

2025 Audit Summary for AOC & MMD Prioritized Suppliers

AOC & MMD have conducted supplier assessment on labor and OHS according to “AOC & MMD Supply Chain Management Policy” which aligns with EPEAT Responsible Supply Chain Annex B to all suppliers.

- 4 final assemblies, 3 are directly contracted suppliers, 1 is sub-tier final assembly supplier.
- It is the first year to drive final assembly to do the sub-tier suppliers ESG assessment. Total 84 sub-tier supplier facilities have been assessed: 55 low risk supplier facilities, 29 medium risk supplier facilities, and no high-risk suppliers. Only high-risk suppliers will be categorized to prioritized suppliers. Such sub-tier suppliers cover all kinds of sub-tier supplier categories, including EE (electronic engineering, which cover cords, PCB, capacitors etc), IC, ME (including mechanical parts, packaging, labels etc), and panel(oc). And other sub-tier suppliers whose annual spend take less than 5% of raw materials excluding panel (oc) have been ignored.

Final assemblies and sub-tier suppliers risk assessment %

	Final assemblies (directly contracted suppliers)	Sub-tier Supplier Facilities Risk Assessment			Total
		Low risk supplier facilities	Medium risk supplier facilities	High risk supplier facilities	
Y2025	4	55	29	0	88
%	4.5%	62.5%	33.0%	0	100%

- Total 11 supplier facilities are to be categorized to prioritized suppliers according to “AOC & MMD Supply Chain Management Policy” in 2025:
all 4 final assemblies,
at least 30% % of panel(oc) suppliers even if they fall under low/medium risk suppliers specified by the final assembly, total 11 panel(oc) suppliers, 7 of 11 which is over 30%.

Prioritized suppliers audit %

	Final assemblies	Sub-tier Supplier Facilities Risk Assessment	Total
Y2025	4	7	11
%	36.4%	63.6%	100%

1. The labor and OHS audit summary of the prioritized suppliers as below:

1.1 Final assemblies labor and OHS audit summary of calendar year 2024 to 2025.

1.1.1 Final assemblies labor and OHS audit type summary

Audit Year	Audit type	No. of supplier facilities audited	Geographic area
2024	SA8000+ISO 45001	3	Mainland China
2025	SA8000+ISO 45001	3	Mainland China
2025	RBA VAP	1	Brazil

1.1.2 Final assemblies labor and OHS audit findings and status

Audit findings by 3rd party on final assemblies and confirmed that all NCs (NC means non-conformity) have been remedied and closed.

Labor Major NC	Labor Minor NC	OHS Major NC	OHS Minor NC	Control process, Supplier responsibility Major NC	Control process, Supplier responsibility Minor NC	Location	Calendar Year
-	-	-	6	-	3	Mainland China	2024
-	1	-	-	-	-	Brazil	2024
-	-	-	-	4	-	Brazil	2024
-	-	-	3	-	3	Mainland China	2025
-	-	-	-	-	-	Brazil	2025

1.1.3 Details of above findings in year 2024 and 2025 for final assemblies

NC Type	NC type	NC No.	NC %	Location	Product Spend
OHS	Minor	6	30%	Mainland China	Final assembly
Control process, Supplier responsibility	Minor	3	15%	Mainland China	Final assembly
Labor- NON-DISCRIMINATION /NON-HARASSMENT / HUMANE TREATMENT	Minor	1	5%	Brazil	Final assembly
Control process, Supplier responsibility	Major	4	20%	Brazil	Final assembly
OHS	Minor	3	15%	Mainland China	Final assembly
Control process, Supplier responsibility	Minor	3	15%	Mainland China	Final assembly
Total		20	100%		

1.1.4 Actions taken on non-conformities correction of final assemblies

AOC & MMD double check the CAP (correction action plan) of all final assemblies to make sure all non-conformities being remediated in the specified timeline.

1.2 Prioritized 7 sub-tier supplier facilities RBA scores of 2025

1.2.1 RBA VAP scores status on panel (including cell /open cell) suppliers

RBA VAP Level	Audited supplier facilities no.	%	Action	Address
Silver	7	100%	Confirm NCs type and whether remediated or closed	Mainland, China
Total	7			

1.2.2 NC categories of 7 sub-tier supplier facilities, whose RBA VAP are silver.

Labor Major NC	Labor Minor NC	OHS Major NC	OHS Minor NC	Control process, Supplier responsibility, and others Major NC	Control process, Supplier responsibility, and others Minor NC	Location	Calendar Year
9	2	2	1	7	3	Mainland China	2025

1.2.3 Details of item 1.2.2 NCs on panel (including cell /open cell) suppliers

NC Type	NC type	NC No.	NC %	Location	Production Spend
Labor-working hours	Major	5	20.8%	Mainland China	Sub-tier supplier
Labor-working hours	Minor	2	8.3%	Mainland China	Sub-tier supplier
Labor-wages and benefits	Major	4	16.7%	Mainland China	Sub-tier supplier
OHS	Major	2	8.3%	Mainland China	Sub-tier supplier
OHS	Minor	1	4.2%	Mainland China	Sub-tier supplier
Control process, Supplier responsibility	Major	7	29.2%	Mainland China	Sub-tier supplier
Control process, Supplier responsibility	Minor	3	12.5%	Mainland China	Sub-tier supplier
Total		24	100%	Mainland China	Sub-tier supplier

1.2.4 Actions taken on non-conformities correction of all prioritized sub-tier suppliers

AOC & MMD double check the CAP (correction action plan) of all prioritized sub-tier suppliers. For non-conformities still under correction process AOC & MMD keep communication with the related suppliers for correction process implementation. And AOC & MMD coordinate with TPV to do the TPV Code of Conduct training which aligns with RBA code of conduct to suppliers which at least cover all AOC & MMD prioritized suppliers annually.

1.3 List of supplier facilities

The supplier facilities cover all final assemblies which take 100% spend of AOC & MMD during calendar year 2025 and some panel (cell/open cell) supplier facilities from which AOC & MMD buy indirectly.

Facility profile	Facility Name	City, Country	Product Category	Supplier type	Directly or indirectly
TPV	TPV Electronics (Fujian) Co., Ltd	Fuqing city, Fujian Province, P.R.China	LCD monitor, Signage Display	Final assembly	Directly
TPV	TPV Display Technology (Wuhan) Co., Ltd	Wuhan city, Hubei Province, P.R.China	LCD monitor	Final assembly	Directly
TPV	Envision Indústria de Produtos Eletrônicos Ltda.	Manus, Brazil	LCD monitor	Final assembly	Directly
LNT	L&T Display Technology (Fujian) Ltd	Fuqing city, Fujian Province, P.R.China	LCD monitor	Final assembly	Directly
CSOT	SUZHOU CHINA STAR OPTOELECTRONICS DISPLAY CO., LTD.	Suzhou city, Jiangsu Province, P.R.China	Panel /OC	Component	Indirectly
CSOT	Huizhou China Star Optoelectronics Display Co., Ltd.	Huizhou City, Guangdong Province, P.R.China	Panel /OC	Component	Indirectly
BOE	BEIJING BOE Display Technolog Co., Ltd.	Beijing, P.R.China	Panel /OC	Component	Indirectly
BOE	Chengdu BOE Display Sci-tech Co., Ltd.	Chengdu city, Sichuan Province, P.R.China	Panel /OC	Component	Indirectly
BOE	Nanjing BOE Display Technology Co., Ltd	Nanjing city, Jiangsu Province, P.R.China	Panel /OC	Component	Indirectly
BOE	FUZHOU BOE OPTOELECTRONICS TECHNOLOGY CO.,LTD.	Fuzhou city, Fujian Province, P.R.China	Panel /OC	Component	Indirectly
HKC	Mianyang HKC Optoelectronics Technology Co.,Ltd.	Mianyang city, Sichuan Province, P.R.China	Panel /OC	Component	Indirectly

2. AOC & MMD encourage suppliers to get RBA VAP audit or get SA 8000 + ISO 45001 certificate, whose audit program cover item freedom of association and collective bargaining. AOC & MMD requires the prioritized suppliers to make sure their employees can form and join organizations of their choice, and to bargain collectively through their chosen representatives without interference, discrimination, retaliation, or harassment.

For worker engagement AOC & MMD encourages suppliers to use their own reporting form on worker engagement. If necessary then AOC & MMD Report form can be provided in Chinese and English Version. AOC & MMD summarize the received grievances or complaints through Jan 2025 to Dec 2025 from all prioritized suppliers as below:

1. There are no labor rights related complaints or grievances, no complaints or grievances about minimum wages, working hours, overtime and employment contract and prohibition of trafficking in person either.
2. All the received grievances or complaints are about OHS or management process. All of them have been resolved or mediated by the suppliers.
3. For the methodology of how worker engagement being implemented here is an example of one of the suppliers.

HR received the anonymous grievance of the employee who was the production backup person and his team leader. The reporting party states that the production back person treats operators disrespectfully-shouting and using profanity words, and that his team leader ignores despite being aware of the situation. And Ethic committee checked such grievances had previously filed which means the matter remains unresolved and then report to HR Director. HR director investigated the grievance listening some employees and it was confirmed. HR Director called the production back up person to HR office and warned him about the dissatisfaction with his behavior. But he was unwilling to change his conduct. Finally, the supplier terminated his employment to safeguard a stable work environment.

Facility	Process on how worker engaging	Grievances or Complaints	Grievances or complaints type of labor rights of RSC ANNEX B	No. of grievances or complaints	Outcomes
Facility group 1	1. Worker raises complaints or grievances directly to the top managers or via e-mail which posted on the employee board;	Workers asking for job position transferring	Management Process	3	HR communicated with supervisor for workers position adjustment successfully.
		workplace harassment by team leader of material department	Abuse and harassment	2	HR made both sides investigation and made new orientation about ethics and conduct code to adjust behavior
	2. HR or Ethics Committee initially verifies and confirms acceptance in 3 w.d.	Employee Inadequate Behaviour	Abuse and harassment	2	HR made investigation and new orientation about ethics and conduct code to adjust the employee behavior
	3. HR or Ethics Committee transfers to the responsible department in 5 w.d.	1 day at least for maternity leave is too long for new mother, who asked change from 1 day or more to 4 hours or more.	OHS	1	HR agreed and made the system change.
	4. Responsible department handles and provide feedback in 7 w.d.	Small parts ware house room too hot.	OHS	1	Added more industrial fans; equipped neck mounted fan for each; provided herbal tea and heat relief medicine to reduce safety risk.
	5. HR or Ethics Committee provide feedback to the worker in 5 w.d.				

Facility	Process on how worker engaging	Grievances or Complaints	Grievances or complaints type of labor rights of RSC ANNEX B	No. of grievances or complaints	Outcomes
Facility group 2	1. Worker raises complaints or grievances directly to the top managers or to the ethic management office in written form; 2. The ethic management office verifies and confirms the truth in 3 w.d. 3. The ethic management office communicates with both sides to make sure all to be heard. 4. The ethic management office provide solution in written form in 5 w.d. 5. The ethic management office provides feedback to the claimant, and record it.	No enough parking places in the dormitory.	OHS	1	Periodically check and remove vehicles with no movement in a long period.
		Special position allowance application process needs to be simplified for former employer.	Management Process	1	Different facilities use different system for allowance calculation it is difficult to combine to one system for automated processing. Got the understanding of claimant.
		Food types are not abundant for employee's choice.	OHS	1	Lunch food types already 20+ for different taste, enough communication with claimant.
		Some employees couldn't catch commuter buses for picking up spot only located at R&D building.	OHS	1	It was unsafe to add new picking up spot. And continually improve it according to commute needs.
		No appropriate rest room for pregnant women in the R&D building.	OHS	1	Nursing room for both pregnant women and new mother. No enough spaces for one separate room. Got understanding of claimant.
		Production workers walk long way for lunch, 1 hour lunch time is some tight.	OHS	1	Suggested workers properly plan the route and got understanding from them.

Facility	Process on how worker engaging	Grievances or Complaints	Grievances or complaints type of labor rights of RSC ANNEX B	No. of grievances or complaints	Outcomes
Facility group 3	1. Worker raises complaints or grievances directly to the supervisor or HR orally or in written form, or via complaint platform.	No charging equipment for electrical bicycle	OHS	1	built the electrical vehicle charging area
	2. HR confirms it whether satisfies acceptance condition. If no then rejected if yes go below steps.	Smoking area of 1 plant too far for smokers, Smoking area of another 1 plant took 2 nd hand smoke harm to non-smokers	OHS	2	Set up smoking area for the affected plants.
	3. HR makes investigation and gives investigation result.				
	4. HR checks the investigation result. 2 processes for different conclusion, one is for significant case, another one is for non-significant case.	One old production line smelled bad for bad ventilation	OHS	1	Ventilation equipment improved.
	5. For non-significant case HR provides handling suggestions to the claimant and close it.	Employees can't catch commuter buses	OHS	1	Added more shifts of commuting shuttle buses
	6. For significant case HR Head will report to general manager, who leads the special case discussion and make solution.	No lunch for PM after 13:00, need improve lunch service	OHS	1	GA reserve meals according to application before 10:00 of that day.
	7. HR supervises the solution to be implemented and notify the claimant the result, and record it.	Air conditioner of one dormitory failed to cool	OHS	1	Repaired the air conditioner.

Facility	Process on how worker engaging	Grievances or complaints	Grievances or complaints type of labor rights of RSC ANNEX B	No. of grievances or complaints	Outcomes
Facility group 4	1. Worker raises complaints or grievances via complaint platform on line or off line.	No enough toilet, long queue in the rush hour	OHS	1	Labor union of the company coordinated and built more toilets
	2. Ethic specialist receives the cases and verifies.	One of facilities food supply was insufficient and staff needed pay more for the meals.	OHS	1	1. Provided more affordable meals type. 2. Pantry man routine check to avoid short measure.
	3. Ethic specialist solve the complaints and notify the claimant.				
	4. Ethic specialist cannot solve the complaints and feedback to responsible department and at same time report to labor union of the company.	One dinning room too hot in summer.	OHS	1	Uniformly control air condition and prolong the opening hours in summer.
		No clear Fire smoke detector inspection time in 3T office	OHS	1	Clarified inspection frequency was once a year, made annual inspection plan.
	5. While the responsible department is handling the case, labor union study the case.	Night dinner time not enough, after 24:00 meal too cool to be eaten.	OHS	1	1. Prolong night dinner time from 23:20 to 1:00. 2. Added freshly cooked dishes.
	6. The responsible department feedback the result to labor union, which does investigation at the same time.	Engineers' promotion training list not clear.	Management Process	1	Engineers reach HRBP to get training list.
	7. The responsible department inform the claimant the result.	Suggested to add light diet for pregnant women	OHS	1	Dishes pick-up counter marked: Pregnant women first. Add more light diet dishes.
	8. Ethic specialist record the compliance, make the follow up registration on satisfaction evaluation, make the conclusion and improve the process.	No enough disinfection cabinets in nursing room	OHS	1	Added more disinfection cabinets

- For any violations as non-conformities recognized by 3rd parties, AOC & MMD will work with suppliers to make CAP (Corrective Action Plan) with detailed correction measures and target close date until it is remedied.
- For supplier chain labor and OHS management, AOC, MMD collaborate with expertise industry-independent organizations for improvement, which base on membership of TPV Technology Limited as affiliate RBA membership and RMI Responsible Mineral Initiative.
- AOC, MMD are keen to improve the supply chain management, and any possible violations regarding to applicable laws and /or RBA code of conduct will be encouraged to report to Stefan.vanSabben@tpv-tech.com or Marcella.Klinker@tpv-tech.com for more investigation and improvement.