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| Monitored Party xxxxxxxxxxxxxxxxxx co., Ltd | amfori ID 156-020122-000 | Address xxxxxxxxxxxxxxxxxxxxxxxxxxxxx xxxxx China |
| Monitoring Activity amfori Social Audit - Manufacturing | Monitoring Type Full Monitoring | Monitoring Partner TUV Rheinland |
| Monitoring Start Date 08/04/2026 | Closing Meeting Finished Date 10/04/2026 | Submission Date 15/04/2026 |
| Expiration Date 15/04/2027 | Announcement Type Semi Announced | |
| Site xxxxxxxxxxxxxxxxxx co., Ltd | Site amfori ID 156-020122-002 | |

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OVERALL RATING



SECTION RATING

| | | |
|--|----------|--|
| PA1: Social Management System | C | |
| PA 2: Workers Involvement and Protection | A | |
| PA 3: The Rights of Freedom of Association and Collective Bargaining | A | |
| PA 4: No Discrimination, Violence or Harassment | A | |
| PA 5: Fair Remuneration | C | |
| PA 6: Decent Working Hours | D | |

| | | |
|--|----------|---|
| PA 7: Occupational Health and Safety | A |  |
| PA 8: No Child Labour | A |  |
| PA 9: Special Protection for Young Workers | A |  |
| PA 10: No Precarious Employment | A |  |
| PA 11: No Bonded, Forced Labour or Human Trafficking | A |  |
| PA 12: Protection of the Environment | A |  |
| PA 13: Ethical Business Behaviour | A |  |

Circumstances: There was no special circumstance during the audit. The facility management provided good support during assessment. The facility management agreed all findings and signed the onsite report at the closing meeting.

Summary of findings: PA1: insufficient management system, insufficient capacity planning; PA5: less than living wages; insufficient social insurance; PA6: overtime hours exceeded the legal requirement; PA7: did not provide any employee with job-leaving occupational health examination; did not provide individual lockers for 20% employees in the dormitory rooms.

Living wage calculation:

Publish month and year of the GLWC estimate: September 30, 2024

Link to the resource document GLWC: www.globallivingwage.org/living-wage-benchmarks/benchmark-report-2024-living-wage-report-for-dongguan-china

Attachment:

1) The Personal Information Protection Law of the People's Republic of China was effective as of 1 November 2021, the producer signed General Terms and Conditions of Business of TUV Rheinland in China before the audit and ensured that relevant personal data and information provided to TUV Rheinland auditor(s) had been obtained the individual's consent during the audit.

2) There was no contractor or agency company used by the facility currently, and the relevant contract or license was not applicable. There was no government waiver approved by local government, and it was not applicable. There was no collective bargaining agreement in the facility, and it was not applicable.

Remark:

#Night Audit: Shift 2 (20:00-5:00): 2 workers in night shift were interviewed.

SITE DETAILS

Site
XXXXXXXXXXXXXXXXXXXXX
XXXXXXXXXX co., Ltd

Site amfori ID
156-020122-002

GICS Classification

| | | |
|---|--|---------------------------------------|
| Sector Consumer Discretionary | Industry Group Consumer Durables & Apparel | Industry Household Durables |
| Sub Industry Consumer Electronics | | |

amfori Process Classifications

N.A.

GS1 Classifications

N.A.

NACE Classification

Manufacture of consumer electronics

Water Stress Situation

This site is not located in a water stressed region

METRICS

Key Metrics

| | | |
|---|-------|---------|
| Total workforce | 419 | Workers |
| Legal minimum wage in local currency | 2,080 | Monthly |
| Lowest wage paid for regular work at the site | 2,088 | Monthly |
| Calculated living wage in local currency | 3,785 | Monthly |
| Total sample | 25 | Workers |

Other Metrics

| | | |
|--|-----|---------|
| Male workers | 175 | Workers |
| Female workers | 244 | Workers |
| Non-binary workers | 0 | Workers |
| Permanent workers - Male | 175 | Workers |
| Permanent workers - Female | 244 | Workers |
| Permanent workers - Non-binary | 0 | Workers |
| Temporary workers - Male | 0 | Workers |
| Temporary workers - Female | 0 | Workers |
| Temporary workers - Non-binary | 0 | Workers |
| Seasonal workers - Male | 0 | Workers |
| Seasonal workers - Female | 0 | Workers |
| Seasonal workers - Non-binary | 0 | Workers |
| Management - Male | 5 | Workers |
| Management - Female | 3 | Workers |
| Management - Non-binary | 0 | Workers |
| Apprentices - Male | 0 | Workers |
| Apprentices - Female | 0 | Workers |
| Apprentices - Non-binary | 0 | Workers |
| Workers on probation - Male | 0 | Workers |
| Workers on probation - Female | 0 | Workers |
| Workers on probation - Non-binary | 0 | Workers |
| Workers with night shift - Male | 30 | Workers |
| Workers with night shift - Female | 34 | Workers |
| Workers with night shift - Non-binary | 0 | Workers |
| Workers with disabilities - Male | 0 | Workers |
| Workers with disabilities - Female | 0 | Workers |
| Workers with disabilities - Non-binary | 0 | Workers |
| Domestic migrant workers - Male | 134 | Workers |
| Domestic migrant workers - Female | 187 | Workers |
| Domestic migrant workers - Non-binary | 0 | Workers |
| Foreign migrant workers - Male | 0 | Workers |

| | | |
|--|-----|---------|
| Foreign migrant workers - Female | 0 | Workers |
| Foreign migrant workers - Non-binary | 0 | Workers |
| Workers hired directly - Male | 175 | Workers |
| Workers hired directly - Female | 244 | Workers |
| Workers hired directly - Non-binary | 0 | Workers |
| Workers hired indirectly - Male | 0 | Workers |
| Workers hired indirectly - Female | 0 | Workers |
| Workers hired indirectly - Non-binary | 0 | Workers |
| Unionised workers - Male | 0 | Workers |
| Unionised workers - Female | 0 | Workers |
| Unionised workers - Non-binary | 0 | Workers |
| Workers under CBA - Male | 0 | Workers |
| Workers under CBA - Female | 0 | Workers |
| Workers under CBA - Non-binary | 0 | Workers |
| Pregnant workers | 0 | Workers |
| Workers on parental leave - Male | 0 | Workers |
| Workers on parental leave - Female | 0 | Workers |
| Workers on parental leave - Non-binary | 0 | Workers |
| Sample - Male | 11 | Workers |
| Sample - Female | 14 | Workers |
| Sample - Non-binary | 0 | Workers |

FINDINGS



PA1: Social Management System

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx co., Ltd | Site amfori ID: 156-020122-002

Question: 1.1 Is there satisfactory evidence that the auditee has set up an effective management system to implement the amfori BSCI Code of Conduct?

| ENGLISH | LOCAL LANGUAGE |
|---|---|
| Finding | |
| <p>Based on management and employee interviews, document reviews and on-site observations, the auditee partially respected this principle because: The facility had established social compliance management system based on amfori BSCI and local legal requirements, and the written procedure such as benefit, health and safety were provided for review, however, they were not effectively implemented in each performance area: 1) The factory had developed overtime policies and established procedures for capacity planning and cost accounting, but excessive monthly overtime was still existed. The factory stated it was difficult to control monthly overtime within 36 hours. The employees stated the overtime was voluntary. 2) The factory had established wage and welfare policies, but some employees were not covered by social insurance. The employees stated they did not want to buy social insurance. The facility management respected their willing. Refer to the requirements of amfori BSCI System Manual.</p> | <p>基于管理层和员工访谈、文件审查和现场观察，被审核方部分尊重该原则因为：工厂基于amfori BSCI和当地法律要求建立了社会责任管理体系，书面的程序文件例如福利待遇，健康安全程序等提供了查看，但未能有效的在每个绩效区域实施：1) 工厂制定了加班政策并建立了产能规划和成本核算的程序，但是月加班超时的情况还是存在。工厂表示月加班控制在36小时内很难做到。员工表示加班是自愿的。2) 工厂制定了工资和福利政策，但是一些员工没有参加社保。员工表示他们不想购买社保。工厂管理尊重了他们的意愿。参考amfori BSCI系统手册中的要求。</p> |

Question: 1.4 Is there satisfactory evidence that the auditee's workforce capacity is properly organised to meet the expectations of the delivery order and/or contracts?

| ENGLISH | LOCAL LANGUAGE |
|---|---|
| Finding | |
| <p>Based on management and employee interviews and document reviews, the auditee partially respected this principle because: The capacity plan procedure had been established in the facility, and the production cost and delivery time were actually calculated. But the factory did not arrange a reasonable and effective capacity plan to meet the order delivery requirement, so that the employees worked overtime more than 36 hours in each month in the past one year. The management said the overtime work for the employees was difficult to</p> | <p>基于管理层和员工访谈和文件审查，被审核方部分尊重该原则因为：工厂有建立产能规划程序，生产成本和交货时间也有实际计算。但是工厂没有安排合理的有效的产能计划来满足订单交付的要求，因此导致了员工在过去一年中每个月月加班超过36小时。管理表示由于生产订单安排员工加班很难控制。参考amfori BSCI系统手册中的要求。</p> |

Finding

control because of production orders. Refer to the requirements of amfori BSCI System Manual.

PA 5: Fair Remuneration

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx co., Ltd | Site amfori ID: 156-020122-002

Question: 5.4 Is there satisfactory evidence that the auditee provides sufficient remuneration that allows workers to meet a decent standard of living?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and employee interviews and document reviews, the auditee did not respect this principle because: According to the data provided on the official website of GLWC, the living wage of the city where the auditee was located was RMB 3785 since September 30, 2024. The factory calculated the local minimum living wage. However, in the sampled payrolls records of June, October 2025 and January 2026, the remuneration (regular wage+ position allowance + free for food and housing) for 100% sampled employees were paid less than the living wage, with the gaps from RMB 77 to RMB 665. The factory management explained that the factory was not aware that the local living wage had increased by a certain amount compared to before. The employees stated that they did not know how much the local living wage was. Refer to the requirements of amfori BSCI System Manual.

基于管理层和员工访谈和文件审查，被审核方未尊重该原则因为：根据GLWC官方网站数据的提供，被审核工厂所在城市的生活工资从2024年9月30日开始是人民币3785元。工厂计算了当地最低生活工资。但是，在抽样的2025年6月，10月和2026年1月的工资中，100%的抽样员工的报酬（正班工资+岗位工资+免费吃住）均低于最低生活工资，差额从人民币77元到665元不等。工厂管理解释工厂不知道当地的生活工资相比较之前增加了数额。员工表示他们不知道当地最低生活工资的数额是多少。参考amfori BSCI系统手册中的要求。

Question: 5.5 Is there satisfactory evidence that the auditee provides workers with the social benefits that are legally granted without negative impact on their pay, level of seniority, position, or promotion prospects?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and employee interviews and document reviews, the auditee did not respect this principle because: Insufficient social insurance was detected in the facility. The factory provided the social insurance records of the latest one year for review. There were 419 employees in the factory currently (including 42 employees who reached retirement age and no new employee, who

基于管理层和员工访谈和文件审查，被审核方未尊重该原则因为：工厂社会保险参保不足。工厂提供了最近一年的社保记录供审核。工厂目前有419名员工（包括42名达到退休年龄的员工，没有新员工，这些员工没有社保购买要求）。根据2026年3月的社会保险记录，工厂只给110名员工提供了养老保险，只给109名员工提供了医疗保险，工伤保险，失业保险和生育保险。工厂没有给267名员工提供养

Finding

had no requirement for social insurance). According to social insurance records in March 2026, the factory only provided 110 employees with retirement insurance and provided 109 employees with medical insurance, work-related injury insurance, unemployment insurance and child-bearing insurance. The facility did not provide 267 employees with retirement insurance, and did not provide 268 employees with medical insurance, work-related injury insurance, unemployment insurance or child-bearing insurance. The interviewed employees stated that they were covered by the new rural insurance in their hometown, and they did not want to buy social insurance. The facility did not collect information about the new rural insurance. Reference law: Social Insurance Law of the People's Republic of China; Article 10, Article 23, Article 33, Article 44, Article 53. Remark: The factory provided all 419 employees with commercial accident insurance, which was valid from March 1, 2026 to February 28, 2027.

老保险，没有给268名员工提供医疗保险，工伤保险，失业保险和生育保险。访谈员工表示他们在老家参加了新农合保险，所以不想买社保。工厂没有收集新农合保险的信息。参考法律：中华人民共和国社会保险法，第10条，23条，33条，44条和53条。备注：工厂给所有419名员工提供了商业意外险，有效期从2026年3月1日到2027年2月28日。

PA 6: Decent Working Hours

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx co., Ltd | Site amfori ID: 156-020122-002

Question: 6.2 CRUCIAL: Is there satisfactory evidence that the auditee request of overtime is in line with the requirements of the amfori BSCI Code of Conduct?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and employee interviews, document reviews and on-site observations, the auditee did not respect this principle because: The monthly overtime hours exceeded the legal requirement. The time records of 25 employees were selected in each sampled month of June, October 2025 and January 2026. All the sampled employees conducted excessive monthly overtime in each sampled month, with the maximum overtime up to 90 hours, 78 hours and 92 hours, respectively. The attendance system in the facility did not effectively control employees' overtime work as required by law. According to the interview, employees were willing to work overtime. According to the management, due to the order requirement, it was difficult to control the monthly

基于管理层和员工访谈、文件审查和现场观察，被审核方未尊重该原则因为：月加班时间超过法规要求。2025年6月，10月和2026年1月的考勤的每个月抽取25名员工。所有抽样员工在每个抽样月份都有月加班超时情况，最大月加班分别为90小时，78小时和92小时。工厂考勤系统没有按照法律要求有效的控制员工加班。根据员工访谈，员工表示加班是自愿的。管理表示，由于订单要求，月加班很难控制在36小时以内。参考法律：中华人民共和国劳动法第41条。备注：由于中国春节假期，在2026年2月抽样员工的最大月加班时间是42小时。2026年3月和4月（至2026年4月10日）员工月加班最大分别是84小时和32小时。

Finding

overtime within 36 hours. Referenced law: People's Republic of China Labor Law, Article 41. Remark: Due to the Chinese New Year holiday, the maximum monthly overtime hours for the sampled employees were 42 hours in February 2026. The maximum monthly overtime for the employees in March and April 2026 (till April 10, 2026) were 84 hours and 32 hours respectively.

PA 7: Occupational Health and Safety

Site: xxxxxxxxxxxxxxxxxxxxxxxxxxxxxxxx co., Ltd | Site amfori ID: 156-020122-002

Question: 7.7 Is there satisfactory evidence that the auditee implements engineering and administrative control measures to avoid or minimise the release of hazardous substances into the work environment, keeping the level of exposure below internationally established or recognised limits?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and employee interviews, document reviews and on-site observations, the auditee partially respected this principle because: The factory had established occupational health and safety management procedures. There were occupational hazard factors in the factory. The factory conducted the monitoring of occupational hazard factors in the workshop. The employees in injection molding, spray-painting and printing workshop were working in the environment of chemical (ink and paint), noise and dust. The facility provided the employee with on-job and pre-job occupational health examination. However, the facility did not provide any employee with job-leaving occupational health examination. The factory management explained that it was difficult to implement due to economic costs and employee turnover. Reference law: Law of the People's Republic of China on Prevention and Control of Occupational Diseases, Article 35

基于管理层和员工访谈、文件审查和现场观察，被审核方部分尊重该原则因为：工厂建立了职业健康和安全管理程序。工厂有存在职业病危害因素。工厂对车间进行了职业病危害因素监测。注塑，喷油和丝印车间的员工在化学品（油墨和油漆），噪音和粉尘环境下工作。工厂给员工提供了在岗和岗前的职业病体检。但是，工厂没有给任何员工提供离岗的职业病体检。工厂管理解释考虑到经济成本和员工流动，很难去完成。参考法律：中华人民共和国职业病防治法 第三十五条

Question: 7.24 Is there satisfactory evidence that the auditee has chosen the location of the social facilities or workers housing to ensure occupants are not exposed to natural hazards or affected by the operational impacts of the worksite (for example noise, emissions or dust)?

ENGLISH

LOCAL LANGUAGE

Finding

Based on management and employee interviews and on-site observations, the auditee partially respected this principle because: The factory provides dormitories for the employees. The dormitory environment is clean and there are enough beds. However, the factory did not provide individual lockers for 20% employees in the dormitory rooms. Two to four peoples shared one dormitory room. The factory management explained that it was difficult to implement due to economic costs. Referenced law: Code of Design of dormitory building (JGJ36-2016), Article 4.2.3

基于管理层和员工访谈 和现场观察，被审核方部分尊重该原则因为：工厂给员工提供了宿舍，宿舍环境干净并且床位足够。但是工厂没有提供个人储物柜给20%的集体宿舍的员工，每个房间住2至4人。工厂管理解释考虑到经济成本，很难去完成。参考法律：宿舍建筑设计规范（JGJ36-2016）第4.2.3条