



TIANMA MICROELECTRONICS CO., LTD.

Shenzhen Tianma A 000050

A large, stylized graphic element consisting of numerous concentric circles in shades of blue and purple, creating a sense of depth and motion. The circles are centered in the upper half of the page.

**CORPORATE  
SOCIAL  
RESPONSIBILITY  
REPORT**

**2020**



CORPORATE SOCIAL  
RESPONSIBILITY REPORT 2020

March 2021

# ABOUT THIS REPORT

# CONTENTS

## Content Definition

This report is based on the principles of the Global Reporting Initiative(Global Reporting Initiative, "GRI" in short) substantiality, stakeholder participation as well as sustainability development background. We have identified the major stakeholders following a comprehensive analysis and evaluation of the business operating environment. We have communicated and conducted dialogues with stakeholders through a questionnaire to collect and prioritize their concerns and indicators for disclosure in this report.

## Scope

The organizational scope of this report is consistent with that of the annual report, including the corporate social responsibility concept, practice and performance of all entities within the scope of the consolidated financial statements. Unless otherwise noted, the information disclosed in this report is a summary of all entities within the scope of the consolidated financial statements.

## Preparation Basis

This report is prepared in reference to a core plan of Global Reporting Initiative GRI Sustainability Development Reporting Standard (GRI in short). By means of site investigation, employee interviews and material consultations, it confirms the statistical scope of information reported and completes the collection means and computing methods.

## Report Statement

The Company and all members of the Board of Directors guarantee that the content of information disclosure is true, accurate and complete, and there is no false record, misleading statement or major omission.

- Tianma Microelectronics Co., Ltd.(hereinafter referred to as Shen Tianma, Tianma, the Company or We; and the Shenzhen Production Line as the "Company Headquarter" )
- Shanghai Tianma Microelectronics Co., Ltd. ("Shanghai Tianma" or "Shanghai G4.5" in short)
- Chengdu Tianma Microelectronics Co., Ltd. ("Chengdu Tianma" or "Chengdu G4.5" in short)
- Wuhan Tianma Microelectronics Co., Ltd. ("Wuhan Tianma" , including "Wuhan G4.5" and "Wuhan G6" in short)
- Shanghai AVIC Optoelectronics Co., Ltd. ("AVIC Optoelectronics" or "Shanghai G5" in short)
- Xiamen Tianma Microelectronics Co., Ltd. ("Xiamen Tianma", including "Xiamen G5.5" and "Xiamen G6" in short)
- Shanghai Tianma OLED Technology Co., Ltd. (Tianma OLED in short)
- Hubei Changjiang New Display Industry Innovation Center Co., Ltd. (Innovation Center in short)
- Xiamen Tianma Display Technology Co., Ltd. (TM18 in short, a joint venture)

Remarks: "Five locations and seven companies in China" in this report stands for: Company Headquarter, Chengdu Tianma, Shanghai Tianma, Shanghai AVIC Optoelectronics, Wuhan Tianma, Wuhan Tianma and Tianma OLED.

## Reporting period

January 1, 2020 - December 31, 2020

## Reporting cycle

Once a year

## About Us

## Bear the Social Responsibility

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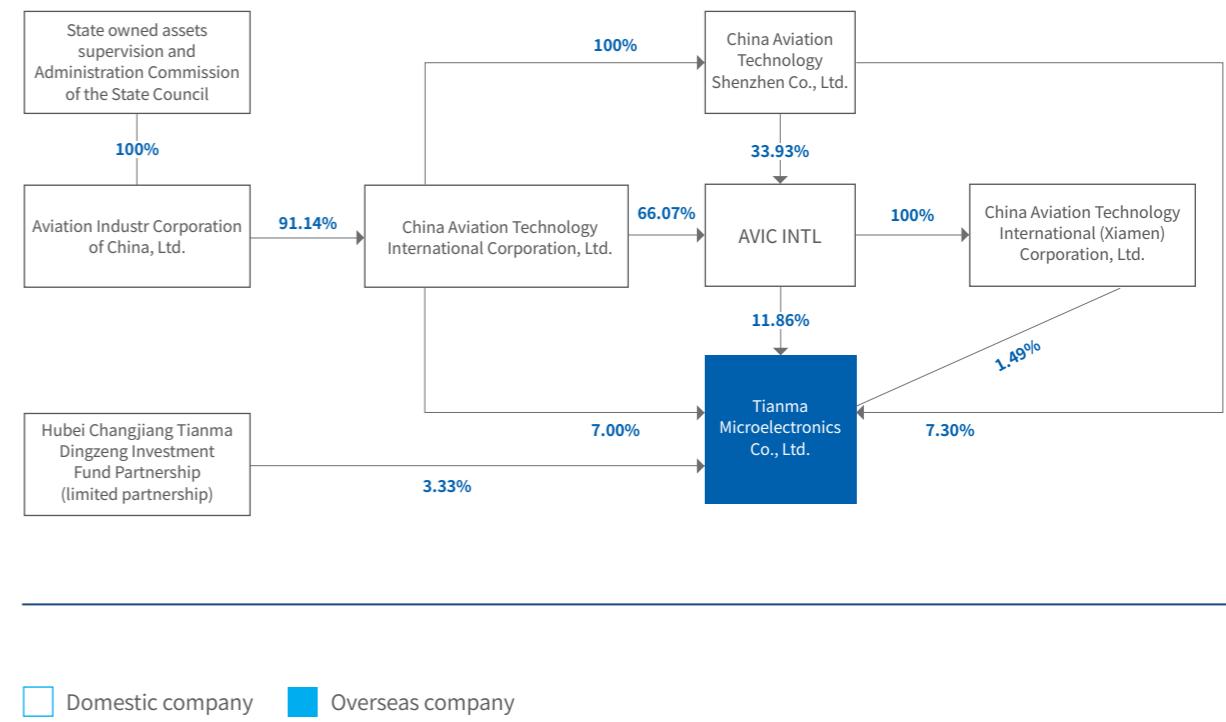
Communication With  
And Feedback From Our  
Stakeholders

# COMPANY OVERVIEW

## Ownership And Control Relation Between The Company And Actual Holders

(Data as of December 31st, 2020)

Company Name	English Name	Legal Representative
Tianma Microelectronics Co., Ltd.	TIANMA MICROELECTRONICS CO., LTD.	Chen Hongliang
Registered Address	Company Headquarters Office Address	Date of Registration
Room 1918, Tianma Building, LiuxianAve., North Station Community, Minzhi Street, Longhua District, Shenzhen City	Building 64, Majialong Industrial City, Nanshan District, Shenzhen	November 8, 1983
Company Type	Industry Involved	Product Type
Limited Liability Company(Listed)	Computer, communications and other electronic equipment manufacturing	Display screen and display module
Total Market Value	Stock Exchange	
As of December 31, 2020, the total market value of the Company is RMB 36.75 billion	Shenzhen Stock Exchange (Shen Tianma A; Stock Code:000050)	

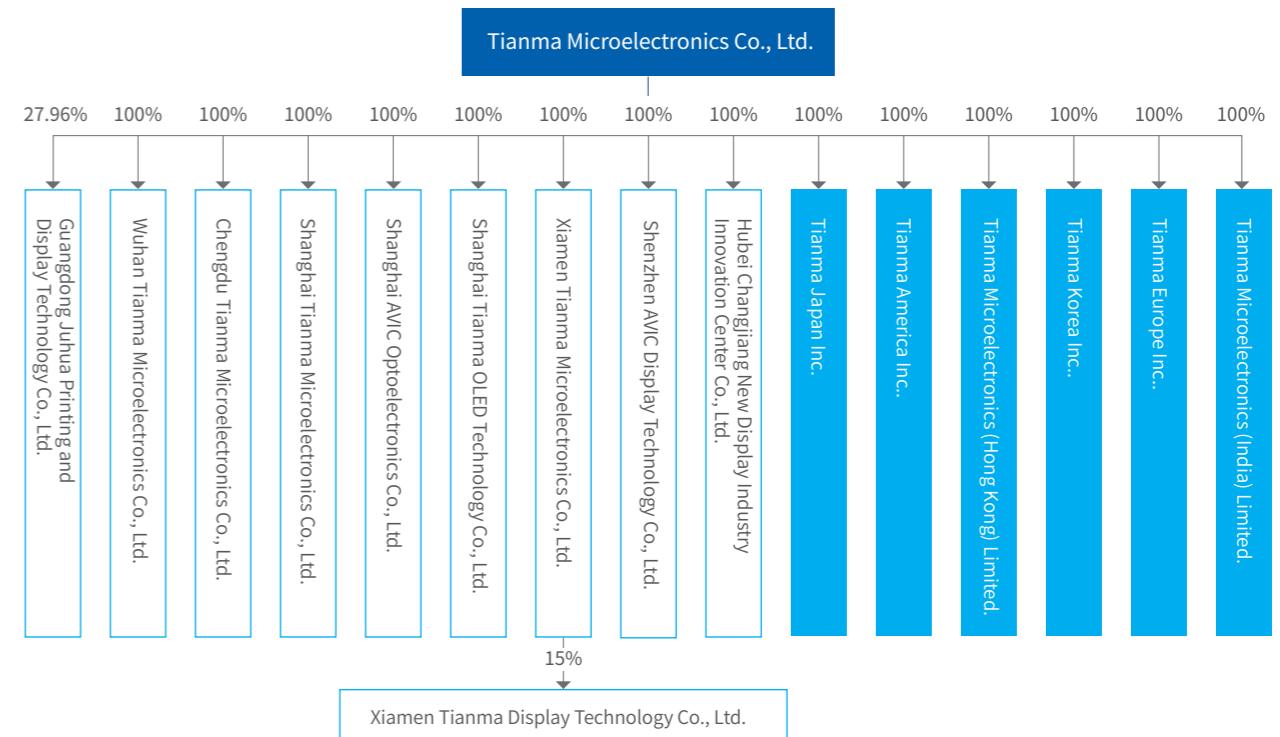


### Business Scope

IT service, consultation service; Agent sales and procurement of displays and relevant materials(limited items excluded);rental of equipment(excluding financial rental);rental of self-owned properties; import /export business ( except items banned by the laws, administrative regulations and the State Council. Limited projects must be operated upon receiving the permission). Design, manufacturing and sales of LCD and relevant materials, equipment and products; relevant technical development, technical consultation, technical service and technical transfer; and common freight transport.

### Main Business

The Company continues to focus on three major businesses, including mobile intelligent terminal display core business represented by smart phones and tablet computers, vehicle display key business and value-added business represented by medical and industrial touch.



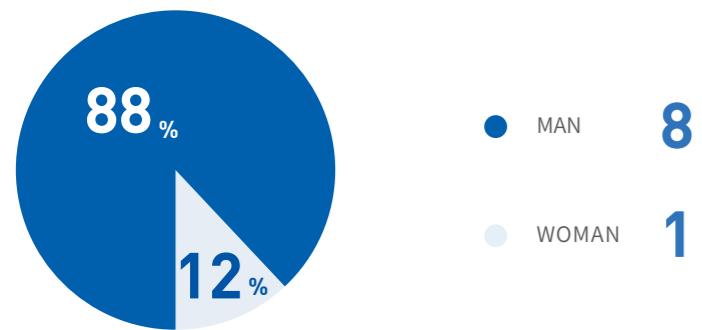
## CORPORATE GOVERNANCE

In accordance with the Company Law, Securities Law, Governance Standards for Listed Companies and relevant laws and regulations of China Securities Regulatory Commission and Shenzhen Stock Exchange, the Company has formed a corporate governance structure with clear rights and responsibilities between the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors and the Management, effective balances, scientific decision-making and coordinated operation, and continue to improve the corporate governance structure, optimize the "Three meetings and one layer" operation mechanism, and promote the continuous optimization of corporate governance efficiency.

The Company establishes the Board of Directors and the Board of Supervisors in accordance with laws and regulations and the actual situation of the Company. The qualifications of the members of the Board of Directors and the Board of Supervisors meet the requirements of relevant laws and regulations and the Articles of Association; the convening of the Board of Directors and the Board of Supervisors shall be legal and in strict accordance with the Articles of Association; the four special committees of strategy, audit, nomination and compensation, and risk management under the Board of Directors of the Company normally perform their duties in accordance with relevant regulations, providing scientific and professional advice and reference for the decision-making of the Board of Directors. The term of office of the Directors of the Company is three years, and they can be re-elected upon expiration of the term. There are nine members of the Board of Directors of the Company, all of whom are of Chinese nationality, of which eight are male, accounting for 88%, and one is female, accounting for 12%.

The Senior Management of the Company consists of the General Manager, Deputy General Manager, Chief Accountant and Secretary of the Board of Directors, who are appointed or dismissed by the Board of Directors. The Board of Directors authorized the Senior Management to be responsible for the daily operation of the Company, manage the Company's economic, environmental and social issues, conscientiously implement the resolutions of the Board of Directors, and consciously accept the supervision of the Board of Supervisors.

### The composition of the board of directors of the company







## TECHNOLOGICAL INNOVATION AND LEADERSHIP

Technology leadership is one of the Company's core strategies. As a leading enterprise in the field of mid-small size display, the Company focuses on creating products and technologies to meet the current and future market demand, and is committed to providing customers with high-quality, high-performance and high customized display solutions. The Company continues to actively adopt forward-looking technology, with leading technology to open up the infinite possibility of human vision. In 2020, the Company released a number of new technologies, MicroLED, folded OLED, CUP, TFP ..... and the application scenarios cover industrial touch, medical treatment, vehicle, consumer goods and other sub areas.

Adhering to the principle of product quality first, the Company strictly follows the new product development process and project management process when launching any product, organizes relevant personnel of technology, process and supply chain to conduct a comprehensive development evaluation, and conducts a complete reliability test after the product is output. The product will be launched after passing the test.

The Company has always been committed to the arrangement of new display technology. The 6th generation flexible AMOLED production line project invested in Xiamen in 2020 will further enhance the Company's market position in the field of mid-small size high-end display, especially AMOLED. It would help the Company to improve its business arrangement, grasp the rapid development opportunities of the industry, and accelerate the realization of the strategic goal of leading enterprises in the global display field.

## Technical Strength

### Micro LED

The flexible (R = 50mm), ultra narrow frame (won the UDE 2020 Electronic Video Industry Innovation Product Award) and ultra-high transmittance transparent screen (the world's first AM Micro LED display with a transmittance of more than 60%) jointly developed by the Company and Yuchuang Technology, besides application in consumer electronics, vehicle display can also be diversified, such as front wind display, real-time interactive driving information, future self driving car side windows, entertainment information and so on.



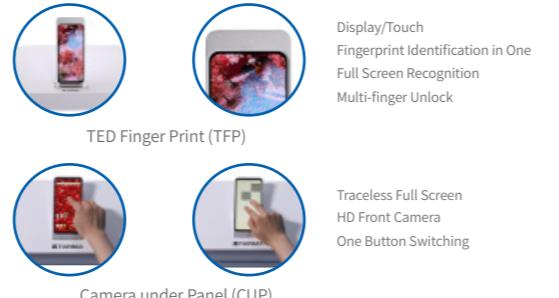
### Folded OLED

In the future development of information technology, flexible display is one of the important directions. Since the screen substrate is made of plastic instead of traditional glass, it is light, portable and flexible, which can greatly reduce the volume and weight of the terminal equipment. This year, the Company has developed a variety of flexible OLED display products, including a full range of folded OLED products, including left and right folding in, left and right folding out, up and down folding in, waterfall screen, flexible and transparent, crimpable and sliding.



### True Full Screen CUP

In order to pursue a larger screen share, mobile phone manufacturers have designed a variety of "Free Form screen Display" to solve the handset, front camera, front fingerprint identification function, in order to make the mobile phone screen look bigger. As the world's largest leading manufacturer of LTPS smart phone panels and a leading enterprise in OLED technology development, the Company has successfully launched true full screen display technology. Camera under panel (CUP): traceless full screen, forward HD, one button switching; LCD finger print (TFP): display / touch / fingerprint identification three in one, full screen identification, multi finger unlocking.



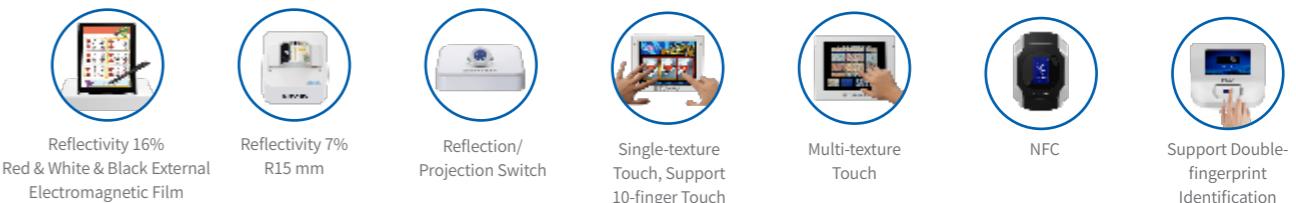
### Vehicle Display

After years of development, with the help of Internet, vehicle display has become the most important interface to carry human vehicle interaction information. With the continuous development and evolution of intelligent driving technology, vehicle display presents the development trend of large screen, high reliability, high performance and personalized customization. As the world's leading supplier of vehicle display solutions and China's largest TFT vehicle panel manufacturer, the Company has developed a number of new vehicle display products. Intelligent cockpit: C-type panoramic large screen > 1.4m, integrated fit, OLED side rear view, rapid response, identification through fingerprint identification, one click start, navigation, entertainment, meeting, smart home, online shopping and other needs can be met at one time.



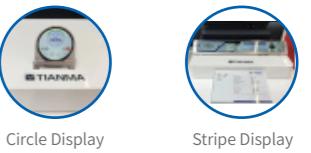
### Industrial Internet of Things

With the gradual establishment of the Internet of things in the industrial field, intelligent control of equipment is realized. Nowadays, the interaction between users and display information is no longer limited to screen changes and switching. The increase of display communication between devices and human-computer interaction will bring further growth of display interface demand. In the field of industrial display, the Company has launched a variety of products such as reflective, touch feedback, non display, showing its strong strength in this field.



### Free Form Display

The difficulty of free form cutting is that the structure design and wiring design from TFT to backlight are very complex, and the cutting of circular products is more difficult. The Company has successfully overcome the design difficulties of free form cutting. With the cutting accuracy of 0.1 mm, it has brought a series of free form products such as round and long strip shape, which can be widely used in the field of smart home display and wearable display.



### Transparent Display

The Company's 10.4-inch transparent display, with a penetration rate of 10%, has realistic display effect, 260000 true colors, ultra wide viewing angle, ultra-high contrast (900:1), fast dynamic response and other attributes. The transparent display product not only gives consideration to display information, but also enables users to clearly perceive the scene behind the screen, enriches people's vision and brings different viewing effects.



### Outdoor Visual

All / half reflection is the best technical solution for industrial handheld products, and also provides a solid foundation for wearable consumer products. It not only has the advantages of high reflectivity, but also has the advantages of ultra-low power consumption, which can significantly improve the standby time of products. The Company has developed three visible technology products in the sun, including 1.2-inch reflective wearable, 6.7-inch reflective e-book and 3.0-inch semi reflective semi transparent.

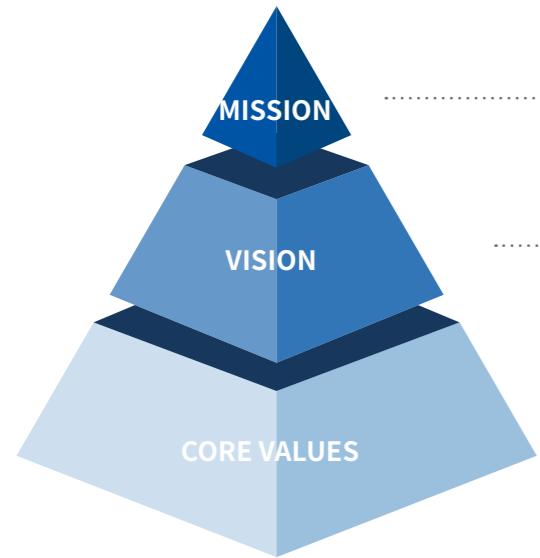


### Smart Medical Display

For the high-end line arrangement of medical display companies, due to the further promotion and popularization of telemedicine, the requirements of screen contrast, color saturation and uniformity are increasingly strict in the medical field. As a leader in the field of high-end medical display, the Company launched high-definition highlight mid-large size medical display products to meet the needs of medical display.



## COMPANY STRATEGY



### Creating Excellence, Leading Vision

The vision of becoming a global leader in display field that is highly respected by the society and loved by employees

Passion, Efficiency and Win-win

The Company adheres to the strategic guidance of "1 + 1 + N", take "Focus, Expansion and Integration" as the strategic theme, focus on customers, strengthen market awareness and business awareness, adhere to innovation driven, improve technical level, consolidate basic ability, stimulate team vitality, focus on key tasks, promote the implementation of strategy, and accelerate the realization of the strategic goal of global leading enterprises in the field of display.

The Company has a complete development planning management system, pays attention to the changes in the macroeconomic situation, has insight into the development trend of the industrial chain, and conducts research on business ecology and symbiosis, identify new business model space and strategic space; hold strategic seminars, analyze market, customer, product, technology and competition pattern, and organize strategic plan update continuously, formulate strategic objectives, strategic implementation paths, business models and strategic initiatives, and decompose them into functional departments; formulate annual business plans, and focus on key points, match resources, ensure the achievement of organizational performance; at the same time, supervise and evaluate the implementation of the strategy to ensure the implementation of the Company's strategy.

### Future goal: A global leader in display industry

In the mobile intelligent terminal display market

**The world's top three in OLED**

**LTPS is the world's leading**

**keeps up with the industry trend in a-Si and maintains industry competitiveness**

In the professional display market

**The world's first in vehicle shipment**

**The world's top two in industrial products business**

## BUSINESS DEVELOPMENT

In the mobile intelligent terminal display market, the Company's LTPS smart phone panel shipment continues to occupy the first place in the global market, and the LCD perforated screen shipment is the first place in the world; in the professional display market, the Company's on-board display topped the first place in the world in the second quarter of 2020, and the cumulative shipment in the first three quarters ranked the first place in the world; in high-end medical, navigation, smart home, VoIP and other market segments, the Company's shipping volume is leading the world. (Source: Omdia)

In the mobile intelligent terminal display market



**LTPS smart phone panel shipment continues to occupy the first place in the global market**  
**LCD perforated screen shipment is the first place in the world**

In the professional display market



**The Company's on-board display topped the first place in the world in the second quarter of 2020**  
**The cumulative shipment in the first three quarters ranked the first place in the world**

### Future Risks and Opportunities

Today's world is undergoing an unprecedented change in a century. The international situation is becoming more and more complex, and the instability and uncertainty are obviously growing. In 2020, the global economy will encounter the impact of epidemic situation and fall into deep recession. In the post epidemic era, economic recession, increasing unemployment rate and declining purchasing power, trade protectionism and geopolitical factors lead to the strengthening of industrial uncertainty. In order to enter the era of "Limited Globalization", all kinds of derivative risks caused by epidemic impact can not be ignored.

The panel industry is periodically affected by the epidemic, the industry restructuring and integration is accelerated, and the industrial concentration is further improved. With the development of 5G and AIOT, the panel display industry has ushered in a new round of rapid growth. Mobile phones will still be the most important market for mid-small sizes. The demand for laptops and tablets is rising, and the smart wear market is growing rapidly; The market of new energy vehicles is growing rapidly, and the vehicle market is the main driving force for the growth of mid-small sized vehicles, showing the characteristics of large screen, multi screen, high-definition and touch integration. In the post epidemic era, the process of smart medical will be further accelerated. China is gradually forming a new development pattern with domestic circulation as the main body and domestic and international double circulation promoting each other. In the new era, we have reached a consensus that the focus of economic development should be on the real economy. China has a relatively complete industrial system, especially the high-tech manufacturing industry, which has competitive advantages in capital, technology, personnel, labor force and organizational vitality. In China, high-tech manufacturing industry will flourish.

## SUSTAINABLE DEVELOPMENT



### CSR MISSION

People first, green operation, harmonious and sustainable development of economy, society and environment.



### CSR VISION

Construct sustainable CSR system, Being the World's Well-Respected Leading Display Company.



### CSR STRATEGY

Develop employee values, promote green and environmental protection, pursue win-win ecology and create a wonderful vision.

## CSR Management

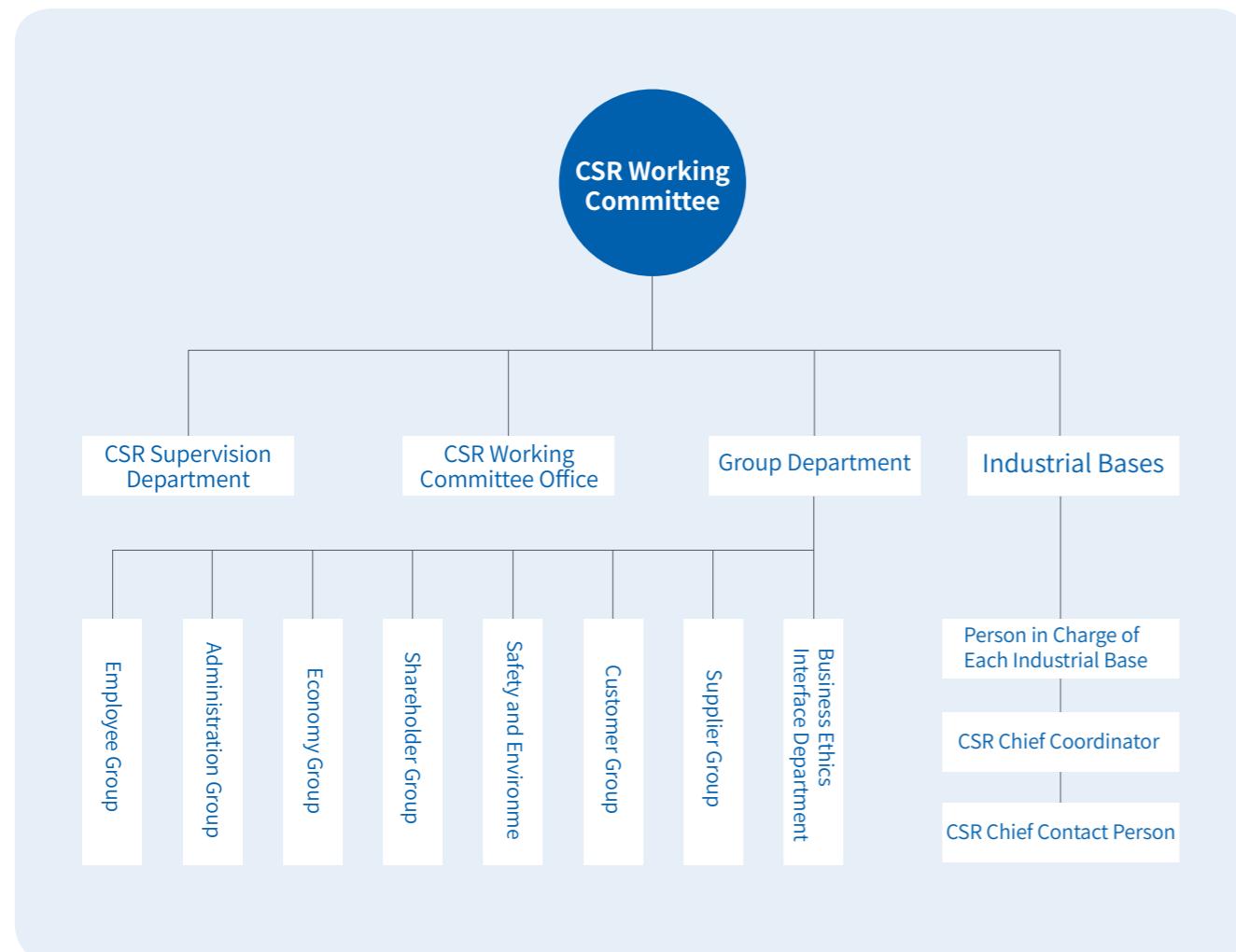
Based on international CSR standards such as RBA, ISO26000, SA8000 and relevant laws and regulations, the Company has formulated CSR Management Manual, Business Ethics Management System, Stakeholder Dialogue System, CSR Evaluation Procedure and other regulations which integrate CSR management system into all aspects of the Company operation. In 2020, the number of CSR trainees of the Company was 27842, and the proportion of new employees reached 100%. The training contents included CSR contents such as labor and human rights, environment, clean operation, information security, prevention of anti competitive behavior, and sustainable procurement. The Company reviewed the operation of CSR systems such as labor and human rights, EHS, business ethics, and sustainable procurement in various Industrial Bases through CSR internal audit; the Company carried out CSR risk assessment, updated CSR risk database, continuously promoted the improvement of CSR non conformance, and improved CSR management system.

In 2020, the number of CSR trainees of the Company was

**27842** 人次

The proportion of new employees reached

**100** %



## COMMUNICATION WITH AND FEEDBACK FROM OUR STAKEHOLDERS

As a listed Company with a sense of social responsibility, the Company not only pays attention to the performance and balance in the economic, social and environmental aspects, but also pays close attention to the voice of stakeholders, and actively gives back and improves.

### Identification of Major Stakeholders

Different stakeholders are affected by the Company or have different degrees of influence on the Company. According to the latest AA1000 stakeholder participation standard, the Company preliminarily identifies and ranks the stakeholders, and finally selects six major stakeholders,

**including customers, employees, suppliers, shareholders, governments and communities.**

**Based on the following three aspects, identify the priority of stakeholders:**

1

May already had an impact on the Company's economy, society and environment.

2

May have an impact on the Company's economy, society and environment in the future.

3

The Company may have an impact on its economics, society and environment.

### Communication and Interaction with Major Stakeholders

The Company has established various and unimpeded communication methods for different types of stakeholders to ensure that we can understand the needs of different stakeholders in a timely, accurate and comprehensive manner and respond to them.



**Government**

Inspection and self inspection, conference discussion, information disclosure, correspondence



**Shareholders**

General Meeting of Shareholders, on-site reception, investor hotline, Shenzhen Stock Exchange "Interactive" Platform, investor column on official website



**Employees**

Employee satisfaction survey, staff seminars, regular training, labor union activities, employee mailbox, official WeChat official account.



**Suppliers**

Purchasing activities, supplier conference, supplier training, supplier audit



**Customers**

Customer satisfaction survey, customer daily communication, customer research and audit, Industry Exhibition



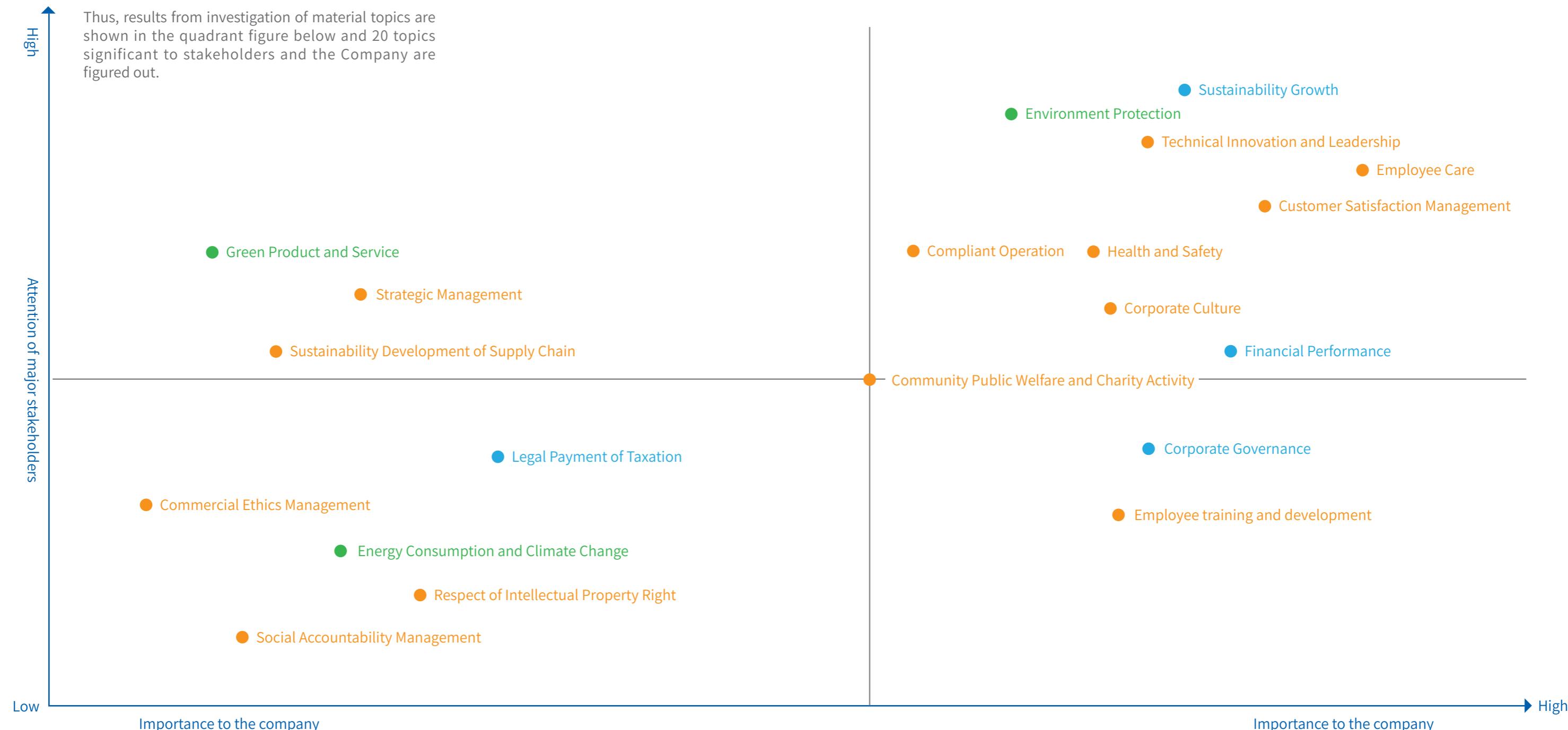
**Communities**

Field visits, volunteer activities, public welfare projects, WeChat official account and other new media

## Research Results of Substantive Issues

In accordance with the effective document Stakeholder Dialogue System, the office of CSR Working Committee of the Company shall start the process of providing information to the government, shareholders, employees, suppliers, customers and other stakeholders. Through the method of online research, telephone research, on-site research, e-mail research and interviews, and according to the importance of issues to the Company and the attention of stakeholders, we rank the issues.

Remarks: 1、In the figure above, ● refers to the economic aspect, while ● to the environmental aspect and ● to the social aspect.  
 2、Compared with the topics of 2019 Tianma CSR Report, this report remains unchanged.  
 3、See specific chapter of this report for responses of the Company to 20 material topics highly concerned by stakeholders and of major influence on the Company.



## Research Results of Substantive Issues

Considerations		Internal Boundary								External Boundary											
Category	Important Topics	Industrial Base						Tianma OLED	Tianma Japan	Base Other Subsidiaries Outside the Industrial	Government			Shareholder		Customer		Supplier		Employee	
		Company Headquarter	Shanghai Tianma	Wuhan Tianma	Chengdu Tianma	Shanghai AVIC Optoelectronics	Xiamen Tianma				Government	Shareholder	Customer	Supplier	Employee	Community					
Economic Aspect	Sustainability Development	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		
	Financial Performance	●	●	●	●	●	●	●	●	●	●	●	●	—	—	—	—	—	—		
	Corporate Governance	●	●	●	●	●	●	●	●	●	●	●	●	●	—	—	—	—	—		
	Legal Payment of Taxation	●	●	●	●	●	●	●	●	●	●	●	●	●	—	—	—	—	—		
	Environment Protection	●	●	●	●	●	●	●	●	●	●	●	●	●	●	—	—	●	—		
Environment Aspect	Energy Consumption and Climate Change	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	—	●		
	Green Product and Service	●	●	●	●	●	●	●	●	●	●	●	●	●	—	●	—	—	—		
	Employee Care	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	—		
	Customer Satisfaction Management	●	●	●	●	●	●	●	●	●	●	●	●	—	—	●	—	—	—		
	Sustainability Development of Supply Chain	●	●	●	●	●	●	●	●	●	●	●	●	—	—	●	—	—	—		
Social Aspect	Technical Innovation and Leadership	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	—	—		
	Corporate Culture	●	●	●	●	●	●	●	●	●	●	●	●	—	●	●	●	●	—		
	Compliant Operation	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	—	—	—		
	Company Governance	●	●	●	●	●	●	●	●	●	●	●	●	—	—	—	—	●	—		
	Community Public Welfare and Charity Activity	●	●	●	●	●	●	●	●	●	●	●	●	●	—	—	—	—	●		
Social Aspect	Strategic Management	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	—	—		
	Commercial Ethics Management	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		
	Health and Safety	●	●	●	●	●	●	●	●	●	●	●	●	●	—	●	—	●	—		
	Respect of Intellectual Property Right	●	●	●	●	●	●	●	●	●	●	●	●	●	—	●	●	●	—		
	Social Accountability Management	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●	●		

As for the Company's substantive consideration of important issues, it has a substantial impact on both inside and outside the Company, as shown in the following chart:

(Table description: the symbol "●" stands for important, substantial and informative; "—" stands for important but not substantial Industrial base)



# BEAR THE SOCIAL RESPONSIBILITY

2-1

For The Goverment

2-2

For The Stockholder

2-3

For The Environment

2-4

For The Employees

2-5

For The Partners

2-6

For The Community

# FOR THE GOVERNMENT



Honest and Legal Operation

## THE COMPLIANCE OPERATIONS

Compliance management is the fundamental requirement of governing the country and enterprises according to the law, and is a necessary condition for building a world-class enterprise. The Company has been attaching great importance to compliance management, improving the professional level of the full-time legal team of the Company through external training and internal training, and paying attention to the legal awareness of the business personnel.

In 2020, the Company has studied and referred to relevant normative documents and best practice experience to carry out compliance management, and sorted out the existing systems (compliance evaluation system, CSR system, legal risk prevention system) of the Legal Department and their work modes. On this basis, We have formulated a special compliance management plan and management system, prepared the template of special compliance obligation list, compliance risk list and compliance review list, and organized the Intellectual Property Department, Process and Information Management Center, Party Construction and Publicity Department, Marketing Department, Human Resource Center and other business departments to carry out compliance obligation identification, compliance risk assessment and compliance review in relevant professional fields, and output the corresponding forms. According to the output results, the improvement plan has been determined and implemented, and the compliance requirements have been implemented in the department system documents and embedded in the specific process.

The Company organizes and carries out compliance evaluation once every half a year, organizes business departments to evaluate the laws in the fields of environment and occupational health safety, logistics and transportation, labor relations, quality management, Company equity and governance institutions one by one, and promotes the improvement of non-compliance, so as to continuously optimize the compliance and legal risk management system and meet the compliance requirements of internal and external stakeholders.



Construct compliance management system



Develop special compliance management scheme



Develop and implement special improvement plan

## LEGAL POPULARIZATION IN 2020

Legal training	<b>54</b> 场	Legal training	<b>2162</b> 人次
普法宣导	<b>24</b> times	The cumulative number of hits was	<b>10899</b> times
法律宣导	<b>46</b> times		

### Legal Training

For senior managers and heads of departments at the first level, we have carried out legal training on civil code and other relevant laws, as well as legal training on order legal risk and sales process document preservation, equipment contract performance risk and process document preservation, bidding, trademark layout and registration, lamp1 / Lamp2 legal knowledge, etc, which covered the senior high school grass-roots management personnel, as well as procurement, sales, bidding business operators and other related business personnel, a total of 54 games, 2162 people.

### Daily Legal Popularization

1. 46 official publicity campaigns were conducted through the official WeChat official account, including the legal knowledge of the epidemic, the theory of comprehensive rule of law and the relevant knowledge of the civil code. The cumulative number of hits was 10899 times.

2. Through e-mail announcement, wall newspaper of law popularization and other forms to carry out all staff legal publicity, covering contract process, CSR and civil code legal knowledge such as cancellation right, residence right and self indulgence risk, a total of 22 times.

### Annual Legal Popularization Activities

As planned, the Company has launched the civil code special annual law popularization month from mid November to mid December: we have carried out the publicity of civil code law popularization through banners, posters, e-mails, computer screen savers, etc; in the form of a series of stories about the little theater of the civil code, 15 hot topics of the civil code were launched for 15 consecutive days, and the legal provisions were interpreted by quoting the legal provisions, and the corresponding online answering activities of the marathon of the civil code were carried out; from December 2 to December 4, the Civil Code - Encyclopedia of Social Life was launched in eight Industrial Bases, including Shanghai, Shenzhen, Wuhan and Xiamen. Employees won customized gifts and books on Civil Code through on-site competition; on the evening of the national constitution day on December 4, movies on the rule of law were shown in the canteens of various Industrial Bases. The total number of employees participating in answering questions of law popularization is 4365, resulting in 10 special prizes, 20 first prizes, 50 second prizes, 100 third prizes and 177 winning prizes.



# INCORRUPTIBLE MANAGEMENT

## Work Summary in 2020

In 2020, the Company's Commission for Discipline Inspection has maintained a high-pressure situation of punishing corruption, comprehensively promoted the strict governance of the Party, and comprehensively promoted the "Dare not to corrupt. Can not corrupt. Do not want to corrupt". Through improving the construction of the integrity system, we have carried out the integrity propaganda of all staff in various forms, strengthened the daily supervision, and improved the strength of the prosecution and accusation verification, which showed the Company's attitude of insisting on no forbidden zone, full coverage, zero tolerance, and unswervingly punishing corruption, and improved the employees' awareness of integrity and their ability to resist corruption and risk, created a clean and honest atmosphere for the Company to carry out the work.

### 1 System Construction

At present, there are 25 discipline inspection systems in the Company, and the Discipline Inspection Commission of the Company carried out relevant work in strict accordance with various systems. The Regulations on the Management of Independent Commission against Corruption has been revised, and the Implementation Measures for Complaint Reporting, Supervision and Discipline Enforcement of Tianma Company and Implementation Measures for Supervision and Discipline Enforcement of Discipline Inspection Commission of Tianma Company have been further revised according to relevant system requirements.

### 2 Incorrputible Education

#### ● Carry out a series of studies and integrity tests, and strengthen discipline education

Party Committees and Party Branches, Party members and leading cadres of the Company have concentrated on the case of general secretary Xi Jinping's Important Discussion on a Comprehensive and Strict Administration of the Party, the Spirit of the Four Plenary Session of the Nineteen Central Commission for Discipline Inspection and the Spirit of the Eight Central Provisions of the Central Committee of the Automobile Company. We organized Party members and leading cadres to watch the warning education film Questioning the Original Intention, and carried out online learning and testing of the knowledge of clean government. By the end of November 2020, more than 2000 Party members and leading cadres have completed and passed the test.

#### ● Carry out special anti-corruption Party lessons and strengthen the construction of Party conduct and clean government

On November 2, 2020, the Company's Commission for Discipline Inspection invited lecturers to the Company to carry out a special anti-corruption Party class with the theme of "Learning and Practicing the Code of Integrity and Self Discipline of the Communist Party of China, and being an Example of Cultivating Good Family Style", which was attended by nearly 230 Party members and cadres. Through the anti-corruption Party class, the awareness of honest and incorruptible work of Party members and cadres has been further strengthened, the operation of power norms has been effectively promoted, and the construction of clean government with Party style has been promoted.



#### ● Make incorruptible propaganda poster bookmarks, distribute incorruptible books and spread incorruptible culture

The Company's Commission for Discipline Inspection has made publicity posters for typical spiritual problems in violation of the Eight Central Regulations, and several typical cases reported by the special area for supervision and reporting of the Four Wind Problems during the Mid Autumn Festival and the National Day, and pasted them in eye-catching places around the Company. In view of the contents of "honesty and self-discipline, conscientiousness, thrift, incorruptible family", we made the integrity bookmarks, and distributed them to the Company's Party Committee and each Party Branch together with the purchased integrity books. Through the production of posters and bookmarks, and the distribution of anti-corruption books, the Party members and cadres have strengthened their awareness of honesty work, enhanced their consciousness of resisting corruption and change and their ability to resist risks, and spread the Company's honesty culture.

#### ● Special integrity training for key departments and key projects

In 2020, the Company's Commission for Discipline Inspection has launched a honesty publicity campaign for the Procurement Center and TM 18 Project Department, and organized more than 200 people in the Procurement Center to sign the Letter of Commitment on Honesty and Self-discipline. Through the sharing of "Micro corruption" and typical cases of internal and external violations, the Company's attitude of "Insisting on no forbidden zone, full coverage, zero tolerance, and unswervingly punishing corruption" was conveyed.

#### ● Reply to the situation of incorrupt government in selecting and employing personnel, and carry out honesty talk

The Company selected cadres in strict accordance with the Management Personnel Selection and Appointment System and procedures, and conducted a honesty working collective conversation with 106 newly promoted personnel above level 13. In 2020, the discipline inspection department has done a good job in responding to the opinions on the Party style and incorrupt government of the cadre candidates, and has given 170 people's opinions on their honesty work. The Secretary of the Commission for Discipline Inspection interviewed the main responsible persons of various Industrial Bases and departments, urged and promoted the team members to establish the awareness of "One post with two responsibilities", effectively implemented the "One post with two responsibilities", and strengthened the construction of incorrupt government in their respective fields.



#### ● Carry out regular and irregular honesty reminders

In 2020, the Company has carried out irregular honesty reminder and publicity for all employees and partners. Through regular email reminder and WeChat official account, the awareness of honest employees and partners has been enhanced, and the establishment of an open, fair and fair business order has been promoted.



#### ● Establish and perfect the archives of incorrupt government

According to the Company's Management Rules for Leaders Incorrputible Files, the incorruptible files were updated. Through the collection of incorrupt government archives related materials, we fully implemented the requirements of strict Party governance, and further strengthened the construction of Party style and incorrupt government.

# INCORRUPTIBLE MANAGEMENT

## 3 Integrity risk prevention and control in key areas

The Discipline Inspection Commission of the Company urged the relevant business departments to sort out and find the integrity risk points systematically in combination with the actual work by referring to the Evaluation Form of Integrity Risk Prevention and Control Management in Key Areas and the directory guidance of integrity risk prevention and control in key areas. From October to December, the inspection on the prevention and control of integrity risks in key areas was carried out. In view of the self-examination and inspection in the key areas, the Company will gradually integrate the corresponding integrity risk prevention and control measures into the post responsibilities and business processes, continuously improve the relevant systems, and integrate integrity risk prevention and control throughout the whole process of enterprise operation, so as to promote the whole process of enterprise operation.

The Discipline Inspection and Audit Department of the Company has carried out the special supervision on the integrity risk of key personnel in overseas posts, and completed the reporting of relevant matters by 6 persons in charge of overseas subsidiaries. According to the business characteristics of overseas companies and the requirements of local laws and regulations, the integrity risk investigation of overseas companies was carried out according to the directory guidelines of the Company's overseas integrity risk prevention and control, and seven major risk points were found. In view of the risk points, the relevant departments were urged to formulate rectification measures and establish an early warning mechanism.

## 4 Daily transaction supervision and control

A special audio and video purchasing and trading conference room has been set up in each base of the Company, and the Company's Supervision and Management Measures for Purchasing and Trading Activities has been formulated. Discipline management and negotiation process supervision have been carried out for bidding, inquiry and price comparison, so as to improve the purchasing efficiency, reduce the purchasing cost, ensure the standardization of price negotiation activities, promote the openness, fairness and justice of the Company's purchasing, and reduce the risk of integrity.

## 5 Prosecution Verification

The Commission for Discipline Inspection of the Company has carried out the acceptance, registration and investigation of complaint reporting in strict accordance with the Measures for the Implementation of Complaint Reporting and Supervision of Discipline Enforcement. The verified cases were handled according to the laws and regulations and the Company's rules and regulations. At the same time, according to the requirements of one post with two responsibilities, the direct superior of the informant was held accountable and urged to strengthen the daily supervision.



Directors of overseas subsidiary reported relevant work matters

6

Found the risk points

7

The Company's Supervision and Management Measures for Purchasing and Trading Activities has been formulated

## Work Plan for 2021

In 2021, the Discipline Inspection Commission of the Company will continue to strengthen supervision and inspection, carry out supervision and control of integrity risk for procurement, bidding, new projects and other businesses with high integrity risk points, further improve and perfect the risk prevention and control system, strengthen the construction of integrity culture of the Company, and maintain a clean and honest enterprise environment.



# INTELLECTUAL PROPERTY PROTECTION

## Work Summary in 2020



发明专利申请比例  
**98 %**



2020 年度厦门市  
专利特等奖

### ● Arrangement of intellectual property

In terms of the arrangement of intellectual property rights, it actively responded to the national "Strategy of Strengthening the Country with Intellectual Property Rights", established a strategic plan of intellectual property rights matching with the overall development of the Company, and comprehensively implemented the arrangement of high-value patents. In 2020, the proportion of invention patent applications reached 98%.

### ● Intellectual property risk resistance

In the aspect of intellectual property risk resistance, the national standard of intellectual property management GB / T29490-2013 Enterprise Intellectual Property Management Specification has been fully implemented to comprehensively control the intellectual property risk in the research and development stage, procurement stage, production stage and sales stage. By September 2020, Shanghai Tianma, Shanghai AVIC Optoelectronics, Xiamen Tianma and Tianma OLED have completed the certification of intellectual property management system, greatly reducing the intellectual property risk of enterprises in operation.

### ● Intellectual property management and application

In the aspect of intellectual property management and application, it has upgraded from "Life cycle type single ecological chain management" to "Intellectual property circulation management system" which can continuously increase patent weapon reserves. The management innovation project has realized the whole process fine management of high-value patents and increased the effective use of patent assets.

### ● Intellectual property honor

In terms of intellectual property honor, Xiamen Tianma won another great achievement and won the "2020 Xiamen Patent Special Award". The award is the highest in the field of patents awarded by local governments in the region.

## Work Plan for 2021

- The Company will continue to deepen the strategy of "High value patent arrangement", launch project cooperation and "Application arrangement of high value basic patents and important application patents" in key technology fields of enterprises. At the same time, we should increase the rational use of intangible assets of the Company, promote the cooperation of intellectual property with the industry, and increase the patent license and the application and transformation of technological achievements.
- The Company will continue to implement GB / T29490-2013 Enterprise Intellectual Property Management Specification, and complete the re certification or supervision and audit of intellectual property management systems of Shanghai Tianma, Shanghai AVIC Optoelectronics, Xiamen Tianma and Tianma OLED. According to the actual situation of the enterprise, constantly improve the intellectual property risk management and control system and process in the R & D stage, procurement stage, production stage and sales stage.
- Through internal training, external training and other ways of training, The Company will build intellectual property talent echelon growth and focus on the development of R & D business department intellectual property related advanced course training, improve the key R & D personnel's intellectual property business processing skills.



# FOR THE STOCKHOLDER

Steady Operation, Creating Value

## THE COMPLIANCE OPERATIONS

2020 is the year of challenge between "Black swan" and "Grey rhino". In the face of the severe test brought by COVID-19 and the complicated and changeable international environment, in order to enhance the Company's ability to resist internal and external risks, the Company firmly "1+1+N" strategic direction, and continue to consolidate the risk management and internal control system. By continuously introducing risk control methodology to the Company, business and function levels, the Company has achieved steady development by seizing opportunities and overcoming adverse factors.

The Risk Management Committee under the Board of Directors of the Company is responsible for the implementation and supervision of the Company's risk management and internal control. The Company's business departments constitute the first line of defense, the Discipline Inspection and Audit Department constitute the second line of defense, and the "Big supervision" constitute the third line of defense, which effectively cooperate and perform their duties, and effectively implement the specific work of risk management and internal control.

In terms of supply chain security, the Company has completed the construction and certification of Xiamen Tianma ISO22301 business continuity system, and continuously strengthened the supervision of back-end bidding and price comparison process; in terms of internal management, risk control is embedded in the core process of front-end audit, optimizing and improving the system, and promoting the construction of integrity system; in addition, the Company has implemented a variety of ways, such as special internal control, internal audit, engaging accounting firms to implement internal control audit, to supervise the effectiveness and applicability of the Company's risk management and internal control.

## FINANCIAL PERFORMANCE

<b>147452.15</b>	<b>2923274.51</b>	<b>2355332.27</b>
Net profit attributable to listed companies		Operating incom
<b>433889.69</b>	<b>127800.42</b>	<b>108494.74</b>
Employee compensation and benefits	Payments to the investor	Tax paid to government
<b>52.68</b>	<b>492446.67</b>	<b>108390.37</b>
Public welfare donation (excluding in kind donation)	Retained economic value (surplus reserve + undistributed profit)	Government subsidies

Note: the above data are calculated according to rounding, and the data units are "ten thousand yuan".

## CAPITAL MARKET RESPONSIBILITY

### Deepen Information Disclosure and Improve the Quality of Information Disclosure

In accordance with the requirements of relevant rules, the Company has continuously fulfilled the obligation of information disclosure to ensure that the information disclosed is true, accurate and complete. In 2020, the Company has disclosed 172 announcements in designated information disclosure media. There is no selective information disclosure or disclosure of non-public information in advance, which continuously improves the quality of information disclosure.

In 2020,  
the Company has disclosed in  
designated information disclosure  
media announcements

**172 份**

### Continue to Strengthen the Management of Investor Relations and Smooth the Channels for Investors' Demands

The Company attaches great importance to investor relationship management. Through various channels and ways such as legal information disclosure platform, shareholders' meeting, investor research, investor hotline, open email and interactive platform, the Company actively interacts with investors and arranges special personnel to maintain the above channels and platforms; in addition to the above traditional forms, in order to strengthen the pertinence and interactivity of communication, the two-way communication mode of "Go out, please come in" is adopted. Through actively participating in the strategy meeting of securities companies, roadshows and holding anti roadshows, and participating in the online collective reception day for investors of listed companies, the effective communication between listed companies and investors and market related parties is realized.

In 2020, the Company has received 22 on-the-spot surveys of investors and 345 institutional investors in total, and timely and actively responded to 235 questions raised by investors on the interactive platform of investor relations of Shenzhen Stock Exchange.

In 2020  
The Company has received on-the-  
spot surveys of investors

**22** times

**345** investors  
institutions



# FOR THE ENVIRONMENT

Green Environmental Protection and Clean Production

## PROTECT THE ENVIRONMENT

The Company adheres to the EHS policy of "Abide by laws and regulations, people-oriented, energy conservation and consumption reduction, pollution prevention, green production, sustainability development, full participation, health and safety", adheres to the green and sustainability development concept of "Green water and green mountains are golden mountains and silver mountains", deeply integrating the basic national policies of resource conservation and environmental protection into the Company's strategic development plan, carrying out the concept of energy conservation and environmental protection throughout all major business decisions, and constantly improving the efficiency of energy resource utilization, continuously reducing industrial pollutant emissions, and reducing energy resource consumption per unit product, we strive to Strive to build the Company into an environment-friendly and resource-saving green sustainability development enterprise. The Company actively invested funds for energy-saving technology transformation, promoted the implementation of energy-saving and emission reduction projects, and continuously improved energy efficiency.

In 2020, the Company has invested more than 100 million yuan in ecological environment protection, energy conservation and emission reduction, and carried out more than 30 large-scale energy conservation and emission reduction projects. After the completion and implementation of various projects, it is expected to reduce energy consumption by about 2000 tons of standard coal and wastewater discharge by more than 1 million tons every year.

More than  
**100** million  
yuan has been invested in ecological environment protection and energy conservation and emission reduction

More than  
**30**  
large-scale energy conservation and emission reduction projects have been carried out

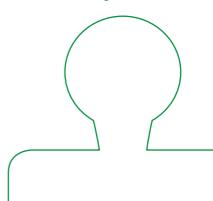
**2000** tons  
tons of standard coal has been reduced to cut down energy consumption

More than  
**1** million  
tons of waste water has been reduced

The Company actively promotes the construction of ISO14001, ISO150001, ISO14064 and other management systems. In 2020, all Industrial Bases of the Company have passed the supervision and audit of the third-party certification body, and no major missing items have been found, and all EHS management systems have been running continuously and effectively; meanwhile, through internal and external audit, the Company's EHS system management level has been improved, which has laid a solid foundation for the Company's EHS management system. The Company actively promotes the integration and optimization of EHS management documents, establishes and improves management procedures and standardized systems, so as to ensure that the management work has rules to follow and traces to follow.

The Company actively promotes green manufacturing. By 2020, the Company headquarters, Shanghai AVIC Optoelectronics and Xiamen Tianma have won the national "Green factory"; Chengdu Tianma has won the provincial "Green factory", "Top 10 environmental protection and trustworthy enterprises", "Water-saving enterprises"; Wuhan Tianma has won the "Wuhan health unit" and other honorary awards.

In 2020, all Industrial Bases of the Company have passed the supervision and audit of the third-party certification body, and no major missing items have been found, and all EHS management systems have been running continuously and effectively



# PROTECT THE ENVIRONMENT

In 2020, some key investment projects of the Company are as follows:

SN	Project name	Project brief	Project investment	Benefits from energy conservation and emission reduction
1	Equipment IPA high pressure transformation	Through the technical transformation of common spray device and side curtain pipe diameter of IPA unit of stripping equipment, the stability of side curtain outlet water is increased, the liquid exchange cycle of stripping liquid and the number of stripping treatment pieces of substrate are extended, so as to reduce the number of liquid exchange, reduce the use of stripping liquid from the source, and reduce the production of waste stripping liquid.	250 million yuan	Reduce hazardous waste production by 70 tons / year
2	Zero gas consumption and energy saving reform of dryer	The air compressor station is operated by the traditional non thermal adsorption dryer, and the consumption of compressed air is huge. In order to achieve the purpose of energy saving, the pipeline transformation of the on-site blast hot dryer is carried out, the cooler is added, and its working process is changed to blast zero gas consumption dryer, and the gas consumption of the dryer is zero.	3.96 million yuan	Reduce energy consumption by 80 tons of standard coal / year
3	Energy saving technical transformation of air compressor	Replace some high energy consumption backward equipment to improve efficiency.	850000 yuan	Reduce energy consumption by 18 tons of standard coal / year
4	UPW water pump transformation of CELL terminal	The design surplus of ultra pure water pump in the existing CELL terminal of UPW system is excessive, which has a large space for energy saving. Through the transformation of ultra pure water pump in the terminal of building C, electric energy can be saved.	380000 yuan	Reduce energy consumption by 112 tons of standard coal / year
5	Transformation of magnetic suspension ice machine	Two new 600RT freezers were added to replace the original freezers.	5.41 million yuan	Reduce energy consumption by 200 tons of standard coal / year
6	Reclaimed water recycling project	A set of reclaimed water reuse system is added to recycle the discharged water of RCW.	2.3 million yuan	Reduce water consumption
7	Transformation of CDA dryer with zero gas consumption	In order to achieve the purpose of energy saving, the pipeline transformation of the on-site blast hot dryer is carried out, the cooler is added, and its working process is changed to blast zero gas consumption dryer, and the gas consumption of the dryer is zero.	2.4 million yuan	Reduce hazardous waste production by 70 tons / year
8	Ice machine frequency conversion transformation	By increasing the high voltage frequency conversion, the COP of the ice machine can be comprehensively improved, and the motor efficiency can be improved when the load is low, and the power saving rate can reach 23%.	600000 yuan	Reduce hazardous waste production by 40 tons / year
9	Frequency conversion transformation of water supply pump	The frequency conversion transformation of the water supply pump is carried out, and the frequency converter and supporting electrical system are installed to save the kinetic energy at the valve by reducing the operation frequency of the pump, so as to achieve the purpose of energy saving and consumption reduction.	480000 yuan	Reduce hazardous waste production by 70 tons / year

SN	Project name	Project brief	Project investment	Benefits from energy conservation and emission reduction
10	Transformation of inorganic water recovery system	The inorganic recovery water system is reformed, and the existing inorganic recovery water system is reformed, and the water discharged to the wastewater station is recycled to the filter pool. At present, the project has been completed.	3.2 million yuan	It is estimated to reduce sewage discharge by 1.04 million tons / year
11	Cooling tower fan frequency conversion transformation project	Through the technical transformation, the original 5 fans are changed from power frequency to frequency conversion control, and its operating frequency can be adjusted automatically within 30-45HZ according to the load to reduce the operating current.	784000 yuan	Reduce energy consumption by 200 tons of standard coal / year
12	Air compressor waste heat recovery project	Through pipeline transformation, the return water of air compressor cooling water is preheated to the raw water of pure water system by using the heat exchange principle, so that the temperature can be increased to about 25 °C (the raw water demand temperature of pure water system), which can replace the original need to start the heat recovery ice machine for heating.	1.29 million yuan	Reduce energy consumption by 700 tons of standard coal / year
13	Improvement of organic waste gas treatment efficiency	Replace the silicon aluminum module inside the zeolite runner. The VOC emission concentration was reduced to less than 5mg / L (national standard 120mg / L), reducing the impact on the ambient air.	1.26 million yuan	Reduce pollutant emission
14	Transformation of organic wastewater system	By adding biological filler to anaerobic tank, installing high-strength filler to aerobic tank, adding high-efficiency bacteria to anaerobic tank and aerobic tank, the effluent ammonia nitrogen of organic system was stable less than 30mg / L, which reduced the urban sewage treatment load.	2.88 million yuan	Reduce pollutant emission

actively organizes energy conservation and emission reduction publicity week environmental protection publicity month and other activities

The Company formulates detailed publicity and education plan every year to carry out EHS re education for all employees

The Company attaches great importance to the construction of energy conservation and environmental protection culture, and actively organizes energy conservation and emission reduction publicity week, environmental protection publicity month and other activities to help employees deeply understand the concept of sustainable development, understand the Company's energy conservation and environmental protection policies and objectives, and constantly improve their awareness of energy conservation and environmental protection. At the same time, all employees receive safety, environmental protection, occupational health and safety education from the beginning. The Company formulates detailed publicity and education plan every year to carry out EHS re education for all employees. The Company also transformed EHS objectives and management requirements into simple and easy to understand language, and made posters and other forms for publicity.

# PROTECT THE ENVIRONMENT

## Pollutant discharge in 2020

Name of Company or subsidiary	Names of main pollutants and characteristic pollutants	Emission mode	Number of discharge outlets	Distribution of discharge outlets	Emission concentration	Emission standards of pollutants implemented	Total emissions	Approved total emissions	Over standard emission
Tianma Microelectronics Co., Ltd.	COD	Discharge up to standard after treatment	2	Total discharge (west of 1# plant and northeast corner of 2 # plant)	12.00mg/L 0.28mg/L /	DB44/26-2001	1.41ton 0.03ton /	17.33tons 1.93ton /	N/A
	Ammonia nitrogen		3	Exhaust platform (north of the 1 # and 2 # plant)	1.48mg/m <sup>3</sup>		0.42ton		
	NOx 1								
	VOCs		4						
Wuhan Tianma Microelectronics Co., Ltd.	COD	Discharge up to standard after treatment	1	G4.5 total discharge port of production line (D1 diesel tank area)	21.5mg/L 0.77mg/L 3.07mg/m <sup>3</sup> 11.17mg/m <sup>3</sup>	GB18918-2002	72.50tons 7.25tons 2.02tons 7.34tons	91.00tons 9.10tons 4.77tons 24.49tons	N/A
	Ammonia nitrogen		4	Exhaust platform of G4.5 production line (west of M1)					
	NOx 1								
	VOCs		4						
Chengdu Tianma Microelectronics Co., Ltd.	COD	Discharge up to standard after treatment	1	General discharge outlet of G6 production line (northwest corner of the plant)	39.80mg/L 6.48mg/L 0.82mg/m <sup>3</sup> 1.45mg/m <sup>3</sup>	GB8978-1996 GB/T 31962-2015	60.40tons 0.97ton 2.49tons 3.30tons	466.90tons 46.69tons 39.25tons 71.81tons	N/A
	Ammonia nitrogen		8	Exhaust platform of G6 production line (roof of M1 workshop)					
	NOx 1								
	VOCs		9						
Shanghai Tianma Microelectronics Co., Ltd.	COD	Discharge up to standard after treatment	1	General discharge outlet (east of the plant)	182.80mg/L 6.95mg/L 3.67mg/m <sup>3</sup> 6.39mg/m <sup>3</sup>	GB8978-1996 GB/T 31962-2015	224.61tons 8.54tons 2.34tons 3.83tons	634.66tons 57.12tons /	N/A
	Ammonia nitrogen		1	Exhaust platform (middle of the plant)					
	NOx 1								
	VOCs		1						
Shanghai Tianma organic light emitting display technology Co., Ltd.	COD	Discharge up to standard after treatment	1	General discharge outlet (north of the plant)	102.72mg/L 0.75mg/L 3.35mg/m <sup>3</sup> 0.71mg/m <sup>3</sup>	GB/T31962-2015	127.29tons 0.93ton 0.85ton 1.57ton	178.60tons 16.27tons 0.98ton 3.99tons	N/A
	Ammonia nitrogen		1	Exhaust platform (west platform of the workshop)					
	NOx 1		2						
	VOCs		3						
Shanghai AVIC Optoelectronics Co., Ltd.	COD	Discharge up to standard after treatment	1	General discharge outlet	22.00mg/L 7.16mg/L 3.00 mg/m <sup>3</sup> 0.63mg/m <sup>3</sup>	GB/T31962-2015	7.95tons 2.36tons 0.53ton 0.25ton	8.48tons 3.83tons 3.35tons /	N/A
	Ammonia nitrogen		1	(north of the plant)					
	NOx 1		2	Exhaust platform (southwest of the plant)					
	VOCs		3						
Xiamen Tianma Microelectronics Co., Ltd.	COD	Discharge up to standard after treatment	1	General discharge outlet (south of wastewater treatment station)	62.53mg/L 8.96mg/L 5.16mg/ m <sup>3</sup> 9.87mg/ m <sup>3</sup>	DB31/199-2018	156.10tons 21.03tons 3.16tons 2.41tons	963.51tons 24.07tons 5.41tons 2.63tons	N/A
	Ammonia nitrogen		7	Exhaust platform (west of array plant)					
	NOx 1								
	VOCs		2						
Xiamen Tianma Microelectronics Co., Ltd.	COD	Discharge up to standard after treatment	2	Phase I general outlet (south of M1)	12.50mg/L 0.19mg/L 0.70mg/m <sup>3</sup> 2.84mg/m <sup>3</sup>	GB8978-1996 GB/T31962-2015	142.65tons 1.92ton 9.17tons 5.67tons	762.88tons 101.72tons 9.24tons /	N/A
	Ammonia nitrogen		10	Phase II general outlet (southeast of M3)					
	NOx 1			Phase I exhaust platform (north of M1)					
	VOCs		8	Phase II exhaust platform (north of M3)					

Note: 1. After the renewal of the national emission permit, the pollutant no longer contains nitrogen oxides.

## PROTECT THE ENVIRONMENT

### Energy conservation and environmental protection data in 2020

Natural gas saving	Electricity saving	Water reuse
<b>23</b> cubic meters	<b>15</b> million kWh	<b>35000</b> tons
Water reuse rate	Greenhouse gas emission reduction	
<b>93</b> %	<b>1.3</b> tons of standard coal	



## GREEN PRODUCTS AND SERVICES

### Green Information

In order to keep abreast of the changing trend of the industry in time and ensure the accurate grasp of the regulations and market trends, the Company's green product management platform team continuously maintains good communication with the third-party professional testing and system certification institutions through the dynamic collection and management of the website information of major environmental protection platforms, so as to obtain the latest regulations and industry information. In 2020, through the Company's Internal Journal Green Information, we have carried out regular publicity in the Company; a total of 14 environmental protection related laws and regulations and 46 customer requirements have been identified throughout the year. After internal detailed review, all of them have been transformed into the Company's internal environmental protection control standard - **Tianma Environmental Substance Management Standard (version 2.0)**, which was officially released in September 2020.

**14**

The laws and regulations to be identified through the year

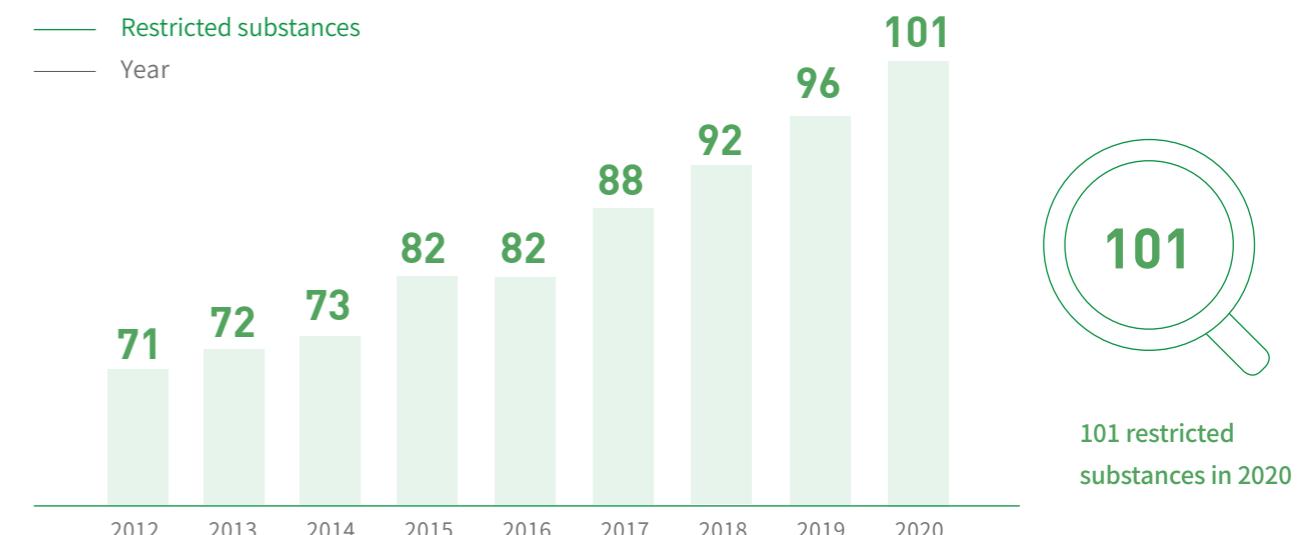
**46**

Customer requirements

### Green Design

Under the current situation that consumers' environmental awareness is constantly improving and customers' demands are increasingly strict, the Company actively responds to the green development trend of the industry, strictly controls the R & D and material selection stage, selects raw materials that meet the HSF policy and customers' requirements after the evaluation of environmental protection requirements of the project, and increases efforts to promote suppliers to realize harmless materials, so as to enhance the competitiveness of its own enterprises. The Company's types of hazardous substances management and control are also constantly improving. At present, 101 standards of hazardous substances have been established.

### Harmless development



## GREEN PRODUCTS AND SERVICES

### Green Supply Chain Management

With the change of environmental protection regulations and customer requirements, the Company revised Tianma Environmental Substance Management Benchmark in September 2020, and simultaneously upgraded the environmental protection management requirements for suppliers. In September 2020, in the form of online meeting, the Company organized and held a supplier HSF training and publicity conference with the theme of "Green production, win-win cooperation", aiming to train and publicize the Company's hazardous substance management requirements, changes and interpretation of environmental protection regulations, and response to control requirements, so as to improve the supplier's professional knowledge of hazardous substances management, and enhance their ability to intercept the risk of hazardous substances. In addition, the Company also invited CTI, a well-known international testing organization, to give a detailed description of the requirements of GB VOC (China volatile organic compounds control standard).

A total of 207 suppliers participated in the 2020 environmental protection training conference, with 271 participants, involving 32 types of materials. At the same time, in order to better master the environmental protection related knowledge of this training conference, the relevant departments of the Company also organized a small test before HSF training and a special assessment after training, and adopted the two-dimensional code recognition electronic assessment method, with 100% passing rate and more than 80% personnel with more than 80 points.



### Green Production

In addition to the research and development stage, the Company also paid special attention to the pollution risk of each process in the manufacturing process, so the Company realized the halogen-free control of all process auxiliary materials. During the introduction of auxiliary materials, we strictly implement the environmental protection assessment process, and prevent the risk of environmental pollution through periodic auxiliary materials, internal environmental protection testing of tooling and tools in contact with products, third-party environmental protection testing of semi-finished products and finished products, and incoming material verification process, so as to achieve the goal of zero environmental accidents in 2020.



### Green Service

In 2020, the Company attached importance to the major customers of hazardous substances control, constantly updated the environmental protection requirements, actively responded to and participated in the training and publicity meeting of major customers' standard change, grasped the change points of customers' requirements at the first time, and shared, transformed and implemented them internally through the green product management platform. The Company is also constantly summing up experience, and has established and improved the hazardous substance management experience database of 20 domestic and foreign customers in 2020.

The Company actively established a green product management system, in the previous audit, continued to obtain customer recognition. At the same time, Xiamen Tianma has passed the QC080000:2017 system certification audit, which can rely on the systematic management ideas and mode to better implement the requirements of the new system into the Company's various processes, better serve customers, and continuously provide customers with products that meet the requirements of green environmental protection.

In 2020, three kinds of middle size display module products have passed UL certification and obtained the certificate.

### Customer satisfaction score

Years	2013	2014	2015	2016	2017	2018	2019	2020
Points	80points	87points	93points	97points	100points	99points	91points	98points



## GREEN LOGISTICS

### Green Warehouse Management

In terms of warehouse management, Xiamen Tianma finished product warehouse and Wuhan G6 finished product warehouse have built automatic warehouses, which not only improved the utilization rate of warehouse space and operation efficiency, but also reduced the operation fatigue of personnel in handling and stacking, and improved the safety guarantee; As of December 2020, all warehouses of the Company have completed the WMS system online. Through highly electronic information integration, paperless office has been realized and office resources have been effectively saved.

In terms of production waste disposal, in 2020, 12300 tons of general waste were recovered and treated, with a revenue of 26.17 million yuan; 16000 tons of electronic waste were reasonably disposed, with an expenditure of 2.78 million yuan on environmental protection. In terms of waste disposal, we always pay attention to the bottom line and comply with environmental laws and regulations.



#### Automated warehouse and the paperless office

General waste were recovered and treated	Revenue	Electronic waste were	Environmental protection expenditure
<b>12300 tons</b>	<b>26.17 million yuan</b>	<b>16000 tons</b>	<b>2.78 million yuan</b>

In terms of packaging material recycling, recyclable packaging materials were used. In 2020, 18317 PP-box and 606 EPP were recycled and recycled. In July 2018, the recycling of wooden pallets for end-users of consumer goods was increased. As of December 2020, 13069 pallets had been recycled in Wuhan Tianma and Xiamen Tianma Industrial Bases.

### Integrated Transportation Management

In terms of transportation, the Company adopts the unified management mode, integrates the transportation volume and supplier resources, and shares the platform information, so as to improve the utilization of transportation resources. In 2020, TMS was launched in the whole Company, and more reasonable planning and resource allocation was realized through system integration.

In terms of resource allocation, the front-end of vehicle loading was shared, which promoted the consolidation of orders and the coordination of goods in and out of different regions, improved the full load rate of vehicles and reduced the empty return rate, thus reducing the waste of transportation resources and the Company's carbon emissions; In addition, in terms of transportation mode, the China Europe Railway was put into operation in April 2020, saving 2.34 million yuan in air transportation cost and reducing the waste of fuel resources generated by air transportation. In 2020, a variety of cost reduction schemes have been evaluated, such as railway double stack, air to sea transportation and so on.



### 2021 Work Plan

1

Continue to optimize the air transport mode, combined with air, sea, land, railway and other operation modes, to reduce costs, save energy consumption and control carbon emissions.

2

Packaging material reuse, change the way of transaction loading, reduce the use of consumables.

3

Strengthen the management of waste disposal to avoid environmental pollution caused by human activities.

## GREEN IT

### Paperless IT-OA

#### OA Paperless Saving Cost (10000 yuan)



In 2020, the OA system of the Company has been upgraded. Through process merger and optimization, paperless office promotion and other measures, the number of existing online business processes has been increased to 528. So far in 2020, the number of applications has been 1045933, and the cost of paper and printing has been saved 836700 yuan.

In 2021, we will continue to promote paperless office, reduce the number of paper signing processes, and raise the annual goal of saving paper and printing costs to no less than 600000 yuan.

In 2020,  
the cost of paper and  
printing has been saved

**836700** Yuan

In 2020,  
raise the annual goal of  
saving paper and  
printing costs to no less than

**600000** Yuan

**Note:** unless otherwise specified, only the data of "seven companies in five places in China" are disclosed in the environmental section.

### Virtualization

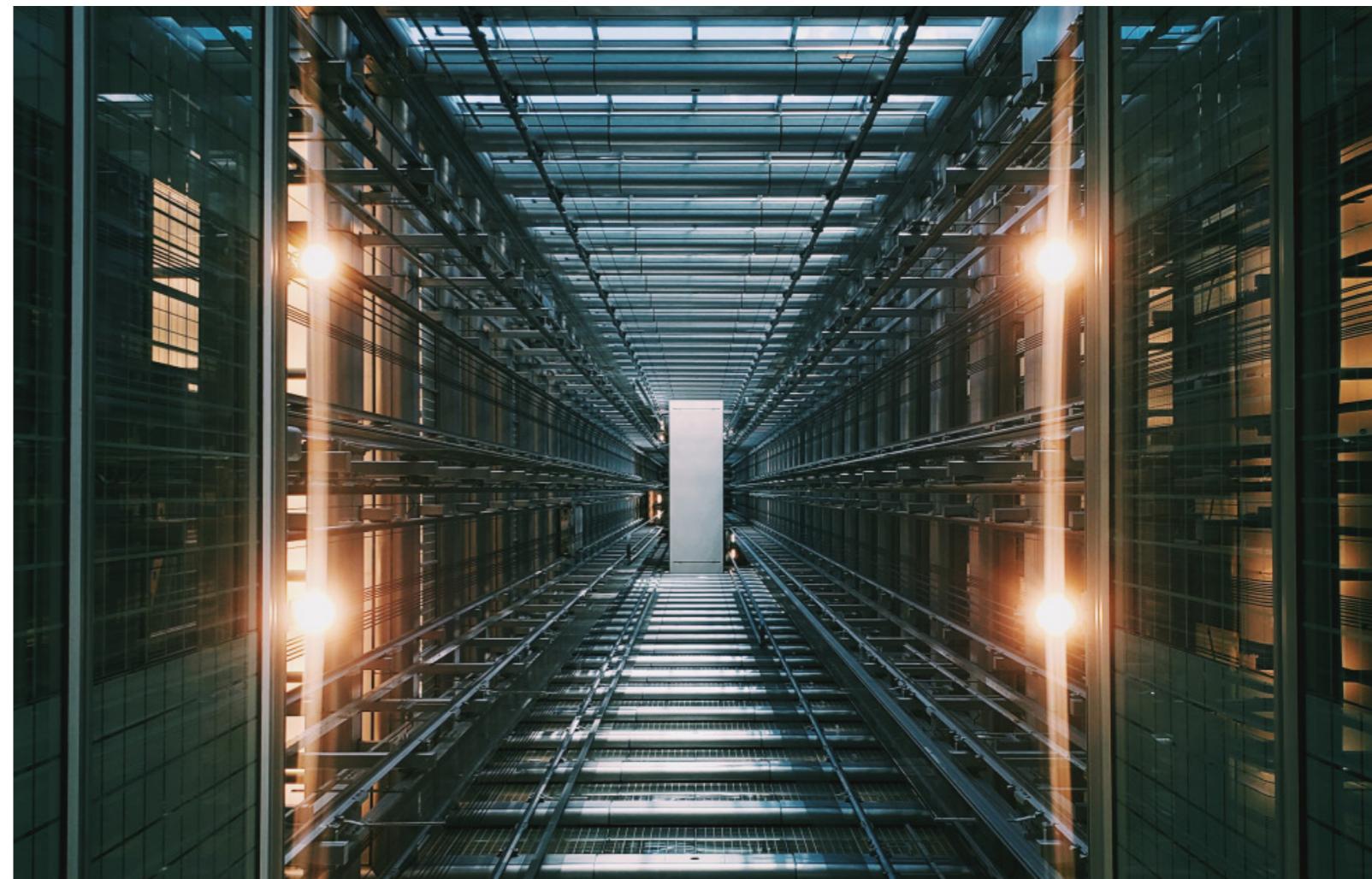
In 2020, the Company has achieved the green goal of energy conservation and emission reduction through desktop virtualization project (total number of virtual desktops: 12125 points). Compared with traditional PC, the annual power consumption of thin client (login terminal of virtual desktop) has decreased from 2619000 KWh to 1309500 KWh, reducing 50% of the power consumption. The annual accumulated balance of electricity charge is 99.52 yuan (all below are RMB).

According to this project, through virtualization technology, the computing resources of a single server can be shared by multiple environments, the server utilization rate has increased by 66%, the annual power consumption has been reduced from 1672070.40 KWh to 1006725.72 KWh, and the accumulated balance of electricity charge is 505700 yuan.

In addition, because running multiple servers will generate a lot of heat and require additional energy consumption for cooling, the Company integrates multiple servers into one through virtualization technology, which greatly reduces carbon dioxide emissions.

the server utilization  
rate has increased by

**66%**





The number of employees are primarily decided by the business expansion and change in capacity

By the end of 2020,  
the total number of  
employees  
of the Company is

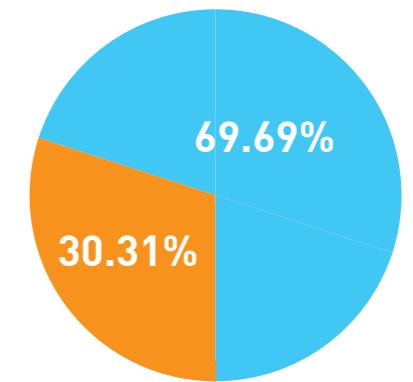
**54698** Person

Fixed-term  
employee

WOMAN **11009** MAN **26955**

Employees with no  
fixed term

WOMAN **5520** MAN **11214**



The total number of  
female employees  
was 38169

The total number of  
male employees  
was 16529

The Number of employees  
over 50 years old

**407** Person

Accounting for  
**0.74%**

Number of employees  
employees aged

**11713** Person

Accounting for  
**21.41%**

The number of employees  
under 30 years old was

**42578** Person

Accounting for  
**77.84%**

The number of ethnic  
minorities is

**7436** Person

Accounting for  
**13.59%**

**Note:** the total number of employees above is the total number of regular employees, interns and dispatched workers by the end of 2020.

## HUMAN RIGHTS GUARANTEE

The Company has set up a variety of communication channels to collect employees' opinions and suggestions: it has opened a hotline and E-mail box to fully accept employees' complaints; it has set up employee suggestion boxes in prominent places in canteens, dormitories, offices and other areas, and has arranged special personnel to collect and reply regularly; through wechat platform, the Company timely answered the concerns of employees; the Company held staff exchange meetings from time to time, welcomed employees to put forward opinions or suggestions, and answered and dealt with each question in combination with the actual situation. The Company supports the Labor Union to carry out its work in accordance with the law, and has listened to the opinions of employees through democratic forms such as employee congress and Labor Union meeting on matters involving employees' vital interests such as wages, welfare, labor safety and health, and paid attention to the reasonable needs of employees.



The Company supports the employees to exercise the right of freedom of association and collective bargaining. Through collective contracts and special collective contracts, the Company has made provisions on labor contracts, labor remuneration, working hours, rest and vacation, insurance and welfare, labor safety and health, vocational training, special protection for female and juvenile workers, Labor Unions and Labor Union activities. During the reporting period, the proportion of employees covered by the collective contracts of seven companies in five places in China was 100%.

In the process of recruiting employees, the Company has fulfilled its social responsibility, paid attention to the management and training of localized talents, gave priority to recruiting local community personnel, improved the localized operation efficiency, promoted employment and increased taxes, and made contributions to the local social development.

The Company has formulated the Regulations on the Management of Child Labor and Underage Workers, and formulated relevant policies and perfect preventive measures in the important links of employee recruitment and employment, so as to eliminate the use of child labor. Since the establishment of the Company, there has been no case of recruiting child labor.

The Company has stipulated that there should be no discrimination in terms of race, sex, nationality, age, pregnancy or disability in recruitment, promotion, salary, training, etc., and there has been no discrimination in the Company. The Company has clearly prohibited the use of forced, debt or contract labor, and has made detailed and reasonable provisions on the important links of enterprise recruitment, employment and resignation, so as to put an end to the use of forced labor from the specific practice. The Company has never had forced labor in the operation process. The Company respects and protects human rights, and 100% of security personnel received human rights training during the reporting period.

The proportion of employees covered by the collective contracts

**100%**

Security personnel received human rights training

**100%**



## HEALTH AND SAFETY

The Company has strictly followed the policy of "Safety first, prevention first, comprehensive treatment" and the scientific development concept of "people-oriented", and has actively carried out the construction of safety, occupational health, environmental protection system and safety production standardization, and has established a sound management mechanism including safety organization guarantee system, system guarantee system, risk management and control system, assessment system and emergency response system. Taking the responsibility system of work safety as the core, the Company has set up work Safety Committees at all levels as the top management organization of work safety, with which to comprehensively guide the management of EHS (Environmental, Health, Safety) and ensure the investment in work safety. The Company has more than 170 full-time safety management personnel and 160 part-time safety management personnel. Among them, more than 20 have obtained the certificate of registered safety engineer, and the rest hold the certificate of safety management personnel of production and business units issued by local competent units. In 2020, all the Company's Industrial Bases have passed the secondary safety production standardization review of the provincial safety production supervision and management department and the ISO45001 occupational health and safety management system audit and certification, and no major missing items have been found.

Actively carried out the construction of safety, occupational health, environmental protection system and safety production standardization



The Company attaches great importance to the identification and control of safety risks. In 2020, the Company has carried out joint inspection of safety production and special rectification work in key areas, organized and mobilized senior professionals of safety and environmental protection inside and outside the Company, led by the main leaders of the Company's Safety Committee, and carried out comprehensive safety and environmental protection inspection on the Industrial Bases of its subsidiaries; In view of the implementation of rectification of all hidden dangers and problems found in the inspection, "Looking Back" has been carried out to realize the closed-loop management of hidden danger investigation. The Company's main leaders of various business divisions, Industrial Bases and systems have led the inspection of more than 70 people, and the improvement rate will reach 99% by the end of 2020. For some projects that are difficult to be rectified, the rectification plan has been formulated, the responsible unit and person have been determined, the current control measures have been defined, and listed in the hidden danger account for continuous tracking and improvement.



The Company strictly abides by the requirements of relevant national emergency management laws and regulations, establishes and improves the emergency plan system in accordance with the law, formulates a series of perfect safety production emergency plans from the source of various types of risks, regularly organizes employees to carry out emergency plan drills, and makes in-depth analysis on the applicability of emergency plans. In 2020, the Company has revised 9 comprehensive emergency plans, 61 special emergency plans and 562 on-site disposal plans, and organized 517 emergency rescue drills for work safety, involving more than 50000 people in total.

The Company has actively participated in the safety production activities of community streets and safety associations, actively cooperated with the organization activities of relevant government departments, and achieved excellent results in the community joint fire drill and fire fighting competition, which was fully recognized by the competent departments of the local government.

In terms of occupational health, the Company always adheres to people-oriented principle and spare no effort to optimize and transform the working environment of employees. By establishing and improving the occupational health management system, the Company actively carried out occupational health training and publicity activities, regularly monitored the occupational hazards in the workplace according to law, and formulated and implemented the occupational health emergency rescue plan, provided perfect occupational health examination and labor protection for employees, and put the safety and health of employees in the first place. Due to the particularity of the industry, in 2020, the Company carried out occupational hazard physical examination for all employees of occupational hazard posts, and there were no suspected occupational cases and patients with occupational diseases.



## EMPLOYEE TRAINING

In 2020, the Company has made a comprehensive inventory of the current situation of talent cultivation, formulated the "14th Five Year" talent cultivation plan, continued to seek breakthroughs and innovation, and set the long-term goal of gradually building a systematic, professional, intelligent and strategic enterprise university. The Company adheres to the talent concept of cultivating and developing people, takes strategy as the starting point, builds a hierarchical and classified talent training system from the perspective of product user thinking, and gradually improves the training operation management system such as lecturer system, curriculum development professional design system, data management system, etc.

In 2020, the Company has restructured the leadership training system and comprehensively upgraded the training projects at all levels. For R & D technical talents, the qualification system has been successfully introduced into the promotion evaluation, so as to promote the self growth of technical talents and enhance the internal supply capacity. At the same time, during the severe epidemic period in the first half of 2020, the Company has made full use of the online learning platform of "Tianma e-learning", effectively alleviated the impact of the epidemic on the training work through online learning, with a total of 13000 training people. In 2020, the average training hours of employees was 177 hours.

In order to create a talent cultivation atmosphere and effectively motivate internal lecturers, the Company has for the first time created a unified activity of teacher's day and learning and development month. Through a variety of activities, the Company has given internal lecturers a sense of honor, pride and passion.

### Optimization and Upgrading of Talent Training Program in 2020

Optimization and Upgrading of Talent Training Program in 2020	On the job series (Steed plan, Dark horse plan); backup series (Qianlima plan, Kunpeng plan)
General College of basic education	New training program of non operational sequence
"Tianma e-learning" online learning platform	Account expansion, function upgrading and optimization

### Talent Training Projects Planned in 2021

School of Leadership and Management	Eaglet plan, Eagle plan, Steed plan, Black horse plan, Qianlima plan, Kunpeng plan
R & D Technology Institute	R & D technology qualification project, TAMP series technical personnel training project (including six sigma black belt / green belt / DFSS)
General College of Basic Education	Non operation sequence training program, operation sequence training program, T-PLAN (Fresh graduate) training program
"Tianma e-learning" Online Learning Platform	Function upgrading and data management optimization

A total of  
training people

# 13000

### Employee Training Data of the Company in 2020

#### Domestic Industrial Base

Name	Total training hours
Shanghai Tianma & Tianma OLED	67796.5
Shanghai AVIC Optoelectronics	36456
Wuhan Tianma	162276
Wuhan G6	192291
Shenzhen Tianma	104134
Xiamen Tianma	520110.5
Chengdu Tianma	4335.5

#### Overseas subsidiaries

Name	Total training hours
Tianma Japan	7263
Tianma Europe	432
Tianma USA	495
Tianma Korea	560



## COMPENSATION AND BENEFIT PERFORMANCE

The Company implements a hierarchical and classified salary incentive system. The salary of employees is mainly determined according to the labor market situation, industry / market salary level, post value, work performance and other factors. Employees enjoy internal incentive and relatively fair salary treatment. The Company strictly abides by the principle of compliance, punctuality and accuracy of salary payment. The Company strictly implements the minimum wage requirements of the state and local governments, wage regulations, personal tax system and other laws and regulations, and timely publicizes and answers questions to employees on relevant new systems through various ways, such as special deduction and final settlement of personal tax, so as to help employees fully enjoy national policy dividends while paying taxes according to law.

According to the national laws and regulations, combined with the actual production and operation and the post nature of employee differentiation, the Company implements and legally declare the standard working hour system, comprehensive working hour system, irregular working hour system, etc., and implements shift scheduling and wage payment standards according to different working hour systems, so as to ensure the rest time and labor income of employees. The Company continuously optimizes PS system (Human resources system), implements online attendance system, realizes online networking management, attendance scheduling, payroll operation, salary data, etc., employees can inquire online personal attendance, salary structure, salary and salary adjustment, bonus details, etc. through online WeChat official account and internal network, which fully reflect the transparency and operation convenience of the Company's policies, and improve employee satisfaction.

During the epidemic period, according to the epidemic prevention and control requirements of local governments, the Company set up a targeted and phased attendance and salary calculation scheme, which effectively guaranteed the safety, health and stable income of employees.

In 2020, the Company adheres to providing employees with welfare that reflects their concern, and has paid endowment insurance, medical insurance, work-related injury insurance, maternity insurance, unemployment insurance and housing provident fund for employees in accordance with laws and regulations, as well as provided supplementary commercial insurance for employees. Implement national and local laws and regulations, and provide employees with labor protection supplies, marriage and funeral leave, maternity inspection leave, maternity leave and paternity leave, lactation leave, paid annual leave and other kinds of leave; medical rooms, staff canteens, cultural and sports venues / facilities are set up in the plant area to facilitate the work and life of employees. In addition, after delivery employees are given visiting care, and lactation room is set up in the Company, which not only ensures the legitimate employment rights of employees, but also helps them to the best of their ability. At the same time, the Company provides multiple welfare guarantees for all employees, such as dormitory, shuttle bus, transportation and housing subsidies, meal subsidies, birthday care, team building funds and holiday gift packages. The overall welfare coverage rate is 100%

2020 Year

The overall welfare coverage rate is

100 %

In 2020, 100% of employees have received regular performance and career development evaluation. The Company has firmly implemented the concept of equality between men and women, and has not considered gender in salary setting, salary adjustment and incentive bonus. In 2020, the per capita basic wage and monthly remuneration ratio of male and female employees in operation sequence and non operation sequence are both 1.0.

国内产业基地（按区域）	Shanghai	Shenzhen	Xiamen	Wuhan	Chengdu	Total
Total number of female employees who actually used maternity leave	134	75	130	100	8	447
Total number of male employees who actually used paternity leave	114	28	240	199	5	586
Total number of female employees who returned to their posts after maternity leave	122	64	93	86	3	368
The total number of male employees returned to their posts after paternity leave	113	28	219	198	5	563
The return rate of female employees on maternity leave	91%	85%	72%	86%	38%	82%
The return rate of male employees on paternity leave	99%	100%	91%	99%	100%	96%
The basic salary ratio of male and female frontline employees	1.0	1.0	1.0	1.0	1.0	1.0
The basic salary ratio of male and female non frontline employees	1.1	1.3	0.9	1.0	1.0	1.0
The remuneration ratio between male and female of frontline employees	1.0	1.0	1.0	1.0	1.0	1.0
The remuneration ratio between male and female of non frontline employees	1.1	1.2	1.0	1.1	1.1	1.0

Note: The above data are for the reporting period



## EMPLOYEE CARE ACTIVITIES

### T-MAN Activity

In July 2020, 830 university students from all over the country gathered in various Industrial Bases of the Company. They joined the Company with passion and dream. In order to enable T-MAN to quickly transform from a student to a professional, the Company has made a six month T-PLAN tour for them, from pre service training, unified training, to factory rotation, and then to department placement.



### Traditional Festivals

Whether it's New Year's Day, Spring Festival, Dragon Boat Festival or Mid Autumn Festival, every traditional festival, the Company will organize a wealth of celebration activities and warm holiday gifts for employees, so as to convey the Company's gratitude and blessing for their hard work.



### Association

In order to enrich the spare time life of employees, activate their body and mind, strengthen the communication between employees, reflect the warmth of the collective, and enhance the cohesion of the enterprise, the Company has established a variety of clubs for employees, including basketball club, badminton club, yoga club, etiquette club, guitar club, dance club, love band, outdoor sports league, fishing club, photography club, electronic sports club, etc.



## EMPLOYEE CARE ACTIVITIES

### Sports Season

In order to enrich the entertainment life of employees, give full play to the team spirit of employees, and enhance the enterprise cohesion between employees, the Company actively will organize basketball, football, badminton and other activities every year.



### Sports Meeting

Every year, the Company will organize sports competition, interesting games, parent-child games, around the factory run, water carnival, etc. to combine sports competition with interesting games and bring you a visual feast of entertainment, sports and love.



### Talent Show

Each base of the Company will hold talent show every year. After work, Tianma people with talent will have a platform to show themselves. Performance forms have their own characteristics, integrating dance, sketch, opera, singing and other forms of expression, perfectly combining work and life with art.



### Lecture on Mental Health

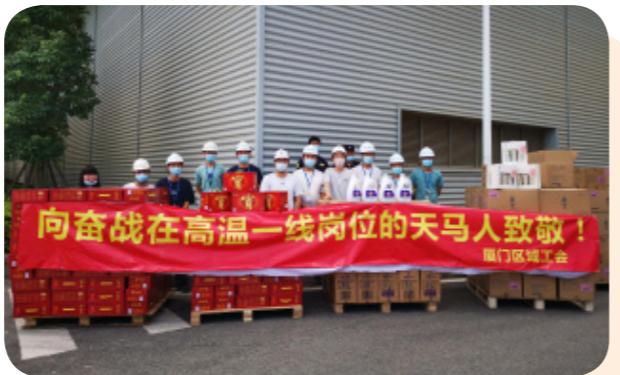
In order to help employees correctly understand the epidemic situation, maintain a good psychological state, strengthen psychological counseling and intervention, enhance employees' sense of security and mental health awareness, guide employees to learn to correct psychological adjustment, relieve psychological pressure, and eliminate job burnout, the Company carries out talks on employees' mental health from time to time.



## EMPLOYEE CARE ACTIVITIES

### Condolence on Heatstroke Prevention

In order to effectively prevent and control the occurrence of heatstroke and other kinds of production safety accidents, and effectively protect the life safety and health of workers. From July to August every year, the Company's Labor Unions at all levels organize activities of high temperature condolence and warmth, and send cool feelings to employees with practical actions. The Company's high temperature condolence activities fully reflected the concern of the Company's Labor Union for employees and encouraged the morale of employees.



### Employee Maker Space

Under the guidance of Chengdu High Tech Zone, Chengdu Tianma creates an enterprise "Employee maker space" to provide employees with a platform for innovation and improvement, so that employees can more actively participate in innovation management.



## Special Topic: Considerate Administrative Service

Happy Work, Happy Life. Based on the strategic positioning of "Becoming a facilitator to achieve business and a supporter of administrative professional management and service", the Administrative Service Department aims to provide "Warm administrative service", implements the policy of "Strengthening foundation, improving management, expanding resources and optimizing service", and strives to provide professional logistics support service.

### In response to the government's call

In line with the government's active efforts to carry out various tasks, in order to thoroughly implement the important directive spirit of General Secretary Xi Jinping on garbage sorting work, every subsidiary of the Company actively carried out garbage sorting activities, and achieved good results through propaganda training, on-site activities and auditing management. In 2020, the Seventh National Population Census actively cooperated with the Village Committees under the jurisdiction to carry out orderly and successfully completed on schedule; regularly carried out food saving activities, and the extensive participation of employees was recognized by the relevant regulatory units and media. Establish a good relationship with community health centers, and regularly carry out health knowledge lectures. Establish a police enterprise linkage mechanism with the local police stations, and conduct regular lectures on law popularization and anti fraud propaganda for employees.

### In the aspect of office environment

We actively explore the space management mode, reasonably plan the space arrangement, improve and optimize the existing space, improve the utilization rate, and optimize the indoor green landscape. Implement 6S management (i.e. management mode: Sorting, Rectifying, Cleaning, Quality and Safety) in office area. The management object is the employees action quality, working method, operation process and the standard management of the articles. The evaluation and publicity activities are carried out regularly, and the clean and comfortable office environment is created through the participation of all staff.



# EMPLOYEE CARE ACTIVITIES

## Special Topic: Considerate Administrative Service

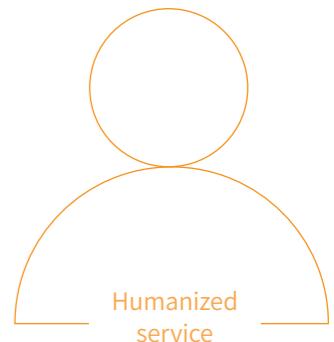
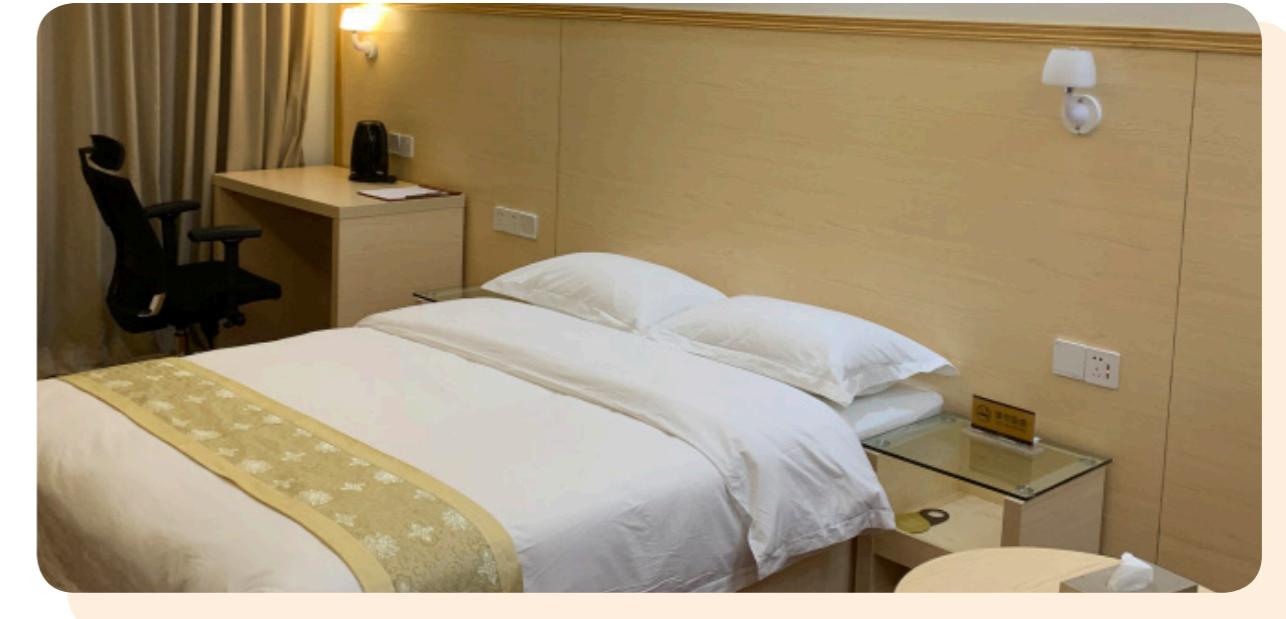
### In the aspect of restaurant management

We actively change the restaurant management mode to introduce characteristic catering and new type of catering mode, and continue to explore the "Food plaza +" mode, and implement the end elimination system for supplier management to improve the level of supplier management. In terms of restaurant supporting and arrangement, the new canteen adopts the modern design concept, uses different colors, displays the theme of the restaurant's heart, creates a pleasant and relaxed dining environment, completes the business change of Wuhan G6-2F restaurant, the decoration of Xiamen G6 restaurant, the new decoration of Shenzhen restaurant and the optimization project of the rear kitchen of Wuhan G4.5-A6 dining hall. In combination with epidemic prevention policies, various regions shall conduct food management and control in different periods and provide convenience services such as fruits and vegetables.



### In the aspect of dormitory management

The dormitory management system has been developed and perfected, and the information management is realized. Provide comfortable, tidy and safe accommodation service for employees. The room type is equipped with double room, single room, guest room, etc. Especially the establishment of husband and wife house provides great humanized service for the working couple. Carry out excellent dormitory evaluation and violation dormitory notification in accordance with the Management Specification of TM-B-WI04019 Dormitory. In order to create a good living atmosphere and create Garden Park, the Company renovates and renovates the park greening in batches. And regularly renovate the dormitory resources with long service life step by step. In order to enrich the spare time life of employees, there are recreational venues in the park, including fitness function area, basketball court, badminton court, fitness room, singing hall, etc. at the same time, various convenience service shops such as employee supermarket, hair salon, laundry shop and coffee bar are also introduced in the Park. Every traditional festival, we regularly hold a variety of DIY intimate interactive activities to provide warm services for the employees working in the post.



# FOR THE PARTNER

Common Development and Win-win Situation



## SUPPLIER MANAGEMENT



The Company's suppliers are mainly high-tech (LCD front-end materials) and labor-intensive (Customized materials), supplemented by equipment manufacturing, spare parts agency, culture and education, and e-commerce. Labor intensive suppliers gradually reduce their dependence on labor by improving the level of automation. During the reporting period, there was no significant change in the location of the Company's suppliers and the structure of the supply chain.

As of the end of December 2020, there are 2080 qualified suppliers in the Company's resource pool, including 616 productive suppliers (i.e. raw and auxiliary materials suppliers for production products), 1464 non productive suppliers (i.e. suppliers of relevant spare parts, fixed resources, non productive consumables, etc.), 1641 domestic registered suppliers and 439 foreign registered suppliers. The Purchasing Center of the Company regularly assesses and evaluates the suppliers in the resource pool, identifies the potential risks of resources, and arranges resources in advance to ensure the satisfaction, freshness and full competitiveness of the resource pool. During the reporting period, 110 new suppliers were introduced and 191 suppliers were eliminated.

As of the end of December 2020

**2080**

Qualified suppliers

**616**

Productive suppliers

**1464**

Non productive suppliers

During the reporting period

**110**

New suppliers were introduced

**191**

Obsolescence of suppliers

The Company continues to improve the supplier management process, clear resource strategy development, resource import / exit, assessment and other management requirements; the Procurement Center regularly optimizes the process / system according to the internal business needs, and continuously improves the supplier management system. In 2020, the Company embedded CSR management requirements from supplier selection, evaluation and daily management to ensure more orderly and effective implementation of CSR policies and objectives. In order to promote the suppliers and the Company to practice corporate social responsibility, the specific management process is as follows:

### Import Management

- Process / System Optimization: improve E-sourcing system, standardize the requirements of supplier import qualification documents, CSR self-evaluation, import threshold and agreement signing requirements.
- Requirements for CSR agreement signing: the Company requires all qualified suppliers to sign CSR agreement, which covers human rights, labor practice, environment, occupational health and safety, business ethics, etc., and stipulates the liability for breach of contract. By the end of December 2020, 1670 suppliers signed CSR agreement with the Company, with an signing rate of 80%, some of the non signed suppliers are mainly foreign suppliers. The Procurement Center organizes monthly agreement supplementary signing and follow-up, and simultaneously restricts relevant terms in Po orders to ensure that CSR management requirements of suppliers of the Company are met.

# SUPPLIER MANAGEMENT

## Routine Management

- Quarterly CSR risk assessment: perform performance assessment on suppliers quarterly to ensure the performance of CSR of suppliers.
- Annual CSR risk assessment: led by the Procurement Department every year, the Environmental Safety Department, Legal Affairs Department, SQM and other relevant departments are organized to conduct CSR risk assessment on all qualified suppliers in the resource pool. The CSR risk level is mainly evaluated from the industry type, enterprise nature, region and key performance (CSR agreement signing and historical CSR bad records), based on the current year's trading situation, the corresponding control measures for each risk level are defined. In Q4 of 2020, CSR risk assessment of the Company's resource pool has been organized, and the on-site audit list of suppliers has been output.
- CSR on-site audit: the Procurement Center formulates the next year's CSR audit plan based on the annual CSR risk assessment results and resource strategy, and regularly supervises and audits the implementation of supplier's CSR. By the end of December 2020, the Company has carried out special CSR assessment and audit on 99 major suppliers, assessed the CSR risk of suppliers from labor, health and safety, environment, business ethics and other aspects, and promoted the improvement and implementation of suppliers.



During the reporting period, it was not found that the rights of the supplier's employees to exercise the freedom of association or collective bargaining were violated or at great risk; it was not found that the supplier had the risk of major child labor events, and it was not found that the supplier arranged minor workers to engage in toxic and harmful positions; the Company has not found that the supplier has a significant risk of forced or compulsory labor. During the reporting period, the number of suppliers with actual or potential significant CSR risk is 0.

## Topic 1: Fight against the Epidemic Disease

The sudden epidemic situation in early 2020 has brought great challenges to the normal operation and production of enterprises. How to quickly resume work and production has become a big problem. As a leading enterprise in the global panel field, the Company undertakes the social responsibility and returns to work quickly. After learning about the difficulties faced by many suppliers, the Company quickly responded by contacting relevant government departments to coordinate and promote the supply chain enterprises to resume production and work as soon as possible; assisting suppliers to prepare the application materials for resumption of work and on-site verification of protective measures, etc. Supplier partners also tried every means to overcome many difficulties and organized employees to return to their posts in an orderly manner. In just 20 days, the arrival rate of suppliers increased from 28% to 91%, ensuring the Company's basic material needs during the epidemic period. After the full resumption of work and production, the production capacity delivery has reached the level before the epidemic, effectively meeting the needs of end customers, especially medical customers.

## Topic 2: Material Recycling / Recovery

In response to the call of the state and the Company for energy conservation and emission reduction, the Procurement Center, together with suppliers, promotes the recycling and recovery of materials, scientifically and reasonably improves the utilization rate of materials and reduces solid waste emissions. The Company identifies recyclable / recovered materials, defines relevant standards and process requirements for recycling / recovery, organizes suppliers to sign relevant agreements, and follows up the implementation in real time. In 2020, we achieved the following goals: recycling the plastic suction tray to the client, indirectly reducing the solid waste discharge of more than 1500 tons; recycling 7.5 tons of tin slag; recycling 115 tons of PVC gloves.

reducing the solid waste discharge of more than

**1500 tons**

Recycling tin slag

**7.5 tons**

Recycling of PVC gloves

**115 tons**



## CUSTOMER RELATIONSHIP

### Marketing in 2020



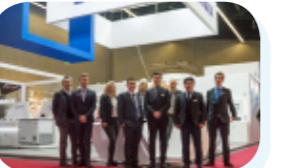
January 7, 2020 - January 10, 2020

The International Consumer Electronics Show (CES) 2020



January 15, 2020 - January 17, 2020

International Automobile Technology Exhibition



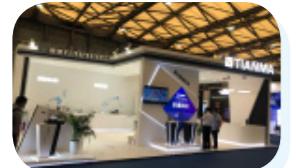
February 25, 2020 - February 27, 2020

Embedded World Exhibition in Germany



July 22, 2020 - July 24, 2020

2020 International Exhibition of Display Technology and Application Innovation



July 31, 2020 - August 2, 2020

International Display Expo 2020



August 3, 2020 - August 7, 2020

AOL Display Week



August 4, 2020

New technology Online Conference



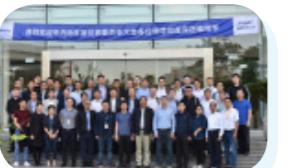
August 25, 2020 - August 27, 2020

Chengdu Electronic Information Expo 2020



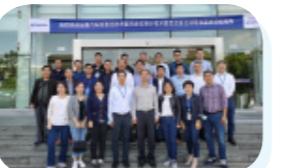
September 8, 2020 - September 11, 2020

Xiamen International Investment and Trade Fair



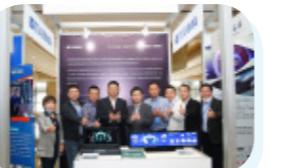
October 9, 2020 - October 11, 2020

Annual Meeting of Automobile Instrument Association of China Automobile Association in 2020



October 11, 2020 - October 13, 2020

Annual meeting of Standards Committee of Automobile Instrument Association of China Automobile Association in 2020 and Standard Seminar of the 14th Five Year Plan



October 20, 2020 - October 22, 2020

China Auto Supply Chain Conference



November 10, 2020 - November 13, 2020

Electronic Exhibition in Munich, Germany



November 19, 2020 - November 21, 2020

2020 Shenzhen International Touch and Display Exhibition (C-TOUCH)



December 2, 2020

Supplier Conference

### Customer Satisfaction Management in 2020

The Company insists on taking customers as the core, continuously optimizes the overall business operation process, and continuously improves customer satisfaction. The Company follows the principles of voluntariness, fairness, compensation for equal value and good faith, and formulates Business Ethics Management System, Customer Development and Management Procedures and other systems. It is prohibited to conduct unfair competition, to have business relations such as trading and cooperation with non-conforming organizations that seriously violate business ethics; to separate production research and development from trading execution in the trading process, so as to ensure that all customers enjoy fair trading opportunities; to establish a Price Decision-making Committee to examine and approve the Company's quotations and trading prices with customers, so as to ensure fair trading. In 2020, the Company did not have legal proceedings related to the anti unfair competition law and anti-monopoly law.

The Company operates in accordance with the law. For the prohibited market and prohibited substances involved in the Company's products, the Company explicitly prohibits the sale, and has never sold the products questioned or disputed by the interested parties or the public. In 2020, there was no violation of laws and regulations related to marketing, health and safety of products / services, product / service information and logo, resulting in fines or warnings, or violation of laws and regulations related to marketing (including advertising, promotion and sponsorship) or voluntary rules.



## CUSTOMER RELATIONSHIP

### Some Customer Awards in 2020



MARELLI 「The Best Progressive Supplier of Quality」



MINDRAY 「Outstanding Contribution Award for Anti Epidemic」



SIEMENS 「Outstanding Contribution Award」



LONGCHEER 「2020 Strategic Partner Award」



WINGTECH 「2020 Quality Excellence Award」



TRANSSION 「2020 Technology Innovation Award」



TRANSSION 「The Most Valuable Partner in 2020」



TPK 「Excellent Supplier of Quality in 2020」



Lenovo 「Diamond Award」



vivo 「2020 年最佳创新奖」



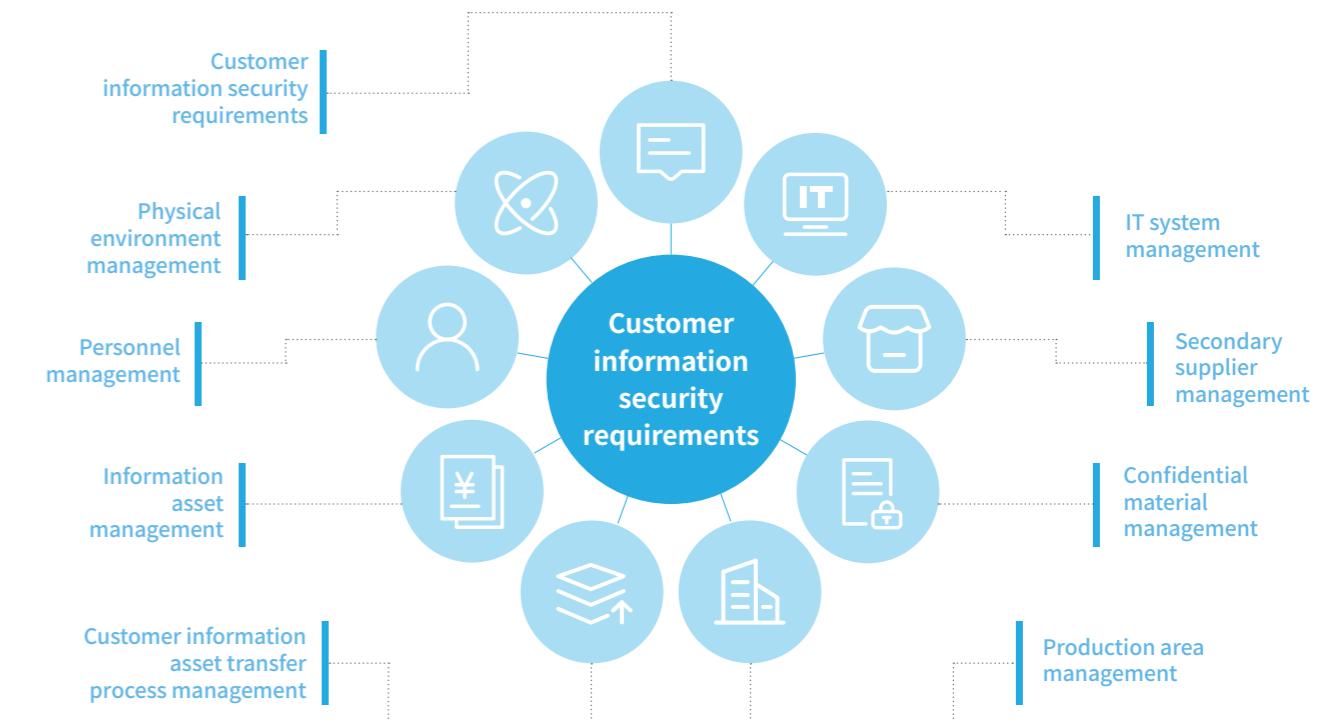
Zebra 「Supplier Excellence Award 2020」



OPPO 「Market Quality Award」

### Topic: Customer Information Security

In terms of customer information security, the management of the Company mainly focuses on the information security construction and information security management of customer confidentiality projects. Customer information security requirements generally include nine aspects: information security management system, physical environment management, personnel management, information asset management, IT system management, customer information asset transfer process management, production area management, confidential material management and secondary supplier management. From the above aspects, the Company carries out information security construction for customer confidential projects. According to the requirements of customers and internal information security management, the Company has established ISO27001 information security management system, and seven companies in five places in China have passed the audit and certification, and obtained the certificate.



In 2020, the customer evaluation was good, and no confirmed complaints were found. In the information security construction, the customer information security management requirements were strictly observed, the internal implementation was implemented, and the customer information security management process was timely communicated with the customer. According to the violation cases provided by customers, we publicized and learned internally, put an end to all violations, and no leakage of customers' confidential information occurred. We concluded that the customer complaint rate was 0.

The customer complaint rate was **0**

# FOR THE COMMUNITY

Positive Feedback and Selfless Dedication



## TARGETED POVERTY ALLEVIATION



### Keep the Mission of the Original Heart and Help the Targeted Poverty Alleviation

2020 was the decisive year of the national fight against poverty. In order to fight against poverty, the Company continued the employment poverty alleviation policy, actively participated in designated labor employment poverty alleviation projects of higher-level units, such as the national recruitment spring wind operation, online recruitment, etc., and introduced 3235 designated labor force in designated areas, including 2073 people from Xiamen Tianma. Meanwhile, 286 poor students from Luodian County, Zhijin County, Nayong County, Guyuan City, Haiyuan County, Luanchuan County, Gushi County and Huixian County of Henan Province were also received to practice in the Company.

The Company has established school enterprise cooperation in Haiyuan County, Luanchuan County of Henan Province and other relatively poor areas in Ningxia Hui Autonomous Region. The next step is to train local poor personnel based on training base, and continue to help file and file poor households to carry out targeted poverty alleviation in terms of employment. We hope to achieve the goal of "One person employment and family poverty alleviation" through labor

In order to help the poverty alleviation and key work in the near future, Tianma Trade Union, Shanghai Tianma Trade Union, Xiamen Tianma Party Committee and Chengdu Tianma purchased 1.05 million agricultural and sideline products of poverty alleviation county. Xiamen Tianma donated 100000 yuan to Guanghe County, Linxia Prefecture, Gansu Province, the designated support place of Xiamen Torch High tech Zone.

Introduced designated labor force in designated areas

**3235** Person

Poor students received to practice in the Company

**286** Person

Purchased agricultural sideline products of poverty alleviation county

**1.05** Million

Donate to designated places of support

**100000** Yuan



## SCHOOL ENTERPRISE COOPERATION

### Cooperation Project between the Company and Vocational Colleges

The state calls on enterprises to actively participate in Vocational Education in order to improve the vocational education system. In response to the call of the state, we should give full play to the advantages of both schools and enterprises, and the function of higher education in serving the society and enterprises, so as to better cultivate high-quality and high skilled applied talents for the society and enterprises, and provide more space for college students' practice, training and employment, the Company continues to respond to the national vocational education policy, and continues to promote the implementation of school enterprise cooperation projects. Through school enterprise cooperation, both sides of the school and enterprise establish a long-term and stable cooperative relationship to provide students with a safe and competitive learning, internship and employment environment.

In 2020, the Company has successively exported display manufacturing complete training lines to eight vocational colleges, including Guangxi Electronics Polytechnic Institute, Puyang Vocational and Technical College of Henan Province, Henan Special Medium Occupation Schools, to build a large-scale school training base; meanwhile, it has signed a medium-sized school enterprise cooperation project with 12 schools to carry out school training and curriculum co construction; In 2020, the Company's school enterprise cooperation project has realized the internal training of 9402 students.

In the future, the Company will continue to cooperate with the local government and the school to implement school enterprise cooperation projects. On the basis of training students in the school training base, the Company will actively carry out in-depth cooperation with the school, so as to let excellent lecturers of the enterprise settle in the school for a long time and provide theoretical and practical training for more students.

**12** schools

have signed medium-sized school enterprise cooperation projects

**31** schools

have reached cooperation intention

**9402** people

have been trained internally in the enterprise



### Tianma School Enterprise Cooperation Project

#### The project challenge

The project challenge is a special talent project for the Company to select talents. It is also a platform for the Company and students to show and communicate with each other. It is a dream created with science and technology as well. On June 19, 2020, the project was officially launched. After registration, preliminary competition, semi-final competition and final competition, 28 teams participated in the project for the first time, setting a new record. After two rounds of fierce duels in the preliminary and the second round, five teams finally entered the final. Through online defense, on-site review of the review meeting, and cloud live voting, the "Photoelectric Innovation" team of Changchun University of Science and Technology finally won the first prize.

The whole activity lasted nearly three months, covering more than 30 colleges and universities, fully publicized the employer brand of the Company, and also contributed to the employment of students under the background of the epidemic.



#### School Enterprise Openday

In order to strengthen the exchange between universities and enterprises, and to provide students with extracurricular learning practice opportunities, strengthen the guidance of students' employment, and promote the growth and success of students, the Company organized a number of Openday activities, including 12 universities, including Zhejiang University, Jilin University, Xiamen University, etc. The activities are mainly divided into three parts, including introduction of the Company, visit of intelligent factory, on-site answering questions, etc. In addition, the Company also arranged the visiting alumni to share their on-the-job experience. While sharing, the alumni also put forward some suggestions on the employment and talent training methods of the school, and gave suggestions for better cultivation of excellent talents.



Throughout Openday activities, students have expressed that through visiting and exchanging, we have not only a more fully understanding and understanding of the display industry, but also a preliminary understanding of the main business of the Company, and also played a very important reference role in their future career planning and related industries.

#### School Enterprise Cooperation Practice Base

In 2020, the Company signed an agreement with Nanjing University, Shaanxi University of Science and Technology and other universities on talent training and employment base for school enterprise cooperation. The two sides would jointly build a cooperation mode of synergy between higher education and enterprise development, and build a comprehensive integrated link of talent training and human resource development to meet the needs of enterprise development. We would carry out in-depth cooperation in professional master training, student employment practice, short-term study or training, etc.



# SERVE THE COMMUNITY

## Care for the Community and Work Together in Pairs

### Xiamen Tianma

- Community Co Construction - Convey Greetings to Children

On June 3, 2020, Xiamen Tianma Party Committee, Trade Union and Company love representatives paid a visit to Maxiang Zhongxi Primary School, Chengchang Primary School and No.5 Experimental Primary School where the Company's employees' children were studying, brought Children's Day gifts, sent the most sincere wishes, and extended cordial sympathy to the front-line gardeners of the three primary schools. And donated nearly 20000 yuan of electronic teaching supplies, all kinds of books, learning supplies, etc. for teachers and students of the three schools.



- Community Co Construction - Convey Greetings to Teachers

On the morning of September 10, 2020, when the 36th teacher's Day is approaching, in order to further promote the good spirit of respecting teachers and valuing education, promote school enterprise friendship, ensure the children of employees to attend school, and enhance corporate social responsibility, Xiamen Tianma Labor Union visited Maxiang Central Primary School, the fifth Experimental Primary School and Chengchang primary school in Xiang'an District of Xiamen, cordially visited the vast number of teaching staff working in the front line of teaching, and sent sincere holiday wishes to the teachers working hard in the front line of education.



- Community Co Construction - Construct the Love Book Corner

In order to celebrate the 71st anniversary of the motherland, the fifth Party Branch of Xiamen Tianma Party Committee & Panel Factory (color film branch) organized and planned a public reading aid activity of "Color dream, our class has a book corner". In addition, the Company donated 20000 yuan to the "Action Education Foundation for Responsible Persons", which is expected to complete the construction of 10 rural class book corners. With love in the heart, we can go quite far. We use a good book to light up the reading dream of rural children.



### Wuhan Tianma

- Community Co Construction - Convey Greetings to Epidemic Prevention

On the morning of April 23, 2020, Wuhan Tianma invited Zuoling Zhizaoyuan Party Working Committee to work together, under the leadership of Li Dong, Deputy Secretary of Wuhan Tianma Party Committee, 10 Party members and Youth League members from G4.5 and G6 of Wuhan Tianma sent Wuhan Tianma's care to community epidemic prevention volunteers and people in need, provided them with epidemic prevention materials and living materials, and enhanced the communication between enterprises and communities.



- Community Co Construction - Convey Greetings to Flood Control

Since July 5, 2020, Wuhan has been hit by heavy rain, and many sections of the city have been waterlogged. Wuhan Tianma, as one of the member units of the Zuoling Party Construction Community, helped with the watchkeeping in the street park. On the afternoon of July 13, under the leadership of Lidong, Deputy Secretary of the Party Committee of Wuhan Tianma, volunteers of Wuhan Tianma Party group went to the Zuoling Dike Management Office of Donghu New Technology Development Zone to convey greetings to the first line of flood control personnel.



- Community Co Construction - Convey Greetings to Veterans

In order to commemorate the 93rd anniversary of the establishment of the army in August 1st, to remember the revolutionary ministers, to carry forward the glorious tradition, to strengthen patriotism education, let us remember history, cherish peace and further promote patriotism. Combined with the "Double entry and double service" activities, Wuhan Tianma Party Committee and Xianglong Community in Zuoling launched a different joint theme Party day activity on August 1, 2020. 16 young volunteers of Wuhan Tianma volunteer service team sent greetings to veterans in Xianglong Community.



- Community Co Construction - Build the Youth's Dream of Science and Technology

In order to strengthen the education of youth science popularization, improve the quality of science and technology of teenagers and make the scientific and technological achievements of display panel benefit the masses of the people, at the time of the National Science Popularization Day, Wuhan Tianma Youth League Committee invited 20 teachers and students from the First Junior Middle School in Zuoling and representatives of Yuquan Community Group Branch of Zuoling Street. On the morning of September 10th, 2020, the Company carried out the "Science and technology dream building, youth first" theme science and technology lecture in the training room M1-102 of Wuhan Tianma G6 Industrial Base.

## SERVE THE COMMUNITY

### ● Community Co Construction - Help Farmers with Public Welfare and Love

Affected by the epidemic situation, the products of agricultural products growers in some areas of Hubei Province are not sold. In order to help the growers to go through the difficulties, work together to fight the epidemic, and meet the needs of the Company employees to purchase fruits and other agricultural and sideline products. In late April 2020, Wuhan Tianma Trade Union, in combination with the "Chexi Family" agricultural products professional cooperative in Yichang pilot military zone, carried out love and assistance activities. Through launching online group purchase in wechat applet, employees ordered to purchase according to their needs.

### ● Community Co Construction - Clean River

In order to promote the implementation of the "beautiful China · Youth Action" implementation plan, on September 19, 2020, Wuhan Tianma volunteers took separate actions to clean up the garbage one by one along the riverbank of the landscape river in front of Yuquan community and timely classify the garbage. With their own practical actions, they have influenced the broad masses of residents around them and improved their awareness of environmental protection.



## AVIC Optoelectronics

### ● Community Co Construction - Convey Greetings to the Elderly

The setting sun is infinitely good, and the world is full of sunshine. On the eve of the annual Double Ninth Festival, in order to carry forward the fine tradition of respecting and loving the elderly of the Chinese nation, AVIC Optoelectronics Party and Trade Union visited Shenyi community to send festival greetings to the elderly in the community.

### ● Community Co Construction - Census Assistance

In order to promote the smooth development of census work, Xinze Company of Xinzhuan Industrial Zone, Shanghai, has adhered to the Party construction guidance, fully played the role of "red property" grassroots Party organization battle fort, and organized members of Xinze community household enterprises to participate in the census work together. AVIC Optoelectronics, as the largest household enterprise, under the organization of Xinze property, Party members and volunteers have used their rest time to carry out the theme activities of "red vest" of census, and fully cooperated with the census work in the park.

### ● Community Co Construction - Visit and Exchange

On the morning of October 30, 2020, Du Chunbo, Secretary of the Working Committee of Xinzhuan Industrial Zone group and the group of AVIC Optoelectronics Group, came to Shenyi Primary School of the park to visit and exchange, and extended sincere greetings to the gardeners who have paid hard work for the healthy growth of children.



## Shanghai Tianma

### ● Community Co Construction - Loving Meal

During the critical period of epidemic prevention and control from February to March in 2020, Shanghai Tianma provided about 100 lunches / dinners a day for the front-line workers in Yonghong Village and Hongxing Village of Heqing Town free of charge, a total of 5117 lunches / dinners, which guaranteed the health of the front-line workers and contributed to the epidemic prevention and control work.

In order to give full play to the exemplary role of advanced models, highlight the dedication of charity and social responsibility. In December 2020, Heqing Town awarded Shanghai Tianma "Charity Star Public Welfare Award" and anti-epidemic "Love Enterprise" award.

## Chengdu Tianma

### ● Community Co Construction - Establish the Service Station

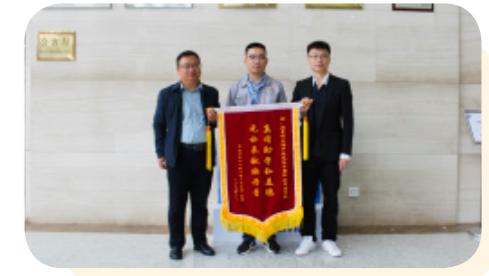
Chengdu Tianma cooperated with Chengdu High Tech Zone to create a "15 minute home" service station, which is equipped with all kinds of materials to provide convenience for outdoor workers and solve the problems of "Difficult to eat, drink, rest and use the toilet".



## Scholarly Love, Warm in Gongshan

In August 2020, Youth League members of AVIC Optoelectronics actively responded to the "Scholarly Love in Gongshan" charity donation activity launched by the Youth League Working Committee, and generously donated to the children of Gaoligongshan immigrants in Lujiang Town, Longyang District, Baoshan City, Yunnan Province, making them feel the care of the society. A love makes a dream. As a kind of spiritual wealth, these donation materials nourished the students of Gaoligong Mountain to grow up.

On the morning of October 28, 2020, Yang Qidong, Secretary of Gaoligong Mountain Discipline Inspection Commission in Baoshan, Yunnan, and Du Chunbo, Secretary of the League Working Committee in the Industrial Zone, visited the Company. First of all, he expressed his gratitude to the youth of AVIC Optoelectronics for their generous deeds and presented the local government's banner to the Youth League Committee of the Company.



## Running for Love, Public Welfare AcCompany

On November 21, 2020, the second season of theme running around the factory was held in Shenzhen Industrial Base. This year's running continues the concept of public welfare. In this activity, the Labor Union of Tianma Company donated 10000 yuan to Shenzhen Charity Association.

## SERVE THE COMMUNITY

### Special Topic of Anti Epidemic

2020 is an extraordinary year and a year of struggle as well. In the face of COVID-19, the Company responded quickly, and set up an emergency and epidemic prevention headquarters urgently. The Company led the team to take the lead in deploying the backbone personnel. According to the central series of decision-making and deployment, we should insist on taking epidemic prevention and control as the top priority at present, put the people's life safety and health first, firmly establish the concept of "Better do more than miss". The Company firmly believes pulling together in times of trouble and promotes the orderly implementation of all epidemic prevention work.

- **Strictly implement the responsibilities, hold regular epidemic prevention and control meetings regularly, follow up with the latest national and local epidemic prevention policies in time, and adjust the Company's epidemic prevention strategy.**

Implement the leadership responsibilities, the main leaders and key members of the Company remain behind the Company, and follow the front direction, strengthen the work scheduling, and supervise and guide the front line to ensure that the responsibilities are compacted to all aspects and periods. Formulate various emergency prevention and control procedures to ensure the standardization and efficiency of epidemic prevention.

- **Strictly protect and implement control**

Strengthen the prevention and control, organize volunteers, find out the situation of the staff, actively solve the needs and opinions of the left behind staff, and ensure the implementation of the responsibility without leaving a blank. At the same time, we should pay attention to the mental health of the left behind employees, give positive guidance to the left behind employees, and enhance their self-awareness and confidence in epidemic prevention.

- **Strictly support logistics and prevent personnel infection**

The Company has increased the reserve of epidemic prevention materials in each base, unified guarantee and dispatch of the Company, and replenished where there is a shortage. The canteen in each plant area has stable supply and sufficient supply to ensure the stable production and life of the Company's employees during the epidemic period. According to the Company's Disinfection Manual, the whole plant was disinfected during the epidemic period, and the factory and living areas were disinfected regularly. Employees were strictly required to wear masks, pack meals in the canteen, measure body temperature in and out of the factory, and control the entry and exit of personnel. The situation of all personnel left behind and at home in the Company was tracked and reported every day. In case of any emergency, they can respond at any time to achieve full control of the epidemic situation.

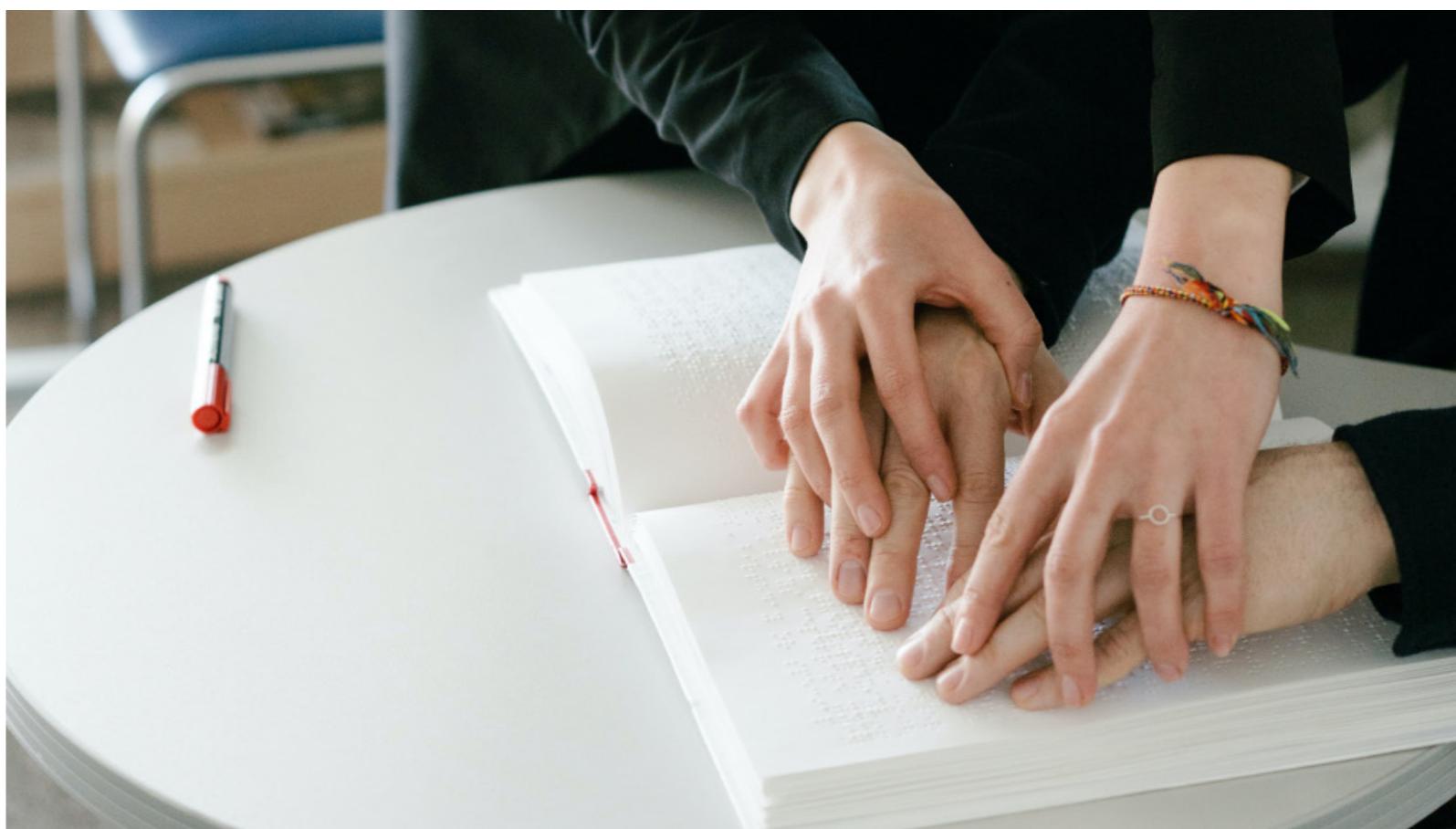
- **Actively publicize and guide, and strictly prevent internal panic**

Adhere to the principle of openness and transparency, announce the latest situation, policies, measures and work progress of epidemic prevention and control at the first time, and eliminate staff panic to the greatest extent. Strengthen the publicity of scientific prevention and control measures to increase staff confidence. Guide employees not to blindly follow the trend, not to spread rumors, not to believe in rumors.

## EMPLOYMENT SECURITY FOR THE DISABLED

Industrial Base	Actual payment in 2020 (unit: yuan)
Shanghai Tianma	4415917
Shanghai OLED	1501817
Shanghai AVIC Optoelectronics	1813827
Chengdu Tianma	615783
Xiamen Tianma	2409724
Shenzhen Tianma	1064438
Wuhan Tianma	2616640
Total	14438146

In 2020, the Company actually paid **14438146** yuan for the disabled.



# APPENDIX

## Table of the Objectives of Sustainable Development of the United Nations

Goal	Corresponding content	Corresponding page number
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	Goal 3: good health and well-being Close administrative service	P67-70
	Goal 4: quality education School enterprise cooperation	P81-82
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	Goal 6: clean drinking water and sanitation Close attention to administrative services and water resource reuse rate	P45, 68
	Goal 7: Economically applicable clean energy Take care of the environment	P41-42
	Goal 8: decent work and economic growth Business Development	P14
	Goal 9: industrial innovation, innovation and infrastructure Intellectual property protection	P33-34
	Goal 11: sustainable cities and communities For the community	P83-86
	Goal 12: responsible consumption and production Green products and services, green logistics, supplier management	P47-50, 71-73
	Goal 13: climate action For the environment	P39, 43-44
	Goal 16: peace and justice and strong institutions Honest management, good human rights protection and employee relationship	P29-31, 55
	Goal 17: partnership to promote the achievement of goals Technological innovation and leading, marketing, customer relationship	P11-12, 75-76

## GRI Index Table (General Disclosure)

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	102-4 Business location of the Company's headquarters P3
	102-5 Ownership and legal form P3
	102-6 Service market P3
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	102-8 Information about employees and other workers P53-54
	102-9 Supply chain P71-74
	102-10 Significant changes in organization and its supply chain P72
	102-11 Early warning principle or policy P9, 10
	102-12 External initiatives P16, 92
	102-13 Membership of the Association P92
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	102-15 Key impacts, risks and opportunities P14
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	102-18 Governance structure P5
Governance Stakeholders	102-21 Consultations with stakeholders on economic, environmental and social issues P17-18
	102-22 Composition of the supreme governing body and its committees P5, 15
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	102-40 List of stakeholder groups P17-18
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	102-42 Identify and select stakeholders P17-18
	102-43 Stakeholder engagement policy P17
	102-44 Main topics and concerns raised P19-20
Reporting Practices	102-45 Entities covered in the Consolidated Financial Statements Title Page, P4
	102-46 Define report content and issue boundaries P21-22
	102-47 List of substantive issues P19-20
	102-48 Information restatement P16
	102-49 Report changes P20
	102-50 Reporting period Title Page
	102-51 Date of lastest report P16
	102-52 Reporting cycle Title Page
Economics G201-G206	102-53 Contact information to answer questions related to the report Title Page
	102-54 Statement of reporting in accordance with GRI standards Title Page
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	201-1 Economic value directly generated and distributed P36, 61, 88
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# APPENDIX

## GRI Index Table (General Disclosure)

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	Managerial Approach	
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	G302: energy	302-4
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	G405: diversity and equal opportunities	405-1
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	G407: freedom of association and collective bargaining	407-1
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	G410: security practice	410-1
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## Associations and Organizations Joined

The Company has been actively involved in the development and revision of relevant international standards, national industry standards and alliance standards. In 2020, the Company served as the Vice Chairman organization of the National Panel Display Technology Standardization Committee (SAC / TC547) of the industry counterpart of the National Standardization Management Committee, and member organization of National Semiconductor and Material Standardization Technical Committee (SAC / TC203).

The Company has led and participated in the formulation of several national industry standards through the above standardization organizations, of which two flexible display national standards formulated by the Company have been issued and effective by the National Standards Commission in April 2020, which has strengthened the Company's voice rights in the field of flexible display technology in the new display industry, and further consolidated the Company's industry status.

**The Company supports the following associations and organizations to launch relevant economic, environmental and social conventions, principles or other initiatives in accordance with the strategic objectives of operation and the degree of interest of stakeholders.**

Liquid Crystal Branch of China Optoelectronic Industry Association	.....	Executive Vice President	Pudong Optoelectronic Industry Association	.....	Vice President
China OLED Industry Alliance	.....	Executive Vice President	Shanghai OLED Industry Alliance	.....	Vice President
China Electronic Chemical New Material Industry Alliance	.....	Managing Director	Xiamen Investment Association of enterprises directly under the central government	.....	Member
China Association of Listed Companies	.....	Member Organization	Xiamen Torch Hi-tech Zone Industry Federation	.....	President
National Display Industry Measurement and Testing Alliance	.....	Vice Chairman Organization	Xiamen Hi-tech Development Association	.....	Ordinary Member
National Panel Display Technology Standardization Committee	.....	Vice Chairman Organization	School enterprise cooperation alliance of Xiang'an District	.....	Director
National Technical Committee for Semiconductor and Material Standardization	.....	Member Organization	Hubei Semiconductor Industry Association	.....	Vice President
Automotive Information Service Industry Application Alliance (TIAA)	.....	Council Member	Chengdu New Display Industry Association	.....	Vice President
Virtual reality Industry Alliance	.....	Alliance Member	SID Display Industry Award Committee	.....	Committee Member
Shenzhen Federation of Industry	.....	Vice President	SID Program Committee	.....	Committee Member
Shenzhen Federation of Enterprises and Entrepreneurs Association	.....	Vice President	SID Asia Committee	.....	Committee Member
Shenzhen Flat Panel Display Industry Association	.....	Vice President	IDW (International Display Workshops)	.....	Committee Member
Shenzhen Hi-tech Industry Association	.....	Ordinary Member	AM-FPD	.....	Deputy Director
Member of Shenzhen Optoelectronic Display Industry Patent Union	.....	Ordinary Member	ITC(International Thin-film transistor Conference)	.....	Committee Member
Shenzhen Advanced Manufacturing Federation	.....	Vice President	The Laser Society of Japan	.....	Committee Member
Shanghai Optoelectronics Industry Association	.....	Vice President	SID Japan Chapter Advisory Committee	.....	Committee Member
Sichuan Tablet Industry Association	.....	Vice President	文部科学省 科学技術専門家ネットワーク	.....	Deputy Director
Chengdu Electronic Information Industry Association	.....	Vice President	電気学会 第三期次世代 インタラクティブディスプレイ協同研究委員会	.....	Committee Member
Second Generation Interactive Display Collaborative Research Committee of Electrics	.....	Committee Member	計測自動制御学会	.....	Committee Member
Shenzhen Quality Promotion Association	.....	Member	日本バーチャルリアリティ学会	.....	Committee Member
			Steering committee	.....	Deputy Director

## APPENDIX

### Glossary of Terms

Term	Notes
GRI	Global Reporting Initiative
LCD	Liquid Crystal Display
LTPS	Low Temperature Poly-silicon
TFP	LCD Finger Print
TFT	Thin Film Transistor
CUP	Camera under Panel
AMOLED	Active Matrix/Organic Light Emitting Diode
VoIP	Voice over Internet Protocol
CSR	Corporate Social Responsibility
EHS	Environment, Safety, Health
IPA	Iso-propyl Alcohol
UPW	Ultra Purified Water
RCW	Recirculating Cooling Water
CDA	Compressed Dry Air
COP	Coefficient of Performance
COD	Chemical Oxygen Demand
HSF	Hazardous substances free
GBVOC	Control Standard of Volatile Organic Compounds in China
EPP	Expanded polypropylene
TMS	Transportation Management System
WMS	Warehouse Management System



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Tianma Microelectronics Co.,  
Ltd. March 2021

**Report appraisal**   **Balance**   **Comparability**   **Accuracy**   **Timeliness**   **Reliability**   **Definition**

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**Appendix**

Note: each evaluation index is divided into 5 levels, 1 is the lowest score and 5 is the highest score

Name

Work unit

Telephone

Email

What are your expectations for the next report

For more details, please refer to the Company's Annual Report 2020

This report is available in both online and print versions

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