



Each Step Shines,  
Each Chip Aspires

China Resources Microelectronics Limited  
**Sustainability Report**

**2025**

# About This Report

This report provides a detailed disclosure of the practices and performance of China Resources Microelectronics Limited in 2025 across areas of responsibility including the economy, the environment, society, and corporate governance. It is intended to facilitate effective communication with stakeholders and to systematically respond to their expectations and requirements.

## Reporting Period

This is the fifth sustainability report publicly released by China Resources Microelectronics, following the publication of eight corporate social responsibility reports.

## Scope of Organization

This report covers China Resources Microelectronics Limited and its principal subsidiaries. For ease of reference and readability, “China Resources Microelectronics,” “CR Micro,” “the Company,” and “we/us/our” in this report all refer to China Resources Microelectronics Limited. “China Resources Group” and the “Group” as used in this report refer to China Resources (Holdings) Company Limited. Other major entities referred to herein are abbreviated in accordance with the standard short names set out in the table below.

Full Company Name	Standard Abbreviation
CSMC Technologies Fab 2 Co., Ltd.	CR Shanghai
China Resources Microelectronics (Chongqing) Limited	Chongqing CR Micro
Wuxi CR Micro-Assemb Tech. Ltd.	CR Ansheng
Wuxi China Resources Huajing Microelectronics Co., Ltd.	CR Huajing
Wuxi DIS Microelectronics Limited	Wuxi DIS
Resources West Microelectronics (Chongqing) Limited	Runxi Micro
CRM ICBG (Wuxi) Co., Ltd.	CR Micro IC
RP Semiconductor (Shenzhen) Company Limited	Runpeng Semi
China Resources Semicon Microelectronics (Shenzhen) Co., Ltd.	CR Semicon
CR Runan Technologies (Chongqing) Co., Ltd.	CR Run'an
Wuxi China Resources Microelectronics Co., Ltd.	Wuxi CR Micro

## Timeframe

This report covers the period from 1 January 2025 to 31 December 2025. To enhance comparability and forward-looking relevance, certain content is appropriately extended to preceding and subsequent years.

## Access to This Report

This report is issued in Chinese in both printed and electronic formats. The electronic version may be downloaded from the official website of China Resources Microelectronics at <https://www.crmicro.com/responsibilityReport/index.html>, or obtained by email request at [crmhc\\_hq\\_zj\\_gw@crmicro.com](mailto:crmhc_hq_zj_gw@crmicro.com). To reduce the environmental impact of printing, we encourage readers to access and read the electronic version whenever possible.

## Preparation Basis

United Nations Sustainable Development Goals (SDGs)  
GRI Standards issued by the Global Reporting Initiative  
IFRS S1 General Requirements for Disclosure of Sustainability-related Financial Information and IFRS S2 Climate-related Disclosures issued by the International Sustainability Standards Board (ISSB)  
Guidelines No. 14 of Shanghai Stock Exchange for Self-Regulation of Listed Companies—Sustainability Report (Trial) and Guide No. 13 for Self-Regulatory Supervision on Listed Companies of the SSE STAR Market—Compilation of Sustainable Development Reports  
China Enterprise Sustainable Development Report Guidelines (CASS-ESG 6.0) issued by China Enterprise Reform and Development Society and csrCloud

## Data Source

The financial data contained in this report are derived from the official documents and statistical reports of China Resources Microelectronics. Unless otherwise specified, the financial data in this report are denominated in Renminbi (RMB).

## Preparation Process

This report was prepared through a series of steps, including peer benchmarking, questionnaire surveys, information collection, information verification, report drafting, management review and discussion, and Board approval, so as to ensure the completeness, authenticity, and balance of its content.

## Reliability Assurance

The Company undertakes that this report contains no false records, misleading statements, or material omissions, and assumes responsibility for the truthfulness, accuracy, and completeness of its contents.

China Quality Certification Centre has issued an AA1000 Assurance Report for this report.

# Contents

# CONTENTS

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Leadership Message	04
About CR Micro	06

## Maintain Sound Operations

### 01 Strengthen the Foundation for Development

Optimizing Corporate Governance	26
Enhancing Compliance and Internal Control	29

### 04 Attract Talent Foster A Caring Workplace

Protecting Employee Rights	72
Supporting Employee Growth	75
Strengthening Employee Care	78

<b>Feature I</b> Innovation in Technology: TMBS Technology Supports the Sustainable Development of the Photovoltaic Industry	12
<b>Feature II</b> Brewing Inclusion Through Responsibility: “Run · Joyce Cafe” Puts Disability Employment into Action	14
Sustainability Management	16

## 02 Deliver Excellence

### Create Value for Customers

Advancing Technological Innovation	36
Strengthening Quality Control	44
Delivering Excellent Customer Service	49

## 03 Protect Nature

### Build A Greener Home

Addressing Climate Change	54
Commitment to Green Operations	61
Strengthening Environmental Management	68

## 05 Create Shared Value

### Cultivate an Industrial Ecosystem

Driving Industry Development	86
Sustainable Supply Chains	90
Building a Trust-Based Ecosystem	97

## 06 Support Livelihoods

### Fulfill Public Responsibility

Strengthening Safety Measures	102
Supporting Common Prosperity	106
Contributing to Community Development	109
Future Outlook	110
Annex	112
Independent Assurance Statement	116

# Leadership Message



## Dear Friends,

2025 marks both the conclusion of the 14th Five-Year Plan and the start of the 15th Five-Year Plan. It is also a pivotal year shaped by profound shifts in the global industrial landscape and the accelerating pace of technological change. Anchored in our industrial footprint across two rivers and three locations, we have stayed focused, worked with determination, and moved forward in unison—delivering a strong set of results. We have maintained our leading share in the domestic power device market, achieved rapid growth in automotive electronics and new energy, further reinforced our IDM model, and remained firmly among the top players in the industry. These hard-won achievements have added a significant chapter to China Resources Microelectronics’ 65-year journey in the semiconductor industry and provided solid momentum for the sustainable development of both industry and society.

He Xiaolong, Chairman of China Resources Microelectronics Limited / Chairman of the Strategy and Sustainability Committee of the Board

### Over the past year, we achieved new breakthroughs in innovation and forged fresh advantages for industrial development.

Centered on semiconductor chip R&D and manufacturing, the Company has built a complete value chain from chips to systems, with its product portfolio advancing in both automotive-grade applications and AI-driven innovation. By the end of 2025, a cumulative total of 123 products had obtained automotive-grade certification, and 74 products had been included in the recommendation catalogue of the Ministry of Industry and Information Technology. Our automotive-grade products continued to lead the industry, while the ecosystem for AI-driven products expanded across the board. We accelerated our transformation from a chip supplier to a provider of system-level solutions, offering integrated solutions ranging from chips and modules to complete systems for new energy vehicles, green data centers, and other applications, thereby strengthening our core competitiveness. In the coordination of manufacturing and services, the Wuxi 6-inch and 8-inch production lines further consolidated their leading position in specialty process technologies and enabled the efficient commercialization of innovations; the Chongqing 12-inch project achieved its target of 30,000 wafers per month a year and a half ahead of schedule, marking a key breakthrough in high-end manufacturing; the Shenzhen 12-inch specialty-process wafer fabrication line became a strategic hub serving South China; and the Wuxi high-end mask project realized volume production and delivery at the 90 nm node. In 2025, the Company was named one of the “Top 10 Power Device Enterprises in China’s Power Semiconductor Industry” and one of the “Top 10 Chinese Semiconductor MEMS Companies”, further underscoring broad recognition of its technological strength and industry standing.

### Over the past year, we supported employee development and further strengthened organizational vitality.

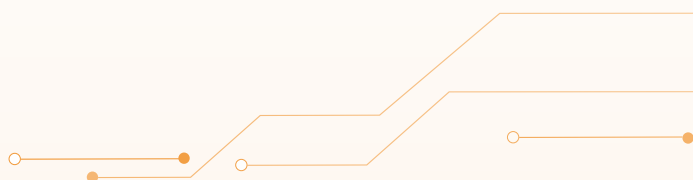
The Company has always placed a high priority on workplace safety. During the year, we further strengthened our safety management system, clarified accountability at every level, and enhanced our EHS risk management framework to provide employees with a safe, healthy, and stable working environment. We also remain firmly convinced that talent is our most valuable resource. To support employee development, we continued to build an open, diverse, and inclusive talent ecosystem through core talent incentive programs, a structured training system, and broader career pathways. At the same time, we further improved our employee care programs and strengthened support for employees’ physical and mental well-being. In 2025, the Company visited and supported 95 employees facing hardship and their families, providing RMB 110,000 in assistance. By the end of the year, the Company had created equal employment opportunities for 55 persons with disabilities, putting its commitment to workplace diversity and inclusion into practice.

**Over the past year, we worked to secure stable supply and fulfill our social responsibilities with concrete action.** Working closely with its supply chain partners, the Company continued to strengthen supply chain ESG management, reinforce supply security, and promote coordinated development across the value chain. In 2025, it became a founding participant in the China Supplier ESG Rating Platform and was recognized as a “China Supply Chain ESG Management Demonstration Enterprise.” The Company has always viewed social responsibility as integral to its mission as a business rooted in society and committed to giving back. Guided by the vision of a shared future for humanity, it continued to advance public-welfare initiatives in rural revitalization, charitable giving, and community development, contributing to public well-being. In 2025, the “WarmCore” ESG brand continued to deepen its public-welfare initiatives, expanding efforts in science education, student support, and assistance for vulnerable groups. The Company signed a cooperation agreement with the local Disabled Persons’ Federation, and the “Run · Joyce Cafe” disability-employment program was successfully launched. It also carried out activities such as book donations, blood drives, and used-clothing donations, bringing warmth and practical support to the community.

**Over the past year, we advanced green operations and delivered tangible results in support of the carbon peaking and carbon neutrality goals.** The Company has embedded environmentally friendly principles into its strategy, adhered to the parallel pursuit of performance improvement and environmental protection, and actively contributed to the achievement of the national dual carbon goals. We continued to improve the environmental management system, established and continuously strengthened mechanisms for energy and carbon emissions management, reinforced control over greenhouse gas emissions, and systematically carried out water resource management, water stress testing, and circular economy practices. Through measures such as phasing out high-energy-consumption equipment, innovating energy-saving technologies, and building green factories, we accelerated the green transformation of industry. In 2025, the Company exceeded its 14th Five-Year Plan targets for energy conservation and carbon reduction, with green operations delivering notable results. Three additional provincial-level green factories and two additional zero-waste factories were added, and the Chongqing CR Micro project was selected as a representative national case of green technology innovation, further strengthening the Company’s green and low-carbon competitiveness.

**Over the past year, we strengthened corporate governance and improved decision-making efficiency to support development.** We remained committed to improving corporate governance, standardizing the operating procedures of the shareholders’ meeting, the Board of Directors, and the Board of Supervisors, optimizing investor relations management, effectively safeguarding shareholders’ rights and interests, and strengthening internal control and risk management. The Company’s information disclosure was awarded the highest A rating by the Shanghai Stock Exchange for three consecutive years. Its ESG governance and practices continued to deliver solid results, earning the Company a place on both the “China Top 100 ESG Pioneer Listed Companies” list and the “Top 30 ESG Technology Innovation Pioneers” list. As an outstanding representative of the semiconductor industry, the Company also ranked among the top three in the Blue Book of Corporate Social Responsibility (2025).

**A new journey has begun, and the vast expanse of possibilities lies before us; our original aspiration remains unchanged, and a radiant future stretches ahead.** In 2026, the Company will focus on high-end markets and emerging growth areas, continue its transformation from a discrete device supplier to a provider of system-level solutions, build long-term competitiveness through clear strategy and disciplined execution, and contribute to the high-quality development of the semiconductor industry.



# About CR Micro

## Company Profile

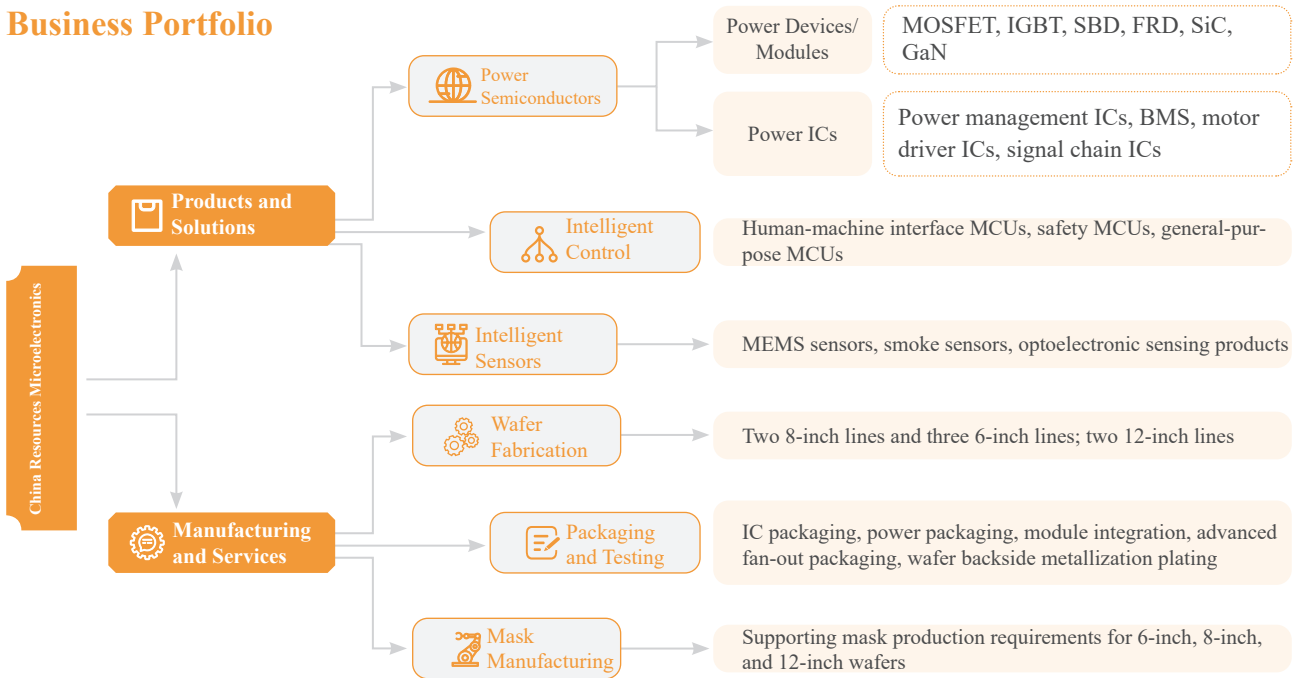
China Resources Microelectronics Limited is a high-tech enterprise under China Resources Group responsible for the investment, development, operation, and management of the Group's microelectronics business. It has successively integrated a number of Chinese semiconductor enterprises, including Huake Electronics, China Huajing, and CR Shanghua Technologies. Through years of development and a series of integrations, the Company has grown into a comprehensive semiconductor enterprise with significant influence in China's domestic market, and has for many years been recognized by the Ministry of Industry and Information Technology as one of China's Top 100 Electronics and Information Enterprises since 2004.

On 27 February 2020, the Company was listed on the STAR Market (stock short name: CR Micro; stock code: 688396), becoming the first red-chip company listed domestically. The Company is an IDM semiconductor enterprise with integrated end-to-end operational capabilities across the entire industry chain, including chip design, mask manufacturing, wafer fabrication, and packaging and testing. Adhering to its industrial layout across two rivers and three strategic locations, the Company optimizes resource allocation by leveraging regional, market, and application advantages, with business operations spanning Wuxi, Shanghai, Chongqing, Hong Kong, Dongguan, Shenzhen, and other locations. At present, the Company's principal businesses are divided into two major segments: Products and Solutions and Manufacturing and Services. With independent product design and controllable manufacturing processes, the Company has developed strong product technology and manufacturing process capabilities in both discrete devices and integrated circuits, forming advanced specialty process technologies and a systematic product portfolio.

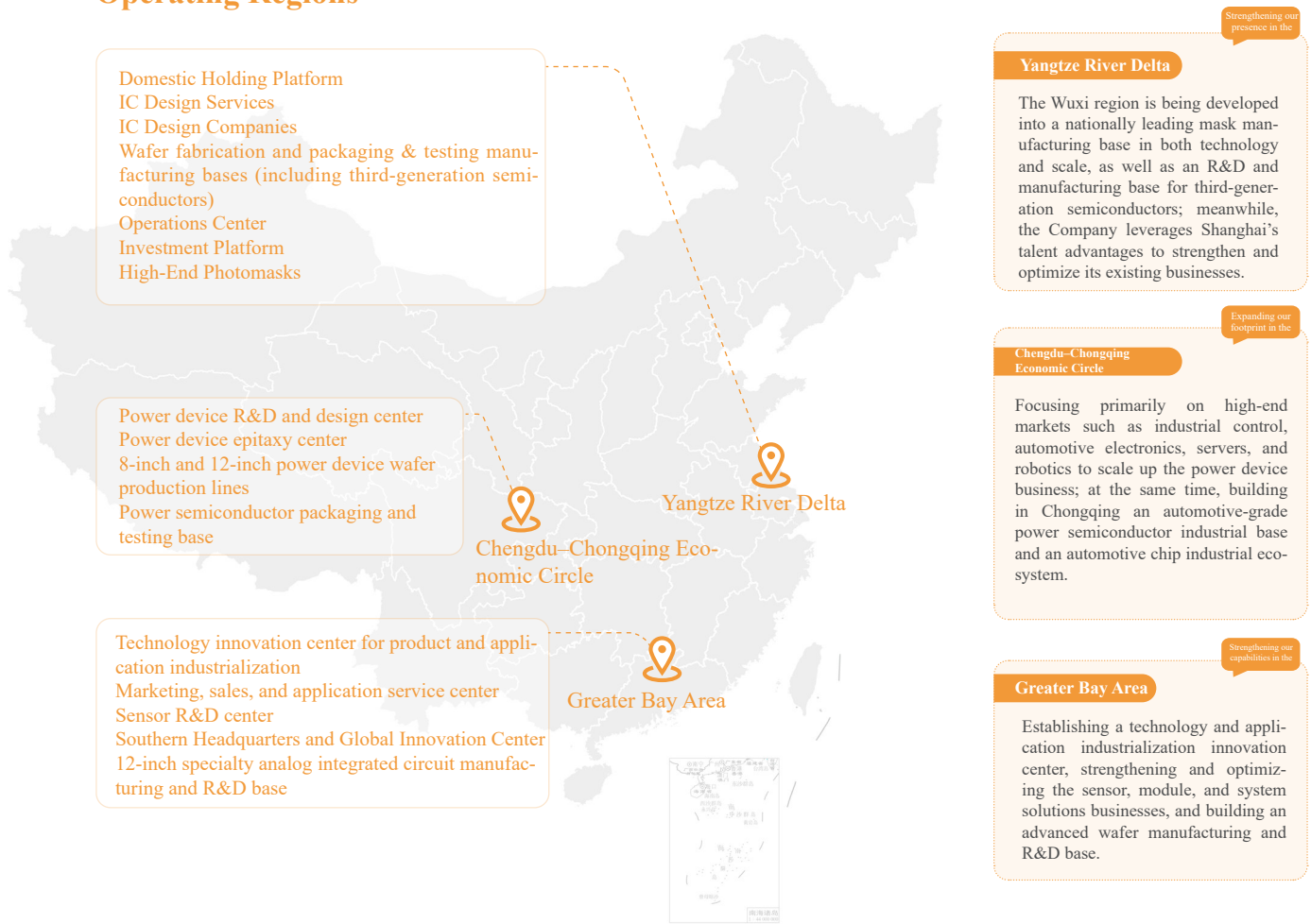
Looking ahead, the Company will continue to build on its core strengths, enhance its core technologies, and integrate internal and external resources to drive ongoing development, further transform into a comprehensive and integrated product company, and become a world-leading provider of power semiconductor and intelligent sensor products and solutions.



## Business Portfolio



## Operating Regions



National Business Footprint of China Resources Microelectronics

# Corporate Strategy

**Mission**  
CR Micro Makes Life Smarter and Better

**Vision: To become a world-leading provider of power semiconductor and smart sensor products and solutions**

## Three Business Growth Engines

**01** Silicon-Based Power Products and Manufacturing Services

**02** Third-Generation Semiconductors

**03** Sensors and Optical Chips

Further strengthen the IDM model and reinforce an **application-oriented** approach

Build three growth engines to strengthen **core product-capabilities**

Establish a **product application** matrix to solidify the foundation of business development

Advance the development of **Central Research Institute** to enhance core technical capabilities

Coordinate **capacity planning** Improve resource utilization efficiency

Strengthen **strategic coordination** and focus on long-term development goals

Focus on High-Quality Development Enhance **manufacturing capabilities**

Build a mutually reinforcing industrial ecosystem and advance the **Company's M&A strategy**

Deepen organizational restructuring Enhance **organizational management efficiency**

Optimize the **R&D management system** Improve R&D return on investment

Build a world-class team Promote an entrepreneurial culture

Establish supporting evaluation mechanisms Actively recruit talent

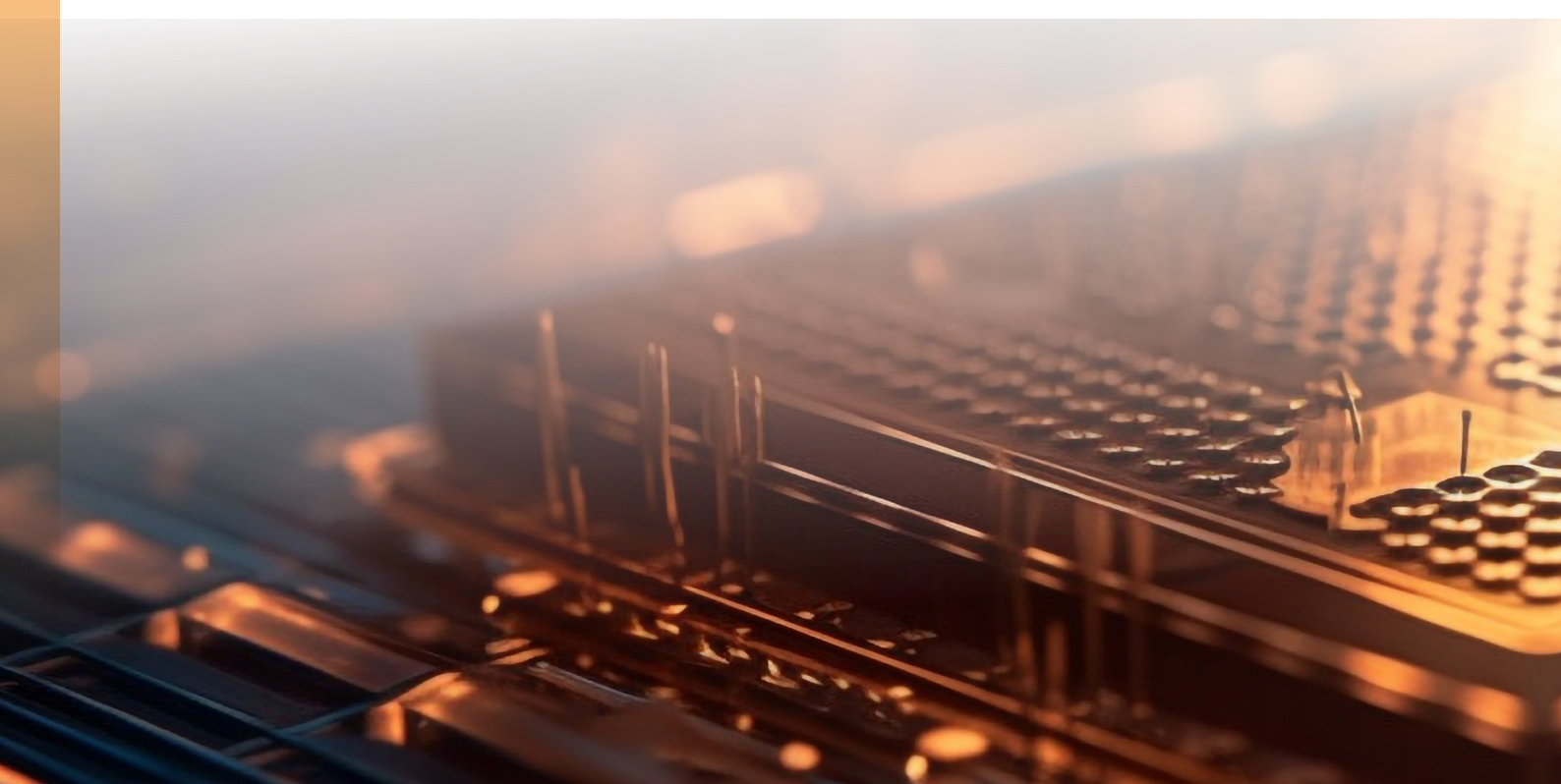
Legal and Compliance Digital and Intelligent Enablement

Strengthening Oversight and Governance Through Party Leadership

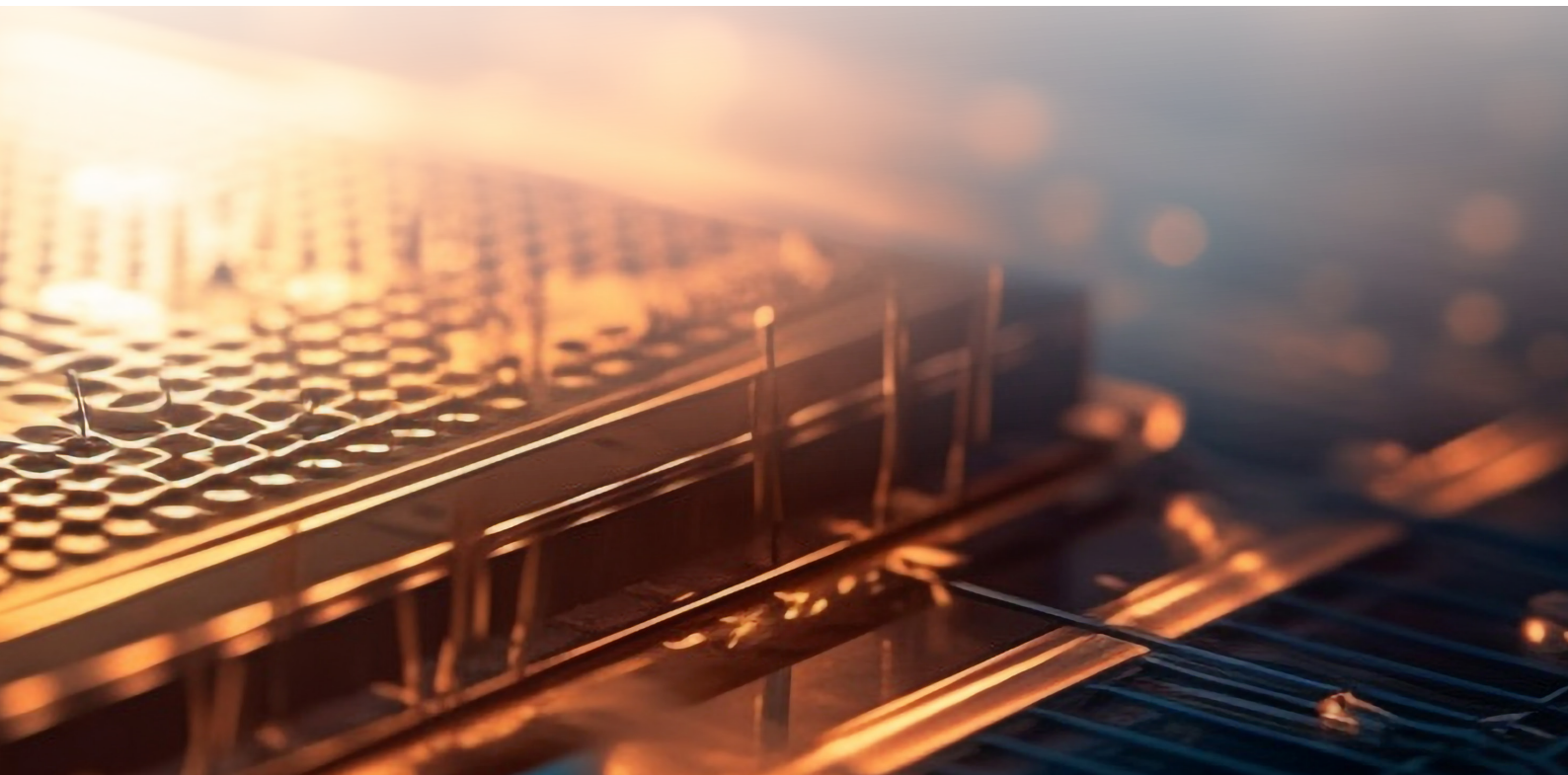
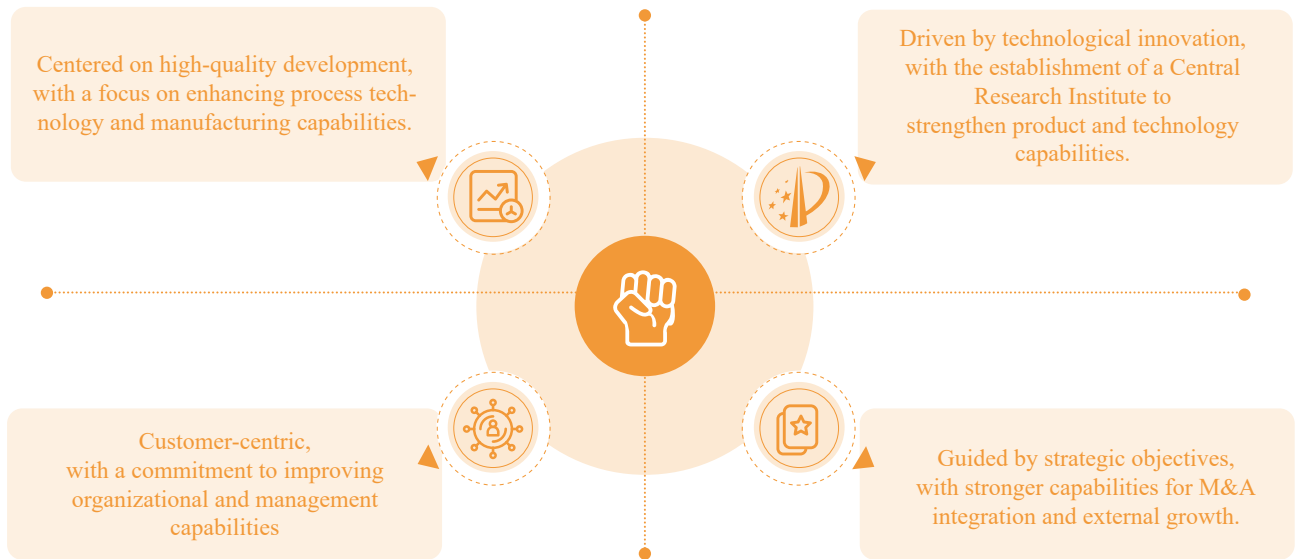
Business Portfolio

Strategic Measures

Strategic Guarantees



## China Resources Microelectronics' Four Major Capability Initiatives for the 15th Five-Year Plan



## Honors and Recognition



### February

Award Name: China's Top 30 ESG Listed Companies in Technology Innovation

Presenting Organization: China Media Group



### March

Award Name: Best Practice Award for Optimized Resource Allocation

Presenting Organization: China Resources Group

Award Name: First Prize in the Innovation and Creativity Competition

Presenting Organization: China Resources Group

Award Name: Honorable Mention in the Innovation and Creativity Competition

Presenting Organization: China Resources Group

Award Name: Third Prize, CR Technology Innovation Achievement Award

Presenting Organization: China Resources Group



### April

Award Name: Compound and Power Semiconductor Enterprise Leaderboard

Presenting Organization: New Business



### May

Award Name: 2025 Wuxi Listed Company ESG Charity Innovation Case

Presenting Organizations: Wuxi Charity Federation, Wuxi Listed Companies Association, etc.



### July

Award Name: 2025 China Innovative IC – Rising Star Award

Presenting Organization: The 5th China Integrated Circuit Design Innovation Conference

Award Name: Top 10 Power Device Companies in China's Power Semiconductor Industry

Presenting Organization: China CR Semiconductor Industry Association



**September**

Award Name: 2025 China Listed Companies Yinghua Award for Outstanding Board Secretary

Presenting Organization: China Fund News

Award Name: Outstanding Case of New Quality Productive Forces Development in Enterprises

Presenting Organization: China Enterprise Reform and Development Society

Award Name: 2025 Wind China's Top 100 Best ESG Practices of Chinese Listed Companies

Presenting Organization: Wind



**October**

Award Name: Most Innovative Board Secretary, Special Contribution Award for Corporate Governance

Presenting Organization: Board of Directors Magazine

Award Name: Central Enterprises Listed Companies ESG Pioneer 100 Index

Presenting Organization: Finance Program Center, China Media Group

Award Name: Top 10 Chinese CR Semiconductor MEMS Companies

Presenting Organization: MEMS Branch of the China CR Semiconductor Industry Association



**November**

Award Name: 2025 Best Practice Case of the Board of Directors of Listed Companies and Outstanding Practice Case of Sustainable Development for Listed Companies

Presenting Organization: China Association for Public Companies



**December**

Award Name: 20th "Golden Roundtable Award" of Boards of Directors of Chinese Listed — Special Contribution Award for Corporate Governance

Presenting Organization: China Association for Public Companies

Award Name: 4A-Rated Board Secretary

Presenting Organization: China Association for Public Companies

Award Name: China Listed Companies Sunshine Board Secretary

Presenting Organization: Securities Times

Award Name: Best Board of Directors Award for Listed Companies

Presenting Organization: National Business Daily



# Feature I

## Innovation in Technology:

TMBS Technology Supports the Sustainable Development of the Photovoltaic Industry Sustainable Development



Against the backdrop of the “dual carbon” goals having become a central pillar of China’s national development strategy, China Resources Microelectronics has remained deeply engaged in the power semiconductor sector. With TMBS technology innovation as a core lever, the Company has deeply integrated ESG principles into the entire lifecycle of product development, manufacturing, and commercialization, injecting fresh momentum into the upgrading of the photovoltaic industry and advancing the deep integration of corporate development with environmental, social, and industrial-chain value.

## Strategic Anchoring to Reinforce the Technological Foundations of Photovoltaics

Keeping pace with global ESG trends, the Company has embedded sustainable development into its 14th Five-Year strategic plan, identified new energy as a key growth driver, and adopted “technological innovation powering green development” as its central guiding principle. Focusing on the R&D of core devices for photovoltaic and other new energy applications, it is responding with precision to the global demand for a green energy transition.

As a critical component for photovoltaic bypass protection, the performance of TMBS devices bears directly on the operating efficiency, safety, and stability of PV systems. Recognizing both the technological upgrading trajectory of the photovoltaic industry and evolving market demand, the Company has coordinated resources across its 6-inch, 8-inch, and 12-inch production lines, assembled a dedicated engineering and technical team, and leveraged approved R&D platforms including the National Enterprise Technology Center and the National Postdoctoral Research Workstation to develop high-performance TMBS products in a targeted manner. It has established a strategically tiered product portfolio spanning high-end, mid-range, and entry-level offerings, meeting the application needs of PV modules across different power ratings while providing robust technological support for the scaled and high-efficiency development of the photovoltaic industry.



▶ Chongqing 12-inch High-End Power Device Wafer Production Line



▶ Chongqing 8-inch Power Device Wafer Production Line

## Innovation-Driven Development to Build a Sustainable Development Paradigm

Through innovation in technology, operating model, and development philosophy, the Company has embedded ESG principles throughout the full lifecycle of TMBS products, pioneering a new paradigm for sustainable development in the power semiconductor industry.

### Technological innovation

Leveraging the process capabilities of multiple production lines, the Company has optimized chip design and overcome technical challenges such as a narrowing etching window and insufficient yield stability. It has mitigated leakage-current drift and improved parameter stability. At the same time, it has optimized package leadframe design, reducing the delamination rate of finished packaged products to an industry-leading level. As a result, its TMBS 180mil G2 product outperforms comparable competing products on key metrics including lower forward voltage drop (VF), superior reverse leakage current characteristics (IR), and stronger high-temperature operating performance, thereby establishing a distinct core technological advantage.



## Value Co-Creation, Unlocking the Effectiveness of ESG Practices

China Resources Microelectronics' TMBS technology innovation has generated value across three dimensions—environmental, economic, and social—enabling symbiotic development among the Company, the industrial chain, and society, and translating ESG practices into tangible results.



▶ Second-Generation High-Performance TMBS Products of China Resources Microelectronics

### Environmental Value

Through technological optimization, TMBS products have achieved lower forward voltage drop (VF) and superior reverse leakage current performance (IR). For the second-generation 180mil G2 product, VF has been reduced by 10 mV compared with the previous generation, while reverse leakage current has been reduced by 35%, significantly lowering energy loss in photovoltaic systems. Based on estimates derived from China's annual newly installed PV capacity, large-scale deployment would reduce substantial power losses each year and, in turn, indirectly lower demand for coal-fired power generation and reduce greenhouse gas emissions. At the same time, optimized package structure and materials extend device service life, reduce electronic waste, and support resource recycling and reuse.

### Economic Value

Since its launch in 2021, the TMBS project has delivered remarkable results. Sales exceeded RMB 250 million in both 2023 and 2024, and the project has developed a diversified product matrix. Backed by large-scale mass production capabilities, the Company has maintained stable supply to leading photovoltaic enterprises, helping safeguard the security of the industrial chain and supply chain. At the same time, through flexible adaptation to customer needs, it has supported downstream enterprises in reducing costs and improving efficiency, thereby enhancing the overall economic performance of the photovoltaic industry.

### Social Value

TMBS devices effectively prevent the hot-spot effect in photovoltaic cells and comply with IEC 61215 and other applicable standards. They can operate reliably for 25 years under harsh conditions ranging from 45°C to 85°C, providing strong assurance for the safe operation of photovoltaic systems, effectively lowering power plant operation and maintenance costs, and improving the reliability and economic efficiency of photovoltaic power generation. In doing so, they support the development of a new type of power system and provide society with clean and sustainable energy.

## Extending Value to Empower the Full Spectrum of New Energy Development

The achievements generated through the innovation and commercialization of China Resources Microelectronics' TMBS technology are highly replicable and scalable, offering valuable reference for the development of the broader new energy industry. Its core technologies and R&D experience can be transferred to the development of other power devices, including IGBTs and superjunction MOSFETs (SJ MOS), helping expand into a wider range of new energy application scenarios such as wind power and new energy vehicles. Meanwhile, its commercialization model—built on “technology adaptation, customized service, and rapid response”—offers a useful reference for technology enterprises engaged in product development and market expansion in the new energy sector, thereby driving broader industry-wide technological upgrading and supply chain optimization.

Looking ahead, China Resources Microelectronics will take the R&D and commercialization of TMBS technology as an important opportunity to further integrate ESG principles into corporate development. Through sustained innovation in both technology and business models, it will continue to empower the sustainable development of the photovoltaic industry, create more significant environmental, economic, and social value during the 15th Five-Year Plan period, and contribute China Resources Microelectronics' strength to achieving the “dual carbon” goals and advancing the global green energy transition.

### Innovation in Operational Models

In response to the personalized demands of leading photovoltaic customers, the Company has broken away from traditional R&D models by adopting a market-driven approach. This includes customized packaging modules for finished products, achieving full-chain collaboration in the process of “chip design – process optimization – packaging customization – mass supply.” The product development process balances market compatibility, effectively coordinating production line resources to deliver differentiated supply and rapidly respond to market needs, thereby establishing a stable and efficient sustainable supply system.

### Philosophical Innovation

The Company integrates ESG principles throughout the entire product lifecycle. During the R&D phase, the focus is on achieving “low loss, long lifespan, and high reliability,” while in the production phase, it optimizes process flows, reduces energy consumption, and minimizes pollutant emissions to enhance resource utilization efficiency. During the usage phase, the excellent performance of the product reduces energy loss in photovoltaic systems, achieving both environmental and economic benefits.

## Feature II

# Brewing Inclusion Through Responsibility: —“Run · Joyce Cafe” “Run · Joyce Cafe” Puts Disability Employment into Action



In its pursuit of sustainable development, China Resources Microelectronics has consistently integrated social responsibility into its corporate DNA. The Company actively promotes its “WarmCore” ESG brand, engaging in diverse public welfare practices across fields such as science and education, scholarship support, and disability assistance. In 2025, the “WarmCore” series made significant strides in disability assistance. The Company collaborated with “Joyce Cafe” to co-create the “Joyce Cafe” employment program for people with disabilities, offering an innovative platform for social integration and value realization for this special group.

In December 2025, China Resources Microelectronics, in collaboration with the “Joyce Cafe” disability assistance brand from Wuxi’s Xinwu District, launched “Run · Joyce Cafe” in the Liangxi District of Wuxi. During the opening ceremony, the Company signed a disability assistance cooperation agreement with the Wuxi Xinwu District Disabled Persons Federation, aiming to institutionalize cooperation and ensure the long-term implementation of disability assistance initiatives.



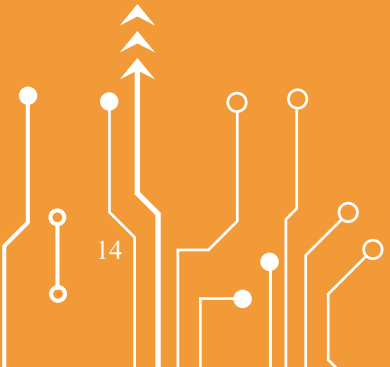
▶ China Resources Microelectronics Signs Cooperation Agreement with Wuxi Xinwu District for Disability Assistance



▶ China Resources Microelectronics’ Director, CFO, and Board Secretary, Mr. Wu Guoyi, Mr. Gao Guofu, Director of the Wuxi Xinwu District Disabled Persons Federation, Ms. Shen Shaiying, Director of the Office at China Resources Microelectronics, and Ms. Wang Yujia, Director of the Wuxi Xinwu District LeYi Social Innovation Center, cut the ribbon together to inaugurate the café.

## More Than Just Coffee: Embedding Social Responsibility into Corporate DNA

When planning internal support services, China Resources Microelectronics did not limit itself to merely “meeting employee needs,” but considered how to leverage space resources to create greater social value, ensuring that the Company’s development outcomes benefit a broader community. Guided by this vision, China Resources Microelectronics reached a deep consensus with the LeYi Social Innovation Center in Wuxi Xinwu District, which had successfully operated two deaf coffee shops and accumulated rich experience in the field of disability employment. The two parties, using coffee as a medium, established their collaboration. On one hand, they created a professional employment platform for people with hearing disabilities, helping them achieve economic independence and social integration. On the other hand, they built an inclusive communication bridge within the company, allowing the values of “equality, respect, and friendliness” to permeate the workplace.



For China Resources Microelectronics, “Run · Joyce Café” is far more than just an upgrade to employee service offerings. Since its opening, employees have voluntarily written orders on small chalkboards, learning basic sign language through their daily interactions with the “silent baristas.” While savoring the rich flavors of the drinks, employees have gained a deeper understanding of the professionalism and life passion of the hearing-impaired baristas. This mutual kindness is one of the most precious outcomes of the Company’s social responsibility efforts, allowing the seeds of inclusion to quietly grow within the industry ecosystem.



► Group Photo of Company Leadership and “Run · Joyce Café” Staff

## A Name That Hides the Original Intention: Care and Empowerment in the Subtle

The name “Run · Joyce Café” carries the foundational responsibility of China Resources Microelectronics: drawing on the character “Run” from China Resources, symbolizing the “silent nurturing” of responsibility, and incorporating “Joyce” from “Joyce Café,” signifying the beautiful aspiration of “helping dreams grow.” China Resources Microelectronics hopes to assist hearing-impaired baristas in realizing their self-worth through this natural, sustainable approach. Furthermore, it aims for every employee visiting the café to experience this quiet yet steadfast warmth in the midst of the fragrant coffee.

In the team at “Run · Joyce Café,” the story of barista Yang Liping vividly embodies this value philosophy. By chance, she was discovered by another silent barista at “Joyce Café,” who invited her to join. After undergoing systematic training, she quickly grew into a professional barista, mastering her craft and smoothly integrating into the city with the help of various supports, thus starting a new chapter in her life. Her transformation has allowed the silent world to resonate with the melody of self-reliance, and each cup of coffee carries with it more warmth and strength.



► Group Photo of “Run · Joyce Café” Staff

## A Replicable Model: Expanding the “WarmCore” Matrix at China Resources Microelectronics

In recent years, China Resources Microelectronics has devoted sustained efforts to building its WarmCore social responsibility brand portfolio, establishing a responsibility framework spanning science education, student support, and assistance for vulnerable groups. Under the WarmCore Science Education initiative, the Company has worked closely with Tencent’s SSV platform to form an internal team of volunteer lecturers, delivering monthly introductory semiconductor courses to multiple primary schools in mountainous areas. Under the WarmCore Student Support initiative, it has cumulatively helped nearly 200 local primary school students complete their education. Under the WarmCore Support for the Vulnerable initiative, it has maintained long-term partnership programs with welfare centers to care for special-needs groups.

The launch of “Run · Joyce Café” marks another important breakthrough by China Resources Microelectronics in the WarmCore Support for the Vulnerable initiative, and, more importantly, represents an innovative and replicable collaboration model that integrates corporate participation, public welfare, and disability support. Looking ahead, the company hopes to use the coffee shop as a starting point to expand this proven model of disability support, spreading the warm aroma of coffee to more corners of the world. This initiative aims to inspire more businesses to participate in philanthropic endeavors, making industry more compassionate and society more caring.



# Sustainability Management

## Governance Mechanisms

### Governance Structure

To systematically advance its sustainable development strategy, the Company has continued to optimize its ESG governance structure, establishing a two-tier governance system featuring management-level coordination and execution-level implementation. This has created an ESG governance framework with clear responsibilities and efficient operations, providing strong organizational support for the comprehensive deepening of ESG practices.

The Office (Board Office) serves as the lead department. Under the Board’s unified direction, all functional departments and affiliated entities regularly convene or participate in dedicated meetings to assess ESG policies and current conditions in relation to production, market operations, and customer service. Relevant departments incorporate ESG requirements into day-to-day operations, set annual targets around key priorities such as workplace safety, low-carbon transition, and volunteer service, and continuously track and evaluate performance while reporting progress and results to management, thereby ensuring the effective integration of the Company’s ESG strategy throughout the entire business process.

At the same time, the Company has incorporated major ESG-related binding matters—such as significant safety incidents, social stability issues, and environmental protection events—into management performance agreements, and evaluates performance against these commitments. Assessment results are directly linked to compensation and incentives, thereby reinforcing accountability.



## Strategic Planning and Institutional Framework

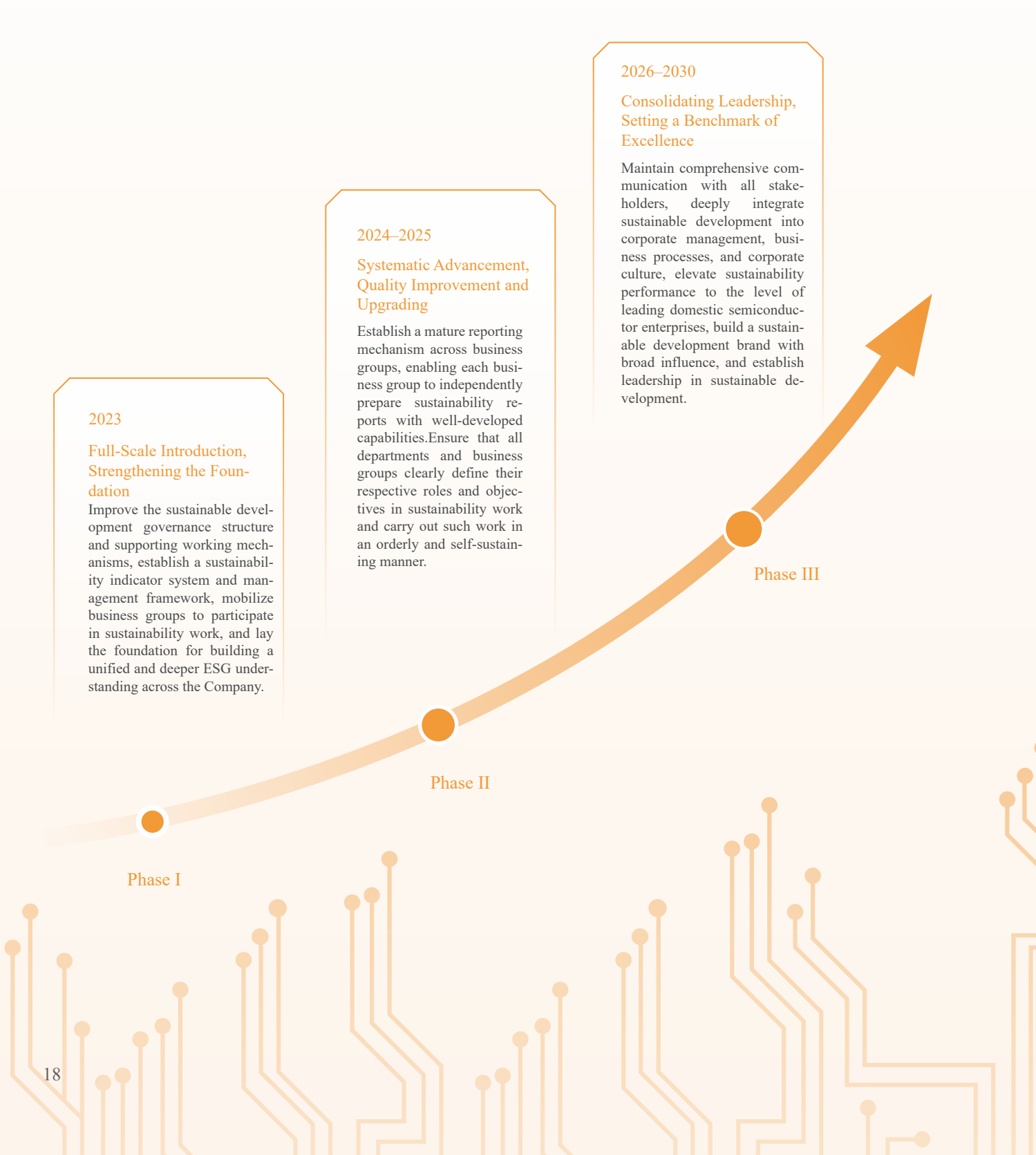
### Responsibility Philosophy

Guided by its mission of “CR Micro Makes Life Smarter and Better,” the Company upholds the vision of “becoming a world-leading supplier of power semiconductor and smart sensor products and solutions,” and remains committed to the values of integrity, performance orientation, people-centricity, and win-win cooperation, while systematically advancing six major social responsibility strategies. While continuously strengthening and optimizing its core business, the Company takes an integrated approach to economic, social, and environmental benefits, and is committed to building a sustainable development brand with broad influence.



## Responsibility Planning

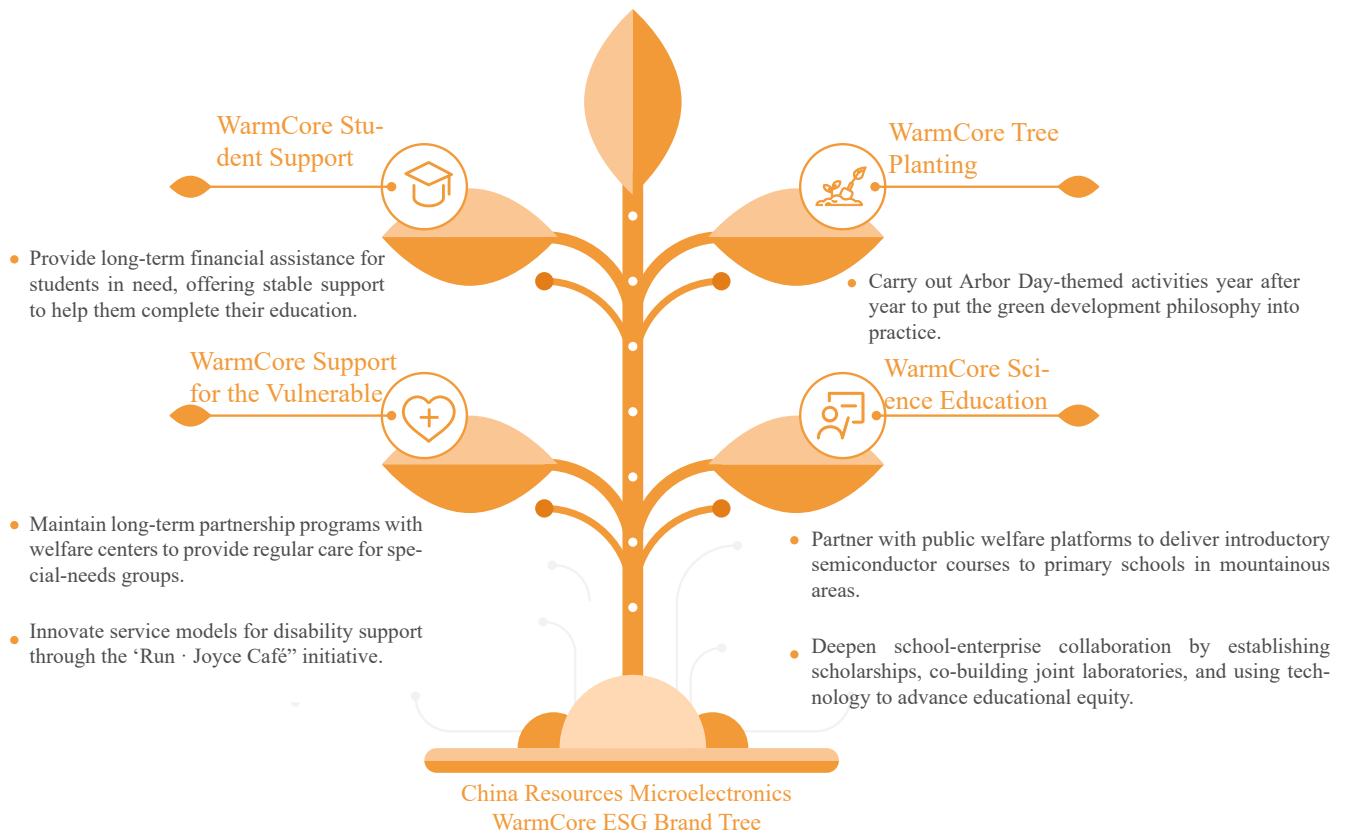
The Company integrates social responsibility into the formulation of its corporate development strategy, day-to-day business operations, and functional management. Based on actual conditions and phased priorities, it studies and sets social responsibility development goals, establishes a social responsibility framework and institutional system, and charts focused, actionable implementation pathways.



## ESG Brand

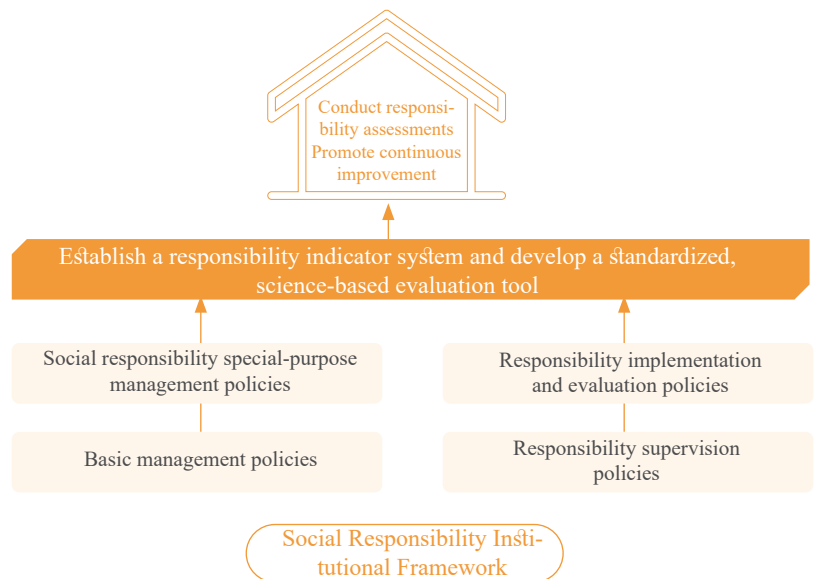
Looking ahead to the 15th Five-Year Plan period, the Company will use its “SPRING” ESG brand as a unifying platform to embed sustainable development more deeply into corporate strategy and full-chain operations. It has defined six action priorities—green and low-carbon development, people-centered development, harmonious coexistence, technological innovation, win-win collaboration, and WarmCore initiatives—and will continue to coordinate economic, environmental, and social value creation to deliver long-term value for stakeholders.





## Responsibility Systems

Using institutional development as a key lever, the Company implements its Social Responsibility Management Policy, External Donations Management Policy, and other relevant systems to systematically advance ESG and social responsibility management. By establishing and continuously refining a system of policies and standards covering areas such as specialized management, supervision, and performance evaluation, the Company is driving related work toward institutionalized, standardized, and normalized operation, and effectively enhancing both management efficiency and social responsibility performance.



## Capability Enhancement

The Company continues to strengthen its capacity to fulfill its responsibilities through systematic measures. Drawing on a range of formats, including the annual sustainability work conference and dedicated ESG training programs, it enhances the professional capabilities and practical competence of its teams. At the same time, it actively participates in both internal and external social responsibility exchanges, benchmarks itself against advanced practices within the Group and across the industry, and draws on exemplary experience. It also proactively takes part in authoritative evaluations and awards to further consolidate brand influence and industry leadership. Through this approach of using assessment to drive improvement and learning to promote excellence, the Company continuously enhances the effectiveness of its social responsibility management.



Mr. Wu Guoyi, Director, Chief Financial Officer, and Board Secretary of the Company, presided over the annual ESG conference.



Mr. He Xiaolong, Chairman of the Company and Chairman of the Strategy and Sustainability Committee, presented awards for the Annual Pioneer Report.

In August 2025, the Company convened its annual sustainability work conference to systematically review the results of its ESG practices, chart the path forward, and recognize outstanding performers through a Pioneer Awards program.



In November 2025, the Company received the “ESG Governance Pioneer Award” from the Responsibility Cloud Research Institute.



At the ESG China: 8th Beijing Responsibility Exhibition and the Launch of the Blue Book of Corporate Social Responsibility (2025) held in November 2025, the Company ranked third in the semiconductor industry’s social responsibility development index and was commended at the event as an outstanding representative of the sector.



The China Resources Microelectronics Limited Sustainability Report 2024 received a Five-Star Excellence Rating from the Expert Committee on China Corporate Social Responsibility Report Ratings.








## Stakeholder Engagement

The Company places a high priority on communication and interaction with all stakeholders. Leveraging a diversified set of communication channels—including the social responsibility section of its official website, its official WeChat account, and mainstream media platforms—it discloses in a timely manner its responsibility philosophy, practical initiatives, and development achievements, thereby continuously enhancing information transparency and communication effectiveness. In 2025, the Company further broadened the scope of its stakeholder engagement, proactively listening to and studying stakeholder demands and expectations, incorporating these voices into its decision-making processes, and translating them into concrete social responsibility actions. In doing so, it continued to advance responsibility practices in step with stakeholder expectations.



In October 2025, China Resources Microelectronics, together with China Resources Group, participated in the First ESG International Expo in Beijing, where it showcased the Company’s environmentally friendly products and key ESG initiatives, and engaged actively with stakeholders from all sectors.

### Stakeholder Concerns and CR Micro' Responses

Stakeholders	Key Areas of Concern	Communication Approaches and Performance
 <p><b>Government and Regulatory Authorities</b></p>	<ul style="list-style-type: none"> <li>Compliance with laws and regulations</li> <li>Tax compliance</li> <li>Support for local development</li> </ul>	<ul style="list-style-type: none"> <li>Operate with integrity and full compliance</li> <li>Proactively fulfill tax obligations in accordance with the law</li> <li>Respond to major national policies and directives</li> </ul>
 <p><b>Shareholders and Investors</b></p>	<ul style="list-style-type: none"> <li>Strengthen corporate governance</li> <li>Protect investor rights and interests</li> <li>Ensure fair access to information</li> </ul>	<ul style="list-style-type: none"> <li>Improve governance structures</li> <li>Standardize the operation of the shareholders' meeting, board of directors, and board of supervisors</li> <li>Disclose information in a compliant and timely manner</li> </ul>
 <p><b>Customers</b></p>	<ul style="list-style-type: none"> <li>Meet diverse customer needs</li> <li>Ensure product quality</li> <li>Deliver high-quality services</li> <li>Enhance customer satisfaction</li> </ul>	<ul style="list-style-type: none"> <li>Advance innovation and R&amp;D</li> <li>Strengthen quality management</li> <li>Safeguard service quality</li> <li>Respond to and resolve customer concerns in a timely manner</li> </ul>
 <p><b>Suppliers and Industry</b></p>	<ul style="list-style-type: none"> <li>Supply chain management</li> <li>Adherence to business ethics</li> <li>Integrity-based and mutually beneficial cooperation</li> <li>Promote industry development</li> </ul>	<ul style="list-style-type: none"> <li>Improve supplier management mechanisms</li> <li>Conduct transparent procurement</li> <li>Foster win-win outcomes with partners</li> <li>Participate in industry exchanges and collaboration</li> </ul>
 <p><b>Employees</b></p>	<ul style="list-style-type: none"> <li>Protecting Employee Rights</li> <li>Supporting Employee Growth</li> <li>Health and safety</li> <li>Work-life balance</li> </ul>	<ul style="list-style-type: none"> <li>Optimize labor management</li> <li>Improve career development systems</li> <li>Pay close attention to employees' occupational health and safety</li> <li>Enrich employee engagement activities</li> </ul>
 <p><b>Community</b></p>	<ul style="list-style-type: none"> <li>Actively integrate into local communities</li> <li>Carry out volunteer activities</li> <li>Provide assistance to people in need</li> </ul>	<ul style="list-style-type: none"> <li>Undertake public welfare initiatives</li> <li>Advance rural revitalization</li> <li>Build volunteer service teams</li> </ul>
 <p><b>Environment</b></p>	<ul style="list-style-type: none"> <li>Environmental management</li> <li>Water resource utilization</li> <li>Low-carbon and energy-saving practices</li> <li>Ecological protection</li> </ul>	<ul style="list-style-type: none"> <li>Environmental monitoring</li> <li>Put energy conservation and emissions reduction into practice</li> <li>Promote green and low-carbon development</li> <li>Advance resource conservation</li> </ul>

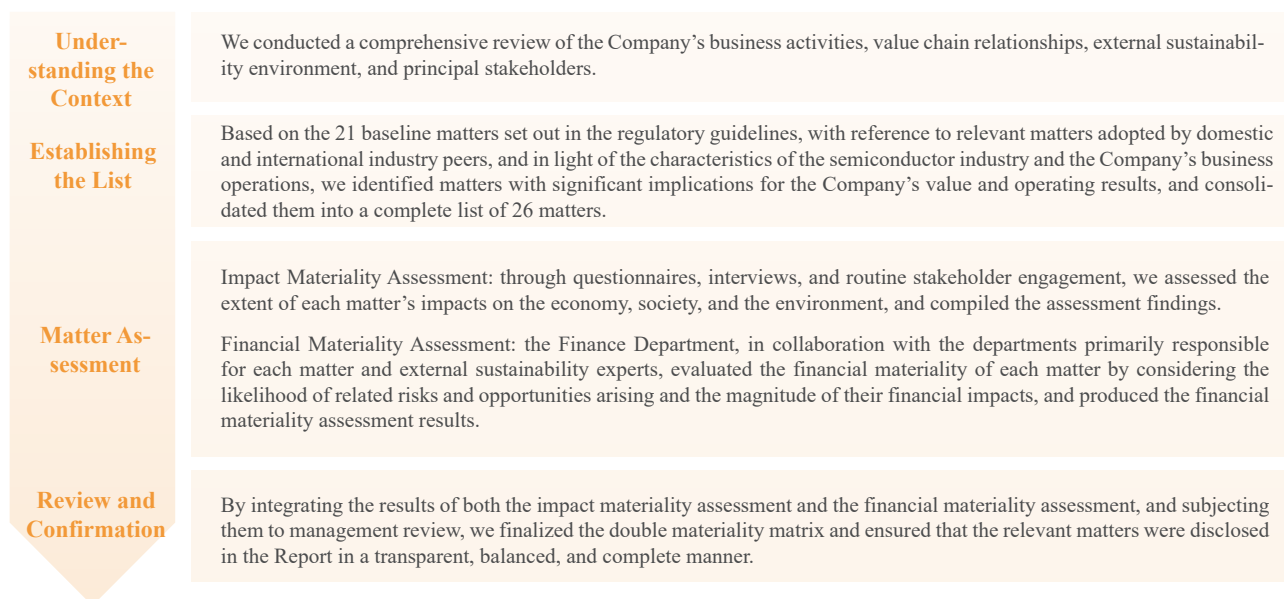
## ESG risk management

The Company has embedded ESG risk management throughout its routine risk management processes and organized all functional departments and business groups to conduct top-down, enterprise-wide risk assessments, with a focus on ESG-related areas such as human resources risk, market risk, health, safety and environmental risk, procurement and supply chain management risk, and product risk. Leveraging its enterprise risk management framework, the Company formulates targeted mitigation measures to continuously enhance its ESG risk management capabilities.

## Double Materiality Assessment

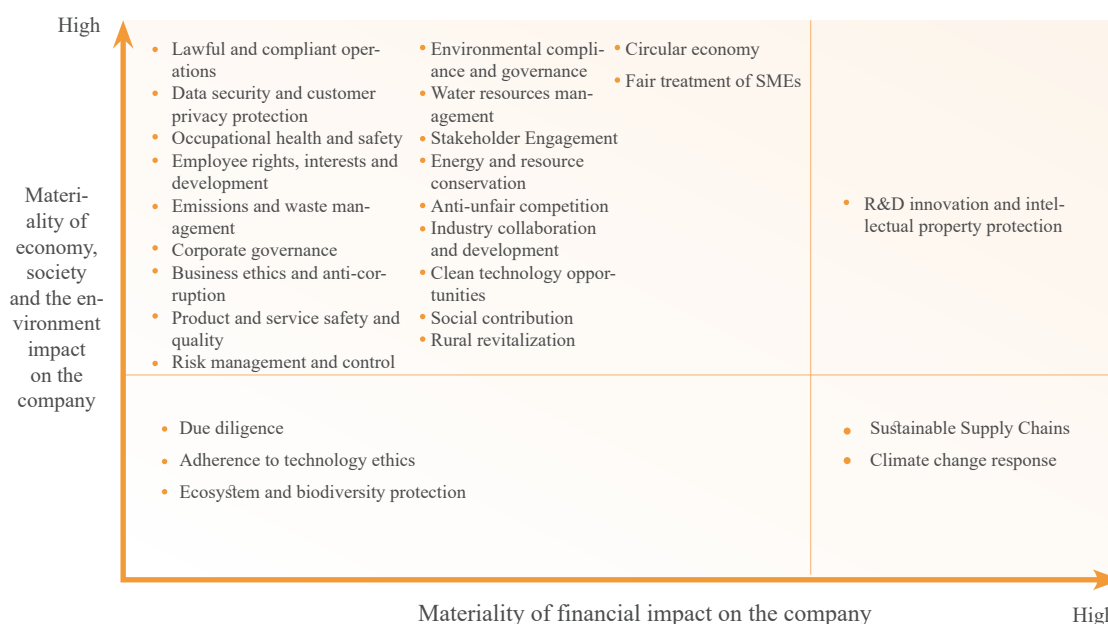
With reference to the matters set out in the Self-Regulatory Guidelines No. 13 for Listed Companies on the STAR Market of the Shanghai Stock Exchange — Preparation of Sustainability Reports, the Company conducted materiality assessment and discussions from both the financial materiality and impact materiality perspectives, and carried out a double materiality assessment of relevant matters. Through questionnaires, internal senior management workshops and other channels, we extensively collected and analyzed the expectations and concerns of key stakeholders, including investors, customers, employees, value chain partners, communities and regulatory authorities, to ensure the comprehensiveness and objectivity of the analysis.

### Double Materiality Assessment Process for Sustainability Matters



### Results of the Materiality Assessment

The materiality matrix of China Resources Microelectronics for 2025 is set out below:



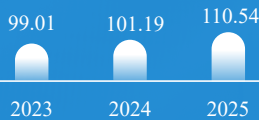
# 01 Maintain Sound Operations Strengthen the Foundation for Development

## Our Actions

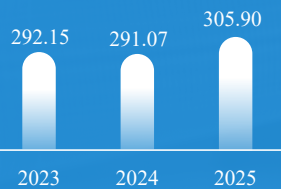
- Party Building for Stronger Development
- Optimizing Corporate Governance
- Enhancing Compliance and Internal Control

## Our Performance

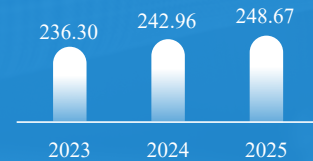
Revenue  
(Unit: RMB 100 million)



Total Assets  
(Unit: RMB 100 million)



Net Assets  
(Unit: RMB 100 million)



- Held **5** shareholders' meetings and **11** Board meetings
- Independent directors accounted for **33.33%**
- Distributed dividends of RMB **112** million

China Resources Microelectronics remains steadfast in upholding the Party's leadership, continuously improves its corporate governance system, standardizes the operation of the shareholders' meeting, the Board of Directors and the Board of Supervisors, and strengthens information disclosure and investor relations management. It also reinforces compliance, internal control and risk management, thereby laying a solid and resilient foundation for the Company's high-quality development.

### Response to SDGs



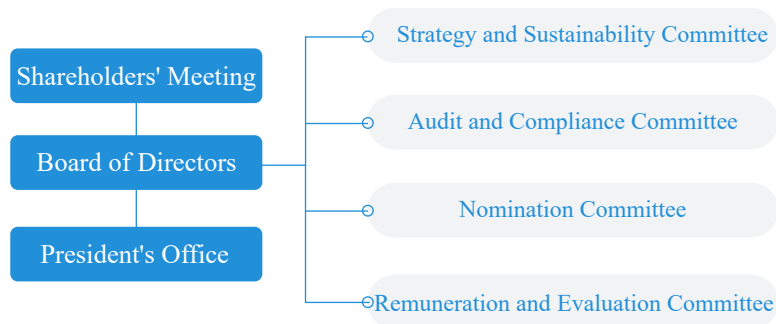
# Optimizing Corporate Governance

China Resources Microelectronics continues to refine its modern corporate governance system by improving its decision-making mechanisms, standardizing the operation of the "Three Meetings," and deepening compliance, internal control, and investor relations management. The company is committed to continually enhancing governance effectiveness, information transparency, and market recognition.

## Governance System

The company strictly adheres to the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, and other relevant laws, regulations, and normative documents. It has established a governance structure with clear equity ownership and defined responsibilities, while continuously improving its organizational structure and operational mechanisms. The Board of Directors has set up four specialized committees to provide professional support for its decision-making. Among these, the Compensation and Nomination Committee revises and implements the Board Compensation and Performance Evaluation Committee Implementation Rules to oversee the performance evaluation of directors and senior management. The company strengthens the effectiveness of independent directors and the Board Secretary in fulfilling their duties, leveraging their role in supervision and checks and balances, and continuously improving a standardized and efficient corporate governance system.

In 2025, in accordance with the latest regulations and the company's development needs, the company revised 21 corporate governance policies, including the Articles of Association and Subsidiary Management Measures, to further clarify the roles and responsibilities of each governance body and strengthen the institutional foundation for improving decision-making efficiency and governance operations. The company continues to deepen the governance system of its subsidiaries. During the reporting period, it facilitated the completion of the shareholding reform at its subsidiary, Wuxi DIS, further improving its modern corporate system and optimizing the governance structure and operational mechanisms of its subsidiaries.



Corporate Governance Structure

## Standardized Operations

The company strictly follows its Articles of Association and related laws and regulations to ensure that the shareholders' meeting, board of directors, and management meetings operate in a standardized manner and fulfill their responsibilities efficiently.

### Shareholders' Meeting

As the company's governing body, the shareholders' meeting exercises its authority in accordance with the law. The company revised its Shareholders' Meeting Rules and strictly adheres to these regulations when convening meetings. This ensures that shareholders can fully exercise their rights according to the law, enhances the efficiency of the meetings, and guarantees that the proceedings and resolutions of the meetings are legal, compliant, and effective. The company is committed to safeguarding the legitimate rights and interests of all shareholders, creditors, and other stakeholders.

During the reporting period, The company has held a total of **5** shareholders' meetings

## Board of Directors

The Company has established a Board of Directors accountable to the Shareholders' Meeting, and has revised and refined institutional documents such as the Rules of Procedure for the Board of Directors and the Board Authorization Management Policy, thereby clarifying the Board's scope of duties and decision-making procedures, improving the authorization management framework, and ensuring that Board decisions are made in a sound, efficient, compliant, and orderly manner.

### Effectiveness

The Company places strong emphasis on enhancing the effectiveness of Board governance and has actively carried out Board effectiveness evaluations. For the fourth consecutive year, it conducted a Board satisfaction survey among external directors, solicited and incorporated their feedback, and steadily advanced the development of a high-performing Board. Over all four years, the survey results received the highest possible rating of "Very Satisfied." At the same time, the Company focused on reviewing the Board's decision-making and oversight effectiveness on key matters such as responding to industry transformation and reviewing major investments. It also promoted active communication between management and Board members, continuously enhancing the Board's operational effectiveness and strategic value.

### Independence

The Company revised the Detailed Rules for the Work of Independent Directors. As of the end of 2025, independent directors were serving as chairpersons of the Audit and Compliance Committee, the Nomination Committee, and the Remuneration and Appraisal Committee, providing professional support for the Board's sound decision-making and effective oversight.

### Diversity

Taking into account factors such as directors' age, gender, educational background, professional experience, skills, tenure of service, and other relevant considerations, the Company has worked to build a diversified Board that brings together varied perspectives and extensive experience, thereby effectively enhancing the soundness and comprehensiveness of decision-making. The Board of Directors has a diverse composition, encompassing different genders and a broad range of industry backgrounds.



In 2025, the Company

- The Company had a total of **9** directors, including **1** female director, **6** non-executive directors, and **3** independent directors, representing approximately **33.33%** of the Board
- The Company convened **11** Board meetings, **24** meetings of Board committees, and **4** special meetings of independent directors

## Information Disclosure

In strict compliance with the requirements of laws and regulations such as the Administrative Measures for Information Disclosure by Listed Companies, the Company continued to strengthen its information disclosure management system, innovatively establishing an end-to-end control mechanism featuring "multi-departmental coordination + multi-level review." Through regular training and other initiatives, it has fully leveraged the professional gatekeeping role of external directors to ensure that its disclosures are truthful, accurate, complete, timely, and fair, thereby effectively safeguarding the legitimate rights and interests of the Company, its shareholders, and the broader investor community. In 2025, the Company revised the Information Disclosure Affairs Management Policy and the Accountability Policy for Material Errors in Annual Report Information Disclosure. It continued its practice of regularly disclosing operating performance information and promptly publishing announcements such as resolutions of Shareholders' Meetings and Board meetings. For the third consecutive year, it received the highest information disclosure rating of A from the Shanghai Stock Exchange.

 2025

- a total of **76** multi-type announcement documents were disclosed, conveying company information truthfully, accurately, and completely
- The Company responded **70** times to questions raised by investors on the SSE E-Interaction platform, achieving a **100%** response rate

## Investor Relations

Guided by the core philosophy of “respecting investors and serving investors,” the Company has formulated the Detailed Rules for Investor Relations Management. Adhering to the fundamental principles of compliance, proactiveness, fairness, honesty, and good faith, it standardizes the full-cycle management of investor relations, establishes a multi-channel and highly effective communication framework, fosters constructive interaction between the Company and investors, and effectively safeguards all investors’ lawful rights and interests, including their right to be informed on an equal basis. In 2025, these efforts gained broad recognition in the capital markets, and the Company received multiple honors, including “2025 Most Valuable STAR Market Listed Company” and the “19th STAR Market Top 30 Value-Added Listed Companies.”

### Deepening Investor Relations Initiatives

#### Expanding diversified communication channels

By organizing high-quality performance briefings, enhancing the investor relations section of its official website, operating social media accounts, and maintaining an investor hotline and dedicated email inbox, the Company further improved communication channels and built a transparent, efficient, and trust-based communication mechanism. Throughout the year, it organized 154 investor engagement activities, reaching more than 1,300 domestic and international investors and analysts. Through multiple formats such as strategy meetings, roadshows, and investor site visits, the Company broadened both the scope and depth of communication. It also facilitated the publication of 35 research reports, helping the market better understand the Company’s competitive strengths and industry trends.

#### Building signature investor engagement events

The Company has developed its Investor Open Day and New Product Launch into a flagship annual event.

#### Advancing market value management

The Company consistently places the protection of investors’ lawful rights and interests—particularly those of minority shareholders—at the center of its corporate governance practices. In 2025, the Company optimized its dividend policy and increased the frequency of dividend distributions. It also promulgated and implemented the Market Value Management Policy and launched a special initiative on “Enhancing Quality and Efficiency While Delivering Greater Shareholder Returns,” directly rewarding shareholders through measures including a stable dividend policy.

 2025

- the Company completed the 2024 annual dividend distribution and the interim cash dividend for 2025, distributing aggregate dividends of RMB **112** million to all shareholders.



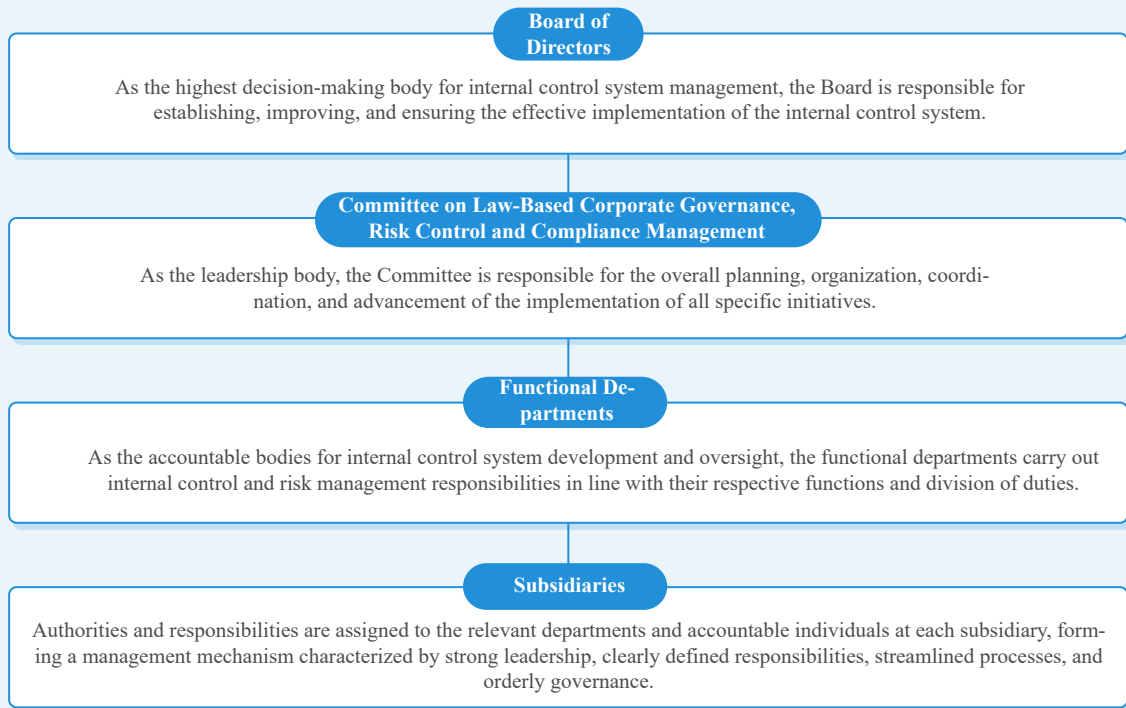
In November 2025, the Company hosted the Investor Open Day event themed “Unlimited Microchips, Intelligent Vision for the Future”, attracting over 100 participants. Through on-site visits, strategy-sharing sessions, and other activities, the event strengthened communication and engagement and further boosted confidence in the capital market.

# Enhancing Compliance and Internal Control

China Resources Microelectronics adheres to lawful and compliant operations. Based on its specific circumstances, the company has established management systems such as the Internal Control Management System and the Assessment and Incentive Measures for Full-time and Part-time Compliance and Risk Control Personnel. It continuously optimizes its compliance framework and organizational structure to enhance the effectiveness of compliance management.

## Internal Control Management

### Organizational Structure of the Internal Control System



Multiple compliance-focused training sessions were conducted throughout the year. These included the completion of training and assessment for 46 ISO 37301 internal auditors, further strengthening the foundation for systematic compliance management; the selective appointment of 24 qualified compliance officers with relevant professional credentials, followed by dedicated training; the organization-wide signing and communication of the China Resources Group Code of Business Conduct; and policy communication and cascading guidance to ensure management requirements were effectively transmitted throughout the organization, enhance the applicability and execution of policies, and support compliant and well-ordered business operations.

To enhance the Company’s law-based and compliant management practices and strengthen its competitive edge in the marketplace, six subsidiaries had obtained internationally recognized ISO 37301 Compliance Management System certification in the procurement domain by the end of 2025, setting a benchmark for the Company’s systematic compliance framework development.

The Company revised the Administrative Measures for Rules and Regulations Management and carried out a dedicated initiative to establish, abolish, amend, and streamline policies and procedures. During the year, a total of 281 policies and procedures were reviewed; 115 were issued, revised, abolished, or formally interpreted; and the optimized policy framework comprised 268 policies and procedures. The Company also strengthened pre-issuance review by reviewing 91 policies and procedures during the year, achieving a 100% review rate. In parallel, it proactively explored a vertically integrated “look-through” oversight mechanism, clearly defining three cascading requirements for company-level policies applicable to subsidiaries: “mandatory adoption,” “mandatory compliance,” and “reference implementation.”



Focusing on the fundamental elements of internal control, the Company carried out internal control self-assessments covering 25 domestic and overseas subsidiaries. The assessment covered key business areas including procurement management, cybersecurity management, treasury management, and fixed asset management. The Company also strengthened internal control oversight over subsidiaries by conducting dedicated internal control supervision and evaluation, with a focus on critical business areas such as procurement and supply chain management and engineering projects. Look-through reviews were carried out on both the design and execution of internal controls, with targeted remediation recommendations proposed for issues identified through the review process and follow-through actions taken to ensure effective rectification.



▶ ISO 37301 Internal Auditor Training



▶ Compliance Officer Training

## Internal Audit

The Company continued to strengthen the development of its internal audit system and improve the closed-loop oversight mechanism to safeguard sustainable, high-quality development. In 2025, the Company carried out a total of nine audit engagements and four special investigation/research projects, promptly identifying and rectifying potential issues, mitigating operational risks, and supporting the Company's sustainable development.

### Improving Leadership Mechanisms

The internal audit responsibilities have been reassigned from the President to the Chairman, strengthening the independence and authority of the audit function. This ensures that audit supervision can penetrate management layers and directly serve the strategic oversight and risk management requirements of the Board of Directors.

The primary responsibility for audit rectification is now clearly assigned to the head of the audited unit, who is the first accountable person for implementing corrective actions. Rectification plans and their implementation must be reviewed by the Party Committee. The rectification approach has shifted from a "case-by-case" resolution to a more comprehensive system of "learning from experience and establishing regulations." A rectification ledger has been established, with dynamic tracking, deadline-driven supervision, and closed-loop management. The results of rectification will be incorporated into performance evaluations, and serious accountability will be enforced for failure to rectify issues. The audit findings will be subject to a 100% completion rate for rectification within the prescribed period.

### Strengthening Supervision and Closing the Loop

### Enhancing the Accountability System

The organizational system for accountability in violations of operational and investment practices has been optimized. Leadership teams and office members responsible for addressing such violations at China Resources Micro-electronics will be updated in accordance with personnel changes. Regulatory investigations into violation leads will be conducted according to rules, with efforts to improve control mechanisms and plug gaps, effectively preventing the loss of state-owned assets.

The application of audit results will be further enhanced through warning education, management recommendations, briefings on violation accountability, and case studies to strengthen compliance awareness across all employees and improve the internal control system.

### Deepening the Application of Audit Results



In October 2025, a briefing will be held on the cases related to the responsibility for violations of business operations and investments.

## Tax compliance

The company adheres strictly to tax compliance, following laws, regulations and regulatory requirements such as the the Law of the People's Republic of China on the Administration of Tax Collection. Specific systems such as the Corporate Income Tax Management Measures, VAT Management Measures, and Tax Management for Related Transactions have been developed to establish clear tax management standards and delineate responsibilities. A dedicated tax team has been set up to oversee tax declaration, payment, accounting, and risk mitigation. The company will rigorously follow tax declaration procedures to ensure the accuracy and completeness of declared data and pay taxes in full compliance with laws. The company also cooperates actively with tax authorities and ensures that related transactions are properly taxed to prevent compliance risks. To effectively mitigate tax risks, internal management and external response procedures for tax risks have been established, including the implementation of tax, financial, and audit supervision and evaluation.

## Risk Management and Control

The company has established a comprehensive and systematic risk management framework. Through improved systems, optimized mechanisms, and targeted governance efforts, it effectively prevents and mitigates various business risks.

### Risk System and Mechanisms

A comprehensive risk management system based on the Management Measures for Major Business Risk Classification Monitoring and Event Reporting has been developed, consolidating the foundation for risk prevention. A Compliance Risk Control Assessment and Incentive Measures system has been established to improve the positive incentive mechanism for compliance and risk control. A special plan addressing export control and sanctions risk has been developed, with a foreign risk response team formed to strengthen emergency management and improve risk mitigation capabilities.

### Risk Assessment Mechanisms

A “1+4” risk assessment mechanism has been established, consisting of the headquarters (1) and four business groups (4). The headquarters conducts an overall risk review and positioning from a macro-strategic and control perspective, while business groups carry out specific risk identification and refinement from an operational and functional perspective. Through communication and feedback between levels, consistency in risk awareness and responses is ensured across both strategic and execution levels.

### Risk Monitoring

Quarterly risk monitoring activities are organized by the functional departments, cost centers, and business groups of the headquarters. These activities focus on risks emphasized by the headquarters, using indicators that reflect the company’s unique risks and setting appropriate thresholds. A tailored risk monitoring indicator system is developed to track changes in these indicators, assess the development of risks, and ensure the execution of control measures. Based on thorough analysis and review, written monitoring reports will be submitted to the Legal Governance and Risk Compliance Committee for further review.

### Special Governance in Key Areas

The company will focus on key areas and projects to carry out special risk governance. In 2025, the company will conduct an annual major risk assessment around key areas such as capacity development, market competition, investment management, business structure, and technological innovation. Risks such as market competition risk, investment management risk, business structure risk, and major R&D project management risk will be identified, and targeted actions will be taken to address the risks in each area, driving the implementation of special governance measures.

## Information Security

The company complies with national laws and regulations on confidentiality, commercial secrets, cybersecurity, and data security. It follows the principles of network classification and domain separation and data classification and grading, implementing a full lifecycle data management strategy while continuously strengthening the construction of the commercial secrets and information security management system.

## Cybersecurity Management

The company has established and implemented policies such as the Cybersecurity Management Measures, Personnel Cybersecurity Management Norms, and Cybersecurity Compliance Inspection Management Guidelines. The organizational system is continuously improved, and a cybersecurity and information leadership team has been established, with top leaders in each unit assuming the role of the first person responsible for cybersecurity. The person in charge of cybersecurity is directly accountable for cybersecurity management. Additionally, the company has set up a cybersecurity and information office to handle specific execution tasks.

Cybersecurity operations, internet interface management, system security, cybersecurity risk management, and emergency disaster recovery drills are regularly carried out, continuously improving the company's cybersecurity capabilities. Employees and third parties are required to sign cybersecurity responsibility agreements, with phishing prevention tests, cybersecurity training and awareness activities, and the cultivation of cybersecurity talent. These efforts aim to enhance the overall cybersecurity awareness of all employees.



▶ In 2025, the company will organize National Cybersecurity Awareness Week activities, utilizing posters, videos, screensavers, and other forms to educate employees on security.



▶ Phishing Prevention Training



▶ Fraud awareness and education seminars will be held.

## Data Security Management

The company considers data security to be a critical baseline for its business development. The decision-making responsibilities are fulfilled by the Smart and Digital Development Committee, with the Department of Digital & Smart Transformation taking the lead in coordinating and managing data security. Strict adherence to the "Data Management Measures," "Data Security Management Guidelines," and other related policies is required to establish a clear and efficient data security management system that ensures sensitive data assets are protected and business operations remain uninterrupted.

Regular data leakage prevention operations will be conducted, and data leakage detection platforms will be improved. The use of data leakage prevention systems on office terminals will be promoted, and key personnel will use encryption software on their terminals with routine security checks. The company will explore personal information monitoring and protection mechanisms as well as data circulation and transaction mechanisms to continuously enhance the data security protection technology of commercial secrets systems. At the same time, the company will strengthen data security risk assessments, standardize data security measures for external exchanges and cooperation, and improve the emergency response mechanisms and plans for data security incidents, continuously enhancing data security and customer information protection levels.

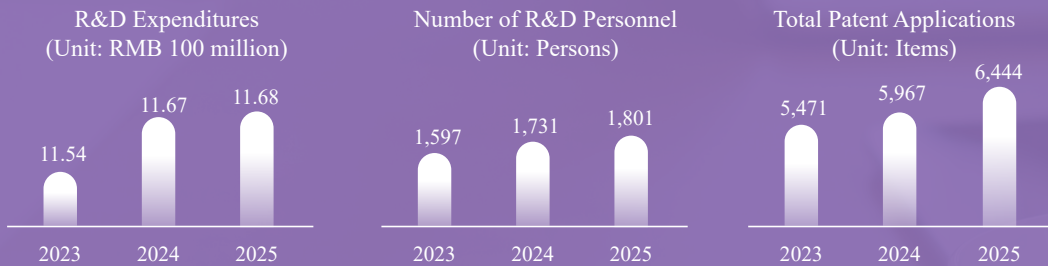
# 02 Deliver Excellence Create Value for Customers

## Our Actions

- Advancing Technological Innovation
- Strengthening Quality Control
- Delivering Excellent Customer Service

## Our Performance

### Innovation and Intellectual Property Performance



- **1** national-level R&D institution, **1** provincial-level R&D institution, **1** provincial key laboratory, and **2** municipal key laboratories
- **5** subsidiaries obtained certification for their intellectual property compliance management systems, and **3** subsidiaries were recommended as National Intellectual Property Model Enterprises
- **245** valid granted patents and **6,444** cumulative patent applications

### Quality Performance

- Passed audits by **1,037** customers
- **30** quality system audits, **8** manufacturing process audits, and **11** product audits
- Conducted dedicated quality training programs with more than **19,000** participant attendances

### Service Performance

- Customer satisfaction surveys were conducted among **234** key customers, with overall satisfaction scores all exceeding **92** out of 100
- Customer complaint resolution rate reached **100%**

China Resources Microelectronics is committed to treating technological innovation and independent R&D as the key drivers of development, using cutting-edge technologies to propel industry progress and leveraging intellectual property to fortify innovation barriers. By focusing on customer needs and delivering exceptional service and high-quality products, CR Mirco continuously provides reliable solutions to customers, uniting development efforts to contribute to achieving industrial self-reliance and supporting the nation's goal of becoming a leading scientific and technological power.

### Response to SDGs



# Advancing Technological Innovation

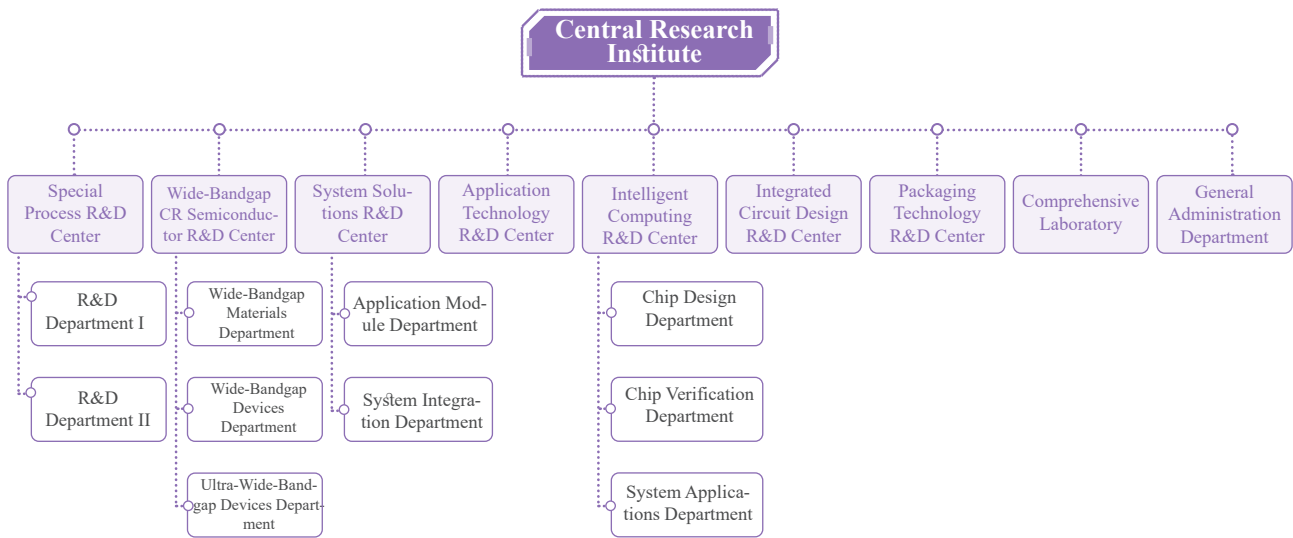
China Resources Microelectronics regards technological innovation as the core engine of high-quality development, embedding it throughout the entire operational chain, including product development, technological breakthroughs, and platform building. The Company continuously strengthens its capabilities in independent technological R&D and the commercialization of innovation outcomes, thereby building future-oriented industrial competitiveness.

## Governance

### Governance Structure

The Company has established a Technology Innovation Committee as the decision-making body for science and technology innovation matters, responsible for the coordinated review of key matters such as the development of the technology innovation system, medium- and long-term technology innovation planning, and full-lifecycle oversight and management of major technology projects. The Technology Innovation Department, as the standing management and execution body, is responsible for the overall advancement of innovation initiatives, process management, and resource coordination. Each business group and center serves as the implementation entity, forming a three-tier technology innovation management structure of “Technology Innovation Committee decision-making – Technology Innovation Department coordination – business group/center implementation.”

The Company established its Central Research Institute to focus on advanced technology R&D and forward-looking strategic deployment, accelerate the transfer of technological achievements to subordinate business units, and achieve industrialized implementation. Through organizational restructuring, the Company has arranged its operations around two major business segments—products and solutions, and manufacturing and services—while establishing specialized business groups to create a new development paradigm driven by R&D innovation and enabled by coordinated industrial implementation.

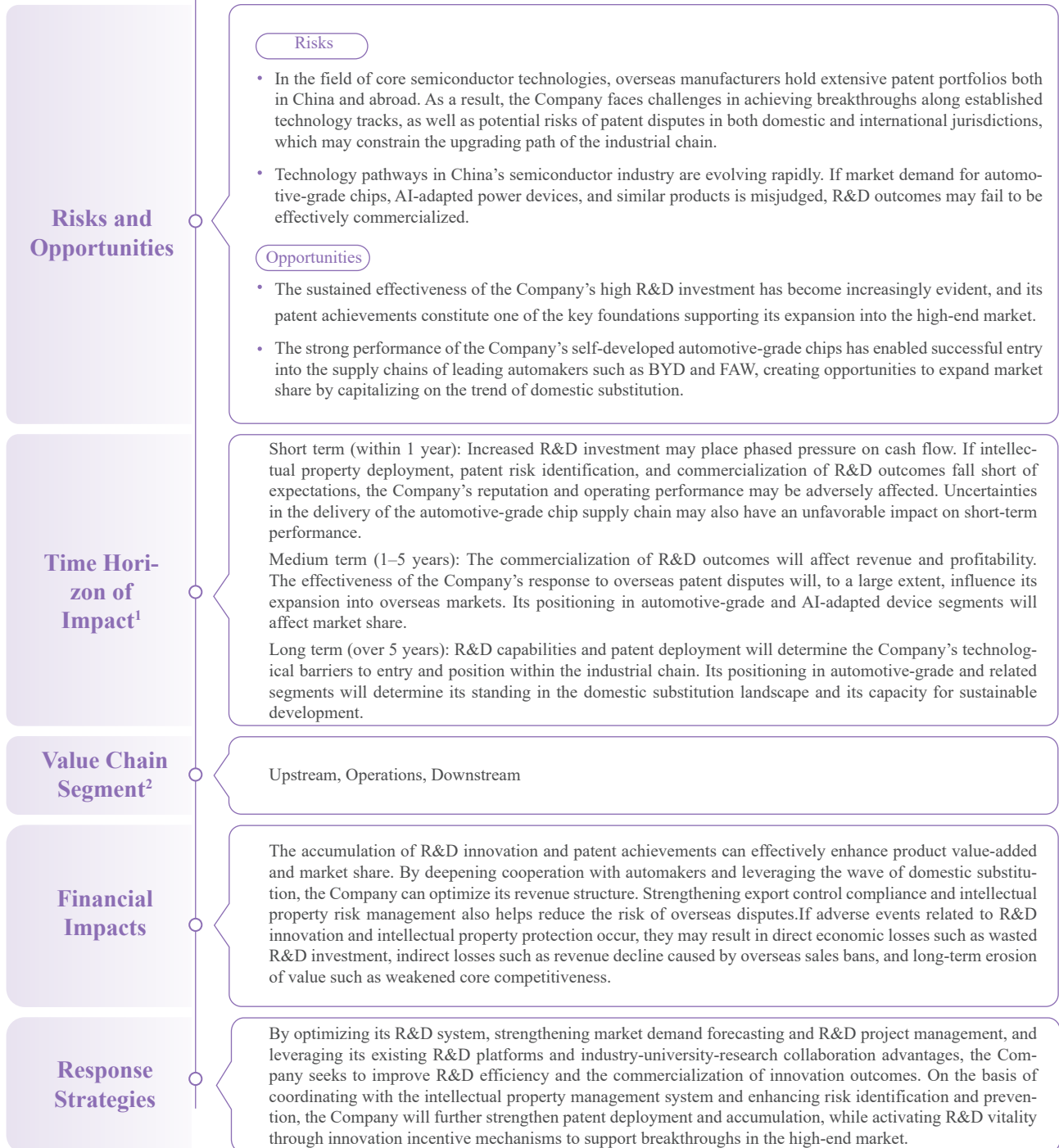


**Organizational Structure of the China Resources Microelectronics Central Research Institute**

The Company strictly complies with national laws and regulations related to technological innovation, intellectual property protection, and industrial development. It has newly formulated the Technology Innovation Management Policy, which clearly specifies requirements for technology innovation planning, project management, commercialization of achievements, and performance evaluation and incentives. Together with the implementation of core policies such as the Administrative Measures for R&D Projects, this provides a solid foundation for the compliant execution of technology innovation activities.

# Strategy

At the critical juncture marking the conclusion of the 14th Five-Year Plan and the planning of the 15th Five-Year Plan, the Company has positioned technological innovation as a core strategic pillar. To continuously strengthen its innovation and R&D management capabilities, the Company has carried out risk identification in the areas of R&D innovation and intellectual property protection, defined the potential impact of various risks on business operations and the possible related financial implications they may trigger, and formulated targeted risk control strategies.



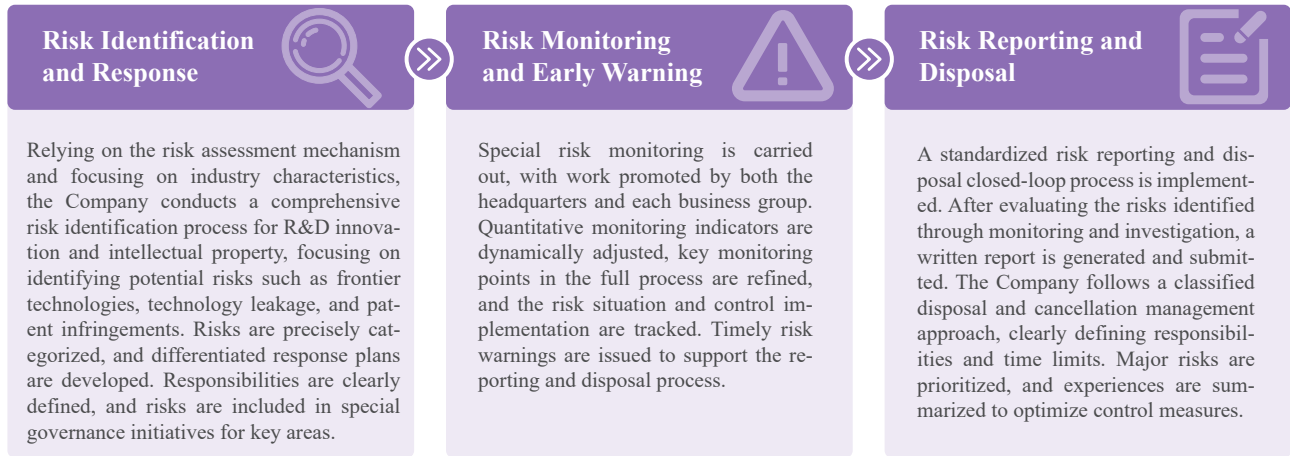
<sup>1</sup> The time horizon of impacts is divided into short term, medium term, and long term. Short term refers to within one year (inclusive) after the end of the Company's sustainability reporting period; medium term refers to one to five years (inclusive) after the end of the Company's sustainability reporting period; long term refers to more than five years after the end of the Company's sustainability reporting period. The same definitions shall apply hereinafter.

<sup>2</sup> Value chain segments are categorized into upstream, operations, and downstream: upstream refers to supplier collaboration, procurement, logistics, and other links involving raw materials and equipment; operations refer to product R&D, production, manufacturing, and internal process control; downstream refers to distribution, sales, customer service, and other related links. The same definitions shall apply hereinafter.

## Impact, Risk and Opportunity Management

### Risk Management Process

The Company has established a model of “pre-event identification – in-process monitoring – post-event response,” connecting these stages through a closed-loop process to ensure coordinated management of risks related to R&D innovation and intellectual property. It conducts risk monitoring and assessment, submits relevant reports, incorporates such risks into special governance initiatives for key areas, and advances categorized response measures accordingly.



### Management Measures

During the reporting period, the Company’s core business did not involve R&D activities in sensitive areas related to technology ethics. The Company has consistently maintained a prudent approach, strictly adhering to technology ethics standards and relevant regulatory requirements.

## Intellectual Property Protection

The Company has established an intellectual property management system that complies with national regulations, covering policies such as the Intellectual Property Management Measures, Patent Management Rules, Trade Secret Management Measures, and Intellectual Property Incentive Management Rules, providing comprehensive guidelines for the creation, protection, operation, and risk control of intellectual property.

### Specific Measures

#### System Updates

A new Trademark Use Guidelines was added as a special management system for trademarks. Six systems, including the Intellectual Property Management Measures, were revised and improved. Through systematic updates, the Company is advancing the intellectual property management system towards standardization and systematization.

#### Full-Process Risk Prevention and Control

A patent review mechanism has been integrated into key R&D processes. Through multi-expert collaborative reviews and graded evaluations, the patentability and legal stability of innovative outcomes are ensured. Infringement risk assessments are conducted for R&D projects, and intellectual property management steps are proactively integrated into the development process, creating a "firewall" against infringement risks.

## Management System Certification Upgrade

The Company continues to build its intellectual property management system at both the company and subsidiary levels. Five subsidiaries have obtained intellectual property compliance management system certification. CR Shanghua has initiated ISO 56005 innovation management system certification, in addition to the four subsidiaries that previously received intellectual property management system certification, forming a multi-layered certification assurance system.

## Policy Resource Integration

The Company participates in various government-level intellectual property projects, completes high-value patent project acceptance and mid-term evaluations, and three subsidiaries were recommended as National Intellectual Property Model Enterprises. By leveraging external policy resources, such as patent awards and patent insurance, the Company enhances its self-protection and risk control capabilities.

## Digital Management Empowerment

The Company has launched an integrated intellectual property management platform that consolidates patent, trademark, and other intellectual property information. This platform enables full lifecycle management, centralized asset storage, dynamic monitoring, and collaborative management, providing data support for decision-making.

## Promotion, Training, and Ecosystem Building

The Company conducted dedicated training programs on fundamental patent knowledge and hands-on training on the centralized intellectual property management platform. It also hosted the inaugural meeting of the Integrated Circuit Patent Pool – Sensors and Power Devices Technology Working Group, inviting more than 40 industry experts to participate, thereby promoting collaborative innovation across the industrial chain and the sharing of intellectual property resources.

## Innovation Incentive System

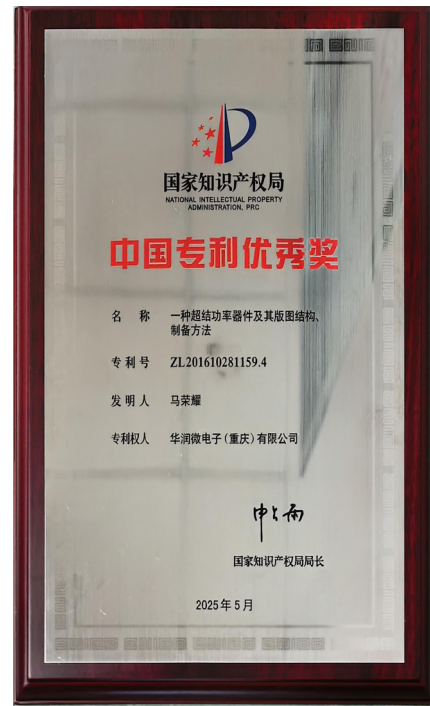
The Company has established a multidimensional incentive framework covering process-based incentives and achievement-based rewards. Through innovation-focused initiatives such as scientific and technological exchanges, technology forums, the evaluation and recognition of scientific and technological achievements, and talent commendation programs, it has fostered a strong culture of innovation. Graded incentives tied to project stages help ensure steady R&D advancement, while special rewards for achievements stimulate the commercialization of outcomes, comprehensively energizing the workforce’s drive for scientific and technological innovation.

### Stage-based Incentives for R&D Projects

In accordance with Several Policies on Technology Innovation, the Company evaluates the degree of difficulty, innovation contribution, and industrialization value of R&D projects, and establishes tiered and categorized project awards at different levels to strengthen positive incentives. In 2025, phased bonus incentives were granted to a total of nine major R&D projects.

### Implementation of Rewards for Scientific and Technological Achievements

In accordance with the Detailed Rules for the Administration of Rewards for Scientific and Technological Achievements, the Company grants special rewards for outcomes such as the publication of scientific papers, the accreditation of R&D institutions, and external awards. In 2025, the Company collected a total of 29 papers published in leading international journals/conferences and domestic core journals, obtained recognition for two R&D institutions, received seven external awards, and granted corresponding bonus incentives.



► Chongqing CR Micro was awarded the China Patent Excellence Award by the China National Intellectual Property Administration.



“Empowered by Microchips, Advancing Toward New Glory” — China Resources Microelectronics’ 2025 Technology Conference Announced Multiple Technology Honors and Achievement Awards

In August 2025, the Company held its Technology Conference under the theme “Empowered by Microchips, Advancing Toward New Glory”, systematically reviewing and summarizing the achievements of technological innovation in 2024, while also presenting special commendations for outstanding technology professionals and exemplary scientific and technological achievements. In terms of outstanding technology professionals, honors were awarded in the categories of “Outstanding Craftsman”, Top 100 Outstanding Technology Professionals, “Rising Technology Star”, and “Top 10 Technology Professionals”. In terms of scientific and technological achievements, the Company presented five Outstanding Scientific and Technological Achievement Awards, three Collaborative Innovation Awards, five Outstanding Patent Awards, and one Third Prize for the Group’s 2024 Scientific and Technological Innovation Achievement Awards, with total bonus incentives amounting to RMB 1.38 million.



## Innovation Platform Development

### Upgrading of R&D Platforms

In 2025, the Company continued to enhance its R&D platforms:

- **National-level R&D institution (1):** Technology Center of China Resources Microelectronics (Chongqing) Limited
- **Provincial-level R&D institution (1):** Technology Center of CR Shanghua Technologies Fab2 Co., Ltd.
- **Provincial key laboratory (1):** Jiangsu Provincial Key Laboratory of MEMS Sensors and Special Integrated Circuit Manufacturing Technology
- **Municipal key laboratories (2):** Wuxi Key Laboratory of Motor Control Drive Technology; Wuxi Key Laboratory of MEMS Sensors and Special Integrated Circuit Manufacturing Technology

### Development of Industry-University-Research Platforms

In 2025, the Company added three new partner universities and jointly established two university-enterprise joint laboratories: the Advanced Micro/Nano Electronic Devices and Chips Joint Laboratory and the RF Microelectronics Technology Joint Laboratory. At the same time, the Company added the Wuxi Heterogeneous Integration Technology Consortium at the municipal level and the Jiangsu Heterogeneous Integration Technology Innovation Consortium at the provincial level, accelerating the industrialization of technological achievements. It also held an unveiling ceremony with Xiamen University for the Compound CR Semiconductor and Integrated Circuit Joint Research Center.



▶ In July 2025, the RF Microelectronics Technology Joint Laboratory jointly established by the Company and South China University of Technology was officially inaugurated.



▶ Jiangsu Heterogeneous Integration Technology Innovation Consortium

## Efficient Commercialization of Achievements

Focusing on its principal businesses and core responsibilities, the Company has continued to deepen its presence in key technology fields and achieved breakthrough progress in multiple core technologies and products. These advances have not only filled gaps in the Company’s relevant technological capabilities, but have also enabled certain products to achieve domestic substitution, further strengthening the foundation for industrial independence and controllability.

### R&D Resource Assurance

The Company has proactively expanded its investment in frontier technology research and development, optimized the composition of its R&D teams, and continuously strengthened its capacity for independent innovation. As of December 2025, the Company had 17 major projects under development, with an on-schedule achievement rate of 94.11%. It also completed post-evaluation reviews for seven company-level major projects that had already been implemented and issued the corresponding post-evaluation reports.

### Innovation Achievements

#### Innovation in Heterogeneous Integration Technology

The Company pioneered the use of heterogeneous integration technology in the manufacture of high-end MEMS silicon microphone sensors, marking the industry’s first breakthrough in applying heterogeneous integration technology to the production of premium sensors.



#### R&D of New Memory Technologies

The Company completed test development and functional verification for the first embedded 2MIP test chip of its second-generation novel ferroelectric memory, VFRAM. The yield of the 2M verification circuit exceeded 95%, reaching an internationally leading level.



#### Development of Specialized Process Platforms

The Company established the only high-reliability BCD process line in China capable of supporting the full voltage range from 1.8V to 200V with deep trench isolation. The performance of its core devices is comparable to that of leading international foundries, enabling domestic substitution of critical technologies. It also built China’s first end-to-end CMOS-MEMS inkjet printhead process platform with volume manufacturing capability. Four products have passed customer qualification and entered risk production, filling a key technological gap.



#### Breakthroughs in Advanced Packaging Technologies

The Company completed the development of the PLPSiP system-in-package process platform, with technology reaching an internationally advanced level. It also established the TOLT top-side thermal dissipation advanced packaging platform, successfully completed the pilot line run for its first product, filled the technological gap in advanced packaging at the power semiconductor base, and achieved a leading position in China.



#### Independent Development of Core Products

The Company independently designed and completed its first-generation power supply module solution, forming proprietary intellectual property across the entire industrial chain spanning design, process, packaging, and testing, and filling a gap in its product portfolio. Development of its first-generation automotive-grade high-performance MOSFET products was also completed, and the products passed the automotive qualification standard AEC-Q101, further strengthening the product matrix.





▶ Wuxi CR Micro received the “IC Innovation Award” from the China Integrated Circuit Innovation Alliance.



▶ Wuxi CR Micro also received the “Distinctive Achievement in the Internet of Things Sector” award.

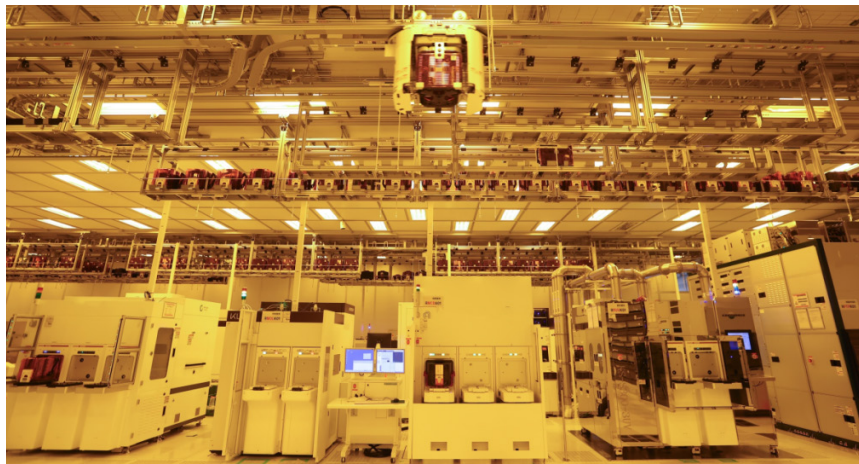


### Chongqing 12-inch Fab Recognized as a “2025 Chongqing Advanced Smart Factory”




In June 2025, the 12-inch power semiconductor wafer fabrication plant operated by Runxi Micro was recognized as a “2025 Chongqing Advanced Smart Factory” in acknowledgment of its systematic achievements in intelligent manufacturing. This distinction is one of the highest-level recognitions in Chongqing’s intelligent manufacturing sector.

By deploying a series of advanced intelligent manufacturing equipment, including an automated overhead hoist transport system and intelligent inspection systems, the plant established an integrated platform incorporating core information systems such as the Manufacturing Execution System (MES), Real-Time Dispatching system (RTD), and Advanced Process Control system (APC). It also built a data middle platform to break through barriers between R&D and manufacturing data, and integrated technologies such as 5G and digital twins to improve pro-

duction efficiency and reduce operating costs. Following the recognition of its 8-inch wafer manufacturing smart factory in 2020 and its power semiconductor packaging and testing smart factory in 2024, this latest city-level smart factory honor once again underscores China Resources Microelectronics’ benchmark position in intelligent manufacturing for power semiconductors and provides a practical reference for the intelligent upgrading of the industry.



## Metrics and Targets

Objective	Progress
<p><b>Strengthen top-level R&amp;D planning and innovation system development</b></p> 	<ul style="list-style-type: none"> <li>The Company established a Central Research Institute to focus on advanced technology R&amp;D and forward-looking strategic deployment, while promoting the transfer of technological achievements to its subordinate business units. It also formed specialized business groups to build a new integrated development model featuring “R&amp;D-driven development, industrial synergy, and commercialization of results,” thereby reinforcing the strategic leadership of its innovation system.</li> <li>The Company completed the revision and enhancement of six institutional documents, including the Intellectual Property Management Measures.</li> </ul>
<p><b>Proactively advance the development of frontier technologies and continue to consolidate independent innovation capabilities</b></p> 	<p>As of December 2025, the Company had a total of 17 major projects under development, with a target achievement rate of 94.11%. It also completed post-evaluation reviews for seven company-level major projects that had already been implemented, producing standardized post-evaluation reports to provide data support for subsequent R&amp;D decision-making.</p>
<p><b>Deepen collaborative innovation among industry, academia, and research institutions, and strengthen linkages with the external innovation ecosystem</b></p> 	<p>In 2025, the Company added three new partner universities, jointly established two industry-university collaborative laboratories, and advanced one joint research project, accelerating breakthroughs in key core technologies and the commercialization of research outcomes.</p>

## Key Performance

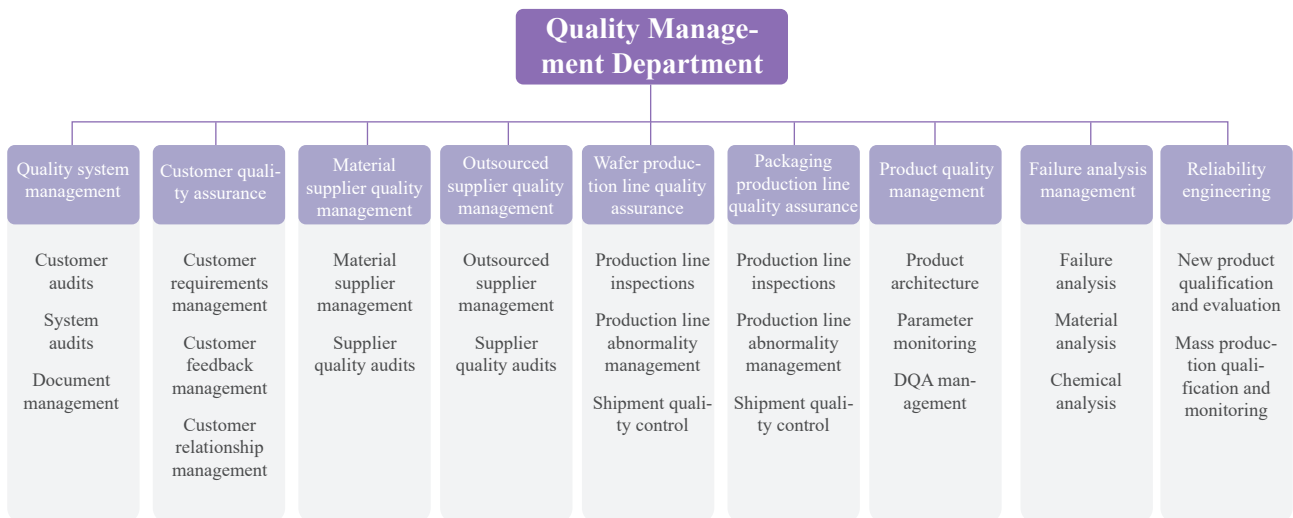
- R&D investment reached RMB **1.168** billion, with R&D intensity at **10.57** %, maintaining a benchmark position within the industry.
- The number of valid patents granted during the year reached **245**
- As of the end of 2025, the cumulative number of patent applications had reached **6,444**

# Strengthening Quality Control

China Resources Microelectronics upholds a quality policy centered on “anchoring customer satisfaction as the core principle, energizing efficient collaboration across the entire industrial chain, and building a benchmark for sustainable green intelligent manufacturing.” It fosters a quality culture of “customer satisfaction, quality first, and full participation,” while continuously improving its quality management system, enhancing quality management capabilities, and reinforcing quality control awareness, so as to provide customers with reliable products.

## Quality Management System

The Company strictly complies with the Law of the People's Republic of China on Product Quality and other relevant laws and regulations. Leveraging its strong integrated capabilities in product R&D and process technology, it has established a sound quality management system, implemented end-to-end quality control, and ensured stable product quality. The Quality Management Department is responsible in an integrated manner for nine major areas of quality management: quality system management, customer quality assurance, material supplier quality management, outsourced supplier quality management, wafer production line quality assurance, packaging production line quality assurance, product quality management, failure analysis management, and reliability engineering. It continues to drive product quality toward the goal of zero defects.



Under the guidance of industry standards, the Company adheres to the principles of high standards, systematic management, and integrated development, and has established a comprehensive quality management system that fully incorporates information security, environment, health and safety, energy, and environmentally hazardous substances into the scope of quality management. It has established its quality management system in strict accordance with ISO 9001, IATF 16949, and QC 080000 standards. Leveraging its strong R&D capabilities and process technology expertise, the Company implements end-to-end quality control to ensure consistent product quality. As of the end of 2025, all subsidiaries and affiliated units had obtained authoritative system certifications, including ISO 9001 Quality Management System certification and IATF 16949 Automotive Quality Management System certification.

In light of industry characteristics, the Company has built the “VALID model” for high-quality self-driven growth, underpinned by innovation and digitalization and supported by intelligent manufacturing and lean management, thereby enabling the continuous improvement of products and services. In 2025, neither the Company nor any of its business groups experienced any major product or service safety or quality liability incidents.



<p><b>Quality Management</b></p> <p>Management of Environmentally Hazardous Substances</p> <p>Environmental management</p> <p>Laboratory Accreditation</p>	<p><b>Automotive Quality Management</b></p> <p>Information Security Management</p> <p>Occupational Health Management</p> <p>Greenhouse Gas Management</p>	<p><b>Sony Green Partner</b></p> <p>Electrostatic Discharge Protection Management</p> <p>Energy Management</p> <p>Functional Safety Standards</p>
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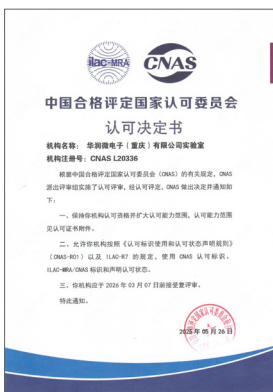
The product and service quality management system has been certified by authoritative certification bodies.

## External Recognition

To ensure continued leadership in quality management capabilities and product excellence, the Company proactively engages third-party institutions each year to conduct rigorous annual audits and testing, and has successfully obtained a number of authoritative certifications. In 2025, the Company successfully passed audits conducted by 1,037 customers, including many well-known enterprises such as Geely, Futai, Midea, and BOE, with customer recognition continuing to rise.



### External Partners of China Resources Microelectronics



▶ Chongqing CR Micro s Laboratory passed the expanded-scope accreditation by CNAS.

**Internal Audits**

Each year, the Company’s Quality Management Department conducts internal quality audits covering the quality management system, VDA 6.3, information security, environmental substances, and other special matters. For issues identified during the audits, the responsible departments are required to draw inferences from each case and implement closed-loop corrective actions.

**2025**

- the Company conducted **30** quality system audits, completed a cumulative total of **53,235** online inspections, carried out **8** manufacturing process audits covering **1,823** inspection items, and conducted **11** product audits covering **208** inspection items.



Wuxi CR Micro made its first application for the Jiangsu Provincial Governor’s Quality Award, the highest honor in the field of quality in Jiangsu Province, evaluated in accordance with GB/T 19580 Criteria for Performance Excellence, and received a Nomination Award.

**Quality Process Control**

The Company consistently upholds the principle of “quality first,” continuously strengthens end-to-end quality process control, and has established a control mechanism covering multiple stages and the entire value chain, taking into account both supplier-side raw material control and internal production quality management.

**End-to-End Supplier Quality Management System**

The Company has established a full-process quality management system spanning eight major stages: potential supplier pool, preliminary screening, system audit, feasibility assessment, qualified supplier review, material application validation, material quality certification, regular performance evaluation, rule-based elimination, and exit of approved suppliers. This system has effectively driven continuous improvement in supplier quality performance. In 2025, the first-pass nonconformity rate for incoming raw material inspection declined to 5 ppm (0.0005%), representing an 80% decrease from 25 ppm (0.0025%) in 2024. The first-pass nonconformity rate across all material categories improved, further strengthening quality assurance capabilities across the supply chain.

**2025**

- the Company conducted on-site quality system audits of **122** suppliers, covering **14** provinces and **4** municipalities directly under the central government, identified a cumulative total of **1,376** issues, and drove corresponding improvements.

Advancing Online Control Enhancement

In alignment with annual quality improvement targets, each manufacturing site advanced key initiatives such as yield improvement for third-generation semiconductor products, zero-defect management, and cross-audits of control over automotive-grade production lines. In 2025, the Company continued to strengthen its quality capabilities, achieving a significant reduction in FDPPM (failed parts per million) for both industrial-grade and automotive-grade products. Through internal and external collaboration to optimize automotive-grade quality supply chain management, it also significantly improved QCV (Quality, Validation, and Compliance) and inspection scores.

Strengthening Product Quality Inspection Mechanisms

The Company has established a comprehensive production line inspection mechanism covering incoming materials, in-process operations, and outgoing shipments. This mechanism encompasses a wide range of inspection and testing items and is supported by dedicated testing equipment. All inspection procedures are governed by complete standard operating instructions and standardized protocols for handling abnormalities, ensuring rigorous control over product inspection.

Establishing a Sound Product Quality Verification System

The Company controls product quality, safety, and health risks in accordance with the quality management system and the hazardous substances process management system, ensuring compliance with relevant quality standards under domestic and international regulations as well as customer requirements. For customer complaints involving quality issues, it adopts the 8D methodology, the most standard and authoritative corrective action approach in the semiconductor industry, and uses quality tools to analyze root causes.

## Strengthening Quality Awareness

The Company has taken multiple measures to reinforce quality awareness across the workforce, consolidate the foundation of quality management, and drive the deep integration of quality principles into daily operations.

### Quality Training

By integrating internal and external resources, the Company developed a series of quality tools and specialized lean management training courses, and promoted quality knowledge through diversified approaches, with a focus on enhancing employees' quality awareness, engineers' understanding and execution of quality processes, and their proficiency in applying quality tools. In 2025, the Company carried out targeted training programs on ESD protection management system standards, the zero-defect philosophy, QFD (Quality Function Deployment), and quality systems, with more than 19,000 participant attendances in total, significantly improving employees' understanding and mastery of ESD protection, quality awareness, and quality management tools.



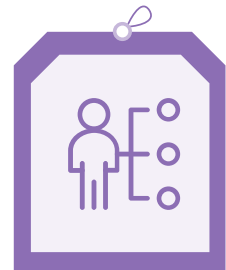
▶ Training on the Zero-Defect Philosophy



▶ Training on QFD (Quality Function Deployment) and Quality Systems

## Deepening Lean Management

The Company comprehensively launched lean project competitions to foster a culture of continuous improvement with broad employee participation. It also established mechanisms for the selection, development, certification, evaluation, and incentivization of lean talent, with a strong focus on building a high-caliber lean talent pipeline. In addition, the Company actively participated in external competitions, including the National QC Competition and the China Quality Technology and Innovation Achievement Presentation Competition. In 2025, it won one Professional-Level QC Circle award, three Advancement-Level (Professional Level III) QC Circle awards, and two Advancement-Level Six Sigma (Green Belt) awards.



## Strengthening Company-wide Awareness

Through initiatives such as Quality Month activities and quality warning and education conferences, the Company effectively enhanced employees' sense of quality responsibility, risk prevention and control capabilities, and efficiency in handling issues.

- In 2025, the Company organized a series of Quality Month activities under the theme of “Elevating Quality and Efficiency Through Digitalization, Strengthening the Industrial Chain, and Advancing Toward Innovation.” These activities were widely promoted through factory bulletin boards, televisions, display screens, and other communication channels, and marked the launch of a company-wide quality improvement campaign.
- The Company also organized **two** quality warning and education conferences across its manufacturing sites, during which historical typical cases and major abnormality cases were shared, encouraging each site to draw broader lessons and implement improvement measures. More than **280** management personnel and quality-related staff attended these conferences in total.

## Integrating into the Global Responsible Supply Chain System and Completing the RBA Audit

As a semiconductor enterprise, the Company is deeply integrated into the global responsible supply chain system. During the reporting period, it completed the RBA (Responsible Business Alliance) audit in accordance with customer requirements. Benchmarking against one of the world's most influential standards for supply chain social responsibility and ESG compliance, the audit covered five key dimensions—labor, health and safety, environment, ethics, and management systems—supporting the Company's continued improvement of its social responsibility management system.



# Delivering Excellent Customer Service

China Resources Microelectronics remains firmly customer-oriented and continues to upgrade the quality of its customer service. It has built an efficient and collaborative customer service system, improved mechanisms for safeguarding customer rights and interests, and, under its dual-driven brand strategy of “products + services,” continuously optimized service processes, enhanced service quality, improved customer experience, and strengthened customer satisfaction and loyalty.

## Customer Service System

The Company consistently upholds the principle of customer first and has established a customer service system composed of sales, quality, technical service teams, and IT systems. It has optimized its customer relationship management system to respond to customer needs and feedback in a timely, rapid, and efficient manner. Its professional customer service team covers multiple regions, including the Yangtze River Delta, the Chengdu-Chongqing Twin-City Economic Circle, the Guangdong-Hong Kong-Macao Greater Bay Area, and Taiwan, China. At the same time, the Company places strong emphasis on service team capability building by regularly organizing specialized training in communication skills, product technologies, and other areas, thereby continuously enhancing the professional capabilities of customer service personnel and delivering comprehensive, efficient, and responsive high-quality services to customers.

In 2025, the Company’s CRM system established a unified customer channel management platform, which was deeply implemented and delivered remarkable results. It successfully created a coordinated internal-external communication ecosystem, empowering improvements in customer service and sales management through digital, standardized, and intelligent transformation.



► Customer Service Communication Skills Training

## Safeguarding Customer Rights and Interests

The Company is committed to responsible marketing and places a high priority on protecting customer rights and interests, ensuring that all communications are truthful and objective and that no commitments are overstated. By establishing comprehensive communication channels, strictly enforcing privacy protection policies, putting in place efficient complaint-handling mechanisms, and conducting satisfaction surveys, the Company continuously enhances the protection of customer rights and interests and improves customer satisfaction.

### Diversifying Communication Channels

Online, customers may contact the Company through the service portal on its official website, the customer service hotline, email, and the electronic E-Service system. Offline, the Company maintains communication and engagement with customers through on-site reception by service teams, proactive customer visits, regular engineering quality discussion meetings, and ad hoc joint customer quality improvement meetings. In addition, the Company leverages industry conferences, exhibitions, and similar channels to promote product knowledge and improve product accessibility.

**Customer Privacy Protection**

The Company has established and strictly implemented customer privacy protection policies; adopted rigorous data classification and management strategies to ensure full-lifecycle control over sensitive data; and put in place robust data backup and recovery mechanisms to safeguard the integrity, availability, and security of data, thereby providing comprehensive protection for customer information. During the reporting period, the Company did not record any incidents involving the leakage of customer privacy information.

**Customer Complaint Handling Mechanism**

The Company has established smooth and effective complaint-handling and dispute-resolution mechanisms, supported by strong capabilities in rapid response, root-cause traceability and analysis, and corrective action tracking, thereby enabling closed-loop management of customer complaints. The Company operates a 24-hour customer complaint response mechanism. With the support of advanced failure analysis equipment and IT systems, it conducts precise analysis of customer failure samples and systematically tracks improvement actions. For complaint issues, quality management tools are applied to trace root causes by drawing inferences from individual cases and to formulate corrective measures. During the reporting period, all customer complaints were handled in a timely manner in accordance with established procedures, and the customer complaint handling rate reached 100%.

**Customer Satisfaction Surveys**

Using a combination of quantitative scoring and open-ended questions, the Company dynamically updates its survey questionnaires, proactively collects customer feedback and suggestions, responds rapidly to identified issues, and drives corrective actions to continuously improve customer satisfaction. In 2025, the Company's business groups conducted satisfaction surveys covering 234 key customers, with overall satisfaction scores exceeding 92 out of 100 across the board.

**Product Recall Management**

The Company has established a comprehensive management system for complaint response, product recall and rework, and customer compensation assessment, standardizing the procedures for handling nonconforming products, product recall and rework, and customer compensation, while also formulating emergency customer complaint handling procedures and a reporting mechanism for major quality exceptions. Once a product risk is identified, the Company immediately notifies customers and initiates the recall process to minimize losses to the greatest extent possible and safeguard customer interests. During the reporting period, the Company did not experience any large-scale product recalls or any product withdrawal incidents caused by safety or health issues.

## Advancing Brand Strategy

The Company has incorporated brand building into its corporate development strategy, established a dedicated leadership body for brand-led initiatives, and implemented the Brand Building Management Measures to strengthen its brand talent pool and professional capabilities, while driving each business group to continue deepening its presence in specialized segments such as power semiconductors, intelligent control, and smart sensors. Guided by the brand philosophy of "a strong master brand at the core, complemented by differentiated sub-brand development," the Company has built a dual-engine brand architecture driven by products and services, deployed brand-building initiatives across multiple dimensions, and comprehensively enhanced the effectiveness of its brand development efforts.



► Brand Portfolio of China Resources Microelectronics



- ▶ China Resources Microelectronics' interactive boxing arcade machine and humanoid robot made an appearance at the Group's inaugural Brand Day.

 2025

- the Company was once again recognized as one of the “Top 10 Chinese IC Design Companies,” one of the “Top 10 IDM Enterprises for SiC Devices in China,” and one of the “Top 10 GaN Device Enterprises in China.” It was also included in the ranking of domestic chip usage in self-owned-brand air conditioner units and received the Power Semiconductor Star Product Award in the electric vehicle sector.



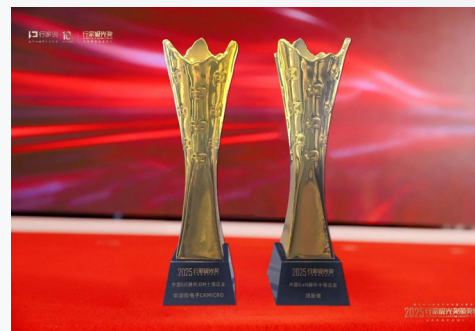
Top 10 Chinese IC Design Companies



EV Power Semiconductor Star Product Award



Brand on the "Ranking of Domestic Chip Usage in Own-Brand Air Conditioner Complete Units"



Top 10 IDM Enterprises for SiC Devices in China and Top 10 GaN Device Enterprises in China

# 03

## Protect Nature Build A Greener Home

### Our Actions

- Addressing Climate Change
- Commitment to Green Operations
- Strengthening Environmental Management

### Our

### Performance

- Comprehensive energy consumption per RMB 10,000 of output value (comparable price), was **0.0664** tons of standard coal equivalent per RMB 10,000, a **28.98%** decrease from 2020.
- Comprehensive energy consumption per RMB 10,000 of added value (comparable price) was **0.1255** tons of standard coal equivalent per RMB 10,000, representing a **30.70%** decrease from 2020.
- Total power generation from photovoltaic systems reached **4.9069** million kWh, representing a significant increase from 1.8324 million kWh in 2024 and reducing carbon dioxide emissions by **2,873.46** tons
- Renewable electricity accounted for **0.63%** of total electricity consumption.  
For the first time, CR Micro conducted a company-wide greenhouse gas inventory, achieving full coverage of
- Scope 1, Scope 2, and Scope 3 emissions accounting Water savings reached **1.9** million tons
- A total of **9,480.0833** tons of general industrial solid waste were comprehensively utilized, with both the comprehensive utilization rate of general industrial solid waste and the disposal rate of hazardous waste reaching **100%**
- Wastewater discharge decreased by **5.84%** year on year, while total ammonia nitrogen emissions fell by **11.73%**
- The Company has **1** national-level green factory and **3** provincial-level green factories.



As global climate change intensifies and environmental governance requirements continue to tighten, green and low-carbon development has become a central direction of industrial transformation and an essential path toward corporate sustainability. China Resources Microelectronics actively responds to the national dual carbon strategy by addressing climate change, upholding green operations, strengthening environmental management, and remaining firmly committed to a green and low-carbon development path.

### Response to SDGs



# Addressing Climate Change

China Resources Microelectronics actively addresses the challenges posed by climate change. In strict alignment with the climate-related disclosure framework and guidance set out in the Guide No. 13 for Self-Regulatory Supervision on Listed Companies of the SSE STAR Market—Compilation of Sustainable Development Reports, the Company has systematically established and implemented a climate response framework across four dimensions: governance, strategy, impact, risk and opportunity management, and metrics and targets, continuously enhancing its climate resilience.

## Governance

The Company has established a three-tier climate governance structure covering decision-making, management, and execution. The Board of Directors and its Strategy and Sustainability Committee serve as the highest governing body for climate change matters, responsible for reviewing all climate-related issues, clarifying governance responsibilities at each level, and effectively integrating climate-related matters into the corporate governance system and day-to-day operations.

Members of the Strategy and Sustainability Committee combine strong commercial insight with deep semiconductor industry experience and possess solid hands-on expertise in corporate governance and risk management. Drawing on a profound understanding of the semiconductor industry ecosystem, the Committee is able to systematically assess climate risks, accurately identify strategic opportunities arising from the green transition, and provide scientific and professional decision-making support for the Company's sustainable development.

### Climate Governance Structure for Addressing Climate Change

#### Decision-making Level

Strategy and Sustainability Committee under the Board of Directors

As the Company's highest climate governance body, it is responsible for reviewing climate strategy, targets, policies, risk management, execution performance, and related disclosures.

#### Management

Sustainability Working Group

Led by the Board Office, this level is responsible for formulating climate strategy and targets, identifying climate risks, coordinating cross-functional efforts, and reporting major matters to the Board in a timely manner.

#### Execution Level

Climate Action Working Group

Led by the EHS department, this group coordinates resources across departments and factories to implement climate-related management initiatives. The Company has established a Carbon Peak and Carbon Neutrality Leading Group and its office, headed by the Chairman of the Board, with climate-related responsible personnel from subsidiaries and production lines participating to jointly advance various climate actions.

## Enhancing the Governance Framework and Strengthening Capabilities

The Company continues to strengthen its climate governance framework, works collaboratively with internal stakeholders to develop innovative response measures, and integrates climate action throughout the entire operational process, thereby enhancing climate governance capabilities across the workforce and among core teams through a two-pronged approach. On one hand, the company actively communicates its progress on climate issue management through initiatives such as the disclosure of climate-related information and promotional activities, while also leveraging its industry influence to collaborate with external stakeholders in addressing climate change challenges. On the other hand, the company is strengthening the awareness and capabilities of its management team and relevant functional departments by organizing specialized training with external experts, systematically improving the team's professional skills in climate risk identification and low-carbon transformation decision-making. In 2025, the company conducted multiple climate change-focused training sessions for senior management and key staff members. Additionally, it organized ISO14064 and ISO14067 internal auditor training, covering in-depth matters on climate change, greenhouse gases, and carbon management. These efforts reached 64 personnel across 15 units, laying a solid foundation for the management and relevant departments in their low-carbon transformation.



► Climate Change Training



## Strategy

The company has integrated the identification, assessment, and management of climate-related risks into its overall risk management process. This includes incorporating climate-related physical and transition risks into business activities such as project investment, product design and development, material procurement, and company operations. In 2025, the company, following the guidelines for climate-related financial disclosures (TCFD), categorized climate risks and opportunities and identified applicable climate risks and opportunities based on its business operations. It conducted climate scenario analysis to evaluate the potential impact on the company's business, operations, and financial conditions, while also formulating response measures to enhance the company's resilience to climate risks.

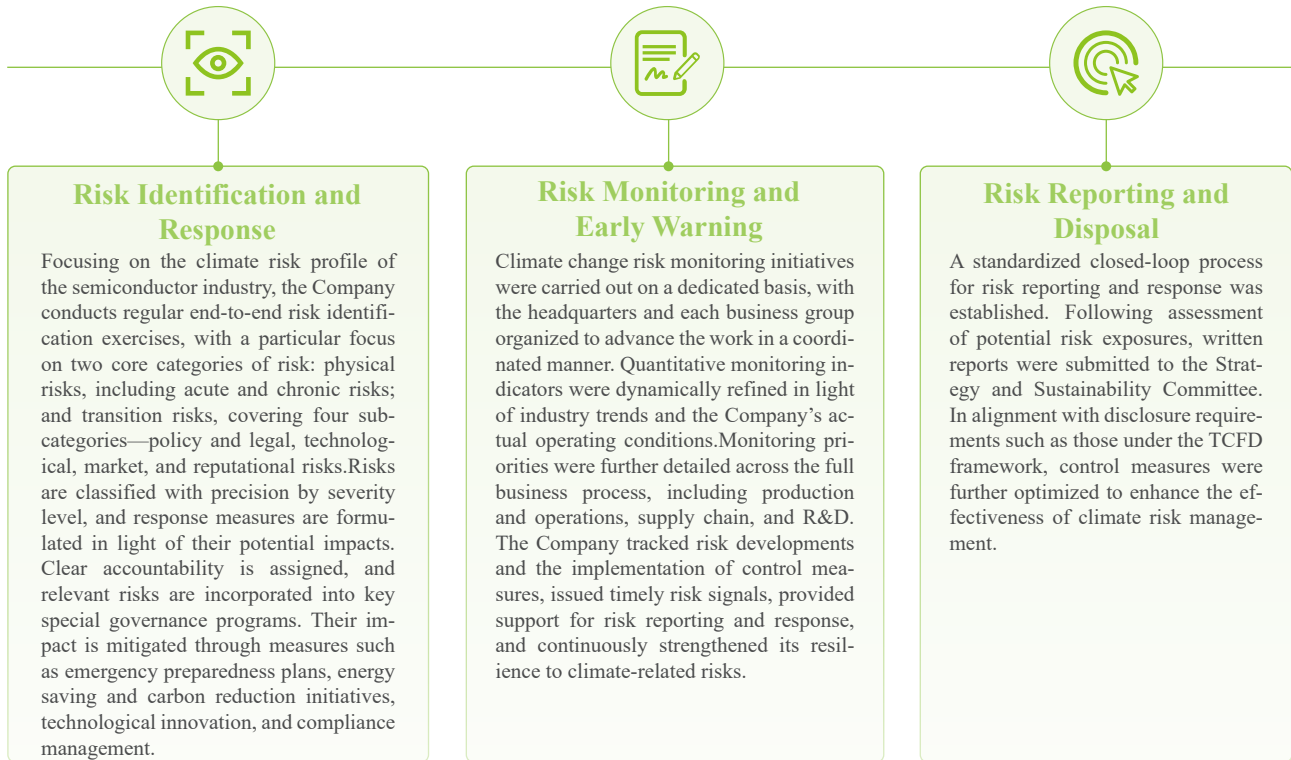
Risk Categories	Identified Results	Time Horizon	Value Chain Segment	Financial Impacts
Physical Risks	<p><b>Acute Risks</b></p> <ul style="list-style-type: none"> <li>Increased extreme weather events (e.g., typhoons, storms, floods) or natural disasters due to climate change</li> </ul>	Short-term, medium-term	Upstream, Operations, Downstream	<ul style="list-style-type: none"> <li>Company operations in Wuxi, Shanghai, and Shenzhen are vulnerable to extreme weather such as typhoons, which may lead to power outages, flooding, and operational interruptions at wafer fabrication plants, resulting in safety accidents and higher operational costs.</li> <li>Wuxi operations face medium-to-high drought risks, which may lead to water shortages, stricter water resource management, rising water costs, and even water supply interruptions, increasing operational costs.</li> <li>Extreme weather may cause transportation difficulties and supply chain disruptions, leading to reduced production capacity and revenue loss.</li> </ul>
	<p><b>Chronic Risks</b></p> <ul style="list-style-type: none"> <li>Prolonged high temperatures and rising sea levels caused by climate change will have long-term effects.</li> </ul>	Long-term	Upstream, Operations, Downstream	<ul style="list-style-type: none"> <li>Global warming exacerbates river and flash flood risks, potentially damaging company facilities, infrastructure, and equipment, leading to increased capital expenditure.</li> <li>Regions like Chongqing CR Micro and Runxi Micro face emergency management risks due to heavy pollution weather, which may lead to production limits and staggered production schedules, impacting capacity.</li> </ul>
Transition Risks	<p><b>Policy and Legal Risks</b></p> <ul style="list-style-type: none"> <li>The promotion of national "dual carbon" targets will lead to continuous changes in related policies and regulatory requirements.</li> <li>The pricing of greenhouse gas emissions may rise, with strengthened emission reporting obligations.</li> <li>Existing products and services may face stricter mandatory regulatory requirements.</li> <li>Litigation and Penalty Risks</li> </ul>	Short-term, medium-term	Upstream, Operations, Downstream	<ul style="list-style-type: none"> <li>National and local laws and regulations, as well as emerging policies, may impose stricter requirements and regulations on factories and products, increasing compliance costs for operations.</li> <li>Increased compliance costs and potential litigation or penalties for non-compliance may lead to reduced product demand.</li> <li>Chongqing CR Micro and CR Semicon have been included in local carbon markets and may need to purchase carbon quotas, incurring potential compliance costs.</li> <li>The Liangxi Road Park, located in Wuxi city, may face penalty risks if environmental remediation is not conducted in a timely manner.</li> </ul>
	<p><b>Technology Risks</b></p> <ul style="list-style-type: none"> <li>Competition from lower-emission alternative products and services</li> <li>Failure of investments in new technologies</li> <li>Costs associated with the transition to low-emission technologies</li> </ul>	Medium to long term	Upstream, operations	<ul style="list-style-type: none"> <li>The emergence of new technologies such as clean energy may weaken demand for existing businesses, leading to higher R&amp;D expenditure and capital investment.</li> <li>Increased R&amp;D spending on innovation and alternative technologies.</li> <li>Failure to make timely strategic moves in low-carbon technologies may result in weaker product competitiveness.</li> </ul>
	<p><b>Market Risks</b></p> <ul style="list-style-type: none"> <li>Shifts in consumer preferences</li> <li>Increase in raw material costs</li> </ul>	Short-term, medium-term	Upstream, downstream	<ul style="list-style-type: none"> <li>Customers and consumers are placing greater emphasis on the sustainability attributes of products. If the Company's products and services fail to respond effectively and promptly to changes in the market environment, operations may be adversely affected.</li> <li>Rising costs of raw materials used in R&amp;D and production, including silicon wafers, photoresists, and packaging materials, may compress profit margins if such increases cannot be passed through into product prices.</li> </ul>
	<p><b>Reputational Risks</b></p> <ul style="list-style-type: none"> <li>Governments and regions, stock exchanges, and capital markets are imposing higher requirements on corporate environmental information disclosure.</li> <li>Failure to respond promptly to stakeholder expectations may heighten their concerns or trigger negative feedback.</li> </ul>	Short-term, medium-term	Operations, downstream	<ul style="list-style-type: none"> <li>Inadequate climate action management or insufficiently transparent disclosure may give rise to compliance risks.</li> <li>Failure to respond promptly to stakeholder expectations may lead to reduced access to financing channels.</li> </ul>

## Response Strategies

- Develop and improve emergency plans for sudden environmental events and production safety accidents, and regularly identify and review physical risks.
  - Establish emergency response mechanisms in high-risk factories and stockpile materials, conducting regular drills to enhance response capabilities.
  - Based on water pressure identification, implement water resource management through water recycling projects, diversified water sourcing, process innovations, and wastewater recycling to reduce freshwater consumption and improve water use efficiency.
  - Plan and implement energy-saving and carbon reduction retrofitting projects.
  - Shenzhen and Chongqing factories participate in carbon emission trading markets and engage in advanced carbon management practices.
- 
- Regularly track and identify emerging legal regulations and policy changes, comply with the requirements, and improve internal systems and management mechanisms to ensure compliance.
  - Advance energy-saving and emission reduction projects and fine energy management to ensure pollutant emissions meet standards and reduce environmental impact and compliance risks.
  - Develop the Carbon Emission Management Measures and provide ISO14064/14067 internal auditor training.
  - Participate in drafting greenhouse gas industry standards to address international trade carbon barriers.
  - CR Shanghai, Chongqing CR Micro, and other locations conduct clean production audits and implement energy-saving, water-saving, and emission-reduction measures.
  - Implement the Shenzhen Zero-Carbon Park project to optimize the energy mix and reduce carbon emissions.
- 
- Maintain commitment to technological innovation and continuous optimization and upgrading, while steadily developing low-carbon, high-efficiency products.
  - Advance green factory development, improve production efficiency, implement energy-saving and consumption-reduction measures, and reduce energy consumption per unit of output.
  - Explore cooperation with third parties on energy saving and low-carbon initiatives, enhance employees' professional capabilities in low-carbon practices, and reduce the cost of low-carbon technology transition.
  - Develop green power devices such as high-performance TMBS and low-loss IPM products to support low-carbon markets including photovoltaics and electric vehicles.
- 
- Closely monitor changes in customer consumption behavior and carry out product upgrades in line with customer needs.
  - Launch high-efficiency power modules to improve energy efficiency and meet upgrading demand in industrial frequency conversion and household appliances.
  - Establish a green and low-carbon supply chain management system, requiring suppliers to provide guarantees of non-use of hazardous substances, restricted substance survey reports, and third-party HSF test reports.
- 
- Present the Company's climate actions in a manner aligned with internationally and domestically recognized frameworks, while reflecting the Company's actual circumstances.
  - Respond to stakeholder expectations regarding the Company's low-carbon development by conducting annual reviews and planning for energy conservation and emissions reduction.
  - Carry out independent assurance of the sustainability report for the first time to enhance the validity of the report content.
  - Share environmental protection and low-carbon practices internally and externally through the Company's official WeChat account, thematic training sessions, and other channels.

Opportunity Categories	Climate-related Opportunities	Time Horizon	Value Chain Segment	Financial Impacts	Response Strategies
Resource Efficiency	<ul style="list-style-type: none"> <li>Driving the adoption of more efficient production and distribution processes</li> <li>Use of recycled materials</li> <li>Reduction in water use and resource consumption</li> </ul>	Short-term, medium-term	Operations, downstream	<ul style="list-style-type: none"> <li>Improved resource efficiency helps reduce operating costs.</li> <li>Higher production capacity supports revenue growth.</li> </ul>	<ul style="list-style-type: none"> <li>Carry out green, low-carbon and circular transformation initiatives, advance smart and green factory development, and further improve resource utilization efficiency.</li> <li>Promote green office practices and operations to conserve water, electricity, paper, and other resources.</li> <li>Advance digital and intelligent upgrading initiatives, such as the application of the CR Shanghai OPAS platform and the Runxi Micro digital twin warehousing system, to improve production efficiency and resource scheduling efficiency.</li> </ul>
Energy Efficiency	<ul style="list-style-type: none"> <li>Encouraging companies to place greater emphasis on energy efficiency and driving increased demand for energy-saving technologies and services</li> <li>The global transition toward a clean energy mix creates opportunities for companies to invest in renewable energy such as solar power</li> </ul>	Short-term, medium-term	Upstream, operations	<ul style="list-style-type: none"> <li>Returns on investment in low-emission technologies</li> <li>Lower operating costs through the adoption of lower-cost emission reduction measures</li> <li>Reduced greenhouse gas emissions and lower sensitivity to fluctuations in carbon emission costs</li> <li>A higher share of clean energy use helps hedge against future increases in conventional energy prices</li> <li>An increased share of electricity from renewable sources reduces sensitivity to volatility in conventional electricity prices</li> </ul>	<ul style="list-style-type: none"> <li>Reduced reliance on traditional fossil energy helps lower energy costs</li> <li>Set targets for renewable electricity consumption, and advance photovoltaic project development and green power procurement.</li> <li>Implement energy management platform initiatives, such as those at Rungpeng Semi and Runxi Micro, to enable real-time monitoring and intelligent control of energy consumption and carbon emissions.</li> <li>Upgrade to high-efficiency energy-saving motors to improve overall energy efficiency.</li> </ul>
Products and Services	<ul style="list-style-type: none"> <li>China's dual carbon goals, together with low-carbon products and innovative solutions, are giving rise to new business models.</li> <li>Clean technology opportunities are driving the Company's R&amp;D and innovation in new products and services.</li> <li>Against the backdrop of the transition to a low-carbon economy, demand from customers and consumers for green, low-power products continues to grow.</li> <li>Sensor products are used in disaster prevention and mitigation for real-time monitoring, aligning with the objectives of the national 14th Five-Year Plan for disaster prevention and mitigation.</li> </ul>	Medium to long term	Upstream, Operations, Downstream	<ul style="list-style-type: none"> <li>The Company's low-carbon products and solutions are well aligned with demand in emerging markets, creating room for earnings growth.</li> <li>Providing new solutions tailored to market needs increases revenue.</li> <li>Developing high-efficiency, low-power products better addresses consumer preferences and enhances market competitiveness.</li> <li>Disaster prevention and mitigation sensor technologies can be extended to the monitoring of "urban lifeline" infrastructure such as bridges, tunnels, and pipeline networks, offering broad market prospects.</li> </ul>	<ul style="list-style-type: none"> <li>Increase investment in low-carbon product R&amp;D, advance technological innovation and upgrading, and enhance product attributes.</li> <li>Adopt green technologies and environmentally preferable raw materials to reduce hazardous substances and lessen environmental impact.</li> <li>Step up R&amp;D on integrated chips spanning sensing, transmission, computing, and execution to enhance the intelligent early-warning capabilities of sensor products.</li> <li>Promote end-to-end domestic substitution across the industrial chain by collaborating with domestic wafer fabs and EDA tool providers to strengthen supply chain autonomy and control.</li> <li>Establish a dedicated laboratory for disaster prevention and mitigation sensors to develop high-performance MEMS sensors for slopes and hydraulic engineering applications, enabling real-time monitoring and early warning of disasters such as landslides and seepage.</li> </ul>

## Impact, Risk and Opportunity Management



## Metrics and Targets

In the CR Micro Carbon Peaking Action Plan, the Company specified quantitative targets for energy consumption and carbon dioxide emissions reduction for 2025 and 2030, and regularly tracked progress against key indicators. In 2025, the comprehensive energy consumption per RMB 10,000 of output value (comparable price), comprehensive energy consumption per RMB 10,000 of added value (comparable price), and carbon dioxide emissions intensity all outperformed their assessment targets, further validating the effectiveness of the Company’s low-carbon actions.

### 2025 Targets and Performance

Indicator	Unit	2020 Baseline	Target		2025 Actual		Completion Status
			Target Value	Target Reduction	Current Value	Reduction vs. 2020	
Comprehensive energy consumption per RMB 10,000 of output value (comparable price)	tce / RMB 10,000	0.0935	0.0842	10%	0.0664	28.98%	Achieved 
Comprehensive energy consumption per RMB 10,000 of added value (comparable price)	tce / RMB 10,000	0.1811	0.1666	8%	0.1255	30.70%	Achieved 
Carbon dioxide emissions intensity	tons / RMB 10,000	0.6542	0.5504	10%	0.4204	35.74%	Achieved 

## Greenhouse Gas Emissions Management

The Company places a high priority on greenhouse gas emissions management, strictly implementing the dual carbon work arrangements of the State-owned Assets Supervision and Administration Commission and China Resources Group, while actively responding to the Shanghai Stock Exchange’s sustainability-related disclosure requirements, thereby laying a data foundation for green and low-carbon development planning during the 15th Five-Year Plan period. In 2025, the Company conducted its first company-wide greenhouse gas inventory, achieving full-coverage accounting of Scope 1, Scope 2, and Scope 3 emissions. During the reporting period, the Company worked with professional institutions to provide greenhouse gas inventory support for 17 production and R&D sites across 14 grassroots units, clarifying organizational boundaries and accounting scopes, reviewing activity data related to Scopes 1 through 3, and completing data collection and procedure documentation, thereby establishing a standardized and unified greenhouse gas accounting and management system.

Among these, Scope 3 greenhouse gas emissions were calculated and disclosed by the Company for the first time, primarily covering key categories of indirect emissions associated with the Company’s operations, including upstream transportation and distribution, business travel, and employee commuting. The accounting data were derived from the Company’s and its subsidiaries’ actual operational records. The calculation results have been adopted as the Company’s Scope 3 baseline-year data. Going forward, the Company will continue to improve data collection and accounting boundaries, gradually expand the scope of accounting and disclosure, and continuously enhance its greenhouse gas management capabilities and disclosure quality, providing solid support for the Company’s long-term carbon reduction efforts and high-quality green and low-carbon development.

### Greenhouse Gas Emissions

Indicator	Unit	2024	2025
Scope 1 Greenhouse Gas Emissions	Tons of CO <sub>2</sub> equivalent	166,802.81	181,531
Scope 2 greenhouse gas emissions	Tons of CO <sub>2</sub> equivalent	424,177.48	475,193
Scope 3 greenhouse gas emissions	Tons of CO <sub>2</sub> equivalent	--	2,840.56

*Note: Scope 1 greenhouse gas emissions primarily arise from emissions generated in industrial production processes and carbon dioxide emissions from the combustion of fossil fuels. Scope 2 greenhouse gas emissions primarily arise from carbon dioxide emissions associated with the net purchased electricity consumed and the net purchased heat consumed, with calculations based on the 2019 IPCC Guidelines for National Greenhouse Gas Inventories. Scope 3 greenhouse gas emissions primarily cover two categories: business travel and employee commuting.*

### Greenhouse Gas Emissions Reduction Practices

The Company has established institutional frameworks such as the CR Micro Carbon Emissions Management Measures to build a systematic governance structure and define a scientific and clearly articulated pathway, together with implementation mechanisms, for carbon reduction. At the same time, the Company has identified the following as key medium- to long-term priorities: advancing energy-saving and carbon-reduction initiatives across all process stages; strengthening carbon emissions management capabilities; enhancing the capacity for renewable and circular energy utilization; improving resource conservation capabilities; promoting company-wide green and low-carbon actions; and fostering innovative carbon neutrality collaboration projects. Through these efforts, the Company contributes to climate change response and to the achievement of the goals of the Paris Agreement.

#### Carbon Emissions Management

**Carbon Asset Management:** Chongqing CR Micro and CR Semicon have both been included in local carbon trading markets and completed 2024 carbon verification and compliance fulfillment as required. Among them, CR Semicon made up its allowance shortfall, while Chongqing CR Micro retained a surplus of allowances after fulfilling its compliance obligations.

**Carbon Footprint Certification:** In 2025, Chongqing CR Micro and Runxi Micro each carried out ISO 14067 product carbon footprint certification for four 8-inch wafer products and four 12-inch wafer products, respectively. CR Shanghai has established an ISO 14064 greenhouse gas inventory system and an ISO 14067 product carbon footprint system, and has conducted comprehensive greenhouse gas inventories for its 6-inch and 8-inch fabs while also calculating product carbon footprint data.

**Participation in the Development of Group Standards:** The Company has actively participated in the development of standards related to greenhouse gas product carbon footprints. The contract has already been signed, and the standard is currently under development.

# Commitment to Green Operations

Upholding a philosophy of green operations, the Company integrates resource conservation, pollution prevention and control, and circular economy principles into its production and operating activities. It has strengthened the intensive use of water resources and improved utilization efficiency; enhanced its pollution prevention and control system and firmly upheld the baseline of environmental compliance; seized the opportunities presented by clean technology development to support the low-carbon transition of industry; and benchmarked itself against high industry standards in building green factories, creating modern production bases that are resource-efficient and environmentally friendly, and promoting the coordinated improvement of environmental and economic performance.

## Water resources management

The Company fully understands the importance of water resource management and has established a top-down organizational structure with clear responsibilities and accountabilities for water resource management. To institutionalize and standardize water resource management, the Company has incorporated water resource management-related indicators into the key performance assessment system at all organizational levels, including plant managers. This ensures that water resource management performance is directly linked to compensation incentives, driving effective implementation and efficient execution of all water management requirements.



### Water Stress Identification

The Company continuously monitors the water resource situation in its plant operational areas. Using external tools such as the World Resources Institute (WRI) Water Risk Atlas, World Wildlife Fund (WWF) water risk screening, and physical water risk layer identification, the Company analyzes the reasonableness of water use in plant operations and the potential impacts of water intake, water scarcity, and physical risks. This helps understand the water stress and water consumption risks at the plants and allows for the development of related measures to mitigate risks.



**Monitoring Results**

**High and Medium Risk Areas**

Wuxi Base

**Low-risk areas**

Chongqing Plant, Dongguan Plant



**Response Measures**

**Separate Objective**

Based on the goal of limiting the annual water intake in the Wuxi region to under 8.832 million tons, differentiated water intake control targets have been set for each production line. The 2025 targets and actual progress are as follows:

Water resources management	Objective	Progress in 2025
Wuxi 6-inch production line	Target annual water withdrawal: less than 4.432 million tons	Actual annual water withdrawal: 3.8304 million tons
Wuxi 8-inch production line	Target annual municipal water consumption: less than 3.45 million tons	Actual annual water withdrawal: 2.885 million tons
Wuxi assembly and test production line	Target annual water withdrawal: less than 0.95 million tons	Actual annual water withdrawal: 0.8502 million tons

**Increased Monitoring**

Water usage monitoring points have been established in each manufacturing facility and wastewater outlet. Regular water balance calculations are conducted, measuring the discharge of tap water, process water, recycled water, wastewater, and domestic water.

**Assessment and Adjustment**

The Company tracks the water flow direction, flow rates, and recycling status, analyzing for any irregular water use and forecasting reasonable water distribution between water units.

**Emergency Response**

For the 6-inch and 8-inch lines, emergency treatment plans have been formulated for water supply interruptions or deteriorating tap water quality. Water storage tanks have been set up for emergency use. The Packaging Business Group has also implemented an abnormal tap water monitoring mechanism and set up emergency water tanks to ensure stable production line operations.



**Water Resource Utilization**

**Water-Saving Production Practices**

The Company formulates annual water consumption targets and water-saving action plans each year. Each production site implements the Water Conservation Management Policy and the Water Conservation Management Control Procedure, and compiles an annual list of water-saving projects. Through initiatives such as water system equipment upgrades, collection and reuse of process water, wastewater reclamation and reuse, and water-saving retrofit projects, the Company continuously increases the rate of water reuse. Water-saving retrofit projects cover all manufacturing plants. In 2025, the Company's water recycling and reuse rate (water reuse rate) reached 95.55%, saving 1.9 million tons of water. Freshwater intake per RMB 10,000 of output value was 6.4368 tons/RMB 10,000, down 9.41% year on year, reflecting improved water-use efficiency.

**Results of equipment upgrades**

Pure water system valve leakage detection and rectification were carried out, generating annual

savings of RMB **84,000**; capacity expansion of the RO concentrate reuse system generated

annual savings of RMB **500,000**



### Major water-saving projects completed in 2025

Project name	Achievements
RO concentrate recovery from the pure water system	465,000 tons of water saved throughout the year
Recovery and reuse of cleaning process water	1.093 million tons of water saved throughout the year
Regeneration and reuse of reclaimed water from general acidic wastewater	65,000 tons of water saved throughout the year
Recovery and reuse of grinding wastewater	53,100 tons of water saved throughout the year
UF backwash water	0.2193 million tons of water saved throughout the year

### ● Use of alternative water sources

The Company actively expands the use of non-traditional water sources. By utilizing unconventional water resources and recycling and reusing production wastewater, it continuously reduces reliance on freshwater and enhances the resilience of water supply. On the one hand, the Company utilizes unconventional water resources such as rainwater and condensate, and organizes each plant to analyze local climatic characteristics and establish corresponding collection, recovery, and treatment systems, so as to expand water sources for process operations, reduce freshwater withdrawal, and at the same time ensure a stable supply of production water in the event of unexpected failures in the water supply network or planned water outages. On the other hand, it advances water reuse projects. Based on their respective processes, each plant establishes reclaimed water treatment systems covering links such as pure water preparation and production wastewater discharge. Through projects such as process water recovery, DF membrane reuse of grinding wastewater, and reuse of reverse osmosis concentrate, the Company achieves internal recycling of water resources. In 2025, through the following water reuse projects, the Company recovered and reused approximately 1.6335 million tons of water in total during the year.

Specific Measures	Achievements
Process water recovery at the park facilities	163,600 tons recovered throughout the year
DF membrane reuse of grinding wastewater at the park facilities	32,400 tons recovered throughout the year
Reuse of reverse osmosis concentrate at the water station of the park facilities	258,400 tons recovered throughout the year
Reuse of acidic wastewater at the park facilities	70,000 tons recovered throughout the year
Process water recovery at the 8A facilities	929,300 tons recovered throughout the year
Reuse of grinding wastewater at the 8A facilities	20,700 tons recovered throughout the year
UF backwash water at the 8A facilities	143,300 tons recovered throughout the year
RO concentrate reuse at the 8A facilities	190,400 tons recovered throughout the year
RO concentrate recovery at CR Ansheng facilities	15,800 tons recovered throughout the year

## Pollution prevention

The Company attaches great importance to pollution prevention and control. In full compliance with the Environmental Protection Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Atmospheric Pollution, the Law of the People's Republic of China on the Prevention and Control of Water Pollution, the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Wastes, and other applicable environmental laws and regulations, it continues to improve its management systems, equip and operate environmental protection facilities in accordance with regulatory requirements, and strengthen process control, emissions reduction, and treatment of pollutants and waste, including wastewater, exhaust gas, and solid waste. In 2025, all subsidiaries conducted dedicated environmental monitoring covering wastewater, exhaust gas, noise, and soil. All monitoring data complied with national and local regulatory standards, and no exceedance of discharge limits occurred.

### Wastewater Management

The Company continued to strengthen wastewater management. On the basis of fully implementing self-monitoring of soil and groundwater and preparing monitoring reports, it increased the number of wastewater treatment facilities and enhanced their treatment capacity, while advancing quality upgrades, retrofitting, and resource recovery in wastewater treatment. Through the construction of plant-wide emergency containment ponds and first-flush rainwater collection systems, the Company prevented water pollution. It also carried out integrated wastewater treatment and improved wastewater utilization efficiency through measures such as rinse water recovery. In 2025, wastewater discharge totaled 8.533476 million tons. Total COD (chemical oxygen demand) emissions were 135.9056 tons, down 5.84% year on year; total ammonia nitrogen emissions were 5.8383 tons, down 11.73% year on year.

- CR Shanghua invested RMB 2.57 million to upgrade the original single-stage coagulation-sedimentation system for fluoride- and phosphorus-containing wastewater into a two-stage system, reducing fluoride discharge concentrations from a peak of 12 mg/L to below 6 mg/L.
- Chongqing CR Micro carried out a reuse retrofit for general acidic and alkaline wastewater to improve wastewater recycling and reuse.

### Exhaust Gas Treatment

The Company newly issued the Guidelines for Air Pollution Prevention and Control. To address major atmospheric pollutants generated in production, including volatile organic compounds, acidic exhaust gas, and alkaline exhaust gas, it installed corresponding purification and treatment facilities, strengthened full-chain emissions management from process control to end-of-pipe monitoring, and ensured the continuous and stable compliant discharge of all types of atmospheric pollutants. In 2025, the Company's volatile organic compound emissions totaled 38.8397 tons, down 1.08% year on year.

- Chongqing CR Micro implemented a comprehensive VOC treatment project. Following commissioning, the concentration of organic exhaust gas at the RTO (regenerative thermal oxidizer) outlet remained stable at  $\leq 20$  mg/m<sup>3</sup>, laying the groundwork for its application in 2026 for Grade A environmental performance status in air pollution prevention and control.
- CR Shanghua carried out a full replacement and retrofit of the aging piping and instrumentation in the MA acid exhaust system on the rooftop of Building 8A, thereby enhancing treatment efficiency.
- CR Huajing collected the exhaust gas from the breather valve of its spent acid storage tank and routed it to an alkaline scrubber for treatment, while also optimizing certain organic exhaust gas treatment routes to further strengthen its capability to achieve compliant organic exhaust emissions.

### Solid Waste Disposal

In strict accordance with the Guidelines for the Management of Solid Waste Pollution Prevention and Control, the Company continued to carry out dedicated investigations and corrective actions on solid waste, reviewing the storage, transfer, and disposal of hazardous waste and general solid waste at each entity and strengthening compliance control. By organizing relevant training and experience-sharing sessions on solid waste management and promoting best practices, the Company continuously improved the compliant treatment and resource utilization of solid waste and effectively mitigated environmental pollution risks arising from the improper disposal of hazardous waste. In 2025, the Company's comprehensive utilization volume of general solid waste reached 9,480.0833 tons, with a comprehensive utilization rate of 100%, while the disposal rate of hazardous waste also reached 100%.



In 2025, the Company continued to advance the digital upgrade of solid waste management by expanding the Runxiaohuan Solid Waste Disposal Management Platform, which was launched in 2023, to cover both general solid waste and hazardous waste, and implemented it in the Wuxi area. The commissioning of the “CR Eco” project delivered significant results, improving solid waste disposal efficiency, reducing operational safety and compliance risks across all stages, saving labor costs for solid waste disposal, and earning recognition as an “EHS Demonstration Project” of China Resources Group in 2025.

### Hazardous Waste Disposal



- The Company encouraged its subsidiaries to continuously improve their hazardous waste management systems and maintain hazardous waste management ledgers to standardize the collection and storage of hazardous waste.
- It also strengthened cooperation with professionally qualified hazardous waste treatment institutions and strictly implemented compliant disposal agreements to ensure that hazardous waste was treated safely and in full compliance, with a 100% compliant disposal rate.

### Non-hazardous Waste Disposal



- The Company strengthened the operational management of dedicated warehouses for general solid waste and exercised stringent control over every stage of solid waste management, including generation, collection, internal transfer, storage, transportation, utilization, and treatment.
- It also reinforced the review of the qualifications and technical capabilities of solid waste disposal service providers, strictly controlled onboarding reviews for new vendors, and regularly conducted accompanied transport inspections and on-site audits of existing partners.



### Noise Pollution Prevention and Control

The Company continued to advance noise prevention and control and implemented refined noise management across its production campuses.

- During procurement, it gave priority to low-noise equipment to reduce noise generation at the source.
- During operation, it promptly upgraded or phased out high-noise equipment, strengthened routine inspection and maintenance of noise protection facilities, and ensured that boundary noise emissions continuously met national and local standards.
- It also carried out dedicated noise monitoring to improve the overall acoustic environment quality of its industrial campuses.

## Energy Management

The Company continued to improve the deployment of its energy management system framework. On top of the energy management systems already established at key energy-consuming wafer manufacturing units, CR Run'an newly obtained ISO 50001 Energy Management System certification.

At the same time, the Company focused on three priorities: the application of new energy-saving technologies and equipment, the optimization and refinement of equipment and process technologies, and the phase-out and replacement of high-energy-consuming equipment. It implemented key measures including improving circulating water utilization efficiency, applying permanent magnet motors to cooling towers, recovering and utilizing low-temperature cooling sources, and optimizing natural gas use. It also carried out projects such as winter low-temperature cooling source energy-saving initiatives and compressed air system efficiency enhancement projects, integrating energy-saving and carbon-reduction technologies into production and operations and continuously improving the efficiency of energy and resource utilization.

### Energy Consumption in 2025

Category	Unit	Data
Electricity	10,000 kWh	78,247.01
Thermal energy	million kJ	180,471.57
Natural gas	10,000 standard cubic meters	106.82
Total comprehensive energy consumption	10,000 tons of standard coal equivalent	10.38

### Energy Saving, Carbon Reduction, and Renewable Energy Deployment



**Implementation of energy-efficiency retrofits**

Through the phase-out of obsolete equipment and the implementation of energy-efficiency retrofits, the Company continuously improved energy utilization efficiency. In 2025, the Company implemented a total of 16 energy-saving and carbon-reduction retrofit projects and process optimization initiatives. After completion, these projects are expected to save 9.650367 million kWh of electricity annually and reduce carbon dioxide emissions by 5,402.756 tons. In the same year, the Company also carried out and completed 21 projects related to energy conservation and ecological environmental protection.



**Energy Mix Optimization**

#### On-site Solar PV Generation for Self-Consumption

In 2025, the Company's solar photovoltaic systems generated a total of 4.9069 million kWh, representing a significant increase over 2024 (1.8324 million kWh), reducing carbon dioxide emissions by 2,873.46 tons. Renewable electricity accounted for 0.63% of total power consumption. As of the end of 2025, the Company's total installed capacity of photovoltaic power generation facilities had reached 11.07 MW.

#### Purchase of Green Electricity

The Company actively procured green electricity from external sources. In 2025, the Wuxi region and Chongqing area purchased a total of 18 million kWh of green electricity, an increase of 8 million kWh over 2024, further reducing carbon dioxide and other greenhouse gas emissions.

## Clean technology opportunities

The Company actively seized clean technology opportunities. Leveraging its strengths in semiconductor technology innovation and industrial collaboration, it continued to make breakthroughs in areas such as power devices and key photovoltaic components, providing important support for energy efficiency improvement and carbon reduction in downstream industries.

- Focusing on clean technology fields such as power semiconductors and key photovoltaic components, the Company launched three packaged intelligent power module products featuring high power density and low energy consumption, providing upgraded electricity-use solutions for scenarios such as household appliances and industrial variable-frequency applications.

- Chongqing CR Micro's project, Stable Mass Production of High-Performance TMBS to Support the Upgrading of the Photovoltaic Industry, was selected as a representative case of green technology innovation in 2025, marking authoritative national-level recognition of the Company's achievements in integrating green semiconductor technology with the photovoltaic industry.



- The Company has closely followed opportunities arising from technological upgrading in the photovoltaic industry and has developed and promoted TMBS bypass protection devices with fully independent intellectual property rights. The core technology can be replicated and extended to fields such as IGBTs, wind power, and new energy vehicles, supporting the upgrading of the power device industry and contributing to the green energy transition.



## Green Factory Development



Green Procurement

In accordance with system frameworks such as the Regular Supplier Performance Evaluation, the Company strengthened risk management through its supplier lifecycle management platform. By requiring the signing of the Hazardous Substance-Free Guarantee, the Restricted Substances Survey Form, and third-party HSF (Hazardous Substance Free) test reports, the Company promoted supplier compliance with environmental, safety, and social responsibility standards, built a green and low-carbon supply chain, and enhanced overall ESG performance.



Green Factories

The Company systematically advanced green factory development. In strict accordance with the Overall Plan for Green Factory Development, it established a dedicated leadership group and working group, clarified responsibilities at every level, and implemented development tasks step by step to ensure the steady progress of green factory initiatives.

In 2025, Runxi Micro, CR Run'an, and CR Shanghua were recognized as provincial-level green factories. In addition, Runxi Micro and CR Run'an were jointly designated as "Zero-Waste Factories" by the Chongqing High-Tech Zone Ecology and Environment Bureau and the Reform and Development Bureau. As of the end of 2025, the Company had cumulatively obtained 1 national-level green factory designation and 3 provincial-level green factory designations, achieving ahead of schedule the target set out in the Overall Plan for Green Factory Development, namely, to strive to establish three provincial-level or above green factories by the end of 2030.



# Strengthening Environmental Management

China Resources Microelectronics improves its environmental management system, enhances risk classification and control, and strengthens emergency response capabilities. By conducting environmental protection training, promoting advocacy, and organizing green public welfare activities, the company raises environmental awareness across all employees, solidifying the baseline for legal compliance in ecological and environmental protection. Through compliant operations and green practices, the company drives harmonious coexistence and collaborative development between the business and the environment.

## Environmental Management System

The company strictly complies with the Environmental Protection Law of the People's Republic of China and other relevant environmental laws and regulations. It focuses on the institutionalization of ecological and environmental protection policies. The company has introduced the "Air Pollution Prevention and Control Management Guidelines" and, at the same time, revised or added 26 ecological and environmental protection policies across its subsidiaries, building a comprehensive environmental protection system that covers the entire organization and consolidating the foundation for environmental management. In 2025, all subsidiaries passed the ISO 14001 environmental management system certification, and the environmental monitoring and risk management system operated effectively. During the reporting period, no major environmental incidents, violations of environmental laws, or criminal events occurred.



## Environmental Risk Management

⚙️
**Environmental Risk Classification**

In 2025, a comprehensive environmental risk classification and management assessment was conducted for 12 subsidiaries, categorizing the environmental risk level as Type I for 9 subsidiaries and Type II for 3 subsidiaries.

🚒
**Environmental Emergency System Improvement and Drills**

- The company completed the emergency response plan and risk assessment for sudden environmental incidents, aligning the emergency systems of the group and its subsidiaries. Systematic guidance was provided for the issues identified in the emergency response plans and risk assessments.
- Environmental protection emergency drills were carried out, with factories actively performing hazard identification and emergency drills, continuously improving their emergency response capabilities.

## Environmental Protection Concept Implementation

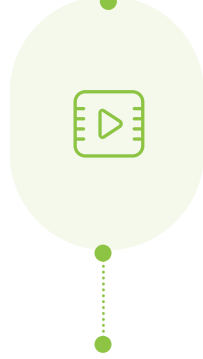
💻
**Green Office**

The company is actively building a low-carbon, energy-efficient, and environmentally friendly working environment. Office buildings are constructed with low-carbon and environmentally friendly materials, adhering to the principle of material reduction. The use of natural light from all sides of the building maximizes energy efficiency while creating a comfortable and green lighting environment. Intelligent control systems for HVAC, lighting, and elevators are implemented to enhance the overall energy utilization efficiency. The company also explores renewable energy applications, such as installing photovoltaic systems on the roof to provide clean electricity for daily office operations. In daily office activities, the company advocates for the conservation of electricity, water, and paper and encourages green commuting methods while advancing paperless offices.



### Environmental Protection Training and Education

The company has established a multi-layered and categorized environmental protection training system, comprehensively covering the headquarters and all grassroots units, focusing on improving environmental protection expertise and compliance awareness among all employees. In 2025, a special training session titled "Guarding Green Waters and Mountains, Building a Green Future Together" was held, featuring experts and attended by 124 participants.



In conjunction with key environmental events such as World Environment Day, National Energy Conservation Publicity Week, and National Low Carbon Day, various environmental protection publicity activities were organized, including posting posters, electronic billboard announcements, viewing thematic videos, and conducting special inspections to promote green and low-carbon concepts.



### Green Public Welfare

The company actively encourages employees to participate in environmental initiatives. Through activities such as the government-enterprise joint youth volunteer tree-planting program, "Actions of Torchcore Youth · Sowing the Seeds of Chip Hope," and the "Kindness in Cloth" used-clothing recycling campaign, it puts green action into practice and promotes a low-carbon culture.



▶ Government-enterprise joint youth volunteer tree-planting activity themed "Actions of Torchcore Youth · Sowing the Seeds of Chip Hope"



### Protecting the Ecological Environment

The company attaches great importance to the potential impact of its production and operations on the environment and biodiversity. Throughout the full lifecycle of project development, construction, and daily operations, it strictly complies with relevant laws and regulations, including the Law of People's Republic of China on Environmental Impact Appraisal, adopts targeted protection measures, prevents ecological and environmental risks, and minimizes the impact of its projects on the ecological environment to the greatest extent possible, thereby contributing to harmonious coexistence between humanity and nature. In 2025, the company established a dedicated ecological and environmental inspection team to conduct inspections at eight subsidiaries. A total of 229 issues were identified, of which 148 had been rectified by year-end, with remediation progressing in an orderly manner.

With respect to building professional capabilities in ecological and environmental protection, the company emphasizes systematic training and continuing education. In 2025, it organized 108 employees to participate in the Group's professional training and certification program in ecological and environmental protection. Of these, 84 passed the examination and obtained qualification certificates, further strengthening the company's pool of professional talent. In addition, the company carried out warning and compliance education by organizing the study of ecological and environmental protection alert materials issued by the Group, as well as typical violation cases reported in successive rounds of central ecological and environmental inspections and by the Ministry of Ecology and Environment. These efforts further reinforced environmental compliance awareness among all employees and continuously strengthened the company's ecological and environmental compliance baseline.

At the same time, the company actively implements the Yangtze River Protection Strategy, adheres to the principles of prioritizing ecological conservation and pursuing green development, earnestly fulfills its responsibilities for ecological and environmental protection in the Yangtze River Basin, and contributes to the high-quality development of the Yangtze River Economic Belt.

# 04 Attract Talent Foster A Caring Workplace

## Our Actions

- Protecting Employee Rights
- Supporting Employee Growth
- Strengthening Employee Care

## Our

## Performance

- A total of **55** employees with disabilities were in service.
- The proportion of female managers (at Group departments and directly managed managers of directly affiliated enterprises) was **17%**
- Total employee training investment amounted to RMB **6,915,383**, and employee training coverage reached **100%**
- The employee labor contract signing rate was **100%**, social insurance coverage was **100%**, and medical examination coverage was **100%**
- Investment in occupational health and safety totaled RMB **18.2445** million, achieving the target of **0** occupational disease accidents/incidents

China Resources Microelectronics regards its employees as the company's most valuable asset. It has systematically built a sound workplace ecosystem covering rights and interests protection, career development, and human-centered care, and remains committed to creating for all employees a working environment that is fair and equitable, harmonious and healthy, growth-enabling, and conducive to a strong sense of belonging.

### Response to SDGs



# Protecting Employee Rights

China Resources Microelectronics strictly complies with laws, regulations, and international conventions relating to labor and employment, and has established a comprehensive institutional framework covering fair employment, diversity and inclusion, democratic management, and comprehensive compensation and benefits. Through standardized employment management, equitable value distribution, and democratic decision-making, it fosters a workplace environment characterized by equal opportunity, sound mechanisms, and broad employee participation.

## Compliant Employment and Recruitment

The company strictly complies with domestic and international laws, regulations, and conventions relating to labor rights and interests, including the Labor Law of the People’s Republic of China, the Labor Contract Law of the People’s Republic of China, and International Labour Organization conventions. It has formulated and implemented such policies as the Administrative Measures for Employee Recruitment, Administrative Measures for Employee Onboarding, and Measures for the Employment and Management of Employees with Disabilities, so as to ensure compliant and transparent hiring procedures and fair employment, strictly prohibit employment discrimination, safeguard the lawful rights and interests of job applicants and employees, and reinforce the foundation for compliant human resources operations through a standardized and well-regulated employment management system.

In 2025, the proportion of dispatched labor employed by the company remained below 10% of total employment, in compliance with the requirements of the Labor Contract Law of the People’s Republic of China, the Interim Provisions on Labor Dispatch, and other applicable regulations.



### Recruitment and Separation

#### > Recruitment

The company upholds the principles of fairness, impartiality, and openness. Taking person–position fit as the hiring criterion, it makes mutual selection decisions based on a comprehensive assessment of the company’s actual needs and candidates’ educational background, professional background, and work capabilities.

#### > Separation

Employee separation procedures are handled in accordance with the Provisions on Employee Separation Management.

### Employment Standards

Throughout the entire employment process, the company resolutely prohibits forced labor, child labor, harassment, abuse, and other unlawful practices. It opposes any form of employment discrimination based on age, gender, region, ethnicity, customs, religion, physical disability, or any other factor. Upholding a people philosophy of diversified employee development, it provides equal employment opportunities to talent from different countries, ethnic groups, and cultural backgrounds, as well as to persons with disabilities. Dispatched employees receive equal pay for equal work with other employees, and their lawful rights and interests are effectively protected.

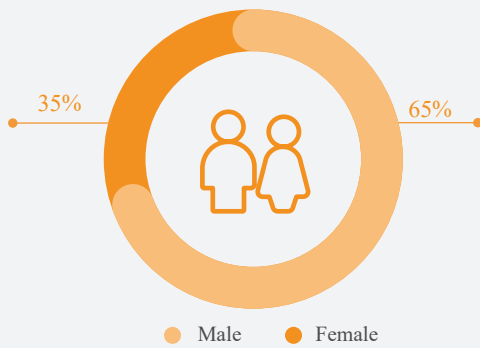


As of the end of 2025

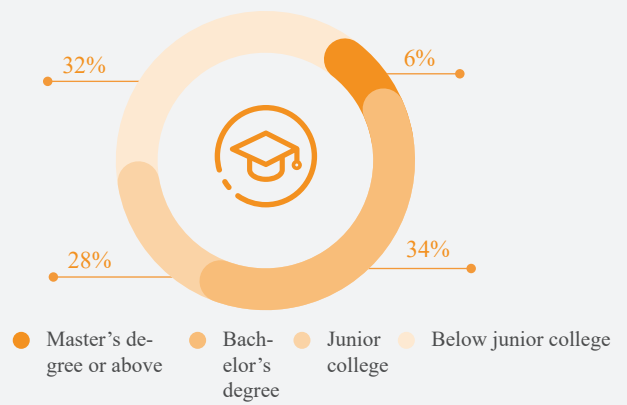
- Total number of employees on payroll: **11,626**
- In support of the employment of persons with disabilities, as of the end of 2025, the Company had **55** employees with disabilities
- Labor contract signing rate: **100%**; social insurance coverage rate: **100%**; medical examination coverage rate: **100%**
- Employee satisfaction surveys were conducted, with employee satisfaction reaching **86%** for the canteen and **91.5%** for the dormitories.



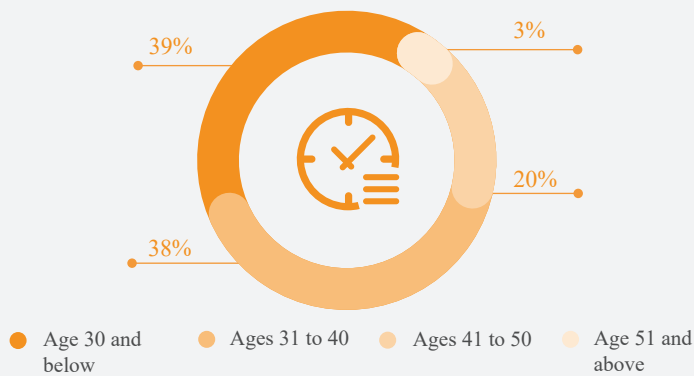
### Gender ratio in 2025



### Employee educational profile and percentage breakdown in 2025



### Employee age distribution in 2025

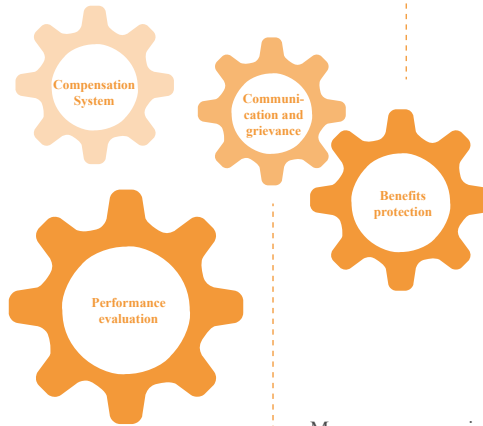


## Compensation and Benefits



The Company has formulated the Administrative Measures for Compensation and Benefits and the Administrative Measures for Compensation and Benefits for Employees on Inter-location Assignment, among other policies, to build a compensation and benefits system that is fair and reasonable, compliant and transparent, and both incentive-oriented and protective in nature. It has also improved performance evaluation and employee communication and grievance mechanisms to establish a comprehensive and competitive employee value proposition.

The Company upholds the principle of equal pay for equal work regardless of gender. Taking into account corporate performance, individual performance, and internal and external equity, it continues to optimize the compensation structure through scientific job evaluation and compensation analysis. The Company strictly complies with minimum wage requirements and pays wages in full and on time each month, with no arrears or unlawful deductions. Employee overtime is handled in accordance with the law through compensatory leave arrangements or overtime pay. Compensation is reviewed annually, and reasonable salary increase plans are set in line with Company performance, ensuring that employee compensation grows in step with the Company's development.



The Company has established a comprehensive safeguard system combining statutory benefits + supplemental benefits. On the statutory benefits side, it makes full lawful contributions to the five social insurances and one housing fund and implements the paid leave system. On the supplemental benefits side, coverage includes supplemental commercial insurance, working meals, shuttle buses, heatstroke prevention and cooling benefits, medical examinations, and communication allowances. In 2025, the Company launched and implemented an enterprise annuity plan, further enhancing employees' post-retirement benefits. At the same time, it upgraded canteen catering support and service models, continuing to improve the employee benefits system.

Adhering to the principle of tiered and category-based assessment, the company has established differentiated evaluation criteria for management teams, directly managed executives, and other employees at different levels and in different positions, and uses annual assessment results as an important basis for employee development.

Managers are required to engage in proactive two-way communication with employees, listen to their concerns, and properly address issues in order to foster an atmosphere of equality and respect. The Company has established a sound employee grievance mechanism, under which employees may report improper conduct through channels including in-person visits, letters, telephone calls, and email. The Company undertakes to conduct timely investigations, provide feedback, and implement corrective actions on a confidential basis, and to take remedial measures where necessary to safeguard employees' grievance rights.

## Democratic Management Practices

The company attaches great importance to and continues to advance democratic management, upholding scientific and democratic decision-making. All major company decisions are subject to full discussion and prudent deliberation at management meetings to ensure their reasonableness and feasibility. In key initiatives such as the issuance of major policies and the optimization of management approaches, the company widely solicits and carefully considers employee views, fully incorporates reasonable suggestions, and safeguards employees' rights to information, participation, and expression. In 2025, the company convened the Employee Representative Congress, which reviewed, deliberated, and approved matters including the Detailed Rules for the Implementation of the Enterprise Annuity Plan, the Performance Appraisal and Incentive Management Measures (Revised), and participation in the Group's enterprise annuity plan, thereby effectively putting democratic management into practice.



In March 2025, the company convened its first trade union work meeting of 2025 and organized a dedicated training program for trade union personnel.

# Supporting Employee Growth

Talent is the key driving force behind the company’s strategic development. Guided by its talent development philosophy of “foresight and initiative, value creation, innovation and transformation, and inclusiveness,” China Resources Microelectronics integrates employee growth with corporate development. By improving its talent management system, broadening development pathways, building training platforms, and optimizing incentive mechanisms, the company supports employees in enhancing their individual value, ensures that talent selection, development, deployment, and retention are aligned with strategic development, and provides a strong talent foundation for the company’s growth.

## Strengthening Talent Recruitment

In line with the Group’s human resources management strategy and the principle of Party management of cadres, the company has defined talent standards centered on being younger, more professional, more international, and more market-oriented. It has formulated policies including the Detailed Rules for Talent Recommendation and, through measures such as optimizing the age structure of management teams, strengthening professional complementarity and role-based development within teams, introducing executives with overseas backgrounds, and implementing fixed tenure and contractual management for executives, has built a high-caliber talent pool that is professional, younger, and internationally oriented.

- In 2025, through channels such as nationwide campus recruitment fairs and dual-selection events, the company successfully

recruited more than **200** new graduates.



## Emphasizing Talent Development

Guided by the principle of “respecting human value, unlocking human potential, and elevating the human spirit,” the company has built a tiered and category-based training system with full employee coverage, supported by curricula, faculty resources, and training policies and processes, thereby fostering a new learning ecosystem and helping employees enhance their overall capabilities.



### Tiered and Category-Based Training with Precise Needs Matching



### Management Talent

Focusing on four levels—frontline management, mid-level backbone personnel, directly managed executives of China Resources Microelectronics, and directly managed executives of the Group—the company has rolled out leadership development programs for executives in phases.

- Leveraging the learning platforms of China Resources Group and the State-owned Assets Supervision and Administration Commission, the company conducts development programs for senior executives and selects directly managed executives to participate in high-level training programs organized by the Group, including action-learning seminars.
- With a focus on priorities by level and category, the company has intensified the development of promising younger mid-level executives and launched two flagship training programs, the “Voyage Program” and the “Sailing Program,” to provide talent support for achieving strategic objectives.



## Technical Talent

The company has intensified the development of young technical talent, building both a team of outstanding engineers capable of analyzing and solving problems and a research and development team that is passionate, execution-driven, and innovation-oriented.

- It has strengthened the development of young technical talent by operating the “Future Stars” program for newly recruited university graduates and by refining and improving the three-year development plan for new hires.
- It has established academic advancement pathways for technical talent, creating a comprehensive progression route from junior college to bachelor’s degree, from bachelor’s degree to master’s degree, and from master’s degree to doctoral degree.
- It has deepened school–enterprise cooperative study programs and promoted technical exchange through expert forums at headquarters and engineer forums across business groups. By the end of 2025, the company had held 27 sessions of its Expert Lecture Series. It also continued to run advanced integrated circuit study programs, providing technical talent with opportunities to undertake national engineering master’s and doctoral coursework. All 60 participants in the second cohort successfully completed the program and graduated.



## Skilled Talent

The company strengthens the technical depth of skilled talent through vertical development while broadening their technical versatility horizontally, and carries out initiatives such as multi-skilled worker development and employee vocational qualification certification.

- It provides multi-skilled worker training for experienced employees, and by the end of 2025 had trained more than 1,000 multi-skilled workers.
- The company organizes annual skills competitions to enhance the standardization, consistency, and efficiency of job-related operational skills, and recommends outstanding skilled employees to participate in government-organized skills competitions in pursuit of recognition as technical experts.
- It also conducts school–enterprise cooperation with local vocational institutions in the areas where it operates, leveraging both internal and external channels to develop frontline skilled talent.



In 2025, the company completed the second-phase training and action learning programs of both the “Sailing Program” and the “Voyage Program,” integrating training with practical application to enhance the overall capabilities of mid-level managers.



► 2025 “Future Stars” New Employee Boot Camp



### Strengthening Support and Empowerment to Encourage Continuous Learning

The company has adopted multiple measures to strengthen support for talent development. Internally, it actively fosters a learning-oriented organizational culture and has introduced policies such as the Detailed Rules for Financial Assistance for In-Service Master’s and Doctoral Degree Programs and the Notice on Supporting Employees in Applying for Various Professional Technical Titles and Professional Qualifications (Skill Levels), encouraging and supporting employees in pursuing further academic qualifications and professional certification. Externally, it continues to deepen school–enterprise cooperation by establishing scholarships and grants, jointly building innovation internship bases, carrying out joint master’s and doctoral engineering training programs, organizing summer internships, and delivering both online and offline courses, thereby developing and reserving engineering practice talent to meet the company’s strategic need for highly qualified personnel. In 2025, the company distributed RMB 100,000 in special talent subsidies to employees.

## Focusing on Talent Retention



### Broadening Development Pathways

With the aim of meeting both the company’s strategic development needs and employees’ growth aspirations, the company continuously improves its career development system and provides employees with a clear and broad platform for advancement. In 2025, the company implemented its job grade framework and completed person–position alignment, opened up development pathways across organizations and job sequences, optimized hierarchical structures, and accelerated the development of its talent pipeline.



► Dual Career Advancement Path at China Resources Microelectronics



### Optimizing Incentive Mechanisms

The company adheres to dual benchmarking against both performance and compensation, builds a market-oriented, tiered, and category-based performance assessment and incentive system, closely links incentives to performance, optimizes differentiated assessment and incentive plans, and enhances workforce stability.

## Incentive Measures

### Special Incentives

To support technological innovation, the company implements policies such as the Administrative Measures for Contribution Awards for Technology Development Projects, strengthening incentives for R&D projects and the commercialization of technological achievements. To incentivize sales growth, it reviews and optimizes sales incentive schemes across business units to encourage incremental performance. To support strategic expansion, it advances and implements milestone incentives for key projects.

### Equity Incentives

The company attaches importance to medium- and long-term incentives. In the first half of 2025, it completed the second vesting under its first equity incentive plan as well as the first vesting of the reserved grant, covering 1,386 incentive recipients. These efforts have effectively enhanced compensation competitiveness and strengthened talent motivation and retention.

# Strengthening Employee Care

Through organizing a wide range of cultural and sports activities, implementing targeted employee care programs, and focusing on employees' occupational health, China Resources Microelectronics is committed to fostering a warm, harmonious, mutually supportive, and progressive workplace atmosphere, thereby effectively enhancing employees' sense of well-being and organizational identification.

## Enriching Employee Life

The company has established activity platforms through its trade union and, drawing on a variety of associations and clubs, including a recitation association, an e-sports association, ball game clubs, and a swimming club, organizes a rich array of cultural and sports activities such as walking programs, badminton tournaments, music festivals, and public open days. These initiatives enrich employees' after-work cultural life, strengthen team cohesion, and foster a positive, healthy, united, and harmonious working environment.



► The 15th "China Resources Chip" Cup Team Badminton Tournament



► "Sing the Voice of 'Chip'" Peach Music Festival



► The "Three Excellences" Book Club Hosts Book Recommendations on Chips and AI



► 2025 Public Open Day Activities

## Employee Care and Support



### Meal Care

The Company focuses on employees' dining experience and well-being, implementing a comprehensive upgrade action plan for the employee canteens. This plan includes five key improvements: upgrading meal standards, innovating the settlement model, expanding service scenarios, refreshing hardware facilities, and improving the supervision mechanism. These measures aim to fully optimize the dining benefits system. In 2025, the Company increased the standard for regular meals in the employee canteens and introduced a new welfare meal prepaid card system, allowing for annual accumulation of meal credits and multi-scenario consumption. The Company also added specialty counters, created a smart self-service dining area, enriched the variety of dishes, and completed the renovation of canteen hardware facilities. The employee meal committee structure was enhanced, and the “Chip Administration, Heart Service” online communication channel was launched, establishing a shared and collaborative food service supervision mechanism. These initiatives were designed to significantly improve employee satisfaction and happiness with their meals, thus reinforcing the foundation of employee care through heartwarming dining benefits.



▶ Renovated Canteen (Wuxi Region)



### Caring for Female Employees

The Company has set up Women's Committees at all levels of its trade unions to protect the legal rights of female employees. It also values the health and well-being of female employees, organizing special care activities for them.



In April 2025, the Company held a “Health Empowerment, Live Your Best Life” seminar on women's health, providing professional physical and mental health guidance to female employees.



Runpeng Semi hosted a flower arranging class, inviting a floral artist to teach more than 30 female employees.

**Employee Support and Assistance**

The Company has established the Employee Care Work Guidelines and built a regular employee care mechanism. It provides support for employees facing difficulties, as well as during high-temperature seasons and holidays.

- In 2025, the Company visited and assisted **95** employees and their families, providing assistance funds totaling RMB **110,000**.
- Additionally, **228** employees who were hospitalized were visited, receiving RMB **76,000** in consolation payments.
- The Company also conducted “Summer Coolness, Winter Warmth” activities for employees in special positions, supporting more than **700** people in total.



► High-Temperature Care Activities

**Physical and Mental Health Management**

The Company strictly adheres to the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases and other laws and regulations in its daily operations, incorporating occupational health management as a key priority. The Company has defined requirements for occupational health personnel within its Environmental, Health, and Safety Management System and actively promotes health awareness, ensuring a good working environment and safeguarding employees' physical and mental health. By the end of 2025, the Company completed ISO 45001 Occupational Health and Safety Management System certification. During the reporting period, there were no cases related to occupational health.



**Accountability and Deployment Strengthening**

The Company has established a robust occupational health management system, with a focus on mitigating hazards specific to the semiconductor industry. It has implemented actions to rectify hazardous factors and effectively reduced workplace risks. Additionally, it conducts annual on-site occupational hazard factor testing, with chemical and radiation hazards testing results below national limits. In 2025, the Company used the Occupational Disease Prevention and Control Law of the People's Republic of China Awareness Week to promote occupational health management. The EHS department led the coordination of occupational health management and awareness activities, clarified the responsibilities of all levels of units in occupational disease prevention, and created a collaborative work structure. The Company also conducted occupational health risk assessments at two subsidiary units and implemented immediate corrective actions.



► In April 2025, the Company conducted an occupational health risk assessment.

**Multidimensional Efforts to Strengthen the Defense Line**

The Company carried out a wide range of occupational health management activities. During the Occupational Disease Prevention and Control Law of the People's Republic of China Awareness Week, the Company organized 73 themed presentations, distributed 875 informational materials, and reached 8,908 people.

**Health Knowledge Promotion**

The Company organized employees to participate in a national trade union awareness class and a group occupational health knowledge competition, and encouraged dedicated staff to check in daily for learning. Management staff were also invited to watch the national publicity week opening ceremony, creating a participatory atmosphere. Subordinate units at all levels conducted special lectures, distributed pamphlets, and set up consultation booths to educate employees on occupational disease prevention.



► CR Shanghua invited the Xinqu District Health Supervision Institute to carry out occupational health legal publicity activities.



► CR Semicon held a specialized occupational health knowledge training session.



Mental Health Care

The Company established a psychological support channel for workers, implementing multiple measures to alleviate workplace stress for employees. Entities at all levels under the Company have strengthened employee mental health protection by organizing mental health lectures, conducting mental health questionnaires, forming mental health support groups, setting up wellness rooms, and providing one-on-one counseling services by internal professional counselors.



▶ Chongqing CR Micro organized a mental health lecture.



Diverse Health Activities

The Company conducted a variety of occupational health protection actions and promotional activities to ensure that employees gained occupational health knowledge and improved emergency first aid skills through these events.



▶ The trade union held a "Weight Reduction Competition."



▶ CR Huajing trained employees on wearing labor protective equipment and using first aid supplies.



▶ Rungpeng Semi's professional counselor held one-on-one psychological counseling sessions.



▶ The trade union, in collaboration with Wuxi Aier Eye Hospital, launched an exclusive "Employee and Family Eye Health Service Plan."



▶ CR Semicon hosted an "Ear Protection Guardian" knowledge competition.



▶ CR Shanghai organized health checkup activities.



▶ CR Micro IC invited medical experts to conduct health lectures and one-on-one medical checkup report interpretation sessions for employees.

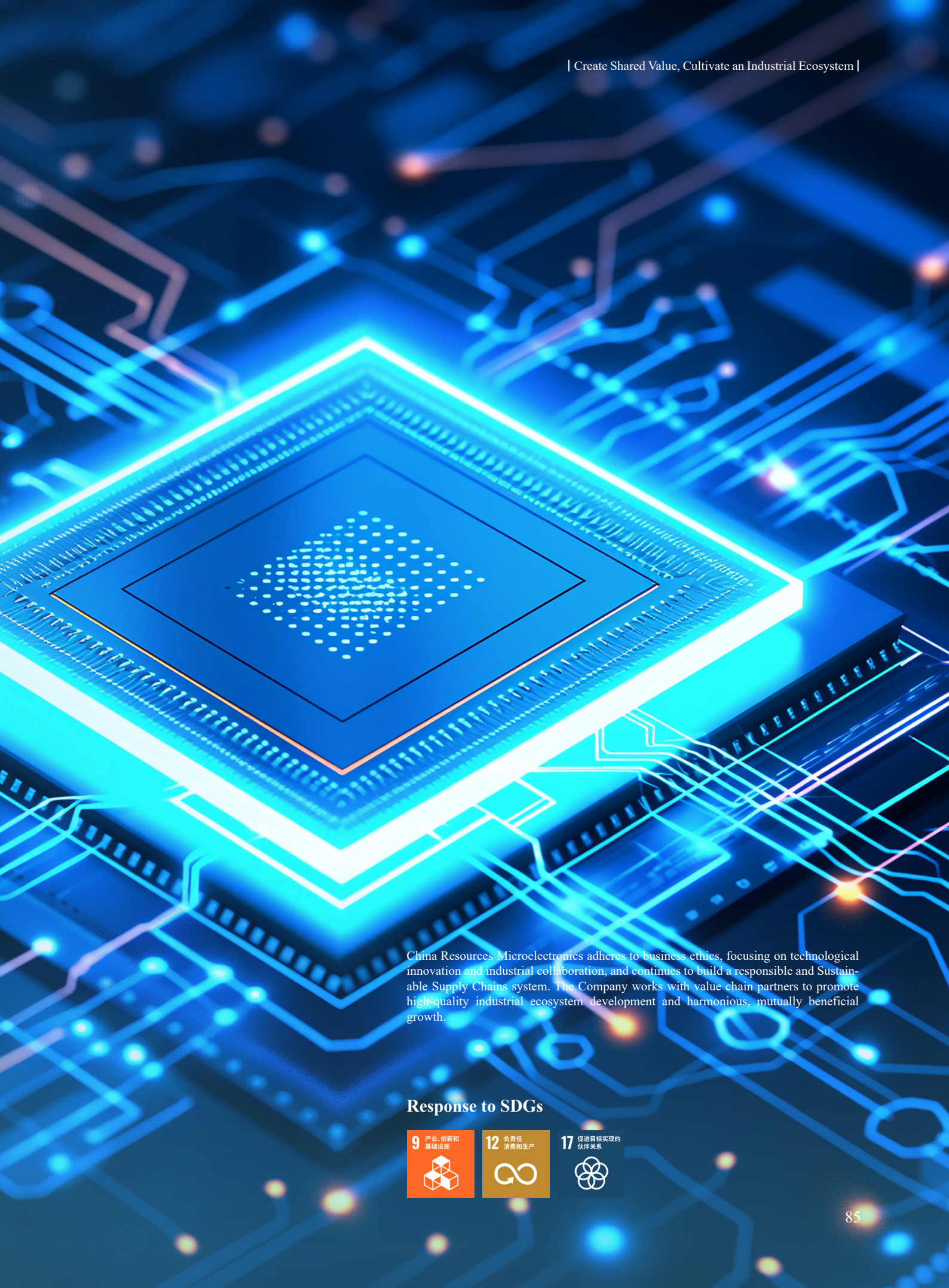
# 05 Create Shared Value Cultivate an Industrial Ecosystem

## Our Actions

- Driving Industry Development
- Sustainable Supply Chains
- Building a Trust-Based Ecosystem

## Our Performance

- Total number of suppliers: **3,540**
- Percentage of suppliers certified through quality, environmental, and occupational health and safety systems: **20%**
- Percentage of suppliers conducting social impact assessments: **100%**
- Percentage of suppliers conducting environmental impact assessments: **100%**
- Percentage of internal purchasers who have undergone sustainable procurement training: **100%**
- Percentage of localized suppliers: **94%**; Percentage of localized procurement: **88%**



China Resources Microelectronics adheres to business ethics, focusing on technological innovation and industrial collaboration, and continues to build a responsible and Sustainable Supply Chains system. The Company works with value chain partners to promote high-quality industrial ecosystem development and harmonious, mutually beneficial growth.

### Response to SDGs



# Driving Industry Development

China Resources Microelectronics continues to empower the development of the semiconductor industry, actively participating in industry seminars and exchange activities to build consensus on development, while deepening the co-creation of the industrial ecosystem and supporting the industry's high-quality development through multidimensional initiatives.

## Strengthening Exchanges to Build Industry Consensus

The Company actively participates in industry conferences, forums, summits, annual meetings, and exhibitions, showcasing new products and cutting-edge technologies, engaging deeply with customers and experts, and accurately identifying market demand and technology trends. It also actively shares its own experience, strengthens communication and exchange within the industry, and promotes industry advancement. At the same time, it works with media partners to communicate brand value and collaborates with industry associations and professional institutions to integrate resources and connect circulation channels, thereby continuously enhancing its industry influence and core position.

- In June, the Company participated in the 18th International Photovoltaic Power Generation and Smart Energy Conference & Exhibition (SNEC) in Shanghai with its full range of high-performance power devices and solutions, focusing on three key areas—residential and portable energy storage, photovoltaics, and new energy vehicle OBCs—and comprehensively demonstrating its technological capabilities and innovation achievements.
- In September, the Company showcased a range of power semiconductor products at PCIM Asia 2025, with a particular focus on its silicon-based, silicon carbide (SiC), and gallium nitride (GaN) power device portfolio, covering a complete product lineup from low voltage to high voltage and from discrete devices to modules.

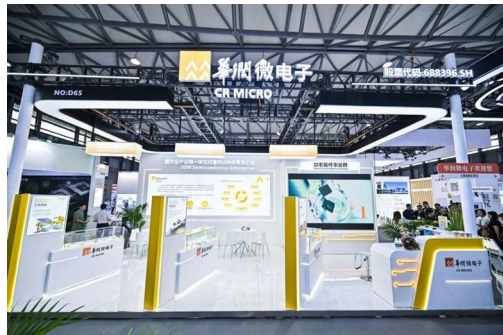


▶ 1200V SiC MOSFET Main Drive Module

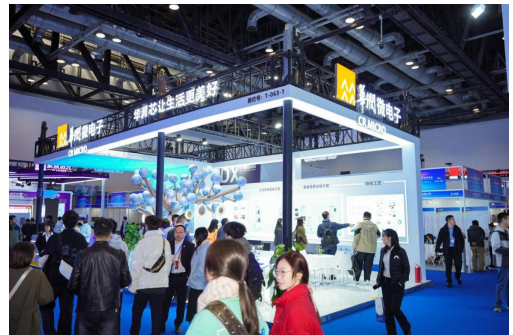
In April, the Company participated in electronica China 2025, presenting a number of flagship new products and forward-looking technology solutions, and comprehensively demonstrating its strengths and ecosystem footprint in areas such as AI and automotive electronics, while joining global industry-chain partners in discussions on technological innovation and future opportunities.



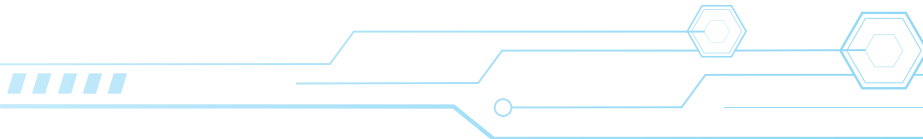
In September, China Resources Microelectronics appeared at the 25th China International Fair for Investment & Trade, hosted by the Ministry of Commerce of China, where it highlighted products including 750V/1200V IGBT modules, high- and low-voltage MOSFET products, IPMs, third-generation semiconductor product series (SiC/GaN), and automotive ultrasonic radar control chips, providing deep support for frontier tracks such as industrial control, AI computing power, and new energy vehicles.



In September 2025, China Resources Microelectronics showcased a range of power semiconductor products at PCIM Asia 2025.



In November 2025, at IC China 2025, the 22nd China International CR Semiconductor Expo, China Resources Microelectronics presented its IDM full-chain solutions and distinctive process platforms in automotive electronics (IGBT/SiC modules), industrial control, and intelligent consumer applications.





### China Resources Microelectronics Exhibited at “WESEMIBAY 2025”

In October 2025, the 2025 Greater Bay Area CR Semiconductor Industry Ecosystem Expo opened, and China Resources Microelectronics presented its full industry-chain achievements at the event. Chairman He Xiaolong attended the seminar and advocated for “differentiated complementarities and cluster-based development” within the industry. At the opening summit, he also delivered a keynote speech, offering an in-depth analysis of six major trends emerging in the semiconductor industry under AI-driven transformation, and emphasizing that China’s industry should remain committed to independent innovation and application-driven development. In addition, Chairman He stated that China Resources Microelectronics will leverage its IDM model, focus on the AI track, and work with upstream and downstream partners to achieve breakthroughs in core scenarios such as new energy and automotive electronics, with the goal of building a collaborative industrial ecosystem and injecting momentum into industry development.



### China Resources Microelectronics’ Wafer Manufacturing Segment Exhibited at ICCAD 2025

In November 2025, China Resources Microelectronics’ wafer manufacturing segment made a comprehensive appearance at the 2025 Integrated Circuit Development Forum (Chengdu-Chongqing) and the 31st Integrated Circuit Design Industry Exhibition (ICCAD-Expo 2025). At the forum, Company representatives delivered a keynote speech outlining a strategic pathway centered on “scenario-driven development and technology integration,” under which the Company is transitioning from a “core supply chain manufacturer” to a “leader of the industrial ecosystem.” The speech also introduced the coordinated “Two Rivers, Three Locations” footprint across Wuxi, Shenzhen, and Chongqing, as well as the Company’s multidimensional process portfolio spanning power management, automotive-grade processes, and other technologies. Going forward, under its strategy of “advanced CMOS + specialty processes + customized services,” the Company will promote collaboration around domestic EDA tools and the development of the memory ecosystem, with a view to building a new industrial ecosystem that is secure, open, and mutually beneficial.



## Building the Ecosystem to Support Industry Development

In ecosystem building, the Company holds key positions in a number of industry alliances, participates deeply in the formulation of automotive-grade chip standards, facilitates the development of the automotive ecosystem, and continuously advances semiconductor localization and the standardization of the industry. In 2025, the Company continued to serve as an Executive Director Unit of the China Power Supply Society and a Vice Chairman Unit of the China Automotive Chip Standards, Testing and Certification Alliance. It also received a number of industry honors, including the CIAS 2025 “Annual Influential Automotive Chip” Award and the “Automotive Electronics Golden Chip Award” for Innovative Application, underscoring its strength and contribution in the field of automotive electronics.



In April 2025, China Resources Microelectronics signed a 2025 strategic cooperation agreement with Midea Group to deepen industrial-chain collaboration and cooperation on technological innovation, consolidate industry synergies, and jointly promote mutual benefit and the high-quality development of the industry.



▶ Serving as a Vice Chairman Unit of the China Automotive Chip Standards, Testing and Certification Alliance



▶ Serving as an Executive Director Unit of the China Power Supply Society



▶ CIAS 2025 “Annual Influential Automotive Chip” Award



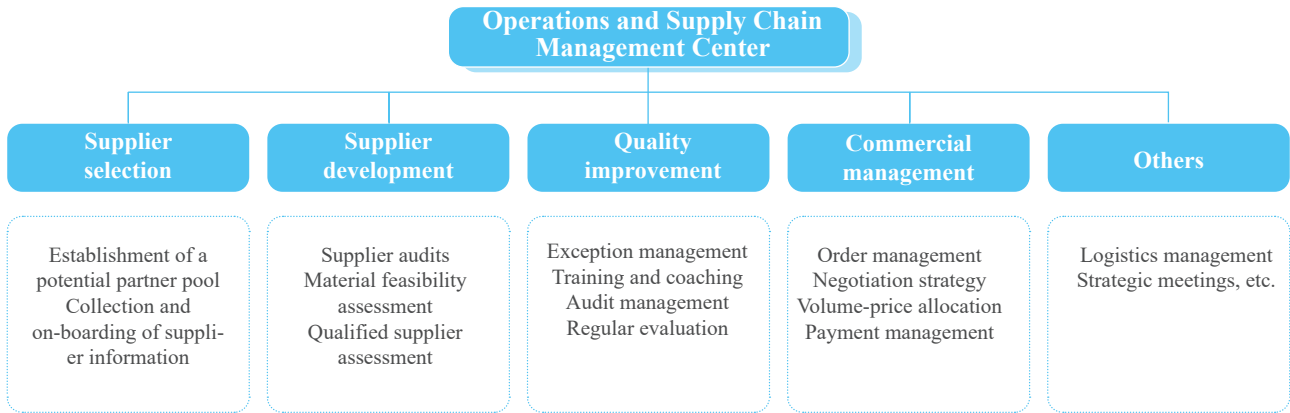
▶ “Automotive Electronics Golden Chip Award” for Innovative Application

# Sustainable Supply Chains

China Resources Microelectronics actively works to establish and refine a sound supply chain management system, strengthen ESG risk management and control across the supply chain, and build a responsible and Sustainable Supply Chains.

## Governance

The Company has established a well-developed supply chain management system and formulated policies including the Procurement Management Policy and the Supplier Performance Review Operating Specification. With the Operations and Supply Chain Management Center serving as the lead department, the Company implements unified supply chain management across all subsidiaries, embedding management requirements throughout the entire process of procurement, production, logistics, and delivery, continuously strengthening supply chain collaboration capabilities and closely aligning with the Company’s strategic objectives of “cost reduction, efficiency enhancement, quality improvement, and supply assurance.”



Supply Chain Management Structure

## Strategy

The Company has formulated the Supplier Control Procedure and, by identifying risks and opportunities related to Sustainable Supply Chains, strengthens risk prevention and control across all supply chain links to build a more stable and resilient supply chain system.

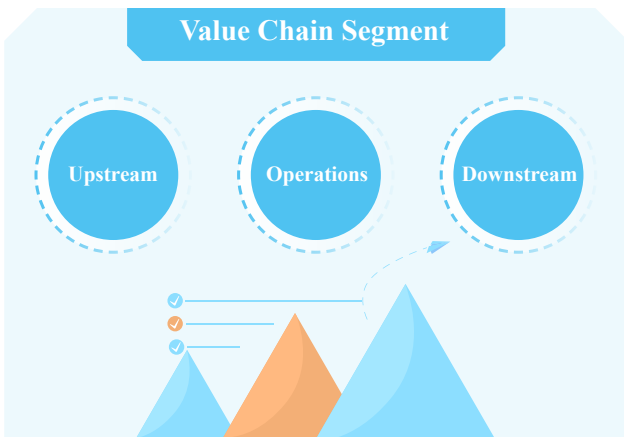
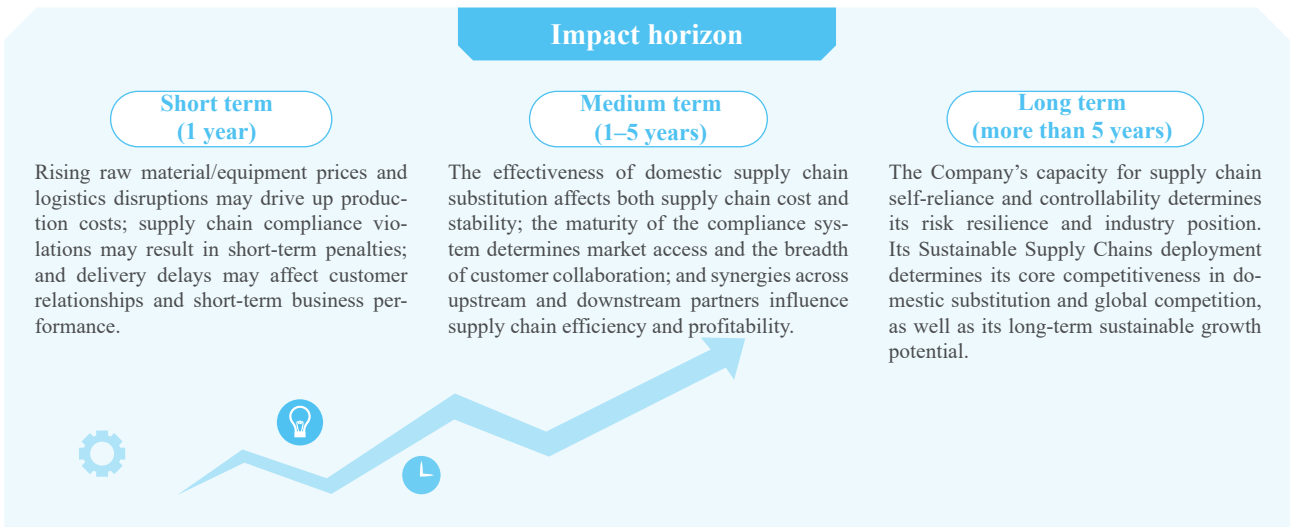
### Risks and Opportunities

**Risks**

ESG issues involving suppliers may trigger associated liability and reputational risks; higher ESG standards may also lead to increased procurement costs and supplier attrition.

**Opportunities**

By improving resource utilization efficiency and reducing inventory and logistics costs, the Company can optimize supply chain costs. By strengthening supply chain stability and resilience, it can reduce the impact of market volatility on the business and achieve sustainable development. A Sustainable Supply Chains can also enhance overall ESG ratings performance. Joint fulfillment of responsibilities with suppliers can further optimize costs and reduce risks.



### Financial Impacts

A Sustainable Supply Chains layout can optimize procurement costs, improve supply chain efficiency, and reduce supply disruption and compliance risks. A domestically substitutable supply chain can reduce reliance on overseas sources and mitigate the impact of price volatility. Green manufacturing and compliant operations can secure policy subsidies and tax incentives, while alignment with customer needs can deepen cooperation and increase market share. A sound Sustainable Supply Chains system can also enhance investor confidence, improve financing conditions, and support the steady growth of long-term enterprise value.



## Impact, Risk and Opportunity Management



### Risk Management Process

The Company has established an end-to-end supply chain risk identification, assessment, and response system to strengthen supply chain resilience and stability and support the development of a Sustainable Supply Chains.



### Risk Identification and Assessment

By assessing factors such as supplier product categories, delivery performance, environmental and quality management system certifications, compliance with applicable local laws and regulations, and disputes relating to raw material procurement, the Company classifies supplier risk into four levels and adopts differentiated management, assessment, and early-warning measures. For suppliers assessed as higher risk, a high-risk material list is established to enhance the supply chain's risk response capability.



### Dynamic Risk Control

Leveraging the “China Resources Microelectronics Safety Stock Early Warning” platform, the Company has realized digitalized, intelligent, and dynamic control of safety stock. Through the Raw Material Emergency Plan Operating Instruction, it standardizes response procedures and operating methods for material emergency scenarios, and improves risk response efficiency by linking such measures with raw material shortage risk levels.



### Supply Continuity Assurance

The Company strictly operates in accordance with the BCM management system (Business Continuity Management system) and is progressively extending it to key lower-tier suppliers. It conducts BCM assessments and, based on the Supply and Procurement Department BCM Business Continuity Form, coordinates with procurement, material control, quality, operations, and other relevant departments to regularly diagnose material-related risks. Through routine drills simulating material shortage scenarios, it enhances risk anticipation and response capabilities and reduces the impact of supply chain disruption on production and fulfillment. In parallel, it implements Emergency Instruction GWP0001100 to drive risk levels down to the minimum.



### Management Measures

## Transparent Procurement

Adhering to the principle of transparent procurement, the Company embeds openness, fairness, and transparency throughout the procurement process, building a transparent procurement system that is standardized, efficient, compliant, and well controlled, and continuously strengthening the foundation of its responsible supply chain. On the premise of meeting production, operational, and core procurement needs, the Company gives priority to procurement methods with a higher degree of openness, transparency, and competition, thereby ensuring fairness in the procurement process. It carries out open procurement through the CRSZ platform and actively promotes e-procurement to enhance the transparency and convenience of procurement procedures. For inquiry-based procurement, bidding, and negotiated procurement projects above the prescribed threshold, open procurement is in principle adopted. Relevant procurement information is fully disclosed on the Shouzheng e-Procurement Platform, and procurement results are announced simultaneously once determined, ensuring that the entire procurement process is traceable, monitorable, and verifiable. At the same time, the Company actively advances parallel global sourcing and local sourcing policies. On the basis of compliant procurement and supply assurance, it gives priority to purchasing materials from the regions where the Company operates, using procurement as a means to support local industrial development.

## End-to-End Supplier Management

### Admission Control

In accordance with internal policies such as the Supplier Control Procedure and the New Material Quality Certification Specification, the Company implements admission control over suppliers.

#### Raw Material Suppliers

The review covers suppliers' basic information, certifications related to quality, environment, occupational health and safety systems, quality control capabilities, and social responsibility performance. After passing the qualification review, suppliers must complete physical sample verification and submit supporting documents such as the ICP report and the Declaration of Non-Use of Hazardous Substances. Only after the user department initiates the feasibility assessment and quality certification process may the supplier be formally admitted.

#### Equipment and Spare Parts Suppliers

Focusing on dimensions such as reducing sole-source dependency and advancing localization, the Company verifies matters including ISO 9001/14001 system certifications and raw material sources. Suppliers that satisfy performance requirements, qualification requirements, and technical specification requirements are included in the pool of potential qualified suppliers.

### Performance Assessment

Suppliers are classified into four grades—A, B, C, and D—and are subject to regular performance reviews across four dimensions: quality, commercial performance, delivery, and service. High-performing suppliers are given greater cooperation opportunities, while unqualified suppliers are required to undertake rectification, with corrective actions tracked accordingly.

### Exit Mechanism

Suppliers rated D in the assessment will have their qualified supplier status suspended. In addition, where suppliers encounter major issues relating to quality, safety, performance, or service during production and business operations, or commit serious dishonest acts or breaches of contract in the course of qualification verification, procurement activities, or contract performance, the Company may issue an internal notification across headquarters or place them on the blacklist.

## Supplier Blacklist Management Mechanism

#### Blacklist Trigger

Where a supplier or contractor commits major adverse misconduct, an application for blacklisting shall be submitted through the CRSZ platform.

#### Appeal and Effectiveness

The supplier subject to the application must submit appeal materials within three days. If the appeal is not accepted, the blacklist review process will be initiated.

#### System Linkage

Once the review takes effect, the supplier's information will be frozen in the system.

#### Restrictive Measures

During the blacklist period, the supplier may not participate in any tendering or bidding activities, nor may it enter into any new contracts.



## Supplier ESG Management

The Company deeply integrates ESG standards into the entire supplier management process. It has formulated the Supplier Code of Business Conduct, incorporating nine core indicators into supplier admission assessments, including compliance with business ethics, prohibition of improper transfer of benefits, fair competition, due diligence in mineral supply chains, green supply chain practices, carbon management, and anti-corruption. The Company continues to advance coordinated ESG governance across the supply chain, guiding suppliers to comply with relevant requirements relating to ethics, safety, health, human rights, and social and environmental performance, and fostering supply chain relationships built on shared responsibility, joint value creation, and eco-system co-development.

In 2025, the Company officially became an initiating organization of the China Supplier ESG Rating Platform, helping advance Sustainable Supply Chains development, and was recognized as a “China Supply Chain ESG Management Demonstration Enterprise.” Six subsidiaries of China Resources Microelectronics successfully passed the SGS third-party audit and certification for the procurement compliance management system under ISO 37301:2021.



In November 2025, the Company was recognized as a “China Supply Chain ESG Management Demonstration Enterprise.”

## Supplier Information-Based Management

The Company empowers end-to-end supplier management through digitalization, strengthening the effectiveness of supply chain governance.



It has established a BI system-based quality dashboard that integrates supplier quality-related data from all plants, enabling systematic and automated data management and building an agile, transparent, and intelligent quality monitoring system.



The Company also launched a supplier audit management system, bringing the entire process of audit planning, execution, and corrective action tracking into an electronic workflow, while simultaneously enabling the automated generation and management of data reports.



The Company has established a contractor management system to enable end-to-end electronic approval workflows covering new contractor onboarding reviews, approved vendor list administration, and qualification revocation, thereby standardizing contractor oversight.

## Supplier Empowerment

Committed to empowerment and win-win cooperation, the Company has carried out supplier training on a range of topics, including the functions of the Shouzheng e-Procurement Platform, supplier compliance requirements, and specialized quality management training. In 2025, the Company invited 20 suppliers to participate in on-site empowerment sessions, sharing quality management methodologies and practical case studies. In addition, it implemented targeted empowerment initiatives for three key domestic suppliers by establishing joint teams to address quality pain points through dedicated improvement projects, effectively enhancing suppliers’ management capabilities.



### Uniting Chip Power, Winning the Future Through the Value Chain — Building a Mutually Beneficial Supplier Ecosystem Through Shared Value Chain Collaboration and Co-creation

To deepen industrial chain collaboration and build open, mutually beneficial partnerships, the Company hosted a Core Materials Supplier Cooperation Summit for power device suppliers in April 2025 under the theme “Uniting Chip Power, Winning the Future Through the Value Chain.” Guest representatives from 33 suppliers across the country gathered together for in-depth exchanges on the high-quality development of the semiconductor industry.

Centered on “shared value chain, co-creation, and mutual benefit,” the summit made clear that full upstream and downstream industrial chain collaboration is a prerequisite for high-quality development, and that the Company is committed to building a dual-open, mutually beneficial operating mechanism featuring strategic complementarity and strategic mutual trust. A dedicated integrity pledge session was arranged on site to jointly foster an environment of honest business conduct; honorary titles were conferred on 33 suppliers, and representatives of the best suppliers were invited to share their experience. The summit established an efficient platform for collaborative innovation across the industrial chain, deepened mutual trust and cooperation with suppliers, marked the Company’s critical step from a “supply chain” toward a “win-win chain” ecosystem community, and supported stronger industrial chain resilience and high-quality development.



## Conflict Minerals Management

The Company attaches great importance to conflict minerals management. Upholding the operating principle of “not using raw materials containing conflict minerals,” it formulated the Company’s Responsible Minerals Statement, explicitly committing not to procure conflict minerals originating from conflict-affected and high-risk areas. It also issued the Supplier Code of Business Conduct, which defines suppliers’ responsibilities and obligations in conflict minerals control, requires suppliers to proactively disclose relevant information on gold, tantalum, tin, tungsten and other conflict minerals contained in supplied products, and to conduct due diligence on the source of such minerals and their chain of custody, so as to ensure that the metal materials used are conflict-free and to fulfill its commitment to responsible minerals management through end-to-end supply chain control.

Major suppliers are required to sign the Policy Statement on Minerals from Conflict-Affected and High-Risk Areas and the Certificate of Non-Use of Hazardous Substances, committing to and certifying that their products do not use minerals originating from conflict-affected and high-risk areas. At the same time, the Company developed a Conflict Minerals Reporting Form and requires major suppliers to complete it in order to strengthen control. During the reporting period, all of the Company’s procurement activities complied with its conflict minerals policy requirements, and no controversial raw materials were procured.

## Metrics and Targets

Objective	Progress
<p>Conduct ESG risk assessments on the Company's key suppliers</p>	<p>In October 2025, the Company mobilized 20 major suppliers to participate in its ESG risk assessment survey; the Company was recognized by China Enterprise Reform and Development Society as a "China Supply Chain ESG Management Model Enterprise."</p>
<p>Require suppliers not to use conflict minerals</p>	<p>In March 2025, the Company published its Responsible Minerals Statement on its official website; major suppliers have for consecutive years signed the Policy Statement on Minerals from Conflict-Affected and High-Risk Areas and the Certificate of Non-Use of Hazardous Substances; and major suppliers are required to complete the Conflict Minerals Reporting Template.</p>
<p>Enhance supplier capability building and jointly foster a mutually beneficial ecosystem</p>	<p>In 2025, the Company invited 20 suppliers to participate in on-site capability-building activities, including sharing quality management methods and practical cases, and conducting supplier training.</p>

## Key Performance



Percentage of suppliers certified through quality, environmental, and occupational health and safety systems: **20%**



Proportion of suppliers subject to social and environmental impact assessments: **100%**



# Building a Trust-Based Ecosystem

China Resources Microelectronics consistently upholds business ethics and industry norms, implements anti-monopoly and anti-unfair competition compliance requirements, advances anti-commercial bribery and anti-corruption efforts in depth, and improves whistleblower protection mechanisms, thereby helping foster a fair, just, clean, and upright business environment.

## Anti-Commercial Bribery and Anti-Corruption

The Company firmly safeguards a fair, equitable, honest, compliant, open, and inclusive business environment. It continues to improve its institutional framework for preventing commercial bribery and corruption, and has formulated and implemented such policies as the Guidelines on Integrity Risk Prevention and Control Strategies for Major Projects and the Guidelines on Integrity Risk Prevention and Control Strategies for Tendering and Procurement, thereby establishing an integrity risk prevention and control system covering key business processes. Adhering to the principle of education first and prevention first, the Company has built a multi-tiered, full-coverage integrity education system to promote clean and honest conduct in the workplace. In 2025, the Company additionally issued the Implementing Measures for Handling and Disciplinary Actions for Employee Violations of Discipline and Rules, strictly controlling the occurrence of violations of integrity requirements, dereliction of duty, breaches of rules and regulations, and conduct detrimental to the Company's interests, while maintaining a firm stance of investigating every instance of corruption and punishing every act of graft.

### Integrity Culture Development

#### Strengthening exemplary leadership

Special Party lectures were delivered on the spirit of the Central Eight-Point Rules and integrity education, and warning education conferences were convened.



#### Focusing on key groups

Targeted integrity education sessions and integrity reminder talks were carried out on a tiered and category-specific basis for young officials, newly hired employees, and personnel in key positions within critical areas.

#### Enriching educational formats

Before holidays, the Company distributed materials on typical cases and integrity reminders, independently produced warning education videos, organized visits to educational bases, and carried out quiz activities on the spirit of the Central Eight-Point Rules.

#### Building integrity platforms

Integrity display boards and signage were produced, and signature campaigns for the integrity culture wall were organized to promote the deep integration of integrity values into daily operations.

### Integrity Risk Prevention and Control

In 2025, the Company organized specialized training on the Administrative Measures for the Prevention of Conflicts of Interest for key personnel, carried out the annual reporting exercise on conflict-of-interest prevention, advanced the rectification of violations of discipline and rules, and effectively mitigated integrity risks.

- In 2025, the Company held **27** anti-corruption training sessions / education conferences, with **13,293** participant attendances, achieving a training coverage rate of **91%**



In January 2025, the Company convened a warning education conference, screened the self-produced warning education film *Focusing on Key Areas in Strengthening Discipline and Combating Corruption*, circulated notices on recently investigated and addressed typical cases involving violations of discipline and law, and conducted collective integrity reminder talks.

## Integrity Management of Related Parties

The Company strengthened integrity controls across the supply chain by extending integrity and compliance requirements throughout the entire cooperation process. All suppliers are required to sign an Integrity and Compliance Commitment Letter before cooperation begins, explicitly prohibiting commercial bribery, benefit transfers, and other non-compliant conduct, and stipulating remedies for breach, including termination of cooperation and recovery of losses. These requirements cover high-risk integrity scenarios such as the acceptance of gifts, hospitality and entertainment, and information leakage, while clearly defining the boundaries of rights and responsibilities of both parties. At the same time, the Company established normalized supervision and feedback channels by publicizing reporting email addresses and telephone numbers and encouraging the reporting of leads concerning violations. For substantiated corruption cases, the Company adheres to a zero-tolerance approach and, in accordance with laws and regulations, takes measures such as terminating cooperation, recovering illicit gains, and placing offending parties on a cooperation blacklist, thereby reinforcing the integrity safeguards for cooperation with related parties.

## Whistleblower Protection

The Company has established and improved its institutional framework for employee feedback and whistleblower protection. Relying on such policies as the Administrative Measures for Handling Petitions and Discipline Review by Discipline Inspection Bodies, the Measures for the Centralized Management of Petition Cases and Clues to Problems (Trial), and the Rules on Clarification for False Reports and Accusations, it has standardized the whistleblowing management process. With respect to compliance reporting channels, the Company has established petition and reporting hotlines, posted petition and reporting notices, and set up petition and reporting mailboxes, thereby creating convenient and diversified reporting channels and safeguarding the rights of employees, suppliers, customers, and other external stakeholders to provide feedback, lodge complaints, and submit reports. With respect to whistleblower protection, the Company strictly enforces confidentiality management requirements, requires relevant personnel to sign confidentiality undertakings, and applies stringent safeguards to whistleblower information, effectively preventing any unauthorized disclosure and protecting whistleblowers' lawful rights and interests.



## Anti-Monopoly and Anti-Unfair Competition

The Company attaches great importance to compliance management in relation to anti-monopoly and anti-unfair competition. It is committed to treating all market participants equally, including small and medium-sized enterprises, and strictly complying with the requirements of the Anti-Monopoly Law of the People's Republic of China, the Anti-Unfair Competition Law of the People's Republic of China, and other applicable laws and regulations. The Company integrates fair competition compliance into the entire business management process and, in light of the characteristics of the semiconductor industry, conducts comprehensive identification, analysis, and control of fair competition compliance risks, so as to effectively prevent related risks and safeguard a well-regulated and orderly market environment.

### Strengthening Fair Competition Management



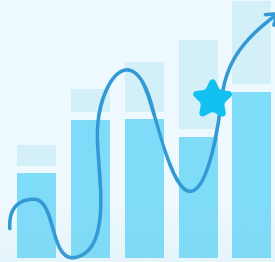
#### Tracking and Adapting to Laws and Regulations

Establish a mechanism for identifying major impact laws and regulations, and continuously monitor the development and revisions of relevant laws and regulations. In 2025, the Anti-Unfair Competition Law of the People's Republic of China was revised and implemented. After a comprehensive assessment, it was determined that the revised law did not have a significant impact on the company's daily operations.



#### Raising Awareness

Specialized training on "Fair Competition Compliance Management" will be conducted, with relevant personnel systematically studying laws and regulations such as the Anti-Monopoly Law of the People's Republic of China and the Anti-Unfair Competition Law of the People's Republic of China.



#### Risk Prevention and Control

The company will investigate risks that may arise during industry operations, such as the "formation or implementation of horizontal monopoly agreements," and design a fair competition compliance risk assessment form. A comprehensive fair competition risk assessment will be conducted, resulting in the formation of a "Fair Competition Compliance Risk List." For high-risk items identified in the list, responsible departments and positions will be clearly defined, and targeted control measures and standardized control processes will be established to implement risk closure management, effectively preventing fair competition compliance risks.

# Support Livelihoods Fulfill Public Responsibility

## Our Actions

- Strengthening Safety Measures
- Supporting Common Prosperity
- Contributing to Community Development

## Our Performance

- Safety production investment: RMB **23.9644** million
- Number of accidents of level 1 and above: **0** Number of employee fatalities: **0**
- Number of safety emergency drills: **630** Safety training coverage: **100%**
- Charitable donations to external causes: RMB **821,000**
- Organized "Kindness in Cloth " old clothing collection events: **15**



China Resources Microelectronics integrates social responsibility into its business operations, strengthens its safety production defense line, creates a "WarmCore" responsibility brand, actively participates in community co-construction, and fully honors its corporate commitment to safeguarding employee safety, promoting community harmony, and advancing social progress.

### Response to SDGs

<b>16</b> 和平、正义与 强大机构	<b>17</b> 促进目标实现的 伙伴关系
	

# Strengthening Safety Measures

China Resources Microelectronics has established a solid safety production defense line by improving the safety management system, deepening risk control, and cultivating a safety culture for all employees, thereby providing comprehensive guarantees for stable business operations and employee occupational safety.

## Safety Management System

The company values safety management and sets "zero accidents, zero fatalities, zero pollution, zero defects" as the core goals of EHS management. It implements the primary responsibility for safety production, clearly designates the first responsible person, and establishes an organizational structure with clear leadership responsibilities. Through a dynamically improving system and an effective supervisory mechanism, the company ensures that the safety management system is systematic and standardized. During the reporting period, the Company recorded no general or more serious safety incidents.

### Governance Structure

The Company has established an EHS Committee, chaired by the Chairman, as the highest leadership body for production safety and occupational health, and has appointed a full-time Director of Production Safety, while implementing a full-time Director of Production Safety system in subsidiaries with elevated safety risks. The Environment, Health and Safety Department is responsible for day-to-day production safety management, and each subsidiary has designated a person in charge of EHS (including production safety) to oversee production safety. The Company and all its business units have fully staffed and strengthened full-time management personnel for production safety and related fields, and encourage qualified personnel holding Registered Safety Engineer and other relevant EHS certifications to assume such positions.

### Safety Governance Structure

#### Management

EHS Committee

- As the highest leadership body for EHS work (including production safety), the EHS Committee is chaired by the Chairman and comprises the Chair, Executive Vice Chair, Vice Chairs, and Members; its members include the Company's management team members, the heads of all functional departments, and the principal persons in charge of the next-level entities (departments).
- It is responsible for providing unified leadership over workplace safety, implementing major decisions and directives from higher authorities, overseeing the fulfillment of workplace safety responsibilities, assessing the workplace safety situation, and resolving major issues.

#### Oversight Level

EHS Supervisory and Administrative Functional Departments

- Performs the core functions of production safety supervision and administration; establishes dedicated production safety positions and assigns supervisory and administrative personnel with the requisite professional competence.

#### Execution Level

Headquarters Environment, Health and Safety Department and Subsidiaries

- Responsible for day-to-day production safety management.

 **Institutional Development and System Operation**

In accordance with the Work Safety Law of the People’s Republic of China and other applicable laws and regulations, as well as Group requirements, the Company has formulated and implemented systems including the Production Safety Management Objectives and Accountability System and the Environment, Health and Safety Management System, and continues to improve its institutional framework. Through measures such as signing Occupational Health and Safety Accountability Commitment Letters, the Company cascades responsibilities to all employees and relevant parties at every level, while refining its assessment and evaluation mechanisms to drive accountability implementation.

At the same time, the Company strengthens the safety management and oversight of relevant parties by entering into EHS management agreements with contractors, lessees and other relevant parties, or by incorporating safety clauses into contracts, so as to clarify the management responsibilities, safeguard measures, and assessment requirements of both parties, and to coordinate and oversee the implementation of production safety work by relevant parties. In 2025, the Company implemented the requirements of the Notice on Launching the Special Initiative to Deepen Safety Management of Relevant Parties and Anti-Violation Governance in Production Safety, and advanced the special initiative on safety management of relevant parties.




## Safety Risk Control

The Company actively builds an EHS risk control mechanism featuring full participation and whole-process management, covering the closed-loop control of risk identification and assessment, hazard identification and rectification, and emergency management; through the initiative of “boosting safety through technology” and special rectification campaigns, it systematically enhances intrinsic safety and accident prevention capabilities.

 **Risk Identification and Assessment**

The Company organizes comprehensive risk identification and assessment, formulates safety risk identification checklists covering production equipment, process flows, chemical management and other aspects; organizes safety management teams, technical experts and others to conduct regular, comprehensive safety risk assessments of production and operations, determine the classification of hazard sources, and promptly establish and dynamically maintain hazard source files; and formulates monitoring measures and management plans for major hazard sources, fully implementing the safety accountability system for major hazard sources. At the same time, the Company practices the concept of “boosting safety through technology” by applying digital technologies such as AIoT, cloud-based thermal imaging, and big data analytics, and by developing cloud thermal imagers, the Run Inspection App, advanced processes, technologies, and automatic control systems, so as to enhance the intrinsic safety level of hazard sources, drive the transition of safety management from “human-based prevention” to “technology-based prevention,” and improve intrinsic safety levels.

- CR Shanghua developed a cloud-based thermal imager and the Run Inspection App to establish a “Thermal Risk Radar,” enabling fire safety management for semiconductor electrical control systems.



 **Hazard Identification, Investigation and Remediation**

The Company and its subsidiaries at all levels have continuously established and improved mechanisms for the identification, investigation and remediation of safety hazards, with stronger emphasis on source-based control. The Company also launched the “Thunder Action” workplace safety campaign to carry out risk and hazard screening and rectification covering hazardous chemicals safety, construction project safety, fire safety, equipment and facilities in production operating areas, auxiliary support functions, traffic safety, flood-season natural disasters, and other areas. More than a thousand issues were identified and rectified, with measures required to ensure closed-loop management. The Company also established and improved an employee incentive mechanism for reporting accident hazards and carried out the “I Want Safety: Report Hazards” campaign to stimulate proactive participation by all employees in hazard identification.

**Emergency Management**

The Company has continuously established and improved emergency early warning mechanisms and incident emergency response plans, ensured adequate emergency supplies and equipment, and carried out specialized emergency drills for fire safety, hazardous chemicals, and other scenarios, effectively enhancing employees' capability to recognize major risks and respond to extreme events.



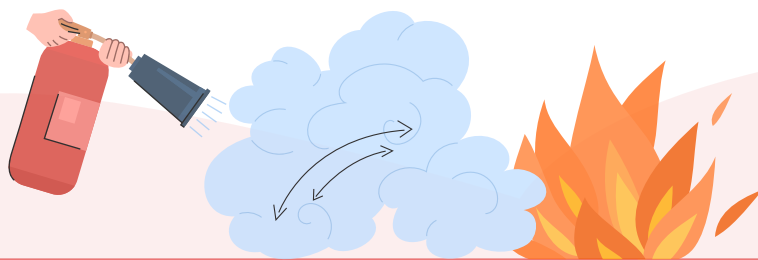
▶ CR Shanghua conducted an emergency evacuation drill.



▶ Wuxi DIS conducted a chlorine leak emergency drill.

**China Resources Microelectronics headquarters conducted a comprehensive fire evacuation drill.**

In July 2025, the Company's headquarters organized a fire evacuation drill. Under guidance, 307 employees covered their mouths and noses with wet towels and evacuated quickly and orderly along designated routes to the safe assembly point. After the drill, the Secretary of the Party Committee and Chairman of the Company delivered remarks, stressing the need to tighten safety accountability, reinforce the line of mental defense, and weave a denser protection network. In addition, fire safety professionals explained fire extinguisher inspection and operating procedures to 40 new employees and organized hands-on practice sessions.



# Fostering a Safety Culture

The Company convened a special meeting to study and deploy activities for Work Safety Month and issued the Notice on Launching the 2025 China Resources Microelectronics Work Safety Month Campaign and Major Safety Inspection, providing overall coordination and guidance for subsidiaries to carry out a variety of safety-themed activities.

## Publicity and Education

Through internal bulletin boards, the official social media account, promotional banners, posters, and other communication channels, the Company disseminated safety knowledge and fostered a strong atmosphere in which all employees pay close attention to and attach importance to safety.

## Activity Implementation

The Company organized safety knowledge competitions, emergency skills contests, and warning education activities based on typical safety cases, mobilizing all employees to participate and strengthening safety awareness across the workforce.



Safety warning sign jigsaw activity at the Company headquarters



CPR practice session at the Company headquarters



Publicity through safety- and fire safety-themed publications



Thematic poster campaign by Chongqing CR Micro



Emergency response team assembled, and the commander assigned tasks



Safety consultation activity conducted by CR Huajing

# Supporting Common Prosperity

China Resources Microelectronics fulfills its social responsibilities through multiple dimensions. By deepening its commitment to rural revitalization, building the “WarmCore” series of distinctive ESG brands, and actively carrying out public welfare and charitable initiatives, the Company takes concrete actions to fulfill its responsibilities and promote tangible progress toward common prosperity.

## Advancing Rural Revitalization

Anchored in the rural revitalization strategy, the Company integrates assistance initiatives with its corporate development strategy, continuously strengthens overall planning and organizational implementation, and focuses on key areas including industrial support, educational assistance, and consumption promotion. In light of the actual conditions of the assisted regions, it tailors measures to local needs and applies targeted support through a range of initiatives, including consumption-based assistance, deeper paired co-development, material donations, and joint science and technology education support programs, thereby driving rural revitalization efforts to greater depth and effectiveness. In 2025, the Company actively responded to the State-owned Assets Supervision and Administration Commission of the State Council’s “Rural Revitalization Week” initiative and China Resources Group’s “Synergy Action” campaign, contributing tangible support to rural development through concrete actions.



### CR Micro Joins Hands with the Tencent SSV Platform to Empower Rural Talent Development through Science Education

To strengthen the talent foundation for rural revitalization and promote educational equity through technology, the Company partnered with the Tencent SSV Digital Teaching Support Platform, integrating high-quality internal resources including technical specialists and R&D experts to form a professional instructor team, and established a monthly science education mechanism to provide rural children with sustained and stable science and technology enlightenment education. The courses were designed in line with the cognitive patterns of rural children, translating semiconductor expertise into accessible science education content, and were made available on the Tencent SSV platform for long-term replay, helping children in mountainous areas broaden their scientific horizons and plant the seeds of technological aspiration, thereby supporting rural talent cultivation and long-term development through educational assistance. In 2025, the Company delivered a total of eight online public-benefit courses on semiconductor-related themes, covering topics such as “From Sand to the Smart Brain” and “A Journey into Chip Manufacturing.”



## Committed to Public Welfare and Charity

Through platforms and initiatives such as “Benevolent Convergence” and “Kindness in Cloth,” the Company mobilized both internal and external resources to carry out diversified public welfare programs, including care for children with autism, environmentally responsible used-clothing recycling, and labor protection projects. Through regular and sustainable action, it conveyed human warmth and extended the benefits of corporate development to broader segments of society.

### Book Donation for Educational Support

With a sustained commitment to public-interest education, the Company’s labor union used books as a medium to deliver the warmth of knowledge and provide targeted support for the growth of children in remote areas. At the same time, together with the Wuxi “Micro Angel” charitable team, the Company encouraged employees to donate idle books through a “books-for-craft” initiative and launched the “Little Hearts, Big Dreams” public-benefit book donation campaign. A total of nearly 500 high-quality books were collected. After centralized sorting and disinfection, they were delivered to children in need in places such as Haidong and Yan’an. While passing on knowledge and warmth, the campaign also effectively fulfilled the Company’s corporate social responsibility.



In November 2025, the Company organized the “Little Hearts, Big Dreams” public-benefit book donation campaign.

### Voluntary Blood Donation

The Company actively encourages employees to participate in voluntary blood donation initiatives and has organized related activities for many consecutive years, carrying forward China Resources’ red tradition and earnestly fulfilling the social responsibilities of a central state-owned enterprise. From October to November 2025, in cooperation with the Wuxi Blood Center, the Company organized its annual voluntary blood donation activities at the Liangxilu and Xinzhoulu campuses. The campaign received an enthusiastic response from employees. Across the two sessions, 186 employees successfully donated blood, with a total donation volume of 56,500 milliliters, demonstrating the responsibility and commitment of China Resources people through life-giving blood and contributing the strength of a central state-owned enterprise to public welfare.



▶ Voluntary Blood Donation

**Clothing Recycling**

The Company continued to carry out the “Kindness in Cloth” used-clothing recycling campaign and continuously expanded its coverage and improved implementation results. In 2025, the Company organized 15 “Kindness in Cloth” used-clothing recycling events, covering its business groups, nearby universities, and surrounding communities and subdistricts, and collected approximately 7 tons of used clothing in total. All collected clothing was professionally sorted through the “Runzhishou” platform and then put to resource use through multiple channels, including recirculation, recycling, and energy recovery.

**The “Kindness in Cloth” Public Welfare Brand**

Jointly initiated by CR Micro, the labor union of the Wuxi Civil Affairs Bureau, and the “Runzhishou” platform, this initiative uses used-clothing recycling as a means of promoting resource circularity and effectively fulfilling the Company’s environmental responsibilities.



▶ The “Kindness in Cloth” Used-Clothing Recycling Program Entered Nearby Universities

▶ In June 2025, the labor union of the Company’s Operations Center organized the “Clothes Recycled, Kindness Renewed” themed charitable clothing donation campaign.



**Public Safety**

The Company attaches great importance to safeguarding public safety. By deepening semiconductor technological innovation, it has closely integrated the testing plans, future deployment, and ESG strategy of its sensor products in disaster prevention and mitigation, using advanced manufacturing capabilities to build a digital safety shield for the public. Leveraging its self-developed core technology in high-performance MEMS sensors, the Company uses low-power design to enable ultra-long endurance for field monitoring equipment and reduce the carbon footprint. Through high-precision sensing and intelligent algorithms, it accurately identifies hidden disaster risks in areas such as geology and water conservancy, capturing subtle risk signals involving micro-deformation and micro-movement at an early stage and providing scientific and technological support for disaster prevention and early warning. The Company has also proactively applied its core technologies to public-interest fields such as slope and water conservancy monitoring, focusing on public safety scenarios and demonstrating, through concrete action, its corporate commitment to placing public safety high on its development agenda, thereby effectively helping protect public lives and property.

# Contributing to Community Development

Adhering to the philosophy of mutual integration, joint construction, and shared development, CR Micro integrates community development into its sustainable business practices. Leveraging its resource advantages, the company organizes community-building activities—such as public convenience services and environmental improvement initiatives—centered on community welfare services, experience sharing, and public welfare collaboration. By effectively addressing everyday community concerns, the company continuously promotes the symbiotic growth of corporate development and community prosperity.



## Carrying Out the “Autumn Care in Action” Community Inclusion Volunteer Activity to Help Build an Inclusive Community

To promote community integration for people with disabilities, CR Micro organized volunteers to carry out the “Autumn Care in Action” community care activity. Volunteers accompanied persons with disabilities on a visit to Bodu River Park, where they toured the park and took part in enjoyable interactive activities. This activity not only enriched the spiritual and cultural lives of persons with disabilities, but also built an emotional bridge between Company employees and community residents, supported the community integration of persons with disabilities, fulfilled social responsibilities through concrete action, and promoted the joint building of an inclusive and friendly community.



## Building a Public-Benefit Platform for Academic Advancement Exchange to Support Shared Community Education Development

For six consecutive years, CR Micro has organized the “Chip Future” Dream-Fulfillment Sharing Session, using charitable exchanges to support the growth of local families and community development. In August 2025, the sixth “Chip Future” Dream-Sharing Session was held at Yingyueli, Huishan, Wuxi, with invited speakers including outstanding student representatives from the Company’s “second generation of Chip Future families” and admissions experts from Jiangnan University. The event was organized in collaboration with Wuxi Education Television and adopted a hybrid format combining livestreaming with in-person interviews. Centered on topics such as growth planning and academic advancement experience, it facilitated interactive exchange and attracted approximately 20,000 online views. Through an open and shared approach, the event delivered high-quality educational resources to the public, deepened enterprise-locality collaboration, and provided tangible support for community education development and public well-being.



## Baolong Community’s “Deputies + Trade Union” Visits CR Semicon to Explore Diversified Labor Dispute Resolution

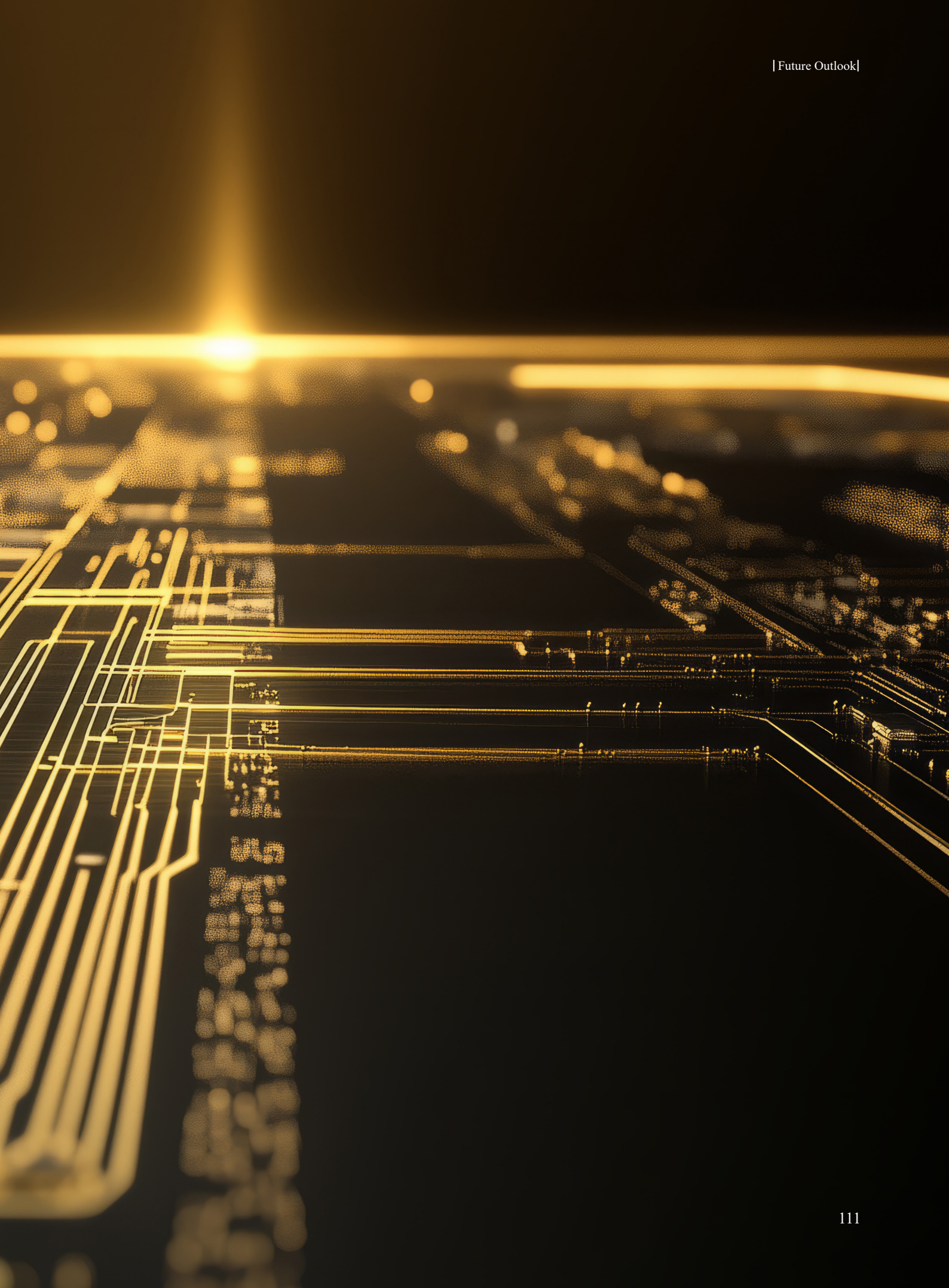
In June 2025, CR Semicon, together with Baolong Community in Longgang District, Shenzhen, and deputies to the people’s congress, organized a “Deputies + Trade Union” research and exchange activity, building a bridge for candid dialogue around the theme of the diversified resolution of labor disputes. The trade union shared its mature experience in democratic management, rights and interests protection, and the fostering of harmonious labor relations, and, together with community representatives and employee representatives, explored innovative approaches to the prevention and resolution of labor disputes. This initiative not only facilitated the translation of internal corporate management experience into community governance capacity, but also advanced the establishment of a tripartite interaction mechanism among enterprises, employees, and the community, contributing to the development of a community ecosystem characterized by smooth information exchange, stability, and harmony.



# Future Outlook



In 2026, China Resources Microelectronics will enter a new phase in implementing its 15th Five-Year strategic plan. As a leading domestic enterprise in the power semiconductor sector and a company listed on the STAR Market, China Resources Microelectronics will remain firmly committed to deepening its IDM model, leading through application-driven development, and enabling growth through system-level capabilities. It will establish clear growth trajectories and a well-defined product portfolio, build a business system with stronger risk resilience and greater growth potential, maintain steady and sustainable progress amid cyclical fluctuations, and continue creating value throughout industry transformation. At the same time, the Company will continue to improve its governance system and deepen communication with investors and all stakeholders, so as to generate long-term returns for shareholders, provide employees with platforms for growth, and contribute industrial strength to society. It will proactively assume responsibility and continue to make meaningful contributions in advancing the high-quality development of China's semiconductor industry and achieving greater self-reliance and strength in science and technology.



# Annex

## Key Performance

Scope of Responsibility	Indicators	Unit	2023	2024	2025
Customer Responsibility	Contract Fulfilment Rate	%	100	100	100
	Customer Satisfaction	%	FBG: 93.26	FBG: 92.99	FBG: 93.42
			PDBG: 92.64	PDBG: 93.3	PDBG: 93.33
			ICBG: 92.62	ICBG: 92.57	ICBG: 94.11
			ATBG: 92	ATBG: 93	ATBG: 93
	Customer Complaint Resolution Rate	%	100	100	100
	Product Conformity Rate	%	6-inch: 99.56	6-inch: 99.62	6-inch: 99.47
			8A: 99.69	8A: 99.71	8A: 99.77
			8B: 99.32	8B: 99.48	8B: 99.42
			-	12A: 99.78	12A: 99.75
			6C: 99.89	6C: 99.78	6C: 99.91
			A3: 99.85	A3: 99.86	A3: 99.89
			A1: 99.88	A1: 99.88	A1: 99.88
			A2: 99.36	A2: 99.73	A2: 99.64
			A5: 99.83	A5: 99.85	A5: 99.85
			A6: 99.80	A6: 99.82	A6: 99.84
	R&D Expenditures	RMB 100 million	11.54	11.67	11.68
	Number of R&D Personnel	people	1,597	1,731	1,801
	Sales of new products	RMB 100 million	26.72	30.29	36.70
	Number of valid patents granted that year	cases	179	162	245
Major innovation awards (cumulative)	cases	14	19	22	
Total Patent Applications	cases	5,471	5,967	6,444	
Partner Responsibility	Percentage of suppliers certified under quality, environmental, and occupational health and safety management systems	%	9.86	17.6	20
	Number of strategic cooperation agreements signed	copies	35	35	36
	Expenditures on Industry-Academia-Research Collaboration	RMB 10,000	507	722	1,312
	Number of Penalties for Violations	instances	0	0	0
	Number of major negative public opinion incidents handled	cases	0	0	0

Scope of Responsibility	Indicators	Unit	2023	2024	2025
Partner Responsibility	Percentage of suppliers conducting social impact assessments	%	100	100	100
	Percentage of suppliers conducting environmental impact assessments	%	100	100	100
	Total number of suppliers	companies	3,639	3,591	3,540
	Number of suppliers reviewed for ESG	companies	--	--	18
	Supplier localization rate	%	--	93.12	94
	Localized procurement ratio	%	--	86.5	88
	Percentage of procurement staff who have completed internal sustainable procurement training	%	100	100	100
	Percentage of products with traceable raw material origins	%	--	100	100
Environmental Responsibility	Total Energy Consumption	10,000 tons of standard coal equivalent	8.61	9.80	10.38
	Comprehensive energy consumption per RMB 10,000 of output value (comparable price)	tons of standard coal per RMB 10,000	0.0655	0.0704	0.0664
	Comprehensive energy consumption per RMB 10,000 of added value (comparable price)	tons of standard coal per RMB 10,000	0.1190	0.1339	0.1255
	Investment in energy-saving and emission-reduction technological upgrades	RMB 100 million	0.268	0.285	0.535
	Total environmental protection investment	RMB 100 million	0.48	0.63	0.64
	Total Water Consumption per Million RMB of Revenue	tons / RMB 10,000	--	7.11	6.44
	Carbon dioxide emissions	tons	556,847.70	590,980.29	656,723.65
	Scope 1 greenhouse gas emissions	Tons of CO <sub>2</sub> equivalent	170,966	166,803	181,531
	Scope 2 greenhouse gas emissions	Tons of CO <sub>2</sub> equivalent	385,880	424,177	475,193
	Scope 3 greenhouse gas emissions	Tons of CO <sub>2</sub> equivalent	--	--	2,840.56
	CO <sub>2</sub> emissions per RMB 10,000 of output value	tons / RMB 10,000	0.42	0.42	0.42
	Sulfur dioxide emissions	tons	0.7598	0.6592	0.662
	Volatile organic compounds	tons	64.43	39.26	38.8 4
	Ammonia-N emissions	tons	6.9794	6.6143	5.8383
	COD emissions	tons	141.269	144.336	135.906
	Nitrogen Oxide Emissions	tons	4.7025	5.8053	30.4161
	General solid waste generation	tons	4,758.66	7,903.44 <sup>1</sup>	9,480.08
	Hazardous waste generation	tons	5,470.46	5,817.16	6,248.12

Note: In <sup>1</sup>2024, CR Run'an was newly added to the Scope of Organization as a legal entity. Meanwhile, the waste treatment standards at CR Shanghai were raised, resulting in an increase in waste generation.

Scope of Responsibility	Indicators	Unit	2023	2024	2025
Economic Responsibility	Operating revenue	RMB 100 million	99.01	101.19	110.54
	Total profit	RMB 100 million	16.87	7.95	7.22
	Net profit	RMB 100 million	14.38	6.62	5.55
	Net profit attributable to owners of the parent company	RMB 100 million	14.79	7.62	6.61
	Total assets	RMB 100 million	292.15	291.07	305.90
	Net assets	RMB 100 million	236.30	242.96	248.67
	Weighted average return on net assets	%	7.15	3.47	2.91
	Return on total assets	%	6.30	2.87	2.45
	State-owned assets value preservation and appreciation rate	%	107.87	100.24	101.43
	Profit margin on costs and expenses	%	19.78	8.66	7.23
	Labor productivity per employee	RMB 10,000/person	46.46	38.82	40.5
	Total investment in fixed assets	RMB 100 million	27.70	23.73	11.92
	Total tax payments	RMB 100 million	6.08	4.79	5.67
	Total profits and taxes	RMB 100 million	20.77	10.78	10.98
Employee Responsibility	Total number of employees	people	10,251	10,756	11,626
	Labor contract signing rate	%	100	100	100
	Social insurance coverage rate	%	100	100	100
	Health check-up coverage rate	%	100	100	100
	Number of employees receiving health check-ups	people	10,251	10,756	11,626
	Average number of paid annual leave days per employee	Day	10.02	10.06	10.12
	Percentage of Female Managers (Group departments and directly managed managers of directly affiliated enterprises)	%	20	15	17
	Number of employees with disabilities	people	33	46	55
	Employee training coverage rate	%	100	100	100
	Training investment per employee	RMB 10,000/person	0.08	0.06	0.05
	Total employee training investment	RMB/year	8,460,434	6,891,469	6,915,383
	Employee satisfaction with canteen services	%	82	80	86
	Employee satisfaction with dormitories	%	92.6	92.9	91.5

Scope of Responsibility	Indicators	Unit	2023	2024	2025
Employee Responsibility	Employees in hardship receiving assistance	Person-times <household-times>	100	85	81
	Funds allocated for assistance to employees in need	RMB 10,000	2.99	8.72	8.58
	Home visits to employees' families in need	Household	95	130	14
	Funds allocated for home visits to employees' families in need	RMB 10,000	6.50	4.23	2.37
	Employees with illness receiving assistance	Person-times	131	238	228
	Funds allocated for assisting sick employees	RMB 10,000	6.63	9.75	7.634
	Educational assistance for children in hardship	Person-times	87	100	100
	Investment in educational assistance for children in hardship	RMB 10,000	8.7	10	10
Public Responsibility	Charitable and public welfare expenditures	RMB 10,000	65	75	82.1
	Investment in rural revitalization and social welfare	RMB 10,000	28	50	14
	Number of volunteers	people	1,121	1,261	1,283
	Number of general and above safety incidents	instances	0	0	0
	Mortality rate per 1,000 employees	%	0	0	0
	Number of deaths due to incidents	people	0	0	0
	Number of employee fatalities	people	0	0	0
	Safety training hours	Hour	142,549	216,806	261,821
	Safety training coverage rate	%	100	100	100
	Investment in work safety	RMB 10,000	2,197.35	1,904.11	2,396.44
	Number of safety emergency drills	Times	527	575	630
	Participation in safety emergency drills	Person-times	15,955	21,375	19,361
	Number of full-time safety management personnel	people	71	89	101
	Number of certified registered safety engineers	people	38	28	35
	Number of occupational disease cases	people	0	0	0
Investment in employee occupational health and safety	RMB 10,000	718.78	786.11	1,824.45	



## Independent Assurance Statement

### To: Stakeholders of China Resources Microelectronics Limited.

China Quality Certification Centre Co., Ltd. (CQC), commissioned by China Resources Microelectronics Limited. (hereinafter referred to as CR Micro), conducted the independent assurance of 2025 Sustainability Report of China Resources Microelectronics Limited (hereinafter referred to as the report).

CR Micro was responsible for collecting, summarizing, analyzing, and disclosing the information and data mentioned in the report. CQC implemented report verification within the scope specified in the agreement with CR Micro.

This statement was based on the assurance activities conducted on the sustainability report prepared by CR Micro in accordance with the United Nations Sustainable Development Goals (SDGs), GRI Standards issued by the Global Sustainability Standards Board (GSSB), International Financial Reporting Standards Sustainability Disclosure Standards IFRS S1 —General Requirements for Sustainability-Related Financial Information Disclosure and IFRS S2 — Climate-Related Disclosures issued by the International Sustainability Standards Board (ISSB), the Shanghai Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 14 – Sustainable Development Reports (Trial Implementation) and Self-Regulatory Guidelines for Sci-Tech Innovation Board Listed Companies No. 13 – Preparation of Sustainable Development Reports, as well as China Enterprise Sustainability Reporting Guidelines (CASS-ESG 6.0) issued by the China Enterprise Reform and Development Society and Zeen Cloud Research Institute. CR Micro is responsible for the authenticity, completeness, and accuracy of the information and data contained in the report.

### Scope of Assurance

The key data and information disclosed in the 2025 Sustainability Report of China Resources Microelectronics Limited.

### Basis for Assurance

AA1000 V3, Type 2, Moderate Assurance

### Assurance Methods

The methods used in this assurance include but are not limited to:

- a) Report review;
- b) Interviews;
- c) Verification of documents, records, certificates, invoices, and other materials;
- d) Reliable information source verification;
- e) Verification against disclosure criteria;
- f) Recalculation/estimation; and
- g) Confirmation of statistical, calculation/estimation processes.

### Limitations

1. This assurance was conducted using sampling methods based on quantitative and qualitative risk analysis and the sampling scope was limited to the data and information selected in the report, not fully tracing or independently recalculating all raw data of CR Micro.
2. This assurance only covered interviews and/or document review with CR Micro, and did not involve external stakeholders.
3. The data and information audited/verified by a third party in the report were not subject to repeated verification during this assurance process.
4. Some of the data and information in the report cannot be compared and verified through independent sources. This assurance only evaluated their reasonableness.

5. Activities outside the scope of information disclosure were not included in this assurance.
6. The statement regarding the position, viewpoints, goals, future development directions, and commitments of CR Micro was not included in this assurance.

### Statement on Independence and Verification Capability

China Quality Certification Centre Co., Ltd.(CQC) is a third-party certification body with independent legal status, possessing professional qualifications and experience in providing in this assurance process, and possesses the technical capabilities and industry-specific knowledge required to conduct ESG/ESG report assurance, in compliance with the requirements of AA1000 Assurance Standard v3 for an assurance provider. The assurance team is composed of experienced AA1000 Practicing Certified Sustainability Assurance Practitioners (PCSAP), CCAA (China Certification and Accreditation Association) registered quality, environment, energy, occupational health and safety, compliance, anti-bribery and other management system auditors and APSCA (Association of Professional Social Compliance Auditors) registered auditors.

CQC ensured that there were no conflicts of interest with CR Micro and its stakeholders during the assurance process of this report. All information in the ESG report was provided by CR Micro. CQC and the personnel conducting this assurance of the ESG report were not involved in the preparation process of the ESG report.

### Assurance Conclusions

The report reflects the ESG performance of CR Micro in 2025, which meets the requirements of AA1000 v3 and AA1000AP:

**Inclusivity:** CR Micro has identified both internal and external stakeholders, including government/regulatory agencies, customers, employees, shareholders/executives/investors, partners, non-profit organizations, peer enterprises, and community members of the public. In the report preparation process, the expectations and needs of stakeholders have been considered.

**Materiality:** CR Micro has identified material ESG issues through a structured process that considers regulatory requirements, industry benchmarking, corporate strategy, historical cost data, market trends, and other relevant factors, forming a prioritized list of ESG issues.

**Responsiveness:** CR Micro has established a governance structure, management system and processes, as well as a communication mechanism with stakeholders, capable of taking action to respond to the material issues of high importance and impact on CR Micro and its stakeholders.

**Impact:** Through quantitative or qualitative methods, or a combination of both, CR Micro has disclosed the main impacts on itself and its stakeholders in terms of ESG.

**Specific performance information:** Based on the process and results of this assurance, we have not found any deficiencies in the reliability and quality of key data and information in the report.

### Recommendations

The specific opinions regarding the assurance of this report have been communicated to the management of CR Micro in written form and will not be further elaborated in this section.



President of CQC: 

April 20, 2026

Beijing, China

Note: In case of any inconsistency or discrepancy, the Chinese version of this assurance statement shall prevail, while the English translation is used for reference only.

## Feedback

Dear Reader,

Thank you for reading the China Resources Microelectronics Limited Sustainability Report 2025. To provide you and other stakeholders with more professional and more valuable information, and to effectively enhance the Company's capacity and performance in fulfilling corporate social responsibility, we sincerely hope to hear your valuable comments and suggestions, and warmly invite you to provide feedback through the following channels:

Contact address: No. 14 Liangxi Road, Wuxi, Jiangsu Province

Postal code: 214061

Telephone: +86-510-81805891

Fax: +86-510-85872470

Official website: [www.crmicro.com](http://www.crmicro.com)

### Your Information:

Name: \_\_\_\_\_ Telephone: \_\_\_\_\_

Organization: \_\_\_\_\_ Title: \_\_\_\_\_

Fax: \_\_\_\_\_ Email: \_\_\_\_\_

### Multiple-choice questions (please place a "√" in the appropriate box) (1 = lowest score, 5 = highest score)

1. What is your overall evaluation of this report?

1     2     3     4     5

2. Do you believe this report reflects the corporate governance of China Resources Microelectronics?

1     2     3     4     5

2. Do you believe this report reflects the significant economic impacts of China Resources Microelectronics?

1     2     3     4     5

6. What is your overall evaluation of the extent of information disclosure in this report?

1     2     3     4     5

3. Do you believe this report reflects the significant environmental impacts of China Resources Microelectronics?

1     2     3     4     5

7. What is your overall evaluation of the quality of the written expression in this report?

1     2     3     4     5

4. Do you believe this report reflects the significant social impacts of China Resources Microelectronics?

1     2     3     4     5

8. What is your overall evaluation of the design style of this report?

\_\_\_\_\_