



TINNO Sustainability Report 2023

TINNO

Content



01

Overview

About the report
Organization overview
Global network
Milestone
Honors
First-rate partners

02

Environmental Protection and Sustainable Development

Stakeholders
Stakeholder engagement

03

Protect Employee Rights

Labor system
Protect employees

04

Employee Care

Performance system
Employee training
Employee care

05

Social Responsibilities

Give back to society
Social responsibility and commitment

06

Product Liability

Quality management features

Overview

About the report

Organization overview
Global network
Milestone
Honors
First-rate partners

Environmental Protection and
Sustainable Development

Protect Employee Rights

Employee Care

Social Responsibilities

Product Liability

About the Report

TINNO Technology Group Co., Ltd. (hereinafter referred to as "TINNO", "Company" or "We") voluntarily publishes a Sustainability Report at least every two years starting from 2022 to disclose the sustainability status of TINNO to its stakeholders, promoting the understanding, communication and interaction between TINNO and its stakeholders, and achieving the sustainable development of the Company.

The organizational scope of this Report covers all of the entities over which the company has control or significant influence on financial, operational policies and practices, and is consistent with the scope covered by the Company's annual report; unless otherwise noted, this Report describes the global operational condition of TINNO's headquarter and all branches in the economic, environmental and social aspects during the period from January 1, 2022 to December 31, 2022. The data used are from TINNO's official documents and statistical reports, of which the economic data are detailed in the Annual Report 2022 of TINNO.



Overview

About the report
Organization overview
 Global network
 Milestone
 Honors
 First-rate partners

Environmental Protection and
 Sustainable Development

Protect Employee Rights

Employee Care

Social Responsibilities

Product Liability

Organization Overview

Company Name in Chinese	天珑科技集团股份有限公司
Abbreviation of Company Name in Chinese	天珑集团
Company Name in English	TINNO Technology Group Co., LTD.
Abbreviation of Company Name in English	TINNO
Legal Representative of the Company	Wentan Lin
Address of Headquarter	TINNO Building, No. 33, Xiandong Road, Nanshan District, Shenzhen, China
Office Address	TINNO Building, No. 33, Xiandong Road, Nanshan District, Shenzhen, China
Name of Factory #1	Guangdong Maxon Communication Co., Ltd.
Address of Factory #1	Plants A and C, Maxon Science and Technology Industrial Park, Gaoxin 3rd Road, High Tech Development Zone, Heyuan City, Guangdong Province, China
Name of Factory #2	Jiangxi Maxon Communication Co., Ltd.
Address of Factory #2	1666 North Tianxiang Avenue, High Tech Industrial Development Zone, Nanchang City, Jiangxi Province, China
Name of Factory #3	Yibin Magic Communication Technology Co., Ltd.
Address of Factory #3	No. 31, West Gangyuan Road, Lingang Economic Development Zone, Yibin City, Sichuan Province, China
Company Website	http://www.tinno.com
E-mail	ir@tinno.com



Overview

About the report
Organization Overview
Global network
Milestone
Honors
First-rate partners

Environmental Protection and
Sustainable Development

Protect Employee Rights

Employee Care

Social Responsibilities

Product Liability

Global Network

• In recent years, the business scope has expanded to the technology research and development of table and peripheral products, smart hardware of the web of things , network terminals, automotive electronics and millimeter wave.

• The majority of our products are exported, and sold to more than 80 countries and regions around the world .

• The annual shipment of cell phones in the past five years is about 40 million units.



Overview

About the report
Organization overview
Global network
Milestone
Honors
First-rate partners

Environmental Protection and
Sustainable Development

Protect Employee Rights

Employee Care

Social Responsibilities

Product Liability

Milestone

2022
|
2018

IoT

- Cooperate with leading new energy vehicle enterprises to enter the field of automotive electronics
- Developed diversified IOT products for the China market
- Conducted ODM business cooperation with manufacturers of well-known cell phone brands
- Conducted business cooperation with top tier US carriers
- Filed 3,157 of Patent applications as of the end of 2018
- Launched 5G Small Cell products in 2018

2017
|
2016

5G

- Strengthen brand-building efforts and developed new brand market
- Accelerated the development and layout of mobile internet application products
- Deployed 5G mmWave technology

2015
|
2012

androidone

- Launched 4G LTE products and became Google's first Android One provider in the world

2011
|
2008



- Launched the world's first social networking feature phone, causing a sales boom in the industry
- Received the Innovation of the Year Award from MTK
- Established the ODM model of "one-on-one" deep cooperation and helped local mobile phone manufacturers in India, Pakistan, Indonesia, Philippines, Italy, Russia and other countries to become the No.1 local brand

2007
|
2005



- Launched the world's first GSM dual SIM phone, which established the industry standard
- Filed for 4 core patent applications



Honors

Overview

About the report
Organization overview
Global network
Milestone
Honors
First-rate partners

Environmental Protection and
Sustainable Development

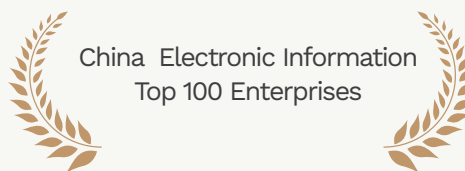
Protect Employee Rights

Employee Care

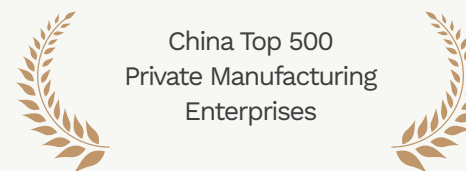
Social Responsibilities

Product Liability

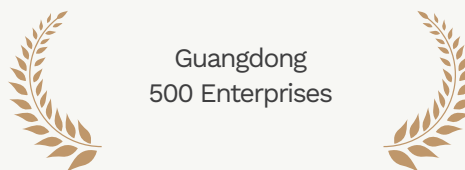
2022



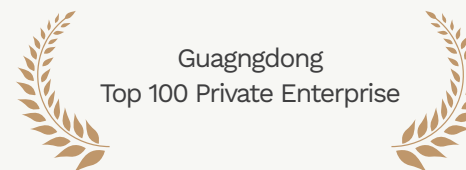
China Electronic Information
Top 100 Enterprises



China Top 500
Private Manufacturing
Enterprises



Guangdong
500 Enterprises



Guangdong
Top 100 Private Enterprise



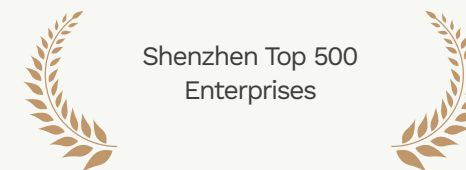
Top 100
Manufacturing Enterprises in
Guangdong



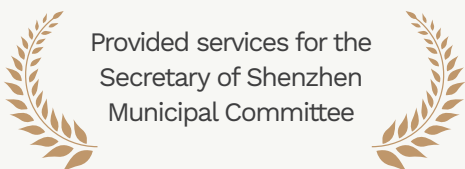
Guangdong Top 100
Private Manufacturing
Enterprises



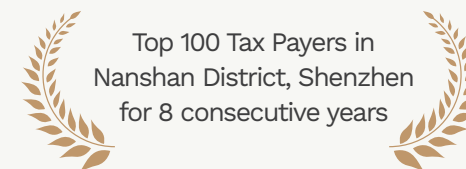
Top 500
Manufacturing Enterprises in
Guangdong



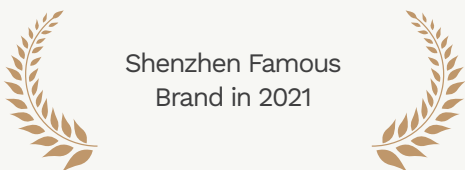
Shenzhen Top 500
Enterprises



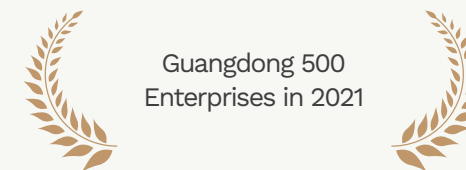
Provided services for the
Secretary of Shenzhen
Municipal Committee



Top 100 Tax Payers in
Nanshan District, Shenzhen
for 8 consecutive years



Shenzhen Famous
Brand in 2021



Guangdong 500
Enterprises in 2021

2021



Overview

About the report
 Organization overview
 Global network
 Milestone
 Honors
First-rate partners

Environmental Protection and
 Sustainable Development

Protect Employee Rights

Employee Care

Social Responsibilities

Product Liability

First-rate partners

Suppliers

MEDIATEK

QUALCOMM

SONY

Kingston
TECHNOLOGY

SKYWORKS

QORVO

SAMSUNG

BOSCH

FOUNDER 方正

muRata
INNOVATOR IN ELECTRONICS

SK hynix

合力泰
HOLITECH
合力创新 共享科技

IVO
昆山龙腾光电有限公司
KUNSHAN LONGTENG OPTOELECTRONICS CO., LTD.

FocalTech

TDK

EPSON

GOODIX

·film

·

Uascent

KINWONG
景旺电子

硕贝德科技
SPEED

Sunlord
EXPERT IN PASSIVE PARTS

Clients

motorola

Lenovo 联想

NOKIA

mi

AT&T

orange™

vodafone

TRANSSION
传音控股

Rakuten

ascom

T-Mobile

中国电信
CHINA TELECOM
世界触手可及

Walmart*

CAT

BULLITT

BLU

oppo

realme

BYD
比亚迪汽车



Environmental Protection and Sustainable Development

Adhering to the scientific concept of development, the Company focuses on energy conservation and the development of circular economy, actively implements the national policy of energy conservation and emission reduction, creates a "resource-saving and environment-friendly" enterprise, and realizes sustainable development. The Company takes environmental protection as an important part of its sustainable development strategy and focuses on fulfilling its responsibility for environmental protection. All investment projects must meet the requirements for environmental protection, and project feasibility studies must fully consider environmental protection issues, and project implementation must comply with relevant standards, in an effort to achieve harmonious coexistence between the Company and nature.





Stakeholders

Improvement of corporate governance structure and internal control system to form rights and interests protection mechanism



The Company has established a standardized corporate governance structure and formed a scientific and effective mechanism for the division of responsibilities and checks and balances in accordance with the the Company Law, the Securities Law, the Code of Corporate Governance for Listed Companies, the Basic Internal Control for Enterprises, and other laws and regulations in China. The leading group for the construction of the internal control system of the Company is responsible for promoting the work of internal control, and the internal control system has been gradually improved to protect the legitimate rights and interests of all shareholders and creditors in the aspect of mechanism, especially protecting the interests of small and medium shareholders from infringement.

Protection of creditors' rights and interests

The Company has established a series of internal management control systems, such as Financial Management System, Internal Audit System, Payment Approval and Reimbursement System, Internal Control System for Funds, Internal Control System for Sales and Receivables, Internal Control System for Cost Accounting, Rules of Procedure for Board of Directors of Audit Committee, Management System for External Guarantees, etc. The Company strictly implements the financial management process to ensure the financial soundness of the Company and the safety of the Company's assets and funds. The legitimate rights and interests of creditors are fully considered in the process of all major business decisions of the Company.

Conscientious management of information disclosure and investor relations

The Company formulated a Management System for Information Disclosure and an Internal Material Information Reporting System, established a smooth internal information transmission channel, strictly followed the information disclosure procedures stipulated in Management System Information Disclosure, implemented approval procedures to ensure accurate information disclosure, and ensured the truthfulness, accuracy, completeness, timeliness and fairness of information disclosure. The Company stipulated a comprehensive Investor Relations Management System. Through strengthening investor relations management, while institutionalizing and standardizing investor relations management, the Company focuses on media tracking, analysis on investor issues and research on investors to keep abreast of media and investors's focus on the Company and to resolve the risk of information asymmetry in a timely manner. The Company set up an investor hotline to promptly answer interactive inquiries from investors on the phone or during visits, and to promptly forward the opinions or suggestions by small and medium-sized shareholders to the Board of Directors. The management of investor relations improved the transparency of the Company's operations and enhanced investors' understanding and recognition of the Company.

Overview

Environmental Protection and Sustainable Development

Stakeholders

Stakeholder engagement

Protect Employee Rights

Employee Care

Social Responsibilities

Product Liability

Stakeholders	Major Communication Channels	Focused Issues	Company Strategic Plan
Government	- Government public consultation	- Compliance management - Employment and value creation - Tax compliance	- adhering to integrity management and business ethics, and abiding by all applicable laws and regulations; - Actively engaging in local employment and procurement and paying taxes in accordance with the law.
Shareholders	- Shareholders' meeting	- Profitability - Information Disclosure	-Continuously improving operational capabilities; -Releasing Annual Reports on time.
Clients/Consumers	- Customer satisfaction survey - Customer meeting - Customer audits	- Climate change / carbon reduction - Cybersecurity and privacy protection - Supply responsibility - Circular economy	- Actively setting the Company mid/long-term goals of carbon reduction; - Prioritizing cybersecurity and privacy protection; - Making sustainability as a key component of sourcing strategy; - Integrating sustainability requirements into the entire product lifecycle and vigorously promoting a circular economy.
Industry/ Professional Organizations	- Industry conferences, forums & working groups - Workshops on standards - Programs on sustainability partnership - Academic research activities	- Contribution to economy, society and environment - Openness and transparency	- Developing active and open communication, cooperating with industry organizations / professional entities, and responding to demands in a timely manner; - Routinely disclosing the information related to the sustainable development of TINNO Group.
Employees	- Employee survey - Complaints, suggestions, reports Email	- Health and safety at work - Compensation, benefits & incentives - Employee training and development - Employee relations and work experience	- During the pandemic, setting up an emergency working group for pandemic prevention and control to protect the health and safety of employees in all aspects; - Insisting on strivers-oriented, focusing on parallel material and non-material incentives to improve the happiness of employees; - Providing employees with multi-channel development opportunities to help them grow; - Provide employees with humanized working environment and create an efficient and relaxing working atmosphere.
Media	- Press conference - Exclusive interview - Participation of TINNO Group's activities	- Openness and transparency	- Routinely disclosing information related to the sustainable development of TINNO Group and responding to external concerns and questions in a timely manner.
Public	- Local recruitment / Local purchase - Participation of community projects - Holding community charity activities - Interaction through company website and social media	- Environmental protection - Community contribution - Local hiring, purchase	- Actively carrying out local hiring and purchase. - Insisting on "serving the local community", committing to create value for the communities where we operate, and continue to make a positive impact through digital technology innovation.



Protect Employee Rights

Improvement of labor system and rights protection organization

The Company, subject to the provisions of the Labor Law, Labor Contract Law and other laws and regulations, established a series of labor management systems to solve the practical problems of employees and safeguard their legal rights and interests, and listens to employees' opinions on important matters of the company through employee representative meetings to promote the common development between the company and employees. We make full use of internal publications, enterprise Wechat, BPM and other communication platforms to strengthen the communication and interaction between the company, employees and subsidiaries, receive employees' complaints, listen to their voices, solve their confusion in work and life, safeguard their rights and interests, and further enhance the cohesion of the company.

Emphasis on the protection of employees' rights

In accordance with the Company Law and the Articles of Incorporation, the Company established a system for the selection and appointment of employee supervisors to ensure that employees fully enjoy rights in the governance of the Company, supported the labor union to carry out its work in accordance with the law and established a staff representative assembly to listen to employees' opinions on matters concerning their vital interests, such as wages, benefits, labor safety and health, social insurance, etc., to care for and pay attention to the reasonable needs of employees through the staff representative assembly and other forms, and listened to employees' opinions and suggestions through various ways and means to build a harmonious and stable labor-management relationship.



Employee Care

Improvement of labor system and rights protection organization

According to its target system, the Company established a performance management system consisting of performance planning, performance counseling, performance evaluation and performance application, and it has established a performance management system for employees at senior, middle and junior levels. It also effectively links individual performance income with personal goal achievement and Company benefits, so as to ensure good income for both the Company and the employees, which increases the employees' sense of identity and belonging to the Company. The Company actively builds performance management system and incentive system, conducts regular performance appraisal and gives material and spiritual incentives to promote high performance of employees and ensure the realization of the company's business plan. By continuously improving the compensation and performance system, the Company stimulates employees' desire for success and generates intrinsic motivation to drive them toward their desired goals.



Continuous optimization of office environment and increase of income

The Company is employee-oriented, relies on employees, cares for employees, creates a good atmosphere of "employees love the enterprise, the enterprise loves the employees", and forms a good pattern of unity and common development. During the period of pandemic, in light of the industry situation and price level changes, when the industry market situation was severe, the Company made efforts to keep employee's income unaffected.

Emphasis on employee training

The Company established a comprehensive employee training system. Based on the analysis of various needs and existing abilities of employees, the Company formulates training plans every year to supplement and improve the abilities of employees, and effectively implements and evaluates the training effects, thus supporting the development and sustainable development of human resources.



Overview

Environmental Protection and Sustainable Development

Protect Employee Rights

Employee Care

Performance system

Employee training

Employee care

Social Responsibilities

Product Liability

2022 TINNO Training Schedule (corporate level)

No.	Training courses	Training target	Instructor	Estimated time	Training type
1	New employee induction training	New employees	HR	Whole year	Classroom training
2	Recent graduates training	Graduates	Internal&External Instructor	Q2-Q4	Classroom training/Online course/Outward Bound training
3	Basic management training	Managers	External Instructor	Q2-Q3	Classroom training/Online course
4	Middle and senior management training	Managers	External Instructor	Q3-Q4	Classroom training/Online course
5	IPD special training program	Related staffs	External Instructor	Q1-Q4	Classroom training
6	Office software - WPS Project	Related staffs	Internal Instructor	Q2-Q3	Classroom training
7	Office software - Mind Maps	Related staffs	Internal&External Instructor	Q2-Q3	Classroom training/Online course
8	Meeting management	Related staffs	External Instructor	Q2-Q4	Classroom training/Online course
9	Project review/organizational experience extraction	Related staffs	External Instructor	Q2-Q3	Classroom training/Online course
10	Recruitment interview training	Related staffs	Internal Instructor	Q2	Classroom training/Online course
11	Internal teaching skills training	Related staffs	Internal&External Instructor	Q2-Q3	Classroom training/Online course
12	Instructor training	mentors	Internal&External Instructor	Q2-Q3	Classroom training/Online course
13	General - how to communicate and express effectively	All staffs	External Instructor	Q2-Q4	Online course
14	General - Emotional stress management	All staffs	External Instructor	Q2-Q4	Online course
15	General - Teamwork and execution	All staffs	External Instructor	Q2-Q4	Online course
16	General - Structural thinking	All staffs	External Instructor	Q2-Q4	Online course
17	General - Business etiquette training	All staffs	External Instructor	Q2-Q4	Online course
18	Management manual + procedure file	All staffs	Internal Instructor	September	Classroom training



Overview

Environmental Protection and Sustainable Development

Protect Employee Rights

Employee Care

Performance system

Employee training

Employee care

Social Responsibilities

Product Liability

2022 TINNO Training Schedule (corporate level)

No.	Training courses	Training target	Instructor	Estimated time	Training type
19	Fire drills/infectious disease prevention and control training	All staffs	Internal&External Instructor	Q2-Q3	Hands-on training
20	AEO Certification Training - Customs Laws and Regulations/Crisis Management	Related staffs	Internal&External Instructor	Whole year	Classroom training/Publicity/Expatriate Open Course
21	Welding process training	Related staffs	Trainer	June	Classroom training
22	Electronic components and ESD knowledge training	Related staffs	Trainer	July	Classroom training
23	ISO45001:2018 standard training	Related staffs	Internal&External Instructor	August	Classroom training/self-study
24	TL9000R6.3 R5.7 standard training	Related staffs	Jane Wang	December	Classroom training
25	IATF16949 standard and CSR training	Related staffs	Internal&External Instructor	Q2	Classroom training/Online course
26	IATF16949 five tools training	Related staffs	External Instructor	Q2	Classroom training/Online course
27	IATF16949 auditor training	Related staffs	External Instructor	September	Classroom training/Online course
28	Intellectual property training	Related staffs	Trainer	December	Classroom training
29	QES+ISO27001+QC080000 training	Related staffs	External Instructor	April	Classroom training/Online course
30	HSF training	Related staffs	Internal Instructor	May-June	Classroom training/Online course
31	GAR/GAN Explosion-proof training	Related staffs	External Instructor	April-May	Classroom training/Online course
32	RBA training	Related staffs	External Instructor	April	Classroom training/Online course
33	ISO 14064 training	Related staffs	External Instructor	May-June	Classroom training/Online course
34	Information security training	Related staffs	Trainer	Whole year	Classroom training/Online course



Overview

Environmental Protection and Sustainable Development

Protect Employee Rights

Employee Care

Performance system

Employee training

Employee care

Social Responsibilities

Product Liability



In 2022, we also organized rich team building activities to make every employee work efficiently and live easily, and to enhance sense of belonging and happiness of our employees.

TINNO values the diversity of its employees and is committed to building an equal and harmonious working environment. We encourage a twoway communication approach with employees. In the aspects of hiring and promotion, we require that there should be no discrimination based on race, ethnicity, ancestry, gender, sexual orientation, marital status, age, etc.

Tinno believes that communities, economies and businesses can thrive only if workers' rights are protected. Treating employees with dignity and respect is a fundamental part of the company's commitment to provide a good working environment for our employees and ensure that forced Labour, child Labour and human trafficking are not involved.

Tinno understands the risks involved in forced Labour, child Labour and human trafficking and has developed policies and preventive measures. We are committed to ensuring that our employees and suppliers refrain from engaging in or endorsing any activities involving forced Labour, child Labour and human trafficking and do not tolerate the use of forced Labour, child Labour or human trafficking by any employee or supplier in the operation of our business or in support of our business or in the manufacture and sale of our products.



Social Responsibilities

Taxes compliance and contribution to the society

Tax compliance is the most basic requirement to fulfill its social responsibility and contribute to the society. The company is always in the compliance of tax filing and pay taxes in a timely manner.

Value of public relations and acceptance of supervision

In its business activities, the Company follows the principles of voluntariness, fairness and integrity, abides by social morality and business ethics, proactively is under the supervision and inspection of government and regulatory authorities, and values the supervision and comments by the public and the media.

Help rural schools improve the teaching environment

TINNO continues to care about rural education, and in early 2022, after learning that several schools in Wenfu Town, Jiaoling County, Meizhou City, Guangdong Province had insufficient greening, outdated teaching equipment, dined classroom and no fans, etc., TINNO immediately donated 200,000 yuan to Kengtou Primary School, Chuangzhao School and Fengjia Memorial Middle School in Wenfu Town, Jiaoling County, through Shenzhen Nanshan District Charity Association, to help the schools improve their teaching environment.



Overview

Environmental Protection and
Sustainable Development

Protect Employee Rights

Employee Care

Social Responsibilities

Give back to society

Social responsibility and commitment

Product Liability

Contribution to rural education in employees' hometowns

To contribute to rural education, TINNO has set up a charity program to help rural schools in employees' remote hometowns to improve the learning environment for children so that they can study in warm classrooms and grow up healthily, and the program has been running continuously for five years now.

TINNO encourages employees who came from the countryside to make a difference to help the company work together to help their hometowns. Every year, many employees recommend the projects in their hometowns or schools that need and deserve sponsorship.

In November of 2020, TINNO conducted a school sponsorship with Guo Gou Primary School in Xin'an County, Henan Province. In this activity, TINNO replaced the double-glazed windows in the classrooms of Guo Gou Primary School, gave the children thick school uniforms, and brought an interesting open class with the theme of "Thanksgiving Day - depicting love in the heart", driving away the cold with love and warming the campus with true love. For this primary school, TINNO employees actively participated in the one-on-one support and sponsored six students from poor families.

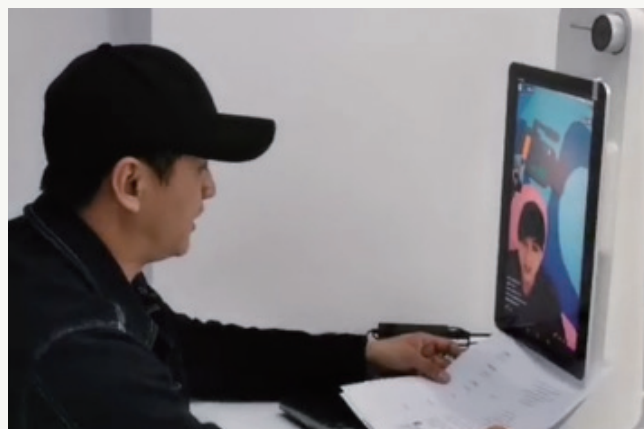


Obligation of fulfilling social responsibility and commitment

Serve the community, strengthen community linkage

Since settling in the new office building, TINNO has actively carried out linkage with Xili Street Office to serve the community through its own technical and resource advantages.

In March 2023, TINNO donated webcast robots to the Xili Street General Trade Union Staff Service Center to help building a platform for employee exchanges.



Fighting the epidemic together, fulfilling social responsibility and commitment

In March 2022, TINNO donated anti-epidemic materials worth 500,000 yuan to the Jinjiang Red Cross Society in Fujian Province and anti-epidemic materials to Yibin Sanjiang New Area.

In July 2022, representatives of TINNO Group went to Nanshan Xili Community in Shenzhen to express condolences to the staff who have been on the front line of epidemic prevention, and donated a batch of condolences worth 30,000 yuan.

On September 16, 2022, TINNO Yibin Company donated 110,000 N95 masks to Yibin Charity Federation, and on September 26, donated 50,000 disposable masks to Sanjiang New Area of Yibin City.

Product Liability

Characteristics on quality management

1 Sophisticated quality management system

TINNO has a strong quality management team consisting of hundreds of people and set up a strict quality management organization to establish strict quality prevention, assurance, control and management covering the whole process of operational activities, such as product development and design, supplier selection, raw material procurement, outsourced processing process, product inspection and after-sales service for global customers.

tests, 80 reliability tests and many real network limit environment tests before rolling off the factory. In 2012, TINNO comprehensive laboratory center passed CNAS national laboratory accreditation, indicating that TINNO laboratories have the technical ability to test or calibrate, and are recognized by more than 40 national and regional laboratory accreditation institutes certified by the mutual recognition agreements, and can act as a third-party testing organization.

2 Strict quality control standards of international top brand manufacturers

TINNO products are sold in more than 20 overseas markets around the world, and the Company use the EU and European operators' standards for cell phone quality as the requirements to establish the strict quality control standards of international cell phone manufacturers. Each phone was undergone through more than 40,000 software tests, 200 hardware parameter

3 Reliable assurance provided by a global field testing team

TINNO also has a team of well-trained global field test engineers, who are stationed in many overseas countries all year round to carry out strict field tests on all TINNO products during the R&D period, to find problems in advance and provide analysis data to support domestic R&D personnel to solve problems, thus ensuring the global quality of TINNO products.



Occupational safety and health

The Company successfully passed ISO 45001 Health and Safety Management System Certification and strictly complied with the relevant regulatory requirements to effectively control the safety and health risk sources, provide a healthy and safe working and living environment for employees, ensure that its workplace, drinking water, sanitation, fire safety, lighting, and ventilation are in line with regulatory requirements to minimize the work environment hazards, and regularly carry out health training.

Emergency response

The Company established safety organization structure and various emergency response teams, drew up various safety emergency plans, and regularly trains relevant personnel on safety knowledge and emergency response plans. Emergency facilities and equipment were equipped in accordance with regulatory requirements, and regular emergency plan drills were conducted to ensure the effectiveness of the plans.

Innovation

Innovation is the key of long-term stability of the enterprise. We recognize that innovation is never an easy task, and insist on continuous research and exploration to deliver the unique value of the company to our customers through the innovation of every detail, device, design, and product. We constantly update our technology level to ensure the company's advantage in the market.

Research funds

The Company established clear and efficient management methods for scientific research funds, formulated a perfect management system for scientific research funds, and improved the relevant supervision mechanism for scientific research funds. By strengthening the efficient management and effective supervision of scientific research project funds and formulating its perfect fund management system and supervision mechanism, the Company comprehensively guarantees the reasonable and effective use of research funds.

Operating with integrity

The Company follows the highest standards of integrity in all business interactions, and prohibits all forms of bribery, embezzlement, extortion and misappropriation of public funds.

Respect for intellectual property

We value intangible assets, protect information security, and do not release confidential company, customer, or supplier information or personal information to third parties.

Fair trade and fair competition

The Company strictly abide by applicable fair competition laws and antitrust laws, and no employee shall manipulate or use privileged information or obtain unfair benefits through unfair ways.

Privacy protection

The Company is committed to protect privacy of personal information of all business associates in reasonable aspects, including suppliers, clients, consumers and employees.

