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	Year
TPV	TPV Electronics (Fujian) Co., Ltd	Rongqiao Economic and Technological Development Zone,Fuqing City, Fujian Province, P.R.China	LCD monitor, Signage Display	Final assembly	Directly	2025
TPV	TPV Display Technology (Wuhan) Co., Ltd	Unique No.11, Zhuankou Development District of Economic Technological Development Zone, Wuhan City, Hubei Province, P.R. China	LCD monitor	Final assembly	Directly	2025
TPV	Envision Indústria de Produtos Eletrônicos Ltda.	Av. Torquato Tapajós, 2236, Flores - CEP 69058-830 - Manaus/AM - Brazil	LCD monitor	Final assembly	Directly	2025
LNT	L&T Display Technology (Fujian) Ltd	Optoelectronic Park, Rongqiao Economic and Technological Development Zone,Fuqing City,Fujian Province, PRC	LCD monitor	Final assembly	Directly	2025
CSOT	SUZHOU CHINA STAR OPTOELECTRONICS DISPLAY CO., LTD.	Suzhou city, Jiangsu Province, P.R.China	Panel /OC	Component	Indirectly	2025
CSOT	Huizhou China Star Optoelectronics Display Co., Ltd.	Huizhou City, Guangdong Province, P.R.China	Panel /OC	Component	Indirectly	2025
BOE	BEIJING BOE Display Technolog Co., Ltd.	Beijing, P.R.China	Panel /OC	Component	Indirectly	2025
BOE	Chengdu BOE Display Sci-tech Co., Ltd.	Chengdu city, Sichuan Province, P.R.China	Panel /OC	Component	Indirectly	2025

BOE	Nanjing BOE Display Technology Co., Ltd	Nanjing city, Jiangsu Province, P.R.China	Panel /OC	Component	Indirectly	2025
BOE	FUZHOU BOE OPTOELECTRONICS TECHNOLOGY CO.,LTD.	No.99, Fuju Road, Fuqing City, Fuzhou City, Fujian Province, China FUZHOU, Fujian provimce 350300	Panel /OC	Component	Indirectly	2025
HKC	Mianyang HKC Optoelectronics Technology Co.,Ltd.	Mianyang city, Sichuan Province, P.R.China	Panel /OC	Component	Indirectly	2025

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.
3. 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.
4. 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 or similar program.
5. AOC & MMD suppliers worker engagement audit summary

   For worker engagement AOC & MMD encourages suppliers to use their own reporting form on worker engagement. AOC & MMD summarize the received grievances or complaints through Jan 2025 to Dec 2025 from all prioritized suppliers as below.

5.1 The worker engagement methodology for all suppliers was summarized as below which was aligned with AOC & MMD Supply Chain Management Policy.

5.1.1 Workers raises complaints or grievances directly to the complaint management department or team as below listed or via e-mail or hotline which posted on the employee dashboard.

5.1.1.1 Complaint management department is HR, which coordinate handling complaints or grievances.

5.1.1.2 Complaint management team is the ethic committee, which coordinate handling complaints or grievances.

5.1.2 All suppliers have the labor union which are made of 10-30 worker representatives elected or assigned from different departments as HR, Manufacturing, I&D, QA, GA etc.

5.1.3 Ethics committee or HR collects and investigate complaints or grievances and coordinate with labor union and related departments to solve them.

5.1.4 For the complaints or grievances which has the corrective plan then ethic committee or HR will keep chasing till them being closed.

5.1.5 Ethics committee or HR hold the routine meeting bimonthly or quarterly, which involves top managers for communication of how complaints or grievances being solved or arbitrated or mediated or conciliated.

5.2 There were no complaints or grievances related to ILO Fundamental Principles and Rights at Work, no complaints or grievances about minimum wages, working hours, overtime and employment contract, and either no complaints or grievances about prohibition of trafficking in person.

5.3 All the received grievances or complaints were about Occupational Health and Safety (OHS), total 30 in 2025. All of them have been resolved by the suppliers with average processing time 2 months annually.

5.4 For the methodology of how worker engagement being implemented here is an example:

5.4.1 HR received the anonymous grievance of the employee who was the production backup person and his team leader.

5.4.2 The reporting party stated that the production backup person treated operators disrespectfully-shouting and using profanity words, and that his team leader ignored despite being aware of the situation.

5.4.3 Ethic committee checked that such grievances had previously filed which meant the matter remained unresolved and then reported to HR Director.

5.4.4 HR director investigated the grievance by listening some employees and confirmed it.

5.4.5 HR Director called the production backup person to HR office and warned him about the dissatisfaction with his behavior. But he was unwilling to change his conduct.

5.4.6 Finally, the supplier terminated his employment to safeguard a stable work environment.

5.4.7 Ethic committee held routine meeting and filed the complaints or grievances.

5.4.8 Below is the list of worker grievances or complaints. For the methodology refer to item 5.1, the only difference is item 5.1.1, 5.1.1.1 for group 1 and 3, 5.1.1.2 for group 2 and 4. So for group 1 and 3 the methodology are item 5.1.1.1 and 5.1.2- 5.1.5, for group 2 and 4 are item 5.1.1.2 and 5.1.2-5.1.5.

Facility	Grievances or Complaints	Grievances or complaints type	No. of grievances or complaints	Outcomes
Facility Group 1	Workers asking for job position transferring	OHS	3	Resolved, mediation with HR
	workplace harassment by team leader of material department	OHS	2	Resolved, mediation with HR
	Employee Inadequate Behaviour	OHS	2	Resolved, mediation with HR
	1 day at least for maternity leave is too long for new mother, who asked change from minimum 1 day to minimum 4 hours.	OHS	1	Resolved, mediation with HR
	Small parts ware house room too hot.	OHS	1	Resolved, other process of resolution (supplier added some electrical fans in the room)
Facility group 2	No enough parking places in the dormitory.	OHS	1	Resolved, other process of resolution (supplier periodically removed vehicles with no moving in a long period of time)
	Special position allowance application process needs to be simplified for former employer.	OHS	1	Resolved, mediation with HR
	Food types are not abundant for employee's choice.	OHS	1	Resolved, mediation with GA
	Some employes couldn't catch commuter buses for picking up spot only located at R&D building.	OHS	1	Resolved, mediation with GA
	No appropriate rest room for pregnant women in the R&D building.	OHS	1	Resolved, mediation with GA
	Production workers walk long way for lunch, 1 hour lunch time is some tight.	OHS	1	Resolved, mediation with GA
Facility group 3	No charging equipment for electrical bicycle	OHS	1	Resolved, other process of resolution (supplier added more charging equipment)
	Smoking area of 1 plant too far for smokers	OHS	1	Resolved, other process of resolution (supplier moved the smoking area closer to smokers)
	Smoking area of another 1 plant caused 2nd hand smoke harm to non-smokers	OHS	1	Resolved, other process of resolution (supplier added smoking shelter)
	One old production line smelled bad for bad ventilation	OHS	1	Resolved, other process of resolution (supplier added more ventilation equipment)
	Employes can't catch commuter buses	OHS	1	Resolved, mediation with GA
	No lunch for PM after 13:00, need improve lunch service	OHS	1	Resolved, other process of resolution (supplier prepared lunch upon receiving application for employes who couldn't catch lunch in advance)
	Air conditioner of one dormitory failed to cool	OHS	1	Resolved, other process of resolution

				(supplier repaired the air conditioners)
Facility	Grievances or Complaints	Grievances or complaints type	No. of grievances or complaints	Outcomes
Facility group 4	No enough toilet, long queue in the rush hour	OHS	1	Resolved, other process of resolution (supplier added more toilets)
	One of facilities food supply was insufficient and staff needed pay more for the meals.	OHS	1	Resolved, mediation with GA
	One dinning room too hot in summer.	OHS	1	Resolved, other process of resolution (supplier extended air conditioner operating time and added more electrical fans)
	No clear Fire smoke detector inspection time in 3T office	OHS	1	Resolved, other process of resolution (supplier clearly defined fire smoke detector inspection frequency once a year and made public announcement of the spot detection)
	Night dinner time not enough, after 24:00 meal too cool to be eaten.	OHS	1	Resolved, other process of resolution (supplier provided more hot dishes for night shift)
	Engineers' promotion training list not clear.	OHS	1	Resolved, other process of resolution (supplier made the training for the diversification of courses, would add more online courses if engineers made request for the interested courses)
	Suggested to add light diet for pregnant women	OHS	1	Resolved, other process of resolution (supplier added sign "Pregnant women first" for each serving window, and added more light diets)
	No enough disinfection cabinets in nursing room	OHS	1	Resolved, other process of resolution (supplier added one more disinfection cabinet for all 3 nursing rooms)
		Total	30	

5.5 There were no other issues addressed through collective dialogue and/or bargaining except the above-mentioned lists.

6 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.