary resources.

In 2025, BOE used more than **1,300 tonnes** of plastic with various PCR ratios and over **5,000 tonnes** of steel, representing a **21.43%** increase compared to 2024.

Recycling and Reusing Production Materials 03

Through the CGA process, the Company performs the "recycling—cleaning—crushing—re-filming" of polarizer protective films to produce CGA process protective films. This realization of polarizer protective film recycling saves **131 tonnes** of PET plastic annually.

Case | BOE 27-inch Green Display >>>>>>

BOE's third-generation green display adopts the BOE Low-Carbon Oxide module and reached a PCR material proportion of 75.2% of the complete equipment (excluding the panel). The first-time application of biodegradable PCB materials further promotes the green circularity of display products. Through an innovative complete-equipment architecture and a foldable portable stand, the display achieved a weight reduction of approximately 25%, a 30% reduction in packaging volume, and an approximately 40% reduction in power consumption, resulting in a significant energy efficiency improvement. This initiative not only reduces the use of primary resources but also effectively lowers energy and resource consumption, enhancing the environmental friendliness of the product.

BOE 27-inch Green Display Product

As of the end of 2025

Factories obtained the highest "Platinum Level" of UL 2799 Zero Waste to Landfill certification

7

Products obtained UL 3600 Circularity certification

2

The only National Zero-waste Enterprise in the display industry

Pollution Prevention and Control

BOE strictly complies with national and local laws and regulations at its operating locations and rigorously implements the *Group Energy and Environmental Management Policy* Centering on pollutant discharge permits, total quantity control of key pollutants, and environmental risk management, the Company continuously improves its pollution prevention and control management system, promoting whole-process linkage management of pollutant emissions and technological upgrades. From raw material and process improvements at the source to precise production control and the efficiency enhancement of end-of-pipe treatment facilities, the Company systematically advances the reduction of waste gas and wastewater pollutant emissions to continuously improve environmental performance and achieve green targets. During the Reporting Period, BOE recorded zero general or above environmental pollution incidents and faced no material administrative penalties or criminal liabilities related to pollutant emissions.

Waste Gas Management

The Group strictly controls the emission of volatile organic compounds (VOCs), nitrogen oxides, and other pollutants by upgrading organic waste gas treatment facilities to meet higher standards and constructing fugitive emission control systems. These initiatives enhance treatment efficiency and effectively reduce emission concentrations to ensure environmental compliance.

Facility Upgrading and System Optimization

The Chengdu BOE Gen 6 Flexible AMOLED Production Line improved waste gas treatment efficiency and minimized its environmental impact by increasing the combustion temperature of waste gas incinerators, adding process tail gas and fugitive emission treatment facilities, and raising waste gas discharge outlets.

Fugitive Emission Control

The Chongqing BOE Gen 6 AMOLED Flexible Production Line implemented the "Local VOC Fugitive Emission Control Project." By utilizing newly added waste gas collection devices and concentration treatment systems, the line achieved 100% enclosed collection of fugitive waste gas in relevant areas and directed it into treatment facilities. This project ensures a 100% collection rate for area fugitive emissions, an organic matter treatment efficiency of over 95%, and post-treatment environmental concentrations of less than 500 ppb.

Nitrogen Oxide Reduction

The Nanjing BOE Gen 8.5 TFT-LCD Production Line upgraded its pollution prevention facilities for process tail gas. By upgrading spray scrubbers to enhance nitrogen oxide treatment efficiency, the line expects to reduce nitrogen oxide emissions by 4 tonnes per year.

Waste Gas Pollutant Reduction Measures

Wastewater Management

We enhance the stability and removal efficiency of wastewater treatment through process and equipment optimization and real-time online monitoring, effectively reducing the emission intensity and total volume of key pollutants. The Company's wastewater discharge strictly complies with the *Integrated Wastewater Discharge Standard* (GB 8978-1996), and no instances of exceeding discharge standards have occurred.

Refined Management of Fluorine-Containing Wastewater

Chongqing BOE Gen 8.5 TFT-LCD Production Line installed water meters within the wastewater treatment system to enable real-time monitoring of effluent quality. Also, the line implemented an alkaline-addition operational mode to enhance the removal efficiency of fluoride ions.

Equipment Optimization and Recovery-Based Reduction

Nanjing BOE Gen 8.5 TFT-LCD Production Line upgraded the aeration system for organic wastewater and introduced nitrifying bacteria to improve the microbial community. Concurrently, the facility treats high-concentration fluorine-containing wastewater in batches. Furthermore, the line advanced its efforts in recovering by-product water, achieving a 30% reduction in total nitrogen (TN) concentration and an annual reduction 1 tonne of fluoride emissions.

Online Monitoring Ensures Compliance

BOE JNT Technology Co., Ltd. upgraded its online monitoring and water sampling equipment for Chemical Oxygen Demand (COD), ammonia nitrogen, total nitrogen, and total phosphorus, thereby enhancing monitoring accuracy and early warning capabilities.

Wastewater Reduction Measures

Chemical Management

BOE prioritizes the continuous reduction and gradual substitution of lead, mercury, cadmium and their compounds, hexavalent chromium, polybrominated biphenyls (PBB), and polybrominated diphenyl ethers (PBDE) in its electronic information products. By strictly implementing the *Administrative Measures for the Restriction of the Use of Hazardous Substances in Electrical and Electronic Products*, the Company ensures that all raw materials comply with national environmental regulations and systems for chemical registration, evaluation, authorization, and restriction.

To further standardize the use of chemical raw materials in production, the Company established and implemented the *Hazardous Chemicals Safety Management Policy* and actively promotes the sourcing of substitute materials. Meanwhile, the Group established the Green Product Analysis Center to strengthen its chemical detection and identification capabilities, ensuring that all products meet applicable control standards.

Case | **PFAS-free Practices** >>>>>>

During customer product introduction and mass production, BOE achieved its PFAS-free goal for a specific mass-produced product, ensuring it contains no per- and polyfluoroalkyl substances. By proactively reducing the potential risks associated with Persistent Organic Pollutants (POPs), the Company prioritizes environmental safety and product compliance.

Case | **OQD Technology Facilitates Chemical Substance Substitution** >>>>>>

BOE developed its proprietary OQD (Organic Quantum Dot Display) technology to reduce the environmental risks of chemicals from the material end. Unlike traditional quantum dot technology, which utilizes substances such as cadmium selenide and cadmium telluride, OQD is composed of carbon, hydrogen, and oxygen. This material innovation effectively lowers the environmental impact of relevant chemical substances.

Biodiversity Conservation

BOE integrates the philosophy of ecological civilization and biodiversity conservation requirements into its green operational practices. The Company strictly complies with the *Environmental Protection Law of the People's Republic of China,* the *Convention on Biological Diversity*, and local ecological protection regulations at its operating locations, ensuring compliant operations and fulfilling its responsibilities to protect biodiversity. BOE generated zero significant impacts on ecosystems or biodiversity, as none of its operating facilities are located within or adjacent to ecological protection zones.

Yunnan Invensight Optoelectronics Technology Co., Ltd. formulated the *Biodiversity Protection and Enhancement Action Plan* in reference to the *Kunming-Montreal Global Biodiversity Framework (the Kunming-Montreal Framework).* The plan identifies implementation principles of localization, nature-friendliness, employee engagement, sustainability, and business integration, responding to several core goals of the framework. It also outlines modular initiatives for "habitat creation and optimization, environmentally friendly management, and ecological protection education and awareness campaign," forming an "objectives-measures-evaluation" closed-loop management approach. Furthermore, we promote deep synergy between ecological governance and industrial development through the construction of an integrated sand prevention and control with wind-solar power project in Xilingol.

Habitat Creation and Optimization within the Industrial **01**	**Yunnan Invensight Optoelectronics Technology Co., Ltd. implements the following initiatives at its industrial park:** • Prioritizing Native Flora and Optimizing Plant Inventory: The Company enhances habitat friendliness for pollinating insects and other wildlife by conducting a comprehensive inventory of existing plant species. By distinguishing non-native species, replenishing native vegetation, and installing identification signage, we optimize the ecological landscape. • Prevention and Control of Invasive Alien Species: The Company prioritizes the mitigation of ecosystem disturbances through research, science education, and eradication campaigns. We specifically target *Eupatorium adenophorum* (Crofton weed) and *Solenopsis invicta* (red imported fire ant) to ensure regional ecological safety. • Establishment of "Bird Feeding Stations": The Company elevates ecological value and enhances biodiversity in green spaces by installing shallow water basins with regular replenishment. By providing supplemental bird feed during winter months, we maintain a supportive environment for avian species.
Resource Circularity and Nature-Friendly Management **02**	**Yunnan Invensight Optoelectronics Technology Co., Ltd. implements the following initiatives at its industrial park:** • Composting of Leaf Litter and Kitchen Waste: The Company creates a resource circularity loop and soil carbon sinks by composting kitchen waste and leaf litter. By producing organic fertilizer for landscaping, we effectively protect water body health and avoid harm to insects and microorganisms. • Construction of Benjes Heaps (Insect Hotels): The Company enhances soil biological activity and reduces pesticide usage by constructing "insect hotels." By utilizing scrap timber and waste bricks to build Benjes Heaps, we provide overwintering and breeding habitats for beneficial insects, delivering natural ecological pest control.
Ecological Governance and Industrial Synergy **03**	**BOE Energy implements the following initiatives:** • Establishing a "Power Generation Above, Sand Fixation Below" Model: The Company explores a win-win pathway for ecological and economic benefits across approximately 7,000 mu (approx. 466.67 hectares) of photovoltaic fields. By installing PV panels, we effectively reduce surface water evaporation, creating favorable conditions for the restoration of sandy desertified land. Simultaneously, BOE advances vegetation restoration projects beneath the panels to promote sand fixation and soil stability.

Biodiversity Conservation Measures

Outlook

The stars and seas await; the road ahead spans like a rainbow. As it advances the development path of marketization, internationalization, and professionalization, BOE embarks on the new journey in 2026, knowing it will go on promoting the strategic layout of "Empower IoT with Display" to unlock new growth momentum with innovation. Through the systematic implementation of our sustainable development strategy, anchored by the "ONE" sustainability brand, we will build an organic system—with open innovation imbedded in its gene—that aims to create sustainability values. We're committed to strengthen our foundation for operation and eventually realize the integration of commercial and sustainability value. We shall see sustainability as a new growth pole for the "Nth Curve". "Open Next Earth"—we march on toward this vision.

Deepening the "Empower IoT with Display" strategy to shape new growth poles in digital-intelligent scenarios

Starting from its core in display technologies, BOE deepens the integrated development of "display devices-smart devices-system solutions;" through the convergence of AI and IoT, we aim to forge scenario-driven, digital-intelligent solutions, hence to foster new growth poles of an open and collaborative industrial ecosystem.

Taking innovation as the core driving force to lead industry development

Anchored in sustained, forward-looking R&D investment, BOE advances innovation across display technologies, IoT, and smart medical engineering to capture the trajectory of future industries; through this, we usher in a new era of "technology + brand" dual-value-driven development.

Adhering to High-Quality Development to Build a Benchmark for Sustainability

BOE remains committed to embedding sustainability into its corporate DNA and integrating green development across the entire value chain. By strengthening core competitiveness through technological innovation, BOE will promote harmonious coexistence between business growth and ecological stewardship, maximize stakeholder value, and establish a scalable and replicable model for sustainable development.

Key Performance

Indicators	Units	2025
Business Ethics		
Total number of employees receiving anti-corruption training	person	61,000
Anti-corruption training coverage for management and professional positions	%	100
Proportion of board members receiving anti-corruption training	%	100
Proportion of management personnel receiving anti-corruption training	%	100
Employees		
Total number of employees	person	109,895
Number of newly hired employees	person	29,071
Proportion of senior management hired from the local community	%	72.4
Labor union establishment and membership rate	%	100
Proportion of female employees	%	31.6
Proportion of female managers	%	23
Labor contract signing rate	%	100
Social insurance coverage rate	%	100
Annual employee training duration	training hour	524,000
Annual training expenditure*	RMB	28.21 million
Health and Safety		
Safety expenditure (production safety)	RMB	about 199.71 million
Number of emergency drills (production safety)	time	5,866
Participation in emergency drills (production safety)	person-time	345,783
Safety training sessions (production safety)	time	15,408
Participants in safety training (production safety)	person-time	1,069,748
Employee safety training rate (production safety)	%	100
Safety awareness campaigns (production safety)	time	730
Safety checks (production safety)	time	15,135
Hidden hazard rectification (production safety)	%	100
Occupational diseases	/	0
Major work safety accident (production safety)	/	0
Occupational physical examination coverage	%	100
Work injury insurance coverage rate	%	100
Supply Chain		
Total number of suppliers	/	3,800+
Proportion of minerals purchased from conflict free areas	%	100
CSR performance evaluation Proportion of suppliers who have achieved A-level	%	42
CSR performance evaluation Proportion of suppliers who have achieved B-level	%	28
CSR performance evaluation Proportion of suppliers who have achieved C-level	%	26
CSR performance evaluation Proportion of suppliers who have achieved D-level	%	4
Service		
Major customer loss, major market quality spot check, major medical accident occurred	/	0
Quality management training sessions	time	620+
Participants in quality management training	person-time	48,446
Display business's customer satisfaction score (10-mark system)	/	9.63
Sensors business's customer complaints (10-mark system)	%	94
MLED business's customer satisfaction rate (10-mark system)	%	96.2

*According to incomplete statistics.

Indicators	Units	2025
Community		
Rural vitalization expenditure	RMB	about 39.56 million
Cumulative number of smart classrooms donated by the "Illuminating the Growth Path" public welfare program	/	156
Cumulative number of teachers and students benefited from the "Illuminating the Growth Path" public welfare program	person	70,000+
Number of free clinics conducted	/	1,281
People benefited from free clinics	person-time	170,000
Technology		
R&D investment	RMB	13,983.06 million
R&D investment as a percentage of revenue	%	6.83
Number of R&D personnel	person	24,263
Proportion of R&D personnel	%	22.08
Cumulative number of technical standards (national & international) led or participated in development/revision	/	469
Independent patent applications in total	/	100,000+
Environmental		
Scope 1 GHG emissions	tCO_2e	0.74 million
Scope 2 GHG emissions	tCO_2e	6.23 million
GHG emission reductions (Scope 1 and Scope 2)	tCO_2e	0.17 million
Total energy consumption	tonne of standard coal	1,513,722
Comprehensive energy consumption per unit of output value	tonne of standard coal/RMB 10,000 revenue	0.074
Direct energy consumption	tonne of standard coal	67,584
Indirect energy consumption	tonne of standard coal	1,446,138
Electricity consumption	GWh	11,954.08
Purchased electricity consumption	GWh	11,695.38
Self-generated solar power consumption	GWh	258.70
Natural gas consumption	m^3	26.40 million
Steam consumption	tonne	102,525
Gasoline consumption	tonne	387
Diesel consumption	tonne	71
Electricity saved	GWh	200.35
Natural gas saved	m^3	3.17 million
Steam saved	tonne	1,700
Energy efficiency projects	/	883
Total water withdrawal	m^3	85.77 million
Total wastewater discharge	m^3	73.19 million
Total water consumption	m^3	12.59 million
Water consumption intensity	m^3/RMB 10,000 revenue	0.615
Volume of recycled water used by factories	m^3	2,500.29 million
Industrial water recycling rate	%	96.92
Water-saving projects implemented	/	47
Water saved	m^3	5.37 million
Total exhaust gas emissions	m^3	59,835.59 million
Total sulfur dioxide emissions	m^3	37
Total nitrogen oxide emissions	m^3	346
Total particulate matter emissions	m^3	68
Hazardous waste generated	tonne	109,770
Hazardous waste generation intensity (per unit of operating revenue)	kg/RMB 10,000 revenue	5.365
Non-hazardous waste generated	tonne	247,623
Non-hazardous waste generation intensity(per unit of operating revenue)	kg/RMB 10,000 revenue	12.103
Total utilization of hazardous and non-hazardous waste	tonne	347,043
Comprehensive utilization rate of non-hazardous waste	%	97.92
Comprehensive utilization rate of hazardous waste	%	95.64
Group environmental management investment	RMB	787.29 million
Environmental training sessions	time	724
Participants of the environmental training	person-time	288,048

Note: The data in this table have been rounded to the nearest integer.

Indicator Index

GRI Standards index

Statement of use	BOE reported the information referenced in this GRI content index from January 1, 2025 to December 31, 2025, in accordance with GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	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
	2-4 Restatements of information	N/A
	2-5 External assurance	Assurance Report
	2-6 Activities, value chain and other business relationships	Please refer to the Company's 2025 Annual Report
	2-7 Employees	Diversity and Equal Opportunity
	2-9 Governance structure and composition	Corporate Governance
	2-10 Nomination and selection of the highest governance body	Corporate Governance
	2-11 Chair of the highest governance body	Corporate Governance
	2-12 Role of the highest governance body in overseeing the management of impacts	Sustainability Governance
	2-13 Delegation of responsibility for managing impacts	Sustainability Governance
	2-14 Role of the highest governance body in sustainability reporting	Sustainability Governance
	2-15 Conflicts of interest	None
	2-16 Communication of critical concerns	Sustainability Governance
	2-17 Collective knowledge of the highest governance body	Corporate Governance
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance
	2-19 Remuneration policies	Corporate Governance, Employee Rights Protection
	2-20 Process to determine remuneration	Corporate Governance, Employee Rights Protection
	2-22 Statement on sustainable development strategy	Sustainability Governance
	2-23 Policy commitments	Corporate Governance
	2-24 Embedding policy commitments	Corporate Governance

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-25 Processes to remediate negative impacts	Corporate Governance
	2-26 Mechanisms for seeking advice and raising concerns	Business Ethics, Sustainability Governance
	2-27 Compliance with laws and regulations	Corporate Governance, Environmental Management, Supply Chain Responsibility, Product Quality Excellence, Employee Rights Protection
	2-28 Membership associations	Supply Chain Responsibility
	2-29 Approach to stakeholder engagement	Sustainability Governance
	2-30 Collective bargaining agreements	Employee Rights Protection
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Sustainability Governance
	3-2 List of material topics	Sustainability Governance
	3-3 Management of material topics	Sustainability Governance
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	Biodiversity Conservation
	101-2 Management of biodiversity impacts	Biodiversity Conservation
	101-3 Access and benefit-sharing	N/A
	101-4 Identification of biodiversity impacts	Biodiversity Conservation
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Corporate Governance
	201-2 Financial implications and other risks and opportunities due to climate change	Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	Employee Rights Protection
	201-4 Financial assistance received from government	Please refer to the Company's 2025 Annual Report
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	Employee Rights Protection
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Please refer to the Company's 2025 Annual Report
	203-2 Significant indirect economic impacts	Please refer to the Company's 2025 Annual Report
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Please refer to the Company's 2025 Annual Report
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	Business Ethics
	205-3 Confirmed incidents of corruption and actions taken	Business Ethics
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics
GRI 207: Tax 2019	207-1 Approach to tax	Please refer to the Company's 2025 Annual Report
	207-2 Tax governance, control, and risk management	Please refer to the Company's 2025 Annual Report
	207-3 Stakeholder engagement and management of concerns related to tax	Please refer to the Company's 2025 Annual Report
	207-4 Country-by-country reporting	Please refer to the Company's 2025 Annual Report

GRI Standard	Disclosure	Location
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Circular Economy
	301-2 Recycled input materials used	Circular Economy
	301-3 Reclaimed products and their packaging materials	Circular Economy
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Energy Management
	302-3 Energy intensity	Energy Management
	302-4 Reduction of energy consumption	Energy Management
	302-5 Reductions in energy requirements of products and services	Energy Management
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Water Resource Management
	303-2 Management of water discharge-related impacts	Water Resource Management
	303-3 Water withdrawal	Water Resource Management
	303-4 Water discharge	Water Resource Management
	303-5 Water consumption	Water Resource Management
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Climate Change
	305-2 Energy indirect (Scope 2) GHG emissions	Climate Change
	305-4 GHG emissions intensity	Climate Change
	305-5 Reduction of GHG emissions	Climate Change
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Pollution Prevention and Control
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Circular Economy
	306-2 Management of significant waste-related impacts	Circular Economy
	306-3 Waste generated	Circular Economy
	306-4 Waste diverted from disposal	Circular Economy
	306-5 Waste directed to disposal	Circular Economy
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Responsibility
	308-2 Negative environmental impacts in the supply chain and actions taken	Supply Chain Responsibility
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	Employee Rights Protection
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Rights Protection
	401-3 Parental leave	Employee Rights Protection
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Employee Health and Well-being
	403-2 Hazard identification, risk assessment, and incident investigation	Employee Health and Well-being
	403-3 Occupational health services	Employee Health and Well-being
	403-4 Worker participation, consultation, and communication on occupational health and safety	Employee Health and Well-being
	403-5 Worker training on occupational health and safety	Employee Health and Well-being

GRI Standard	Disclosure	Location
GRI 403: Occupational Health and Safety 2018	403-6 Promotion of worker health	Employee Health and Well-being
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Employee Health and Well-being
	403-8 Workers covered by an occupational health and safety management system	Employee Health and Well-being
	403-9 Work-related injuries	Employee Health and Well-being
	403-10 Work-related ill health	Employee Health and Well-being
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Employee Development and Training
	404-2 Programs for upgrading employee skills and transition assistance programs	Employee Development and Training
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Corporate Governance, Diversity and Equal Opportunity
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Employee Rights Protection
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	None
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	None
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	None
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	None
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Technology for Good
	413-2 Operations with significant actual and potential negative impacts on local communities	None
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Responsibility
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Responsibility
GRI 415: Public Policy 2016	415-1 Political contributions	N/A
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Customer Experience Excellence
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	None
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Customer Experience Excellence
	417-2 Incidents of non-compliance concerning product and service information and labeling	None
	417-3 Incidents of non-compliance concerning marketing communications	None
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None

Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation) Index

Dimension	Serial Number	Topic	Corresponding Article	Location
Environmental	1	Climate Change	Article 21 to Article 28	Climate Change
	2	Pollutant Emissions	Article 30	Pollution Prevention and Control
	3	Waste Management	Article 31	Circular Economy
	4	Ecosystem and Biodiversity Protection	Article 32	Biodiversity Protection
	5	Environmental Compliance Management	Article 33	Environmental Management
	6	Energy Utilization	Article 35	Energy Management
	7	Water Resource Utilization	Article 36	Water Resource Management
	8	Circular Economy	Article 37	Circular Economy
Social	9	Rural Revitalization	Article 39	Technology for Good
	10	Social Contribution	Article 40	Technology for Good
	11	Innovation-driven Development	Article 42	Cutting-Edge Technologies, Artificial Intelligence Applications, Smart Scenario Expansion, Future Ecosystem Development
	12	Technology Ethics	Article 43	Cutting-Edge Technologies
	13	Supply Chain Security	Article 45	Supply Chain Responsibility
	14	Fair Treatment of SMEs	Article 46	Supply Chain Responsibility
	15	Product and Service Safety and Quality	Article 47	Product Quality Excellence
	16	Data Security and Customer Privacy Protection	Article 48	Corporate Governance
	17	Employees	Article 50	Employee Rights Protection, Employee Development and Training, Employee Health and Well-being, Diversity and Equal Opportunity
Sustainability Governance	18	Due Diligence	Article 52	Supply Chain Responsibility
	19	Stakeholder Communication	Article 53	Sustainability Governance
	20	Anti-commercial Bribery and Anti-corruption	Article 55	Business Ethics
	21	Anti-unfair Competition	Article 56	Business Ethics

Assurance Report

bsi.

INDEPENDENT ASSURANCE OPINION STATEMENT

BOE Sustainability Report 2025

Statement No.: SRA 843982

To the stakeholders and management of BOE

The British Standards Institution (BSI) has conducted a limited assurance engagement on the sustainability information (described in the "Scope") in the 2025 BOE Sustainability Report (hereinafter referred to as the "Report") of BOE Technology Group Co., Ltd. (hereafter referred to as "BOE" in this statement).

Scope & Criteria

The Scope and verification criteria of engagement agreed between BOE and BSI includes the following:

1. The Report is prepared in accordance with the Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report (For Trial Implementation) ("SSE Sustainability Guideline") and refer to the Global Reporting Initiative ("GRI") Universal Standard 2021 ("GRI 2021").
2. Evaluation of the specified sustainability performance data management disclosed in the Report, evaluating the reliability of sustainability data, including but not limited to the following, in accordance with ISAE3000 (Revised) with limited assurance:

Key Performance	Indicators
Business Ethics	Proportion of directors who have undergone integrity training
	Proportion of management staff who have undergone integrity training
Employees	Total number of new employees recruited during the year
	Proportion of female employees
	Rate of labor contract signing
	Social insurance coverage rate
Health and Safety	Number of emergency drills (production safety)
	Number of participants in emergency drills (production safety)
	Number of safety training sessions (production safety)
	Number of participants in safety training (production safety)
	Number of safety awareness campaigns (production safety)
	Number of safety inspections (production safety)
	Rectification rate of potential hazards (production safety)
	Occupational disease incidents
	Major production safety accidents (production safety)
Supply Chain	Proportion of mined materials sourced from conflict-free regions
Services	Occurrence of major customer loss incidents, major market quality inspection incidents, or major medical accidents
	Number of participants in quality management training
Community	Number of public welfare medical activities
	Number of people benefiting from public welfare medical activities
Technology	Cumulative number of domestic and international technical standards led or participated in
	Cumulative number of independent patent applications
Environmental	Scope 1 greenhouse gas emissions
	Scope 2 greenhouse gas emissions
	Total water withdrawal
	Total water discharge
	Total water consumption
	Total hazardous waste generated
	Total non-hazardous waste generated
	Total hazardous and non-hazardous waste recycled

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Issue Date: 2026-03-25 Effective Date: 2026-03-25

Statement No.: SRA 843982

Opinion Statement & Conclusion

1. We have conducted a limited assurance engagement on the sustainability information described in the "Scope" above (Sustainability Information).
2. Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that sustainability data and information stated in the Reporting Organization's Sustainability Report is not correctly presented or with omission in any material respects. We considered BOE has provided sufficient evidence that its self-declaration that the Report has been prepared in accordance with the SSE Sustainability Guideline and with reference to the GRI 2021 is fairly stated.

Methodology

Our assurance engagement was carried out in accordance with International Standard on Assurance Engagements 3000 (Revised), Assurance Engagements other than Audits or Reviews of Historical Financial Information, and International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements, issued by the International Auditing and Assurance Standards Board. Our work was designed to gather evidence on which to base our conclusion. These standards require that we plan and perform this engagement to obtain limited assurance on whether the Sustainability Information is free from material misstatement. We undertook the following activities:

1. A top-level review of issues raised by external parties that could be relevant to BOE's policies to provide a check on the appropriateness of statements made in the Report
2. Discussion with senior executives on BOE's approach to stakeholder engagement. We had no direct contact with external stakeholders
3. Interview with staff involved in sustainability management, report preparation and provision of report information
4. Review and assessment of double materiality assessment process
5. Review of key developments of BOE
6. Review of the process and systems for collecting and reporting the sustainability information/data
7. Review of supporting evidence for claims made in the Report
8. Review of environmental, social and governance data, including the target progress achieved, to ensure the data had been appropriately measured, recorded, collated and reported
9. Assess the BOE's reporting and management processes relating to the sustainability report in terms of their relevance, completeness, reliability, impartiality and comprehensibility.

Responsibility

It is the responsibility of BOE for the preparation and fair presentation of the Sustainability Information in accordance with agreed criteria as stated in the Scope and verification criteria section of this statement. This responsibility includes the design, implementation and maintenance of internal control relevant to the preparation of Sustainability Information that is free from material misstatement, whether due to fraud or error.

BSI is responsible for providing an independent assurance opinion statement to stakeholders giving our professional opinion based on the Scope and methodology described. Any queries that may arise by virtue of this independent assurance opinion statement or matters relating to it should be addressed to BOE only.

Issue Date: 2026-03-25 Effective Date: 2026-03-25

Statement No.: SRA 843982

Independence, Quality Control and Competence

BSI is independent to BOE and has no financial interest in the operation of BOE other than for the assurance of the sustainability statements contained in this Report.

This independent assurance opinion statement has been prepared for the stakeholders of BOE only for the purposes of verifying its statements relating to its environmental, social and governance (Sustainability), more particularly described in the Scope above.

This independent assurance opinion statement is prepared based on review by BSI of information presented to it by BOE. In making this independent assurance opinion statement, BSI has assumed that all information provided to it by BOE is true, accurate and complete. BSI accepts no liability to any third party who places reliance on this statement.

BSI applies its own management standards and compliance policies for quality control, in accordance with ISO/IEC 17021-1:2015 and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

BSI is a leading global standards and assessment body founded in 1901. The BSI assurance team has extensive experience in conducting verification over environmental, social and governance (Sustainability), including GRI standard, IWA 48, AA 1000, ISAE 3000, HKEx Sustainability Code, Beijing/Shanghai/Shenzhen Sustainability Guidelines, ISO 10002, ISO 14001, ISO 45001, ISO 45003 and ISO 9001, etc. The assurance is carried out in line with the BSI Fair Trading Code of Practice.

For and on behalf of BSI:

Michael Lam, Senior Vice President, APAC Assurance

Verifier of the Report:

Sylvia Du

Team Leader: Sylvia Du

Issue Date: 2026-03-25

Effective Date: 2026-03-25


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