



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 2025



**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 2025 to 31 December 2025 (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 2025.

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 2025 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.

Cautionary Statement

Statements contained in this report relating to the Group’s financial position, operating results, business strategies, operational efficiency, future prospects, management plans and long-term objectives are forward-looking statements. These statements are based on management’s reasonable judgements in light of currently available information and involve a number of risks and uncertainties that may affect actual future operating performance. It should be noted that actual results may differ materially from those indicated in forward-looking statements due to changes in market conditions, updates to policies and regulations, industry trends and other unforeseeable factors. Investors should not regard any forward-looking statements as a guarantee or commitment regarding future performance, and must carefully assess the relevant risks when making investment decisions. Unless required by applicable laws or regulatory provisions, the Company has no plans or obligation to update or revise forward-looking statements to reflect future events or circumstances. Investors are advised to consult the Company’s complete financial reports and other public disclosure documents filed with regulatory authorities when making investment decisions, in order to obtain a more comprehensive basis for their judgement.

2025 ESG Performance Statistics Table

Category	Performance Indicator	2025
Environment	Investment in environmental protection (RMB 0,000)	136.56
	Total electricity consumption (0,000WH)	2460.26
	Total energy consumption (tonnes of standard coal)	3023.67
	Electricity consumption density (0,000WH / million units)	0.54
	Total energy intensity (tonnes of standard coal / million units)	0.67
	Water consumption (tonne)	59602
	Water consumption density (tonne / million units)	13.19
	Total package material consumption (tonne)	708.69
	Packaging material consumption density (tonne / million units)	0.16
	Direct GHG emission (TCO ₂ -e)	56.65
	Scope 2 Energy Indirect GHG Emissions (TCO ₂ -e)	10333.11
	Scope 3 Energy Indirect GHG Emissions (TCO ₂ -e)	770.06
	Intensity of GHG emission (TCO ₂ -e / million units)	2.47
Social	Charitable investment (RMB 0,000)	43.4
	Customer satisfaction	100%
	Number of customer complaints	102
	Proportion of sold products recalled for safety and health (%)	0
	Capital investment for safety (RMB0,000)	171.37
	Total hours of safety training (hours)	2598
	Number of safety officers (persons)	48
	Number of safety incidents (times/year)	0
	Work-related fatalities (person/year)	0
	Number of lost-time accidents (number)	0
	Number of Occupational Diseases (per year)	0
	Lost hours due to work incidents (hour)	0
	Pre-employment safety training coverage	100%
	Workers' Compensation Insurance Coverage	100%
	Workers' Compensation Insurance Amount (\$0,000)	267.53
	Investment in employee training (RMB0'000/year)	43.60
	Total training hours for staff annually (hours /year)	31491
	Types of training courses (number/year)	483
Average employee training hours (training hours/person/year)	15.16	

Speech of Managing Director

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 2025.

Over the past year, Fudan Microelectronics has consistently upheld sustainable development as one of its core business philosophies, addressing challenges with unwavering strategic resolve and a pragmatic approach to management. We firmly believe that true sustainability stems from a steadfast commitment to long-term value, a deep focus on core technologies, and the diligent fulfilment of our responsibilities towards all stakeholders.

Strengthening the foundations of governance to ensure long-term development

In 2025, we continued to refine the Board's operational and decision-making mechanisms, implemented the China Securities Regulatory Commission's requirements for corporate governance reform, and ensured the stability of the Company's operations. Management has closely aligned its efforts with the company's strategy, deeply integrating ESG principles into day-to-day operations and major decision-making. We place great emphasis on risk management and compliance, continuously refining our internal control systems. Through multi-channel and multi-format communication, we have consistently enhanced transparency and are committed to building long-term, robust relationships of trust with our shareholders, customers and partners.

Fulfilling our social responsibilities, building a solid foundation together

Fudan Microelectronics has consistently fulfilled its responsibilities as a corporate citizen. We are dedicated to providing safe, reliable and sustainable integrated circuit products and solutions, ensuring the safety and quality of our products and services, and have been honoured with titles such as 'Advanced Collective of the National Industry and Information Technology System'. We have organised the "Fudan Microelectronics Cup" National University Student Electronic Design Competition and other flagship charitable competitions for seven consecutive years, helping to foster the development of young people. We also provide ongoing support for charitable projects such as the "Children's Choir for the Hearing Impaired", showing care for vulnerable groups and spreading warmth and strength.

Fulfilling our environmental responsibilities, driving green operations

As a responsible technology company, we strictly adhere to environmental regulations both domestically and internationally, extending our commitment to sustainability throughout the entire product lifecycle. We implement standards for the control of hazardous substances rigorously (such as the IECQ QC080000 system, EU RoHS, and REACH), ensuring that our products comply with international environmental regulations. We are also dedicated to exploring how technological innovation can empower the supply chain to achieve greater energy efficiency and operational effectiveness.

Focusing on talent development to boost organisational vitality

Our people are Fudan Microelectronics' most valuable asset. We continue to foster a working environment characterised by 'trust, tolerance and respect', and are committed to providing every employee with a platform where they can fully utilise their talents and realise their personal potential. In 2025, we will support the continuous development of our employees' professional skills and overall competence through a systematic training programme and diverse career development pathways. We prioritise the physical and mental well-being of our staff and are actively working to create a safe and healthy working environment.

Looking ahead, the convergence of global industrial transformation and national strategic imperatives presents both opportunities and challenges. Fudan Microelectronics will remain true to its founding principles and, with a spirit of pragmatism and innovation, embed sustainable development deeply into the company's strategy and DNA. We are committed to working hand in hand with all our employees, shareholders, customers, partners and the wider community to move forward steadily. We will continue to strengthen our core technological capabilities, enhance the effectiveness of our corporate governance, fulfil our environmental and social responsibilities actively, create long-term value for our shareholders, inject innovative momentum into the industry, and make a solid contribution to sustainable social development.

Mr. Zhang Wei

Chairman and Managing director

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. The Company has established the “Environmental, Social and Governance (ESG) Management System”. 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 Managing director. 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.

Conclusions on the analysis of the importance of issues

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 China’s carbon peak will be reached, and in the long term, it will be necessary to make certain preparations for the China’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 biodiversity conservation	Not Applicable	Not Applicable
	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 usage	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	Considering the actual situation of the Company at present, the impact of this issue is of low significance.

			of the company to bring benefits. Therefore, it is assessed that the 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	Considering the operating model of the Company's business, the impact of this issue is of higher significance.	

			position. This issue is of high financial importance to the 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.
	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.
Sustainability -related Governance	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	As a listed company in both Shanghai and Hong Kong, the implications of this issue are more significant.

			of company quality. If the company's market capitalisation 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.

Analysis of the Importance of the Issue

Topic	The significance of the economic, social and environmental impacts	The extent of the impact on the finance of the Company
Environmental compliance management	extremely low	extremely low
Water utilisation	extremely low	extremely low
Circular economy	extremely low	extremely low
Village revitalisation	extremely low	extremely low
Due diligence	extremely low	extremely low
Energy usage	relatively low	relatively low
Social contribution	relatively low	relatively low
Data security and customer privacy protection	relatively low	relatively low
Anti-unfair competitive practices	medium	medium
Responding to climate change	relatively low	medium
Innovation	relatively high	relatively high
Supply chain security	relatively high	relatively high
Stakeholder communication	relatively high	relatively high
Anti-commercial bribery and anti-corruption	relatively high	relatively high
Employee	medium	relatively high
Product and service safety and quality	relatively high	extremely high

Risk and opportunity management

Dimension	No.	Risk and Opportunity
Environmental	Responding to climate change	<p>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.</p> <p>Opportunity: The low-power products developed by the Company may be recognised by the market.</p>
	Environmental compliance management	<p>Risks: Noise from the operation of equipment at the test site may lead to complaints from neighbours.</p> <p>Opportunities: ISO14001 certification and monitoring of emission indicators will be recognized by customers and related parties.</p>
	Energy usage	<p>Risks: The Company mainly consumes electricity, and fluctuations in the electricity grid may affect the stability of server operations</p> <p>Opportunity: Use of energy-saving equipment and lights in the right areas and at the right time to save operating costs.</p>
	Water utilisation	<p>Risk: The Company's water resources are mainly municipal tap water, and fluctuations in water quality may cause dissatisfaction among employees.</p> <p>Opportunity: Drinking water purification equipment is installed in each area to ensure the health of employees and increase employee satisfaction.</p>
	Circular economy	<p>Risk: Test wastes may be subject to compliance risk if they are not recycled and disposed of in strict compliance with the relevant regulations.</p> <p>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.</p>
Social	Social contribution	<p>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.</p> <p>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.</p>
	Innovation	<p>Risk: Insufficient investment in technology development may result in products that are not competitive in the market.</p> <p>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.</p>
	Supply chain security	<p>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.</p> <p>Opportunity: National policy encourages investment in the semiconductor industry, which can provide more opportunities for the Company to develop backup supply.</p>

	Product and service safety and quality	<p>Risk: If there are serious problems with the quality of the product, this could lead to customer complaints or claims.</p> <p>Opportunity: High quality products help to improve the Company's image, increase product shipments, and bring good economic benefits to the Company.</p>
	Data security and customer privacy protection	<p>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.</p> <p>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.</p>
	Employee	<p>Risk: Some employees may be in a state of panic as a result of frequent layoffs and salary reductions in the external industry market.</p> <p>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.</p>
Sustainability -related Governance	Stakeholder communication	<p>Risk: Failure to disclose material information in a true, accurate and timely manner may result in regulatory penalties, investor litigation and other risks.</p> <p>Opportunity: Shape the corporate image through close communication with investors.</p>
	Anti-commercial bribery and anti-corruption	<p>Risks: Bribery and corruption can lead directly to the loss of corporate funds, damage to brand image, loss of partners and other risks.</p> <p>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.</p>
	Anti-Unfair competitive practices	<p>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.</p> <p>Opportunity: By evaluating potential risks and formulating effective preventive measures comprehensively, the company can remain unbeatable in the fierce competition in the market.</p>

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

Environmental	30% reduction in carbon emissions by 2050 compared with 2024
	Electricity consumption per capita in 2030 will be 1% lower than in 2024
	Zero incidents of environmental pollution in the workplace
	Zero workplace emission complaint
Social	Maintain technological innovation, with 15 or more recognised integrated circuit layout-design protection applications
	By 2030, over 90% of suppliers will have signed an ESG or CSR commitment
	The rate of workplace accidents is less than 0.5%
	Zero serious or above-serious workplace accidents
	100% coverage of pre-employment safety training
	Zero major safety and quality incidents relating to products
Governance	Zero regulatory penalties resulting from the failure to disclose material information truthfully, accurately and in a timely manner
	The number of senior managers held accountable for breaching integrity principles is zero
	Operates in compliance with regulations with no major administrative penalties for unfair competition

1. Environmental Issues

The Company continues to refine its environmental initiatives, upholding the principles of environmental and social sustainability. Guided by the strategic principle that “safeguarding the environment upon which both the Company and its customers depend is fundamental to the Company’s long-term viability”, it fulfils its corporate environmental responsibilities actively.

1.1 Responding to climate change

Climate change is having an impact on the natural environment, the global economy and human health, whilst also presenting both risks and opportunities. The company is actively taking measures to mitigate the adverse effects of climate change through initiatives such as promoting green office practices, conducting greenhouse gas inventories and organising environmental training.

1.2 Improve the emergency response system

To manage the risks posed by meteorological hazards effectively such as typhoons, torrential rain, heavy snowfall, thunderstorms, hail and strong winds, the Company has drawn up the ‘On-Site Contingency Plan for Meteorological Hazards’, which sets out the emergency response procedures and departmental responsibilities for sudden weather incidents, and standardises on-site emergency response measures.

The Company organises drills for its meteorological disaster contingency plans regularly, improving its emergency response and management capabilities continuously, safeguarding the personal safety of employees effectively, maintaining normal production and business operations, and minimising disaster-related losses as much as possible.

1.3 Green office

The Company has implemented online systems such as ERP and MES to promote paperless working, thereby reducing paper consumption and waste. At the same time, it advocates low-carbon and environmentally friendly principles, encouraging staff to conserve water and electricity and raising their environmental awareness. By embedding these green and low-carbon values into the Company’s daily operations and corporate culture, we are contributing to the development of a green and low-carbon society.

1.4 Environmental training

The Company organises staff to attend various environmental training sessions actively, such as the waste sorting briefing held by Fudan Microelectronics. Through this series of training sessions, staff have enhanced their environmental awareness and are putting environmental protection requirements into practice.

1.5 Green energy utilisation and energy conservation and emissions reduction

By installing photovoltaic power generation systems, the Company has effectively harnessed solar energy to generate electricity; furthermore, through technical upgrades involving the adoption of water-cooled chillers and air compressors with Class 1 energy efficiency ratings, it has reduced electricity consumption, resulting in a total reduction of nearly 1,000 tonnes of carbon dioxide equivalent, thereby contributing to the mitigation of the greenhouse effect.

1.6 Greenhouse gas emissions inventory

The Company established its greenhouse gas inventory management procedures as early as 2011. It conducts systematic annual greenhouse gas emissions inventories and compiles emission inventories, which are then verified by a third-party certification body. The aim is to gain an accurate understanding of the Company’s greenhouse gas emissions and to implement planned emission reduction measures in order to achieve sustainable development goals relating to energy conservation and carbon reduction.

1.7 Environmental compliance management

The Company has fully implemented its primary responsibility for environmental protection and established a robust environmental management system. During the reporting period, there were no major environmental incidents, no cases of environmental pollution, no environmental complaints received from stakeholders, and no instances of non-compliance with environmental laws or regulations.

The Company strictly complies with laws and regulations such as the Environmental Protection Law of the People's Republic of China and the Law of the People's Republic of China on the Prevention and Control of Environmental Noise Pollution. It comprehensively identifies and analyses the environmental impacts that may arise during its operations, and has established scientific, reasonable, compliant and sustainable environmental policies and objectives, as well as internal policy documents such as the 'Procedure for the Identification of Environmental Factors and the Management of Risks and Opportunities' and the 'Procedure for the Identification, Evaluation and Control of Environmental Factors' and other internal policy documents. We regularly monitor the environmental targets set, thereby strengthening environmental risk management and assessment, strictly upholding ecological and environmental standards, and fulfilling the company's environmental responsibilities.

1.8 Environmental risk and opportunity management

The Company conducts an annual assessment of environmental factors, risks and opportunities, identifies appropriate measures, and re-evaluates these factors whenever changes in legislation or external conditions, products or business operations affect them, in order to mitigate and control risks.

Identification	Identify stakeholders in relation to environmental issues from strategic, legal, operational and market perspectives, and give full consideration to their needs and expectations.
	Conduct a comprehensive analysis of the internal and external environments, as well as stakeholder requirements, in order to identify risks and opportunities.
	The scope of assessment covers the entire product lifecycle, including the environmental performance of suppliers.
	Identify environmental factors relevant to daily office work, design and development activities.
Assessment	Assess identified environmental risks in terms of severity, detectability and frequency of occurrence, and determine their risk level.
	Internal environmental factors are assessed based on criteria such as scope of impact, severity of impact, frequency of occurrence, level of community concern, duration of impact and regulatory compliance; significant environmental factors are identified based on the results of this assessment.
Management	Identify environmental factors and determine appropriate measures; develop and implement management plans for significant environmental factors.
	The list of environmental factors was communicated to all staff via email.
	Compile a list of environmental risk and opportunity identification, assessment and response planning tables, implement the corresponding measures, and monitor their implementation.

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

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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)

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

该证书的有效期自 2025 年 11 月 23 日至 2028 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 2. 初始注册日期 2022 年 11 月 23 日

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2. Energy utilisation issues

The Company has formulated the ‘Energy Conservation Management Regulations’ to ensure the rational and efficient use of energy, avoid unnecessary energy consumption, and effectively reduce energy consumption and operating costs.

2.1 Green energy and energy saving

The company has installed a solar power generation project on the unused roof space of its factory buildings to supply green electricity, thereby replacing traditional energy sources with clean energy. This initiative not only aligns with the government’s policies on energy conservation and emissions reduction but also helps the Group to reduce its operating costs. To date, the Group has consumed approximately 2.2 million kWh of green energy in 2025.

2.2 Replacement and retrofitting of refrigeration units and air compressors

By replacing and upgrading refrigeration units and air compressors—specifically, by replacing high-energy-consumption air-cooled units with water-cooled units that meet Class 1 energy efficiency standards—annual energy savings of 221,000 kWh can be achieved.

2.3 Water utilisation

The Company adheres to the core principle of sustainable development and takes concrete measures to regulate and conserve water usage. Water consumption is primarily attributable to office use, and the Company’s water supply is reliably maintained by the municipal water authority, ensuring there are no issues with water availability. To reduce water consumption and improve water efficiency, the Company utilises water-saving sanitary ware to conserve water, thereby contributing to the protection of the aquatic environment.

2.4 Circular economy

To promote the efficient use of resources, the Company actively explores and implements circular economy models. Each year, a small quantity of substandard products is scrapped; guided by the principle of conserving resources and benefiting humanity, the Company collaborates with qualified organisations to scientifically and effectively recover precious metals from these substandard products, turning waste into valuable resources and thereby enhancing resource utilisation efficiency.

3. Social Issues

3.1 Social Contribution

The Company has always regarded philanthropy and charitable giving as an indispensable part of its corporate social responsibility. Since 2017, it has established the ‘Fudan Microelectronics’ Special Fund through the Shanghai Charity Foundation. Guided by a commitment to humanistic care and adhering to the principles of pragmatism and rigour, the Company continues to focus on vulnerable groups and carry out various charitable and public welfare projects. By doing its utmost to give back to society and cultivate a positive corporate image, it has garnered widespread acclaim.

According to statistics, the Company’s total expenditure on charitable and public welfare initiatives between 2018 and 2025 amounted to RMB 2,973,877.

3.2 Industry-academia co-operation and collaborative education

As part of the Ministry of Education’s Industry-Academia Collaboration and Joint Talent Development Programme, we have partnered with eight universities to focus on areas such as ‘network communications’, ‘industrial control’ and ‘intelligent computing’. We have established course development and teaching reform initiatives aimed at cultivating students’ systematic capabilities, thereby helping universities accelerate the training of talent required for industrial innovation and development, and pooling resources to drive systematic reforms in talent cultivation within specific fields.

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

In 2025, Fudan Microelectronics Group contributed RMB350,000 to continue organising the ‘Fudan Microelectronics Cup’ National University Student Electronic Design Competition. Organised by Shanghai Fudan Microelectronics Group Co., Ltd. and hosted by the School of Microelectronics at Fudan University, this competition is a charitable science and technology event for university students specialising in integrated circuits. The aim of the competition is to enhance students’ comprehensive abilities in electronic design and fabrication in response to real-world problems, whilst also providing university students with practical industry experience. It seeks to cultivate a large pool of outstanding future talent for the integrated circuit industry and contribute to the rapid development of China’s integrated circuit sector.

The competition has attracted more than 7,000 teams and over 20,000 students from across the country, garnering widespread attention and popularity amongst students at universities nationwide.



3.4 Charities

Continue funding the children's choir project for hearing-impaired children

In 2025, Fudan Microelectronics Group contributed RMB83,809 to continue its support for the 'Children's Choir Programme for Hearing Impaired Children'. To better support the healthy development of hearing impaired children, Fudan Microelectronics Group joined forces in 2019 with the Shanghai Rehabilitation Centre for Children with Special Needs, the Shanghai Conservatory of Music, the Shanghai Branch of China Construction Bank and other organisations to establish Shanghai's first choir composed entirely of hearing impaired children, the 'Snail Babies Choir'.

Every week, professional vocal teachers provide systematic training in music theory and practical skills, whilst guiding the choir in their rehearsals. Since the project's inception, the choir has performed at venues including the Malanhua Theatre and the Baiyulan Theatre, as well as at events such as the 'Beloved Under the Blue Sky Charity Gala' and the 'National Ear Care Day Charity Concert', garnering widespread public attention and strong support from generous benefactors.



Year	Expenditures of the Special Fund (RMB)	Funded projects
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)
2025	350,000	Fudan Microelectronics Cup Electronic Design Competition for National University Students (Public Interest Competition)
	83,809	Children's Choir Programme for Hearing Impaired Children

3.5 Innovation

The Company consistently focuses on market demand and technological trends, continuously driving technological innovation and establishing comprehensive R&D management processes. The Company has formulated documents such as the 'Design and Development Control Procedure', 'Product Development Control Procedure' and 'Chip Design Process', which systematically standardise and strictly regulate the entire process from project initiation and launch through to production finalisation and product lifecycle management, thereby enhancing the management standards of R&D projects and continuously driving the development and progress of the industry. Furthermore, the company has established the 'Quality Culture Award' to recognise teams and individuals who have made significant contributions to project development, thereby strengthening the sense of belonging and pride among R&D personnel.

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. As at the end of the reporting period, the Company held the following intellectual property rights:

	Addition		Cumulative total (active status)	
	Number of applications (units)	Number obtained (units)	Number of applications (units)	Number obtained (units)
Patent	40	26	159	225
Utility model patent	12	6	22	23
Design patent	0	0	0	4
Software copyright	31	29	265	372
Protection of Integrated Circuit Layout Designs	2	28	2	192
Total	85	89	448	816



3.6 Supply Chain Security

To strengthen the supply chain's resilience to risks, the Company ensures supply resilience through long-term supply agreements and charter flight arrangements with key suppliers. By implementing measures such as developing multiple supply chains and optimising procurement strategies, the company enhances supply chain security and mitigates risks. Faced with the dual pressures of diversifying and upgrading market demand and fluctuations in the industry's supply-demand landscape, the Company has set higher standards for the refined management of its supply chain. It has progressively introduced digital tools such as end-to-end data integration, integrated planning and variance analysis, production capacity and supply-demand matching, production execution analysis, and inventory structure analysis. These measures have enabled data coordination across the upstream and downstream supply chain, precise and controllable planning, and efficient, closed-loop execution, thereby enhancing overall operational efficiency whilst ensuring business requirements are met.

The Company is committed to building a high-quality, sustainable supply chain system, with the protection of customers' long-term interests as its core objective, and integrates environmental protection and sustainable development principles deeply into the entire supply chain management process. By encouraging suppliers to sign the 'Supplier CSR Commitment' and the 'Agreement on the Non-Use of Hazardous Substances', the Company drives suppliers to enhance their ESG management standards and strengthens their sense of responsibility regarding environmental and safety matters. The supply chain is fully integrated into the company's environmental compliance management system, guiding and assisting suppliers in improving their ESG management standards, working together to fulfil social responsibilities and promoting sustainable development across the entire industrial chain.

The Company currently has 45 contract manufacturing suppliers, comprising 43 domestic suppliers and two overseas suppliers. The Company closely monitors the potential impact of uncertainties in the global market environment on the supply chain; relying on a single supplier for certain products poses a risk to stable production.

The Company proactively identifies supply chain risks and implements comprehensive supply chain risk management through supplier onboarding, dynamic risk assessment, tiered control measures and accountability tracing:

Supplier Onboarding	The approval of suppliers involves identifying procurement risks through data screening and nomination, evaluation of test samples, assessment of on-site technical capabilities, quality management systems, actual production capacity, timely delivery and consistent procurement quality; it also involves assessing the level of risk associated with hazardous substances and the supplier’s ability to manage such risks.
Dynamic risk assessment	An annual on-site audit plan for suppliers is drawn up each year. The scope of these on-site audits includes specific EHS and CSR modules, taking into account ESG factors such as environment, health and safety, child labour, forced labour and discrimination, to comprehensively assess the sustainability performance of suppliers. We organise quarterly and annual supplier evaluations, covering aspects such as production quality, response to quality issues, production capacity and lead times, hazardous substance control, and process assurance. The findings of on-site audits and evaluation scores serve as the basis for adjusting business volumes.
Tiered control measures	Suppliers are categorised based on the results of supplier assessments and on-site audits, and different control measures are subsequently implemented. Through scientific categorisation and rigorous management, we establish a high-quality supplier management model to ensure supplier quality.
Accountability	We implement traceability checks and accountability measures in response to incidents such as quality defects, delivery delays and compliance breaches on the part of suppliers. Through systematic investigation and analysis, we identify the root causes and responsible parties, formulate and implement targeted corrective measures, and hold those responsible to account in accordance with regulations, thereby preventing the recurrence of similar incidents.

In addition, the Company has drawn up management documents such as the ‘BCM Leadership Team Daily Workflow’ and the ‘BCM Compliance and Governance Guidelines’. These documents identify risk factors associated with potential supply chain disruptions—including natural disasters, supplier production halts, supply disruptions, and import controls on critical equipment—and establish preventive measures. They also specify concrete recovery time objectives, the resources required for recovery, the content of contingency plans, and the priority of critical business recovery measures. A BCM Leadership Group has been established to implement effective integrated management, continuously enhancing the Company’s self-recovery capabilities to effectively address supply chain disruption risks, and ensuring the stability of Company operations and an efficient response in the event of a disruption.

3.7 Safety and Quality of Product and Service

The Company adheres to the principle that “providing products and services that satisfy our customers is the foundation of our existence; and our customers’ development is the foundation of our own development”. We consistently uphold quality control throughout the entire product lifecycle to ensure that our products comply with the Product Quality Law of the People’s Republic of China. We firmly believe that only by raising quality awareness and strengthening quality management can we promote the company’s sustainable development and provide customers with products that meet their expectations and requirements. During the reporting period, there were no instances requiring product recalls due to safety or health concerns, nor were there any major safety or quality incidents involving our products or services.

The Company regards the safety and quality of its products and services as the cornerstone of its high-quality development. Guided by the quality policy that “providing products and services that satisfy customers is the foundation of the Company’s survival; and the development of our customers is the foundation of the company’s development”, we continuously improve quality management throughout the entire product lifecycle to ensure that our products comply with the Product Quality Law of the People’s Republic of China, and to provide customers with products that meet their expectations and requirements.

3.8 A well-established management system

Shanghai Fudan Microelectronics Group Co., Ltd. has established a series of management systems and obtained numerous certifications, including the ISO 9001 Quality Management System, ISO 14001 Environmental Management System, ISO 45001 Occupational Health and Safety Management System, IECQ QC080000 Hazardous Substance Process Management System, ISO/IEC 17025 laboratory accreditation, ISO 26262 ASIL D Automotive Functional Safety System.

During the reporting period, the Company participated in the EcoVadis Corporate Social Responsibility assessment for the first time. Following a professional evaluation, it was successfully awarded the EcoVadis Bronze rating. This achievement lays a solid foundation for the continued enhancement of ESG and sustainability capabilities across the supply chain, whilst also signifying that the Company’s management practices in the areas of environment, social responsibility and governance have been recognised by an internationally authoritative platform.

此为证书 CN17/21243 译本

下述组织

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的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 并须经符合要求的监督审核保持有效
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3.9 Supply Chain Quality Management System

The Company has established the ‘Supplier Management Procedure’ to standardise the supplier selection and evaluation process. Priority is given to establishing partnerships with foundries and packaging facilities that offer high reliability and high yield rates, thereby completing the onboarding of qualified suppliers. Through various control measures, including on-site audits, quarterly and annual assessments, and regular supplier meetings, the company maintains ongoing oversight of supplier quality to ensure full compliance with the company’s quality standards for procurement and outsourced manufacturing.

Product Inspection System

Incoming goods inspection	Carry out incoming inspection on chips that have completed the wafer-level testing process and on circuits that have been packaged and are awaiting testing.
In-process inspection	Random checks are carried out on all products that have undergone testing in order to identify quality issues in the inspection process at an early stage.
100% electrical performance testing of products	We carry out 100% electrical testing on packaged products to ensure the quality of products prior to dispatch.

3.10 Product Reliability Assurance System

The Company has established a rigorous reliability testing process to assess the reliability of both newly developed products and those in mass production. The Quality Management Department coordinates the entire process—including preliminary reliability testing, prototype validation, production sample validation and final acceptance testing—for newly developed products and those subject to design changes; For mass-produced products, we are responsible for routine quality monitoring. We draw up annual routine testing plans in accordance with corporate standards, product test specifications and other relevant documentation, and ensure that tests are carried out strictly in accordance with these plans, in order to comprehensively assess and evaluate the reliability of mass-produced products.

The Quality Management Department’s laboratory covers an area of nearly 400 square metres and is equipped with a range of reliability testing equipment, instruments and gauges, enabling it to conduct various types of reliability tests on semiconductor devices. These include environmental testing, mechanical testing, ESD testing and life testing. In 2025, the laboratory (Reliability Laboratory) successfully passed the CNAS surveillance audit, maintaining accreditation for testing items within its scope of competence. It is capable of conducting various types of reliability tests on integrated circuits, including ESD, environmental testing and life testing.

3.11 Quality Feedback System

The Company has established a comprehensive quality feedback system, covering the steps of feedback, root cause analysis, corrective action and verification. By addressing three key areas—customer feedback, reports of anomalies and the management of non-conforming products—the company has refined its quality feedback process to ensure that all reported issues are dealt with swiftly and effectively, whilst preventing recurrence at source, thereby achieving customer satisfaction and continuous improvement.

Customer feedback	We welcome customer feedback and will respond within 24 hours.
	Where product quality issues arise, initiate the quality feedback process, carry out a failure analysis, investigate the causes, implement corrective actions and verify that the issue has been resolved.
	Respond to the investigation report within five working days and follow up on the verification measures.
Report issue	Quality issues arising during the production process, including feedback from both internal and external suppliers.
	The incident reporting process is handled according to severity levels, providing details of the investigation into the cause and a proposed resolution for the issue.
	Use quality tools to analyse the causes, such as fishbone diagrams/5WHY/5W1H method, and submit a report in 8D format.
Control of non-conforming products	Establish a system for the review of non-conforming products and ensure that it operates independently.
	Identify non-conformities and the decisions taken to address them, analyse the causes of non-conformities, implement corrective actions and verify that the issue has been resolved.
	Non-conforming items must be isolated and labelled, and managed separately to prevent them from entering the market.

3.12 Protection of Customer Rights

Customer Complaint Handling Mechanism

The Company has established a complaints handling mechanism. Upon receiving customer feedback, sales staff forward it internally via the ‘Customer Service Report’ and the ‘Quality Feedback Form’. Customer service engineers and quality management engineers then take the lead in resolving the issues, analysing and investigating the root causes, formulating and implementing corrective measures, and producing an analysis report.

In 2025, Shanghai Fudan Microelectronics Group Co., Ltd. received a total of 102 customer complaints, with a 100% response rate within five working days and a 91.21% resolution rate within ten working days. During the reporting period, there were no product recalls due to safety or health concerns among all complaints received.

The procedure for handling complaints is as follows:

1	Respond within 24 hours of receiving customer feedback
2	Submit feedback on quality
3	Investigate the causes of product failure
4	Propose improvement measures
5	100% response rate within 5 working days
6	Traceability measures
7	85% closure rate within 10 working days

3.13 Customer satisfaction

Shanghai Fudan Microelectronics Group Co., Ltd. conducts two customer satisfaction surveys each year, with the aim of gaining a comprehensive understanding of customer perceptions of the Company's products and services. The surveys focus on customers' views regarding product quality, delivery and packaging, service guarantees, and HSF capabilities. The weighted average score for the 2025 annual customer satisfaction survey was 96.66. 100.00% of customers expressed satisfaction with the company's overall performance. All feedback received during the survey was carefully analysed, and responses were provided to customers; the effectiveness of the improvement measures implemented was subsequently monitored and verified.

3.14 Data Security and Customer Privacy Protection

The Company strictly complies with laws and regulations such as the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China and the Personal Information Protection Law of the People's Republic of China. It has established security standards and management systems that incorporate data security provisions, clearly defining procedures for security incident reporting, data recovery contingency plans, routine backups of critical data, rules governing data access, and controls over data access permissions. Only authorised staff are granted access and processing rights.

Records and reports relating to measures taken to ensure data security include records of regular inspections, daily backup logs, reports on emergency response drills, and security incident reports, all of which serve to comprehensively safeguard the security of information and data. During the reporting period, no security incidents involving the Company's internal data occurred, and the Company's portal website operated smoothly without any security incidents.

The Company remains steadfast in upholding the fundamental principles of client privacy and data security. It has established the 'Code of Business Ethics and Compliance' to regulate employee conduct and ethical standards, and requires all staff to sign a 'Commitment to Adhere to the Code of Business Ethics and Compliance' to ensure strict compliance with confidentiality management requirements. All employees are strictly prohibited from obtaining trade secrets of the Company, clients, suppliers or other business partners through any unlawful means. Furthermore, they bear the responsibility and obligation to protect confidential information, including client privacy and trade secrets, lawfully obtained in the course of their duties. During the reporting period, there were no incidents involving the disclosure of customer privacy.

3.15 Employee

The Company strictly complies with laws and regulations such as the Labour Law of the People's Republic of China, the Labour Contract Law of the People's Republic of China, the Civil Code of the People's Republic of China and the Law on the Protection of Minors of the People's Republic of China, and provides its employees with equal opportunities and remuneration.

3.16 Employee Rights and Benefits

Equality and lawful employment

The Company has established internal policies such as the ‘Human Resources Management Procedures’, the ‘Anti-Discrimination, Workplace Anti-Harassment and Anti-Abuse Management System’, the ‘Staffing Requirement Application Workflow’ and the ‘Staff Recruitment and Hiring Workflow’. It adheres to the employment principles of ‘standardised procedures, fairness and impartiality’, and implements a policy of non-discriminatory employment, ensuring that recruitment and hiring decisions are not influenced by factors such as ethnicity, gender, age or marital status. We implement effective human resources planning and maintain standardised recruitment procedures, whilst firmly opposing practices such as forced labour and the employment of child labour. The Company has strict regulations prohibiting the recruitment of anyone under the age of 16 under any circumstances, and forbidding forced labour. Should any breaches be discovered, the Human Resources Department will take action in accordance with relevant laws. During the reporting period, there were no cases of child labour or forced labour within the Company. Should any instances of forged documents be discovered, Fudan Microelectronics will not hesitate to terminate the employment contract and take legal action.

We shall enter into employment contracts with our employees in accordance with the law, on the basis of equality, voluntary consent, mutual agreement and good faith, and shall earnestly safeguard their lawful rights and interests.

3.17 Employee Remuneration and Benefits

The Company actively implements various welfare policies to safeguard employees’ statutory rights and entitlements. In addition to basic benefits such as social insurance (including pension, medical and work-related injury insurance) and the housing provident fund, the company also provides employees with a range of additional benefits, such as supplementary medical insurance, Spring Festival gifts, regular health check-ups and departmental travel allowances.

In addition to public holidays, we provide eligible employees with annual leave, sick leave, marriage leave, maternity leave and parental leave, thereby safeguarding their legal rights and interests.

We have implemented a remuneration system based on job value and performance appraisal, with staff remuneration comprising a basic salary, fixed allowances and variable bonuses.

3.18 Democratic management

The Company has established a trade union, convenes regular staff representative conferences, and has set up an internal platform for collecting suggestions, encouraging staff to speak freely. Suggestions put forward by staff are responded to by the relevant departments, which implement the necessary improvements; the company actively takes on board staff opinions and suggestions to ensure that staff rights and interests are fully safeguarded.

3.19 Staff training and development

Promotion and Development

The Company is committed to the recruitment and development of talent, ensuring clear career progression pathways for employees, continuously strengthening the talent pool, refining promotion channels, and enhancing staff capabilities and professional competence. The company employs a dual-track career development system, offering employees career paths best suited to their individual needs through management and specialist tracks, thereby providing maximum flexibility for their professional development.

Employee Training System

The Company places great emphasis on staff training and development, and has established a scientific and effective training management platform to further enhance the scientific and standardised approach to staff training. At the start of each year, we draw up an annual training plan that combines internal and external training. The programme covers basic competency training, cross-functional training, specialist skills training and management skills training, among other areas. This approach meets the career development needs of staff across all roles, providing a solid foundation for their professional advancement and personal growth, and fostering mutual development between employees and the company. In 2025, the company invested RMB436,000 in training, with a total of 31,491 training hours.

Human Resources Performance Data	2025
Total number of employees	1958
Ratio of male and female employees	2.42:1
Ratio of employees aged below 30/aged between 30 and 50/ above 50	6.56 : 16.62 : 1
Full-time to part-time staff ratio	121.38:1
Number of foreign employees	3
Number of disabled employees	18
Ratio of employees with master's degree and above/bachelor's degree /College education and below	1.44:1.36:1
Staff turnover rate (%)	5.73%
Proportion of male staff among resigned staff (%)	74.21%
Proportion of female staff among resigned staff (%)	25.79%
Proportion of resigned staff who aged below age 30(%)	39.26%
Proportion of resigned staff who aged between 30 and 50 (%)	50.43%
Proportion of resigned staff who aged above age 50(%)	10.31%
Staff turnover rate of foreign staff(%)	25%
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	2025
Employee training input (RMB 0'000 / year)	43.6
Total annual training hours for employees (hours/year)	31491
Number of training courses (per year)	483
Average training hours for employee (hours/person/year)	15.16
Percentage of senior management trained	100%
Average training hours for senior management	39.88
Percentage of intermediate management trained	100%
Average training hours for intermediate management	21.38
Average training hours for male staff (hours/person/year)	15.73
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%

3.20 Employee Care and Motivation

Fudan Microelectronics is committed to the holistic well-being of its staff, organising regular staff activities and providing facilities for leisure and recreation, thereby continuously enhancing staff well-being. The Company is dedicated to supporting a positive and healthy work-life balance for its employees.

We organise various clubs and activities to enrich our employees' lives, such as the Fudan Microelectronics Basketball Club, which promotes physical fitness, fosters a culture of basketball, enriches employees' leisure time, and strengthens camaraderie and a spirit of teamwork and mutual support; as well as events such as the Company's anniversary celebrations, annual meetings and fun sports days.





3.21 Employee motivation

Quality Culture Award

In order to enhance the whole Company's commitment to implementing the quality policy, encourage innovation and promote an excellent quality culture, the company organises an annual Quality Culture Awards scheme in accordance with the principles of openness and fairness, without favouritism, and adhering to the principle that it is better to have none than to accept substandard entries. The scheme comprises three categories—Gold, Silver and Bronze—to recognise teams and individuals who have made outstanding contributions to the company's development.

Share-based incentive scheme

The Company has always regarded its people as its most valuable asset. To enhance staff cohesion and competitiveness, the company has introduced a restricted share incentive scheme, which has successfully stimulated staff motivation and creativity.

3.22 Safety management

Shanghai Fudan Microelectronics Group Co., Ltd. is actively advancing the development of its occupational health and safety management system and has obtained ISO 45001 certification for occupational health and safety management. The Company has established a range of policy documents, including the 'Procedure for Hazard Identification, Risk Assessment and Control', the 'Company Safety Management Regulations' and the 'Stakeholder Management Regulations', thereby laying a solid foundation for safe development. It continues to optimise its occupational health and safety management system to ensure production safety and the occupational health and safety of its employees. During the reporting period, there were zero workplace accidents, and no accidents resulting in serious or more severe injuries. Over the past three years, the number and rate of work-related fatalities have been zero.

Safety and Maintenance

The Company adheres to the principle of 'safety first, prevention-oriented, and comprehensive management'. It has established a safety production accountability system, under which the General Manager bears overall responsibility for the Company's safety work, the General Office is responsible for day-to-day safety operations, and the heads of each department are responsible for safety within their respective departments. A dedicated safety inspection is conducted once a month, with clear guidelines on the scope of the inspection and key areas to be checked. Any issues identified during the inspection are addressed promptly through organised rectification measures, thereby ensuring the company's safety in production on an ongoing basis.

Hazard sources were identified and assessed to ensure that risks associated with them remained manageable. In 2025, a total of 158 hazard sources were identified and risk assessments were carried out on them. A list of major hazard sources was established, and targeted risk prevention and control measures were formulated and implemented to prevent potential safety hazards from occurring.

Safety Awareness Training

The company actively promotes safety education and training for its staff. This includes safety induction for new recruits, pre-duty role-specific safety training, as well as regular safety awareness sessions and emergency drills. These measures ensure that staff possess the necessary safety knowledge and skills before commencing work, whilst also enhancing their ability to manage emergencies, deepening their understanding of safety protocols, establishing rapid response and emergency handling mechanisms, and improving their capacity to identify and respond to risks. We organise fire drill for all staff every year.

Occupational Health and Safety

The trade union organised a staff representative assembly, attended by all staff representatives (including occupational health and safety representatives). The assembly reviewed the status of occupational health and safety work and distributed the 2025 staff occupational health and safety questionnaire. Feedback from the questionnaire was passed on to the relevant departments for improvement, with a view to continuously refining the development of the staff occupational health and safety system. We arrange annual health check-ups for all staff to effectively safeguard their rights and interests. We have established a standardised list for the distribution of personal protective equipment (PPE) to ensure staff safety in the workplace, and we guarantee a 100% distribution rate and coverage of PPE.

The Company has drawn up the ‘Accident and Incident Management Regulations’, which set out clear procedures for handling accidents and incidents. For all accidents and incidents occurring within the company, corrective and preventive measures must be taken promptly following reporting, investigation and resolution, and lessons learnt must be shared to prevent recurrence.

Health and safety of stakeholders

To safeguard the health and safety of stakeholders affected by the Company’s operations, we issue a ‘Stakeholder Notification’ to those stakeholders requiring particular attention; where necessary, we enter into agreements regarding environmental and safety management; and we provide environmental and safety training to on-site personnel as appropriate.



4. Sustainability-related Governance Dimension Issues

In order to gain a deeper understanding of stakeholders' concerns, the company has established a comprehensive communication mechanism. By utilising a variety of communication channels, it ensures the free flow of information, thereby fostering constructive interaction with stakeholders and achieving mutual success.

Stakeholder	Key Issues	Communication
Customers	Product Quality and Safety 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 Disclosure of Information	Financial Report Releases Shareholders' Meeting Investor Relations Hotline Company website and WeChat official account
Suppliers	Justice, fairness and integrity Compliance	Suppliers' Meeting On-site Audit
Employees	Employee Rights and Benefits Occupational health and safety Training and Career Development Employee welfare	Suggestion Platform Occupational Health and Safety Survey Staff Representative meeting Internal Meeting Staff events
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 Take part in charitable activities

4.2 Disclosure of information

The Company strictly adheres to the requirements of the Information Disclosure Management System, conducting information disclosure in accordance with the law and relevant regulations. It ensures that information is disclosed simultaneously on both the A-share and H-share markets in accordance with the principles of truthfulness, accuracy, completeness, timeliness and fairness, thereby effectively safeguarding the legitimate rights and interests of all shareholders.

To build a bridge for communication with a diverse range of investors, the Company has established a dedicated investor relations email address and a hotline, and has set up an "Investor Relations" section on its official website. This section comprises the 'Company Announcements', 'Presentation Materials', 'Constitutional Documents', 'Corporate Governance', 'Directors' Biographies', 'Investor Interaction', 'Corporate Communications' and 'Notification of Shareholding Disclosure' columns—the latter specifically for shareholders holding 5% or more of the shares—to ensure smooth communication with investors.

In addition, the Company engages in various forms of interaction on an ad hoc basis, including face-to-face meetings, online earnings briefings and on-site investor visits, and maintains an ‘Investor Relations Survey Registration Form’ on the SSE E-Interaction platform (<http://sns.sseinfo.com/>). At each Annual General Meeting, management responds to investors’ questions in accordance with applicable laws and regulations, ensuring that communication channels remain open.

During the reporting period, there were no instances of regulatory penalties resulting from the failure to disclose material information in a truthful, accurate and timely manner.

4.3 Customer Satisfaction Survey

Shanghai Fudan Microelectronics Group Co., Ltd. conducts two customer satisfaction surveys each year to gain a comprehensive understanding of customer perceptions of the company’s products and services. The surveys cover aspects such as product quality, delivery and packaging, service guarantees, and HSF capabilities.

4.4 Staff Suggestion Platform

In 2025, the Company used its suggestion scheme to gather feedback from employees regarding their encouragement and suggestions for improvement, with the aim of growing together with the company. The Company carefully assessed all suggestions submitted and provided timely feedback.

In 2025, a questionnaire on occupational health and safety was distributed via the Staff Representative meeting. A total of 101 responses were collected, resulting in three recommendations, which have been forwarded to the relevant departments for action.

4.5 Anti-commercial bribery and anti-corruption

The Company regards compliance as its fundamental principle, strictly adheres to laws and regulations such as the Criminal Law of the People’s Republic of China and the Hong Kong Prevention of Bribery Ordinance, resolutely combats corruption and avoids conflicts of interest, upholds the principles of fair competition, and rigorously protects intellectual property rights and client information. The Company has been recognised as a Five-Star Integrity-Building Enterprise and an Intellectual Property Model Enterprise.

The Company has established a comprehensive anti-fraud oversight system. Through the ‘Anti-Fraud and Whistleblowing Policy’, it has made reporting channels publicly available, implemented mechanisms to protect the identity of whistleblowers, and designated the Audit Department to be solely responsible for overseeing, investigating and rectifying anti-fraud matters, thereby ensuring a closed-loop process.

The Company organised relevant departments to conduct specialised training on corporate integrity, explaining the relevant laws and regulations and highlighting the dangers of corruption. This has helped foster a culture of integrity and honesty within the company, effectively assisting employees in developing values of integrity and honesty.

During the reporting period, there were no cases of corruption-related litigation brought against or concluded by the Company’s management and employees, and no senior management personnel were held accountable for breaches of integrity principles.

4.6 Anti-Unfair competition

The Company has drawn up and implemented the ‘Code of Business Ethics and Compliance’ to regulate employee conduct and ethical standards, and requires employees to sign a ‘Declaration of Commitment to the Code of Business Ethics and Compliance’. At the same time, it systematically reinforces employees’ compliance awareness and ethical standards through training and other means. In the face of market competition, the Company adheres strictly to the principles of fairness and integrity. On the one hand, it strengthens internal management and standardises business practices, consolidating its market competitiveness through high-quality products and services; on the other hand, it focuses on intellectual property protection, continuously enhances its capacity for independent innovation, and improves its core competitiveness, whilst resolutely opposing unfair competition.

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

5. Climate-related issues

The physical and transition risks posed by climate change have become key factors influencing the strategic positioning of the global high-end manufacturing sector. The technology-intensive sector in which the Group operates is particularly vulnerable to potential disruptions to operational continuity and precision manufacturing environments caused by extreme weather events, as well as to the systemic changes in technological pathways, market demand and supply chain structures brought about by low-carbon transition policies.

To address these challenges in a systematic manner, In accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Group has established and continues to refine its climate governance framework. Centred on four core pillars—governance, strategy, risk management, and metrics and targets—the Group comprehensively discloses its management practices, risk mitigation measures and interim targets regarding climate-related issues, thereby demonstrating its firm commitment to integrating sustainable development into its core strategy and actively advancing towards a low-carbon future.

5.1 Governance

5.1.1 Corporate Governance Structure and ESG Management Mechanisms

The Group has established a systematic climate governance framework, bringing climate-related matters fully under the oversight of the Board. The Board bears ultimate responsibility for the management of climate-related risks and opportunities, and drives the implementation of relevant initiatives through its ESG Committee working group and the Secretary to the ESG Committee.

The ESG Working Group possesses the requisite expertise to formulate and implement various mitigation and adaptation policies and measures, and reports to the Board at least once a year on the overall progress and achievement of targets relating to ESG and climate-related matters. The formulation and adjustment of ESG and climate targets are subject to standard review and approval procedures. Should the targets not be met as planned, the ESG Working Group will conduct a systematic analysis of the causes and work with the relevant departments to formulate appropriate improvement measures, with a view to driving the continuous enhancement of the Group’s ESG and climate governance standards.

To strengthen our management of climate-related issues, we established a basic framework in 2025 for identifying, assessing and managing climate-related risks and opportunities. We have since conducted regular systematic reviews and updates to ensure that the framework remains closely aligned with industry trends, regulatory requirements and stakeholder expectations. This initiative further underscores the Group’s commitment to climate governance, risk management and the transition to a low-carbon economy, and demonstrates our determination to proactively manage climate-related issues in a dynamic environment.

For further details regarding the Group’s ESG governance structure and mechanisms, please refer to the ‘Board’s Statement’ section of this report.

5.2 Strategy

The Group recognises that the physical and transition risks posed by climate change have profoundly impacted the competitive landscape and operating environment of the industry. Accordingly, we have systematically integrated climate-related considerations into the Group’s overall strategic planning and decision-making processes, with the aim of enhancing business resilience, seizing opportunities for transformation, and ensuring long-term sustainable value creation.

5.2.1 Climate-related risks

The Group is progressively establishing and refining a systematic climate risk assessment framework, designed to identify, analyse and prioritise climate-related risks that could have a material impact on the Group’s operations, supply chain, market demand and financial position, using a systematic, phased approach. During the assessment process, we focused primarily on two key categories of risk: physical risks and transition risks. Physical risks primarily refer to physical impacts directly caused by climate change, such as extreme weather events including torrential rain, flooding and prolonged heatwaves, which may pose a direct threat to the stable operation of production facilities, asset security, supply chain logistics and employee safety. Transition risks stem from the policy adjustments, technological advancements, market shifts and reputational changes accompanying the global transition to a low-carbon economy. Specifically, these include increasingly stringent climate regulations and carbon pricing mechanisms, the upgrading and transformation of industrial technology pathways, growing market demand for low-carbon products, and the expectations of investors and customers regarding corporate transparency and performance on climate issues.

To enhance the forward-looking nature and strategic relevance of our climate risk assessments, we have established short-, medium- and long-term assessment frameworks for physical risks and transition risks respectively. Below are the risks identified by the Group, their respective time horizons, the impact on the company’s business and finances, and our response and mitigation strategies.

Short-term (within 1 year)	The primary focus is on the potential short-term impact of climate-related policies, market conditions or extreme weather events on operational stability and compliance costs
Medium-term (1–5 years)	In line with the national ‘dual carbon’ policy objectives, and in particular the requirement to reach peak carbon emissions by 2030, assess the impact of transition policies, technological changes and shifts in market preferences on input costs and competitiveness
Long-term (5 years or more)	Assess the potential impact of climate change trends and long-term physical risks on business sustainability, asset value and long-term strategic planning

Physical risks

Risk	Type	Duration	Potential implications	Mitigation measures
<p>Extreme rainfall and flooding have caused disruptions to supply chains and operations</p>	<p>Acute</p>	<p>Short-term</p>	<p>Heavy rainfall, flash floods and sudden flooding may disrupt the surrounding transport network, causing interruptions to logistics, the delivery of critical materials and staff commuting, thereby affecting R&D progress and testing schedules. If flooding spreads to the office premises or the area where the research centre is located, sensitive equipment may be damaged by moisture, leading to temporary downtime, equipment failure or data loss, and increasing recovery and repair costs.</p>	<ul style="list-style-type: none"> • Build up a safety stock of key materials in advance during high-risk periods, and work with logistics partners to develop alternative routes or temporary delivery plans; • Establish a multi-regional, geographically diverse supplier base to reduce reliance on any single region, thereby mitigating the impact of extreme weather on materials and logistics; and • Develop contingency plans for adverse weather conditions, including remote working arrangements, decentralised scheduling of testing tasks and data backup mechanisms, to ensure that minimum operational levels can be maintained during short-term disruptions.
<p>Typhoon-related damage to facilities</p>		<p>Short to medium term</p>	<p>Typhoons and severe storms may also cause damage to the company's buildings, equipment rooms and outdoor facilities, leading to temporary power cuts, communication disruptions and the suspension of on-site operations, resulting in short-term reductions in production capacity and operational delays.</p>	<ul style="list-style-type: none"> • Install reinforced door panels, waterproof and windproof enclosures and other such devices for server rooms, electrical distribution boards and network equipment; • Establish contingency plans, including accelerating the migration of test projects, activating off-site backup systems or using alternative facilities to carry out part of the work; and • Suspend on-site operations during typhoons, step up safety training, and issue real-time risk alerts via internal company communication channels.

<p>Extreme heat has disrupted the balance in testing and R&D environments</p>		<p>Short to medium term</p>	<p>Heatwaves are becoming increasingly frequent, and high temperatures are placing a strain on temperature control systems in R&D facilities, server rooms and test environments. Rising temperatures place an increased strain on cooling systems, heightening the risk of power outages and equipment overheating, which in turn affects temperature-sensitive integrated circuit testing processes; it may be necessary to suspend the operation of certain high-energy-consumption equipment to ensure the safety of personnel and facilities.</p>	<ul style="list-style-type: none"> • Replace with cooling equipment that is more energy-efficient and has a higher load capacity; • Monitors temperature, humidity and equipment load in real time via an intelligent temperature control system, automatically adjusting cooling output to ensure the equipment operates normally; and • Adjust the positioning of the equipment according to the distribution of thermal loads to reduce localised hot spots and improve the overall stability of the test environment.
<p>The risks posed by rising sea levels affect the park and its infrastructure</p>	<p>Chronic</p>	<p>Long-term</p>	<p>Rising sea levels will expose facilities located in low-lying or coastal areas to a higher risk of flooding and waterlogging, increasing the likelihood of damp, erosion and wear and tear to buildings and precision equipment, and leading to higher maintenance and reinforcement costs. Certain key assets may experience accelerated deterioration or premature decommissioning due to prolonged exposure to more frequent flooding, or may become unsuitable for continued operation in the future, thereby necessitating their relocation to locations with</p>	<ul style="list-style-type: none"> • Carry out reinforcement works at the park area or research centre, including applying waterproof coatings to external walls, raising entrance railings and upgrading the drainage system; and • Conduct risk assessments on facilities located in areas of potential high risk, and draw up plans for possible future site relocation or functional transfer.

			lower climate risk.	
Rising temperatures year on year are leading to increased energy costs and cooling requirements		Medium to long term	As average temperatures continue to rise, the year-round load on temperature control systems such as air conditioning and chillers is increasing, leading to a gradual rise in energy costs. Research, development and testing activities are highly sensitive to ambient temperature; if prolonged high temperatures necessitate stricter temperature control measures, this may lead to increased energy costs, a greater need for system upgrades and modifications, and rising annual operating costs.	<ul style="list-style-type: none"> • Reduce overall energy consumption by adopting energy-efficient HVAC systems, smart energy management platforms and low-power-consumption equipment; and • By purchasing green electricity, installing solar panels and using energy storage systems, we can reduce our reliance on the grid during peak demand periods and lower energy costs.

Transition risks

Risk	Type	Duration	Potential implications	Mitigation measures
Stricter requirements regarding carbon emissions, energy efficiency and environmental compliance	Policies and Regulations	Medium to long term	Global and domestic ‘dual carbon’ initiatives are driving stricter environmental compliance requirements, such as the disclosure of product carbon footprints and the management of hazardous chemicals and electronic waste. As a specialist integrated circuit design company, although we are not a high-emission manufacturing entity, we will be affected by supply chain compliance requirements and ESG thresholds in client tenders. Future trends towards the standardisation and	<ul style="list-style-type: none"> • Establish a carbon and compliance management system covering greenhouse gas emissions inventories, setting annual targets and establishing internal control processes; and • Regularly assess the impact of disclosure and compliance requirements in different regions on projects, delivery and gross profit.

			mandatory implementation of carbon verification, energy efficiency and disclosure requirements will increase compliance costs and management complexity.	
The industry is constantly coming up with more efficient, energy-saving or environmentally friendly solutions	Technology	Medium to long term	New technologies emerging during the transition process require businesses to improve efficiency, reduce energy consumption or enhance environmental performance; however, insufficient investment in sustainable R&D or delays in technological upgrades may result in these businesses being supplanted by alternative technologies that better meet these requirements, thereby causing their existing products or services to lose their competitive edge.	<ul style="list-style-type: none"> • by upgrading product design, increasing investment in research and development, and focusing on technologies that are more efficient, more energy-efficient or sustainable; and • Keep abreast of the latest industry developments and engage in technical collaboration with academic institutions, technology companies and other partners.
Customers prioritise products with better energy efficiency and carbon information	Market	Medium to long term	As the world transitions towards a low-carbon and sustainable economy, customers are likely to place greater emphasis on energy efficiency and carbon footprint compliance. Products that lack energy efficiency advantages or transparency regarding carbon data are more likely to lose out in tenders, thereby increasing the costs of market expansion.	<ul style="list-style-type: none"> • Keep a close eye on market trends and adapt products, services or solutions in a timely manner to meet green and sustainability requirements; • Develop a product portfolio that is more efficient, energy-saving or sustainable in order to enhance market competitiveness; and • Establish a transparent mechanism for disclosing environmental performance to build customer trust.

Regulators and stakeholders have increasingly high expectations regarding the transparency of climate-related information	Reputation	Medium-term	Investors, customers and partners are increasingly focusing on companies' actual performance and transparency in the areas of climate and sustainability; inadequate disclosure or environmental controversies can damage a brand's reputation and image.	<ul style="list-style-type: none"> • Provide clear disclosure of climate governance, strategies, risk management and targets, subject to third-party verification; and • Establish a communication mechanism with clients and investors to provide regular updates on progress regarding emissions reductions and green products.
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5.2.2 Climate-related opportunities

The Group fully recognises that addressing climate change is not merely a matter of risk management, but also presents strategic opportunities to drive innovation, enhance efficiency and expand into new markets. We are taking systematic measures to deeply integrate climate-related opportunities into our core operations and long-term development strategy, as demonstrated by the following:

1. Promoting the development of energy-efficient and low-carbon products: Against the backdrop of ever-increasing technical requirements, we will integrate energy efficiency optimisation, environmental resilience and sustainable design principles into the research and development of new products and technologies, in order to meet the growing demand in the green and low-carbon markets and enhance product competitiveness.
2. Improving operational efficiency and resource utilisation: We will continue to implement energy-saving upgrades to our facilities management, energy usage and temperature control systems to enhance energy efficiency and reduce long-term operating costs; where appropriate, we will also explore the judicious use of renewable energy to improve security of supply.
3. Strengthening the Group's brand image and long-term competitive advantage: By proactively addressing climate issues, enhancing transparency and fulfilling sustainability commitments, we strengthen the trust and recognition of the Group among customers, partners and investors, thereby helping us maintain our competitive edge in an increasingly competitive market environment.

These initiatives have not only effectively enhanced the Group's overall capabilities in climate adaptation and mitigation, and further optimised resource utilisation efficiency, but have also established a more competitive technological edge and market position in the process of low-carbon transition. Looking ahead, the Group will continue to explore development opportunities in the low-carbon sector, increase investment in relevant resources, and steadily advance the implementation of its low-carbon strategy, thereby creating greater value for the Group's sustainable long-term development.

For further information on the Group's sustainability strategy and specific environmental initiatives, please refer to the section '1. Environmental Issues' in this report.

5.3 Risk Management

The Group has established a systematic climate risk management process designed to effectively identify, assess, monitor and address relevant risks, and to integrate these into its overall business operations and strategic decision-making.

5.3.1 Governance Structure and Responsibilities

The Board of Directors bears ultimate oversight responsibility for climate risk management. Under the Board's leadership, the ESG Committee is responsible for coordinating the entire climate risk management process, including reviewing risk assessment results, monitoring progress against targets, and assessing the effectiveness of mitigation measures. The ESG Working Group, established under the ESG Committee, is responsible for carrying out specific tasks, such as organising annual risk assessments, tracking performance indicators, analysing the causes of deviations from targets, and driving improvements. Responsibilities for risk management have been clearly assigned to the relevant business and functional departments, and their performance in managing climate risks has been incorporated into the performance appraisal system.

5.3.2 Risk Identification, Assessment and Monitoring Process

We employ a systematic approach to identify and assess climate-related risks that could have a material impact on our operations, supply chain, markets and finances, with a particular focus on physical and transition risks.

Our assessment process combines quantitative analysis with qualitative judgement:

1. Climate risk identification and assessment process: Regularly liaise with and audit departments, the supply chain and operational sites to identify business-related climate risks; classify and prioritise transition risks and physical risks; and have relevant departments formulate corresponding management measures.
2. Cross-functional collaborative assessment: By holding regular cross-functional meetings, we bring together perspectives from operations, supply chain, strategy, finance and R&D to comprehensively identify risks and assess their business relevance.
3. Dynamic monitoring and iterative updates: We incorporate key climate risk indicators into our routine management reporting system and continuously monitor changes in these indicators. Each year, we review and update our risk identification criteria and assessment methods in light of the latest climate science, policy and regulatory developments, technological advancements and market trends, to ensure they remain up to date and relevant.

5.3.3 Key risk mitigation measures

To enhance our overall resilience, we are implementing the following measures in key areas:

- Enhancing the resilience of operational facilities: Incorporate physical risk assessments (such as flood and heatwave risks) into the site selection of new facilities and the refurbishment of existing ones, and explore the deployment of adaptive measures and smart monitoring systems.
- Strengthen supply chain risk management: Enhance the supply chain's resilience to climate-related disruptions by promoting climate risk screening of suppliers, exploring diversified supply arrangements and establishing a mechanism for stockpiling critical materials.
- Enhancing the data infrastructure and decision-making support: Continuously optimising the processes for collecting, accounting for and verifying climate-related data, improving data quality, and providing a reliable basis for risk quantification and management decisions.

5.3.4 Continuous improvement and forward-looking planning

We recognise that climate risk management is an ongoing process. Going forward, the Group will continue to refine its risk management framework and explore ways to integrate climate risks more deeply into investment decisions and business planning. At the same time, we will actively monitor innovations in low-carbon technologies and market opportunities, and strive to build long-term competitive advantages through this transition.

5.4 Guidelines and Objectives

5.4.1 Greenhouse gas emissions

In response to global climate action initiatives and in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the Group has established a comprehensive system of climate and environmental performance indicators to scientifically measure, continuously monitor and effectively manage the impact of its operations on the climate. We conduct emissions accounting in accordance with international standards such as the Greenhouse Gas Protocol and ISO 14064-1, and we are continuously refining our data governance processes with a view to enhancing the transparency of our disclosures and the integrity of our emissions management across the value chain.

We have established a range of environmental targets covering greenhouse gas emissions reduction, resource conservation and operational efficiency improvements, and have incorporated these into an annual review and update mechanism to ensure that our targets evolve in line with business development, regulatory requirements and industry best practice.

To realise the long-term vision of a low-carbon transition, the Group's current climate-related targets cover Scope 1, Scope 2 and certain Scope 3 greenhouse gas emissions. Specifically, Scope 1 covers direct emissions from the Group's owned or controlled facilities; Scope 2 covers indirect emissions resulting from purchased electricity; and Scope 3 includes indirect emissions arising from activities within the value chain. The table below presents the Group's greenhouse gas emissions for the reporting period, covering data for Scope 1, Scope 2 and selected Scope 3 emissions.

Greenhouse gas emissions ¹	Unit	2025	2024
Scope 1 direct greenhouse gas emissions	TCO2-e	56.65	112.61
Scope 2 indirect greenhouse gas emissions	TCO2-e	10,333.11	10,080.21
Scope 3 indirect greenhouse gas emissions ²	TCO2-e	770.06	731.24
Total	TCO2-e	11,159.82	10,924.06
Greenhouse gas emission intensity	TCO2-e / A million products	2.47	3.02

¹ The Group's calculation methods for Scope 1, Scope 2 and Scope 3 greenhouse gas emissions draw upon, but are not limited to, the Greenhouse Gas Protocol, and Scope 2 indirect emissions are calculated using a territorial-based approach. When defining the organisational boundaries for greenhouse gas accounting, the Group adopts a 'financial control' approach, including within the scope of the emissions inventory those facilities over which the Group exercises financial control, to ensure that the scope of accounting aligns with the Group's operational management authority and is comparable. The emission factors used by the Group are primarily based on the 'Notice of the Shanghai Municipal Bureau of Ecology and Environment on Adjusting the Emission Factor Values in the Municipal Greenhouse Gas Emission Accounting Guidelines', to ensure that the emission factors used in the calculations are authoritative and reflect local conditions.

² The Group's Scope 3 emissions identified during the reporting period primarily stemmed from emissions associated with staff air travel and the transport of downstream products.

For further information on the Group's greenhouse gas emissions reductions, please refer to the '1. Environmental Issues' section of this report.

5.4.2 Setting climate targets

The Board has reviewed and approved the following quantified climate targets: using 2024 as the base year, to reduce electricity intensity per unit of output by 1% by 2030, and to achieve a 30% reduction in total carbon emissions by 2050 compared to the base year. These targets reflect the Group's commitment to integrating climate action into its long-term development strategy. Progress towards these targets is overseen by the Board and the ESG Committee, and their effective implementation is ensured through annual assessments.

The Group's greenhouse gas emissions intensity has fallen from 3.06 tonnes of carbon dioxide equivalent per million units produced in 2024 to 2.47 tonnes of carbon dioxide equivalent in 2025, a reduction of approximately 19.28%, indicating a sustained downward trend in emissions intensity that is consistent with the Group's established climate targets.

For further details on the Group's environmental indicators, please refer to the 'ESG Targets' section of this report.

Appendix: Index of Environmental, Social and Governance Reporting Code of the HKEX

6.1 Climate-related Disclosures

Description	Statement / Chapter
(I) Governance	
19. An issuer shall disclose information about:	
(a) the governance body(s) (which can include a board, committee or equivalent body charged with governance) or individual(s) responsible for oversight of climaterelated risks and opportunities. Specifically, the issuer shall identify that body(s) or individual(s) and disclose information about:	
(i) how the body(s) or individual(s) determines whether appropriate skills and competencies are available or will be developed to oversee strategies designed to respond to climate-related risks and opportunities;	5.1.1 Corporate Governance Structure and ESG Management Mechanisms
(ii) how and how often the body(s) or individual(s) is informed about climaterelated risks and opportunities;	5.1.1 Corporate Governance Structure and ESG Management Mechanisms
(iii) how the body(s) or individual(s) takes into account climate-related risks and opportunities when overseeing the issuer’s strategy, its decisions on major transactions, and its risk management processes and related policies, including whether the body(s) or individual(s) has considered trade-offs associated with those risks and opportunities;	5.1.1 Corporate Governance Structure and ESG Management Mechanisms
(iv) how the body(s) or individual(s) oversees the setting of, and monitors progress towards, targets related to climate-related risks and opportunities (see paragraphs 37 to 40), including whether and how related performance metrics are included in remuneration policies (see paragraph 35); and	5.1.1 Corporate Governance Structure and ESG Management Mechanisms
(b) management’s role in the governance processes, controls and procedures used to monitor, manage and oversee climate-related risks and opportunities, including information about:	
(i) whether the role is delegated to a specific management-level position or management-level committee and how oversight is exercised over that position or committee; and	Board’s Statement
(ii) whether management uses controls and procedures to support the oversight of climate-related risks and opportunities and, if so, how these controls and procedures are integrated with other internal functions.	5.1.1 Corporate Governance Structure and ESG Management Mechanisms Board’s Statement
(II) Strategy	
20. An issuer shall disclose information to enable an understanding of climate-related risks and opportunities that could reasonably be expected to affect the issuer’s cash flows, its access to finance or cost of capital over the short, medium or long term. Specifically, the issuer shall:	
(a) describe climate-related risks and opportunities that could reasonably be expected to affect the issuer’s cash flows, its access to finance or cost of capital over the short, medium or long term;	5.2.1 Climate-related risks
(b) explain, for each climate-related risk the issuer has identified, whether the issuer	5.2.1 Climate-related risks

Description	Statement / Chapter
considers the risk to be a climate-related physical risk or climate-related transition risk;	
(c) specify, for each climate-related risk and opportunity the issuer has identified, over which time horizons – short, medium or long term – the effects of each climate-related risk and opportunity could reasonably be expected to occur; and	5.2.1 Climate-related risks
(d) explain how the issuer defines ‘short term’, ‘medium term’ and ‘long term’ and how these definitions are linked to the planning horizons used by the issuer for strategic decision-making.	5.2.1 Climate-related risks
21. An issuer shall disclose information that enables an understanding of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain. Specifically, the issuer shall disclose:	
(a) a description of the current and anticipated effects of climate-related risks and opportunities on the issuer’s business model and value chain; and	5.2.1 Climate-related risks
(b) a description of where in the issuer’s business model and value chain climate-related risks and opportunities are concentrated (for example, geographical areas, facilities and types of assets).	5.2.1 Climate-related risks
22. An issuer shall disclose information that enables an understanding of the effects of climate-related risks and opportunities on its strategy and decision-making. Specifically, the issuer shall disclose:	
(a) information about how the issuer has responded to, and plans to respond to, climate-related risks and opportunities in its strategy and decision-making, including how the issuer plans to achieve any climate-related targets it has set and any targets it is required to meet by law or regulation. Specifically, the issuer shall disclose information about:	
(i) current and anticipated changes to the issuer’s business model, including its resource allocation, to address climate-related risks and opportunities;	5.2.1 Climate-related risks 5.2.2 Climate-related opportunities
(ii) current and anticipated adaptation and mitigation efforts (whether direct or indirect);	5.2.1 Climate-related risks 5.2.2 Climate-related opportunities
(iii) any climate-related transition plan the issuer has (including information about key assumptions used in developing its transition plan, and dependencies on which the issuer’s transition plan relies), or an appropriate negative statement where the issuer does not have a climate-related transition plan; and	The Group fully recognises the need to establish a clear pathway for low-carbon transition and to enhance the climate resilience of its operations. At present, the Group is systematically advancing the development of relevant underlying assumptions, key dependencies and scenario analyses, thereby laying the groundwork for the formulation and disclosure of a comprehensive transition plan in future

Description	Statement / Chapter
	reporting periods.
(iv) how the issuer plans to achieve any climate-related targets (including any greenhouse gas emissions targets (if any)), described in accordance with paragraphs 37 to 40; and	5.4 Guidelines and Objectives ESG Targets
(b) information about how the issuer is resourcing, and plans to resource, the activities disclosed in accordance with paragraph 22(a).	5.2.2 Climate-related opportunities
23. An issuer shall disclose information about the progress of plans disclosed in previous reporting periods in accordance with paragraph 22(a).	5.2.1 Climate-related risks 5.2.2 Climate-related opportunities
24. An issuer shall disclose qualitative and quantitative information about:	The Group is currently actively developing a systematic approach to assess the potential financial impact of climate-related risks and opportunities. At this stage, no quantitative estimates or qualitative analyses have been carried out regarding the potential impact of these factors on the Group's financial position, operating performance and cash flows. Looking ahead, the Group will continue to identify and assess climate-related risks and opportunities that may affect the value of its assets and liabilities, and will further refine its disclosures in subsequent reporting periods.
(a) how climate-related risks and opportunities have affected its financial position, financial performance and cash flows for the reporting period; and	
(b) the climate-related risks and opportunities identified in paragraph 24(a) for which there is a significant risk of a material adjustment within the next annual reporting period to the carrying amounts of assets and liabilities reported in the related financial statements.	
25. The issuer shall provide qualitative and quantitative disclosures about:	
(a) how the issuer expects its financial position to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities, taking into consideration: (i) its investment and disposal plans; and (ii) its planned sources of funding to implement its strategy; and	
(b) how the issuer expects its financial performance and cash flows to change over the short, medium and long term, given its strategy to manage climate-related risks and opportunities.	
26. An issuer shall disclose information that enables an understanding of the resilience of the issuer's strategy and business model to climate-related changes, developments and uncertainties, taking into consideration the issuer's identified climate-related risks and opportunities. An issuer shall use climate-related scenario analysis to assess its climate resilience using an approach that is commensurate with an issuer's circumstances. In providing quantitative information, the issuer may disclose a single amount or a range. Specifically, the issuer shall disclose:	

Description	Statement / Chapter
(a) the issuer's assessment of its climate resilience as at the reporting date, which shall enable an understanding of:	The Group is continuing to strengthen its internal data collection processes and management systems, and is also assessing the feasibility of conducting climate scenario analysis in future reporting cycles, with a view to further improving the identification and assessment of potential climate impacts.
(i) the implications, if any, of the issuer's assessment for its strategy and business model, including how the issuer would need to respond to the effects identified in the climate-related scenario analysis;	
(ii) the significant areas of uncertainty considered in the issuer's assessment of its climate resilience; and	
(iii) the issuer's capacity to adjust, or adapt its strategy and business model to climate change over the short, medium or long term;	
(b) how and when the climate-related scenario analysis was carried out, including:	
(i) information about the inputs used, including: (1) which climate-related scenarios the issuer used for the analysis and the sources of such scenarios; (2) whether the analysis included a diverse range of climate-related scenarios; (3) whether the climate-related scenarios used for the analysis are associated with climate-related transition risks or climate-related physical risks; (4) whether the issuer used, among its scenarios, a climate-related scenario aligned with the latest international agreement on climate change; (5) why the issuer decided that its chosen climate-related scenarios are relevant to assessing its resilience to climate-related changes, developments or uncertainties; (6) time horizons the issuer used in the analysis; and (7) what scope of operations the issuer used in the analysis (for example, the operation, locations and business units used in the analysis);	
(ii) the key assumptions the issuer made in the analysis; and	
(iii) the reporting period in which the climate-related scenario analysis was carried out.	
(III) Risk Management	
27. An issuer shall disclose information about:	
(a) the processes and related policies it uses to identify, assess, prioritise and monitor climate-related risks, including information about:	
(i) the inputs and parameters the issuer uses (for example, information about data sources and the scope of operations covered in the processes);	5.3.2 Risk Identification, Assessment and Monitoring Process
(ii) whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related risks;	The Group is continuing to refine its climate-related risk assessment framework and plans to conduct a systematic assessment and measurement of climate-related risks using climate-related scenario analysis in future reporting periods.
(iii) how the issuer assesses the nature, likelihood and magnitude of the effects of those risks (for example, whether the issuer considers qualitative factors, quantitative thresholds or other criteria);	5.3.2 Risk Identification, Assessment and Monitoring Process

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(iv) whether and how the issuer prioritises climate-related risks relative to other types of risks;	5.3.2 Risk Identification, Assessment and Monitoring Process
(v) how the issuer monitors climate-related risks; and	5.3.2 Risk Identification, Assessment and Monitoring Process
(vi) whether and how the issuer has changed the processes it uses compared with the previous reporting period;	5.3.2 Risk Identification, Assessment and Monitoring Process
(b) the processes the issuer uses to identify, assess, prioritise and monitor climaterelated opportunities (including information about whether and how the issuer uses climate-related scenario analysis to inform its identification of climate-related opportunities); and	5.3.2 Risk Identification, Assessment and Monitoring Process
(c) the extent to which, and how, the processes for identifying, assessing, prioritising and monitoring climate-related risks and opportunities are integrated into and inform the issuer’s overall risk management process.	5.3.2 Risk Identification, Assessment and Monitoring Process
(IV) Metrics and Targets	
28. An issuer shall disclose its absolute gross greenhouse gas emissions generated during the reporting period, expressed as metric tons of CO2 equivalent, classified as:	
(a) Scope 1 greenhouse gas emissions;	5.4.1 Greenhouse gas emissions
(b) Scope 2 greenhouse gas emissions; and	5.4.1 Greenhouse gas emissions
(c) Scope 3 greenhouse gas emissions.	5.4.1 Greenhouse gas emissions
29. An issuer shall:	
(a) measure its greenhouse gas emissions in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) unless required by a jurisdictional authority or another exchange on which the issuer is listed to use a different method for measuring greenhouse gas emissions;	5.4.1 Greenhouse gas emissions
(b) disclose the approach it uses to measure its greenhouse gas emissions including:	
(i) the measurement approach, inputs and assumptions the issuer uses to measure its greenhouse gas emissions;	5.4.1 Greenhouse gas emissions
(ii) the reason why the issuer has chosen the measurement approach, inputs and assumptions it uses to measure its greenhouse gas emissions; and	5.4.1 Greenhouse gas emissions
(iii) any changes the issuer made to the measurement approach, inputs and assumptions during the reporting period and the reasons for those changes;	Not applicable
(c) for Scope 2 greenhouse gas emissions disclosed in accordance with paragraph 28(b), disclose its location-based Scope 2 greenhouse gas emissions, and provide information about any contractual instruments that is necessary to enable an understanding of the issuer’s Scope 2 greenhouse gas emissions; and	5.4.1 Greenhouse gas emissions
(d) for Scope 3 greenhouse gas emissions disclosed in accordance with paragraph 28(c), disclose the categories included within the issuer’s measure of Scope 3 greenhouse gas emissions, in accordance with the Scope 3 categories described	5.4.1 Greenhouse gas emissions

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in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011).	
30. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related transition risks.	The Group has not yet comprehensively quantified or disclosed the extent to which its assets or business activities are exposed to climate transition risks or physical risks, or affected by climate-related opportunities, nor has it disclosed the scale or proportion of capital expenditure, financing or investments corresponding to such climate-related risks and opportunities. The Group is actively refining its risk management framework and related data systems to support further disclosure in these areas in the future.
31. An issuer shall disclose the amount and percentage of assets or business activities vulnerable to climate-related physical risks.	
32. An issuer shall disclose the amount and percentage of assets or business activities aligned with climate-related opportunities.	
33. An issuer shall disclose the amount of capital expenditure, financing or investment deployed towards climate-related risks and opportunities.	
34. An issuer shall disclose:	
(a) an explanation of whether and how the issuer is applying a carbon price in decisionmaking (for example, investment decisions, transfer pricing, and scenario analysis); and	At present, the Group has not yet adopted an internal carbon pricing mechanism in its investment or business decision-making processes. The Group is actively working to refine its data systems and is considering the introduction of an internal carbon pricing mechanism in the future.
(b) the price of each metric tonne of greenhouse gas emissions the issuer uses to assess the costs of its greenhouse gas emissions;	
35. An issuer shall disclose whether and how climate-related considerations are factored into remuneration policy, or an appropriate negative statement. This may form part of the disclosure under paragraph 19(a)(iv).	The Company's remuneration policy does not currently incorporate climate-related factors or performance indicators linked to sustainability or emissions reduction targets. Going forward, the Company will draw on industry best practice to assess the feasibility of

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	incorporating climate-related performance indicators into its remuneration and incentive schemes, and will consider updating its policies accordingly in due course.
36. An issuer is encouraged to disclose industry-based metrics that are associated with one or more particular business models, activities or other common features that characterise participation in an industry. In determining the industry-based metrics that the issuer discloses, an issuer is encouraged to refer to and consider the applicability of the industrybased metrics associated with disclosure topics described in the IFRS S2 Industrybased Guidance on implementing Climate-related Disclosures and other industry-based disclosure requirements prescribed under other international ESG reporting frameworks.	The Group has not yet disclosed industry benchmarks relating to common characteristics of the sector; current disclosures primarily focus on general environmental indicators such as energy consumption, greenhouse gas emissions, water usage and waste management.
37. An issuer shall disclose (a) the qualitative and quantitative climate-related targets the issuer has set to monitor progress towards achieving its strategic goals; and (b) any targets the issuer is required to meet by law or regulation, including any greenhouse gas emissions targets. For each target, the issuer shall disclose:	
(a) the metric used to set the target;	5.4.2 Setting climate targets
(b) the objective of the target (for example, mitigation, adaptation or conformance with science-based initiatives);	
(c) the part of the issuer to which the target applies (for example, whether the target applies to the issuer in its entirety or only a part of the issuer, such as a specific business unit or geographic region);	
(d) the period over which the target applies;	
(e) the base period from which progress is measured;	
(f) milestones or interim targets (if any);	
(g) if the target is quantitative, whether the target is an absolute target or an intensity target; and	
(h) how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	At present, the Company has not yet formally established or disclosed any qualitative or quantitative climate targets consistent with the latest international climate change agreement, and plans to develop relevant climate targets gradually in the future.
38. how the latest international agreement on climate change, including jurisdictional commitments that arise from that agreement, has informed the target.	

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(a) whether the target and the methodology for setting the target has been validated by a third party;	The Group has not yet established a third-party verification mechanism for its climate-related targets. At this stage, we are focusing on establishing a comprehensive and reliable system of baseline data, and identifying key areas of significant impact, to serve as the foundation for the future development of a systematic and verifiable framework for setting objectives.
(b) the issuer's processes for reviewing the target;	5.1.1 Corporate Governance Structure and ESG Management Mechanisms
(c) the issuer's processes for reviewing the target;	
(d) the issuer's processes for reviewing the target;	Not applicable
39. An issuer shall disclose information about its performance against each climate-related target and an analysis of trends or changes in the issuer's performance.	5.4.2 Setting climate targets
40. For each greenhouse gas emissions target disclosed in accordance with paragraphs 37 to 39, an issuer shall disclose:	
(a) which greenhouse gases are covered by the target;	5.4.2 Setting climate targets
(b) whether Scope 1, Scope 2 or Scope 3 greenhouse gas emissions are covered by the target;	
(c) whether the target is a gross greenhouse gas emissions target or a net greenhouse gas emissions target. If the issuer discloses a net greenhouse gas emissions target, the issuer is also required to separately disclose its associated gross greenhouse gas emissions target;	
(d) whether the target was derived using a sectoral decarbonisation approach; and	
(e) the issuer's planned use of carbon credits to offset greenhouse gas emissions to achieve any net greenhouse gas emissions target. In explaining its planned use of carbon credits, the issuer shall disclose:	The Group currently has no plans to achieve its climate-related targets through carbon credits or carbon offsetting. At present, the Group's emissions reduction efforts are primarily focused on direct mitigation measures, including improving energy efficiency and facility operations management, as well as the gradual adoption of low-carbon technologies,
(i) the extent to which, and how, achieving any net greenhouse gas emissions target relies on the use of carbon credits;	
(ii) which third-party scheme(s) will verify or certify the carbon credits;	
(iii) the type of carbon credit, including whether the underlying offset will be nature-based or based on technological carbon removals, and whether the underlying offset is achieved through carbon reduction or removal; and	
(iv) any other factors necessary to enable an understanding of the credibility and integrity of the carbon credits the issuer plans to use (for example, assumptions regarding the permanence of the carbon offset).	

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	to ensure that emissions reduction outcomes are more sustainable and verifiable.
41. In preparing disclosures to meet the requirements in paragraphs 21 to 26 and 37 to 38, an issuer shall refer to and consider the applicability of cross-industry metrics (see paragraphs 28 to 35) and (ii) industry-based metrics (see paragraph 36).	The Group has not yet fully implemented or disclosed any cross- industry or sector-specific climate indicators applicable to its business.



INDEPENDENT ASSURANCE STATEMENT

Objectives of Work

Bureau Veritas Certification (Beijing) Co., Ltd. ("Bureau Veritas") has been engaged by Shanghai Fudan Microelectronics Group Company Limited to conduct an independent assurance of its 2025 Environmental, Social and Governance report. This assurance statement applies to the related information included within the scope of work described below.

This information and its presentation in the report are the sole responsibility of the management of Shanghai Fudan Microelectronics Group Company Limited. Our sole responsibility was to provide independent assurance on the accuracy and reliability of information included, and on the underlying systems and processes used to collect, analyse and review it.

Scope of work

Shanghai Fudan Microelectronics Group Company Limited requested Bureau Veritas to verify the accuracy and reliability of the following:

- Data and information included in the 2025 Environmental, Social and Governance report for the report period from January 1, 2025 to December 31, 2025.

Excluded from the scope of our work is any assurance of information relating to:

- Activities outside the defined assurance period;
- Positional statements (expressions of opinion, belief, aim or future intention by Shanghai Fudan Microelectronics Group Company Limited and statements of future commitment;
- Financial data and information that has been audited by a third party.

Level of assurance: reasonable assurance level

Assurance standard

1. International standard for assurance engagements other than audits or reviews of historical financial information ("ISAE 3000 (Revised)"), developed by the international auditing and assurance standards board;
2. The appendix C2 environmental, social and governance reporting code which published by Hong Kong Exchanges and Clearing Limited;
3. Shanghai stock exchange listed company self-regulatory guide No. 14 - sustainability report (Trial Implementation).

Methodology

As part of its independent assurance, Bureau Veritas undertook the following activities:

1. Interviews with relevant personnel of Shanghai Fudan Microelectronics Group Company Limited
2. Review of documentary evidence produced by Shanghai Fudan Microelectronics Group Company Limited
3. Evaluation of information against global reporting initiative (GRI) principles of materiality, accuracy, completeness, balance, clarity and comparability.
4. Review of performance data, tracing and checking the sample data according to the sampling principle
5. Review of Shanghai Fudan Microelectronics Group Company Limited data and information systems for collection, aggregation and analysis

Our work was conducted against Bureau Veritas' standard procedures and guidelines for external assurance of non-financial reports, based on current best practice in independent assurance. The work was planned, carried out and concluded based on reasonable, rather than absolute assurance, as determined by Bureau Veritas.

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: +86 021-23190306



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Assurance Conclusion

On the basis of our methodology and the activities described above, it is our opinion that:

- The information and data included in the scope of our assurance are accurate, reliable and free from material mistake or misstatement.
- The information is presented in a clear, understandable and accessible manner.
- The information of the report provides a fair and balanced representation of related sustainability management activities during the reporting period.
- Shanghai Fudan Microelectronics Group Company Limited has established appropriate systems for the collection, aggregation and analysis of relevant information. The performance data for 2023~2025 has been disclosed and be with Comparability.

Accuracy

The information and data disclosed in the report are objective and reliable. Shanghai Fudan Microelectronics Group Company Limited has established appropriate systems for the collection and disposal of quantitative data on organizational governance, environmental and social management. Through on-site assurance, the evidence provided by Shanghai Fudan Microelectronics Group Company Limited is relatively reliable and the report is of objectivity.

Materiality

Shanghai Fudan Microelectronics Group Company Limited identified and disclosed material ESG issues and related information in accordance with the appendix C2 environmental, social and governance reporting code which published by Hong Kong exchanges and clearing limited, Shanghai stock exchange listed company self-regulatory guide No. 14 -sustainability report (Trial Implementation).

Completeness

The report of Shanghai Fudan Microelectronics Group Company Limited focuses on the aspects of "basic company information", "assessment of ESG aspect", "ESG governance structure", "environmental aspect", "social aspect", "governance aspect". The report discloses data and information related to product responsibility, social responsibility, environmental responsibility, and employee responsibility, which are of concern to the stakeholders. The disclosed is of relative completeness.

Statement of independence, impartiality and competence

Bureau Veritas is an independent professional services company that specialises in quality, environmental and occupational health and safety, social responsibility with more than 190 years history in providing independent assurance services. Members of the assurance team have no interests or conflicts of relationship with Shanghai Fudan Microelectronics Group Company Limited. We have conducted this assurance independently and impartially. Bureau Veritas has implemented a code of ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

Fanny Zou

Director of Greater China Region

Bureau Veritas Certification (Beijing) Co., Ltd. Bureau Veritas Certification (Beijing) Co., Ltd.

2026-3-11

ROGER HU

Assurance Team Leader

2026-2-11

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