

Sustainability Report

Where there is sunshine, there are SEI products.

2024



**Shenzhen
SEI Robotics**

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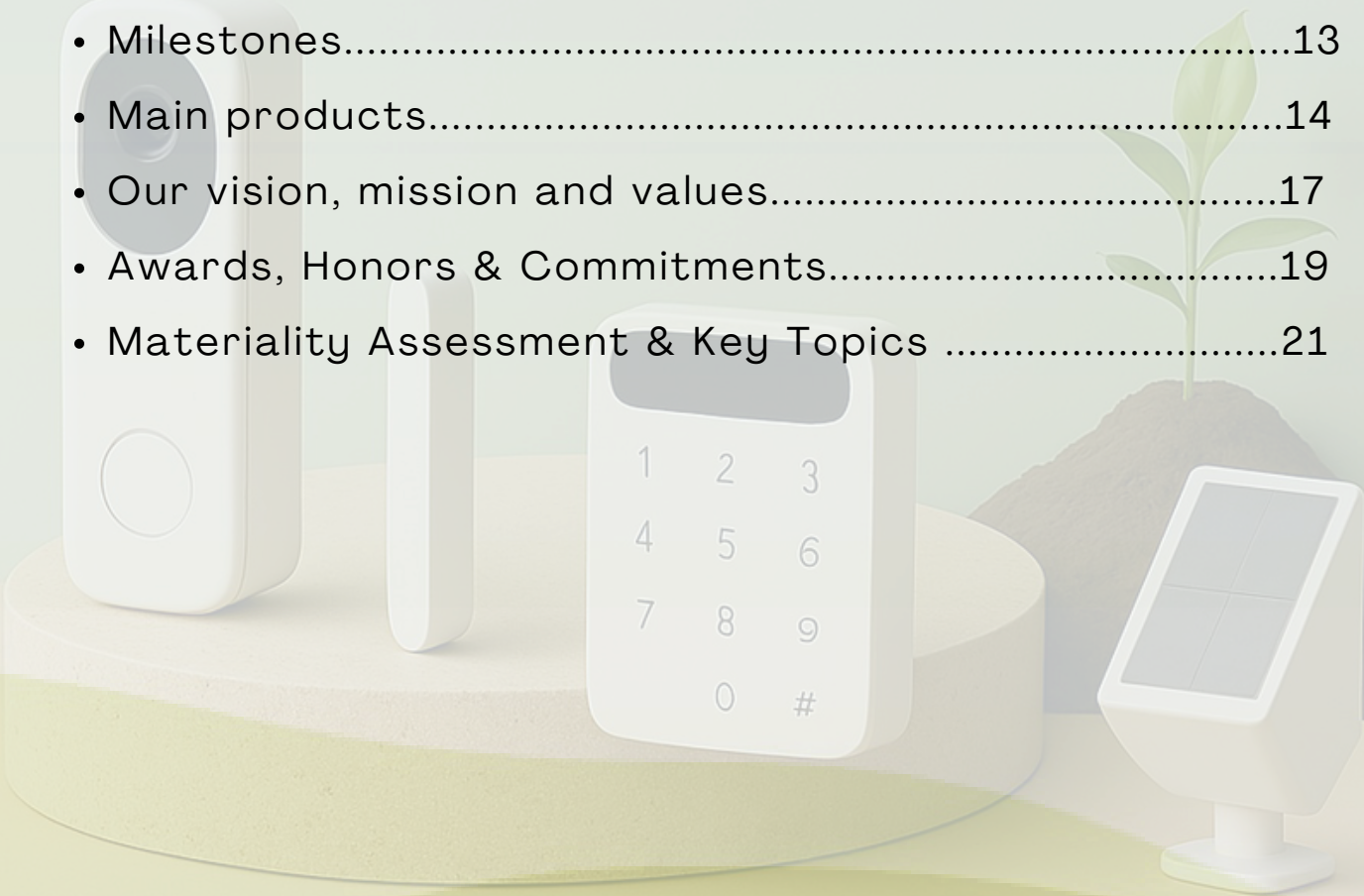
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Introduction

About the report

This ESG Report presents SEI Robotics' performance and progress in Environmental, Social, and Governance (ESG) matters for the period from January 1 to December 31, 2024. Prepared in accordance with the GRI Standards (2021), the report aims to provide a transparent overview of how the company balances economic performance with environmental and social responsibilities.

The report reflects our commitment to effective governance, stakeholder engagement, and long-term sustainability. While the primary focus is on **2024 data**, select information from outside this range is included to ensure completeness and comparability. SEI publishes ESG reports on an **annual basis**, providing stakeholders with consistent updates on our challenges, achievements, and strategic direction in sustainability.

This report also reflects sustainability efforts aligned with the expectations of **Joint Audit Cooperation (JAC) members**, with whom we maintain close supplier relationships. As part of this collaboration, our sites are periodically audited under the JAC framework.

SEI Robotics adopts a comprehensive and structured approach to ESG data collection. Our methodology integrates multiple data sources to provide a holistic view of our environmental, social, and governance performance.

- **Internal Systems:** Environmental data, including energy consumption and waste management, is sourced from our Environmental Management System. Employee-related metrics such as recruitment, training, and compensation are derived from the Human Resource Management System, while governance-related data, including risk management and compliance, is collected from financial and internal governance systems.
- **Internal Reports:** Departments regularly submit statistical reports on key business indicators, such as customer and employee satisfaction, which serve as valuable supplements to the ESG report.
- **Surveys & Interviews:** For qualitative insights that cannot be directly obtained from systems—such as employee perception of corporate culture or supplier evaluations of fairness—data is gathered through structured surveys and one-on-one interviews with stakeholders, including employees, suppliers, and customers.

In 2023, our ESG reporting focused on internal assessments and stakeholder engagements. In 2024, we are taking a step further by making this report **publicly available**, reinforcing our commitment to transparency, accountability, and sustainable growth.



Jeff Yin -Chief Executive Officer

Green technology & people-oriented intelligence.

In the past years, the world has faced many challenges, but at the same time, it has also ushered in unprecedented major opportunities in the history of artificial intelligence (AI) development, and has become the focus of widespread attention from all walks of life. How to ensure that the development of AI is always people-oriented and promotes the common well-being of mankind has become a core topic of global discussion.

Message from our CEO

Based on the green technology smart home industry, SEI Robotics has built a **Pass Platform** enterprise, which is driven by system integration, software and hardware development, service cloud, application management, data analysis and algorithms. Building the cornerstone of the company's development with integrated IoT service capabilities, it is committed to exploring the application value of audio and video interaction, adhering to the core characteristics of AI-driven, service-oriented green intelligent and flexible delivery capabilities, and focusing on the product needs of the global operator market and smart home end users, to create **multi-scenario** and **multi-category** international innovative **green technology** smart home integrated services.

During the reporting period, SEI has always pursued green technology and the concept of humanistic intelligence for good. We hope to create more extreme international innovation, and green intelligent products to provide global users with warm products and services, and a green and beautiful **smart lifestyle!**

As one of **Google's first-tier Android TV ODM partners** in the world, SEI is not only committed to the research and development of innovative Android TV products, but also actively works with industry ecological partners to practice the concept of green, and responsible ESG, and promote the application and development of AI, so as to promote the depth of corporate ESG practices while ensuring that the development of AI is truly human-centered, building more sustainable green technology and a people-oriented intelligent future.



Message from our CEO

We are committed to providing more innovative products, solutions and services that are driven and **optimized by AI** to accelerate the application and deployment of AI technology. While improving people's lives, we will also strive to reduce the negative impact on the planet. It is based on this belief that SEI has put forward the vision of "**green technology, people-oriented intelligence**". Superior product quality is based on the quality of each product to ensure the safety of each product throughout its life cycle. Whether in the process of product planning, design, R&D, manufacturing, delivery or operation and maintenance, we always implement the concept of people-oriented intelligence and green environmental protection. In order to maintain the high quality of our products, we use a proactive **closed-loop feedback** mechanism to ensure that we can quickly respond to and deal with customer issues. In order to ensure the safety of the end products used by users, we actively limit the use of fossil resources and conduct detailed investigations of all materials.

Depending on the application and process characteristics of the material, we assess the risk of potential hazardous substances and require all raw material suppliers to provide a complete composition declaration and chemical test reports.

Through the terms of the contract, suppliers are bound to strictly adhere to the environmental protection and safety standards of the company.

Through these efforts, SEI remains dedicated to driving innovation in green technology and intelligent solutions. By fostering **strong partnerships and promoting sustainable practices**, we aim to create a smarter, more eco-friendly future for all.

*AI+ products and services,
providing innovative, intelligent,
green, and energy-saving solutions.*

Jeff Yin
Chief Executive Officer



About SEI Robotics

Founded in **2009**, SEI Robotics is a smart hardware company and a global leader in the development and manufacture of Android TV and IoT devices. As one of Google's Tier 1 Android TV ODM partners, we specialize in innovative Android TV products such as **ATV HDMI Dongle, OTT and Hybrid Set-Top Box (STB), Android TV Smart Speaker, 4G/5G CPE Gateway, Wifi Mesh, and Home Security IoT**. We have successfully worked with a large number of Tier 1 international customers on several Android TV projects and smart home IoT solutions, and our goal is always to "deliver the best quality products on time".

SEI = Smiling + Engineering + Intelligence

01. Smiling

We uphold integrity in all our relationships, building world-class talent and innovation teams to drive sustainable progress. With a vision for long-term growth, we forge strong, strategic partnerships based on trust, stability, and shared success, creating a future where innovation and collaboration thrive.

02. Engineering

Based on high-intensity R&D investment and continuous technology accumulation, until the end of reporting period, SEI has applied for a total of **252 patents worldwide**, and strengthened the efficient and coordinated development of industrial cooperation and ecological win-win.

03. Intelligence

We will continue to explore AI, AIoT and other fields, and drive changes with digital technology, focusing on the integration of audio and video and the intelligent combination of the whole house and scene-based interaction, creating a smart home experience that integrates family entertainment, parent-child education, and friendly and natural, and finally brings users an immersive, personalized, and growable full-scene smart experience.

Perfection, green technology, people-oriented intelligence, to create the ultimate product, the pursuit of science and technology for good!



About SEI Robotics

International diversification



SEI's business covers the world, with customers in North America, Europe, Latin America, Southeast Asia and other regions, and its main customers are in more than 50 countries or regions around the world. The company has set up a number of overseas branches or offices around the world to better serve the markets in different regions.

We have a diverse team of people from different countries and cultural backgrounds, and have multilingual communication skills. The company focuses on cross-cultural team collaboration, and enhances understanding and collaboration among team members through regular cross-cultural training and communication activities, fully highlighting the company's **cultural diversity and inclusion**.

The company's products have passed a number of international certifications, including **ISO, CE, FCC**, etc. In addition, SEI also actively participates in the formulation of global standards, participates in the formulation of national mandatory standards as the main drafting unit, and plays an important role in the international standard system.

Our headquarters are located in Shenzhen, China and we have also physical offices **in Mexico and Germany**.

We have established long-term and stable partnerships with **many leading enterprises and customers** across Europe, Asia, South America, and North America, reflecting our global reach and trusted cooperation within the industry.

SEI Robotics maintains strong, strategic relationships with key technology partners such as **Amlogic, Google, and Netflix**. These close collaborations give us early access to the latest platform developments and allow us to stay at the forefront of Android TV innovation.

The company pays attention to the global layout of the supply chain and establishes a sound cross-border supply chain system. At the same time, SEI has set up **multiple service outlets** around the world to ensure that international customers can get seamless docking and high-quality service experience.



About SEI Robotics

The company that innovates and develops...

In the process of product design and development, SEI Robotics strictly follows the requirements of technical integration and professionalism, and its products have successfully obtained many authoritative certifications such as Android TV, Netflix, Amazon, etc., building a solid product certification barrier. The company has established a **R&D team of 67 professionals** who keep up with market and technology trends and provide a strong impetus for the company's continuous innovation.

In terms of product innovation, SEI concentrates R&D resources, focusing on creating core products such as **home theaters, network communication equipment, and intelligent security**, so as to drive the coordinated development of multi-category smart home products. At present, the number of products under development has covered four categories, and its functional integration and differentiation far exceed that of competitors in the same industry.

The company attaches great importance to R&D investment, and has applied for **more than 250 patents**, and participated in the formulation of national mandatory standards as the main drafting unit. In terms of core technology breakthroughs, SEI has successfully applied cutting-edge technologies such as AI, IoT, and cloud computing to its products, and has developed a number of representative intelligent terminal products.

The company adopts an **agile development model** and has the ability to quickly respond to market demand. Through MVP (minimum viable product) testing and other methods, SEI is able to collect user feedback in a timely manner and quickly iterate products to meet market changes.

The internal innovation mechanism is a major feature of SEI. The company has set up an **internal innovation lab** and **incubation program** to encourage employees to experiment with new ideas. In addition, the company has also promoted the innovation reward system, giving generous rewards to employees who put forward ideas and improvement plans, and fully stimulating employees' enthusiasm for innovation.

Our products or services have obvious differentiated positioning and competitiveness in the market. With new technology and unique design concepts, the company has created a series of smart home products with **superior performance, perfect functions, reliable quality and innovation**. These products not only meet the differentiated needs of consumers for multiple scenarios of smart home, but also win an advantage for the company in the fierce market competition.





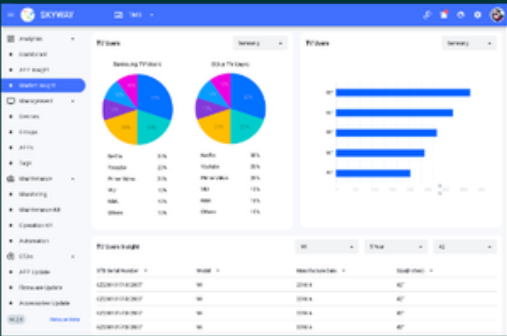
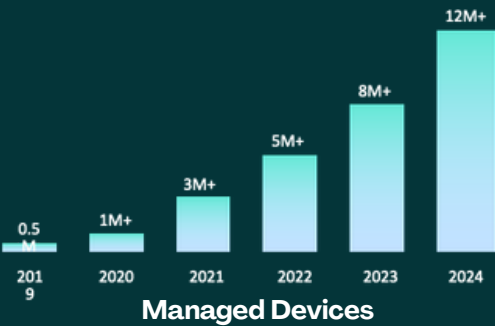
About SEI Robotics

Building a Pass Platform enterprise

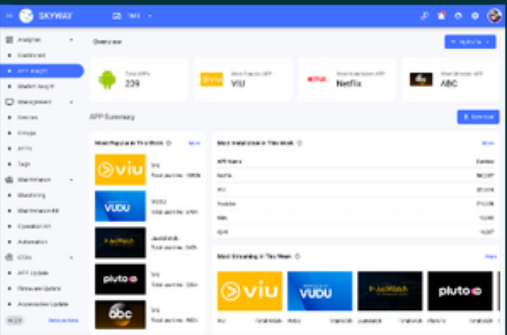
Through the multi-directional drive of **system integration, software and hardware development, service cloud, application management, data analysis and algorithms**, the company has built an integrated AIoT service capability, laying a solid foundation for development.

The company is committed to building an **open ecosystem** that engages partners, developers, and customers. **Skyway** platform launched in 2019, is currently serving over 100 customers from +27 countries including over **12 million devices**. By providing API interfaces, it supports multi-party collaboration and integration, forming a platform effect of resource sharing. At the same time, the company provides a variety of products and services, including hardware, software, cloud services and data analysis tools to achieve the integration of platform functions.

Through strategic cooperation and investment incubation, the company supports the growth of upstream and downstream enterprises and promotes the cooperation and **win-win situation** of the industrial chain. In addition, the company emphasizes the user base and data scale, and forms a strong network effect through big data analysis and user behavior insights.



TV Dashboard



APP Dashboard





About SEI Robotics

Sustainable Office Practices

SEI Robotics promotes low-carbon and resource-efficient operations across all office environments, integrating sustainability into daily routines and internal policies.

Employee Engagement & Green Behavior

Through internal initiatives, employees are encouraged to conserve energy and reduce waste. Examples include:

- Prioritizing natural light over artificial lighting
- Turning off air conditioning 30 minutes before leaving
- Avoiding disposable products and separating office waste



Eco-Friendly Office Design

Our office spaces are designed around the principles of low-carbon, safety, and comfort:

- Use of eco-friendly building materials
- LED lighting with motion sensors
- High-efficiency air conditioning systems with smart temperature controls
- Sensor-based faucets and hand dryers to minimize water and paper usage



Paperless & Digital Efficiency

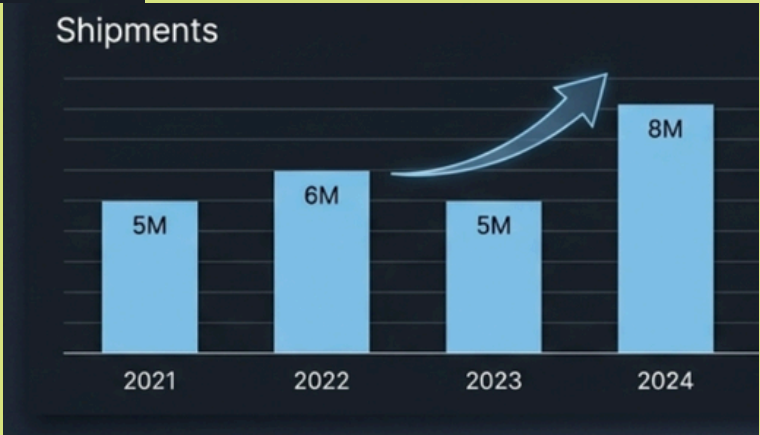
SEI has adopted a digital-first approach to minimize resource use and improve operational efficiency:

- Internal communications and document circulation are fully digital
- Reduced paper consumption lowers costs and environmental impact
- Waste separation is enforced to prevent pollution



Numbers at a glance

As a fabless company relying on contract manufacturing, our environmental footprint is largely influenced by the operations of our manufacturing partners. To address this, we are actively working with our partner factories, located in China, Vietnam, Brazil, India and Thailand, among others.



Our main production is based in **China**; therefore, the ESG data presented in this report reflects our OEM manufacturing partners operating in China.

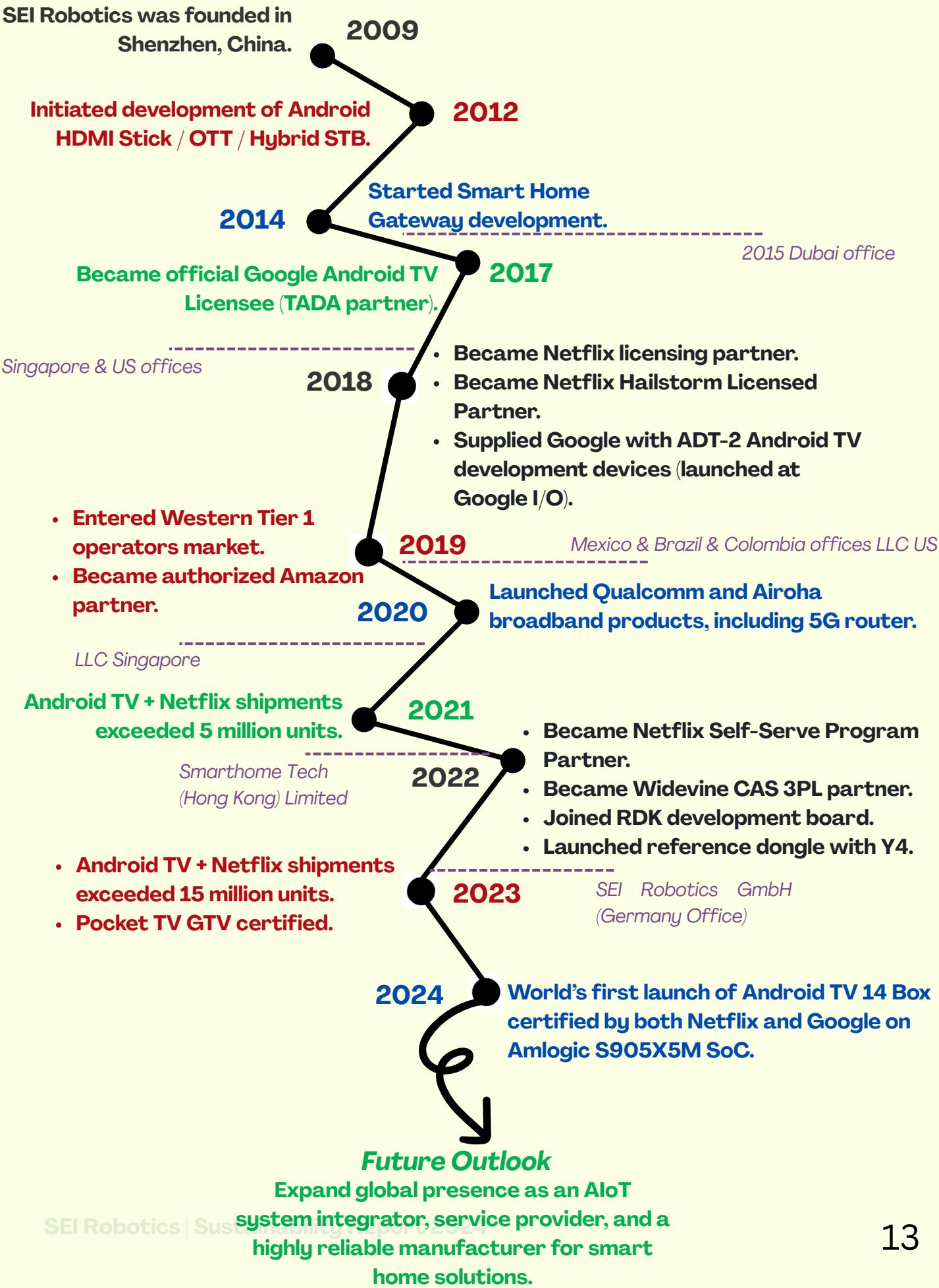


In line with our commitment to transparent value chain management, we treat our OEM factories not merely as subcontractors, but as integral partners in our sustainability journey.

Through structured ESG audits, sustainability clauses in supplier agreements, and collaborative reporting frameworks, we strive to ensure that environmental and social standards are upheld across all manufacturing nodes of our supply chain.



Milestones

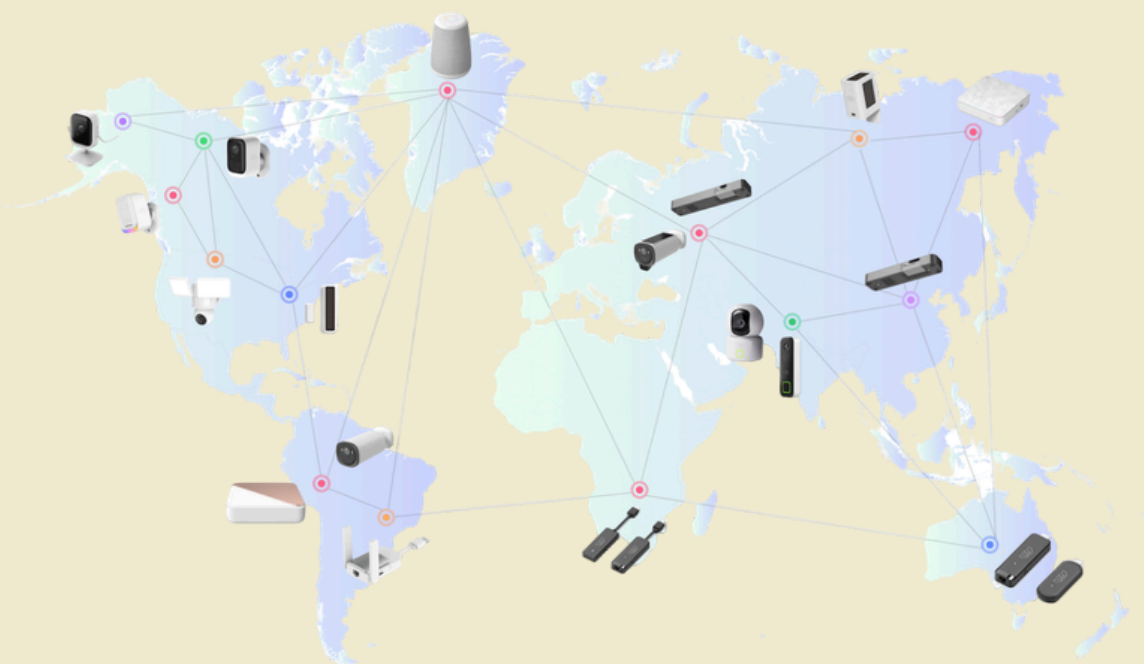




Main Products

Audio and video interaction and edge computing capabilities are key elements of the current competition and the company's core strengths. According to different application scenarios, the company has successfully launched a variety of home multimedia intelligent terminal products, **including Android TV smart network set-top box, Android TV smart TV stick (Dongle), Android TV+DVB intelligent fusion terminal, Android TV smart audio, smart home theater, smart camera, conference machine, AR glasses and Android TV+DVB+4G router intelligent fusion terminal.** In addition, the company has also developed and sold 5G communication terminal products such as 5G routers based on the needs of operators in the field of home communication.

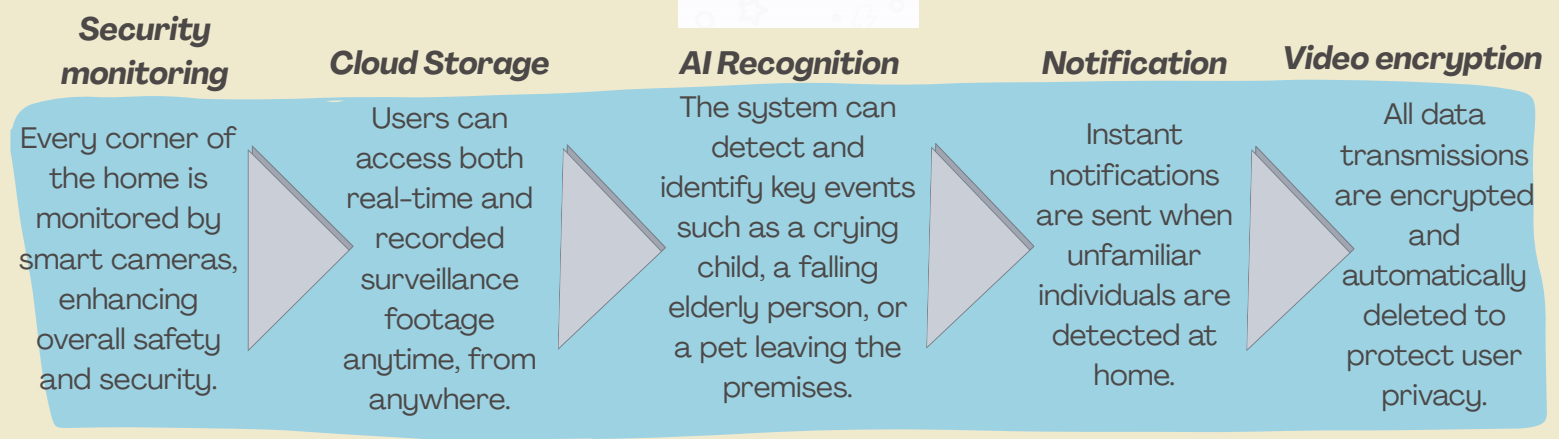
The company continues to increase R&D investment in innovative products such as smart audio-visual, smart security and 5G smart terminals, and accelerates the productization of R&D results to meet the changing needs of the market.





Main Products

The integration of cutting-edge technologies such as the IoT, cloud computing, artificial intelligence and machine learning has significantly improved the intelligence level of home systems. As a key partner of Google's Android TV, the company not only provides the hardware platform, but also verifies the functionality and stability of the new version of the system to ensure its leading position in the market.





Main Products



SEI uses **generative AI systems** to bring a revolutionary upgrade to smart home interactions, which are widely used in smart home products. According to the application scenarios of different terminal products, the company has successfully launched and sold a variety of products, **including home multimedia intelligent terminals and 5G network communication terminals.**





Our Vision, Mission and Values

Vision

Bringing innovation to every sunlit space—where there is sunshine, there are SEI products.

Mission

At SEI Robotics, we strive to enhance people's lives by delivering smart, innovative products that promote well-being, safety, and comfort. Our mission is to create technology that feels good and contributes to a healthier, happier, and more secure world.

Core Values

1. Innovation (AI) -Driven

We continuously push the boundaries of technology to create meaningful advancements.

2. Product-Centered

Our focus is on delivering high-quality, user-friendly, and sustainable products.

3. Sustainable Development

We integrate environmental and social responsibility into our business model.

4. Passion-Oriented

We foster a culture of enthusiasm, dedication, and excellence.

Corporate Social Responsibility Philosophy

At SEI Robotics, we believe in technological innovation for the greater good. Guided by the principles of sustainability, we are committed to providing products and services that enhance people's lives while promoting a greener, low-carbon, and circular economy. By collaborating with global partners, we actively contribute to a more sustainable and responsible future.



Our Policies

SEI Robotics maintains a comprehensive set of policies covering Environmental & Product Lifecycle, Corporate Ethics & Compliance, Sustainable & Responsible Business Practices, and Risk & Security Management. These policies apply to all employees, business partners, suppliers, and third parties, and reflect our commitment to environmentally and socially responsible behavior across our value chain, regardless of geography or role.

Environmental & Product Lifecycle Policies



Corporate Ethics & Compliance Policies



Sustainable & Responsible Business Practices



Risk & Security Management



To ensure effective implementation, these commitments are embedded into operational processes through mandatory onboarding trainings, supplier code of conduct clauses, internal audits, and risk assessments. Sustainability-related expectations are further integrated into project planning, procurement decisions, and performance evaluations, reinforcing responsible conduct at every level of the organization.



Awards, Honors & Commitments



United Nations
Global Compact

UN Global Compact
commitment in place.

EcoVadis Bronze Medal

achieved (57 points) in 2023.



EcoVadis Silver Medal

achieved (72 points) in 2024.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SBTi target registered to
reinforce our climate
commitment.



CDP 2024 Scores –
Climate sector: C, Water
Security: B



French Design Award – 2023



Gold Design Award
Smart Home Accessories – 2023

Awards, Honors & Commitments

The company operates **12** International Organization for Standardization (ISO) **management systems** for quality, environment, OHS, information security, and privacy, all audited by third parties and internal auditors annually.



Ministry of Industry & Information Technology, 2027



High Tech Enterprise, 2023



Appraisal Certificate for Innovation & Intellectual Property Management Capability, 2025-2028



Certified Adopter License, 2024



Certificate of Membership (Guangdong IoT Association), 2022



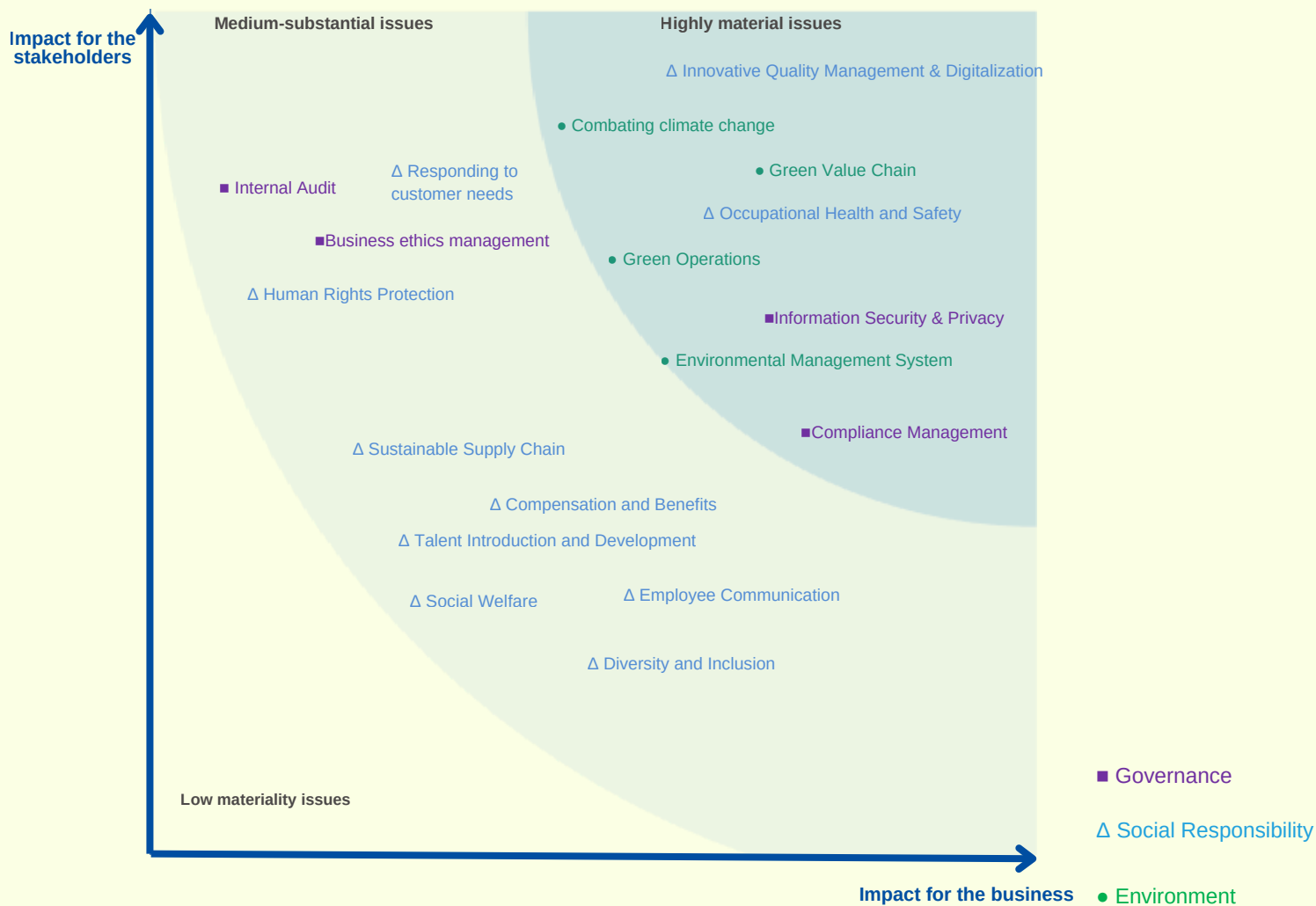
We are a qualified supplier for telecom companies participating in the Joint Audit Cooperation (JAC). As part of this engagement, our facilities are regularly audited against JAC's stringent social, environmental, and ethical standards, supporting our commitment to responsible supply chain practices.



Materiality Assessment & Key Topics

We conducted comprehensive stakeholder surveys and analyzed the results to gain a data-driven understanding of material sustainability issues. Using a structured methodology, we assessed stakeholder priorities and integrated them into our decision-making framework.

The company is committed to proactively managing material stakeholder concerns, engaging shareholders, customers, employees, suppliers, governments, and communities through a systematic approach. By leveraging research and stakeholder input, we accurately identify the significance of key issues.

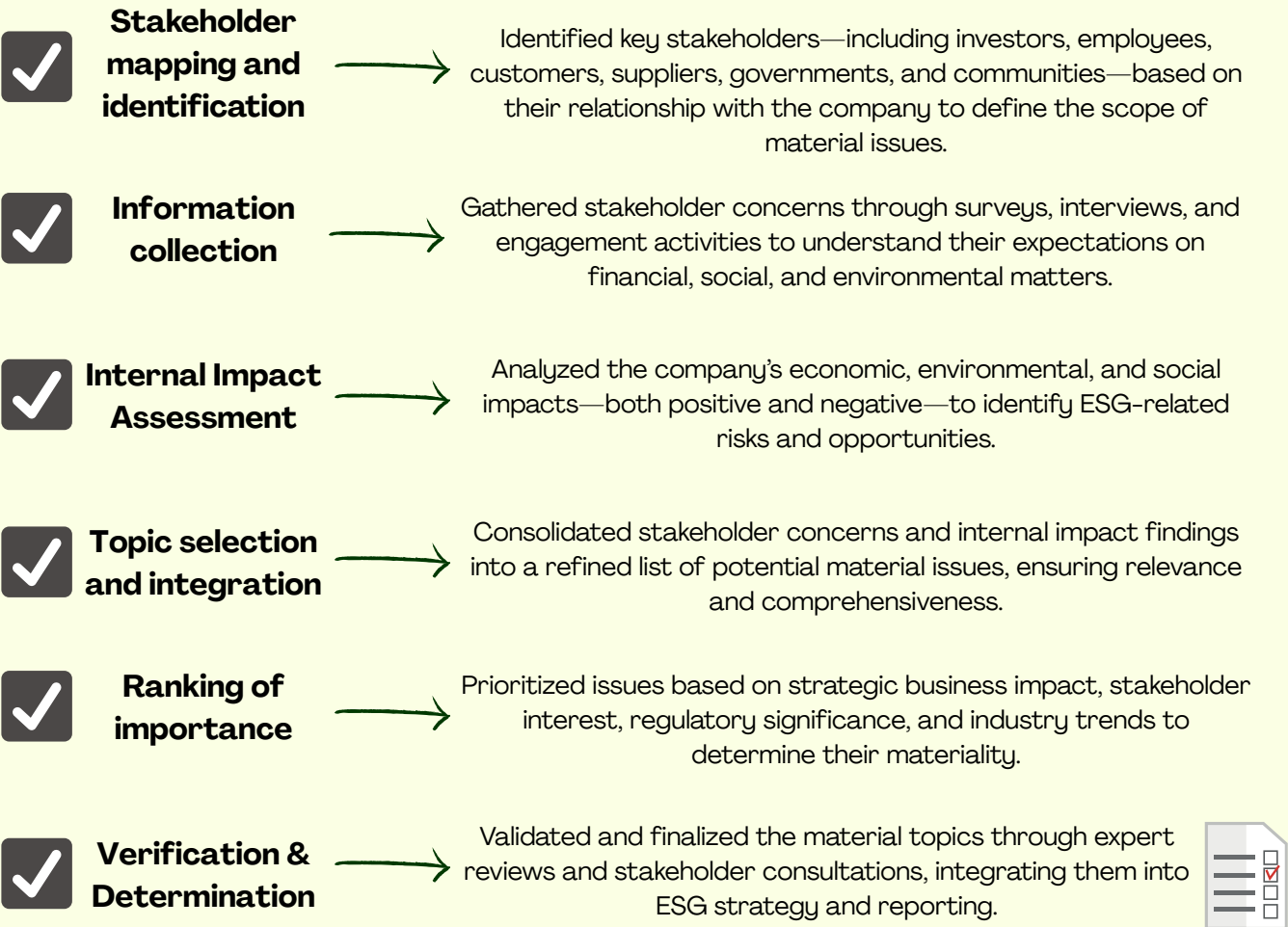




Materiality Assessment & Key Topics

Internally, sustainability considerations are embedded into our decision-making processes, with clear responsibilities assigned to relevant departments, along with **concrete action plans** and **continuous monitoring**. Externally, we establish diverse communication channels tailored to different stakeholder groups, ensuring transparent progress disclosure and timely responses to feedback.

To reinforce accountability, a dedicated team regularly reviews the entire process, synthesizes insights, and drives continuous improvement. Commitments are updated as needed, with disclosures made available on our official website and in the ESG Report, guaranteeing transparency, safeguarding stakeholder interests, and collectively advancing sustainable development.





Materiality Assessment & Key Topics

The company actively addresses material stakeholder concerns across shareholders, customers, employees, suppliers, governments, and communities. Relevant issues are integrated into internal decision-making with clear responsibilities and regular follow-up. Externally, diverse communication channels are used to share progress and gather feedback. A dedicated supervision team oversees the process, ensures continuous improvement, and updates are published transparently through the official website and ESG Report to support sustainable development.

Stakeholders	Key Concerns	Communication Channels/Methods	Frequency
Customers	- Innovative Quality Management & Digitalization- Information security & privacy - Response to customer needs - Green value chain – Combating Climate change	- Professional service teams - WeChat / Telephone - Market research - Customer satisfaction surveys - After-sales feedback - Business negotiations	Irregular / As needed
Employees	- Human rights protection - Diversity and inclusion - Compensation and benefits - Talent development - Occupational health and safety - Privacy and data protection	- Staff communication meetings - Labor union activities - Training programs - Complaint and feedback mailbox	Irregular / As needed
Shareholders & Investors	- Compliance management- Economic performance- Climate risk- Business ethics- Internal audit- Green operations	- Information disclosure at General Meetings- Daily communication via email and telephone	Irregular
Suppliers	- Green value chain- Compliance management- Information Security& Privacy	- On-site visits- Daily communication- Supplier meetings and audits- Contracts, questionnaires, training, and conferences	Irregular
Governments & Regulators	- Environmental management- Compliance and economic performance- Tax compliance	- Government policy briefings- Participation in public projects	Irregular
Communities & NGOs	- Social welfare- Industry development- Environmental protection	- Community project engagement- Collaboration with NGOs- Participation in industry associations and public welfare activities	Irregular



Environmental & Sustainability Practices

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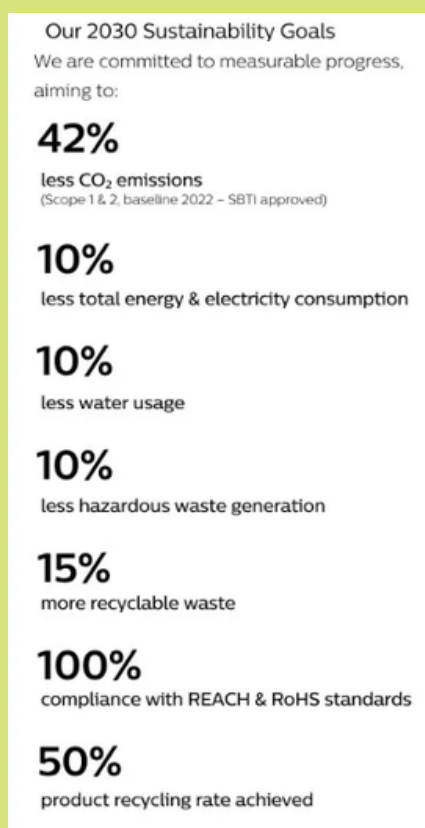
Environmental & Sustainability Practices

Environmental Management System & Compliance

Environmental protection is at the core of our enterprise development. We strictly comply with relevant laws and continuously enhance our environmental policies and management structures to integrate sustainability into daily operations. Our carbon reduction strategy focuses on accurate measurement and continuous tracking of environmental performance to minimize impact and drive sustainable growth.

We adhere to green development principles and comply with regulations such as the **UNFCCC**, China's Environmental Protection Law, and the Law on Solid Waste Pollution Control. To strengthen environmental management, we have implemented key policies, including:

- **Environmental Management Policy**
- **Waste & Solid Waste Control Policies**
- **Safety & Chemical Protection Policy**
- **Product Lifecycle Management Policy**
- **Energy Saving & Emission Reduction Procedure**



An **Environmental Management System Committee**, composed of senior management, oversees policy formulation, performance monitoring, compliance reviews, and continuous improvement efforts.

The company has successfully passed the **ISO 14001:2015** environmental management system certification, marking a new step in our environmental management.

We assess environmental risks through an **Environmental Factors Risk Assessment Form** and implement strict controls on key issues like energy use, fire risk, and waste management. No significant environmental incidents, violations, or complaints occurred during the reporting period.

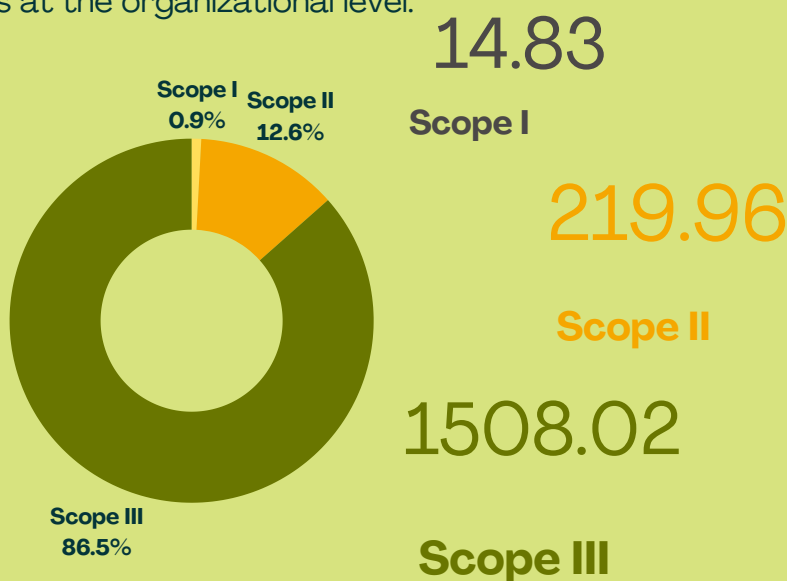


Environmental & Sustainability Practices

At SEI Robotics, we are committed to reducing our environmental impact and contributing to global climate goals. As part of our sustainability strategy, we have measured our **Scope 1, 2, and 3 emissions** starting from 2022 and set clear science-based targets.

Since 2022, SEI has engaged a third-party organization to conduct a quantitative verification of GHG emissions at Shenzhen site (also including the data from OEM factories). This verification follows the international standard **ISO 14064-1:2018**, which provides specifications and guidelines for quantifying and reporting GHG emissions and removals at the organizational level.

Greenhouse Gas Emissions in 2023
Unit is tonnes CO2 equivalent.



This assessment covered:

- Scope 1 (Direct Emissions)
- Category 1: Direct GHG emissions from company-owned or controlled sources such as fuel in the company vehicles
- Scope 2 (Indirect Emissions)
- Category 2: Indirect emissions from purchased electricity, heating, and cooling
- Scope 3 (Value Chain Emissions – Partial Assessment)

Our Scope 3 inventory currently includes:

- Employee commuting
- Business travel
- Upstream emissions from purchased goods
- Upstream emissions from the purchase of capital goods

The following **Scope 3 categories** were **not included** in our 2023 assessment, however will be included in our future assessments.

- Disposal of solid and liquid waste
- Use of leased equipment assets
- Use of services not covered in the above subcategories
- Use of sold products stage
- Downstream leased assets
- End-of-life product stage
- Investments
- Other sources



Environmental & Sustainability Practices

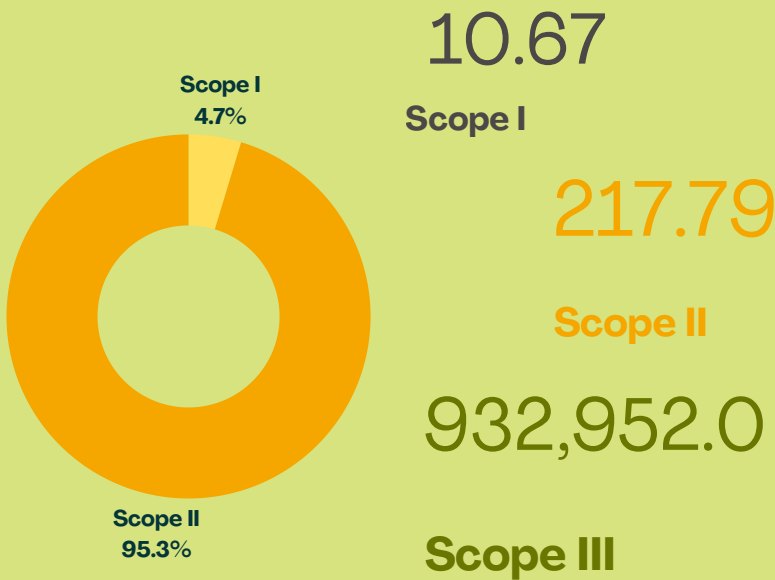
Expanding Our Scope 3 Emissions Transparency

In 2024, we significantly enhanced our Scope 3 emissions inventory **by improving data coverage** and expanding our reporting boundaries. In addition to the categories previously disclosed in 2023, we have now incorporated the following emissions sources into our calculations, enabling a more comprehensive assessment of our value chain footprint.

- ✓ Disposal of solid and liquid waste
- ✓ Use of sold products stage (which is source of **96%** of the **Scope 3** emissions)
- ✓ End-of-life product stage

Greenhouse Gas Emissions in 2024

Unit is tonnes CO2 equivalent.



The largest portion of our carbon footprint stems from Scope 3 (use of sold products), accounting for 898,922 tonnes CO₂e annually. While these emissions occur during the customer use phase and fall outside our direct operational control, we recognize our responsibility to influence positive change through **innovative product design, consumer education, and cross-sector partnerships**.

Shenzhen SEI Robotics sets an interim climate target for the year 2026, based on its 2022 baseline year:

- Scope 1: At least –30% reduction compared to 2022
- Scope 2: At least –15% reduction compared to 2022
- **Total Scope 1 + 2:** At least –20% reduction compared to 2022

This target reflects the company’s early progress in reducing Scope 1 emissions (**32% and 51% decrease** achieved in **2023** and **2024**, respectively) and recognizes the improved data granularity for Scope 2 introduced in 2023. The 2026 interim target is aligned with our overall SBTi-aligned goal to reduce Scope 1 and 2 emissions by 42% by 2030.



Environmental & Sustainability Practices

Tackling climate change

SEI acknowledges the growing risks posed by extreme weather events and integrates climate challenges into its corporate strategy. To enhance resilience, the company conducts **climate risk assessments** and has established **Emergency Preparedness and Response Control Procedures** to standardize disaster response, minimize losses, and ensure swift recovery of operations.



SBTi Commitment

As part of our commitment to climate action, we actively participate in the Science Based Targets initiative (SBTi) to align our emissions reduction strategy with the goals of the **Paris Agreement**. Through this initiative, we set science-based targets using rigorous methodologies to reduce our carbon footprint across operations and the value chain.

Our approved near term SBTi target is to reduce **Scope 1 and 2** emissions by **42%** by **2030** (Base year: 2022). Additionally, we are committed to measuring, monitoring, and reducing **Scope 3 emissions** to minimize our overall carbon impact.

To achieve these goals, we implement **targeted strategies** such as supply chain optimization, energy efficiency improvements, and the development of low-carbon products and services. Beyond transforming our own operations, we actively collaborate with industry peers to share knowledge and drive broader sustainable change.

Our commitment is officially recognized by SBTi. For more details, please visit their website.

Environmental & Sustainability Practices

Climate Risks/Opportunities

In alignment with the recommendations of the **Task Force on Climate-related Financial Disclosures (TCFD)**, the company has integrated climate-related risk and opportunity assessments into its corporate governance framework. Recognizing the growing materiality of climate risks, a comprehensive risk management system has been established to **identify, assess, and monitor both transition and physical climate risks**. By developing science-based response strategies, enhancing internal control mechanisms, and strengthening early warning systems, the company aims to ensure resilience, operational stability, and long-term sustainable value creation in an increasingly complex and volatile market environment.

Risk Assessment Results

Category	Description of the risk/ opportunity	Description of the impact	Management methods	Cost of taking action (operating cost description)
Physical risk	The increase in extreme weather events, such as heavy rain, may lead to water accumulation in the company's area, affecting the normal use of office areas and commuting; High temperature weather may increase the failure rate of office equipment, increasing the frequency of equipment maintenance and replacement.	Unusable office space can lead to business suspension or delays, affecting customer service quality and business efficiency, which in turn can lead to customer churn and reduced revenue. Equipment repair and replacement will directly increase expenses, and at the same time, idle employees during the suspension of business will also cause hidden waste of labor costs.	Regularly inspect and upgrade the drainage facilities in the office area, and install waterproof and moisture-proof equipment; Equip office equipment with heat dissipation and cooling devices, and formulate equipment maintenance plans under high temperature warning; Establish partnerships with professional emergency rescue services to get timely assistance in the event of extreme weather.	Maintenance and upgrading of drainage facilities, procurement and installation of waterproof and moisture-proof equipment; Procurement and maintenance costs of cooling devices; emergency rescue service cooperation fees; Labor costs: Additional expenses incurred due to business interruption or adjustment, such as overtime compensation, etc.



Environmental & Sustainability Practices

Risk Assessment Results

Cate gory	Description of the risk/ opportunity	Description of the impact	Management methods	Cost of taking action (operating cost description)
Regul atory risk	With the advancement of climate change policies, the government may introduce stricter standards and regulations on corporate energy consumption and carbon emissions, and for non-productive companies, they will also need to comply with relevant regulations in terms of office electricity consumption and transportation.	If you fail to meet regulatory requirements in a timely manner, you may face penalties such as fines, power rationing, and additional expenses. In order to meet the standard, it may be necessary to invest in equipment modification, energy audit, etc., which will increase operating costs in the short term; Power rationing measures may affect the normal operation of business, resulting in a decrease in revenue.	Set up a dedicated ESG management committee to interpret and follow up on relevant policies and regulations in a timely manner; Conduct a comprehensive audit of the company's energy usage and formulate an energy conservation and emission reduction plan; Gradual replacement of energy-intensive equipment and the adoption of energy-efficient office equipment and lighting systems; Encourage employees to adopt green travel methods, provide public transport subsidies or set up internal ride-sharing platforms.	The labor cost of the policy research position or the cost of entrusting a professional organization; energy audit fees; the cost of replacing equipment with high energy consumption; energy-saving equipment procurement and installation costs; subsidized costs for public transport; Ride-sharing platform development, operation and maintenance costs.



Environmental & Sustainability Practices

Risk Assessment Results

Cate gory	Description of the risk/ opportunity	Description of the impact	Management methods	Cost of taking action (operating cost description)
Othe r risks	Changes in market demand for environmentally friendly products and services, as well as increased consumer awareness of environmental protection due to climate change, may lead to a decline in market demand for the company's existing non-environmentally friendly businesses or products.	Existing business revenue declines, market share shrinks, and resources may need to be invested in business transformation or product upgrades, increasing R&D and marketing costs; If the transformation is not timely, it may face a situation of declining competitiveness and limited long-term development.	Strengthen market research, analyze market trends and changes in consumer demand, and lay out environmental protection-related businesses or products in advance; Increase R&D investment and develop green services or products; Carry out green marketing activities to enhance the company's environmental image and attract customers with strong environmental awareness.	Market research costs; R&D cooperation costs; green marketing campaign planning and execution costs; Labor cost adjustments due to business transformation or product upgrades, such as the cost of training new skilled employees, etc.



Environmental & Sustainability Practices

Risk Assessment Results

Cate gory	Description of the risk/ opportunity	Description of the impact	Management methods	Cost of taking action (operating cost description)
Oppo rtunit y	Opportunities to enhance brand image: With the improvement of consumers' awareness of environmental protection and the growth of demand for green products, the company can enter new market segments by launching green products, attract environmentally conscious consumer groups, and expand market share.	A good brand image can promote repeat purchases and word-of-mouth communication, attract potential customers, and lay the foundation for the company's long-term development. In some markets or industries with high environmental requirements, it helps to obtain more cooperation opportunities and business resources.	Formulate a brand communication strategy, closely combine green products with the company's environmental protection concept and social responsibility, and publicize it through the company's official website, promotional materials, public welfare activities and other channels. Participate in environmental protection awards, industry environmental protection forums and other activities to enhance the brand's visibility and influence in the field of environmental protection.	Brand communication expenses: including the production of promotional materials, media cooperation, event participation, etc.



Environmental & Sustainability Practices

Risk Assessment Results

Cate gory	Description of the risk/ opportunity	Description of the impact	Management methods	Cost of taking action (operating cost description)
Oppo rtunit y	Market expansion opportunities: With the increase in consumer awareness of environmental protection and the growth of demand for green products, the company can enter new segments when launching green products	Open up new business growth channels for the company and increase sales and profit streams. Enhance the recognition of the brand in the field of environmental protection, which helps to differentiate and enhance with competitors	Carry out market research to gain an in-depth understanding of consumers' demand for green products, price acceptance and other information, and provide a basis for product development and market positioning. Develop targeted marketing campaigns	Market research costs: including questionnaire design, sample collection, data analysis, etc. Campaign Costs: Advertising Fees,
Oppo rtunit y	Market attract environmentally conscious consumer groups, and expand market share.	Market competitiveness.	Strategy, through advertising, social media, environmental protection activities and other channels to promote the environmental advantages and unique value of green products.	Event planning and execution costs, etc.



Environmental & Sustainability Practices

Energy Management

SEI is committed to fully integrating the concept of carbon neutrality into the company's management, manufacturing and operation. The company adopts advanced digital technology, integrates energy conservation and emission reduction measures, and promotes the development of the industry to low-carbon development and the green transformation of energy with intelligent management methods.

In order to achieve this goal, SEI adheres to the concept of energy conservation and emission reduction, regularly carries out energy audits and monitoring, effectively controls energy consumption, and establishes a sound energy management system.

SEI had already obtained ISO 50001 energy management system certification prior to the reporting period, signifying that the company had already reached international standards in energy management.

Energy and Water Management Initiatives

As part of our **Energy Saving and Emission Reduction Control Procedure**, SEI defines clear targets and measures to enhance transparency and accountability in resource management to follow yearly targets.

While SEI's operations do not involve direct water consumption or withdrawal, we recognize water as a shared and critical global resource. As our production is outsourced to OEM partners, we engage with them to encourage responsible water practices and compliance with local environmental regulations. Currently, SEI does not identify water use as a material impact within its operational boundary, however actively taking measures to reduce the consumption.

Our Targets

We defined our annual targets to reach 2030 sustainability goals. In 2024, compared to previous year, we achieved **17%** reduction of electricity usage and **30%** reduction of water usage in the SEI facilities.



10%

Annual energy savings target



10%

Annual water savings target



Environmental & Sustainability Practices

Key Energy and Water Management Measures

Energy Efficiency

- Air conditioning systems are optimized through smart temperature control, scheduled operations, and preventive maintenance.
- Conventional lighting systems have been replaced with energy-efficient LED solutions integrated with smart sensors.
- Energy consumption in R&D laboratories is minimized through the use of low-energy equipment, process optimization, and regular performance reviews.

Water Conservation

- Smart fixtures such as water-saving toilets and faucets are installed across facilities.
- Monthly inspections are conducted to detect and prevent leaks.
- Greywater recycling systems are implemented for landscaping and cleaning purposes.



In order to further practice green mobility, the company continues to optimize the energy structure, procure and use new energy vehicles, and give priority to arranging these vehicles to transport employees on business trips, gradually reducing its dependence on traditional gasoline vehicles. In addition, the company also encourages employees to choose public transportation in their daily lives, and advocates that employees give priority to the purchase of new energy vehicles to reduce the environmental impact of personal transportation.

In terms of employee training, SEI carries out training activities with the theme of energy conservation and emission reduction, and regularly collects suggestions and opinions on energy conservation from employees.



- In 2024, the company's electricity consumption is **443.43 MWh**.
- In 2024, the company's water consumption is **1,327 tonnes**.
- In 2024, **2 hours of training** on energy conservation and emission reduction is carried out, and **298 people** is trained, accounting for 100% of the total number of employees.



Environmental & Sustainability Practices

Our Energy Saving Projects in the factories

Measure type	The name of the energy-saving project	Outline of the pre-energy-saving formula	Summary of the plan after the energy-saving plan
HVAC system	Magnetic levitation frequency conversion cooling	Chillers with 520RT	The use of magnetic levitation inverter chiller can achieve 50% energy saving.
Water turbines	Waste heat recovery of air compressor.	An air source heat pump water heater is used.	Waste heat recovery of air compressor reduces the use of air source heat pumps.
Lighting system	Selection of lamps and lanterns.	The lighting is mainly high efficiency and energy-saving lamps, and LED lighting is used in the year, office area and warehouse: The tube or lamp panel must be equipped with electronic ballast, so that the power solid number reaches more than 0.95.	Lower electricity consumption.
	Lighting zone control	During the production period of the plant, the office reasonably sets up the lighting fixture switch, and the lamps and lanterns by the window are controlled separately: The lighting adopts sub-zone control, and the lamps and lanterns in each control area should be set up with two kinds of control: fully open and half-open state.	Lower electricity consumption.



Environmental & Sustainability Practices

Our Green & Circular Value Chain

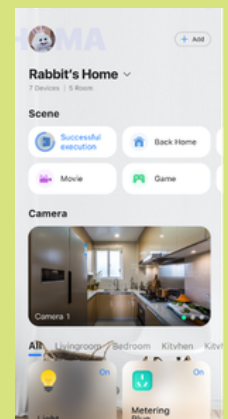
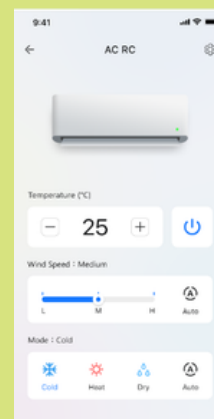
At SEI, we are dedicated to fostering a circular economy by integrating sustainability throughout every stage of our product lifecycle. From selecting raw materials to design, manufacturing, maintenance, recycling, and disposal, we have implemented comprehensive systems focused on **energy efficiency, consumption reduction, pollution minimization, and continuous improvement.**

Green Products and Design for Sustainability

Our R&D center is the cornerstone of green product innovation, pioneering sustainable processes and clean technologies to increase the use of recycled and recyclable materials. We ensure our products not only meet environmental standards but are also designed with future reuse and recycling in mind.

Smart Home Solutions for Energy Efficiency

Through our **HOMA platform** for TV and smart home devices, users can remotely control appliances such as air conditioners, lighting, and heating systems via a user-friendly mobile app. This enables real-time energy management and helps reduce unnecessary consumption.



Solar Series

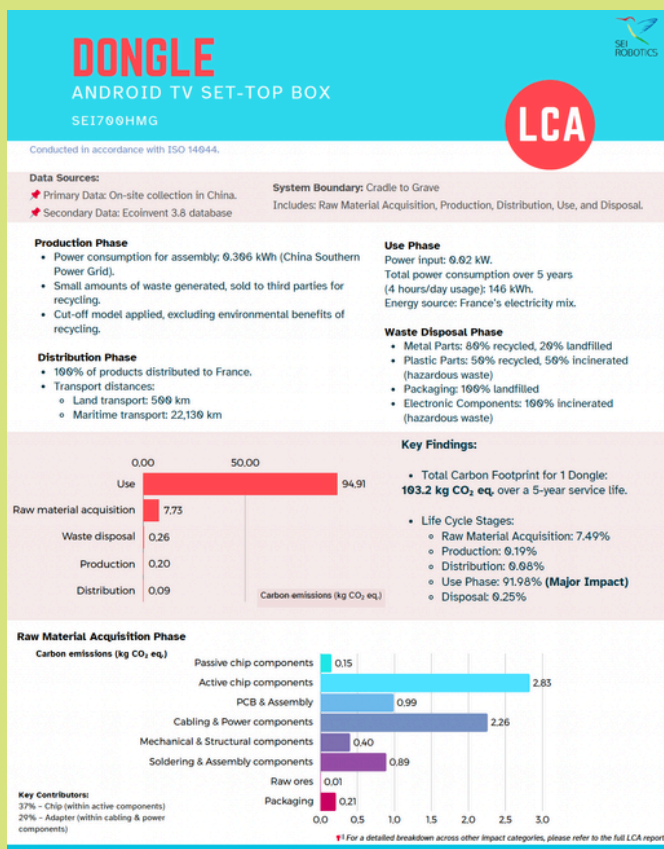
As part of our green product portfolio, we offer solar-powered security solutions designed for outdoor use such as gardens, garages, and entryways. These devices reduce reliance on grid electricity by operating on solar energy and feature energy-efficient components, including **low-power processors and smart video analytics.** With weather-resistant design and optional cellular connectivity, they combine sustainability with practical functionality in off-grid settings.



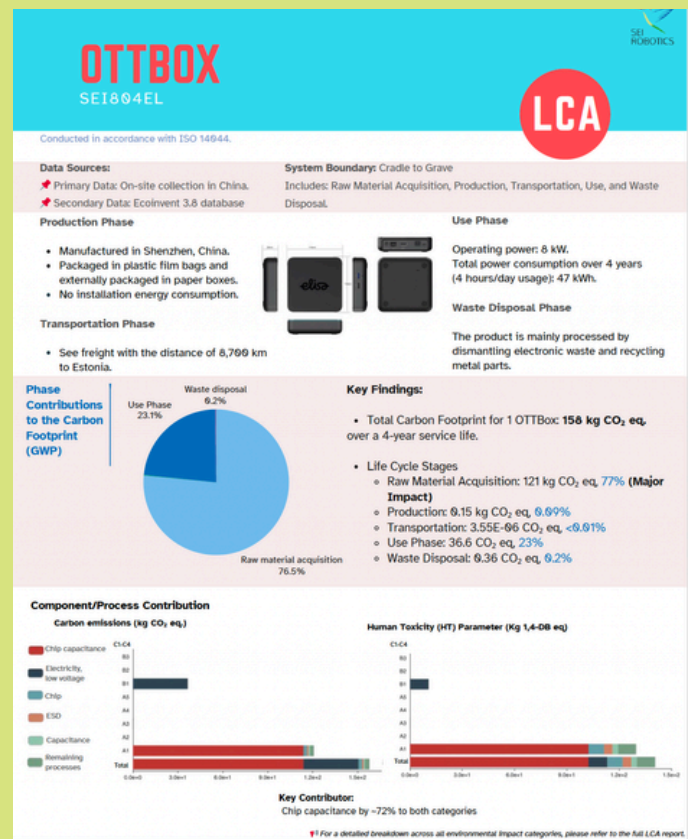
Environmental & Sustainability Practices

Our Green & Circular Value Chain

LCA-Guided Material Optimization: Using ISO 14067-certified Life Cycle Assessments (LCAs), we evaluate materials' environmental impact, replacing high-impact options with more sustainable alternatives without compromising product quality. For our Set-Top Box (STB) Dongle and OTTBox models, we completed LCA studies and received **ISO 14067** certifications.



Dongle's life cycle carbon footprint: 103 kg CO₂ eq



OTTBox's life cycle carbon footprint: 158 kg CO₂ eq.

(Results should be interpreted within a ±5% range due to different chipset models across product groups.)



Environmental & Sustainability Practices

Our Green & Circular Value Chain

✔ Power saving enabled products

Most of our products come with an integrated power saving mode. We are currently conducting internal tests to optimize its performance across various usage scenarios. This feature is designed to reduce energy consumption during idle or low-activity periods, supporting both user efficiency and environmental targets.

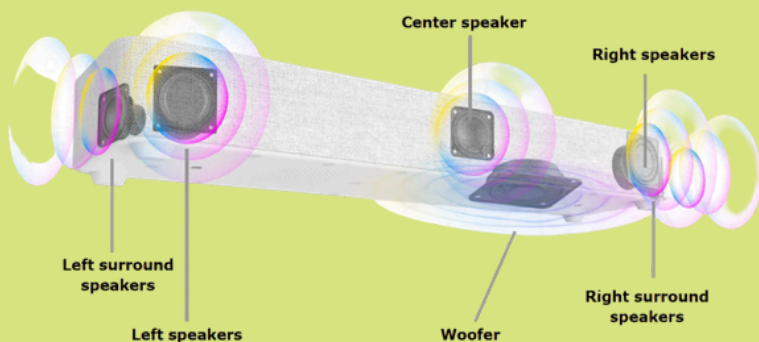
Compliance with the CE standard within 0.5 W defined in related EU Code of Conduct on Energy Efficiency standardizations.

Recent internal testing of one of our flagship set-top box models demonstrated strong energy efficiency: standby power was as low as **0.24 W**, while typical streaming operations (1080p to 4K) averaged between 3.2 and 3.6 W.

These figures are well within the thresholds set by the **EU Code of Conduct on Energy Consumption** of Digital TV Services, underscoring our commitment to both product performance and sustainability.

✔ Upgrade and expansion capacity

Our hardware is intentionally designed with upgradeability in mind. For instance, our speakers include modular components that allow for future upgrades without replacing the entire unit. The image below illustrates how the speaker's core system can be enhanced through simple hardware modifications. This approach reduces electronic waste and extends product lifespan, aligning with our circular design strategy.



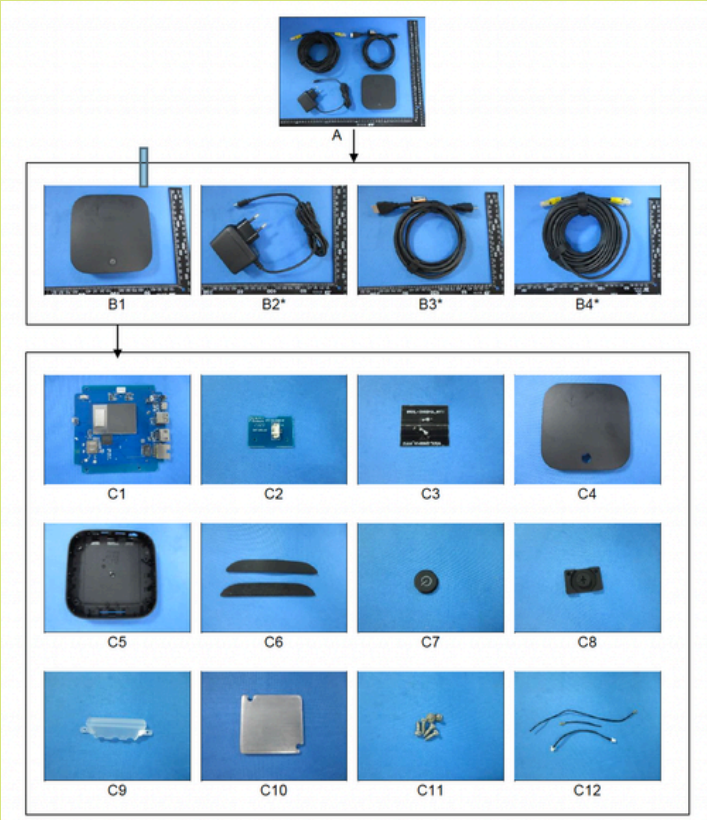
Our Hardware design of our speaker for upgrade potential



Environmental & Sustainability Practices

Our Green & Circular Value Chain

- **Design for Disassembly:** The STB features a modular design, facilitating the easy separation of components such as plastic housings, PCBAs, and metals. This design simplifies recycling and refurbishing at the end of the product's life.



Disassembly Tree

- **Sustainable Materials:** Our STB and Power Supply Units (PSU) integrate recycled and bio-based plastics. For instance, the STB upper cover is made from 95% Post-Consumer Recycled (PCR) materials, while the PSU casing is sourced from recyclable plastics.
- **End-of-Life Performance:** Third-party WEEE compliance confirms that our STBs have around 90% recovery potential, with 85% reuse and recycling and 4% energy recovery. This high recovery rate reinforces our commitment to reintegrating products into the circular economy.

Notably, external electric cables (TPE + Copper) and metal components such as iron account for a substantial portion of recyclable weight (38.7% and 16.2%, respectively). Plastic components, including PC, PC+ABS, and PA, have also been considered in design choices to ensure ease of separation and recycling.

Furthermore, components are identified through a modular photo referencing system, which aids manual disassembly. Materials with low recyclability (e.g., silica gel, internal wire) are minimized in weight and usage. The product avoids use of brominated flame retardants, and excludes materials that are traditionally difficult to separate, such as stickers or solder paints, highlighting a deliberate and conscious design strategy.

On average, approximately 15% of the material content in our set-top boxes is sourced from recycled materials.



% use of recycled material in STBs



Environmental & Sustainability Practices

Responsible Waste Management

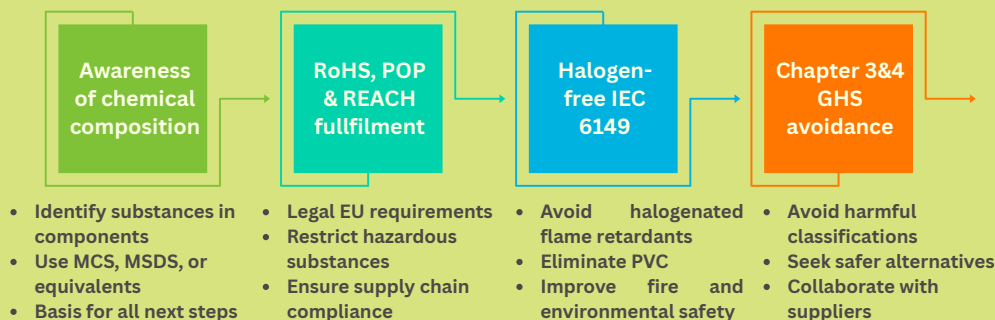
SEI Robotics adopts a structured and compliant waste management approach, focusing on waste minimization, proper classification, and safe disposal. Our practices align with national and local regulations while supporting resource efficiency across operations.

• General Waste Handling:

- Recyclable materials are collected by certified partners.
- Mixed office waste is sent to approved disposal facilities.
- Hazardous waste is managed by licensed third parties and documented throughout the process.

• Chemical & Hazardous Waste Management:

- Chemicals are used in limited quantities, primarily within R&D activities. We implement a “Chemical Control Procedure” that includes:
 - Comprehensive chemical inventories and registration of hazardous substances
 - Regular risk assessments and inspections
 - Emergency response protocols
 - All hazardous waste is safely transferred and disposed of through qualified service providers



• Electronic Waste (E-Waste) Management:

- Collection & Storage: Handled by the IT department, stored separately
- Traceability: Managed via a dedicated system from collection to final disposal
- Recycling & Reuse: Components are refurbished or recycled through certified vendors
- Disposal: Non-recyclables are disposed of by licensed waste management firms

• Wastewater and Air Emissions Management:

- SEI Robotics generates minimal process emissions, primarily domestic wastewater and small amounts of solder-related exhaust from R&D.
- Wastewater is pretreated and discharged into the municipal system in compliance with local standards.
- Air emissions are managed through dedicated exhaust systems.
- We regularly monitor and optimize both wastewater and waste gas to minimize environmental impact and ensure regulatory compliance.



Environmental & Sustainability Practices

Sustainable Packaging

In the selection, design, and procurement of packaging materials, we are committed to embedding the principles of environmental responsibility. We prioritize simplicity to avoid excessive and unnecessary packaging, thereby conserving resources and minimizing waste.

Wherever possible, we opt for **unprinted or minimally printed packaging to reduce ink usage** and prevent potential environmental pollution. Our packaging materials are chosen with sustainability in mind, favoring recyclable and biodegradable options. For instance, we actively promote the **use of PLA-based biodegradable packaging bags** and kraft paper sealing tape as alternatives to conventional materials.



70% of our packaging is already plastic-free and recyclable — and we're committed to increasing this number without compromising on quality.



- In 2024, **283 tonnes** of FSC-certified packaging materials were used in our products' packaging. With a 27% decrease on the amount of FSC packaging material per product sold compared to 2023.
- Total amount of waste generated is **3,765 kg** whereas recycled waste including waste paper, packaging materials, etc. was **1,506 kg**.

In terms of packaging design, optimize the packaging design, select the appropriate packaging box according to the **maximum mass and size of the items** in the box, and strengthen the structural design to reduce the use of filling materials. In addition, we work with partners to use recycling containers to recycle waste packaging materials to further reduce resource waste. The company has also introduced **circular express boxes** and cooperated with **logistics companies** to reduce carbon emissions in the logistics process.

We are also committed to minimizing hazardous substances in our components and materials. We have transitioned to halogen-free materials across multiple product elements — **including adapter wires (using TPE outer covers), PCBs (halogen-free glass fiber cloth), USB sockets, and even adhesives**. Lead-free and copper-free adapter pins, along with the use of pure raw materials instead of recycled composites in key plastic components, further enhance our product safety and recyclability.



People & Society

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United Nations Guiding Principles on Business and Human Rights

ILO Core Labour Standards

Labour Law & Labour Contract Law of the People’s Republic of China

Local labor laws across operational regions

UN Global Compact – Ten Principles

Guiding Frameworks



SEI Robotics is committed to upholding and protecting fundamental human rights across all operations. Our **Human Rights Policy** applies company-wide and is supported by internal frameworks such as the Employee Handbook and Non-Coercive and Mandatory Work Procedure.

We have established procedures to prevent any form of forced, compulsory, or child labor, including:

- Prohibition and Remediation Procedures for Child and Juvenile Labor,
- and continuous monitoring to ensure fair and ethical working conditions.

Oversight of these policies is conducted by the Board of Directors, with an annual review mechanism in place to ensure alignment with:

- National laws and regulations
- International frameworks and industry standards (e.g. ILO Core Conventions)
- SEI's long-term strategic goals

To reinforce accountability, SEI conducts annual internal and external audits based on internationally recognized social responsibility standards such as Social Accountability Std. SA8000. We implement 100% corrective actions for any non-conformities identified through these audits.





Employee Well-being & Development

Protection of Human Rights

SEI is committed to upholding internationally recognized human rights standards and embedding them into all aspects of our operations through clear policies and actionable procedures.

Policy Area	Commitment	Key Measures
Child & Forced Labor	Zero tolerance for child labor and forced labor in accordance with national/local laws and international standards.	• Strict age verification procedures
		• Risk assessments on child/forced labor with mitigation measures
		• "Legal Employment Management Procedures" to ensure lawful employment and victim protection
Working Hours & Compensation	Fair working hours, avoidance of excessive overtime, and compliance with national labor laws regarding holidays and leave.	• 8-hour/day, 40-hour/week system
		• Overtime approval mechanism
		• Overtime wages: 1.5× on weekdays, 2× on weekends, 3× on statutory holidays
		• Paid leave (annual, marriage, maternity, etc.) in accordance with the law
Non-Discrimination	Equal opportunity for all employees regardless of gender, race, age, or other protected characteristics.	• Inclusive recruitment practices
		• Standardized interview and assessment tools
		• Recruiter training
		• Promotion based on performance
		• Review mechanism for promotion fairness
		• Remediation procedures in place for discrimination complaints
Anti-Harassment	Safe, respectful, and inclusive work environment with zero tolerance for harassment.	• Workplace environment optimization
		• Anti-harassment training
		• Supportive actions for vulnerable groups
		• Remediation protocols for reported harassment, as outlined in the Legal Employment Procedure



In the fiscal year 2024, SEI conducted a total of **160 hours** of **human rights protection training**, with a 100% participation rate.

No instances of **child labor, forced labor, discrimination, or harassment** were identified through internal monitoring, complaint mechanisms, external audits, or government inspections.



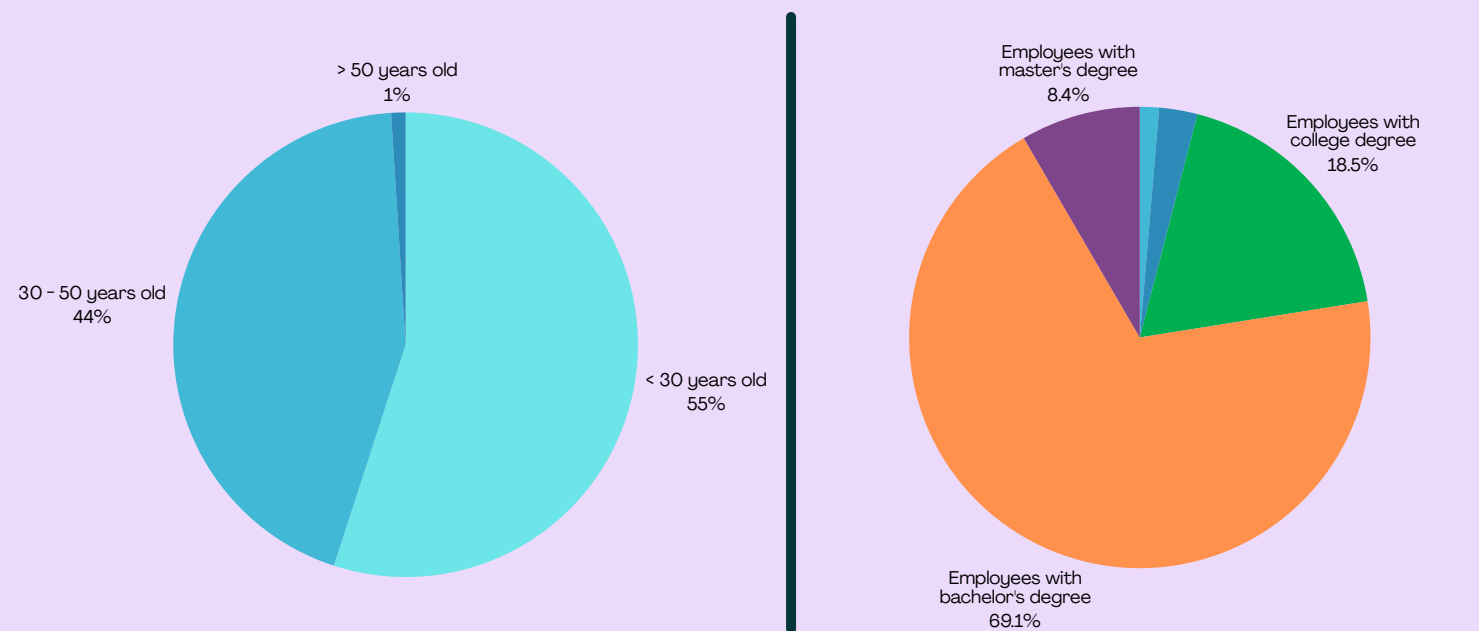
People & Society

Diversity, Equity & Inclusion (DEI)

We are committed to building a more open, inclusive and respectful corporate culture, where people with different backgrounds, experiences and perspectives come together, which helps to stimulate new ideas and creative sparks. Diverse teams are more likely to come up with innovative solutions to complex market challenges and drive continuous improvement of the company's products and services.

As of the end of 2024, the company employs a total of **298** individuals, all directly hired without reliance on indirect labor such as temporary or dispatched workers. There are no juvenile or disabled employees within the workforce.

The gender distribution is **69.8%** male and **30.2%** female. Women represent **37.5%** of managerial positions, while no women currently hold director-level roles. Additionally, employees from ethnic minorities other than Han nationality constitute 5% of the workforce, totaling 16 individuals. By the end of 2024, 1.4% of employees are based overseas.





People & Society

Diversity, Equity & Inclusion (DEI)

Protection of the rights and interests of female employees

SEI upholds the principles of equality, respect, and care by continuously enhancing its policies to support female employees. A dedicated care group oversees gender equity efforts, organizes inclusive activities, and fosters a supportive workplace culture. To promote equal opportunities at all stages—recruitment, training, and career advancement—the company has established a development program for female talent, including leadership training, mentorship, and tailored career guidance, encouraging long-term growth and active participation.

Support Measures for Female Employees

Three-Phase Protection for Female Employees

In compliance with national labor laws and regulations—including the Labor Law, Labor Contract Law, Law on the Protection of Women's Rights and Interests, and the Special Provisions on Labor Protection for Female Employees—SEI ensures full protection of the legal rights and interests of female employees during pregnancy, maternity leave, and lactation. These protections are embedded in company policies and strictly implemented.

“Warm Heart Care Box”

To support the well-being of female employees during menstruation and other special periods, SEI provides a “Warm Heart Care Box” in the workplace. These boxes are regularly restocked and contain items such as feminine hygiene products, warming patches, red dates, brown sugar, and ginger tea—offering practical support and thoughtful care.

Wellbeing Activities for Women

SEI allocates dedicated funds for the organization of weekly wellness and recreational activities tailored to female employees. Programs such as yoga, badminton, and dance classes promote physical health, mental well-being, and a positive work-life balance, reflecting the company's commitment to an inclusive and supportive work environment.



People & Society

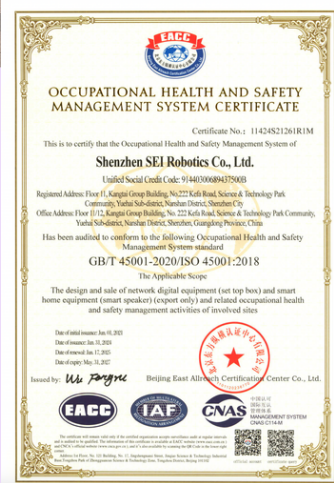
Occupational Health & Safety (OHS)

In order to effectively promote the company's safety development and protect the health and life safety of employees, SEI has always insisted on putting safety first, continuously improving the occupational health and safety management system, promoting and implementing the safety production responsibility system in accordance with statutory requirements, strengthening the implementation of safety risk identification and control, continuously improving employees' safety knowledge and skills and emergency response capabilities through continuous safety training and various emergency drills, and forming a strong atmosphere of safety together.

In line with the ISO 45001:2018 standard, SEI has established structured occupational health and safety procedures, including operational controls, safety training, and emergency management. Since obtaining certification in 2021, the company has undergone annual third-party audits; in 2024, one minor issue was identified and fully resolved in one of the OEM factories.

A standardized safety management system guides employees toward safe work practices.

As SEI Robotics outsources manufacturing to OEM partners, we recognize our responsibility to promote high OHS standards across our value chain. All contracted manufacturers are required to comply with local labor and OHS regulations, and are encouraged to adopt internationally recognized standards such as ISO 45001.





People & Society

OHS

Hazard identification and risk assessment

In the process of safe production, SEI establishes a safety risk classification control system, identifies, analyzes and hierarchically controls the safety risks, hazard factors and hazards that may exist in each system and each link, promotes the scientific, informatization and standardization of accident prevention, and realizes the risk control before the formation of hidden dangers and the elimination of hidden dangers before accidents.

Every year, the main person in charge personally organizes the formulation of the annual hazard identification and risk assessment work plan, and dispatches the heads of various departments (if necessary, to hire experts), according to the "**Classification and Code of Hazards and Harmful Factors in the Production Process**" (GB/T13861-2009) and the "**Classification of Employee Casualty Accidents in Enterprises**" (GB6441-86), focusing on the unsafe behavior of people, the unsafe state of things, the adverse factors of the environment and management defects, etc., the production system, equipment and facilities, operating environment, conduct a comprehensive and systematic hazard identification for work activities.

After the hazard identification of each department, the main person in charge and the person in charge of each department shall classify the risk of the hazard source according to the safety risk rating standard (LEC evaluation method, risk matrix method, etc.) according to the safety risk rating standards of each system (LEC evaluation method, risk matrix method, etc.).

The safety risk level is divided into extremely dangerous, highly dangerous, significant danger, general danger and slight danger from high to low, a total of five levels, according to the different levels of safety risk assessment, clear control procedures and measures are formulated. If there is an uncontrollable risk after assessment, it is necessary to immediately stop the operation of the area or stop the operation of the equipment, withdraw the personnel in the dangerous area, formulate corrective measures for rectification, and then re-evaluate and conduct real-time monitoring after the rectification is completed.



People & Society

OHS

Health and safety training and emergency drills

In order to improve the safety quality of employees, strengthen their safety awareness, and improve their consciousness of complying with rules and regulations and labor discipline, SEI continues to enrich training resources, widely popularize health and safety education and training **for all employees**, cover health and safety theoretical knowledge about health and hygiene, fire protection, first aid, etc., and strive to improve employees' own business and technical quality and safety protection capabilities, and build a fortress of safety awareness.

In order to improve the company's emergency management level and enhance the emergency response ability of employees, SEI combines the actual situation with relevant community departments and property management to regularly carry out fire hazard inspection, emergency reserve and fire accident emergency response training and drills, and continue to cultivate and strengthen safety emergency response capabilities.



In 2024, the company carried out a total of **3** employee health and safety awareness trainings, and the employee safety production education and training rate was **100%**.

SEI prioritizes the prevention of occupational health and safety incidents. In the event of any injury, illness, or near-miss, on-site personnel must report immediately. Management promptly investigates, identifies root causes, and implements corrective actions. Responsible departments are required to learn from each case and apply preventive measures to avoid recurrence. 2024 Occupational Health and Safety Accident Statistics can be found in the KPIs section of this report.



People & Society

Employee Benefits

SEI has established a fair, competitive, and transparent salary and benefits system to attract and retain talent. In compliance with relevant labor laws, the company ensures timely and full payment of wages, including overtime, and offers employee benefits that exceed regulatory requirements. The salary structure is based on role, performance, and market conditions, and is regularly reviewed to maintain internal equity and external competitiveness. Starting salaries are determined with consideration of employees' qualifications and local living standards, aiming to ensure a decent quality of life for all employees and their families.

In Shenzhen, the minimum starting salary at SEI is **2.12 times higher** than the local statutory minimum wage. This ratio applies equally to both male and female employees, reflecting the company's commitment to gender pay equity and fair compensation.

During the reporting period, **100%** of employees were covered by social insurance, none received a basic salary below the local minimum wage, and all direct employees were included in the subsistence wage benchmarking analysis.

Category	Details
Statutory Benefits	Five insurances and one housing fund, Statutory holidays
Allowances	Meal allowance, Travel allowance, Accommodation subsidy, Communication subsidy
Incentives	Year-end bonus, Project bonuses, Equity incentives
Leisure & Well-being	Leisure facilities, Cultural and sports activities, Annual employee dinner, All-staff tour
Other Benefits	Paid training, Business insurance, Health check-ups, Holiday gifts and support



People & Society

Employee Benefits

SEI upholds the principle of "**equal pay for equal work**", ensuring that compensation is free from bias related to gender, health status, ethnicity, age, nationality, belief, or family background.

In 2024, the gender pay ratio remained relatively balanced across employee categories. Female employees received approximately **80% to 79%** of the median salary of their male counterparts in both management and staff roles, reflecting existing structural differences while highlighting areas for continued progress in achieving full pay equity.

Remuneration management

Considering the company's operating objectives, employees' professional skills and performance, and changes in the market environment, SEI is committed to building a salary management system with internal fairness and external competitiveness.

The overall salary structure includes **basic salary, overtime allowance, post salary, performance salary, project bonus and welfare subsidy**, and peer salary surveys are conducted every year, and salaries are adjusted according to changes in the external environment, company operations and individual performance to ensure that the salary meets the market level and fairness.



The remuneration policies are determined through a collaborative process involving the Human Resources department and senior management. Annual peer salary surveys and market benchmarking data are reviewed to guide adjustments. Final decisions on salary structures and changes are approved by the executive leadership to ensure alignment with company objectives and external competitiveness.

Although SEI has not established a formal trade union, **15 employee representatives** have been democratically elected across departments since 2022, with a two-year term. These representatives act as a communication bridge between employees and management, and are protected from contract termination without serious disciplinary cause. During the reporting period, employee representation covered **100%** of staff through internal collective arrangements, accounting for **5.43%** of total employees.



People & Society

Employee Engagement

At SEI, we believe that an open and inclusive communication culture not only facilitates the free flow of information but also fosters employee creativity, engagement, and a sense of belonging. We are committed to encouraging open dialogue—between employees and management, across teams, and between individuals and the company as a whole.

To support this, we have established a variety of communication channels that are accessible anytime and anywhere. These platforms allow employees to share their opinions, raise concerns, and make suggestions freely. By actively listening and responding to these inputs, we aim to address employees’ reasonable needs in a timely and effective manner.

In 2024, a total of **345 employee communications** were received across both online and offline channels, with a **100%** response rate, reflecting the company’s commitment to transparent and responsive internal communication.

Cate gory	Communication Channel	Frequency	# of Communications	# of Responses
Online	Feishu	Anytime	52	52
	Complaint and report mailbox	Anytime	0	0
	Hotline for complaints and whistleblowing	Anytime	0	0
	Annual and semi-annual summary meetings	2 times/year	2	2
Offline	Employee communication meetings	Quarterly	4	4
	Suggestion box	Anytime	13	13
	Employee representatives	Anytime	274	274



People & Society

Employee Engagement

Employee satisfaction surveys

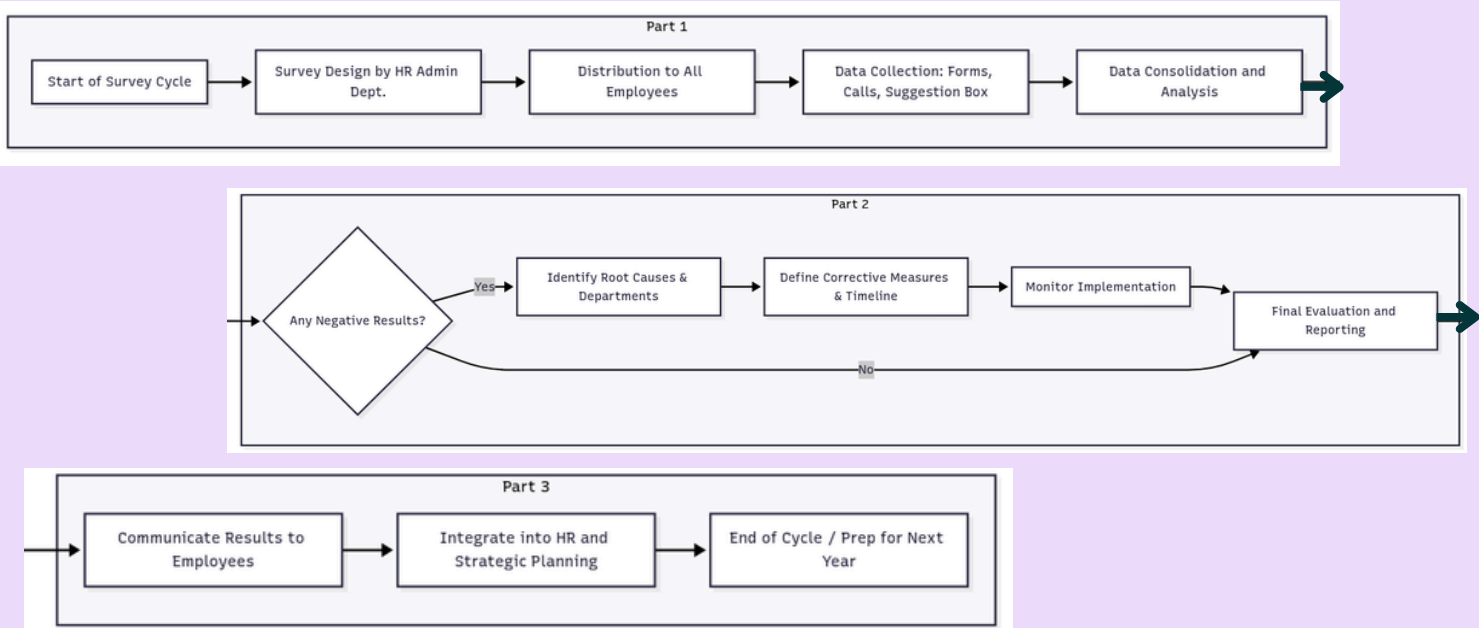
The company conducts annual employee satisfaction surveys to enhance engagement, loyalty, and productivity—core elements of long-term sustainable development. These surveys are implemented through questionnaires, telephone interviews, and suggestion box feedback, and the results are compiled in the “**Employee Satisfaction Survey**” report.

The Human Resources Administration Department leads the survey process, including data collection, analysis, and results management. Relevant departments are responsible for addressing identified improvement areas and implementing corrective actions within defined timelines. Negative findings are assigned to accountable teams, and progress is monitored to ensure timely resolution.



- Employee Satisfaction Score: **95%**
- Survey Frequency: **Once** per year
- Coverage: **100%** of employees targeted

This performance reflects a high level of employee engagement and affirms the effectiveness of our internal communication and feedback mechanisms. Continuous tracking and targeted follow-up actions ensure that employee feedback drives meaningful organizational improvement.





People & Society

Talent Cultivation

morality-oriented, talent-first, performance-oriented

At SEI, we view talent as the cornerstone of achieving our strategic objectives. Our people strategy is guided by the principles of integrity, meritocracy, and performance orientation. We implement a forward-looking **talent reserve model** based on the alignment of people, roles, capabilities, and value creation. With this in mind, we prioritize attracting, developing, and retaining high-caliber professionals.

Talent Acquisition

We have implemented a comprehensive and continuously evolving recruitment framework, defined by our "**Human Resource Management Control Procedures**." This framework standardizes all stages of talent acquisition—from job requirement analysis and resume screening to interviews and background checks.

Our multi-channel sourcing strategy includes digital platforms, recruitment fairs, headhunting agencies, campus programs, and employee referrals. Leveraging tools such as AI-based CV screening and virtual interview platforms ensures a streamlined, unbiased, and transparent hiring process.

To retain top talent, SEI offers a competitive and well-structured compensation system and fosters an inclusive and growth-oriented work environment. We encourage internal mobility through cross-functional projects and job rotation schemes.



- **Turnover rate** ((number of new employees/average number of payroll employees) * 100%): **37%**
- **The personal flow rate** ((number of employees leaving + number of new hires)/average number of employees * 100%): **30%**

These figures reflect the company's growth stage and the dynamic nature of our operations, with continuous hiring to support new projects and evolving business requirements. We are working on initiatives to enhance employee retention and further stabilize workforce dynamics in the coming years.



People & Society

Talent Cultivation

onboarding, ongoing professional development, and external upskilling.

Talent Development

Aligned with our long-term vision, SEI invests in a structured and scalable talent development ecosystem. Our "Employee Training Procedure" outlines a three-tiered training model encompassing onboarding, ongoing professional development, and external upskilling.

New Employee Orientation

All new hires undergo comprehensive onboarding, covering company introduction, management systems, 6S practices, occupational health and safety, and corporate culture. Department-level onboarding further includes training on workflows, responsibilities, and essential tools, followed by formal assessments.



As part of our ongoing training efforts, we consistently integrate anti-corruption and integrity management content into daily learning activities. Through real-life case studies, in-depth analysis of relevant laws and regulations, and practical discussions, we aim to strengthen employees' awareness of ethical conduct and embed a strong culture of integrity across the organization.



People & Society

Talent Cultivation

Ongoing Learning & Development

1.Specialized Training:

- Systems & Compliance: Training on ISO9001, ISO14001, ISO45001, ISO27001, etc.
- Corporate Culture: Sessions on SEI's mission, vision, and strategic values.
- Technical Tools & Soft Skills: Training on CAD, PRO-E, business software, and more.



2. Skills Enhancement:

- Product Training: Tailored programs by the product team for technical and non-technical staff.
- Role-specific Training: Based on job profiles and departmental needs.
- Job Transfer Training: Mandatory cross-training within two weeks of departmental shifts.

3. Leadership Development:

For all senior roles (managers and above), we offer structured leadership programs combining internal mentorship and external learning. Topics include digital innovation, people management, strategic planning, and cross-cultural communication.

External Training Programs

- System Introduction: For new tech, systems, or equipment not covered internally.
- Certification-Based Learning: For legally mandated or safety-critical roles, conducted by third-party providers.
- Company-Sponsored Training: All related costs are covered, subject to agreed service terms.



Total training hours: 520

Average training per employee: 3.5

% of employees completing leadership development: 100



People & Society

Talent Development

Diversified development paths



100% of employees had individual career development plans
100% of employees received regular performance evaluations

In 2024, SEI introduced the Employee Career Planning Management Procedure, co-led by HR and department managers. It supports all employees in:

- Setting feasible career goals,
- Designing personal development paths,
- Adjusting action plans dynamically,
- And enhancing their professional competitiveness.

Principle	Description
Dual-Drive Principle	Both individual motivation and organizational goals must align to promote growth.
Full Participation Principle	All stakeholders—employees, supervisors, HR—should be involved in planning.
Individualization Principle	Each plan is tailored to the individual's unique conditions and aspirations.
Goal-Driven Principle	Plans are forward-looking and goal-oriented, adjusting over time as needed.
Time-Bound Principle	Development goals should be clearly phased and scheduled.
Lifecycle Principle	Career planning should align with different stages of an employee's professional life.

- 1.Goal Setting – Employees and managers set annual performance goals.
- 2.Mid-Year Review – Progress review and adjustments if needed.
- 3.Self-Evaluation – Employees reflect on achievements and challenges.
- 4.Manager Evaluation – Supervisors assess performance and provide feedback.
- 5.Rating Confirmation – HR and management align on final evaluation results.
- 6.Development Plan Update – Insights are fed into the employee’s career plan.



Social Welfare & Community Engagement

While continuously expanding its business scale and improving the economic benefits of the enterprise, SEI also practices the concept of "**taking from the society and giving back to the society**" with practical actions, and contributes to the construction of a harmonious society and the promotion of local development.

Freshwater Cleanup Initiative in Shiyan Lake, Shenzhen October 2024

As part of our ongoing commitment to community engagement and environmental responsibility, our team participated in a coastal cleanup activity along the Lake Greenway. Members of each group held iconic flags, encouraged each other, and maintained teamwork spirit. This initiative brought together employees and local volunteers to collectively address pollution, raise environmental awareness, and contribute to the well-being of the local ecosystem.



As part of 2024's SEI anniversary celebration, our team came together for a meaningful outdoor activity along the Huanhu Greenway in Bao'an District, Shenzhen. This walk was not only an opportunity to enjoy nature and foster team spirit, but also a chance to actively engage in environmentally conscious practices.





Social Welfare & Community Engagement

In 2024, we continued to actively participate in initiatives organized by local communities and trade unions. These engagements enabled us to foster deeper, more diverse interactions and respond proactively to current or anticipated social and economic impacts. Our contributions were guided by the needs and **priorities of the local population**, aiming to generate positive outcomes and sustainable community development.

As part of our commitment to **rural revitalization**, we responded to national and regional calls to support agricultural development and income generation in rural areas.

In **Dayangou Village, Weicheng Town**, Yanyuan County (Liangshan Yi Autonomous Prefecture, Sichuan Province), local fruit farmers faced significant challenges due to unsellable sugar-core apples and limited market access caused by poor transportation infrastructure.

To address this issue, SEI mobilized its network and collaborated closely with **local dealers and distributors**. By purchasing over 320 boxes (more than 1,600 catties) of surplus apples directly from farmers, we not only alleviated the immediate financial pressure they faced but also contributed to the local agricultural economy. This effort reflects our broader mission to support rural livelihoods through practical, impact-oriented action.



800

kg apples saved from
going to waste

+10

farmer households
supported



Social Welfare & Community Engagement

Employee Training & Social Capacity Building

At SEI, we believe that continuous learning is essential to ensuring compliance, promoting workplace safety, and cultivating a culture of responsibility. Our training framework spans across legal, social, environmental, and technical domains, with programs tailored for both frontline employees and corporate leadership. Our trainings in 2024 follow as:

Social Responsibility & Ethics

We provide regular training to enhance awareness around human rights, workplace ethics, and fair labor practices:

- Social Responsibility Standards, Manuals & Procedures
- Legal Knowledge on Labor Rights
- Wage Hours & Employee Handbook Overview
- Awareness on Child Labor, Forced Labor, and Workplace Harassment
- Integrity Peers: Anti-Corruption and Anti-Bribery Compliance Training

Health, Safety & Emergency Preparedness

Ensuring occupational safety is one of our top priorities. We conduct practical and scenario-based training, including:

- Emergency Response and Fire Safety
- Use of Firefighting Equipment
- Emergency Medical Assistance & First Aid
- Flammable and Explosive Materials Handling
- National Safety Production Training (2024)
- “Emergency First Responder” Hands-on Practical Training
- Enterprise Safety Management Training (for leadership)





Social Welfare & Community Engagement

Sustainability & Environmental Management

We integrate sustainability across the supply chain through targeted programs:

- Chemical Use and Waste Management
- Supplier Sustainable Procurement Training
- Good Work Practices for Health and Environmental Risk Prevention

Technology, AI & Data Compliance

Our teams stay ahead of the curve by understanding emerging technologies and compliance expectations:

- Google AI Training
- Principles of AI Customer Service Technology
- Data Protection & Compliance Training
- Feishu Meeting Room Product Operation Guide
- Intellectual Property Protection Training

Our Impact in 2024

- **25+ unique** training modules delivered
- **100% employee** participation in mandatory compliance trainings
- **3** cross-functional sustainability sessions with supplier representatives
- More than **20 hours** of training per employee





Customer & Innovation Excellence

R&D & Innovation

As a leading enterprise in scientific and technological innovation within the smart home solutions sector, SEI maintained a strong commitment to continuous improvement and strategic growth. In 2023, the company employed a dedicated R&D team of 59 technical experts. In **2024**, this number increased to **67**, reflecting the company's scaling R&D ambition.

In 2023, SEI implemented a matrix R&D structure based on “**application products + core resources**” supported by a performance-based incentive model linking compensation with R&D contributions. In 2024, this structure was further refined through expanded interdisciplinary teams and the introduction of new internal knowledge-sharing platforms.

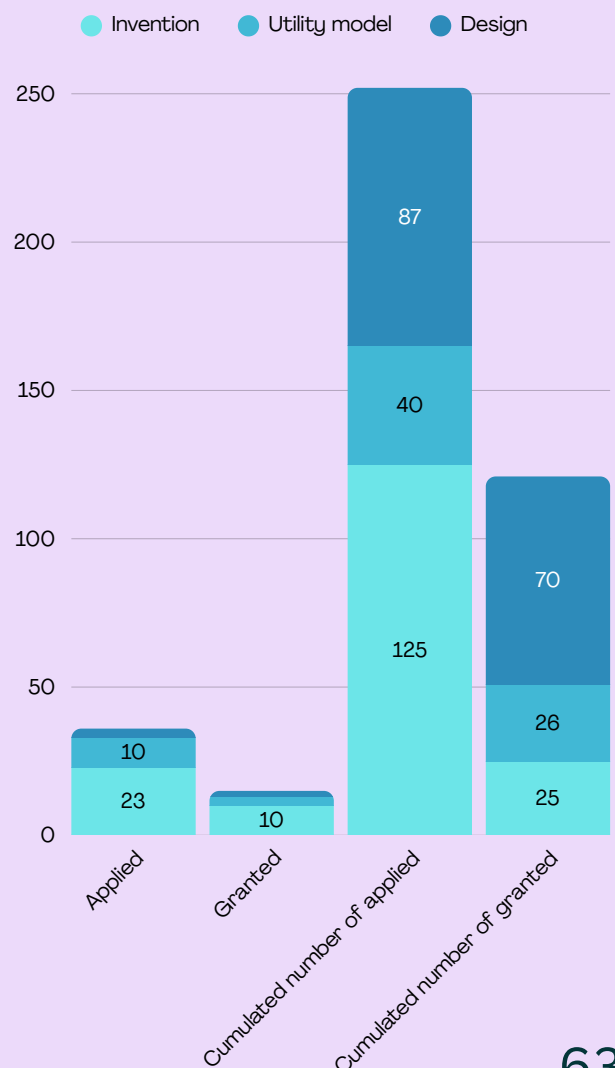
Strengthening Innovation Through Intellectual Property

In 2024, we actively advanced our innovation pipeline by filing **23** new invention patent applications, **10** appearance design applications, and **3** utility model applications.

During the same period, we were granted **10** new design patents, **3** utility models, and **2** invention patents, reflecting our commitment to turning ideas into protected assets.

Cumulatively, our innovation portfolio now includes **125** invention applications, **40** utility model applications, and **87** design applications since inception.

To date, we have secured **25** authorized invention patents, **26** utility models, and **70** design patents, reinforcing our position as a technology-driven and design-focused organization.





Customer & Innovation Excellence

R&D & Innovation

In 2023, SEI obtained several high-level product certifications including Android TV, Netflix, and Amazon over 300. In **2024**, cumulatively **228** Android TV and **204** Netflix certifications were secured, further strengthening market credibility.

androidtv

NETFLIX

AI integration remained a strategic focus. In 2023, AI was embedded not only in product lines but also across corporate strategy and training. In 2024, SEI scaled its AI adoption by launching company-wide AI productivity tools, increasing employee access to generative AI technologies.



Number of patent applications in 2024: **36**
Cumulative number of patents: **252**

Number of patent granted in 2024: **36**
Cumulative number of granted patents: **121**
R&D expenses: 78,090,137.15 yuan
R&D projects: 12

In 2024, the company's R&D expenditure reached **78.09 million** yuan, marking a significant increase of **26%** compared to 61.95 million yuan in 2023. This steady growth in investment reflects our ongoing commitment to innovation, product development, and technological advancement. Also, a total of **12 R&D projects** were formally registered with tax authorities and government agencies. In addition to these officially reported projects, several smaller internal R&D initiatives were also carried out.

In 2024, SEI increased the number of new trademark applications from 73 to **83** compared the previous year. Number of trademarks approved during the reporting period was **33**. 8 new authorization in China and 25 new authorizations abroad in 2024 were achieved.

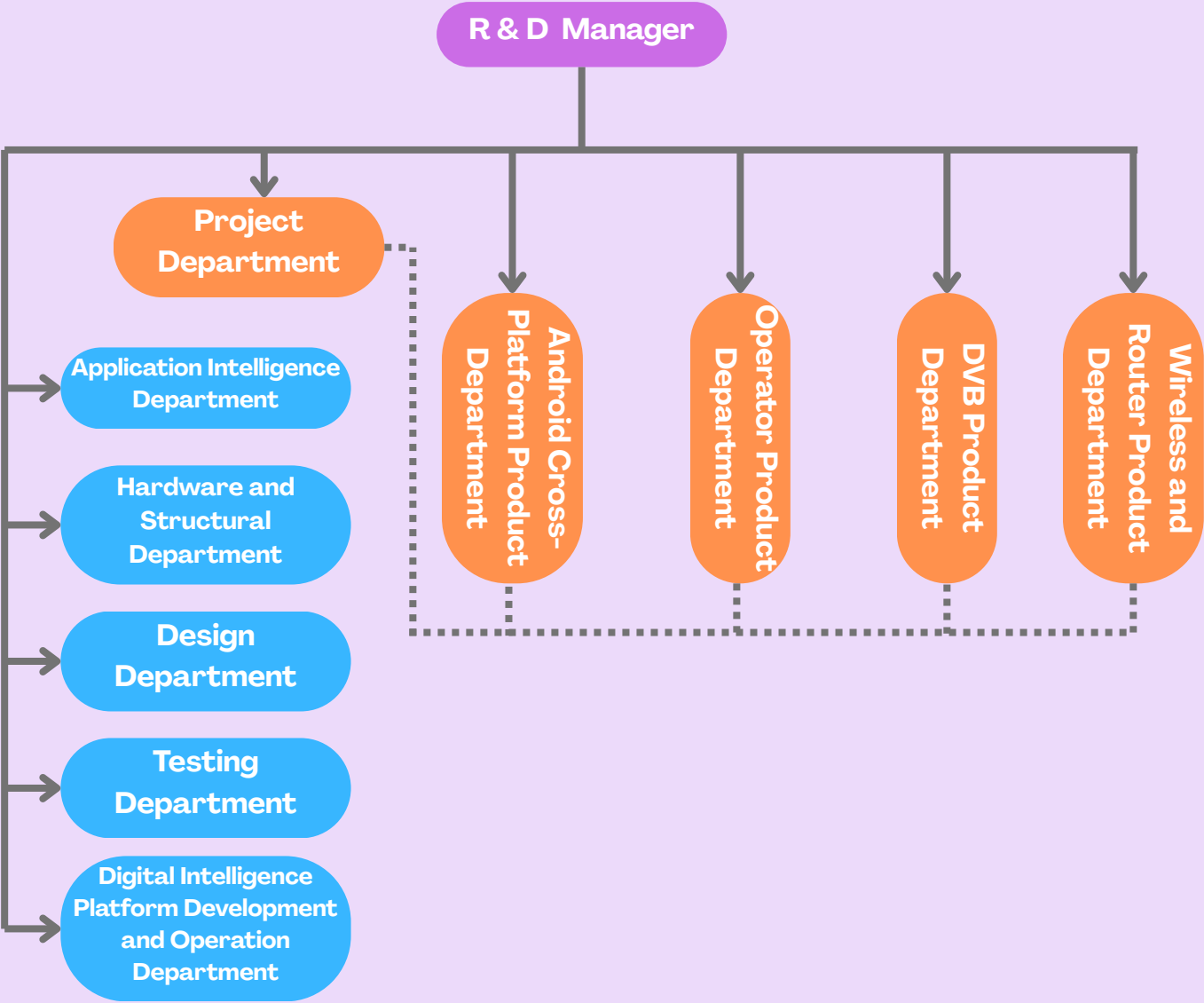
In 2024, two key systems were established to strengthen the company's intellectual property management framework: the **Intellectual Property Incentive and Accountability System and the Patent Writing Incentive Measures**. These systems aim to encourage innovation, clarify responsibilities, and ensure that intellectual property creation and protection are systematically supported across the organization.



Customer & Innovation Excellence

Organizational Structure of the R&D Team

The R&D Manager oversees a multifaceted organizational structure. At the core is the Project Department, which includes five sub-units: Application Intelligence, Hardware and Structural, Design, Testing, and Digital Intelligence Platform Development and Operation Departments. These units collaborate closely to drive innovation and project execution. Additionally, four specialized product departments—Android Cross-Platform, Operator Product, DVB Product, and Wireless and Router Product—operate as an interconnected group that aligns closely with the Project Department to ensure integrated development and streamlined delivery.



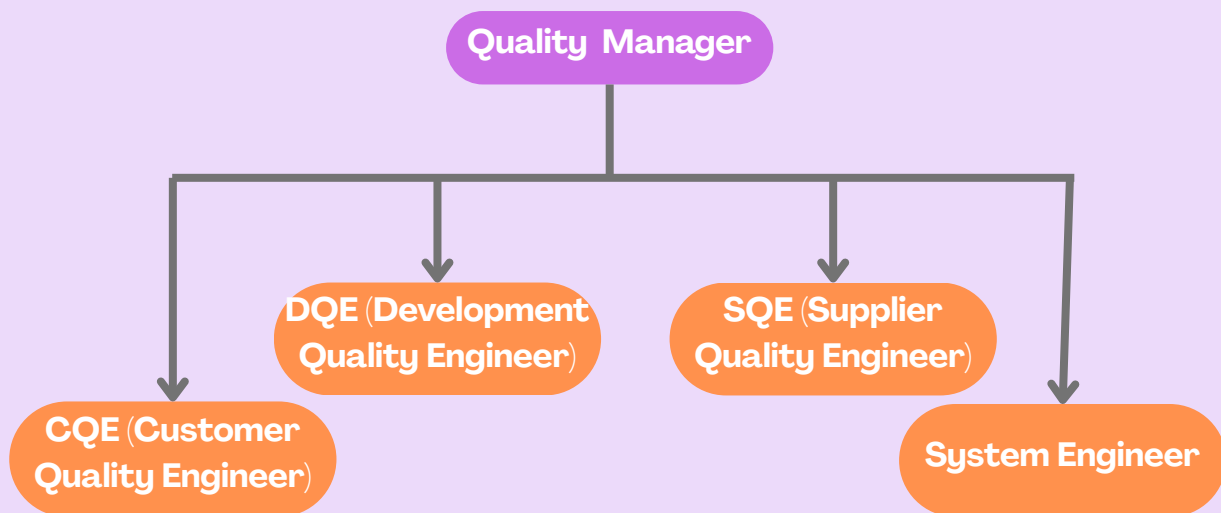


Customer & Innovation Excellence

Quality Control & Product Safety

SEI places product quality at the center of its operations, adhering strictly to laws, regulations, and industry standards. The company has established key systems such as Shipment Inspection Specifications, Nonconforming Product Control Procedures, and Corrective and Preventive Measures Procedures.

These are supported by rigorous material standards, tiered supplier management, and robust controls across the quality management process. New products undergo risk interception and advantage evaluation, while alternative materials are vetted for both quality and consistency. A dedicated **Product Quality and Safety Team** oversees the execution of quality strategies and monitors risks across the entire product lifecycle.



SEI integrates total quality management across all stages—from planning and design to production and delivery—guided by a market-oriented, quality-centered, and innovation-driven approach. Certified under **ISO 9001:2015** since 2019, the company applies the PDCA (**Plan-Do-Check-Act**) cycle to ensure continuous improvement.

Every employee is accountable for quality, with clear control standards in place to guarantee reliable product outcomes. Committed to high standards, SEI aims to set a benchmark in smart home quality and deliver consistently stable, high-performance products.



Customer & Innovation Excellence

Responding the Customer Needs

Customer-Centric Service and Intelligent Support System

SEI is committed to delivering an exceptional customer experience by prioritizing user needs and ensuring responsive support. A comprehensive after-sales management system operates **24/7** to address customer issues promptly. Additionally, SEI has developed the **Skyway Equipment Management System**, enabling precise tracking of complaints and real-time fault data collection, allowing for swift, effective resolutions at the first point of contact.



Responsive Support



- The company's after-sales service hotline is **5 x 8 hours** to respond, and the hotline technical engineers are in response to the corresponding problems.
- Summarize and classify, and the technical engineer will immediately give the corresponding solution, according to the actual situation.
- Dial-in users provide integrated remote troubleshooting services including hardware, software, network applications, and network interoperability issues.

- Overseas customers can report product problems through E-mail and telephone hotline, and the E-mail system will automatically record it.
- Record customer feedback problems, and each E-mail corresponding to the system will generate a CASE and lock it as a technical support engineer to track the service, and the system will accumulate time according to the initial construction of the CASE.
- Respond within 72 hours with a resolution in the email. Technical support engineers are here.
- After the customer confirms that the problem has been resolved, the CASE can be closed and the CASE can be saved in a categorical manner.





Customer & Innovation Excellence

Customer Satisfaction Management

Customer complaints are regarded as valuable opportunities to enhance service quality. To ensure timely, effective, and proper handling of complaints and returns, the company has established the **Customer Complaint Handling Procedure**, which clearly defines the processes and responsibilities involved.

A cross-departmental communication mechanism ensures that complaint information is quickly shared with relevant teams, stored, and regularly analyzed. Issues are resolved in a closed-loop manner through tracking and timely feedback, with findings disseminated company-wide to drive continuous improvement in product and service quality.

Upon receiving a complaint, the hardware department or relevant personnel must submit a problem report within three days of investigation and handling. For critical first and second level failures, this report is required within 24 hours. Returned products are analyzed following the **RMA (Replacement Merchandise Authorization)** process and repaired promptly. The software testing department addresses software issues based on bug priority levels and provides appropriate solutions. Known product issues are collaboratively reviewed by the overseas business, hardware, and quality departments to establish a timeline for resolution.

While significant progress has been made, the company recognizes the need for continuous improvement. Leveraging technological innovation, SEI aims to enhance logistics efficiency and accuracy, delivering an outstanding service experience and elevating customer satisfaction to new heights.

SEI maintains customer satisfaction as a core company value. A dedicated customer satisfaction measurement system is in place, conducting annual surveys tailored to different product lines, utilizing diverse tools and methodologies. Survey results are analyzed and compiled into a **Customer Satisfaction Report** that informs decision-making and improvement programs.

- Number of customer complaints: **3**
- Complaint handling rate: **100%**
- Overall customer satisfaction rate: **93%**



Corporate Governance & Compliance

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Governance Structure

- **General Meeting of Shareholders**

The General Meeting is the highest authority, responsible for approving management policies, electing directors, and reviewing key matters. During the reporting period, 3 meetings were held with 21 agenda items. Shareholder rights are fully protected according to relevant laws.

- **Board of Directors**

The Nomination Committee manages the selection of Board members based on strategic needs, diversity, independence, and competencies, sourcing candidates internally and externally. The Board held 5 meetings, reviewed 27 items, and achieved 100% training coverage on sustainability topics. Conflicts of interest are managed through clear policies, regular declarations, audits, and full disclosure to shareholders.

- **Supervisory Board**

Composed of shareholder and employee representatives, the Board supervises financial and operational compliance. It held 3 meetings with 15 agenda items during the period. The Supervisory Board emphasizes diversity, with 100% female internal supervisors, enhancing decision-making quality.





ESG Governance

Our ESG governance structure is composed of three interconnected levels to ensure both strategic oversight and operational execution of sustainability goals. At the top, the **Board of Directors** acts as the highest governance authority, setting the overall strategic direction and supervising the integration of ESG into corporate decision-making. Reporting to the Board, the **ESG Management Committee**—led by an executive-level Chair and coordinated by the **Environmental, Quality and CSR Engineer**—is responsible for developing ESG strategies, identifying risks and opportunities, and ensuring cross-departmental coordination.

Supporting this structure is the **Execution Committee**, which translates strategy into daily operations coordinated by the **Quality and System Engineer**. It includes key functional leads (e.g., procurement, R&D, HR, legal, IT, and finance) who are each responsible for embedding ESG principles within their respective domains. This multi-tiered structure ensures a coherent flow from strategic planning to hands-on implementation, aligning sustainability with the company’s operational and financial performance.

The members of Execution Committee also serve as industry associations and other positions to help industry exchanges. The gender distribution is relatively balanced, and every effort is made to cover a diverse social group.





ESG Governance

Role Overview and Responsibilities

1. Board of Directors

- Function: Highest decision-making body.
- Responsibilities:
 - Sets overall strategic direction of the company.
 - Approves major decisions including ESG-related ones.
 - Appoints/dismisses senior executives.
 - Ensures legal, compliant, and ethical operations.
 - Reviews and supervises ESG performance and progress.
 - Provides leadership for integrating ESG into corporate vision and strategy.



2. ESG Management Committee

- Function: Strategic governance body for ESG issues.
- Chair: General Manager or Executive-Level Leader
- Secretary: Environmental, Quality and CSR Engineer
- Responsibilities:
 - Develops and updates ESG policies, strategy, and framework.
 - Identifies ESG-related risks and opportunities.
 - Ensures ESG integration across all departments and functions.
 - Coordinates interdepartmental actions related to sustainability.
 - Monitors and evaluates ESG Key Performance Indicators (KPIs).
 - Reports ESG progress to the Board, makes recommendations.



3. Execution Committee

- Function: Operational implementation of ESG strategy.
- Secretary: Quality and System Engineer
- Responsibilities:
 - Translates ESG strategy into actionable plans.
 - Implements ESG-related activities in daily operations.
 - Tracks and reports on implementation progress.
 - Provides feedback on practical challenges and improvements.





ESG Governance

4. Committee Members and Defined Roles

Environmental, Quality and CSR Engineer

- Acts as the Secretary of the ESG Management Committee.
- Leads ESG reporting and disclosure processes (e.g., CSRD, GRI, CDP etc.).
- Coordinates internal compliance with environmental and labor laws.
- Oversees CSR programs and quality management systems.
- Acts as the main ESG contact person across departments.

Quality and System Engineer

- Acts as the Secretary of the Execution Committee and coordinates the implementation of ESG-related tasks delegated by the ESG Management Committee.
- Tracks and documents the progress of ESG initiatives across departments.
- Ensures the smooth communication flow between committees.
- Prepares periodic internal updates and summaries on operational KPIs.

Procurement Lead

- Ensures sustainable sourcing practices.
- Conducts supplier ESG assessments and human rights due diligence.
- Implements and monitors Supplier Code of Conduct.

Smart Product R&D Department Lead

- Integrates eco-design principles into product development.
- Evaluates environmental impact across the product life cycle.
- Drives innovation toward energy efficiency and material sustainability.

HR Manager

- Promotes Diversity, Equity, and Inclusion (DEI).
- Ensures employee well-being, safe working conditions.
- Oversees labor law compliance and grievance mechanisms.

Legal & Compliance Officer

- Monitors ESG regulatory developments (e.g., CSRD, SFDR).
- Ensures compliance with anti-corruption and transparency policies.
- Supports internal policy updates in line with governance best practices.

IT Lead

- Enables secure digital reporting and data transparency.
- Supports cybersecurity and digital ethics under the "G" pillar.

Finance Representative

- Aligns ESG goals with financial planning.
- Supports sustainability-linked budgeting and investment.
- Oversees financial disclosures aligned with ESG taxonomies.



Compliance & Risk Management

Compliance as a key link, steady and far-reaching...

Compliance is the lifeline of enterprise development and runs through all aspects of operation. Internally, all employees are required to take laws and regulations and systems as the criterion and consciously practice; Externally, follow market rules and industry norms, and cooperate in good faith. Uphold the principles of fairness and transparency, put an end to all violations, integrate compliance into the corporate culture, build a solid foundation for development with compliance, and continuously improve competitiveness within the framework of legal

Compliance management policy and system management

The company has established a robust compliance management framework rooted in key internal policies such as the Business Ethics Policy, Gifts and Entertainment Policy, and the Control Procedures for Gifts, Hospitality, Sponsorships, Donations, and Similar Benefits.

To ensure proper governance, a dedicated compliance team—comprising experts from legal, finance, and audit backgrounds—oversees compliance across all operations. Roles and responsibilities are clearly defined across departments to ensure coordination and accountability in applying relevant rules. Also, regular training sessions are conducted for all employees to reinforce awareness of compliance obligations.

Compliance is embedded into daily processes, especially for sensitive business activities. From initiation to approval, each step follows standardized procedures with clear oversight, ensuring transparency and traceability throughout.

To support continuous improvement, the compliance team monitors policy implementation through both scheduled reviews and unannounced checks. In addition, internal reporting channels are in place to encourage employees to voice concerns or flag potential issues.



During the reporting period, the **number of incidents** in which the company was penalized for major violations was **0**.



Compliance & Risk Management

Tax management policy

The company attaches great importance to tax management and has formulated a clear tax strategy that is in line with the company's development, aiming to achieve tax compliance while helping the company's business expansion and achieve sustainable development goals. At present, the tax strategy has not been publicly disclosed.

Internally, the Board of Directors is responsible for the formal review and approval of the tax strategy. The Board of Directors, as the Company's highest governance body, conducts a comprehensive review of the tax strategy at least once a year to ensure that it is compatible with the company's changing internal and external environment, business development and overall strategic planning.

To ensure tax compliance, the company has adopted a multi-faceted and proven approach. First of all, a professional tax management team has been set up, and the team members have profound tax professional knowledge and rich practical experience, which are responsible for daily tax affairs processing, tax policy research and tax risk monitoring. Secondly, a sound tax internal control system has been established, and the responsibilities and processes of each department in tax management have been clarified, such as embedding a tax compliance review mechanism in the signing of contracts and business development, so as to control tax risks from the source. In addition, we actively organize internal tax training and learning activities, and regularly invite external tax experts to give lectures to help all employees improve their tax compliance awareness and ability to handle tax-related affairs.

The tax policy is closely linked to the company's business and sustainability strategy. In terms of business, the company formulates targeted tax planning plans according to the characteristics of different business segments and profit models, reasonably reduces tax costs, improves the efficiency of capital use, and enhances the market competitiveness of the business. From the perspective of sustainable development, we always uphold the principle of paying taxes in accordance with the law, actively fulfill our social responsibilities, create a good corporate image, win the recognition and trust of the government, customers, partners and the public, and lay a solid foundation for the company's long-term and stable development.



Compliance & Risk Management

Tax governance, control and risk management

The Board of Directors oversees the implementation and alignment of the company's tax strategy with its overall operations, ensuring compliance through regular reviews and strategic adjustments.

Tax governance is embedded both systematically—via clear responsibilities, rules, and integration into daily processes—and culturally, through ongoing training that strengthens employees' awareness of tax compliance across all levels.

A dedicated tax team collaborates with business units to monitor policy changes, identify potential risks, and implement differentiated strategies based on risk level. High risks are addressed through specific mitigation plans, while medium and low risks are managed via internal controls and real-time monitoring.

Tax disclosures are prepared by the Finance Department, reviewed internally, and verified by an independent accounting firm through standardized audit procedures, ensuring transparency, accuracy, and credibility.



Stakeholder Engagement and Communication with Tax Authorities

We maintain proactive, transparent, and professional communication with tax authorities. Dedicated tax personnel regularly engage with local offices to stay aligned on policy interpretations. For complex or high-impact matters, we initiate early consultations, present proposed tax treatments, and seek official guidance to prevent misinterpretation or risk. We also actively support inspections and research efforts, fostering a collaborative and compliant tax relationship.



Compliance & Risk Management

Tax governance, control and risk management

SEI actively monitors tax policy trends and engages in public policy advocacy through legal and compliant channels—such as participating in industry association seminars and submitting policy recommendations. We support green taxation principles and advocate for a fair, sustainable tax environment.

To integrate stakeholder perspectives, we maintain open communication channels through customer surveys, supplier forums, and investor feedback. Insights are regularly reviewed and incorporated into tax decision-making to align with stakeholder expectations and enhance policy implementation.



Number of tax evasion incidents during the reporting period: 0

Anti-corruption management

SEI regards anti-corruption as a cornerstone of ethical and compliant business operations. Guided by our Business Ethics Policy, we maintain a zero-tolerance stance against all forms of bribery and unfair competition in both domestic and international dealings.

Employees are strictly prohibited from offering or accepting bribes, misusing authority, or engaging in practices such as false advertising or IP infringement. Compliance with laws such as the Anti-Unfair Competition Law and Anti-Bribery Regulations is mandatory across all operations.

To ensure effective implementation:

- The Legal Department defines anti-corruption procedures and enforces accountability.
- The Administration Department delivers regular ethics training and case-based learning.
- A whistleblower system is in place to encourage reporting and protect anonymity.

Violations result in disciplinary action, including dismissal if necessary, reinforcing our commitment to a transparent, fair, and legally compliant business environment.



Compliance & Risk Management

Conflict of interest management

SEI is committed to preventing conflicts between personal and corporate interests. Employees are required to prioritize the company's interests in all business activities and to proactively disclose any potential conflicts—such as close relations with suppliers, clients, or competitors. Strict procedures apply in procurement, sales, and bidding processes to ensure fairness and transparency. Employees are also prohibited from using their position for personal gain or engaging in external business activities that may interfere with company interests. A formal conflict of interest management framework is in place, supported by internal reporting, monitoring, and role adjustments where necessary. Regular training reinforces awareness and builds a culture of compliance.

Anti-fraud management

SEI maintains a zero-tolerance policy toward fraud and misrepresentation. We prohibit fictitious transactions, performance exaggeration, and information concealment in all operations. Internal controls and audit mechanisms ensure transparency in financial reporting, business decisions, and contractual execution. Fraud prevention is supported by strict internal oversight and accountability protocols, complemented by employee training and legal compliance reviews. Whistleblowing channels are also in place to detect and address misconduct, safeguarding corporate integrity and stakeholder trust.

Anti-Money Laundering (AML) management

SEI complies fully with domestic and international AML regulations. We implement robust internal controls focused on customer due diligence and transaction monitoring, supported by tools such as AI and data analytics. Employees are strictly forbidden from assisting or engaging in money laundering activities. Suspected cases are promptly reported and investigated in collaboration with relevant authorities. Ongoing AML training and awareness initiatives ensure that all staff understand their obligations and contribute to a secure financial environment.



Compliance & Risk Management

Anti-Unfair Competition

SEI strictly opposes unfair competitive practices such as defamation, trade secret theft, price dumping, and false advertising. These standards are embedded in our Business Ethics Policy and reinforced through internal controls and routine ethics training. All marketing, contracting, and pricing practices are subject to compliance review. In cases of external unfair competition, we respond through legal channels and collaboration with industry associations to uphold a fair market environment.

Business Ethics Management System

SEI has developed a comprehensive business ethics framework centered on our Business Ethics Policy and certified by the ISO 37001 Anti-Bribery Management System. This system outlines clear rules across the business lifecycle, from supplier selection to marketing and internal governance.

We conduct regular risk assessments in high-risk areas such as procurement and sales, supported by internal audits and anonymous reporting channels. Ethical conduct is promoted through training, partner due diligence, and strong disciplinary measures.

Our ethics management office continuously evaluates implementation effectiveness and updates the framework in line with global best practices. These efforts position SEI as a trustworthy and ethically driven enterprise.

Business Ethics Performance Highlights (2024)

Corruption incidents: 0

Conflict of interest incidents: 0

Fraud incidents: 0

Money laundering incidents: 0

Unfair competition incidents: 0



The company conducted comprehensive business ethics risk assessments, covering 100% of all business units and operations.



Whistleblowing and Complaint Management

SEI allows both internal and external stakeholders to report or file complaints at any time regarding violations in key areas such as environmental protection, labor and human rights, business ethics, and information security. This includes issues like environmental non-compliance, employee rights violations, corruption or fraud, and breaches of data or cybersecurity regulations. All reports are taken seriously and handled through established procedures to ensure accountability and continuous improvement.

The company has established a compliance reporting mechanism to encourage employees to report violations of laws and regulations. The company has set up a special reporting mailbox and telephone for all stakeholders, and has also formulated a series of processing procedures. In 2024, a total of 3 complaints were received through official reporting channels. Each case was promptly investigated in line with internal compliance procedures, and all were resolved with corrective actions implemented. These cases also led to minor process improvements, reflecting SEI’s commitment to transparency and continuous improvement

Complaint And Reporting Hotline: 0755-26613121;
Complaint And Reporting Email: Complain@Seirobotics.Net

Shenzhen SEI Robotics Co., Ltd.

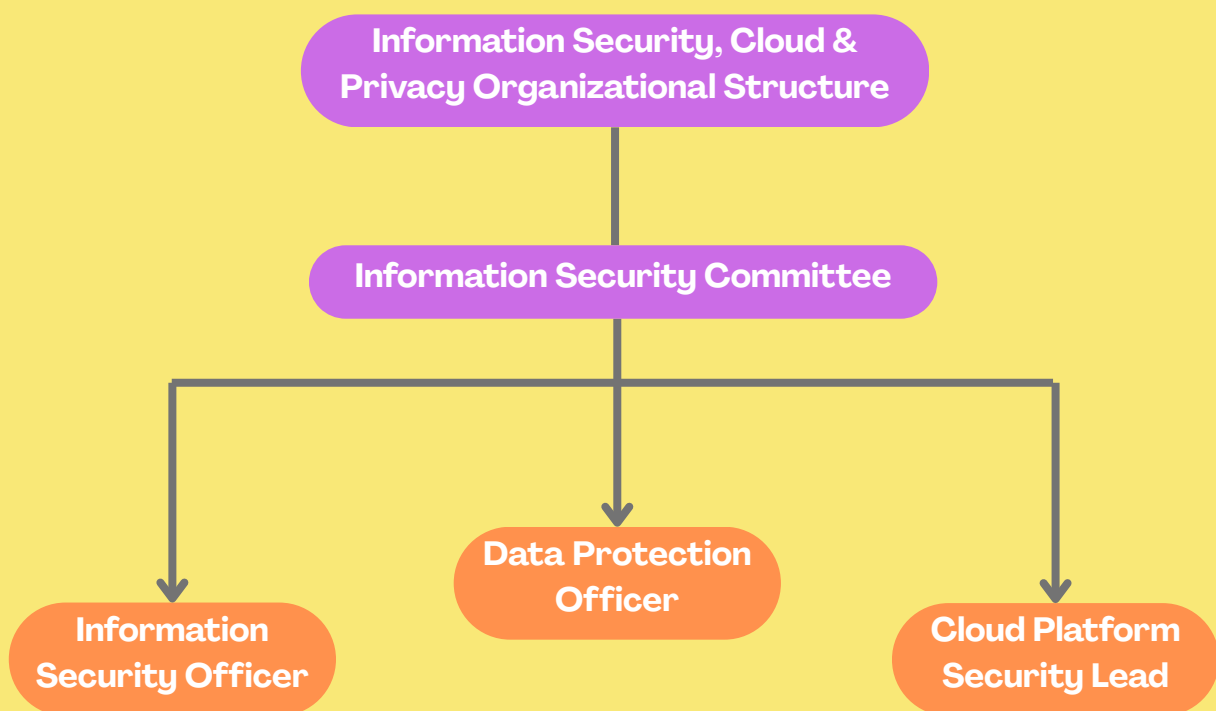
Step	Summary of the Processes
Receipt & Registration	Reports received via hotline, email, letter, or website; verified and logged by compliance officer.
Review & Classification	Assessed for eligibility, categorized by stakeholder type and urgency.
Investigation	Cross-functional team gathers evidence, interviews involved parties, and drafts report.
Decision & Notification	Actions and responsibilities defined; outcomes communicated to complainant and relevant staff.
Follow-up & Improvement	Cases tracked until resolved; lessons summarized; improvements and training proposed.



Information Security & Privacy

SEI has established a comprehensive information security management system under a **Information & Privacy & Cloud Security Management Manual** integrating it into its Business Ethics Policy to emphasize its strategic and ethical importance. A dedicated organizational structure ensures effective governance, with clearly defined roles and responsibilities.

The Information Security Committee leads overall strategy, coordination, and performance monitoring. Key roles include the **Information Security Officer** (system operations and technical security), the **Data Protection Officer** (data privacy and compliance), and the **Cloud Platform Security Lead** (cloud infrastructure protection). Together, these functions form a coordinated defense ensuring the confidentiality, integrity, and availability of information assets.



Through this structured and multi-tiered approach, SEI ensures that information security is not treated as a standalone function but as a core component of corporate governance and risk management.



Information Security & Privacy

Key Information Security Measures at SEI

1. Incident Response & Emergency Management

- Established Information Security Emergency Management Procedure.
- Implemented an Incident Response Process (IRP) to quickly address vulnerabilities and data leakage risks.
- IRP enables rapid detection, problem localization, and mitigation to protect core confidential data.

2. Third-Party Data Protection

- Introduced Data Security Management Procedure to control third-party data access.
- Enforces strict access rights, regular security audits, and alignment with SEI's internal security standards.

3. Consent-Based Data Handling

- Prioritizes stakeholder consent when processing, sharing, or retaining confidential information.
- Uses clear communication and standardized contracts to protect rights and prevent misuse or disputes.

4. Data Traceability & Record-Keeping

- Maintains a record-keeping schedule to track data operations (creation, modification, transmission).
- Ensures traceability for auditing and accountability.

5. Monthly Information Security Risk Reviews

- Security team conducts monthly reviews using professional tools and manual inspection.
- Scans cover network systems, data repositories, and communication channels.

6. Identified Risk Categories

- External threats: hacking, malware intrusion.
- Internal risks: data leakage due to negligence, accidental deletion of sensitive files.

7. Mitigation & Continuous Improvement Measures

- Regular firewall and antivirus updates.
- Encryption of critical data.
- Enhanced employee information security training.
- Strict control of data operation permissions.

8. Overall Impact

- These combined efforts have built a robust and reliable defense system, enabling secure and sustainable business operations.



Information Security & Privacy

Certified Information Security & Privacy Management Systems

SEI has established a comprehensive information and privacy security framework, underpinned by internationally recognized certifications: **ISO/IEC 27001** for information security, **ISO/IEC 27017** for cloud service security, and **ISO/IEC 27701** for privacy information management. These certifications reflect SEI's commitment to aligning with global best practices and maintaining high standards in the protection of digital assets, personal data, and cloud infrastructure.

Through ISO 27001, SEI ensures systematic protection of information assets across all operations. ISO 27017 further strengthens cloud service governance, addressing risks specific to virtualized environments. The ISO 27701 certification, a key milestone for the company, formalizes SEI's approach to privacy—covering data collection, storage, usage, and sharing—with strict consent, encryption, and approval procedures.

Together, these systems create a strong, integrated defense line that not only enhances customer and partner trust but also reinforces SEI's position as a secure and reliable industry leader in digital and cloud-based services. This foundation supports the company's pursuit of high-quality, sustainable growth in a data-driven world.

ISO27001

(Information Security Management System)

ISO27701

(Privacy Security Management System)



ISO27017

(Cloud Security Management System)



During the reporting period, SEI Robotics received no substantiated complaints concerning breaches of customer privacy or data loss.



Supply Chain

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Economic value

During the reporting period, the company's operation showed a positive trend. In terms of business development, it has successfully opened up a number of new markets, reached cooperation with many new customers, and its product sales have grown steadily and its market share has been further improved.

We continue to invest in product research and development, and constantly introduce more competitive new products to meet the diversified needs of the market. The internal management has been continuously optimized, and the collaboration between various departments has become smoother and more efficient, ensuring the orderly development of the company's overall operation.

Indicators	2023	2024
Number of products produced	4,604,519	8,573,925
Production volumes (tonnes)	1381.36	5144.35





Supplier Management System

Our supplier management system is designed to promote responsible sourcing and sustainable supply chains. Through clear standards, regular evaluation, and active engagement, we ensure our suppliers not only meet our operational requirements but also align with our ESG values.

Responsible Procurement Framework: Our procurement practices prioritize integrity, sustainability, and compliance through a robust supplier selection and monitoring process.

Supplier Selection Principles: To ensure alignment with our values and operational excellence, we apply the following selection criteria:

- **Quality Assurance**

Preference is given to suppliers certified under the ISO 9001 Quality Management System with proven technical and operational capabilities.

- **Delivery Performance**

Suppliers with reliable logistics infrastructure and strong on-time delivery records are prioritized to maintain uninterrupted supply chains.

- **Environmental Compliance**

We favor suppliers certified under ISO 14001 with no history of major environmental violations.

- **Green Procurement**

We encourage the use of renewable, recyclable, or low-impact materials to reduce our sourcing footprint.

- **Social Responsibility & Labor Rights**

We select suppliers who actively uphold labor laws, reject forced or child labor, ensure safe working conditions, and protect workers' rights.

As a key supplier to multiple JAC member companies, we are regularly subject to JAC-led audits and participate in JAC supplier events. During the reporting year, we have been subjected to 2 JAC audits and all the related Corrective Action Plans (CAPs) are closed. This engagement ensures that our practices align with the high social and environmental standards upheld across the global ICT supply chain.



Supplier Management System

Supplier CSR Risk Management

We assess and monitor CSR risks among new and existing suppliers annually. Key evaluation areas include:

- Environmental stewardship
- Labor rights and working conditions
- Health and safety practices
- Ethical business conduct
- Governance structures

This proactive approach enables us to mitigate ESG risks and foster supplier accountability.

Supplier Social Responsibility Review

Our review process consists of two steps:

1. Questionnaire & Self-Assessment

Suppliers complete a "Supplier Social Responsibility Assessment Form" covering ESG topics. The Procurement Department analyzes results to identify risk indicators and prioritize suppliers for further review.

2. On-site Audits

High-risk or high-priority suppliers undergo site visits that include document checks, employee interviews, and visual inspections. Findings are documented and improvement actions are proposed. The Procurement Department monitors follow-up activities to ensure corrective measures are implemented effectively.

Supplier Performance Evaluation

To ensure long-term value and continuous improvement, we conduct regular supplier evaluations based on:

- Quality
- Delivery reliability
- Cost performance
- Service responsiveness
- ESG performance

Suppliers receive quantitative scores, enabling clear benchmarking. Top performers may receive increased orders or favorable payment terms, while low performers face corrective actions or reduced procurement volumes.



Supplier Management System

Supplier Education & Training

To enhance supplier capabilities and ensure alignment with our sustainability goals, we deliver targeted training and development programs, including:

- Workshops on social responsibility standards and codes of conduct
- Seminars on labor rights, workplace safety, and environmental protection
- Case studies and peer-sharing sessions on industry best practices
- Technical guidance for addressing operational and compliance challenges

By fostering supplier growth and knowledge, we aim to build a responsible and future-proof supply chain that supports our ESG vision.



As part of our ongoing commitment to responsible sourcing, we regularly host training sessions to equip our suppliers with the knowledge and tools needed to meet our environmental, social, and ethical expectations. This session focused on sustainable procurement practices, compliance with social responsibility standards, and real-world case studies that strengthen our collective impact across the value chain.



Local Procurement

Localization Strategy and Responsible Supply Chain Management

In response to rising global supply chain uncertainties, SEI has actively advanced its localization strategy, deepening partnerships with regional suppliers to build a more resilient, efficient, and sustainable supply chain. This approach not only reduces the carbon footprint associated with raw material transportation but also enhances supply stability and agility in the face of potential disruptions.

Between 2022 and 2024, the company significantly expanded its network of local suppliers—most of whom are based in Guangdong Province, where SEI's key production activities are located. Over this period, the proportion of locally sourced raw materials steadily increased:

Year	Number of Local Suppliers	Proportion of Local Procurement (%)
2022	123	75%
2023	202	78%
2024	224	80%

In parallel, SEI has taken proactive steps to ensure that its supply chain upholds strong environmental and social standards:



- In 2024,**
- 100%** of suppliers sign the Supplier Code of Conduct,
 - 95%** of suppliers were surveyed on their environmental and/or social responsibility practices,
 - 95%** of suppliers also underwent on-site audits to verify their compliance with applicable sustainability criteria,
 - 100%** of relevant suppliers participated in ESG and compliance training sessions organized or facilitated by SEI to strengthen shared values and responsible business conduct.



Conflict Minerals Management

Responsible Sourcing

With growing global awareness of environmental protection, human rights, and corporate responsibility, responsible sourcing has become an essential part of our sustainability strategy. In particular, the issue of conflict minerals—such as tin (Sn), tantalum (Ta), tungsten (W), gold (Au), cobalt, and mica—requires urgent and transparent action.

These minerals, often referred to as "**3TG**", may be associated with funding armed groups or contributing to human rights violations, especially in high-risk regions. As these metals are widely used in electronics, we recognize our responsibility to ensure the integrity of our supply chain.



With more than 500 member companies, the Responsible Minerals Initiative is one of the most utilized and respected resources for companies from a range of industries addressing responsible mineral sourcing issues in their supply chains.



Source: S.Z. / Fotolia

We are fully aligned with international frameworks, including the **OECD Due Diligence Guidance for Responsible Supply Chains of Minerals**, and we strongly oppose the use of conflict minerals.

- We conduct **yearly due diligence** on our supply chain to assess and mitigate risks associated with conflict-affected and high-risk areas (CAHRAs).
- In 2023, we completed a full traceability audit of all our suppliers and excluded smelters not compliant with regulatory or customer standards.
- We require all suppliers to adhere to our **Conflict-Free Mineral Policy**, and to submit **Conflict Minerals Reporting Template (CMRT)** declarations according to the Responsible Minerals Initiative (RMI) standards.
- Suppliers are regularly assessed, and those failing to meet our expectations may face suspension or termination.



Conflict Minerals Management

Conflict Minerals Management Principles

We have established a robust governance framework to ensure responsible sourcing and prevent the use of conflict minerals in our supply chain. Our approach is grounded in internationally recognized standards such as the OECD Due Diligence Guidance, and focuses on transparency, risk management, compliance, and supplier engagement.

Management Principle	Implementation
Transparency	- Suppliers must provide detailed information on mineral sources, including mining sites, smelters, and refiners.
	- A procurement record system is maintained to track mineral sourcing throughout the supply chain.
Due Diligence	- A conflict minerals control framework is established in line with the OECD's five-step approach.
	- Risks are identified and assessed, especially in conflict-affected and high-risk areas (CAHRAs).
	- Risk mitigation measures include supplier replacement and enhanced auditing.
Compliance	- Independent third-party audits are conducted regularly to evaluate the effectiveness of our policy.
	- Findings from reviews are used to update and improve both the policy and operational controls.
Supplier Management	- Entry criteria are defined for suppliers, who must sign a compliance agreement affirming non-use of conflict minerals.
	- Regular audits ensure ongoing adherence to legal and ethical standards.
	- Long-term partnerships with suppliers support sustainable mining and ethical trade practices.

ESG Key Performance Indicators (KPIs) for 2024

Economic KPIs

GRI 201-1 Direct economic value generated and distributed

Economic indicators (units in million yuan)	2023	2024
Sales	Relevant economic indicators were assessed but are kept confidential for internal purposes.	
Wages and Benefits Paid to Employees		
Amount of Tax Paid to the State		

GRI 201-4 Financial assistance received from government

Economic indicators (units in million yuan)	2023	2024
Tax reductions	Relevant economic indicators were assessed but are kept confidential for internal purposes.	
Subsidies		
R&D grants		

Environmental KPIs

GRI 301-3: Reclaimed products and their packaging materials

Packaging KPIs (in tonnes)	2023	2024
Total amount of packaging materials used for the products	2,165	4,526
Total amount of recyclable packaging materials used (FSC materials)	208	430

ESG Key Performance Indicators (KPIs) for 2024

Environmental KPIs

GRI 302-1: Energy consumption within the organization

GRI 302-2: Energy consumption outside of the organization

Data Source	2022	2023	2024
SEI	281.43	369.29	443.43
SEI + OEM factories*	9,887.04	7,650.40	6,313.60

*(multiplied with our production rate)

GRI 302-3: Energy intensity

Energy KPIs	2022	2023	2024
Energy Density* (MJ/ piece of product)	5.96	5.98	2.65

*1 MWh equals to 3600 MJ.

GRI 305-1: Direct (Scope 1) GHG Emissions

Scope 1 greenhouse gas emissions (tCO2e)		
2022	2023	2024
21.69	14.83	10.67

GRI 305-2: Indirect (Scope 2) GHG Emissions

Scope 2 greenhouse gas emissions (tCO2e)		
2022	2023	2024
162.11	219.96	217.79

GRI 305-3: Other Indirect (Scope 3) GHG Emissions

Scope 3 greenhouse gas emissions (tCO2e)		
2022	2023	2024
106.32	1,508.02	932,952

ESG Key Performance Indicators (KPIs) for 2024

Environmental KPIs

GRI 305-4: GHG emissions intensity

Scope 1 + 2 GHG intensity (kg CO2e / piece of product)		
2022	2023	2024
0.032	0.051	0.027

GRI 305-5: Reduction of GHG emissions

Scope 1 + 2 GHG reduction (tCO2e)		
2022	2023	2024
-	6.9	4.16

GRI 305-5: Water consumption

Data Source	2022	2023	2024
SEI	1,512.00	1,901.40	1,327.00
SEI + OEM factories	17,163.95	23,667.78	29,703.42

*(multiplied with our production rate)

GRI 306-3 Waste generated

GRI 306-5 Waste directed to disposal

Waste Quantities (tons)	2022		2023		2024	
	SEI	OEMs	SEI	OEMs	SEI	OEMs
Hazardous waste	0	/	0	/	0	1
Non-hazardous waste	/	/	3137	/	3765	/
Total (Disposal)	/	/	3,137.00	/	3,765.00	1

ESG Key Performance Indicators (KPIs) for 2024

Social KPIs

GRI 401-1: Number of employees by seniority year

	2022	2023	2024
0-5 years	220	215	234
5-10 years	30	42	42
10 years and over	12	19	22

GRI 405-1: Diversity of governance bodies and employees

Percentage of board and senior management by gender (%)	2022	2023	2024
Woman	38%	38%	38%
Man	62%	62%	62%

Percentage of employees in the employee category by gender (%)	2022	2023	2024
Woman	30%	30%	30%
Man	70%	70%	70%

Percentage of board of directors and senior management according to age distribution (%)	2022	2023	2024
Woman	0	0	0
Man	100%	100%	100%

Percentage of employees in the employee category according to age distribution (%)	2022	2023	2024
< 30 years old	61%	58%	55%
30 - 50 years old	37%	41%	44%
> 50 years old	2%	1%	1%

ESG Key Performance Indicators (KPIs) for 2024

Social KPIs

GRI 308-1: New suppliers screened using environmental criteria

GRI 414-1: New suppliers screened using social criteria

Supplier Management	Units	2023	2024
Proportion of spending on local suppliers (Guangdong Province)	Million Yuan	850.3	1,415.9
Proportion of local suppliers (Guangdong Province)	%	78%	80%
Number of qualified suppliers	/	260	280
Proportion of suppliers surveyed for conflict-free minerals	%	60%	80%
Proportion of suppliers who have signed the company's Supplier Code of Conduct	%	95%	95%
Proportion of suppliers who sign procurement contracts that include clauses related to environmental, labor, human rights, and ethical requirements	%	100%	100%
Proportion of suppliers surveyed on environmental and/or social practices	%	95%	95%
Proportion of suppliers that have undergone on-site audits of environmental and/or social practices	%	95%	95%
Proportion of suppliers receiving social responsibility governance training	%	95%	95%
Proportion of company procurement personnel who have received sustainable procurement training	%	100%	100%

ESG Key Performance Indicators (KPIs) for 2024

Social KPIs

GRI 403-8 Workers covered by an occupational health and safety management system

GRI 404-1 Average hours of training per year per employee

Training	2022	2023	2024
Number of training sessions	25	33	25
Total training hours	655	884	1043
Average training hours per employee	2.5	3.2	3.5
OHS-specific training hours	120	160	180
% of employees receiving OHS training	100%	100%	100%
Human rights training hours	100	140	160
% of employees receiving HR training	100%	100%	100%
% of workforce covered by training system	100%	100%	100%

R & D	2023			2024		
	Invention	Utility Model	Design	Invention	Utility Model	Design
Number of patent applications during the reporting period.	73			23	10	3
Cumulative number of patents applied for.	233			125	40	87
Number of patents granted during the reporting period.	43			10	3	2
Cumulative number of granted patents.	130			25	26	70

ESG Key Performance Indicators (KPIs) for 2024

Social KPIs

GRI 403-9 Work-related injuries

GRI 403-10 Work-related ill health

Occupational health and safety performance	2022	2023	2024
	Own Employee	Own Employee	Own Employee
Total number of days worked	249	249	249
Total number of hours worked by employees	521,136	549,792	593,424
Number of accidents	0	0	0
Number of fatal cases	0	0	0
Absenteeism (number of days lost)	0	0	0
Number of lost time days due to work accidents (LTI)	0	0	0
Accident frequency rate (LTIF)	0	0	0
Accident Severity Rate (ASR)	0	0	0
Occupational disease rate (ODR)	0	0	0
Lost day rate (LDR)	0	0	0
Absence rate (AR)	0	0	0

GRI Indicator Index

Between January 1, 2024 and December 31, 2024, SEI Robotics reported the information referenced in this GRI Metrics Index against the GRI Standards.

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Acknowledgements

We thank you for your continued support in our efforts to contribute to the sustainability.

Since this is the organization's first sustainability report, there are no restatements of previously reported information. Also this report has not been externally assured. The organization plans to assess options for independent verification in future reporting cycles to enhance data credibility and transparency.

We look forward to receiving comments and suggestions from readers after reading this report, please follow the contact details below to help us further improve our sustainability strategy and pursue better sustainability performance.

Contact

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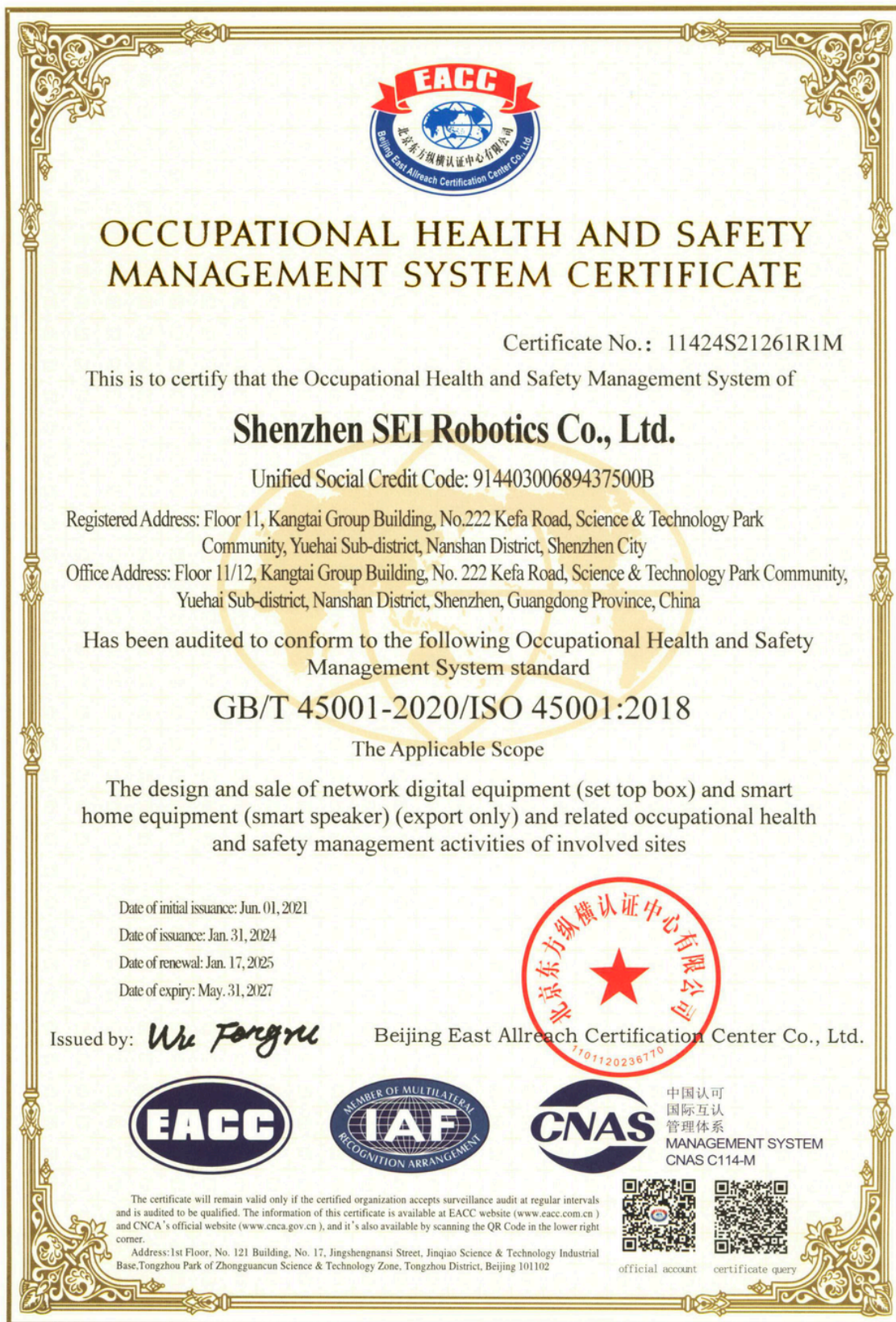
Annex: Certifications and Standards



Annex: Certifications and Standards



Annex: Certifications and Standards



Annex: Certifications and Standards

Statement of Conformity CN25/00003885

Greenhouse Gas Verification Statement

The inventory of Greenhouse Gas emissions in
01 Jan. 2024 to 31 Dec. 2024 of

Shenzhen SEI Robotics Co., Ltd.

Business address: 11th floor, Kangtai Group Building, No. 222, Kefa Road, Science and Technology Park Community, Yuehai Street, Nanshan District, Shenzhen City, Guangdong Province, P.R. China

Organization boundary: 11th and 12th floors, Kangtai Group Building, No. 222, Kefa Road, Science and Technology Park Community, Yuehai Street, Nanshan District, Shenzhen City, Guangdong Province, P.R. China

has been verified in accordance with ISO 14064-3:2019 as meeting the requirements of

ISO 14064-1:2018

Direct Emissions

10.67 tonnes of CO₂e

Indirect Emissions

933,789.76 (Market-based) 933,771.63 (Location-based) tonnes of CO₂e

Total Emissions Quantified

933,800.43 (Market-based) 933,782.30 (Location-based) tonnes of CO₂e

The specific categories of indirect greenhouse gas emissions are detailed in the appendix of this statement, which is an integral part of this statement

Authorised by
David Xin
Sr. Director - Business Assurance
DATE: 29 May 2025

SGS-CSTC Standards Technical Services Co., Ltd.
16F Century YuHui Mansion, No. 73 Fucheng Road, Beijing, P.R. CHINA 100142
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Annex: Certifications and Standards

Statement CN23/00003555

SGS

Product Carbon Footprint Verification Statement

The Product Carbon Footprint study of
Android TV STB SEI700
which is conducted by
SHENZHEN SEI ROBOTICS CO., LTD.
401, Productivity Building D, #5 Hi-Tech Middle 2nd Road, Science Park Community, Yuehai Street,
Nanshan District, Shenzhen, Guangdong, P.R.China

has been verified meeting the requirements of
ISO 14067:2018

The carbon footprint of Android TV STB SEI700 operates 4 hours per day during 5 years reference service life
is
34.371 Kilogram of CO₂ e

For the life cycle stages of product:
Cradle to Grave



Authorized by
David Xin
Sr. Director - Knowledge
Date: 06 July 2023
SGS-CSTC Standards Technical Services Co., Ltd.
16F Century YuHui Mansion, No. 73 Fucheng Road, Beijing, P.R. CHINA 100142
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This Statement is not valid without the full verification scope, objectives, criteria and findings available on pages 2 to 5 of this Statement.

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Annex: Certifications and Standards

Certificate CN23/00000637

The management system of

Shenzhen SEI Robotics Co., Ltd

SGS

Unified Social Credit Code: 91440300689437500B

Business Registration Address: 401, Productivity Building D, #5 Hi-Tech Middle 2nd Road, Science Park Community, Yuehai Street, Nanshan District, Shenzhen

Business Operation Address: 401, Productivity Building D, #5 Hi-Tech Middle 2nd Road, Science Park Community, Yuehai Street, Nanshan District, Shenzhen, Guangdong, P.R. China

has been assessed and certified as meeting the requirements of

ISO/IEC 27001:2013

For the following activities

Design and development of IoT devices (Network set-top boxes and routers, smart home devices and accessories, smart speakers)

Development and maintenance of Skyway Internet of Things device management cloud platform

Which are consistent with the version 1.0 of statement of applicability.

This certificate is valid from 10 February 2023 until 31 October 2025 and remains valid subject to satisfactory surveillance audits.
Issue 1. Certified since 10 February 2023

Jonathan M. Hall

Authorised by
Jonathan Hall
Global Head - Certification Services

SGS United Kingdom Ltd
Rossmore Business Park, Ellesmere Port, Cheshire, CH65 3EN, UK
t +44 (0)151 350-6666 - www.sgs.com



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Annex: Certifications and Standards

Certificate CN23/00000831

The management system of

Shenzhen SEI Robotics Co., Ltd

401, Productivity Building D, #5 Hi-Tech Middle 2nd Road, Science Park Community, Yuehai Street, Nanshan District, Shenzhen, Guangdong, P.R. China

has been assessed and certified as meeting the requirements of

ISO/IEC 27701:2019

For the following activities

The privacy information management system operated by Shenzhen SEI Robotics Co., Ltd, based on the requirements of ISO/IEC 27001:2013, which extends ISO/IEC 27701:2019, covers the following scope:

- Skyway Internet of Things device (Network set-top boxes and routers, smart home devices and accessories, smart speakers) management cloud platform development and operation support

The privacy information management system of Shenzhen SEI Robotics Co., Ltd. is centrally managed from Shenzhen and governs the management of information security and privacy at the certified location.

The certified entity acts in the capacity of

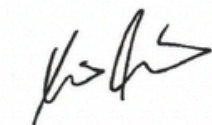
- PII processor for handling of customers' PII collected during the technical support process of the Skyway system of the Internet of Things device management cloud platform.

Assessed in accordance with the ISO/IEC 27001:2013 and ISO/IEC 27701:2019 SoA v1.0.

The scope and validity of this ISO/IEC 27701:2019 certification is issued in association With the ISO/IEC 27001:2013 certificate under certificate number CN23/00000637

This certificate is valid from 25 February 2023 until 24 February 2026 and remains valid subject to satisfactory surveillance audits.

Issue 1. Certified since 25 February 2023



Authorised by

David Xin

Sr. Director - Knowledge

SGS-CSTC Standards Technical Services Co., Ltd.

16F Century YuHui Mansion, No. 73 Fucheng Road, Beijing, P.R. CHINA 100142

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Annex: Certifications and Standards

Certificate CN23/00000793

SGS

The management system of

Shenzhen SEI Robotics Co., Ltd

401, Productivity Building D, #5 Hi-Tech Middle 2nd Road, Science Park Community, Yuehai Street, Nanshan District, Shenzhen, Guangdong, P.R. China

has been assessed and certified as meeting the requirements of

ISO/IEC 27017:2015

For the following activities

Provide operation support for Skyway Internet of Things device management cloud platform

Evaluated according to the control in ISO/IEC 27001:2013 and ISO/IEC 27701:2019 applicability statement version 1.0

The scope and validity of this ISO/IEC 27017:2015 certification is issued in association with the ISO/IEC 27001:2013 certificate under certificate number CN23/00000637

This certificate is valid from 23 February 2023 until 22 February 2026 and remains valid subject to satisfactory surveillance audits.

Issue 1. Certified since 23 February 2023



Authorised by

David Xin

Sr. Director - Knowledge

SGS-CSTC Standards Technical Services Co., Ltd.

16F Century Yuhui Mansion, No. 73 Fucheng Road, Beijing, P.R. CHINA 100142

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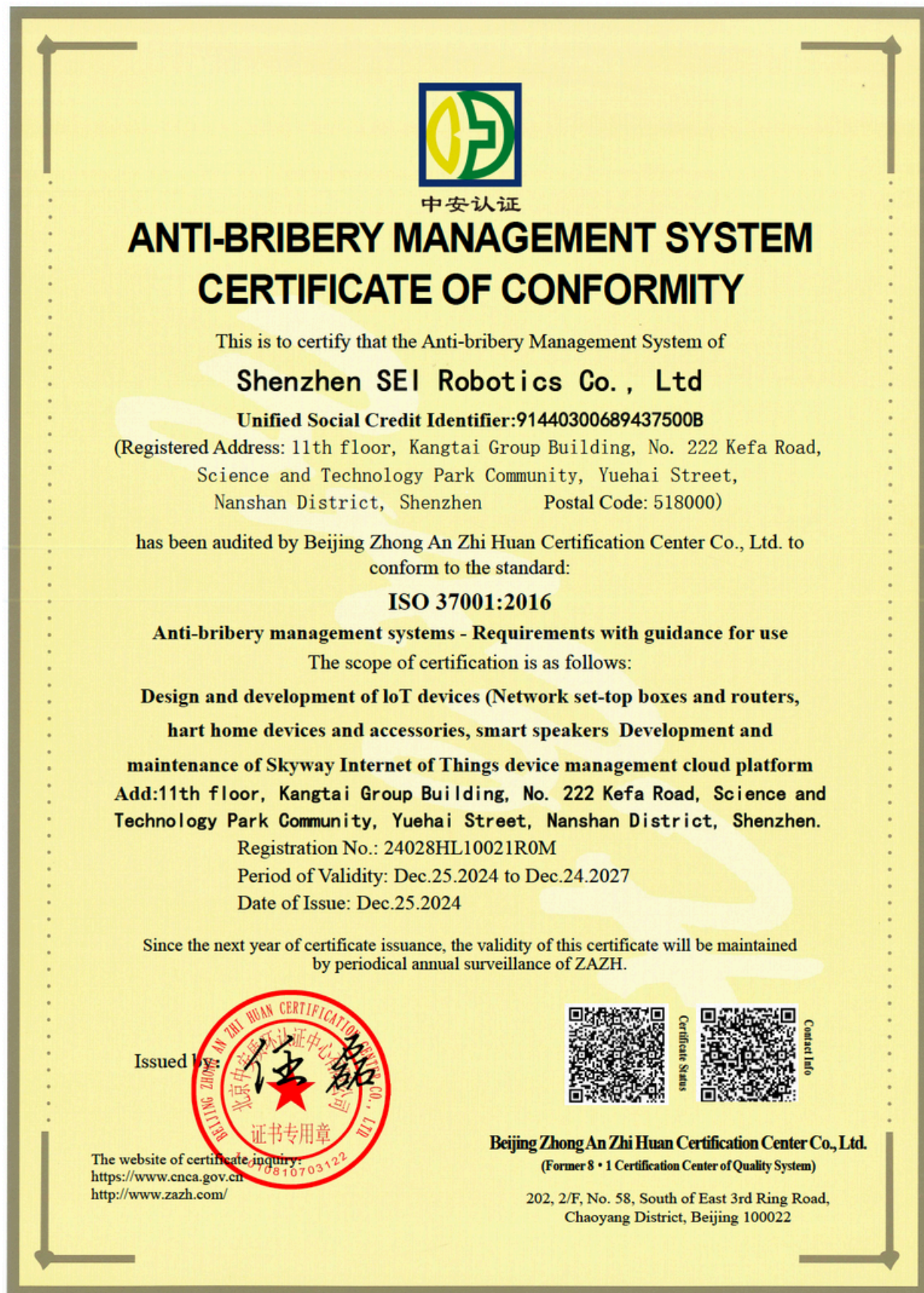
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Annex: Certifications and Standards



Annex: Certifications and Standards



Annex: Certifications and Standards

SGS

Certificate CN23/00004021

The management system of

Shenzhen SEI Robotics Co., Ltd.

Unified Social Credit Code 91440300689437500B

Business Registration Address: 401, Productivity Building D, #5 Hi-Tech Middle 2nd Road,
Science Park Community, Yuehai Street, Nanshan District, Shenzhen
Business Operation Address: 401, Productivity Building D, #5 Hi-Tech Middle 2nd Road,
Science Park Community, Yuehai Street, Nanshan District, Shenzhen, Guangdong, P.R. China

has been assessed and certified as meeting the requirements of

**GB/T 23331-2020/
ISO 50001:2018
RB/T 101-2013**

For the following activities

The scope of this certification appears on page 2 of this certificate.

For the detail information regarding boundaries and comprehensive energy consumption, please see the appendix with the same number of this certificate and it is the component of this certificate.

This certificate is valid from 28 July 2023 until 27 July 2026
and remains valid subject to satisfactory surveillance audits.
Re certification audit due a minimum of 60 days before the expiration date
Issue 1. Certified since 28 July 2023

This is a multi-site certification
Additional site details are listed on subsequent pages

Authorised by



SGS CSTC Standards Technical Services Co., Ltd.
16F Century YuHui Mansion, No. 73 Fucheng Road, Beijing, P.R. CHINA 100142
t +86 (0)10 6845-6699 f +86 (0)10 6845-8121 www.sgs.com
The certification information can be verified on the web site of Certification and Accreditation Administration of
the People's Republic of China www.cnca.gov.cn

Page 1 of 2



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Annex: Certifications and Standards

Certificate SGSHK-COC-005802

The Organization

**SHENZHEN VOION COLOR BOXES & PAPER
CO., LTD.**

SGS

101, BUILDING A OF VOION COLOUR BOXES FACTORY, 72 AREA OF XINGDONG COMMUNITY, XINGAN STREET,
BAOAN DISTRICT, SHENZHEN CITY, GUANGDONG PROVINCE, P.R. CHINA

has been assessed and certified as meeting the requirements of

FSC™ Chain-of-Custody

The company was assessed against the following standards

FSC-STD-40-004 V3-1 - Chain of Custody Certification

FSC-STD-40-003 V2-1 Chain of Custody Certification of Multiple Sites – November 2014

FSC-STD-50-001 Requirements for use of the FSC trademarks by Certificate Holders

for the products detailed in the scope below:

CENTRAL OFFICE and participating site 1: Shenzhen Voion Colour Boxes & Paper Co., Ltd.

Purchasing of FSC Mix and FSC Recycled paper, paperboard and adhesive labels, manufacturing or outsourced manufacturing and sales of FSC Mix, FSC Recycled paper products (transfer system)

Purchasing and sales of FSC Mix, FSC Recycled paper products, FSC 100%, FSC Mix, FSC Recycled wood packaging boxes (transfer system)

PARTICIPATING SITE 2: HONGKONG VOION PACKAGING TECHNOLOGY LIMITED

Purchasing and sales of FSC Mix, FSC Recycled paper products, FSC 100%, FSC Mix, FSC Recycled wood packaging boxes (transfer system)

This certificate is valid from 04 February 2024 until 03 February 2029 and remains valid subject to satisfactory surveillance audits.

Issue 13. Certified since 04 February 2009

This is a multi-site certification. Additional site details are listed on the subsequent page.

Authorised by

Ben Tsang

SGS Hong Kong Limited

Units 303 & 305, 3/F., Building 22E, Phase 3, Hong Kong Science Park, New Territories, Hong Kong

t +(852)2334 4481 • www.sgs.com

The validity of this certificate shall be verified on <http://info.fsc.org/> For the full list of product groups covered by the certificate see <http://info.fsc.org/> This certificate itself does not constitute evidence that a particular product supplied by the certificate holder is FSC-certified (or FSC Controlled Wood). Products offered shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC claim is clearly stated on sales and delivery documents. The certificate remains the property of SGS. The certificate and all copies or reproductions shall be returned or destroyed if requested by SGS.



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Annex: Certifications and Standards

Certificate CN25/00000864

The management system of

Shenzhen SEI Robotics Co., Ltd.

SGS

Floor 11 & 12, Kangtai Building, No. 222, Kefa Road, Technology Community, Yuehai Subdistrict,
Nanshan District, Shenzhen City, Guangdong Province, P.R. China

has been assessed and certified as meeting the requirements of
SA8000:2014

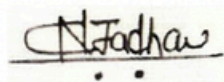
For the following activities

Design and sales of IoT (Internet of Things) equipment (digital media players and routers, smart home equipment and accessories, intelligent audio systems) (with primary process of products software and hardware designing, sample testing, materials purchasing) (excluding outsourced manufacturing, inspecting, packing and outgoing)

Social Accountability International and other stakeholders in the SA8000 process only recognize SA8000 certificates issued by qualified CBs granted accreditation by SAAS and do not recognize the validity of SA8000 certificates issued by unaccredited organizations or organizations accredited by any entity other than SAAS. Please refer to SAAS website <https://sa-intl.org/sa8000-search/> for the validity of accredited certificates.

This certificate is valid from 10 February 2025 until 09 February 2028 and remains valid subject to satisfactory surveillance audits.

Issue 1. Certified since 10 February 2025



Authorised by
Nilesh Jadhav

SGS India Private Limited
4B Adi Shankaracharya Marge, Vikhroli (West), Mumbai- 400 083, India
t +91 22 604 08888 - www.sgs.com



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