



上海復旦微電子集團股份有限公司

Shanghai Fudan Microelectronics Group Company Limited*

(a joint stock limited company incorporated in the People's Republic of China)

(Stock Code: 1385)

Environmental, Social and Governance Report 2024



**For identification only*

INTRODUCTION OF THE REPORT

SCOPE

Shanghai Fudan Microelectronics Group Company Limited (the “Company”, “Fudan Microelectronics” or “we”) and its subsidiaries (the “Group”) considers the integration of sustainability principles into its strategic planning and day-to-day operations through transparent measures as its key of business, with a view to delivering long-term value to stakeholders of the Group and maintain its competitive edge. The Company is delighted to publish this environmental, social and governance (“ESG”) report (the “Report”) highlighting its initiatives and efforts in pursuit of sustainability. The data and information contained herein cover the ESG practices of Shanghai Fudan Microelectronics Group Company Limited (HK01385/SH688385) and its subsidiaries from 1 January 2024 to 31 December 2024 (the “Current Year” or “Reporting Period”). To ensure continuity and for the convenience of comparison, some of the data and information provided are not limited within the year 2024.

Principle for preparation

This report has been prepared in accordance with the requirements of ‘Self-Regulatory Guidelines for Listed Companies on the Shanghai Stock Exchange No. 14 - Sustainability Reporting’ of the Shanghai Stock Exchange and the Environmental, Social and Governance Reporting Guide under Appendix of the Rules Governing the Listing of Securities on The Stock Exchange of Hong Kong Limited (“HKEx ESG Reporting Guide”), with appropriate reference to the relevant requirements of the Global Reporting Initiative (GRI) Standards and the International Organisation for Standardisation’s ‘ISO 26000:2010 Guidelines on Corporate Social Responsibility’. In order to enhance the credibility of the report, the Company commissioned Bureau Veritas to conduct a third-party report verification. The Report has been reviewed and approved by the board of directors of the Company. The financial data quoted in this report are derived from the financial statements in the 2024 Annual Report, which was independently audited by the accounting firm.

The report focuses on reporting the responsibilities of the Company with regard to among others, the corporate governance, product responsibility, environmental protection obligation, employee care and common development from ESG aspects, based on the principles such as materiality, consistency, quantitative and balance under the HKEx ESG Reporting Guide. The collection of data and information in this report has been conducted in accordance with the Company’s existing working processes.



2024 ESG Performance Statistics Table

Category	Performance Indicator	2024
Environment	Investment in environmental protection (RMB 0'000)	134.42
	Total electricity consumption (0,000WH)	2400.05
	Total energy consumption (tonnes of standard coal)	2949.66
	Electricity consumption density (KWH / million units)	6.63
	Total energy intensity (tonnes of standard coal / million units)	0.82
	Water consumption (tonne)	53294
	Water consumption density (tonne / million units)	14.73
	Total package material consumption (tonne)	502.4
	Packaging material consumption density (tonne / million units)	0.13
	Direct GHG emission (TCO2-e)	112.61
	Scope 2 Energy Indirect GHG Emissions (TCO2-e)	10080.21
	Scope 3 Energy Indirect GHG Emissions (TCO2-e)	731.24
	Intensity of GHG emission (TCO ₂ -e / million units)	3.02
Social	Charitable investment (RMB 0'000)	61.4
	Customer satisfaction	100%
	Number of customer complaints	69
	Proportion of sold products recalled for safety and health (%)	0
	Capital investment for safety (RMB0'000)	168.19
	Total hours of safety training (hours)	2229
	Number of safety officers (persons)	47
	Number of safety incidents (times/year)	0
	Work-related fatalities (person/year)	0
	Number of lost-time accidents (number)	1
	Number of Occupational Diseases (per year)	0
	Lost hours due to work incidents (hour)	21
	Pre-employment safety training coverage	100%
	Workers' Compensation Insurance Coverage	100%
	Workers' Compensation Insurance Amount (\$)	2,066,039.91
	員工培訓投入（萬元 / 年）	42.49
	Investment in employee training (RMB0'000/year)	29142
	Types of training courses (number/year)	483
	Average employee training hours (training hours/person/year)	14.03

Speech of General Manager

Honourable readers:

Thank you for your long-term concern and support for Fudan Microelectronics, as well as your interest in the Company's ESG efforts for Year 2024 and thank you for your comments and suggestions.

Fudan Microelectronics has always adhered to sustainable development as one of its core business philosophies, and has continuously promoted the in-depth integration of ESG work with its business operations in an effort to become a responsible corporate citizen.

In terms of environmental, we have been actively drawing on the experience of outstanding companies to optimise our environmental management strategy continuously. Combined with the chip design business as the main body, and some other subsidiaries for chip testing business characteristics, we vigorously promote green office, the office area carried out energy-saving renovation, replacement of energy-saving lamps and intelligent power control equipment, reducing energy consumption effectively. Insisting on green product export, according to the standard 'IECQC080000 Hazardous Substances Process Management System Requirements', we have set up a hazardous substances management system within the company and passed the third party certification, strictly implemented the 'Environmental Management Substance Standard', and clearly stipulated that the plastic sealing products and module products must comply with the requirements of RoHS Directive of the European Union and REACH regulations, so as to effectively control and reduce the environmental pollution caused by the company products and achieve the purpose of protecting the earth's environment. This effectively controls and reduces the environmental pollution caused by our products and achieves the purpose of protecting the global environment.

Social responsibility is an integral part of our corporate development. In terms of staff development, we always put the well-being of our staff in the first place. We provide our staff with a wide range of training programmes, including professional skills upgrading and comprehensive quality training, to help them broaden their career development path. In terms of social welfare, we actively participate in community building and continue to carry out projects such as the 'Children's Choir for the Hearing Impaired' project, the skills training for the older star youth (autism), and the Fudan Microelectronics Cup National University Electronic Design Competition, etc., in order to help the disadvantaged groups and youth development.

Corporate governance is the cornerstone of sound corporate development. The Company continuously strengthens the supervision and management of each business segment to ensure that the Company's operations are legal and compliant. At the same time, we attach importance to the timeliness and accuracy of information disclosure, and regularly release important information of the Company to shareholders and the public to enhance the transparency and credibility of the Company. In the face of market competition and industry changes, we rely on our well-established governance mechanism to make prompt decisions and safeguard the stable development of the Company.

Looking back to 2024, the Company has achieved some success in terms of sustainable development, but is aware of the long road ahead for long-term sound corporate development. In the future, the management and staff of the Company will continue to work hand in hand with shareholders, customers and other stakeholders to strengthen communication, and to enhance the core competitiveness of the Company with stronger determination and more pragmatic actions, so as to create more value for the sustainable development of the Company and contribute more to a better future for the society!

Mr. Shi Lei

Executive Director and General Manager

Board's Statement

The Company's ESG Committee is the manager and supervisor of the ESG system and is responsible for reporting to the Board on ESG related matters of the Group and overseeing the development and implementation of the ESG vision, strategy, objectives and policies. The established ESG Committee Working Group and ESG Committee Secretary are responsible for formulating ESG management policies, formulating and promoting strategic planning and implementation of plans, and including evaluating and prioritizing the management of major ESG-related issues and risks, and also guide, supervise and inspect the implementation of ESG by all functional departments and subsidiaries of the Company. The Board has full responsibility of the Group's ESG strategy and reporting and responsible for evaluating and determining related risks of ESG, and ensuring that appropriate and effective ESG risk management systems are in place. At the beginning of each year, the ESG Working Group discusses the Company's sustainability strategy and plans, confirms the Company's ESG objectives and monitors and measures them. ESG objectives should be set and changed with the signatures of the ESG Working Group members and the approval of the General Manager. If the target is not achieved at the end of the year, the reasons should be analysed and improvement measures should be formulated. For long-term goals, there may be no summary at the end of each year, but only a tracking of the measures taken. If the relevant objectives are not achieved due to the failure of the responsible departments to perform their duties and responsibilities, the ESG Working Group reports to the ESG Committee, which discusses and decides whether or not to notify the Human Resources Department to realise the responsible departments and responsible persons in the performance appraisal.

The Company committed to increase sustainability performance through resource optimization and is dedicated to integrating ESG factors across its business operations as to protect and enhance the well-being of the environment, our staff and our community. The Company wishes to advance its sustainability journey constantly through ongoing processes of regular monitoring, review, and proactive actions. The Group will strengthen its ongoing environmental management system in order to minimize any negative effects across its operations.

Analysis of the importance

Dimension	No.	Topic	Short-term (1 year), medium-term (1-5 years), Long-term (Over 5 years) Financial significance	Short-term (1 year), Medium-term (1-5 years), Long-term (Over 5 years) Impact Significance
Environmental	1	Responding to Climate Change	This issue has no short-term impact on the company. However, in the medium term, it will be close to the time when the country's carbon peak will be reached, and in the long term, it will be necessary to make certain preparations for the country's commitment to carbon neutrality, so it is expected that it will have a moderate impact on the company's financial significance in the medium term and in the long term.	As a Fabless IC design company, the impact of this issue is less important.
	2	Pollutant emissions	Not Applicable	Not Applicable
	3	Waste treatment	Not Applicable	Not Applicable
	4	Ecosystems and	Not Applicable	Not Applicable

		biodiversity conservation		
	5	Environmental Compliance Management	As a Fabless IC design company, operations are generally not environmentally sensitive, so this issue is of minimal financial significance to the company.	As a Fabless IC design company, the operations are generally free of environmental impacts, so the significance of the impact of this issue is minimal.
	6	Energy use	This issue has no short-term impact on the company. However, if the company is required to procure clean energy such as 'green power' in the future, it may also increase the company's operating costs, so it is expected that this will have a lower impact on the company's financial significance in the medium and long term.	As a Fabless IC design company, the total amount of energy consumed is not high, so the impact of this issue is of low significance.
	7	Water Utilisation	As a Fabless model IC design company located in the Shanghai area, this issue is of minimal financial importance to the company.	As a Fabless model IC design company located in the Shanghai area, the impact of this issue is of minimal importance.
	8	Circular Economy	As a Fabless model IC design company, the operation generally does not involve the factor of recycled materials, end-of-life products will strictly comply with the relevant provisions of the recycling process, the financial importance of this issue to the company is extremely low.	As a Fabless IC design company, the operation does not generally involve recycled materials, and end-of-life products will be recycled in strict compliance with the relevant regulations, so the impact of this issue is of minimal significance.
Social	9	Village Revitalisation	As a Fabless model IC design company located in the Shanghai area, this issue is of minimal financial importance to the company.	As a Fabless model IC design company located in the Shanghai area, the impact of this issue is of minimal importance.
	10	Social Contribution	Public welfare image is one of the components of the overall image of the enterprise, through the public welfare projects with the community, social interaction and co-construction, can be subtle enhancement of the corporate image, for the future development of the company to bring benefits. Therefore, it is assessed that the	Considering the actual situation of the Company at present, the impact of this issue is of low significance.

			issue is not financially significant in the short term, but is less financially significant in the medium and long term.	
	11	Innovation	Scientific and innovative enterprises need to invest more in research and development in order to obtain research and development results to ensure the competitiveness of the Company's products, which is an important aspect of the Company's core competitiveness and an important guarantee for the Company's sustainable development. At the same time, there is a risk of R&D failure in R&D activities, which may lead to higher financial pressure on the Company. This issue is of high financial significance to the Company in the short, medium and long term.	Considering the actual situation of the company's business, the impact of this issue is of higher significance.
	12	Science and Technology Ethics	Not Applicable	Not Applicable
	13	Supply Chain Security	By implementing measures such as developing multiple supply chains and optimising procurement strategies, the Company will be able to enhance the security of its supply chain and reduce risks in the short term. Whilst there may be some financial pressure in the immediate term, in the medium term these measures will gradually bring about cost reductions, efficiency gains and enhanced competitiveness. In the long term, these enhancements will become an important component of the company's core competencies, with far-reaching implications for the company's financial stability and the strengthening of its market position. This issue is of high financial importance to the	Considering the operating model of the Company's business, the impact of this issue is of higher significance.

			Company.	
	14	Equal Treatment for Small and Medium Enterprises	Not Applicable	Not Applicable
	15	Product and Service Safety and Quality	Performance in terms of product quality and safety will directly affect customer satisfaction and the number of orders, which will significantly affect the Company's business model, business operations, development strategy, financial condition, operating results, cash flow, costs, etc. in the short, medium and long term, and therefore this issue is of high financial importance to the Company.	When the Company's products are used in automotive, medical, security and other important areas, serious quality and safety problems occur, which will have a significant impact on the economy, society and the environment, and this issue has a high degree of impact significance.
	16	Data Security and Customer Privacy Protection	As a Fabless model IC design company, this issue is of less financial significance to the company.	As a Fabless IC design company, the impact of this issue is less important.
Sustainability -related Governance	17	Employee	As a mature Fabless mode integrated circuit design company, after many years of talent echelon construction, has basically formed a more complete team operation mode, but according to the characteristics of its industry, the training of professionals is still a long-term need to pay attention to the problem, so the analysis of this issue in the short term does not have obvious financial importance, but in the medium and long term financial importance is higher.	Considering the interaction between the Fabless model of the IC design industry and human resources, the analysis suggests that the impact of this issue is of medium importance.
	18	Due Diligence	As a Fabless model IC design company, this issue is of minimal financial significance to the company based on the characteristics of its industry.	As an IC design company in the Fabless model, the impact of this issue is of minimal importance due to the characteristics of its industry.
	19	Stakeholder Communication	Company quality is the basis for stakeholder communication, and good stakeholder communication promotes the steady improvement of company quality. If the company's market capitalisation	As a listed company in both Shanghai and Hong Kong, the implications of this issue are more significant.

			can achieve a steady and significant increase in the future, it will reduce the company's financing costs and this issue is of high financial importance to the company.	
	20	Anti-commercial bribery and anti-corruption	Combined with the risk and opportunity analysis, this issue is of high financial significance to the Company.	Combining the risk and opportunity analyses, the significance of the impact of this issue is relatively high.
	21	Anti-Unfair competitive practices	Unfair competition from competitors can lead to a decline in sales, a decrease in market share, or even affect the long-term profitability of the business, so this issue is of medium financial importance to the company.	As a high-tech company, the impact of this issue is of medium importance.

Risk and Opportunity Management

Dimension	No.	Risk and Opportunity
Environmental	Responding to Climate Change	Risk: Climate change (sea level rise, increase in catastrophic weather, etc.) does not pose a risk to the Company and its supply chain for the time being. However, domestic and international requirements on greenhouse gas emissions are gradually increasing, and China has committed to reaching carbon peak by 2030 and carbon neutrality by 2060. The external environment may require the Company to formulate carbon emission reduction measures, which will give rise to corresponding cost risks. Opportunity: The low-power products developed by the company may be recognised by the market.
	Environmental Compliance Management	Risks: Noise from the operation of equipment at the test site may lead to complaints from neighbours. Opportunities: ISO14001 certification and monitoring of emission indicators will be recognized by customers and related parties.
	Energy use	Risks: The Company mainly consumes electricity, and fluctuations in the electricity grid may affect the stability of server operations Opportunity: Use of energy-saving equipment and lights in the right areas and at the right time to save operating costs.
	Water Utilisation	Risk: The company's water resources are mainly municipal tap water, and fluctuations in water quality may cause dissatisfaction among employees. Opportunity: Drinking water purification equipment is installed in each area to ensure the health of employees and increase employee satisfaction.
	Circular Economy	Risk: Test wastes may be subject to compliance risk if they are not recycled and disposed of in strict compliance with the relevant regulations. Opportunity: All the test wastes are handed over to qualified organisations for recycling and disposal, which brings a certain amount of income for the company.

Social	Social Contribution	Risk: Negative information on the public welfare projects funded or launched by the Company will have a certain impact on the Company's public welfare image, but the overall risk is extremely low. Opportunity: Through public welfare projects to help the disadvantaged groups in the society, to build the company's public welfare brand and enhance the company's social image.
	Innovation	Risk: Insufficient investment in technology development may result in products that are not competitive in the market. Opportunity: artificial intelligence as a representative of a new generation of information technology revolution is booming, the company to increase investment in research and development, can become a professional niche market leader.
	Supply Chain Security	Risks: Under the influence of complex and changing macroeconomic conditions, a single supplier for individual products may lead to risks in the stable production of the products. Opportunity: National policy encourages investment in the semiconductor industry, which can provide more opportunities for the company to develop backup supply.
	Product and Service Safety and Quality	Risk: If there are serious problems with the quality of the product, this could lead to customer complaints or claims. Opportunity: High quality products help to improve the company's image, increase product shipments, and bring good economic benefits to the company.
	Data Security and Customer Privacy Protection	Risks: In the event of unauthorised access or disclosure of information, not only could customer trust be damaged, but significant legal liability and financial loss could result. Opportunity: Proper data security and privacy protection not only protects you from the risk of data leakage, but also enhances customer trust, thereby gaining an edge in a competitive market environment.
	Employee	Risk: Some employees may be in a state of panic as a result of frequent layoffs and salary reductions in the external industry market. Opportunity: As some of the good talents flowed into the market due to external layoffs, the company's possibility of recruiting suitable talents and replenishing the internal team increased.
Sustainability -related Governance	Stakeholder Communication	Risk: Failure to disclose material information in a true, accurate and timely manner may result in regulatory penalties, investor litigation and other risks. Opportunity: Shape the corporate image through close communication with investors.
	Anti-commercial bribery and anti-corruption	Risks: Bribery and corruption can lead directly to the loss of corporate funds, damage to brand image, loss of partners and other risks. Opportunity: the company can gain competitive advantage, enhance brand reputation, reduce internal losses, enhance staff loyalty and sense of responsibility by a good image of integrity.
	Anti-Unfair competitive practices	Risks: Unfair competition from rivals can cause direct financial losses to the company. Unfair competition will damage the company's reputation and image, thereby harming the company's interests and, in serious cases, legal liability. Opportunity: By evaluating potential risks and formulating effective preventive measures comprehensively, the company can remain unbeatable in the fierce competition in the market.

Issue(s) not applicable

The Company is not included in the list of enterprises whose environmental information is disclosed in accordance with the law, and according to the nature of the business of the company and its subsidiaries, only a very small amount of waste is produced, and the Company has already disposed of it in compliance with the law, which has a minimal impact on the environment, ecosystems and biodiversity. The topics of pollutant emissions, waste treatment, ecosystem and biodiversity protection are not applicable at present, nor are they related to emissions, discharges to water and land, hazardous and non-hazardous waste generation, etc., which generate only a very small amount of office waste and therefore do not have corresponding waste reduction targets and steps to be committed.

Based on the operating style of the company and its subsidiaries, the likelihood of the ending balance of trade payables (including bills payable) exceeding RMB30 billion or accounting for more than 50% of the total assets, as well as being required to disclose information on overdue payments to SMEs to the public through the National Enterprise Credit Information Disclosure System is relatively low, and the issue of equal treatment for SMEs is not applicable at this time.

The Company is not currently engaged in scientific research, technology development and other activities in ethically sensitive areas of science and technology, such as life sciences and artificial intelligence, and content related to ethical issues of science and technology is not currently applicable.

Issues not to be disclosed for the time being

Due to the company's professional characteristics, information on the issues of village revitalisation and due diligence will not be counted and disclosed for the time being.

If there is a significant change in the Company's operations in the future that materially affects the financial significance and materiality of the above issues, the issues are re-identified and disclosed.

ESG Targets

Reduction in carbon emissions in 2050 relative to 2024	30%
Decrease in electricity intensity in 2030 compared to 2024	1%
Workplace Environmental Pollution Incidents	0
Rate of complaints about emissions from the workplace	0
Maintaining Technological Innovation, Number of Integrated Circuit Layout Protection Recognition Project	15+
Number of suppliers signing ESG or CSR commitment by 2030	90%+
Workplace accident rate less than	0.5%
Workplace accidents of significant severity or above	0
Coverage of pre-employment safety training	100%
Product-related safety and quality accidents of major responsibility	0
Failure to disclose material information in a truthful, accurate and timely manner resulting in a regulatory penalty	0
The senior executives who have been prosecuted for integrity offences are	0
Regulated operation, significant administrative penalties as a result of unfair competition	0

Environmental Issues

Maintaining the environment in which the company and its customers live is the company's basic philosophy of sustainable management. It is the company's strategic direction determined at the beginning of the company's establishment, but also the company's pursuit of continuous development and growth in the process of the principle of perseverance.

Responding to Climate Change

Reducing greenhouse gas emissions and mitigating climate change has become a global consensus. As one of the global citizens, Fudan Microelectronics achieves energy saving and emission reduction through the construction of photovoltaic power generation systems, company equipment optimisation, and the promotion of paperless office, etc.. Reducing tree felling and mitigating the greenhouse effect fulfils the corporate responsibility of protecting the environment and caring for the earth.

Energy Saving and Emission Reduction

Through the use of green electricity provided by the photovoltaic system and the adjustment of air compressor parameters to reduce electricity consumption, nearly 500 tonnes of carbon dioxide equivalent emissions have been reduced, contributing to the mitigation of the greenhouse effect.

Promoting Paperless Office on a Large Scale

Fudan Microelectronics promotes paperless office work through the use of ERP, MES and other online systems to reduce the use of paper, thereby reducing the felling of trees, mitigating the greenhouse effect, and fulfilling the company's responsibility to protect the environment and care for the earth.

Greenhouse gas emissions

As early in 2011, the company established a greenhouse gas inventory management procedure, regularly conducting a systematic annual inventory of greenhouse gas emissions and the establishment of an inventory and inviting a third-party certification body to verify. We hope that we can implement emission reduction measures in a planned manner to achieve the goal of energy saving and carbon reduction by accurately grasping the company's greenhouse gas emission status.



Bureau Veritas Certification

温室气体核查声明

授予

上海复旦微电子集团股份有限公司

必维认证（北京）有限公司（以下简称“必维”）受上海复旦微电子集团股份有限公司的委托，对其报告的温室气体排放数据进行独立的第三方核查。本核查声明适用于下文所述工作范围内的相关信息。必须声明温室气体排放数据由上海复旦微电子集团股份有限公司负责提供。必维的职责是对所报告的温室气体排放数据的准确性，以及与温室气体数据有关的收集、分析和计算相关的体系和流程提供独立的第三方核查。

核查范围：

- 核查场所名称：上海复旦微电子集团股份有限公司
- 核查地址：
 - 中国上海市静安区127号4号楼
 - 中国上海市浦东新区3601号21号楼7号楼层
 - 中国上海市浦东新区11号1901-1904室
 - 中国上海市浦东新区1688号A5044楼-7层B1层B2层
 - 中国上海市浦东新区351号2号楼
 - 中国上海临港新片区云水路550、558号1楼1房
- 温室气体核查期：2024年01月01日—2024年12月31日

组织边界：上海复旦微电子集团股份有限公司所有及控制的财务控制权的实体和区域

报告边界：

上海复旦微电子集团股份有限公司厂区范围、办公区域、仓库（集成电路及片上系统（SOC）产品的设计、开发、生产（测试）和技术服务）的温室气体直接排放源；能源间接排放源和公司识别的重要间接排放源

排放源的排放范围：

- 类别1：直接温室气体排放：112.61吨二氧化碳当量
 - 类别2：购入能源的间接温室气体排放：10,080.21吨二氧化碳当量
 - 类别3：运输的间接温室气体排放：731.24吨二氧化碳当量
 - 类别4：组织使用产品的间接温室气体排放：非重要间接排放，未量化
 - 类别5：与使用组织产品有关的间接温室气体排放：非重要间接排放，未量化
 - 类别6：其它来源的间接温室气体排放：非重要间接排放，未量化
- 经量化的总排放量：10,924.06吨二氧化碳当量

限制排放源：排除其他非重要间接温室气体排放

温室气体核查依据：

- ISO 14064-1:2018 温室气体—部分1：组织层面温室气体排放和移除的量化和报告的要求和指南

温室气体核查数据：

- ISO 14064-3:2019 温室气体—部分3：温室气体声明核查和审定范围及指南

报告等级：

- 合理保证等级

基准年：

- 2024

核查方法：

- 与员工进行访谈；
- 评审提供的文件证据；
- 评审数据和信息系统，以及GHG排放数据的收集、汇总和分析方法；

认证机构地址：中国北京市海淀区中关村大街1号B1-2层0102室，邮编：100738
请进一步澄清本声明的核查范围，可直接向本声明书作者或
要求本声明书之有效性和电话：+86 021-23180306 第1页，共2页



Bureau Veritas Certification

- 对GHG排放数据进行抽样核查。

核查意见：

基于核查工作实施过程和核查发现，上海复旦微电子集团股份有限公司在核查报告中提供的温室气体排放数据，与 ISO 14064-1:2018 温室气体—部分1：组织层面温室气体排放和移除的量化和报告的要求及指南是相符的。

独立、公正和胜任能力声明：

必维集团是一家拥有100多年的历史，在质量、环境、职业健康和安全和社会责任领域提供独立验证服务的机构。必维集团团队与上海复旦微电子集团股份有限公司及其管理人员不存在其它商业关系，核查团队的核查活动是独立的、公正的，不存在任何利益冲突。必维在整个业务范围内实施商业道德原则，以确保员工在日常业务活动中保持最高的道德标准。

核查组长：胡国平

核查日期：2025年02月24日

声明书编号：EMI25293529

签发日期：2025年03月03日

版本号：No.1

必维认证（北京）有限公司授权代表

以证机构地址：中国北京市海淀区中关村大街1号B1-2层0102室，邮编：100738
请进一步澄清本声明的核查范围，可直接向本声明书作者或
要求本声明书之有效性和电话：+86 021-23180306 第2页，共2页



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Greenhouse Gases Verification Statement

is awarded to

Shanghai Fudan Microelectronics Group Company Limited

Bureau Veritas Certification (Beijing) Co., Ltd. (hereinafter referred to as BVC) was engaged to conduct an independent verification of the greenhouse gases (GHG) emissions reported by Shanghai Fudan Microelectronics Group Company Limited for the period stated below. This verification statement applies to the related information included within the scope of work described below. The determination of the GHG emissions is the sole responsibility of Shanghai Fudan Microelectronics Group Company Limited. BVC's sole responsibility was to provide independent verification on the accuracy of the GHG emissions reported, and on the underlying systems and processes used to collect, analyze, and review the information.

Boundaries covered by the verification:

- Site name: Shanghai Fudan Microelectronics Group Company Limited
- Site address:
 - Building 4th, No.127, Guotai Road, Shanghai, P.R. China
 - 4th floor and 2nd floor, Building 2nd, No.127, Guotai Road, Shanghai, P.R. China
 - Building 21 & Building 7 & Building 9, No.3601, Yitian Road, Shanghai, P.R. China
 - Room 1901-1904, No.11, Guotai Road, Shanghai, P.R. China
 - 4F-7F of Building A5 & Building B1 & Building B2, Lane 1688, Guoquan North Road, Shanghai, P.R. China
 - Building 2, No.351, Guoshoujing Road, Shanghai, P.R. China
 - Building 1, No.550,558 Yunshui Road, Lingang New Area, China (Shanghai) Pilot Free Trade Zone
- Reporting period covered: 01/01/2024 to 31/12/2024

Organizational boundaries: Activities and facilities of Shanghai Fudan Microelectronics Group Company Limited under financial control approach

Reporting boundaries

The direct, energy indirect and other significant indirect emission sources of Shanghai Fudan Microelectronics Group Company Limited (including manufacturing workshop, office, warehouse) for design, development, production (testing) & technical service of integrated circuits and system on chip products

Emissions data verified under reporting boundaries:

- Category 1: Direct GHG emissions: 112.61 tonnes of CO₂e
- Category 2: Indirect GHG emissions from imported energy: 10,080.21 tonnes of CO₂e
- Category 3: Indirect GHG emissions from transportation: 731.24 tonnes of CO₂e
- Category 4: Indirect GHG emissions from products used by organization: Non-significant indirect emissions and not quantified
- Category 5: Indirect GHG emissions associated with the use of products from the organization: Non-significant indirect emissions and not quantified
- Category 6: Indirect GHG emissions from other sources: Non-significant indirect emissions and not quantified

Total quantified emissions: 10,924.06 tonnes of CO₂e

Limitations and exclusions: Excluding other non-significant indirect GHG emissions

GHG reporting protocol against which verification was conducted:

- ISO 14064-1:2018 Greenhouse gases — Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals

GHG verification protocol used to conduct the verification:

- ISO 14064-3:2019 Greenhouse gases — Part 3: Specification with guidance for the verification and validation of greenhouse gas statements

Certification body address: Room 02, 9 / F West Office Building 1, Oriental Economic and Trade City, Oriental Plaza, No.1 East Chang'an Street, Dongcheng District, Beijing, China, 100738
Further clarifications regarding the verification scope of this statement may be obtained by consulting the organization.
To check this statement validity please call: +86 021-23180306
Page 1 of 2



Bureau Veritas Certification

Level of assurance and qualifications:

- Reasonable

Base year: 2024

GHG verification methodology:

- Interviews with relevant personnel;
- Review of documentary evidence;
- Review of data and information systems and methodology for GHG emissions data collection, aggregation, analysis, and review of information used to determine GHG emissions;
- Sample verification of data to determine GHG emissions.

Assurance opinion:

Based on the verification process and findings, the GHG emission data in the GHG inventory report from Shanghai Fudan Microelectronics Group Company Limited is in conformance with ISO 14064-1:2018.

Statement of independence, impartiality, and competence

Bureau Veritas Group is an independent professional services company that specializes in Quality, Health, Safety, Social and Environmental management with over 190 years' history in providing independent assurance services.

No member of the verification team has a business relationship with Shanghai Fudan Microelectronics Group Company Limited and its directors or managers beyond that required by this assignment. We conducted this verification independently and to our knowledge there has been no conflict of interest.

Bureau Veritas Group has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Lead verifier: ROGER HU

Verification date: 2025-02-24

Statement No.: EMI25293529

Issue date: 2025-03-03

Version No.: No.1

第2页，共2页

必维认证（北京）有限公司授权代表

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要求本声明书之有效性和电话：+86 021-23180306 第2页，共2页

Environmental Compliance Management

By establishing, implementing and maintaining the ISO14001 environmental management system, the company has constructed a long-term mechanism for environmental protection and promoted the harmonious development of energy conservation, resource utilisation and environmental protection.

The Company strictly complies with the Environmental Protection Law of the People's Republic of China, the Noise Pollution Prevention and Control Law of the People's Republic of China, the Environmental Pollution Prevention and Control Law of the People's Republic of China, the Atmospheric Pollution Prevention and Control Law of the People's Republic of China, the Environmental Impact Assessment Law of the People's Republic of China and other environmental protection laws and regulations and standards, and conducts compliance evaluation on a regular basis. Until the end of the reporting period, the company has not had any environmental pollution incidents, has not received any environmental complaints from the relevant parties, the workplace environmental pollution incident is 0, the workplace emission complaint rate is 0.

此为证书 CN22/00004057 译本

下述组织

上海复旦微电子集团股份有限公司
有限公司

统一社会信用代码: 91310000631137409B
注册地址: 上海市邯郸路 220 号
经营地址: 中国上海市杨浦区国权北路 1688 弄 76 号 (A5 座) 4-7 层, 16 号 (B1 座)

的管理体系已经过审核, 并被证明符合下述要求
ISO 14001:2015

所涉及的活动范围覆盖
集成电路及片上系统 (SoC) 产品的设计、开发、生产 (测试) 和技术服务

该证书的有效期间 2022 年 11 月 23 日 至 2025 年 11 月 22 日 并须经过符合要求的监督审核保持有效
版本号 1. 初始注册日期 2022 年 11 月 23 日
在其它场所实施的认证活动在后续页面上列出



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第 1 页共 2 页



Energy Utilisation

Green Power Energy Saving

Utilising the spare space on the roof of the company's factory to build a photovoltaic power generation system to provide the company with green electricity and save energy, which not only responds to the government's initiatives but also saves the company's operating costs. About 30,000kWh/month of green energy is currently used by the Group's companies.

Optimisation of air compressor parameters

By adjusting the parameters of the air compressor, we saved 1,883,400kWh of purchased electricity in Year 2024 compared to Year 2023.

Water Utilisation

As a design company, the company's consumption of water resources is mainly for public water, the municipal water supply ensured the stability of the company's water supply, there is no problem with the use of water. In order to reduce water consumption and improve water efficiency, the company uses water-saving sanitary ware to conserve water and protect the water environment.

Circular Economy

The company has a small number of substandard products scrapped every year. Adhering to the concept of cherishing resources for the benefit of mankind, the company co-operates with qualified units to scientifically and effectively recycle precious metals in substandard products, turning waste into treasure and reducing the waste of resources.

Social Issues

Social Contribution

The company always remembers to give back to the society and actively participates in various charitable and public welfare activities. Emphasis on talent training, through the integration of industry and education to provide practical opportunities for college students. Adhering to the principle of win-win co-operation, we will build a globally competitive and sustainable supply chain.

Industry-academia co-operation and collaborative education

We participated in the Ministry of Education's Industry-University Co-operation Collaborative Education Programme. We have co-operation with 8 universities in the areas of 'network communication', 'industrial control' and 'intelligent computing'. We set up programme construction projects and education reform projects for the systematic cultivation of university students, to promote the accelerated cultivation of talents required for the innovative development of industries by universities, and to consolidate efforts to promote the reform of systematic cultivation of talents in specific fields.

Continuing to launch the 'Fudan Microelectronics Cup' Electronic Design Competition of National University Students for the Public Interests

In 2024, Fudan Microelectronics invested RMB300,000 to continue the organize of the 'Fudan Microelectronics Cup' National University Electronic Design Competition. The event is organised by Fudan Microelectronics, hosted by the School of Microelectronics of Fudan University, and co-organised by the Demonstration School of Microelectronics of the University of Electronic Science and Technology, School of Microelectronics of Dalian Polytechnic University, School of IC Science and Engineering of the East China Normal University, School of Electronics and Information Engineering of Tongji University, School of Microelectronics of Xi'an University of Electronic Science and Technology, School of Microelectronics

of China University of Science and Technology, and other institutions. IT is a public service activity of science and technology competition for university students of IC related majors. The purpose of the competition is to improve the students' ability to design and produce electronics for practical problems, and at the same time to provide university talents with opportunities for enterprise practice, to cultivate a large number of excellent reserve talents for the IC industry, and to help the rapid development of China's IC industry. The competition has attracted nearly 5,000 teams and more than 15,000 students from 32 provinces across the country, and has received widespread attention and love from students in major colleges and universities across the country.

Charities

Awarded the 11th Shanghai 'Charity Star'

Fudan Microelectronics has been carrying out various public welfare activities over the years. Jointly with our charity partners, we have formed brand-name programmes such as the 'Snail Baby Choir', the 'Kai Ming Core Project' and the skills training for the older star youths, which helped disadvantaged groups such as hearing-impaired children, children with eye disease, children with congenital heart disease and autistic youths. In 2024, Fudan Microelectronics, as one of the representatives of the group that has made outstanding contributions to the development of Shanghai's charitable cause, was officially awarded the 11th Shanghai 'Charity Star'.



Funded for the '100 Schools Charitable Action' Community Chest Programme

In 2024, Fudan Microelectronics invested RMB100,000 to launch the 'Scholars for Good, Love for Each Other - 100 Schools Charity Campaign'. It provides a platform for primary, secondary and early childhood schools to participate in charitable activities, and promotes the effective integration of charitable culture with moral education, family education and extracurricular public welfare activities through public welfare classes, visits and public welfare practices, so as to guide children to know, learn, do and carry out good deeds, which has gained sustained attention and praise from the society.



Continuing to sponsor the Children's Choir Programme for Hearing Impaired Children

In 2024, Fudan Microelectronics contributed RMB83,809 to continue funding the 'Children's Choir Programme for Hearing Impaired Children'. In order to better help hearing-impaired children grow up healthily, Fudan Microelectronics established Shanghai's first chorus composed of hearing-impaired children 'Snail Baby Chorus' in 2019, in cooperation with Shanghai Deaf Children's Rehabilitation Centre, Shanghai Conservatory of Music, and Shanghai Branch of China Construction Bank. Professional vocal teachers provide weekly training on music knowledge and skills, as well as guidance on rehearsal of choral songs. Since the start of the project, the choir has performed on stage at the Malanhua Theatre, Magnolia Theatre, the 'Love in a Blue World Charity Gala', and the 'National Ear Care Day Charity Concert', and has gained widespread attention and full support from the community.



Continuing to launch the Star Youth Social Practice Training Programme

In 2024, Fudan Microelectronics contributed RMB100,000 to continue to support the operation of the Star Youth Skills Centre. In the past two years since the establishment of the centre, it has been implemented in the areas of self-care, skills development and art healing for the elderly starving youth. Through the collective training mode and the integration of one-to-one programme support channels, we can promote the overall competence enhancement of young starlets, facilitate their contact with and integration into the society, promote their employment, and increase the possibility of their employment and smooth integration into the society. At the same time, it relieves parents' financial burden and mental pressure, improves the quality of life of the whole family, and makes the family atmosphere more harmonious and loving.



Active participation in the 'Light Shed' programme

In 2024, Fudan Microelectronics invested RMB30,000 to launch the 'Light Shed' project, in the hope of improving the living environment of minors with family difficulties, and helping young people build beautiful homes, cultivate beautiful hearts, and embrace a better life. The project, jointly organised by the Shanghai Yangpu District Committee of the Communist Youth League and the Shanghai Tongxin Peer Group Foundation, aims to enhance the functionality and improve the living conditions of families in need by carrying out partial demolition, functional replacement, and preservation repairs, as well as finishing touches on the internal surfaces of the buildings and the spaces. Specific standards are '1+3+6', including: renovation of a room for minors in difficult circumstances; simultaneous work on three surfaces: roof, wall and floor; and provision of six living and learning necessities, including beds, desks, wardrobes, curtains, storage boxes, rooms, lamps, small bookshelves, and so on. Lighting fixture, small bookshelf, etc.



Year	Expenditures of the Special Fund (RMB)	Funded projects
2022	50,000	Children's Choir Programme for Hearing Impaired Children
	100,000	
	11,500	National Ear Care Day Charity Concert 'Hear Me Say Thank You' Song Shooting
	100,000	Medical Assistance for Children with Congenital Heart Disease
	250,000	Childhood Strabismus and Paediatric Ophthalmology Programme
	200,000	Skills Training for Older Star Youth (Autism) Phase II Project
2023	83,809	Children's Choir Programme for Hearing Impaired Children
	100,000	Skills Training for Older Star Youth (Autism) Phase III Project
	250,000	Fudan Microelectronics Cup Electronic Design Competition for National University Students (Public Interest Competition)
	10,000	Childhood Strabismus and Paediatric Ophthalmology Programme
2024	100,000	'100 Schools Charity Action' Programme of Shanghai Charity Foundation
	30,000	Micro-remodelling project for the homes of minors in distress at the Light Shed programme
	83,809	Children's Choir Programme for Hearing Impaired Children
	100,000	Star Youth Social Practice Training and Angel Mothers Mutual Help Programme
	300,000	Fudan Microelectronics Cup Electronic Design Competition for National University Students (Public Interest Competition)

Innovation

In order to encourage the innovation spirit of R&D personnel, the company extracts a certain percentage of gross profit from sales to reward R&D personnel engaged in product design, so that the R&D personnel and the enterprise can share the direct benefits of R&D results. The company has also set up the 'Quality Culture Award' to reward teams and individuals who have made significant contributions to the development of the project and to enhance the sense of belonging and pride of the R&D staff.

During the reporting period, the Company's JFM7 100 million-gate high-performance FPGA project was awarded as one of the Top 10 Shanghai Hi-Tech Achievements in 2024. JFMQL100TAI900 Programmable System-on-Chip has won the 19th China Semiconductor Award 2024. The Digital Key NFC Reader/Writer Chip FM17661A won the 2024 ICCE Excellent Innovation Award, and was successfully selected as one of the 2024 Shanghai Design Innovation Centres (2024-2026) and Shanghai 'Quality Benchmarks' (2023-2024).

The Company strictly complies with the Copyright Law of the People's Republic of China and the Patent Law of the People's Republic of China to protect its own intellectual property rights and at the same time respect the intellectual property rights of others. The Company has formulated the Code of Business Ethics and Compliance and the Intellectual Property Management Regulations to regulate the management of the Company's intellectual property.

Supply Chain Security

The Company has formulated clear supply chain risk management objectives and plans to ensure stable supply by signing long-term supply agreements and air charter agreements with core suppliers. In the face of the increasingly diversified demand for products and fluctuations in the supply and demand environment of the industry, the Company has put forward higher requirements for the refined management of the supply chain, and has successively introduced tools such as whole-process data integration, planning cascade and deviation analysis, matching of production capacity with supply and demand, production execution analysis, and inventory structure analysis. It realises in-depth coordination, precise planning and efficient execution of upstream and downstream full-process data, which meets business needs and effectively improves operational efficiency.

The supplier management policy and mechanism covers supplier selection, process audit and annual assessment. The introduction of suppliers is subject to the approval process of data investigation, evaluation of test samples, on-site technical level, quality system and actual production capacity. We also ensure that our suppliers meet the company's standards through process audits and system audits covering quality, environmental protection and safety.

Currently, the Company has 39 outsourced production suppliers, including 38 domestic suppliers and 1 overseas supplier. The Company conducts annual on-site audits of outsourced suppliers and quarterly and annual comprehensive assessments every year. We check the improvement of each supplier's long-term quality improvement, quality incident handling, technical capability, production capacity and delivery, hazardous substance control, CSR management, etc. The audit conclusions and evaluation scores will be used as the basis for increasing or decreasing the business volume.

The Supplier CSR Behavioural Commitments contains the supplier's commitment to the environment. The Company is committed to reducing its environmental impact and continuously improving its environmental performance by incorporating the production segment of the supply chain into its environmental compliance control, promoting the signing of CSR commitments by production suppliers, and requiring them to jointly fulfil their social responsibilities.

Safety and Quality of Product and Service

The company adheres to provide customers with satisfactory products and services as the basis for the survival of the company, and the development of customers as the basis for the development of the company. We always insist on the quality control of the whole life cycle of our products to ensure that they comply with the Law of the People's Republic of China on Product Quality, and provide our customers with products that satisfy their expectations and needs. In FY2024, there were no recalls due to product safety and health issues, and there were no significant liability incidents related to product-related safety and quality.

Supply Chain Quality Management System

The company has formulated the 'Supplier Management Procedures' to select and evaluate suppliers, select highly reliable and high yield foundries and packaging factories to co-operate with, and complete the introduction of qualified suppliers. We also monitor the quality of our suppliers through on-site audits, performance evaluations, and regular meetings to ensure that we meet the requirements for procurement and outsourced processing of products.

Product Reliability Assurance System

The company has established a strict reliability testing process to assess the reliability of new R&D products and mass production products. The annual routine test plan of the company is formulated according to the product enterprise standard, product test specification and other documents, and the routine test is implemented according to the plan to comprehensively assess and evaluate the reliability of the mass-produced products. The Reliability Laboratory has been accredited by CNAS and is capable of performing various types of reliability tests on ICs, including ESD, environmental tests, and life tests.

Product Inspection System

Incoming Inspection - Incoming inspection of chips that have finished the flow and circuits that have been packaged and are ready to be tested.

Process Inspection – Sample testing of products after full testing for early detection of quality problems in the inspection process.

100% Electrical Performance Test – Perform 100% electrical performance test of the packaged products to ensure the quality of the shipped products.

Quality Feedback System

The company has always insisted on customer-oriented, through a variety of channels to listen to the voice of customers, to understand customer needs, suggestions and complaints, and as a starting point to improve the company's products and services to enhance customer satisfaction. All customer complaints are investigated by the relevant departments in a timely manner. At the same time, we implement targeted improvement measures based on the root cause of the complaint to minimise the risk of similar incidents occurring. We proactively collect customer feedback and suggestions through customer satisfaction surveys every year to further understand customer needs.

Well-established management system

The company has established a series of management systems and obtained a number of system certifications, including ISO9001 Quality Management System Certification, ISO14001 Environmental Management System, ISO45001 Occupational Health and Safety Management System, IECQ QC080000 Hazardous Substances Process Management System Certification, and ISO/IEC17025 Laboratory Quality Management System Certification.

此为证书 CN17/21243 译本

下述组织

上海复旦微电子集团股份有限公司

统一社会信用代码: 913100006311374098
注册地址: 上海市邯郸路220号
经营地址: 中国上海市杨浦区国权北路1688弄A5座(76号)4-7层,B1座(16号、17号),
B2座(12号、15号)

管理体系已经过审核, 并被证明符合下述要求
ISO 9001:2015
所涉及的活动范围覆盖
集成电路及片上系统(SoC)产品的设计、开发、生产(测试)和技术服务

该证书的有效期自 2024年01月27日至 2027年01月26日 并经过符合要求的监督审核保持有效
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在其它场所实施的认证活动在后续页面上列出



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第 1 页共 2 页



中国合格评定国家认可委员会 实验室认可证书

(注册号: CNAS L21584)

兹证明:

上海复旦微电子集团股份有限公司可靠性实验室

(法人: 上海复旦微电子集团股份有限公司)

上海市宝山区逸仙路 3901 号 21 号楼, 200940

符合 ISO/IEC 17025: 2017《检测和校准实验室能力的通用要求》
(CNAS-CL01《检测和校准实验室能力认可准则》)的要求, 具备承担本
证书附件所列服务能力, 予以认可。

获认可的能力范围见标有相同认可注册号的证书附件, 证书附件是
本证书组成部分。

生效日期: 2024-09-12

截止日期: 2030-09-11



中国合格评定国家认可委员会授权人 **张朝华**

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Customer Complaint Handling Mechanism

The company has established a complaint handling mechanism, after receiving customer feedback, sales staff through the 'customer service situation table' and 'quality information feedback form' passed to the internal department. Customer Service Engineer and Quality Management Engineer lead the problem handling respectively, analyse and investigate the cause of the problem, formulate and implement improvement measures, and issue analysis reports. In 2024, a total of 69 customer complaints were received, with a 100% response rate within 5 working days and an 86.2% completion rate of closure within 10 working days. If the investigation result shows that the problem is serious, the company will arrange to recall the product. Of all the complaints, there were no recalls due to product safety and health issues.

Data Security and Customer Privacy Protection

The company has established a series of management systems and security specifications that include data security, in which rules for accessing data, control of access rights to data, daily backup of important data, emergency plans for data recovery, and reporting of security incidents are clearly defined. Specific measures include regular inspection records, daily backup records, emergency exercise plan reports, security incident reports and other related records, and the company's portal has passed the on-site assessment of the national level 2 information system security level protection. During the reporting period, there were no security incidents on the Company's internal data and the Company's portal operated well without any security incidents.

The Company has formulated the 'Code of Business Ethics and Compliance' and strictly adheres to the confidentiality policy. Employees are not allowed to obtain commercial secrets of the Company and its partners such as customers and suppliers in any unlawful form, and they are obliged to have the responsibility to protect confidential information such as customers' privacy and commercial secrets that they have learnt legally in the course of business.

Employee

Fudan Microelectronics strictly complies with the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Minors and other relevant laws and regulations. We developed and refined internal systems such as Human Resources Management Procedures, Staff Requirement Application Workflow, Staff Recruitment and Hiring Workflow and Performance Appraisal Management System. The company strictly prohibits the recruitment of persons under the age of 16 under any circumstances and prohibits forced labour, and if any violation is found, the Human Resources Department will enforce the law according to the relevant laws. During the reporting period, there were no cases of child labour and forced labour in the Company. Fudan Microelectronics will not hesitate to terminate the employment contract and take legal action if any forged documents are found. We comply with laws and regulations, pay social security and wages for employees on time, and obtain the title of 'Harmonious Labour Relations Standard Enterprise' in Shanghai in 2021. Through open communication, we communicate with our staff in the form of rationalisation proposals, information technology systems and staff talks.

The company recruits employees who meet the requirements for employment through various channels such as campus recruitment, online recruitment and internal recommendation, and conducts written tests, interviews, offers, medical examinations and finally formal entry into the company according to the recruitment process. After joining the company, the company pays social security contributions, buys commercial insurance, pays wages, and protects the legitimate rights and interests of employees.

As a high-tech enterprise, the majority of young and middle-aged talent as a prominent feature. The company provides a variety of basic ability training, transfer training, professional knowledge and skills, management skills and other training for employees to provide a platform for self-improvement and growth, but also to make the talent capacity structure to meet the needs of business development, and to achieve the company and the staff to grow and develop together. The company set up career development dual channel, namely, technical positions and management positions, two promotion channels, for the development of the company's employees to provide a growth path.

Human Resources Performance Data	2024
Total number of employees	2077
Ratio of male and female employees	2.60:1
Ratio of employees aged below 30/aged between 30 and 50/ above 50	6.28:12.88:1
Full-time to part-time staff ratio	206.7:1
Number of foreign employees	4
Number of disabled employees	21
Ratio of employees with master's degree and above/bachelor's degree /College education and below	1.49:1.36:1
Staff turnover rate (%)	12%
Proportion of male staff among resigned staff (%)	68.53%
Proportion of female staff among resigned staff (%)	31.47%
Proportion of resigned staff who aged below age 30(%)	43.03%
Proportion of resigned staff who aged between 30 and 50 (%)	50.99%

Proportion of resigned staff who aged above age 50(%)	5.98%
Staff turnover rate of foreign staff(%)	0%
Employee Personal Performance Appraisal Coverage Rate	100%
Proportion of same remuneration of male and female in the same positions (%)	100%
Employment contract signing rate (%)	100%
National statutory "five insurance and one pension" coverage rate (%)	100%

Indicator data	2024
Employee training input (RMB 0'000 / year)	42.49
Total annual training hours for employees (hours/year)	29142
Number of training courses (per year)	483
Average training hours for employee (hours/person/year)	14.03
Percentage of senior management trained	100%
Average training hours for senior management	35.94
Percentage of intermediate management trained	100%
Average training hours for intermediate management	21.38
Average training hours for male staff (hours/person/year)	15.71
Average training hours for female staff (hours/person/year)	13.69
Percentage of male staff training	80.33%
Percentage of female staff training	73.66%

Safety management

The Company strictly complies with the Law of the People's Republic of China on Safe Production, the Law of the People's Republic of China on Prevention and Control of Occupational Diseases, and the Measures for the Administration of Emergency Preparedness for Production Safety Accidents and other laws and regulations. We established a safety management mechanism with the general manager as the main person in charge, departmental leaders as the departmental security responsibility, the company's safety officer-led, office supervision and inspection, and the participation of all staff. Safety inspections are carried out at regular intervals and monthly safety inspections are conducted to ensure the safe development of the company through timely rectification and closure of the loop in response to the problems found. In the past three years, there have been no work-related deaths or injuries.

Every year, the company invests in safety improvement funds and organises various safety trainings and fire drills to continuously improve employees' safety awareness, safety management level and ability to respond to emergencies.

The company arranges annual health checks for all staff, places first aid boxes in each workplace, conducts Red Cross first aid training, and conducts fire drills for all staff.

In year 2024, the workplace injury rate of Fudan Microelectronics was 0.48‰, and the number of major and above workplace injuries in the past three years was 0. There were no major accidents of responsibility for safety and quality related to products.



Sustainability-related Governance Dimension Issues

Stakeholder Communication

Stakeholder	Key Issues	Communication
Customers	High quality products Customer Satisfaction and Complaints Product development and technological innovation	Customer satisfaction survey Customer complaints Customer needs and communication
Shareholders and investors	Returns and Growth Risk management	Financial Report Releases Shareholders' Meeting
Suppliers	Justice, fairness and integrity Compliance	Suppliers' Meeting On-site Audit
Employees	Good remuneration package Occupational health and safety Training and Career Development	Suggestion Platform Occupational Health and Safety Platform Survey Internal Meeting
Government and Regulators	Discipline and law-abiding Taxation in accordance with the law Support for Economic Development	Government Meeting Seminars On-site visit and communication
Society	Fulfilment of Social Responsibilities	Visit and communication

Disclosure of information

In accordance with the 'Information Disclosure Management System', the Company carries out information disclosure work in accordance with the law and ensures that information is disclosed simultaneously in the A Shares and the H Shares in accordance with the standards of truthfulness, accuracy, completeness, timeliness and fairness in order to safeguard the lawful rights and interests of all shareholders.

The Company has set up a dedicated investor relations mailbox to communicate with investors and an 'Investor Relations' channel on the Company's official website, with headline 'Company Announcements', 'Display of Documents', 'Constitutional Documents', 'Corporate Governance', 'Directors' Biographies' and 'Disclosure of Equity Interest', which focuses on the disclosure of declarations by shareholders of more than 5% of the Company.

The Company conducts offline communication with investors from time to time, launches online results presentation and on-site research of various types of investors, and publishes the 'Investor Relations Research Registration Form' on the SSE Interactive Platform (<http://sns.sseinfo.com/>). At all shareholders' meetings, the management of the Company has communicated with investors and responded to their questions in accordance with the law.

In year 2024, there were zero incidents of regulatory penalties resulting from failure to disclose material information in a true, accurate and timely manner.

Customer Satisfaction Survey

The Company conducts customer satisfaction surveys twice a year to fully understand the level of customer recognition of the products and services provided by the Company, covering the customer's views on product quality, packaging & delivery, service assurance and HSF capability. The average weighted score of the customer satisfaction survey for the year 2024 was 97.07, with 100% of customers satisfied with the Company's overall rating, and the comments received in the survey were analysed and responded to seriously.

Staff Suggestion Platform

In 2024, the Company collected a total of 39 suggestions through the Suggestion Platform, and the Company carefully evaluated all the suggestions made and responded to them in a timely manner.

In 2024, a questionnaire survey was released through the Occupational Health and Safety Satisfaction Survey Platform. 160 questionnaires were collected, with an average survey score of 4.7 (out of a possible 5) and a total of 7 recommendations were made, which were all responded to by the functional departments in a timely manner.

Social Welfare

Fudan Microelectronics participates in social welfare actively. Since 2017, Fudan Microelectronics had invested in the Fudan Microelectronics special fund at the Shanghai Charity Foundation to pay back to the society by taking practical actions, paying attention to the underprivileged groups, and carrying out various charitable services.

The company attaches importance to the training of talents, through the integration of industry and education to provide practical opportunities for college students.

The company always remembers to repay the society, actively interact with the society and community and build together, through a series of social welfare actions to interpret the love and responsibility of the enterprise to the society, reflecting the responsibility and commitment of the enterprise, but also enhance the corporate image for the future development of the company to bring benefits.

Anti-commercial bribery and anti-corruption

In the course of its operation, the Company strictly complies with the Criminal Law of the People's Republic of China and the Prevention of Bribery Ordinance of Hong Kong. We abide by the law, oppose any form of corruption and avoid all forms of conflict of interest. We respect intellectual property rights and protect customer information; we participate in business competition in accordance with the principles of fairness and honesty, and we are firmly opposed to unfair competition. The company is a five-star integrity creation enterprise and a intellectual property rights demonstration enterprise.

The company provides effective communication channels for complaints and reports, and by the Anti-fraud and Whistleblowing Complaint System, the company discloses various reporting methods such as hotlines and emails, and provides identity protection for complainants and whistleblowers. The company prohibits any form of retaliation; designates the Audit Department as the permanent organisation for the company's anti-fraud work, and implements specific tasks such as supervision, investigation and follow-up.

The Company provides anti-corruption training to its directors and organises thematic training on corporate integrity for all relevant departments, which includes modules such as 'Introduction to the Hazards of Corruption', 'Explanation of Laws and Regulations', 'Analysis of Common Corporate Corruption Phenomena' and 'Emphasis on Company's Attitude and Culture', which effectively enhance the value of integrity and honesty among employees.

In 2024, the Company's management and its employees filed and concluded zero corruption legal case, and zero senior executives were held accountable for integrity violations.

Anti-Unfair competition

The Company has formulated the Code of Business Ethics and Compliance, required employees to sign the Code of Business Ethics and Compliance Commitment, and strengthened the compliance culture and business ethics through training and other means.

The Company follows the principles of fairness and honesty in engaging in business competition, regulates business conduct by strengthening internal management, enhances market competitiveness by improving the quality of products and services, improves independent innovation by strengthening intellectual property protection, enhances core competitiveness, and resolutely opposes unfair competition.

During the reporting period, no significant administrative penalties were imposed as a result of unfair competition practices.