



2025

Environmental, Social, and Corporate Governance Report

SG Micro Corp

Environmental,
Social and Governance (ESG) Report



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Message from the Chairman

“ The year 2025 was the one of challenges and opportunities. Amidst a complex and dynamic market, SGMICRO actively navigated these complexities while strategically capitalizing on emerging opportunities. We remain steadfast in our founding aspiration: to become a leading integrated analog IC enterprise, dedicated to enhancing lives through technological innovation. Technology is a pivotal force driving societal progress, and each advancement broadens human prospects and enriches possibilities. We firmly believe that our continuous pursuit of technological innovation and breakthroughs will guide our era toward a future that significantly benefits global well-being and the sustainable development of our planet.

Since our inception, we've focused on developing high-performance, high-quality Integrated Circuit (IC) products. This commitment stems from a sincere desire to protect our environment through innovation-driven reduction of energy consumption, and the wish to improve the quality of life for future generations. Driven

by our pursuit of excellence, we continuously increase R&D investment, push the boundaries of technological innovation, and develop more efficient and energy-saving analog ICs. The company's production lines cover 38 categories and more than 6,800 products, which are already widely utilized in a broad range of markets, such as new energy vehicles, photovoltaic energy storage, intelligent manufacturing, and green household appliances, creating value for our customers while serving our common goal of energy conservation and protecting our environment.

We recognize climate change as the defining global challenge of our generation. In response, SGMICRO has proactively integrated carbon reduction into our core sustainability strategy. We are steadfastly driving forward our medium- to long-term goals: a 50% reduction in carbon emissions per million yuan of output by 2030, and a 90% reduction by 2050. These targets are underpinned by continuous initiatives to optimize our energy mix, enhance operational

efficiency, and embed green development principles across all facets of our operations.

Believing that corporate growth and social progress are fundamentally interconnected, SGMICRO maintains a customer-centered approach to delivering high-quality, reliable products. This is supported by a comprehensive quality management system and responsive customer feedback mechanisms. Externally, we have raised environmental standards for our suppliers, reinforcing a joint commitment to building a sustainable and responsible supply chain. Internally, fostering a diverse, equitable, and inclusive workforce remains a priority. We consider a supportive workplace culture that values employee well-being and development crucial for strengthening cohesion and enhancing a sense of belonging across the company. Furthermore, SGMICRO actively participates in various social welfare events to raise public awareness of sustainable development and social responsibility.

We are committed to improving operational efficiency through lean management practices. By refining comprehensive aspects of our governance, including our corporate structure, sustainable framework, and ethical conduct, we enhance the effectiveness of risk and compliance management. Reflecting on 2025, SGMICRO achieved steady optimisation across various fronts, including financial strength, team efficiency, and resilience against risks, delivering robust overall performance.

Looking ahead, SGMICRO will adopt an even more responsible stance, collaborating with stakeholders to advance economic, social, and environmental sustainability. In the face of unforeseen challenges and environmental shifts, SGMICRO's team will continue to contribute with a strong sense of mission, working collaboratively to bring about positive change in the world. ”

SG Micro Corp
Company Chairman and CEO Zhang Shilong

About SGMICRO

SGMICRO specializes in the research, development, and sales of high-performance, high-quality analog integrated circuits, with the goal of becoming a leading comprehensive analog IC company. From the very beginning, the company established a core operating principle centered on customer needs, focusing on developing and producing highly reliable and consistent analog IC products through a process of continuous innovation. SGMICRO is fundamentally driven by an engineer-led culture.

SGMICRO began by specializing in high-performance operational amplifiers and LDOs, primarily serving industrial applications. The company then strategically broadened its product portfolio to offer comprehensive signal-chain solutions in analog and mixed-signal conditioning, alongside a complete suite of power management solutions. As a fabless analog IC company, SGMICRO has maintained a long-standing partnership with TSMC since its inception. This collaboration enabled the successful development of a range of high-precision, low-noise, high-speed operational amplifiers (OpAmps). By leveraging CMOS process technology to replace traditional bipolar processes, SGMICRO gained significant market recognition for its technical expertise and achieved a distinct cost advantage.

Driven by a respect for intellectual property, SGMICRO focuses on independent product development. Years of sustained research and development have built deep in-house technical expertise and an impressive portfolio of proprietary products. We back our innovation with a systematic quality assurance mechanism, ensuring every integrated circuit (IC) meets rigorous quality benchmarks. Furthermore, all our products strictly complies with RoHS and other global environmental standards.

SGMICRO prioritizes attention to detail and continuous improvement, striving to offer our customers the utmost support and seamless service. While steadily expanding its industrial client base, the company has also demonstrated a strong adaptability to the dynamic global market for communication and information-related consumer electronics. This has honed its stable supply chain management and cost competitiveness. As a result, we have earned an excellent reputation for delivering high-quality products with short lead times and large-scale shipments, thereby securing the respect and trust of our customers.

Since its inception, the company has maintained a stable founding team and low employee turnover, enabling consistent and rapid business growth. We have been continuously profitable annually since 2009. The company was successfully listed on the Shenzhen Stock Exchange on June 6, 2017, trading under the stock code 300661.

SGMICRO aims to be a leading global supplier of analog IC solutions. The company partners directly with industry-leading manufacturers across diverse sectors, including factory automation, solar inverters, new energy vehicles, Li-battery formation, white appliances, 5G wireless base stations, optical fiber modules, servers, office equipment, machine vision, smartphones, audio systems, VR, game consoles, and smart watches.

Overview



Headquartered
in Beijing China



Listed on the SZSE ChiNext
(stock code **300661**) on June 6, 2017



As of the end of 2025, **1,835** employees,
including **1,335** in R&D

38.98

2025 Revenue (RMB Billion)

6,000+

Customers

6,800+

Products

Social Responsibility Performance Highlights

Environmental Performance

26,562.80

Water consumption (m³)

11,615,082.65

Power consumption (kWh)

6,287.52

Total greenhouse gas emissions (Scope I + II) Unit tCO2e

Social Performance

1,835

Number of employees

100

Employee training coverage rate (%)

78.73

Average learning hours

R&D Performance

10.45

Investment on R&D (RMB Billion)

588

Patents obtained

141

Newly applied patents

Awards and Qualifications

- Top 10 China IC Brands
- China Analog IC Automotive Industry Excellence Award
- Annual Dual-Carbon Energy-Saving Leadership Award
- World Electronics Achievement Awards "Product of the Year"
- Outstanding Chinese Automotive Chip Suppliers
- National Intellectual Property Demonstration Enterprise
- Awarded the CNAS Accredited Laboratory Certificate



Corporate Strategy

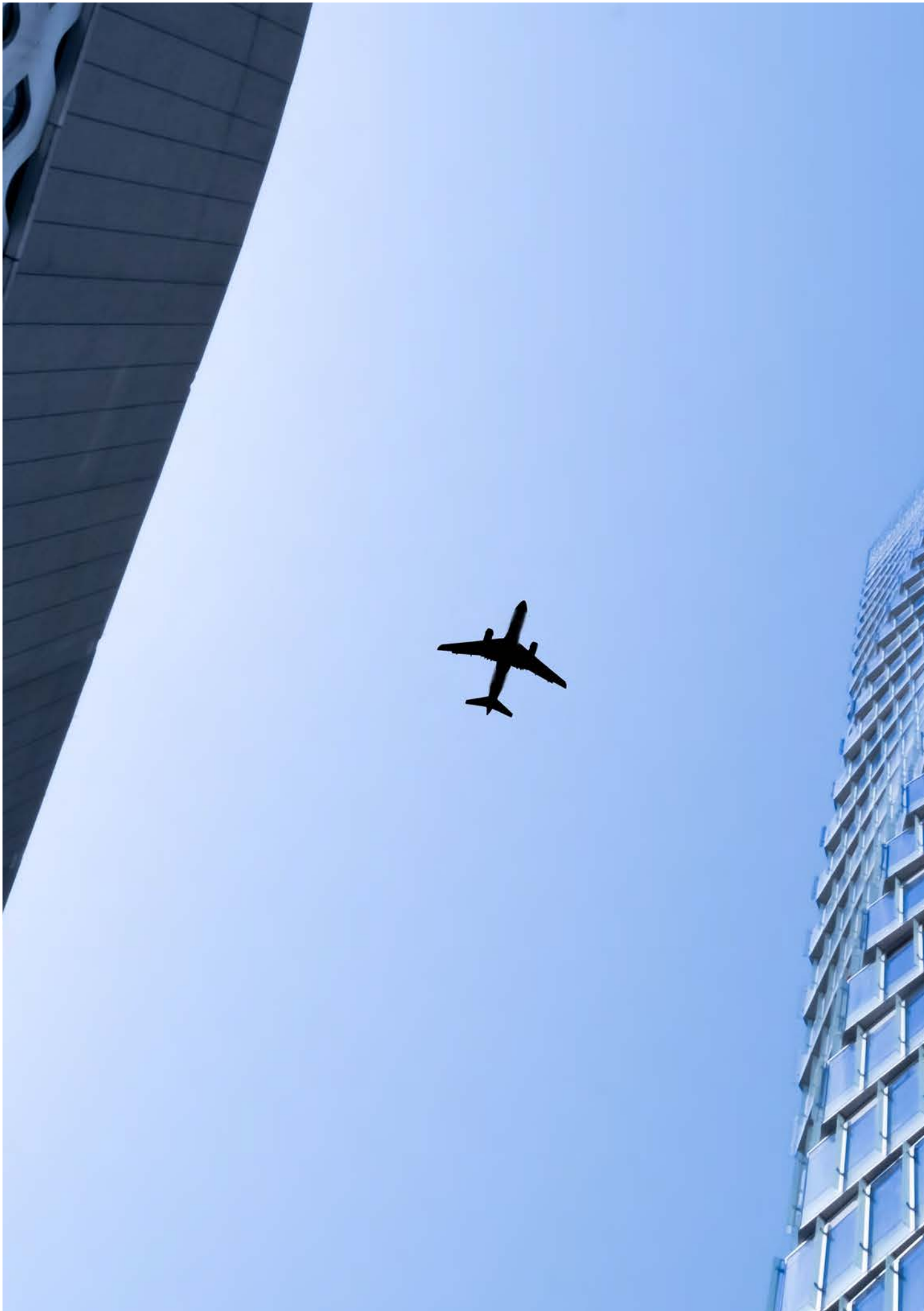
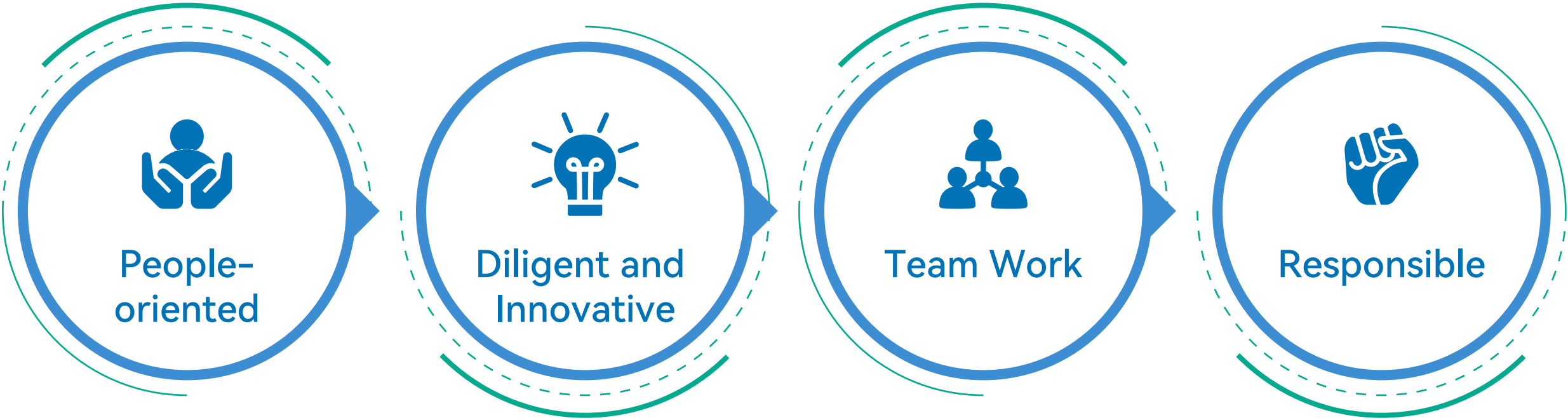
SGMICRO is committed to achieving its business objectives by creating societal value through innovation-driven, market-oriented strategies. We prioritize strategic planning, emphasizing robust research and development to address critical technical challenges and continually enhance our existing product portfolio. We are actively advancing next-generation high-performance analog IC technologies, steadily reinforcing our position within the industry. With a long-term vision of becoming a leading integrated analog IC provider, SGMICRO aims to contribute to societal progress and improve the quality of life through continuous innovation and technological advancement.

Our Culture and Values

SGMICRO champions a people-oriented philosophy, fostering a culture defined by diligence, innovation, teamwork, and accountability. We are dedicated to cultivating an environment that is positive, straightforward, trustworthy, confident, inclusive, open-minded, and supportive. We encourage independent thinking and continuous experimentation through open, direct, and authentic communication. Our aim is for every employee to deeply understand the value of their work, align with team goals, and integrate personal growth with team advancement and the company's sustainable development. We empower our employees to boldly pursue breakthroughs, embrace challenges, and enhance their professional skills, ensuring their career development progresses alongside the company's steady growth, enabling them to share in its collective success.

Our company embraces a philosophy of continuous improvement and a flat organizational structure, promoting equality and unhindered communication among colleagues. We encourage every supervisor to actively participate in resolving critical team issues, serving as a motivator, facilitator, and trainer. Similarly, we empower each team member to proactively collaborate with colleagues on task implementation, continuously accumulating experience, deepening understanding, optimizing processes, and enhancing efficiency. This fosters individuals who are experts, challengers, and innovators in their roles. We pay particular attention to fostering internal team vitality and efficiency, emphasizing a competitive, dynamically optimized resource allocation mechanism built upon synergistic overall goals. Our results-oriented performance evaluation system consistently incentivizes employees to grow and develop alongside the company for the long term.

The company mandates that all employees conduct themselves in accordance with legal regulations and social ethical standards, ensuring that all activities and decisions align with the long-term interests of customers, the company, and employees. We prohibit the provision of false or misleading information and strictly adhere to anti-corruption commitments and anti-commercial bribery regulations in all business operations. SGMICRO practices corporate citizenship across all its operational locations. Our corporate governance mechanisms are designed to ensure that business policies meet the long-term interests and demands of relevant stakeholders, including government, society, customers, employees, and shareholders. We are actively committed to fulfilling our social and environmental responsibilities, thereby ensuring the company's sustained long-term development.



Sustainable Development Management

SGMICRO integrates sustainability principles throughout its technology development and product innovation processes, and has established a robust ESG management framework. ESG governance is advanced from the top down, supported by ongoing engagement and communication with stakeholders. By actively responding to external expectations and continuously enhancing its sustainability management practices, SGMICRO drives long-term value creation.

ESG Management System

We embed sustainability into our top-level planning and have established an ESG management system led by the Board Office, with close collaboration across business functions and the ESG Work Group. This structure enables systematic and coordinated ESG governance across the organization.

ESG management structure



- **Board Office**
Leads the ESG management system in coordination with various departments.
- **Various Departments**
Departments such as Human Resources, Operations, Quality, Internal Control, and Information Technology are responsible for implementing specific ESG initiatives.
- **ESG Work Group**
Coordinates ESG management, communication, and information disclosure, reporting progress and outcomes to the Board.

Stakeholder Communication

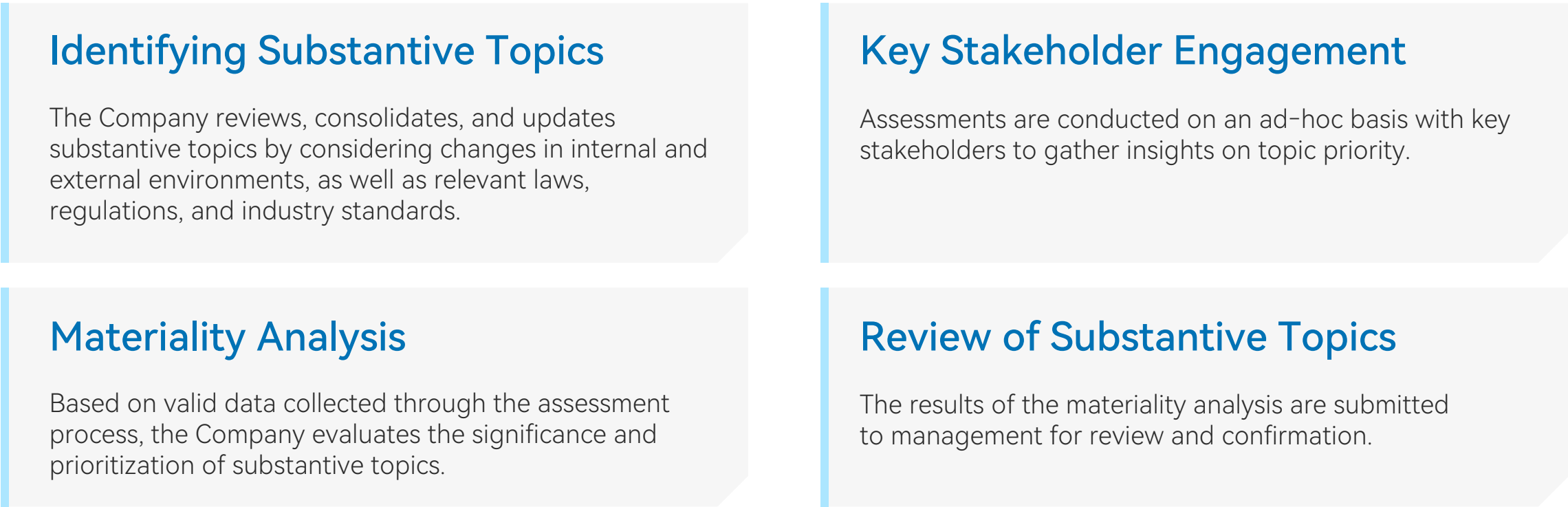
We place strong emphasis on the feedback and assessments of our operations and ESG performance from all stakeholders. SGMICRO is dedicated to building a highly-efficient, transparent communication mechanism, and carries out the identification, evaluation and analysis of substantive issues through various channels such as shareholders' meetings, customer satisfaction surveys, employee and management symposiums, websites and WeChat accounts. We proactively respond to expectations and concerns regarding the Company's ESG performance, working together with stakeholders to create sustainable value.

Stakeholders Recognition	Expectation and Demands	Communication and Responses
 Investors	Financial performance/ R&D and innovation/ Investor relations management/ Board structure and governance	Board meetings/Disclosure of information/ Investor communication
 Government/regulators	Risk and internal control management/ Product responsibility management/ Community charity/ Environmental management/ Occupational health and safety	Official correspondence/ Supervision & inspection/ Disclosure of information
 Customers	Product responsibility management/ R&D and innovation/Industrial exchange and cooperation/Information security and privacy protection/Business ethics	Customer service/Technical seminar/ Satisfaction survey
 Employee	Occupational health and safety/ Protection of employee rights and interests/ Employee training and development	A democratic communication platform/ Employee assembly/Employee activities
 Suppliers/ Service Providers	Supply chain management/ Mutual benefit and progress	Suppliers screening and review/ Suppliers exchange and training
 Cooperative Organizations (i.e. NGOs, Scientific research institutions)	R&D and innovation/ Industry win-win relationships	Industry forum/ Industry-university research cooperation
 Community and the Public	Community building collaborations/ Rural revitalization	Disclosure of information/Community activities/ Exchange and interview

Management of Substantive Issues

Based on the latest requirements issued by the Shenzhen Stock Exchange while taking into account the expectations of internal and external stakeholders, as well as factors relating to business scope and sustainable development, we carry out identification, evaluation and analysis of substantive topics on an ad-hoc basis.

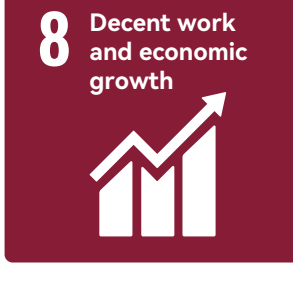
The Process of Identifying Substantive Topics



Substantive Topics of ESG

 Environmental Topics	 Social Topics	 Topics of Corporate Governance
Green R&D Tackling climate change Energy conservation and carbon footprint reduction Water resource utilization and management Green operation	Product quality control Product R&D and innovation Intellectual property rights Quality of customer service Sustainable supply chain Employee benefits	Talent development Health and safety Salary and compensation Industry-university research cooperation Social responsibility
		Corporate governance Board composition Board of supervisors performance Disclosure of information Investor relations management
		Business ethics Compliance control Internal control and risk management Information security and protection

Response to the UN's Sustainable Development Goals (UN SDGs)

UN SDGs	Action	Corresponding chapter	UN SDGs	Action	Corresponding chapter
 3 Good Health and well-being	Implement annual general and occupational health check-ups for all employees, with zero cases of occupational illness Focus on occupational health and safety training Build employee clubs, organize cultural and sports events for the employees	Health and Safety	 9 Industry, innovation and infrastructure	Enhance technological innovation Carry out intelligent transformation	Research, Development and Innovation
 4 Quality education	Focus on Employee training Support education by providing scholarships and teaching awards to multiple universities	Talent Development	 10 Reduce inequalities	Prohibit all discrimination of any types	Employee Benefits
 5 Gender equality	Care for female staff Implement a non-discrimination policy and strictly prohibit sexual harassment and misconduct	Employee Benefits	 11 Sustainable cities and communities	R&D of semiconductor products to promote the use of clean energy and foster sustainable development	Research, Development and Innovation
 6 Clean water and sanitation	Conservation of water resources Improve utilization of water resources	Resource Management and Utilization	 12 Responsible consumption and production	Responsible emissions management Efficient management of resource	Environmental Management Systems Resource Management and Utilization
 7 Affordable and clean energy	Facilitate the photovoltaic industry and promote the utilization of solar energy	Tackling Climate Change	 16 Peace, justice and strong institutions	Oppose commercial bribery and unfair competition by formulating the Integrity and Anti-Corruption Management Standards, and require business partners to sign the Integrity Commitment Letter, establishing multiple channels to gather employee feedback	Business Ethics Employee Benefits
 8 Decent work and economic growth	Legal hiring and employment promotion	Employee Benefits	 17 Partnerships for the goals	Build channels for stakeholder communication Focus on supply chain construction and carry out technical exchanges and training with suppliers Open up ecological cooperation and promote the development of a healthy ecosystem in the industry	Sustainable Development Management Build a Sustainable Supply Chain Conflict Minerals Management Research, Development and Innovation



Science-Based Governance

SGMICRO is diligently refining its corporate governance structure and developing a science-based governance system. We implement a streamlined, efficient, and smoothly functioning framework that adheres to principles of integrity and compliant management. This approach aims to effectively protect investor interests and consistently enhance company value.

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Corporate Governance

Governance Structure

The company strictly complies with all applicable national laws and regulations, and continuously refines and strengthens our corporate governance structure to establish a solid foundation for long-term, steady development. Clear responsibilities are assigned to the Board, executive officers, supervisors, and the management team, creating a robust mechanism for independent oversight and strong modern corporate governance. This ensures that decisions made adhere to legal regulations while effectively safeguarding the collective interests of our shareholders.

As the time of the report, in accordance with the newly revised *company Law of the People's Republic of China* and relevant securities regulatory requirements, the company has completed the dissolution of its Supervisory Board and accordingly amended its *Articles of Association* and related governance policies, clarifying the roles and responsibilities of its corporate governance bodies.

Governance Structure	
Shareholders' Meeting	The general meeting of shareholders, which all shareholders are entitled to attend is the ultimate governing body of the company.
Board of Directors	Audit Committee Review the company's financial information and disclosure, supervising and evaluating internal and external audit work, and internal controls. Compensation Committee Establishes performance evaluation criteria and carries out evaluations for directors and senior management; devising and reviewing compensation policies and schemes. Strategy Committee Responsible for formulating the company's development strategies and medium to long-term development plans. Nomination Committee Responsible for selecting and reviewing candidates for directors and senior management positions and assessing their qualifications.

Board of Directors

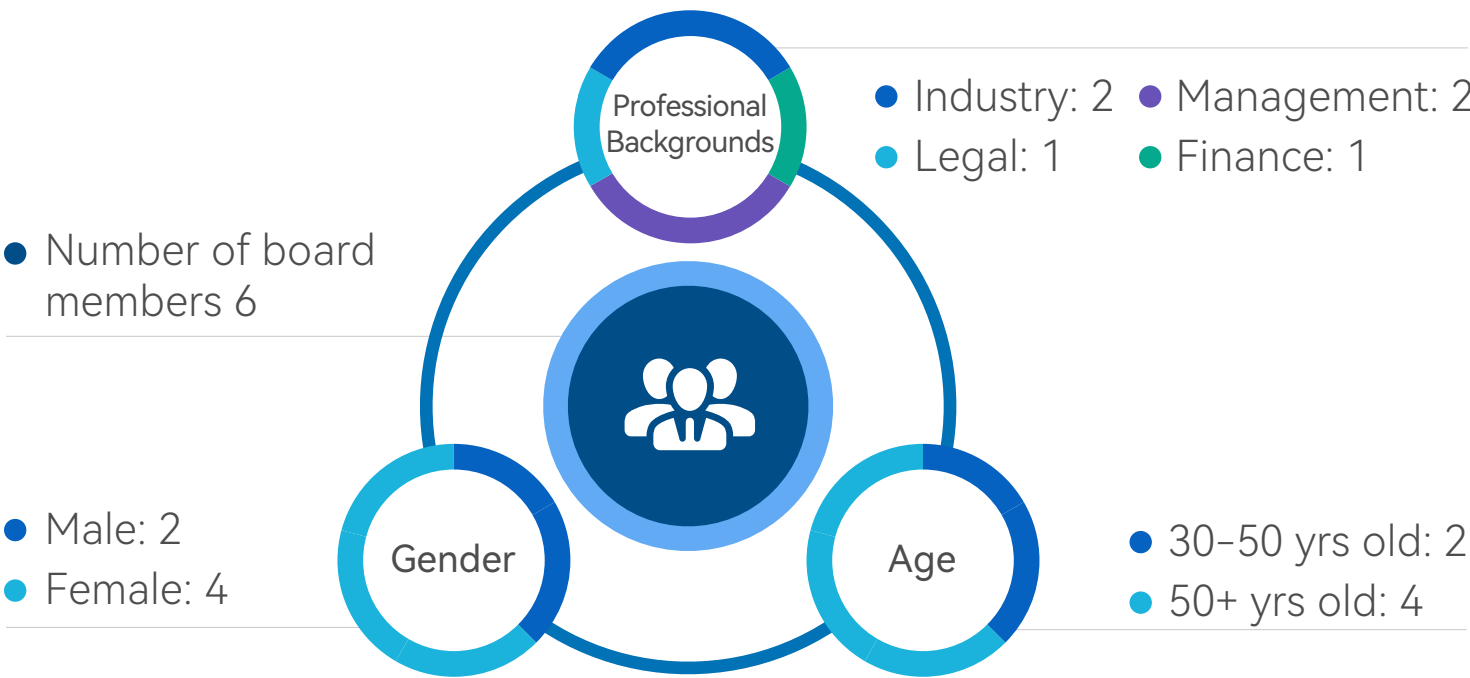
The company's Board of Directors consists of six members, including two independent Directors and one Employee Director. All directors possess extensive experience in corporate management and risk management control. To improve the rigor and quality of major decisions, directors are assigned to various committees based on their professional backgrounds and industry expertise, laying a solid foundation for the company's long-term growth.

At the time of the report, the attendance rate of the Board members was 100%, with all directors performing their duties faithfully, honestly, and diligently.

100%

Board of Directors

SGMICRO places strong emphasis on diversifying our Board of Directors to enhance corporate governance effectiveness and improve decision-making quality through a more comprehensive perspective.



Disclosure of Information

The Board of Directors is responsible for overseeing and managing the disclosure of information. The Board Secretary coordinates and organizes specific activities related to this disclosure, with support from the Securities Affairs Representative. The company strictly implements our information disclosure policies and prudently enforces insider information confidentiality and control mechanisms to ensure that all disclosures are truthful, accurate, and complete, thereby safeguarding the legitimate rights and interests of investors.

We disseminate information through various channels, including CNINFO and media outlets designated by regulatory authorities, such as *China Securities Journal*, *Shanghai Securities News*, *Securities Times*, and *Securities Daily*. This ensures all shareholders have equal access to information.

Performance

In 2025, in the *Announcement on the Results of the 2024-2025 Annual Information Disclosure Assessment for Companies Listed on the ChiNext Market* released by Shenzhen Stock Exchange, SGMICRO was granted "A" grade in recognition of our outstanding disclosure practices.

This is the fourth consecutive year we have been awarded the "A" grade by Shenzhen Stock Exchange.



Investor Relations

The company places strong emphasis on investor relations management and has designated the Board Secretary as the person responsible for investor relations, ensuring comprehensive coordination of communication and engagement with investors. We have established a comprehensive investor communication mechanism that includes the release of periodic reports, organization of research and engagement activities, and dedicated investor hotlines and email channels. Leveraging digital interaction platforms, we respond promptly to investor concerns, continuously enhance information transparency, and strengthen investor understanding and confidence in SGMICRO.



Risk Management

Internal Control Management

SGMICRO has a rigorous internal control management mechanism and a well-defined internal control management policy. The risk management system is comprehensively implemented by robust measures that help ensure its effective operation.

We continuously refine the internal control system to comply with relevant laws and regulations, such as the *Company Law of the People's Republic of China*, *Basic Standard for Enterprise Internal Control*, and other internal control supervision requirements.

The company has established a well-structured internal control management framework with clearly defined roles and responsibilities. Through the Board of Directors, the Audit Committee, and the Internal Audit Department, SGMICRO implements internal control measures at multiple levels to ensure compliant operations and effective risk management, thereby supporting its sustainable and healthy development.

Internal Control and Risk Management Structure	
Board of Directors	Responsible for establishing, improving, and ensuring the effective implementation of internal controls; approving risk management strategies, policies, and objectives; and reviewing the annual risk assessment report and major risk response plans.
Audit Committee Under the Board	Oversees the effectiveness of the risk management system, coordinates internal and external audit activities, and reviews internal control evaluation reports to ensure compliance and the accuracy of financial reporting.
Management	Executes specific responsibilities, implements Board resolutions, and coordinates risk response measures.
Internal Audit Department	Conducts risk identification, assessment, and follow-up on rectification. Oversees the performance of the three lines of defense and reports regularly to the Audit Committee.

The company conducts an annual self-assessment of the effectiveness of our internal controls and issues an annual internal control evaluation report. A third-party accounting firm is hired to audit the report. At the time of the report, the company maintains effective internal controls in all material aspects in accordance with the *Basic Standards for Enterprise Internal Control* and relevant regulatory requirements.

Risk Management

SGMICRO places a high priority on risk management. The company has established a collaborative 'Three Lines of Defense' framework—spanning our Business Units, Risk Management Function, and Audit Committee—to oversee corporate risk. Anchored by our *Risk and Opportunity Control Procedure*, this institutionalized mechanism evaluates potential policy, operational, and financial risks by aligning internal controls and strategic planning with industry-specific characteristics. Through rigorous risk assessments that evaluate the type, significance, and probability of each threat, we implement targeted mitigation strategies to ensure all identified risks are managed and addressed promptly.

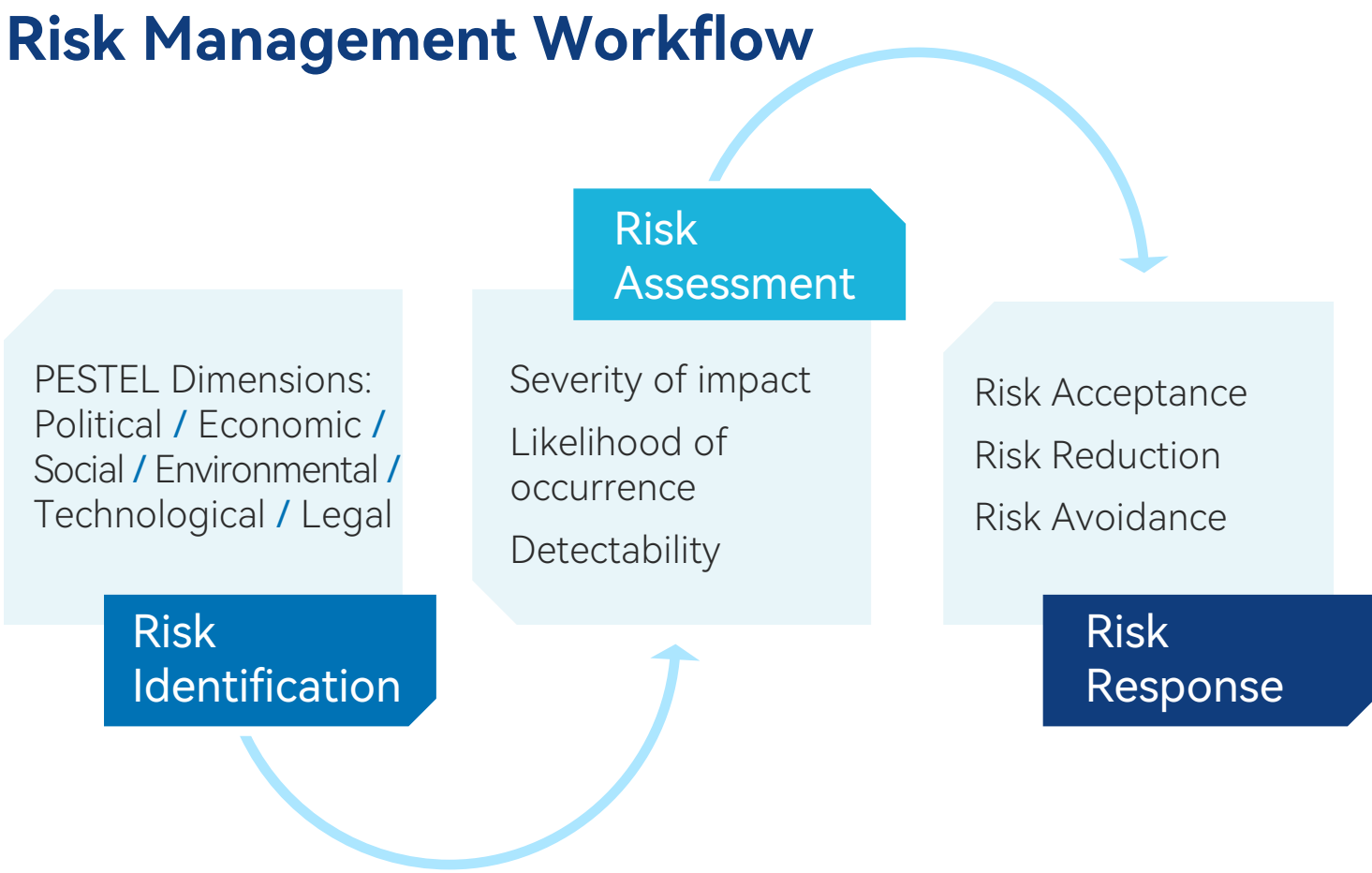
In 2025, the company strictly adhered to the core 'risk-based thinking' requirements of our quality management system. We established a closed-loop, full-process management framework based on an 'Identify-Assess-Respond-Monitor-Review' cycle. This risk and opportunity management mechanism spans all operational and administrative processes. Utilizing the PESTEL analysis model as our core tool, we systematically identify how changes in the internal and external environments impact our quality objectives, business performance, and sustainable development.

Three Lines of Defense in Risk Management

First Line of Defense: Business Department
Embed risk control into business processes ("institutionalization → process-driven → digitalization"); Implement departmental risk response measures and conduct regular self-inspections and reporting.

Second Line of Defense: Risk management department
Develop risk control policies and tools; Monitor the execution of the first line of defense and evaluate the effectiveness of control measures; Coordinate risk assessments and follow-up on rectification.

Third Line of Defense: Audit Committee
Independently audit the effectiveness of internal controls (including fraud, information security, compliance, etc.); Formulate audit plans based on a risk-oriented approach; Promote closed-loop audit rectification and report to the Board of Directors and management.



Types of Risk Identification

External Factors

- Regulatory requirements (changes in laws and regulations/industry standards)
- Requirements of relevant parties (supervision level of regulatory authorities/requirements of relevant parties)
- Technology (new products/new technologies)
- Politic (supply chain/exchange rates/trade compliance)
- Resources (intensified market competition/macroeconomic environment and industry fluctuations/IT software)



Internal Factors

- Financial status (asset-liability ratio/inventory turnover ratio/accounts receivable)
- Company management (management process/after-sales service/document control/data information security management/authority)
- Resources (company operating environment/infrastructure management/performance appraisal/personnel turnover)

Looking ahead, we will continue to refine our quantitative risk-assessment models to improve sensitivity in identifying high-impact, low-probability risks. We will also strengthen mechanisms for cross-departmental risk-information sharing and enhance coordination across functions to respond more effectively to emerging risks. Requirements for risk-and-opportunity management will be further embedded into operational procedures across all business units, helping deepen company-wide risk awareness and providing solid support for achieving SGMICRO's annual operational objectives.



Business Ethics

SGMICRO is guided by the principles of authenticity, compliance, resilience, and sustainability, with authentic data and legally compliant operations. We crack down on commercial bribery and oppose unfair competition. We comply with all relevant laws and regulations to maintain a fair, equitable, and competitively open commercial environment. Our products and services of superior quality combined with an excellent reputation, enable SGMICRO to continue securing new business opportunities.

Integrity and Honesty

In accordance with strict integrity guidelines, we have developed policies such as the Integrity and Anti-Corruption Management Standards, and are committed to strict compliance with applicable anti-bribery and anti-corruption laws and regulations. We prohibit any form of bribery, corruption, embezzlement, extortion, misappropriation of funds, or any related conduct to ensure the smooth operation of the company. All employees are required to refrain from promising, offering, giving, granting, or accepting any improper and illicit benefits.

Multi-Dimensional Integrity and Anti-Corruption Initiatives

Establishment of Supervisory Management Institutions

The Audit Committee, established under the Board of Directors, adheres to relevant laws and regulations while overseeing business ethics and corruption issues. It promotes a system of integrity, enhances SGMICRO's capacity for legal governance, and standardizes the management of business ethics in the company.

Promotion of Integrity and Honesty Management

Every year, SGMICRO organizes activities to promote integrity and honesty management concepts to business partners who have direct business dealings with the company, ensuring that they comply with the integrity and honesty management standards and relevant regulations. Business partners of the company all have signed the Commitment to Integrity and Honesty.

Integrity and Honesty Management Training

We conduct regular integrity and compliance management training for employees, reinforcing their understanding of business conduct and principles. During orientation, new employees gain a deep understanding of the company's Integrity and Honesty Management Standards, which apply to all employees of SGMICRO and its direct and indirect subsidiaries and branches.

Annual Integrity and Honesty Management Audit

Relevant departments of the company organize annual integrity and honesty management audits, encompassing all employees and business partners who have direct business dealings with SGMICRO. The Annual Integrity and Honesty Management Audit Report is released following a comprehensive evaluation and analysis process.

We require all marketing and procurement personnel to sign the Integrity Commitment Letter, strictly adhering to prohibited conduct regulations on integrity, including: prohibition on soliciting or accepting cash, securities, payment instruments, or other valuable items in any form from business partners, or having them pay for any goods or services; prohibition on directly or indirectly offering, promising, or providing any payment or item of value to government officials/employees, political candidates, or employees/officials of international organizations to obtain or retain business or any improper advantage.

Whistleblowing and Protection Mechanism

SGMICRO consistently clarifies requirements for standardized operations, anti-corruption, and fair trade, creating an internal environment of strong business ethics. We rigorously implement integrity and compliance management into all business activities. Employees and partners who discover any illegal or non-compliant behavior with the company's business ethical standards can promptly lodge complaints through dedicated channels. SGMICRO protects whistleblowers, ensures their identities remain confidential, and maintains channels and policies of open communication. Employees and partners can express their compliance concerns through dedicated channels, whether anonymously or identified. Complaints are investigated and any retaliatory actions or threats against whistleblowers are strictly prohibited. The company will take appropriate disciplinary action against any violation, including but not limited to, termination of employment contracts and pursuing legal liability.

-  Email: informer@sg-micro.com
-  Dedicated phone line: 010-88825983
-  Mailing address: F11, Building D, No. 87, North Third Ring Road, Haidian District, Beijing, China

Information Security

Our goal is to build a safe and stable corporate network environment, proactively apply advanced security protection technologies, adapt disciplined management approaches to build a rigorous and efficient Information Security Management System (ISMS). Simultaneously, we actively promote the establishment and improvement of risk assessment mechanisms, accurately predict potential security risks, and take efficient preventive measures to ensure the long-term security of our corporate information systems.

Management systems

The company strictly complies with relevant national laws and regulations of China, such as the *Cyber security Law*, the *Data Security Law*, and the *Personal Information Protection Law*, using the ISO/IEC 27001 Information Security Management System as the policy benchmark. Based on industry characteristics and our operational needs, we have established an Information Security Management Committee and dedicated working groups to develop systematic management policies and build a comprehensive information security management System (ISMS). Through ongoing information-security initiatives, we continue to enhance our cybersecurity defense system.

In 2025, we refined our internal policies, particularly those related to data protection, by aligning them with the latest laws and regulations and adapting them to our operational context. These updates ensure full coverage of business-related data across the company. We defined clear security requirements for each stage of data handling, ensuring that policy execution remains aligned with business development needs and security requirements.

By developing innovative security solutions, we further strengthen our cybersecurity safeguards and have established a multi-layered protection system that spans hardware and software, perimeter defenses and internal controls; thus providing strong support for stable and secure business operations. At the time of this report, the company has seen no information security incidents.

Information Security Protection Measures

Awareness and Training

We regularly send out reminders to help employees prevent phishing emails, enhancing their cybersecurity awareness and response capabilities.

We provide cybersecurity awareness training for all employees through online lectures and video tutorials.

Additionally, our IT team receives specialized security training and regular updates, helping employees at all levels build stronger cybersecurity awareness and improve their ability to respond to security risks.

Endpoint and Security Management

We implement access controls for external and mobile storage devices, restrictions on outbound email, application control, and comprehensive software compliance management.

We implement access control for critical areas, alongside surveillance and IoT device monitoring, to enable automated security incident alerts.

Security Policy Updates

Driven by evolving business needs and technological progress, we keep enhancing our security protection policies and revising our cybersecurity strategies and processes to ensure full alignment with current security standards and applicable regulations.

Emergency Response Drills and Vulnerability Scanning

We regularly conduct cybersecurity emergency drills to validate the effectiveness of incident response plans, enhancing our IT team's ability to react and collaborate during incidents.

Additionally, we perform routine security vulnerability scans of our systems to promptly identify and remediate potential system security risks.

Network Isolation and Monitoring

We maintain strict segregation between our office and R&D networks, with VPN access and robust controls and auditing for all data transmissions.

We conduct real-time monitoring of our network systems and enable automated alerts to ensure that any faults or anomalies are promptly detected.

Supervision and Audit

We conduct regular audits of data management practices across all departments to ensure data compliance and security.

We engage third-party auditors to verify the effectiveness of our IT system and resource security controls.

2025 Annual Performance

- Conducted cybersecurity awareness training for all employees, achieving 100% coverage.
- Organized cybersecurity emergency response drills simulating scenarios such as "system outages" and "cyberattacks," with a 100% completion rate for all response actions.



Case

Information Security Training

In 2025, the company conducted multiple rounds of specialized training on information security, covering detailed interpretations of relevant policies, practical case studies, and common issues. These efforts continuously strengthened employees' awareness of information security and enhanced their practical capabilities in data protection, thereby building a solid defense for the company's information security. In addition, the company launched an information security examination system to assess training outcomes, achieving a pass rate of 98.5%.

Data Protection

To address increasingly complex challenges in information and data security, the company has established a dual-driven protection mechanism integrating both institutional and technological safeguards. We rigorously comply with national laws, regulations, and industry standards to ensure the secure storage and use of information, protect corporate assets from unauthorized access or attacks, and minimize compliance and operational risks.

We place strong emphasis on customer data security by always improving internal management measures, strengthening customer information protection mechanisms, and standardizing the compliant access, use, and storage of customer data. Furthermore, the company conducts periodic information security awareness training for all employees to ensure strict adherence to relevant legal and regulatory requirements.

A high-speed train, white with blue accents, is crossing a long bridge over a body of water. The scene is set during sunset or sunrise, with a warm orange glow on the horizon and a sky filled with soft, blue and white clouds. The train's reflection is visible in the calm water below. In the top right corner, there is a small, light blue icon of a house with a chimney.

Innovation and R&D

SGMICRO is dedicated to the research and development of advanced analog chips. Through iterative innovation, we deliver a comprehensive portfolio of high-performance, high-quality analog integrated circuits. Our commitment to superior product engineering and efficient customer service has established SGMICRO as a trusted partner for leading global enterprises.

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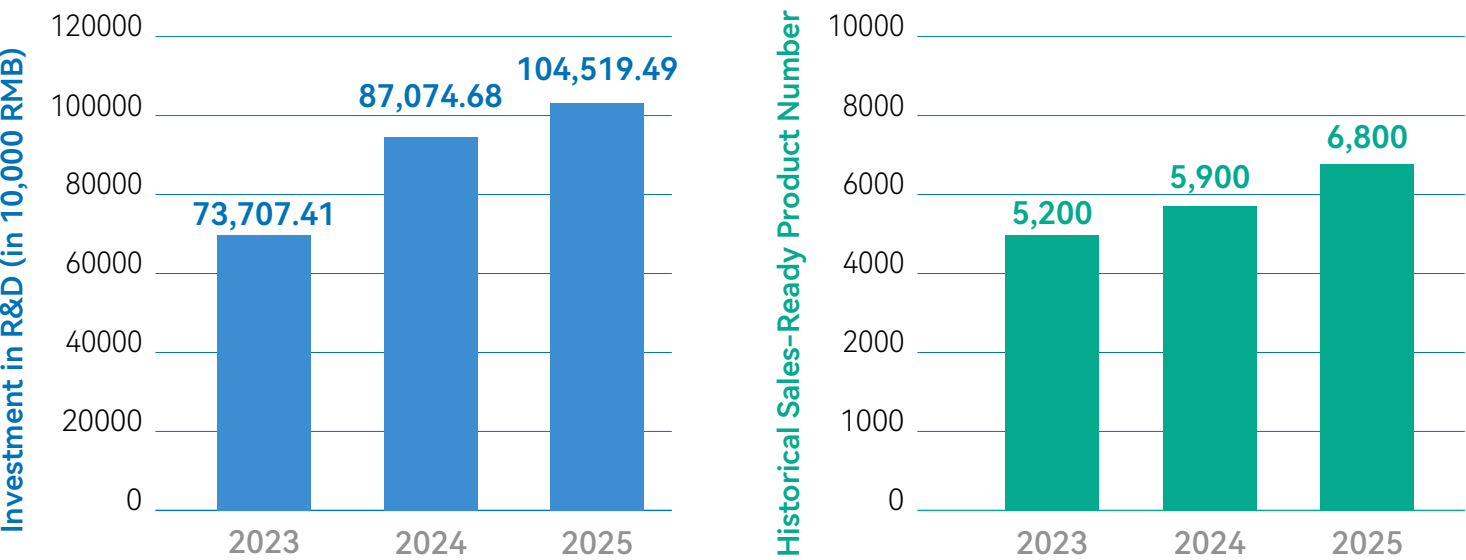
Research, Development and Innovation

Research and development (R&D) and innovation form the cornerstone of our company's sustained growth. We view product R&D capabilities as our most critical core competency and have established a comprehensive R&D management system and processes. Since our inception, we have consistently pursued an independent, innovation-driven technical development strategy. With technical innovation at our core, we continuously increase R&D investment, accumulating numerous critical core technologies. Concurrently, based on market trends, customer demands, and predictions of future technological shifts, we proactively conduct technological research and product planning. This allows us to anticipate changes in end-user demand, strategically position ourselves for growth opportunities, and promptly deliver competitive products to our target markets. While ensuring the application of existing product technologies, we actively pursue next-generation innovations.

Investment on R&D

The ongoing R&D investment continues to increase and has resulted in the rapid expansion of our technical team and significantly bolstered our technological capabilities. We take pride in independently developing a wide range of core technologies. Leveraging these cutting-edge technologies, SGMICRO continues to expand our product portfolio in response to market demand, successfully introducing a series of products characterized by diversity, completeness, and refined segmentation.

In fiscal year 2025, our R&D investment totaled 1.045 billion RMB, representing a 26.81% share of total revenue for the period. This marks an 20.03% increase in R&D investment compared to the previous year. This significant investment has yielded strong results, as evidenced by our expanded portfolio of nearly 900 part numbers. This demonstrates the effectiveness of our R&D efforts in broadening our product matrix.



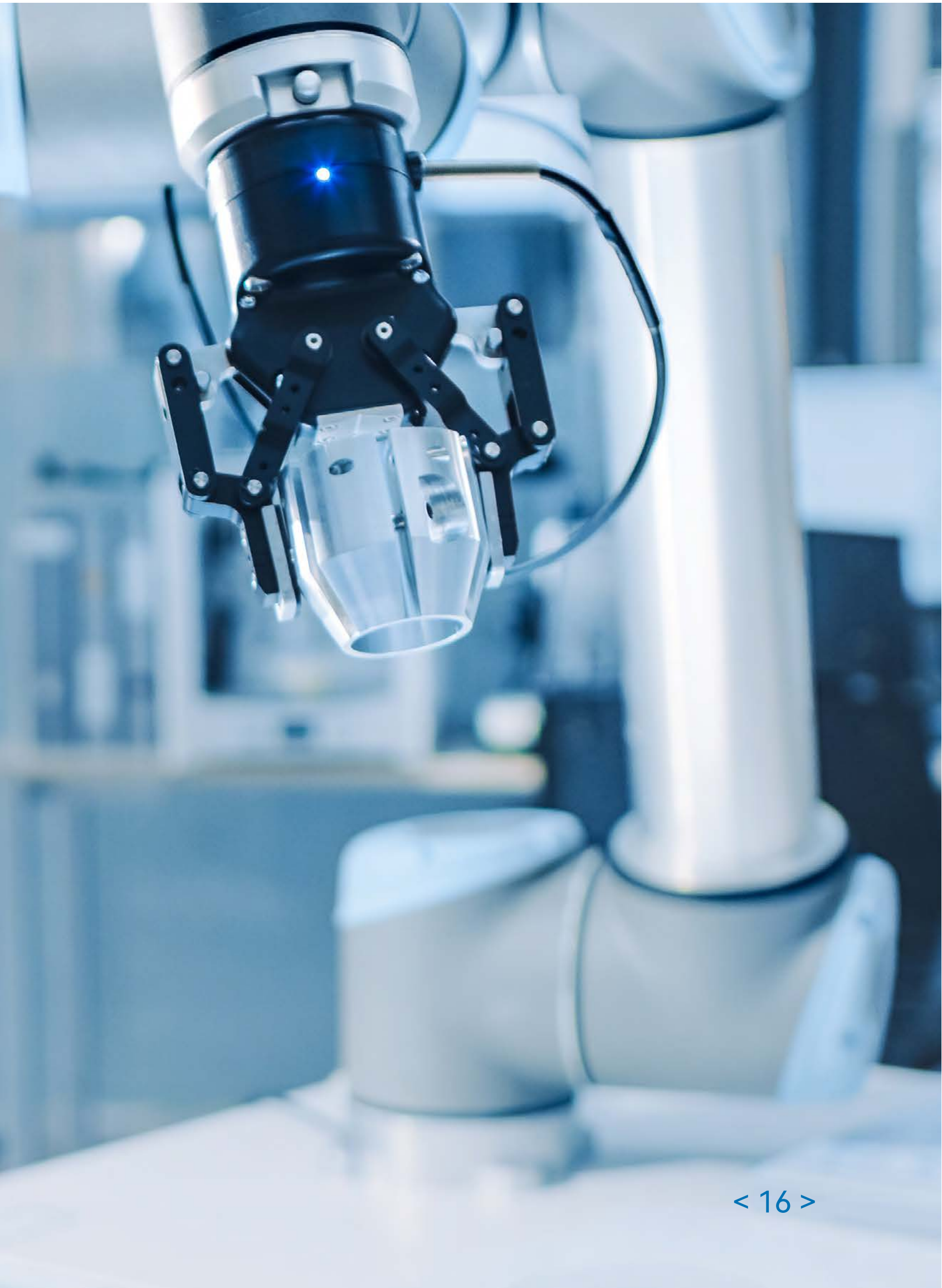
To manage the R&D projects efficiently, we are continuously enhancing our R&D management system through the optimization and upgrade of our specialized R&D management software. In advancing its innovation and R&D management framework, the company pursues independent innovation and steadily increases R&D investment to build a strong foundation of core technologies. By strengthening efficient communication channels with customers, SGMICRO gains a deeper understanding of their evolving needs and adjusts our market strategies accordingly, ensuring the delivery of competitive products and solutions. We are also cultivating a forward-looking pipeline of new technologies and products to reinforce our long-term competitiveness.

R&D Team

The construction and cultivation of our talent pool have always been a strategic priority at the company. We are dedicated to nurturing outstanding professionals who resonate with our corporate culture and core values. We actively attract talent through a wide variety of channels. The size of our R&D team continued to expand, with 1,335 R&D personnel, accounting for 72.75% of our total employees. Of these, 751 individuals hold master's degrees or above, which comprise 56.25% of the total R&D personnel, providing solid technical support for long-term development.

2025 Performance:

R&D Personnel **1,335**
Increase from Last Year's Number **151**
Increase from Last Year's Number **12.75**



Intellectual Property System

The Company strictly abides by relevant laws, regulations and standards including the Patent Law of the People's Republic of China, the Implementing Rules of the Patent Law of the People's Republic of China, the Trademark Law of the People's Republic of China and the Specifications for Enterprise Intellectual Property Management. It has established a sound intellectual property management system to provide strong support for sustainable innovation and market competitiveness. During the reporting period, the Company continuously strengthened its IP management system to guard against intellectual property risks.

Protection of Intellectual Property

SGMICRO prioritizes the protection of its intellectual property in accordance with its management philosophy. The company follows the Intellectual Property Management Work Manual, which is customized to fit its specific characteristics and the integrated circuit industry. These principles ensure that intellectual property matters are handled properly, effectively, systematically, accurately, and promptly. The guidelines set expectations to standardize the intellectual property workflow and enhance company-wide awareness of intellectual property protection. As of the report, the company continues to advance the application and strategic organization of intellectual property rights, focusing on building an intellectual property portfolio centered around patents covering a wide array of technologies. At the time of this report, the company continued to advance the application and strategic development of intellectual property rights, building an intellectual property portfolio primarily centered on patents.

Protection of Intellectual Property

Risk Prevention in Advance: Strengthen Inquiry and Early Warning Mechanisms

Strengthen Patent Early Warning: Establish a dynamic monitoring mechanism, conduct patent intelligence analysis on core industrial technologies, and identify potential infringement risks in advance.

Improve IP Search Procedures: Conduct rigorous background checks on trademarks, patents and other intellectual property rights prior to R&D and product launch to avoid infringement risks.

Intellectual Property Strategy and Deployment: Defining Protection Scope and Approach

Precisely Select Protection Strategies: Adopt different forms of protection including invention patents, utility model patents, design patents and trade secrets flexibly according to technical characteristics and commercial value.

Effectively Protect Innovation Achievements: Reasonably define the protection scope of patent claims to ensure core innovations receive solid and sufficient legal protection.

Awareness and Capacity Enhancement: Launch Intellectual Property Training

Popularize Company-wide Awareness: Elevate all employees' awareness of IP protection through regular training sessions.

Improve Practical Application Capabilities: Deepen employees' understanding of intellectual property knowledge and enhance their practical application capabilities.

Business Cooperation Standardization: Clarify Ownership Rights and Confidentiality Obligations

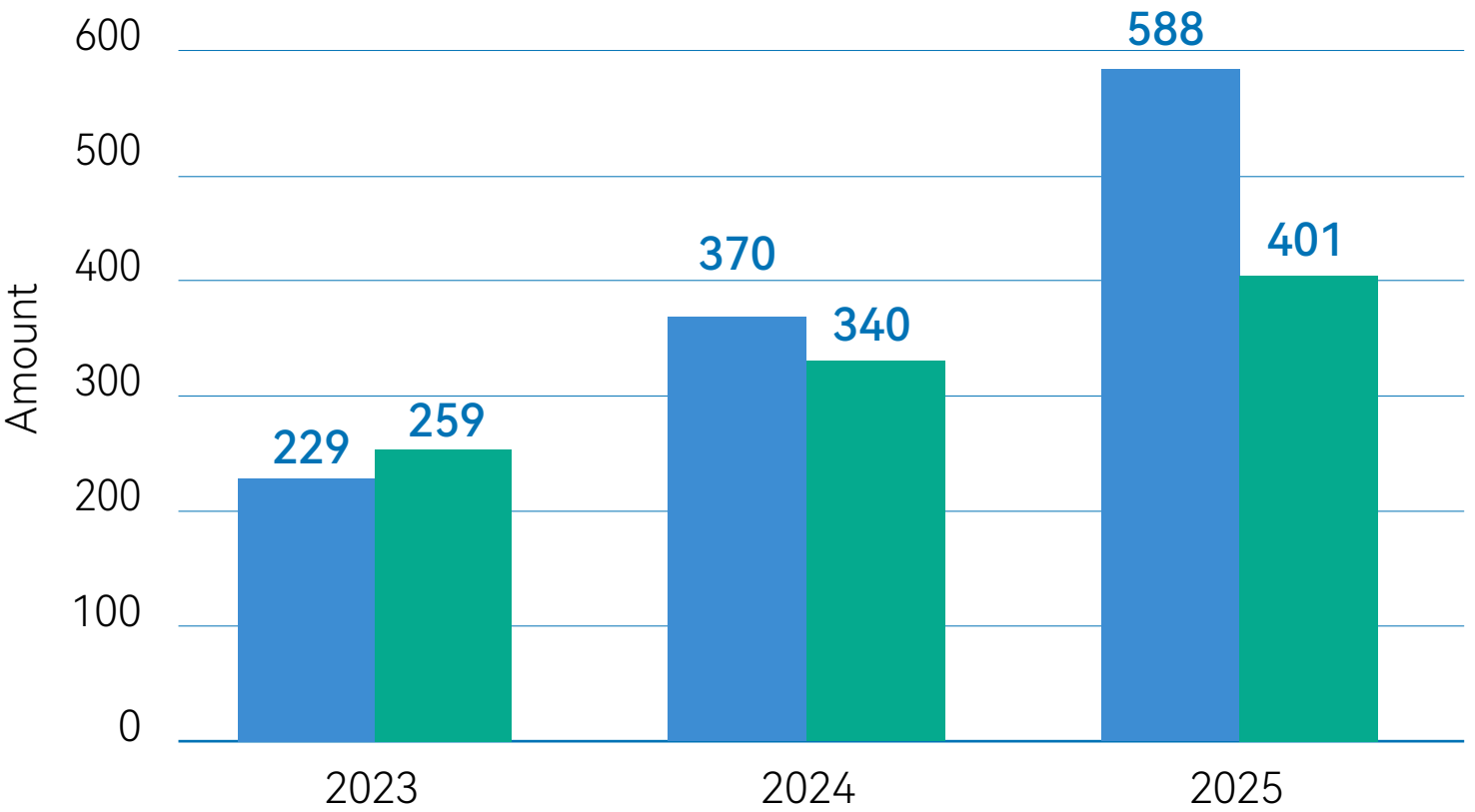
Sign Confidentiality Agreements: Sign confidentiality agreements with relevant parties prior to business cooperation initiation to clarify the confidentiality obligations of all parties.

Define Ownership Rights: Clearly stipulate the ownership and right to use intellectual property in contracts to prevent subsequent disputes arising from unclear ownership.

In 2025, SGMICRO comprehensively upgraded our patent strategy, continued to refine the internal IP management system, and organized patent strategy upgrade training to strengthen company-wide IP protection awareness and enhance our core competitiveness. These incentive schemes are regularly updated, emphasizing innovation the driving force behind our ongoing development. Our patent portfolio continues to expand. Our patent portfolio continues to expand. At the time of the report, the number of patents held by the company further increased.

Numbers of Intellectual Property Rights 2023-2025 (Disclosure Items)

■ Total Number of Granted Patents
■ Total Number of Registered IC Layout Design Registration Certificates

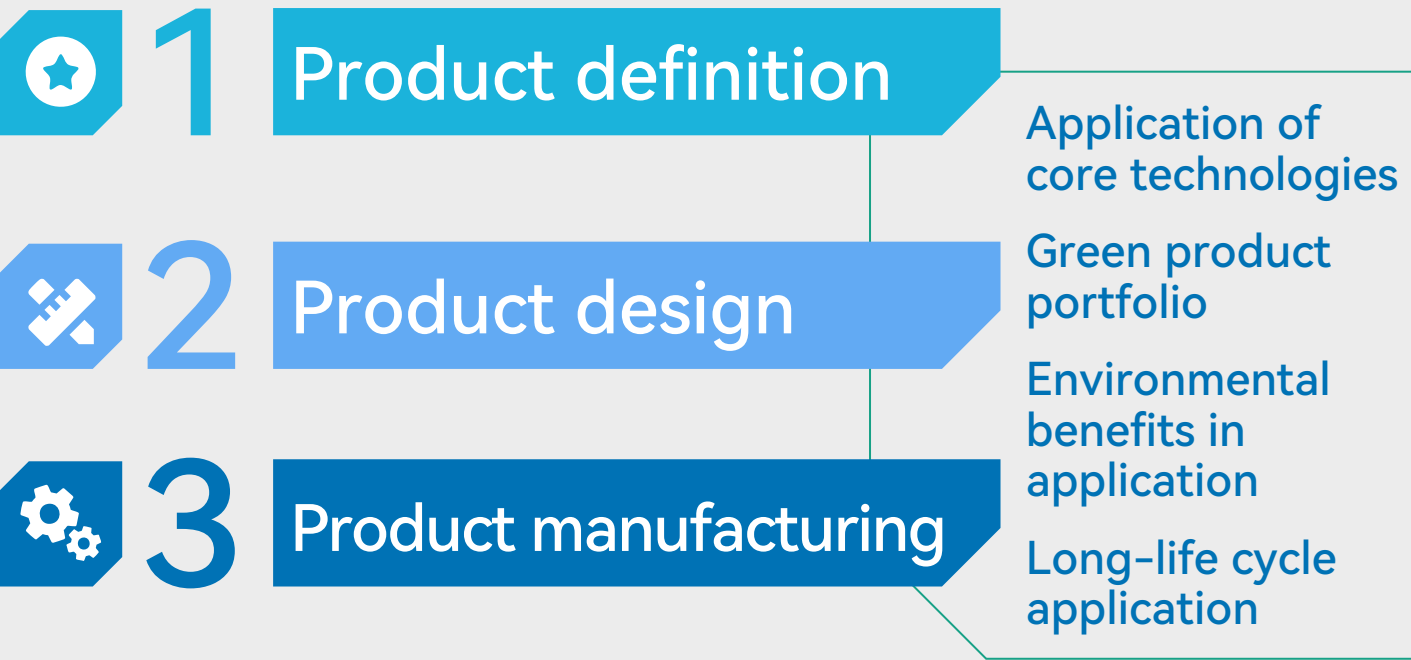


Disclosure Items	Total Number of Granted Patents	Total Number of Registered IC Layout Design Registration Certificates
2023	229	259
2024	370	340
2025	588	401

A Closer Look: Green R&D and Innovation

As an analog integrated circuit company committed to continuous improvement, green research and development isn't just a core driver of our technological innovation; it's also our unwavering commitment and contribution to building a greener planet. As the company expands, our products are increasingly integrated into a wide range of industrial and consumer electronics applications. From the initial stages of product development, we strive to embed environmental protection principles into every process. Each product we create reflects our deep consideration for environmental sustainability, aiming to minimize resource consumption and waste. This approach demonstrates our active response to the industry's trend toward green and low-carbon development.

We have always adhered to the philosophy of "prioritizing energy conservation, emission reduction, and environmentally sustainable development" in all our R&D activities. We uphold our commitment to green R&D throughout the entire lifecycle of each chip, from definition and design to manufacturing. In the initial product definition phase, we focus on parameters such as low energy consumption, compact size, and simplified processes. During the circuit design stage, we emphasize reducing overall chip power consumption across various states, minimizing chip area, decreasing chip layer count, and enhancing product reliability and lifespan. For the chip manufacturing process, we maintain close communication with our foundry partners to ensure compliance in raw material selection and to monitor the environmental impact of production. These measures enable our products to achieve optimal energy conservation and emission reduction, simultaneously conserving raw materials and reducing wastewater, gas, and solid waste emissions during production. Concurrently, the superior performance, quality, and market alignment of our products contribute to a longer product lifecycle. This, in turn, extends the lifespan of our customers' end products, consequently reducing electronic waste from devices, as well as packaging waste, thereby alleviating environmental pressures.



Green R&D and Opportunities

SGMICRO integrates sustainable development into its innovation practices, actively promoting the research and development of green, low-carbon technologies to create energy-efficient products. Concurrently, the company is seizing new opportunities in green applications to provide customers with solutions for efficient energy utilization, meeting the growing demand for intelligent living and environmental sustainability.

SGMICRO has incorporated energy consumption reduction design principles in its analog IC design across various categories.

Efficiency, low power consumption, and miniaturization are important trends in IC development, particularly within the analog chip domain. These are also SGMICRO's areas of expertise. Through years of targeted independent research and development, SGMICRO has developed technologies, intellectual property, and products in areas including chip power reduction, enhanced power conversion efficiency, process optimization, and chip size reduction. These include ultra-low power operational amplifiers, comparators, low-dropout regulators (LDO), Buck-Boost DC/DC converters, power solutions for AMOLED displays, integrated power modules. These products utilize innovative power conversion circuit architectures, low-power circuit designs, smart dynamic power control technologies, and more compact packaging technologies that significantly enhance power conversion efficiency while reducing energy consumption and raw material usage. The application of these advanced technologies strengthens the market competitiveness of the company's products and provides customers with lower-power, more energy-efficient, and environmentally friendly solutions. These solutions help extend standby time and overall battery life for smart devices, contributing to commercial performance and environmental impact.

Our products are extensively employed in energy conservation and environmental protection, facilitating the across-the-board adoption and rapid development of various green and energy-efficient products.

Global climate change presents both challenges and opportunities. As we address this challenge, humanity is compelled to explore and adopt low-carbon and sustainable development models. Emerging sectors such as clean energy and energy-saving environmental protection offer unprecedented development opportunities. There is a new impetus for economic growth as well as effective means to address environmental issues. Semiconductor technology, as the cornerstone of modern society, plays a crucial role in driving the development of green technology. In response to these opportunities, the company began laying out innovative products for applications in the new energy and green energy sectors many years ago. Collaborating with relevant end-product manufacturers, we have launched multiple next-generation analog IC products for energy conservation and environmental protection in various applications, such as photovoltaic energy storage, lithium battery manufacturing and management, automation in applications, new energy vehicles, and third-generation semiconductors. These efforts contribute to the widespread adoption and rapid development of various green and energy-efficient products, providing a more environmentally friendly and efficient experience for our lives. Furthermore, they contribute to improving the Earth's environment and human sustainable development.

Case

Ultra-Low-Power Buck Converter

SGMICRO has introduced an ultra-low-power DC/DC buck converter designed for battery-powered IoT devices requiring minimal standby power. The converter features an ultra-low quiescent current of just 60nA and a light-load efficiency exceeding 80%, ensuring a long-lasting and stable power supply. To support product miniaturization, it is housed in a compact, eco-friendly WLCSP (0.89 × 1.19-6B) package and requires only four external components. This highly efficient design ultimately helps reduce carbon footprints.

Case

Highly Integrated, High-Frequency Buck Power Module

The company has launched a highly integrated, high-frequency buck power module housed in a compact, eco-friendly 10-pin EMSIP package (2 mm × 2.5 mm × 1.27 mm). By combining a synchronous buck converter and an inductor into a single module, this design minimizes external components and reduces resource consumption. For maximum efficiency, the module features a Power Saving Mode (PSM) optimized for light loads, drawing a typical quiescent current of just 5.7 μA. This ultra-low power consumption significantly extends the standby time of battery-powered devices. Compact, reliable, and easy to integrate, this module is an ideal, energy-efficient solution for space-constrained buck applications.

Industrial Exchange and Cooperation

SGMICRO has always adhered to an open, collaborative, and mutually beneficial development philosophy, actively contributing to the growth of the industry ecosystem. Beyond active participation in industry exhibitions and events, we drive in-depth participation in industry associations and high-level conferences. SGMICRO has led or contributed to the development of multiple national and international standards. Through these efforts, the company is committed to building channels for information exchange across enterprises and working with partners to jointly advance the prosperity and development of the industry.

Industry Collaborations (some):

Serial Number	Industry Association/Union	Title
1	China Semiconductor Industry Association	Member
2	Integrated Circuit Design Innovation Alliance	Director
3	China Automotive Chip Industry Innovation Strategic Alliance	Director
4	Beijing Semiconductor Industry Association	Member
5	Automotive Electronics Industry Alliance	Member
6	Shanghai Integrated Circuit Industry Association	Director
7	Shanghai Automotive Chip Industry Alliance	Member
8	Shenzhen Semiconductor Industry Association	Member



Strict Quality Control

SGMICRO offers high-performance, quality analog IC products. A stringent quality assurance system meets top industry standards, ensuring each product is thoroughly tested for consistency and reliability. We foster a "zero-defect" quality culture, guiding all employees to embrace it as a conscientious daily practice. SGMICRO implements our quality policy across all stages of the supply chain, establishing rigorous product quality standards and management processes to ensure high production efficiency and reliable product performance. By placing customer needs at the forefront, the company continuously enhances service quality.

Advanced Technology

By leveraging globally leading technologies and continuous development efforts, we have expanded our market share with advanced, high-performance products, thereby bolstering the overall strength of our company.

Customer Satisfaction

Maintaining consistent high product quality is essential for ensuring customer satisfaction, while simultaneously striving for continuous improvement.



Reliable Quality

Strive to create reliable and consistent products, with a focus on achieving the highest level of quality and reliability.

Continuous Improvement

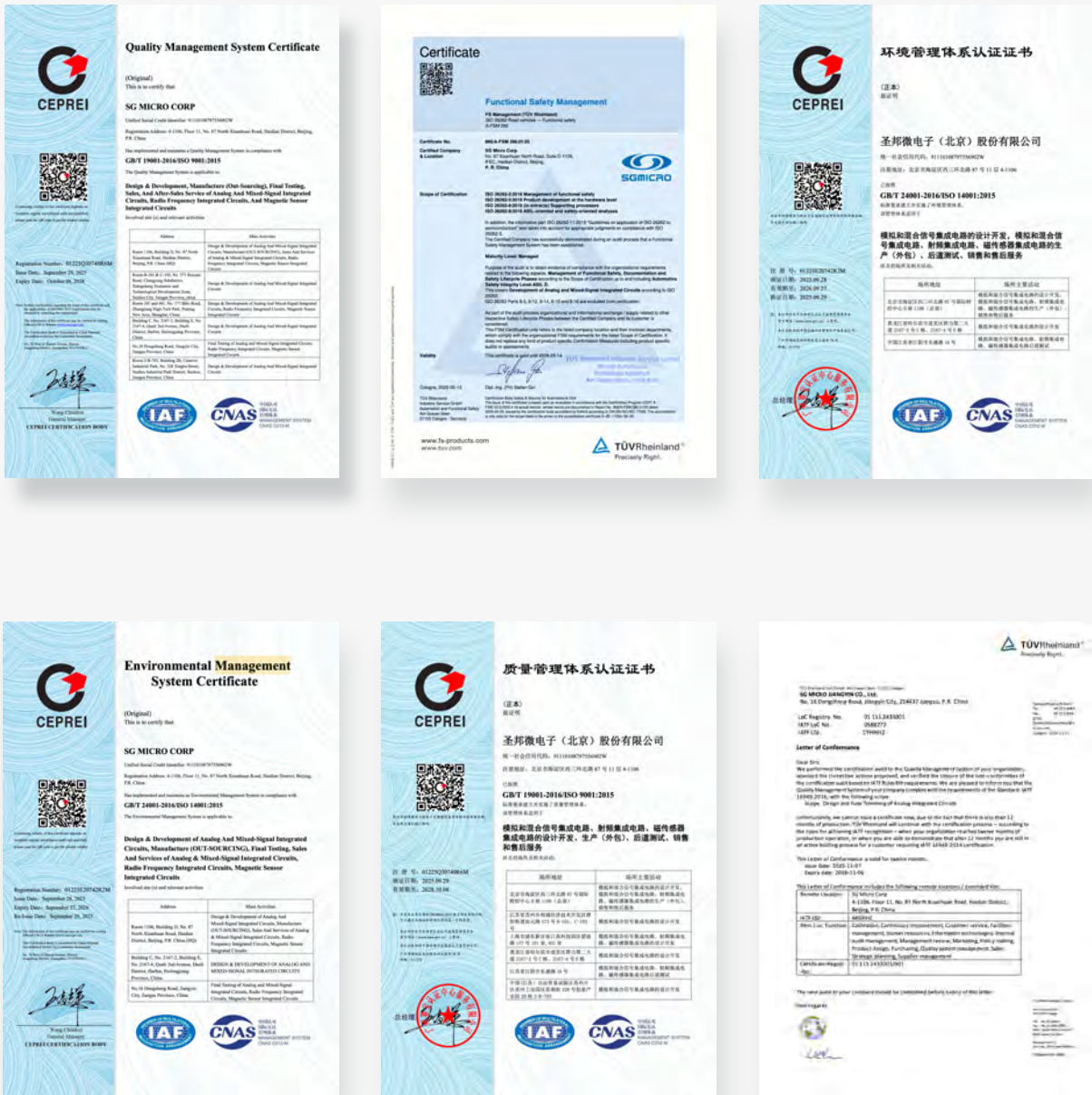
The quality management system, refined over time, ensures continuous product quality improvements—a foundational element of our growth.

Quality System

We have implemented a comprehensive quality assurance policy in accordance with the Product Quality Law of the People's Republic of China and other relevant specifications, adhering to the highest industry standards. Our guiding principles encompass "advanced technology, reliable quality, customer satisfaction, and continuous improvement". Rigorous quality assessments are conducted on every product to ensure its quality and reliability. We preferentially select wafer foundries and assembly & test factories with the highest reliability and yield rates. Additionally, every new product undergoes stringent testing against the highest standards to uphold the utmost quality and reliability, allowing us to guarantee our product quality while continually expanding our product lines.

Strict product quality standards and quality management processes are established to oversee product design, production, and sales comprehensively. Rigorous tests are carried out before product warehousing and shipment. Moreover, the company diligently monitors crucial elements such as design standards, manufacturing methods, production workflows, and testing protocols to consistently enhance product quality and bolster resilience against external factors. This approach ensures both high production efficiency and consistent product quality.

In 2025, we further embedded quality management into our strategic planning, aligning closely with high-quality development priorities. We advanced both quality management and supply-chain resilience. Guided by the differentiated needs of customers across various application sectors, we established a full-process service system that strengthens our end-to-end quality assurance capabilities. At the time of the report, our management systems achieved several important milestones. We maintained the validity of our ISO 26262 certification in automotive functional safety, expanded our testing capabilities with ISO/IEC 17025 laboratory accreditation, and obtained the IATF 16949 Letter of Conformance for automotive supply-chain quality management. In addition, we completed the expansion and upgrade of our ISO 9001 Quality Management and ISO 14001 Environmental Management System, bringing more subsidiaries under unified system coverage. These enhancements have resulted in an internationalized compliance framework spanning four key dimensions: quality control, environmental management, laboratory testing, and functional safety, providing the institutional foundation and management assurance for the company's long-term stability and continuous operational improvement.



Customer Service

The company upholds a customer-first philosophy, prioritizing the fulfillment of customer needs, enhancing service quality, and striving to deliver high-quality products and comprehensive solutions. Our distribution strategy primarily leverages product distribution channels, complemented by direct sales. This decision aligns with industry standards and SGMICRO's unique circumstances. By adopting this approach, we effectively reach a broad spectrum of end customers, enhance sales channel efficiency, expand our customer base, and promote our products.

To enhance customer satisfaction, we have established a technical support team composed of senior experts to provide comprehensive responses to customers' diverse needs. SGMICRO upholds a communication philosophy rooted in integrity, transparency, and efficiency, ensuring rapid response and close follow-up to customer quality requirements while providing accurate and direct technical support and solutions.

To further enhance the effectiveness of customer feedback handling, the company continues to improve our *Customer Feedback Handling Specification*, clearly defining the primary responsible party for each customer issue and standardizing procedures, response measures, timelines, escalation mechanisms, and closed-loop management requirements. These measures ensure that every piece of customer feedback receives timely, professional, and efficient resolution. The company also conducts ongoing customer satisfaction surveys and, in response to customer suggestions for improvement, proactively engages in communication, responds promptly, and puts plans into action.

Performance

At the time of the report, the customer satisfaction score reached

92.88%



Responsible Procurement

SGMICRO's powerful and reliable supply chain is a key competitive advantage. We maintain close cooperation with our suppliers, having established a standardized process for supplier onboarding and evaluation. Our categorized supplier management approach optimizes oversight, reduces costs, and enhances supplier value. Adhering to our sustainable development philosophy, we integrate critical factors such as product quality management, environmental protection, and social responsibility into our supplier evaluation system. SGMICRO is firmly committed to avoiding conflict minerals and actively promotes sustainable development throughout the entire industry supply chain.

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Build a Sustainable Supply Chain

Sustainable Supply Chain

Our company regularly reviews and updates its risk and opportunity assessment criteria. We conduct various risk assessments for our suppliers, developing corresponding mitigation strategies. Furthermore, through our business continuity management protocols, we clearly define our business continuity management structure and policies.

To ensure uninterrupted supply, we've established and refined a business continuity assurance system, regularly assessing risks of operational disruption. Our proactive measures to prevent supply chain disruptions include: introducing secondary suppliers for production-related partners based on process types, mandating suppliers to establish business continuity plans, and stipulating safety stock requirements for materials.

Supplier Management

Our supplier management process covers risk assessment, onboarding reviews, agreement signing, regular evaluations, ad-hoc audits, and annual audits.

Risk Assessment	We evaluate new suppliers across multiple dimensions, drawing upon international standards such as ISO9001, IATF16949, and ISO14001. This assessment leverages management systems like ISO14001, QC080000, and ISO45001.
Onboarding Reviews	Critically, during the initial onboarding phase and on-site audits of new suppliers, we consistently include environmental and social responsibility criteria. These factors directly influence the supplier's score and overall evaluation outcome.
Agreement Signing	We sign codes of conduct and other relevant agreements with suppliers, requiring them to carry out thorough due diligence on their supply chains to ensure full compliance with laws and regulations during their business with our company. The areas included in due diligence are, but not limited to, labor rights, health and safety, environment and hazardous substances, ethical standards, business continuity, and information security.
Regular Evaluations	We conduct regular performance evaluations that include environmental and social-responsibility criteria, issue warnings to low-scoring suppliers, and require corrective actions to be completed within defined timelines.
Ad-hoc Audits	Suppliers commits to ensuring that all business transactions are transparent and accurately reflected in its accounting books and records, and to guaranteeing the transparency, impartiality, and fairness of the procurement process. We continuously optimize our procedures, conducting periodic supplier audits to ensure compliance with integrity requirements.
Annual Audits	SGMICRO conducts annual audits of suppliers to promote social responsibility, emphasizing transparency and integrity. We require suppliers to comply with legal standards, uphold ethical business conduct, follow human rights regulations, and avoid forced or child labor. Suppliers must also avoid conflict minerals and meet environmental standards. Suppliers that repeatedly fail to meet our standards are removed from our approved supplier list.



Review of Suppliers' Social Responsibilities

At the time of the report, the company found no significant illegal or non-compliant activities within its procurement processes. Our suppliers maintained ecological, social, and quality certifications as listed below:

Category	Certification	Percentage of certified suppliers
Environment	ISO 14001 Environmental Management Systems	100%
	QC 080000 Hazardous Substance Process Management System	100%
Society	ISO 45001 Occupational Health and Safety Management System	100%
Quality	ISO 9001 Quality Management	100%
	IATF 16949 Automotive Quality Management System	100%

Performance:

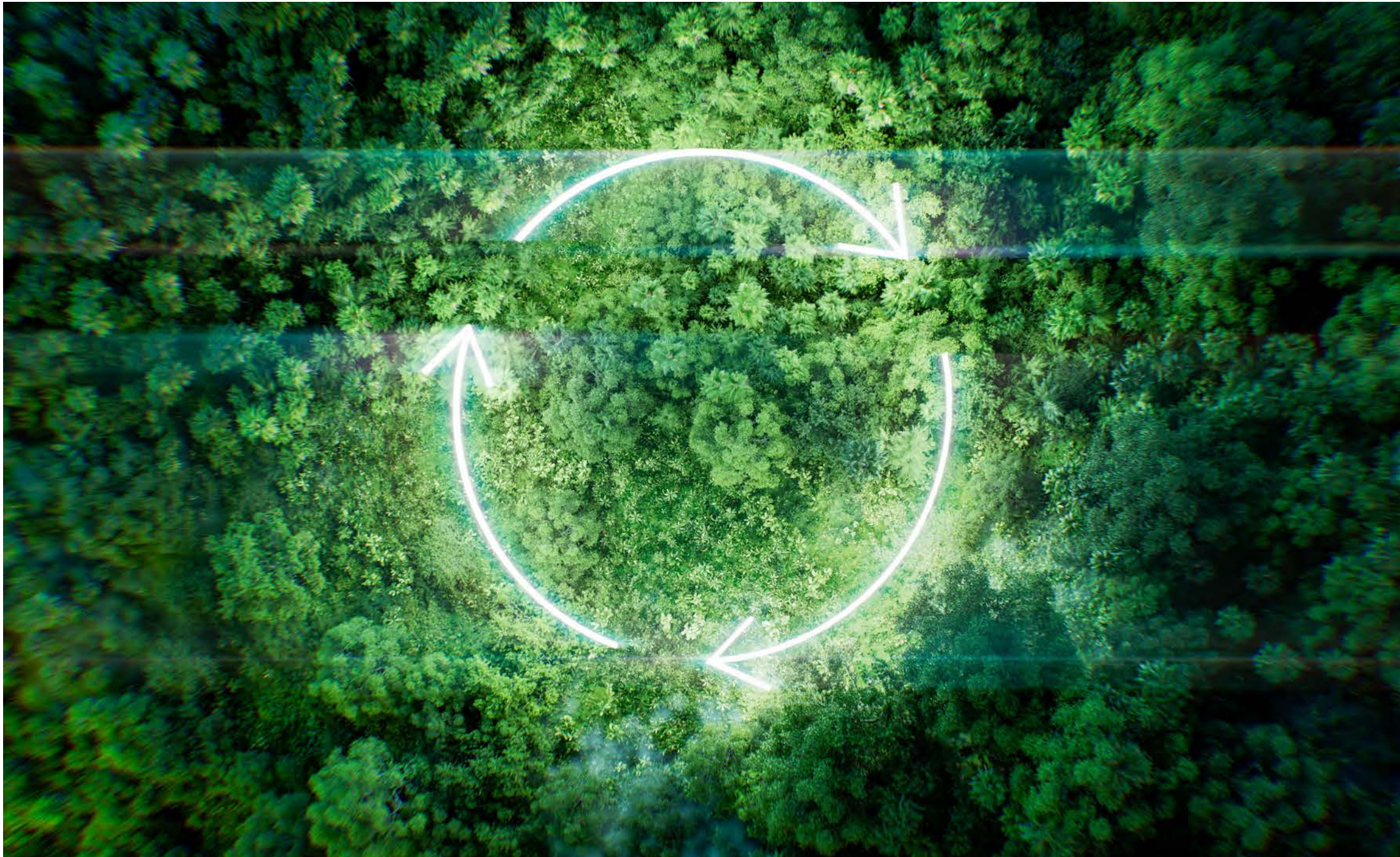
- The percentage of new suppliers that were screened based on environmental criteria: **100%**
- The percentage of new suppliers that were screened based on social criteria: **100%**
- The number of suppliers identified as having actual or potential significant negative social impacts: 0
- The number of suppliers identified as having actual or potential significant negative environmental impacts: 0

Green Sourcing

SGMICRO actively upholds its commitment to a green supply chain. Across all stages, from raw material selection to wafer manufacturing and packaging & testing, we rigorously require our supply chain partners to adhere to stringent green environmental standards. They must provide the latest third-party test reports for raw materials and products, ensuring full compliance with environmental protection laws, regulations, and certification standards. This minimizes the environmental impact throughout the chip's full life cycle in production, usage, and post-disposal phases.

The company actively encourages and supports its suppliers in implementing sustainable practices. We prioritize suppliers with commitments to low-carbon operation and low emissions, minimizing environmental and climate impact with partners upstream and downstream.

In our product packaging and information-delivery processes, we put green and low-carbon principles into practice: We prioritize biodegradable and recyclable materials for external packaging. We reduce resource consumption by digitizing product documentation through barcode scanning and online transmission. We label both internal and external product components with environmental markings to ensure compliance with international standards such as RoHS and REACH.



RoHS Compliance

All our products strictly comply with the *Restriction of Hazardous Substances (RoHS) Directive*. We conduct full-process investigations, verification, and testing to ensure compliance with regulatory timelines and to meet customer requirements.

REACH Compliance

In accordance with EU REACH regulations, we conduct comprehensive substance reviews to confirm that our products contain no volatile or intentionally released substances. For non-EU-exported chemical-related products, the concentration of all Substances of Very High Concern (SVHCs) remains below 0.1%, ensuring full compliance with EU regulatory requirements.

Environmental Requirements for Packagings

We strictly comply with the *Packaging and Packaging Waste Directive (94/62/EC)* and its amendment (2004/12/EC), ensuring that the total concentration of heavy metals, including lead (Pb), cadmium (Cd), mercury (Hg), and hexavalent chromium (Cr6+), does not exceed 100 ppm in packaging materials.

Restricted Substances Management

The company confirms, after thorough investigation of our supply chain, that plastic materials containing red phosphorus or antimony trioxide flame retardants are not used. Furthermore, all products and raw materials do not contain perfluorooctane sulfonate (PFOS), perfluorooctanoic acid (PFOA), C9-C21 perfluorocarboxylic acids (PFCA), perfluorohexanoic acid (PFHxA), and perfluorohexyl sulfonic acid (PFHxS) substances.

Halogen-Free Requirements

We have fully adopted halogen-free materials across all product lines. All qualified halogen-free products are labeled as Pb-free, RoHS compliant, and HF (halogen-free). We can provide complete material composition declarations and third-party test reports to ensure that environmental compliance is fully traceable and verifiable.

Conflict Minerals Management

Our responsible-sourcing framework is built on a strict commitment to eliminating the use of conflict minerals. We have established a comprehensive supply-chain management mechanism for responsible minerals and formulated the *Environmental Restricted Substances Management Specification*, which defines conflict minerals, clarifies control scope, management and traceability methods, and outlines our compliance commitments. We update these requirements dynamically in line with international regulations, industry standards, and customer expectations to ensure full alignment with global responsible-sourcing principles. We have completed supply-chain investigations and disclosures for traditional conflict minerals—tin (Sn), tantalum (Ta), tungsten (W), and gold (Au)—as well as industry-critical minerals such as cobalt and mica. Traceability information, including mineral origins and smelter certifications, is referenced through CMRT/EMRT reports.

During supplier onboarding, we follow the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals and use tools such as the Conflict Minerals Reporting Template (CMRT) developed by the Responsible Minerals Initiative (RMI) to conduct due-diligence assessments. This ensures that minerals contained in products manufactured on our behalf, such as gold, tin, tantalum, and tungsten, are not directly or indirectly sourced from conflict-affected regions. We also require our suppliers to sign an Environmental Agreement, which explicitly mandates compliance with conflict-free sourcing policies in accordance with the Dodd-Frank Act (DRC conflict-free policy). Furthermore, we have established comprehensive processes to ensure traceability of materials.

The company is diligent in constructing a responsible system for sourcing minerals, closely collaborating with upstream and downstream businesses to promote responsible procurement practices. At the time of the report, we have incorporated hazardous-substance control and responsible-mineral sourcing requirements into our supplier onboarding reviews and regular audits as core evaluation criteria, achieving 100% coverage across all suppliers and ensuring product compliance from the source of the supply chain. Audit results confirmed that all suppliers have established and implemented *Conflict-Free Minerals* and have extended conflict-free due-diligence practices to their downstream supply chains, ensuring that key minerals, such as tin (Sn), tantalum (Ta), tungsten (W), gold (Au), cobalt (Co), and mica, are sourced exclusively from non-conflict regions.

We reviewed 147 smelters or refiners associated with the four conflict minerals (3TG: tin, tantalum, tungsten, and gold). Among them, 127 have been certified under the RMAP program or jointly recognized by authoritative bodies such as RMI, LBMA, and RJC. For smelters or refiners that have not obtained certification, we have required suppliers to remove them from the supply chain to ensure that all conflict minerals meet relevant sourcing requirements.

At the time of the report, 100% of the mineral raw materials in our supply chain originated from RMI-recognized smelters and compliant mineral-producing countries. Several key suppliers have also obtained Responsible Business Alliance (RBA) responsible-sourcing certifications, ensuring that our supply chain remains fully traceable and verifiable.

Performance:

- Percentage of the mineral raw materials used by SGMICRO sourced from RMI-certified smelters or countries: **100%**
- Suppliers with hazardous substances and conflict mineral management system: **100%**
- Traceability white list rate: **100%**
- Supplier due diligence rate: **100%**





Green Comes First

In response to the global challenges posed by climate change, SGMICRO puts sustainable-development principles into practice and continues to explore and innovate. We are committed to embedding green-development concepts throughout our entire business and operational processes, focusing on “carbon reduction, water conservation, waste reduction, and energy efficiency” to minimize our environmental impact. Through research and innovation, we advance green, low-carbon technologies to support industry sustainability.

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Environmental Management Systems

Building Environmental Management Systems

SGMICRO strictly adheres to laws and regulations of the People's Republic of China, including the *Environmental Protection Law*, *Water Pollution Prevention and Control Law*, *Air Pollution Prevention and Control Law*, *Prevention and Control of Environmental Pollution by Solid Wastes Law*, and *Environmental Noise Pollution Prevention and Control Law*. Upholding a green development philosophy, we actively support China's "carbon neutrality and peak carbon emissions" goals and diligently fulfill our social responsibility for energy conservation and emission reduction.

We advance environmental management through a systematic and standardized approach embedded across all business processes, continuously enhancing our internal environmental management system in accordance with the ISO 14001 standard. In 2025, we updated and refined our *Environmental Management Manual*, further clarifying leadership responsibilities, departmental roles, and pathways for achieving environmental objectives, ensuring that the environmental management system remains closely aligned with the company's strategic direction.

Responsibilities of management in environmental management



Environmental Policy

In setting our environmental objectives, we focus on key dimensions: solid-waste recycling and control rates, noise emissions, electricity consumption, and hazardous-substance management. We issued the *Quality and Environmental Objectives Release Order*, incorporating these targets into the annual management review and establishing a closed-loop mechanism of "Plan-Do-Check-Act". In 2025, our environmental management system continued to operate effectively and successfully passed the annual surveillance audit, providing a solid foundation for the standardization and institutionalization of our environmental management practices.

**Legal compliance**
Compliance with applicable laws, regulations, and other requirements

**Continuous improvement**
Continuous improvement of the environmental management system

**Risk prevention**
Energy conservation, emission reduction, pollution prevention, and control

**Green operation**
Provide the best products and services for green energy customers, and promote a green supply chain

Environmental Monitoring and Awareness

We have established a routine environmental-monitoring mechanism to regularly analyze energy consumption, waste generation, and noise emissions across our operating sites. Any abnormalities trigger immediate investigation and corrective actions to ensure environmental performance remains under control.

For noise management, we strictly comply with GB12348-2008 *Industrial Enterprise Boundary Noise Standards Class III functional areas standards*. We conduct regular maintenance on noise-generating equipment to ensure below 65dB during the day and below 55dB at night (from 10:00 PM to 6:00 AM the next day).

To strengthen environmental awareness among all employees, we leverage the ISO 14001 environmental-management system to deliver comprehensive training, including waste-management programs that promote waste sorting and recycling, helping employees integrate environmental responsibility into daily work practices. In 2025, 100% of the employees participated in environmental protection-related training.

Resource Management and Utilization

Energy Management

Our company actively supports environmental protection by prioritizing the effective and strategic use and science-based management of energy. We integrate these practices into our daily operations and implement energy-saving and emission-reduction policies. This approach not only reduces our environmental impact but also optimizes production structure, thereby enhancing our corporate competitiveness.

Energy-saving and Reduced Consumption in Practice

Enhancing equipment operation and maintenance efficiency:

We standardize equipment-operation management and conduct regular inspections, maintenance, and repairs to eliminate potential faults in a timely manner, ensuring efficient, stable, and safe equipment performance.

Refined energy-consumption management:

The Integrated Management Department tracks and analyzes monthly electricity and water consumption across all operating sites, supported by an anomaly-alert mechanism to ensure timely investigation and resolution of abnormal energy-use patterns.

Employee engagement in energy conservation:

We promote energy-saving behaviors by placing visible reminders on water, electricity, and paper conservation in public areas and reinforcing these messages through training and cultural initiatives, encouraging employees to adopt sustainable habits in daily work.

Standardized air-conditioning energy management:

All office areas are equipped with variable-frequency air-conditioning systems, and we strictly enforce temperature-control standards of no lower than 26°C in summer and no higher than 20°C in winter to effectively manage HVAC energy consumption.

Optimized paper-use management:

We maintain a paper-use monitoring and management mechanism, promote double-sided printing and paper reuse, and advance paperless office practices to reduce paper waste.

Low-carbon lighting system upgrades:

LED energy-efficient lighting has been installed throughout the office and public areas. Leveraging their high luminous efficacy and low power consumption, we improve lighting-energy efficiency and reduce electricity usage associated with lighting systems.

Case

Rooftop Solar Project at Jiangyin Site

We actively expand the use of renewable energy across our operations. In 2025, the rooftop photovoltaic (PV) project at our Jiangyin site was officially commissioned, with an installed capacity of approximately 550 kW. The facility generated 314,195.6 kWh of solar power during the year, accounting for about 5% of its total electricity consumption. We will continue to optimize our energy-use structure by increasing the share of renewable energy, including through the procurement of green electricity.

Water Resource Management

We follow the principles of “prioritizing conservation and promoting reuse” and have established a full-process water-resource management system. In managing our use of water, we refer to the Energy and Resource Control Procedure to collect monthly water-consumption statistics across all operating sites, supported by an anomaly-alert mechanism to promptly identify and address leaks, waste, or other irregularities. Conservation awareness is reinforced through signage in public areas and the promotion of water-saving devices.

For water recycling, our Jiangyin site has constructed a rainwater-collection pool, with collected rainwater used for landscape irrigation. In 2025, a total of 332 tonnes of rainwater were utilized, reducing reliance on city water sources. Utility & auxiliary facility systems such as air-conditioning and vacuum systems, adopt circulating-water reuse models to further enhance water-use efficiency.

Waste Disposal

SGMICRO develops and sells analog ICs, outsourcing manufacturing. For general solid waste and small quantities of hazardous waste generated from our operations, we have established dedicated waste-management procedures to ensure 100% classified storage with clear labeling. Waste-segregation and recycling points are established across our operating areas and provide employees with waste-management training to promote proper waste sorting and the reuse and recycling of materials. We also maintain waste disposal records and have contracts with third-party processors to ensure compliance.

For all end-of-life electronic products, test kits, and other electrical equipment, the company partners with qualified professional recycling organizations for proper disposal. Similarly, discarded ink cartridges, toner cartridges, computers, and other devices from all regional offices are collected by the local IT department. These items are then regularly retrieved and documented by certified environmental protection agencies. For the small quantities of hazardous waste generated, we collect and transfer such waste to licensed hazardous-waste disposal service providers, ensuring compliant treatment and effective control of environmental risks.



Tackling Climate Change

In 2025, following the latest guidance from the Shenzhen Stock Exchange and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), we conducted a preliminary identification of climate-related risks and opportunities. This work supports our low-carbon transition and advances the alignment of business development with climate protection.

Climate Governance Structure

We place strong emphasis on climate-change management. To effectively address potential climate-related risks and opportunities, we have integrated climate-management responsibilities into our ESG governance framework. Clear roles and responsibilities are defined across all management levels, supported by regular assessments, analyses, and response actions. We also review progress toward our medium- and long-term carbon-reduction goals and ensure the implementation of climate-management initiatives.

Climate-Response Strategy

Grounded in our industry's characteristics and operational realities, we have developed a multi-dimensional climate-response strategy centered on three pillars: risk mitigation, opportunity capture, and low-carbon transition. These strategies guide the implementation of climate-action measures across the organization.



Green R&D Strategy:

01

Upholding the philosophy of "prioritizing energy conservation, emission reduction, and environmentally sustainable development," We are committed to our environmental duties throughout the entire lifecycle of each chip, from definition and design to manufacturing. Our products' strong performance and quality contribute to longer product lifecycles, reducing electronic waste from chips and end-user devices as well as associated packaging materials, thereby alleviating environmental pressure.

Low-Carbon Operations Strategy:

02

We integrate green and low-carbon principles into core operational processes; Reduce operational carbon emissions by optimizing our energy structure, improving energy efficiency, and advancing energy-saving and emission-reduction initiatives.

Supply-Chain Collaboration Strategy:

03

We promote collaborative decarbonization across the supply chain, encouraging suppliers to strengthen environmental management and implement emission-reduction measures to jointly build a green value chain.

Climate Adaptation Strategy:

04

We enhance climate-resilience capabilities by establishing flexible emergency-response mechanisms, upgrading facility standards to better withstand extreme weather, and strengthening supply-chain resilience through diversified sourcing and inventory management to mitigate climate-related disruption risks.



Climate Risk Identification and Management

In 2025, following our climate-impact, risk, and opportunity management process, which covered identification, assessment, prioritization, and management, we conducted a comprehensive evaluation of climate-related transition risks and opportunities to ensure alignment between business development and climate-transition response.

Climate Impact, Risk and Opportunity Management Process

Identification

We systematically review internal and external climate-related factors across production operations, supply-chain collaboration, customer markets, and technology development, establishing a comprehensive list of climate-related risks and opportunities to ensure no material issues are overlooked.

Evaluations

Identified risks and opportunities are evaluated based on three core dimensions: severity, likelihood, and detectability.

Prioritization

Based on assessment results, risks and opportunities are prioritized by significance, with risk levels defined to guide resource allocation and action planning.

Management

Aligned with our risk appetite and strategic objectives, we formulate differentiated response strategies to ensure effective implementation and measurable outcomes.

In 2025, following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and industry practices, we conducted climate-risk and opportunity assessments for our headquarters and major operating sites. The assessment identified potential transition risks and opportunities, including three categories of risks: policy and regulatory risks, technology risks, and market risks, and two categories of opportunities: supply-chain compliance opportunities and green-product opportunities.

Case

Enhancing Climate Resilience Through *Flood and Typhoon Emergency Planning*

To strengthen our resilience to extreme weather events, we developed and implemented a *Flood and Typhoon Emergency Planning*, establishing a coordinated response mechanism led by an emergency command team and supported by cross-functional departments. Through pre-season preparation, facility inspections, and at least one emergency drill and training session each year, we enhanced our capabilities in power-supply assurance, personnel evacuation, and supply-chain recovery. The plan has effectively mitigated the impact of heavy rainfall events, safeguarded business continuity, and reduced secondary environmental risks, supporting both stable operations and ecological protection.

Climate Targets and Actions

SGMICRO identified "mitigating climate change and promoting sustainable development" as the core initiative of our environmental responsibility. We have since made a formal climate action commitment, and set mid- and long-term carbon reduction targets. Carbon emission reduction performance is regularly tracked and assessed.

Our promise:

Using 2025 as the base year,

we are committed to reducing the carbon emissions of per million sales in scope I+II in owned facilities by **50%** by 2030,

and to reduce carbon emissions of per million sales in scope I+II in owned facilities by **90%** by 2050.

Using 2023 as the base year,

we are committed to reducing carbon emissions of per million procurements by **25%** by 2030.

We have established a greenhouse-gas (GHG) inventory mechanism covering Scope I direct emissions and Scope II indirect emissions from purchased energy. We regularly review carbon-emission data and track progress toward our reduction targets. In 2025, our Scope I GHG emissions totaled 11.35 tonnes of CO₂e, Scope II emissions totaled 6,276.17 tonnes of CO₂e, and our overall GHG emissions amounted to 6,287.52 tonnes of CO₂e.



A background image showing several hands working together to build a structure using sticks and marshmallows. The hands are positioned around a central point where multiple sticks meet, with marshmallows acting as joints. The structure is being built on a dark surface. In the top right corner, there is a small white house icon.

People-oriented Together We Thrive

The stable growth of our talent team is the core driving force behind the company's sustainable development. SGMICRO consistently upholds a talent philosophy of "integrity and competence, dedication to teamwork, pursuit of excellence, and practical responsibility," coupled with a people-centric approach to long-term growth. We're dedicated to providing a broad career platform for all employees and fostering a fair, diverse, and safe work environment. SGMICRO deeply cares for the well-being of every employee, continuously optimizing our welfare system, building advanced and efficient training mechanisms, and actively exploring diverse communication channels. We're committed to fulfilling our employees' aspirations for the future, working hand-in-hand with them to plan and achieve the company's long-term vision.

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Recruitment

Careers

Anchored in our people-first philosophy, SGMICRO has long pursued diversified talent-acquisition pathways, combining campus recruitment with social recruitment to maintain an open, inclusive, and diverse talent-entry system. During the selection process, the company strictly adheres to the principles of fairness, impartiality, and transparency. By attracting talent with diverse experience and backgrounds, we continuously drive innovation and growth, laying a solid foundation for the company's stable development and future strategic advancement.

At the time of the report, we continued to enhance our employer brand, attracting and cultivating top talent through various campus activities and training programs. We also brought in experienced technical and management personnel through external hiring initiatives.



Campus Recruitment

The company introduces its company culture and recruitment process for a range of different job opportunities through campus recruitment, leveraging online and offline promotional efforts as well as campus-enterprise collaborations. This strategic approach not only expands our talent pool but also fulfills our corporate social responsibilities, contributing to our reputation as an exceptional employer.

Experienced Recruitment

As our company continues to grow and expand, our ability to attract talent consistently strengthens. We actively utilize a variety of recruitment channels and methods, including but not limited to, various job boards, our company website, and official WeChat accounts. This approach helps us attract seasoned industry professionals, bolstering our talent pool and continuously refining our talent pipeline. This, in turn, meets our increasing talent demands and accelerates our technological innovation.

Diversity of Talents

Our company is dedicated to fostering a diverse and inclusive work environment. We strictly adhere to a non-discriminatory hiring policy, basing all employment decisions solely on an individual's work abilities and the requirements of the position. We unequivocally prohibit discrimination based on race, color, ethnicity, age, nationality, pregnancy status, religion, union membership, social background, educational level, disability, gender, marital status, ethnic origin, or political affiliation. Furthermore, the company explicitly prohibits sexual harassment and all forms of inappropriate conduct, striving to protect the dignity and safety of every employee.

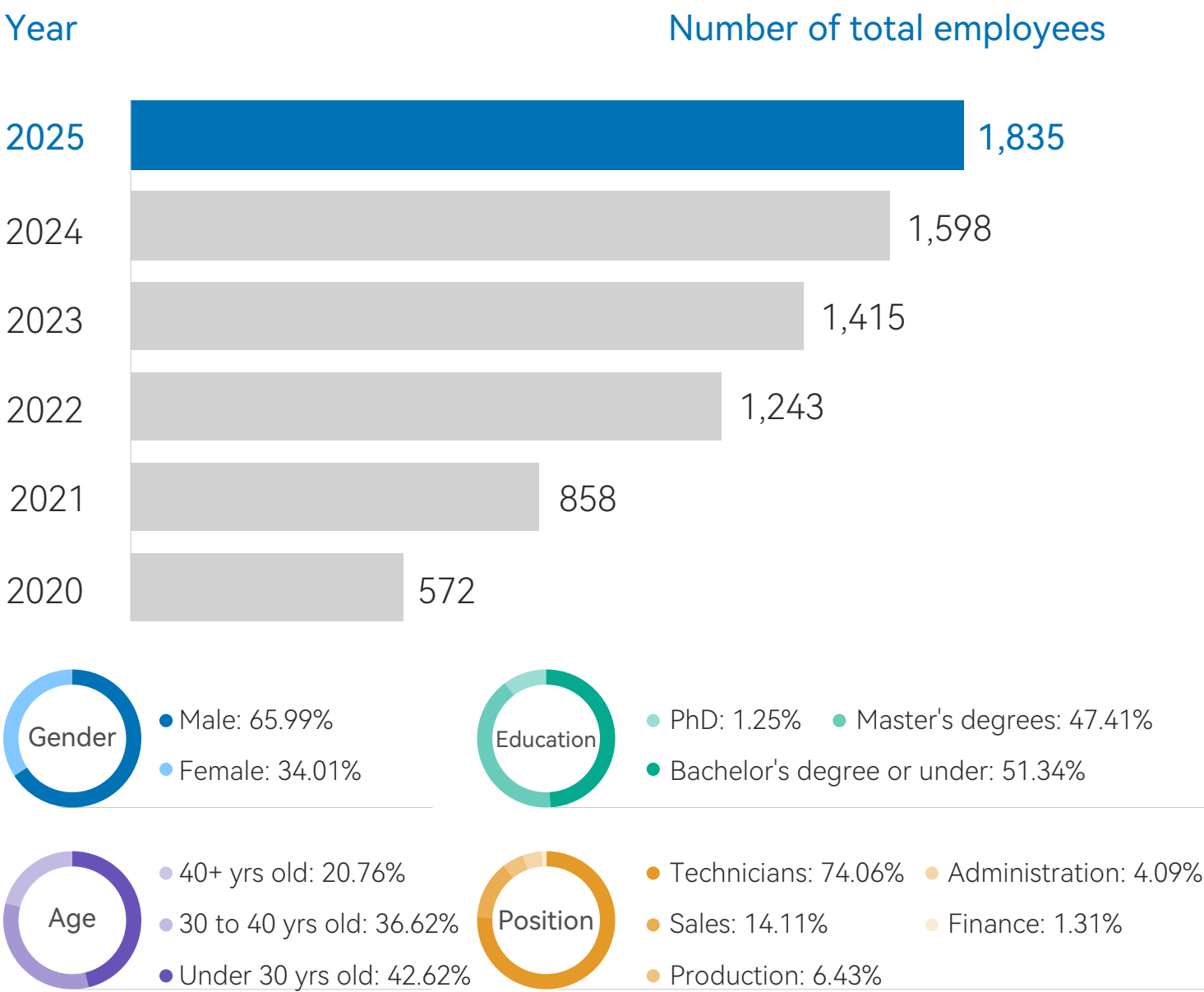
Measures for Diversity

Policy making: SGMICRO has incorporated equal employment and diversity guidelines into our management framework, which are communicated to employees through various means such as new employee training programs and assemblies, ensuring their understanding and adherence to the guidelines.

Establishment of supervision mechanisms: The company has established effective supervision mechanisms led by the Human Resources Department to regularly inspect the implementation of equal employment and diversity policies, able to promptly identify issues for improvements.

Enhanced communication and feedback: SGMICRO promotes and strengthens employee communication through various channels and methods, encouraging employees to provide feedback and suggestions on equal employment and diversity policies.

We actively create employment pathways and job opportunities for persons with disabilities. In office buildings where conditions permit, we have also installed accessible ramps and barrier-free restrooms to provide a more inclusive and convenient working environment. At the time of the report, the company had 15 disabled employees.



Compliance in Employment Practices

The company thoroughly verifies the age of applicants to ensure that only employees aged eighteen and above are hired in compliance with legal requirements. We respect the fundamental labor rights of our employees and value their freedom to choose their employment, setting a zero-tolerance policy towards forced labor and human trafficking. No violation was reported at the time of the report.

Employee Benefits

Compensation and Performance

Our company embraces a "total compensation" philosophy, offering industry-competitive salaries and benefits to attract and retain key talent who drive our future growth. While ensuring overall fairness and equity, our compensation structure favors those who take on greater responsibility and create high value. We adjust compensation based on actual economic performance, labor market conditions, and industry developments, in conjunction with individual employee growth and performance. We are committed to equal pay for equal work, ensuring no differential treatment based on an employee's gender.

SGMICRO's long-term focus emphasizes a balance between performance targets and individual/team development, driving sustained improvement. We encourage employees to aspire to ambitious goals to ignite greater passion, performance, and growth. In 2025, we continued to implement our integrated "Strategy-Organization-Individual" performance alignment framework, translating corporate development goals into clear and actionable individual performance indicators to ensure that employees and the company move in the same direction. Performance results are further integrated into talent assessment and role matching across business functions, enabling more data-driven workforce decisions and reinforcing the organization's overall execution capability. At the time of the report, the coverage rate of comprehensive performance management (including performance evaluation, performance coaching, and performance goal setting) reached 100%.

Employee Incentives

We use various incentive mechanisms, such as performance bonuses, employee benefits, and recognition programs, to boost employee dedication and satisfaction while strengthening our company's cohesion. Our long-term equity incentive plans allow employees to share in the company's growth. This continuously attracts and retains skilled technical and management talent who strongly identify with our culture and values. It helps ensure the stability of our core team while constantly injecting vitality into our ongoing development. In recent years, we've significantly enhanced these long-term incentive programs, launching seven plans since becoming a public company, closely aligning company performance with employee interests and fostering a shared focus on long-term growth. At the time of the report, we implemented the *2025 Stock Option Incentive Plan* and *2025 Stock Option Incentive Plan Phase II*, granting stock options to 1,464 recipients, including senior management, core managers, and the backbone members of our technical (operation) teams, covering over 90% of the total number of the company's employees at the time.

Rights and Benefits

SGMICRO strictly adheres to national laws and regulations in China, such as the Labor Law, Labor Contract Law, and Law on the Protection of Minors. Additionally, we comply with international guidelines and standards, including the Universal Declaration of Human Rights, the Core Conventions of the International Labor Organization, and the UN Guiding Principles on Business and Human Rights. We are committed to fairness, equity, and transparency, and we fully respect and safeguard the fundamental rights and legitimate interests of all employees.

Work Hours and Holidays

SGMICRO is attentive to employees' needs and actively promotes a culture of care and support. The company champions work-life balance for our employees, ensuring compliance with relevant laws and regulations. Employees are entitled to statutory holidays, weekends off, sick leave, maternity leave, and other leave arrangements.

Gender Equality

A firm believer in equal pay, the company provides female employees with equal employment and career development opportunities, placing great importance on safeguarding the lawful rights and interests of our female employees. In addition to statutory benefits such as maternity leave and childbirth-related leave, we provide female employees with maternity insurance, dedicated mother-and-baby rooms, and special benefits for International Women's Day.



Employee Benefits

Flexible working hours and remote works



Through flexible working arrangements and dual-location office setups in key business cities, we enhance employees' commuting experience while reinforcing our commitment to green and sustainable office operations.

Improve team cohesion



A diverse range of sports events and team-building activities are organized regularly to enhance team solidarity and cohesion.

Employee health management



We have established a multi-tier health-protection system, achieving 100% annual physical-examination coverage through certified medical institutions and providing supplementary commercial accident insurance to ensure comprehensive protection of employees' health and safety.

Promoting flexible leave practices



Paid sick leave is offered to all employee to ensure their physical well-being.

Customized festive benefits



We have established a personalized festival-benefit platform that offers a wide range of welfare packages, including cultural experiences, lifestyle services, and smart-device options, to meet employees' diverse preferences and needs.

Enhancing logistical support



In several cities, we provide convenient shuttle transportation and well-equipped employee cafeterias to make daily life easier. These services help employees concentrate on their work while benefiting from a more comfortable and supportive environment.

Establishing assistance mechanisms



We maintain a long-term care mechanism to support employees and their immediate family members in times of serious illness. Through a dedicated assistance program, we offer financial aid or leave-related support depending on the specific situation.

Expanding overseas protection



For employees traveling abroad for business, we provide additional overseas insurance to strengthen their protection.



Employee Communication

SGMICRO values the input of all employees and encourages honest and effective communication as part of our corporate structure and culture. To foster an open and inclusive workplace, the company has implemented communication management procedures to welcome diverse suggestions and advice while ensuring prompt and appropriate responses. We maintain open communication channels through employee assemblies, regular HR communications, quarterly review meetings, and suggestion boxes. We have also established a normalized communication mechanism that covers different employee groups. HRBPs in each region are responsible for timely engagement and feedback collection, while managers at all levels actively respond to and address employee concerns.

Employee Communication Channels

Employee Assembly

Employee assemblies are organized periodically, which cover policy briefings, performance reviews, and communication on the future outlook of the company. These meetings ensure that all employees are informed about the company's strategic direction, development goals, and major decisions, enhancing their sense of belonging and solidarity.

Quarterly Review Meetings

In quarterly review meetings, departments report on progress and exchange thoughts. This practice ensures all departments align in their direction.

Regular Communications with HR

A mechanism for regular communication with HR is in place, focusing on facilitating dialogue between different employee groups, including new hires, long-time employees, frontline staff, middle managers, and key personnel. This approach maintains timely exchange and feedback across the company.

Suggestion Box

Suggestion boxes are available at all office locations. Managed by the HR department, these boxes collect employee opinions and suggestions, which are then forwarded to relevant departments and individuals for follow-up.

Employee Grievance Report

SGMICRO upholds the core principle of "respecting every employee's voice" by establishing a robust grievance management system and a timely response mechanism. Based on the principles of being "objective, fair, and just", the company offers multiple feedback channels: reporting to direct supervisors or department heads; submitting complaints via the company's internal dedicated email; using suggestion boxes; and directly contacting the HR department or the management.

The company strictly enforces confidentiality throughout the grievance process to protect employee privacy. Upon receiving a complaint or appeal, we respond promptly with a thorough and impartial investigation while providing regular updates to the employee on the progress. All decisions are made fairly and reasonably based on investigation findings in full compliance with company policies, ensuring the protection of employees' legitimate rights and interests.



Talent Development

Recognizing that talent is the cornerstone of sustainable growth, SGMICRO is dedicated to fostering an environment of mutual development for both the company and its employees. Our people-oriented, open, inclusive, and proactive corporate culture, combined with abundant career development opportunities driven by our rapid expansion and a comprehensive compensation and incentive program, is crucial for attracting, motivating, and retaining top talent.

Employee Development

SGMICRO focuses on employee growth, offering career paths for technical specialization and team management, along with cross-functional mobility. As the company evolves, employees gain expanded job responsibilities and career prospects. They can develop skills, move into leadership, or explore new roles across departments. A structured promotion system ensures opportunities for mutual growth.

Employee Training

Employee growth powers our company's sustainable development. At the time of the report, our training initiatives were guided by the goal of “driving organizational effectiveness.” Through a combination of learning initiatives, we stimulated organizational learning momentum and empowered employees to advance from basic adaptation to competence and ultimately excellence, driving holistic improvements in organizational efficiency and performance.

We have built a well-structured and comprehensive training framework covering onboarding programs, professional and technical development, management capability building, and general competency enhancement. Leveraging online and offline learnings, along with a structured process that evaluates training outcomes and ensures that learning is effectively applied in practice, we continue to strengthen training effectiveness. This ensures that talent development contributes meaningfully to the company's long-term and sustainable growth.

2025 Annual Performance

78.73

Training time on average per person (hrs):

100

Training coverage rate (%):

Technical Path and Management Channel

Technical Path

Our business expansion is driven by effectively meeting the ever-growing demands of our customers and target markets. This will create increased opportunities for our employees to develop innovative and complex solutions, continually enhancing their technical expertise.

Management Channel

The company offers a clear and accessible promotion path, providing significant career development opportunities for employees ready to assume greater management responsibilities. This framework empowers individuals to fully leverage their management skills and expertise, supporting their career progression goals.



2025 Training Programs (examples)

New Graduate Training Program

For many years, our “Shining Future” program has served as our employer brand for graduate training, providing new graduates with comprehensive and structured onboarding and early-career development. The curriculum covers the company's history, corporate culture and core values, product portfolio, organizational structure, business conduct standards, general professional skills, and technical competencies. For graduates in sales and field application support roles, we offer a 4–6-month systematic on-the-job training program. This includes: foundational competency development tailored to job requirements; comprehensive product and customer-application training; and practical customer-visit exercises. These initiatives help new graduates quickly understand the company, integrate into their teams, build a solid professional foundation, and successfully transition from campus to the workplace.

Management Training

We organize management-development programs for managers at all levels, including coaching-mentor training and performance-management training. These programs help newly promoted managers understand their roles and strengthen their capabilities in coaching new employees, conducting performance evaluations, setting work objectives, and providing ongoing guidance.

Technical Training

We continue to build a diversified and systematic professional development framework for our technical teams. Through a series of thematic training programs, we help employees enhance their professional knowledge and stay informed about technological trends. Technical teams also conduct in-depth discussions and knowledge-sharing sessions based on project needs, strengthening internal experience accumulation, knowledge sharing, and technical exchange. By promoting efficient learning, technical collaboration, and continued innovation, we enhance our overall capabilities in tackling technical challenges and advancing independent innovation.

Case

Learning through Competition

At the time of the report, we organized a product knowledge competition to help employees gain a comprehensive understanding of our product portfolio and master core value propositions, technical advantages, application scenarios, and customer solutions. By combining quizzes, structured learning, and competitive activities, the program encouraged employees to identify knowledge gaps, refine their capabilities, and deepen their understanding of our products and business. This initiative strengthened employees’ professional competence, supported performance improvement, and contributed to enhancing overall team competitiveness and driving the company's long-term development.

SGMICRO focuses on providing employees with up-to-date technical knowledge and industry trends to promote new product research and development, which are the key drivers behind the company's growth. To achieve this, we offer internal training to improve R&D skills for new employees, ensuring we remain technologically advanced. Furthermore, we work with external partners to offer courses in quality management, organizational management, and business compliance, which helps strengthen our overall competitiveness.

Case

Supporting employee skill advancement

We actively support all employees in obtaining the professional qualifications required for their roles, helping them deepen their expertise and strengthen their professional capabilities. At the time of the report, with the company's encouragement and support, employees successfully obtained the VDA 6.5 German automotive product audit certification, the ESD electrostatic-protection internal auditor training certification, and the ISO 26262 functional safety internal auditor certification.



Industry-university-research Cooperation

Our company is dedicated to fostering deep industry-university collaboration and nurturing talent in the integrated circuit field, by combining the academic resources of universities with our own professional expertise. We engage with universities through scholarships, innovation competitions, textbook reform, and curriculum collaboration to bring industry-relevant engineering concepts and practical insights to faculty and students. These initiatives strengthen the integration of theory and real-world application, while supporting the cultivation and reserve of practice-oriented, and innovation-driven talent that align with the company's long-term development needs.



Case Chip innovation competition

At the time of the report, we continued to put industry-university collaboration into practice by serving as a major sponsor of the university chip-design competition. We provided three real-world engineering cases, which were deconstructed and explained by our engineers, enabling students to learn practical experiences that are rarely covered in conventional coursework. This initiative strengthened students' innovative thinking and professional skills, contributing to the development of future talent and supporting the long-term growth of the semiconductor industry.



Employee Care

A rich array of cultural activities is crucial for sparking creativity and strengthening team cohesion. Our company regularly organizes diverse events that provide employees with opportunities for physical well-being, help them manage their work pace, and offer a platform to showcase personal talents. These activities also foster communication and collaboration among colleagues, creating an open, lively, and proactive work environment. At the time of the report, we organized a variety of activities, including sports competitions, employee birthday celebrations, women-focused care initiatives, and the annual company trip. These activities strengthened employee engagement and contributed to a positive and supportive workplace environment.



Case Care for Female Employees

At the time of the report, we organized the “She Shines with Spring” employee-care activity, inviting female employees to write down their aspirations for personal growth, work-life development, and future goals, and seal them in a “time capsule” as a record and reflection of their commitments. Through a warm and ceremonial experience, the activity encouraged employees to focus on their development and inner voice, strengthening their self-recognition and motivation. When the time capsule is opened the following year, employees will be able to revisit their goals, observe the progress made, and reflect on the adjustments or breakthroughs achieved along the way, celebrating the small yet significant steps in their journey. The initiative not only diversified our employee-care practices but also reflected our respect for women and our commitment to supporting employee growth. It enhanced employees' sense of belonging and happiness in the company, while cultivating a positive, inclusive, and caring work environment.



Health and Safety

In terms of occupational health measures for our staff, SGMICRO has always believed in “Safety first, Prioritize prevention; People-oriented, Scientific management; Energy-saving and reduced consumption Control pollutio; Honesty and compliance, Continuous improvement.” We continue to reinforce the fundamentals of our occupational health and safety management, placing strong emphasis on safety-risk prevention and the cultivation of a safety-first culture. Through these efforts, we effectively reduced potential hazards and created a healthier, safer workplace that protects the well-being of all employees.

Occupational Health and Safety System

The company strictly complies with occupational health and safety laws, regulations, and standards in all regions where it operates. We have established the Occupational Health and Safety Manual, continuously optimizing the safety management system and operational processes, clarifying the responsibilities, authorities, and relationships of various levels of positions. Following the PDCA (Plan-Do-Check-Act) management model, we are constantly improving the company's system as well as the overall performance on occupational health and safety. Additionally, we conduct regular safety inspections and maintenance at production facilities and workspaces to ensure timely identification and elimination of potential safety hazards.

We followed the requirements of the ISO 45001 Occupational Health and Safety Management System in establishing an EHS (Environment, Health, and Safety) group and refined our occupational health and safety management standards and procedures. In 2025, we released and revised our safety management system by introducing or revising over ten occupational health and safety policies and procedures.

Measures to raise employees' safety awareness

1. Specialized courses on "Environment, Health, and Safety" are incorporated into employee training programs, with organized learning sessions and assessments for employees.
2. Fire safety trainings and drills are regularly carried out for all staff, and firefighting equipment is placed in accordance with regulations to ensure clear access to fire exits.
3. The workplace regularly conducts safety inspections, including daily safety checks, major safety inspections before important holidays, and specialized safety inspections.
4. For laboratories involving chemical use, we developed a dedicated emergency response plan for hazardous-chemical leaks and organized targeted training and simulation drills.
5. Safety reminders are posted in lounge areas, restrooms, and water dispensers across the workplace.
6. The factory holds daily pre-shift safety meetings.

Risk Management

The company is committed to creating a healthy, safe, and well-regulated working environment. For office and production environments, we strictly control safety and environmental standards across facility procurement, material selection, and construction processes. We also implement systematic safety management in equipment-intensive areas such as factories and laboratories to ensure robust protection of employees’ occupational health and safety.

Occupational Health and Safety Management Measures

Facilities procurement: We prioritize the purchase of environmentally friendly materials and equipment to mitigate potential impacts on employee health from the equipment and the environment at work. We avoid the use of harmful materials, and reduce air and noise pollution. Additionally, regular inspections and maintenance of facilities along with their safety components are conducted to ensure safe and proper operation and reduce the risk of equipment failure.

Our work environment: We've created human-centered, multi-functional spaces, including break areas and dining zones, to help employees relax and recharge during work periods. All company offices are equipped with drinking water dispensers, and we regularly replace water filters to ensure the healthiest drinking water for our staff.

Laboratory safety measures: We equip laboratory personnel with the necessary protective equipment and closely monitor its correct and consistent use. We have implemented multiple protective measures, such as installing air-purification equipment, conducting routine filter replacements, and applying anti-static systems and grounding for relevant devices. These efforts help maintain high air-quality standards, minimize noise, and reduce the risk of safety incidents.

Chemical management: We implement full-lifecycle safety management for chemicals, covering procurement, storage, use, and disposal. We also establish and continuously update emergency response plans to strengthen our ability to handle unexpected incidents.

Occupational health monitoring: Employees exposed to occupational hazards in laboratories are required to undergo occupational health examinations upon onboarding, during employment, and at separation. All relevant workplaces adopt mechanical ventilation and other standard measures to ensure a safe working environment.

First aid supplies: First aid kits and commonly used trauma medications are available in the workspace for prompt emergency response in case of employee accidents.

Renovation material selection: We prioritize the use of eco-friendly renovation materials to minimize harmful substances. All materials chosen for our office spaces meet environmental protection requirements. Furthermore, prior to official occupancy, air quality testing is conducted to ensure compliance with national environmental standards, thereby providing a healthy office environment.

Safety performance

Index	2025	Index	2025
Recordable accidents	0	Major accidents (Resulting in disability or loss of life)	0
Lost days of work-related accident	0	Employee health check coverage rate	100%
Occurrences of occupational disease	0		

Developing a Safety Culture

At the time of the report, we promoted occupational health and safety policies and management requirements through training, internal communications, and other channels, ensuring that our health and safety principles are effectively embedded in daily operations. In addition, all office locations organized employees to participate in annual fire-drill activities conducted by relevant authorities, further enhancing employees’ fire-safety awareness and emergency-response capabilities while fostering a workplace culture in which everyone values and contributes to safety.



Social Responsibility

SGMICRO is committed to sustainable development. We recognize the significance of social responsibility and actively engage in charitable events. We actively fulfill our corporate social responsibility by organizing and participating in public-welfare initiatives, spreading positive social values, and contributing to the creation of a better and more inclusive community. We have always believed that our long-term growth is closely tied to the support and trust of the broader community. Moving forward, we will remain committed to public-welfare efforts and continue to contribute to a more harmonious society through meaningful, action-driven initiatives. In doing so, we aim to fully embody the social value and civic responsibility expected of a responsible corporate citizen.

Case

Charity and Donation

At the time of the report, we put our commitment to social responsibility into action by hosting a series of charity bazaars in cities across the country. By giving unused items a new purpose through charity sales, we created a simple but meaningful way for kindness and raised funds for local charities. The initiative reflected the genuine compassion and shared sense of responsibility embraced by SGMICRO and our employees.

SGMICRO has partnered with charity foundations to jointly carry out a series of public welfare and charity activities, actively supporting students from underprivileged remote areas in their pursuit of education, and continuing to create more heartwarming stories.



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About this Report

Purpose

This report (the "Report") is the annual 2025 Environmental, Social, and Corporate Governance (ESG) Report released by SG Micro Corp and our subsidiaries (referred to as "SGMICRO" or "the company", "company", "we" or "us"). The purpose of the report is to facilitate a transparent dialogue between SGMICRO and our stakeholders regarding our environmental, social, and governance practices and to address their expectations with a comprehensive and structured approach.



Scope

The disclosure scope of this report is consistent with that of the financial information in the company's 2025 annual report, and some information may involve policies and practices from previous years.



Data

The report quotes data from various sources, including the company's operational information, publicly available government documents, annual financial reports, and internal statistical reports, among others. Financial data in this report is presented in Chinese currency RMB. In cases where discrepancies arise between this report and the financial statements, the financial statements shall take precedence.



Reliability Guarantee

The report contains no false representations, misleading statements or major omissions, and we attest to the truthfulness, accuracy and completeness of the contents.



Basis for Compilation

SZSE Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report and
SZSE Self-Regulatory Guidelines No. 3 for Companies Listed on Shenzhen Stock Exchange—Sustainability Report
Global Sustainability Standards Board (GSSB), GRI Standards 2021
The Chinese National Standard Guidelines for the Preparation of Social Responsibility Reports (GB/T 36001-2015)
The Chinese Academy of Social Sciences China Corporate Sustainable Development Report Guide (CASS-ESG 6.0)
2030 UN Sustainable Development Goals (UN SDGs)
ISO 26000:2010 Guidance on Social Responsibility



Compilation Process

This report is based on our company's ESG practices, following a process of "project setting and research, information collection, drafting and revision, executive review, board review, and public release". At some stages, we engage with relevant stakeholders to discuss and validate the report's framework and content, ensuring transparency and alignment with our corporate values.



Versions and Availability

The report can be accessed and downloaded from the official website of SGMICRO (www.sg-micro.com), the Shenzhen Stock Exchange website (www.szse.cn), and the CNINFO website (www.cninfo.com.cn). The Report is available in both Chinese and English. In case of any discrepancy, the Chinese version takes precedence. We welcome your feedback for the ESG report. Please contact us at Investors@sg-micro.com.



Key Performance Indicators

Business Performance

Sector	Disclosure item	Unit	2025
Business Performance	Revenue	RMB 10,000	389,805.46
	Net profit attributable to shareholders of the listed company	RMB 10,000	54,705.94
	Investment on R&D	RMB 10,000	104,519.49
	R&D investment percentage	%	26.81
	R&D personnel	person	1,335
	R&D personnel percentage	%	72.75
	Total cash dividends distributed at the moment (with tax)	RMB 10,000	9,506.16
	Basic earnings per share	RMB/share	0.8861

Environmental Performance

Sector	Disclosure item	Unit	2025
Energy	Natural gas consumption	m³	4,104.03
	Gasoline	Liters	831.80
	Disel	Liters	250.00
	Externally purchased steam	ton	943.00
	Power consumption	kWh	11,615,082.65
	Externally purchased electricity	kWh	11,615,082.65
	Externally purchased green electricity	kWh	314,195.60
Greenhouse gas	Scope I	tCO ₂ e	11.35
	Scope II	tCO ₂ e	6,276.17
	Total greenhouse gas emissions (Scope I + II)	tCO ₂ e	6,287.52
Office operation	Water consumption	m³	26,562.80

Note:

1. The disclosed data are collected from some of the company's operating regions.

2. The emission of greenhouse gases represents the sum of Scope I and Scope II greenhouse gas emissions. The emissions from Scope I are calculated based on the consumption of natural gas, gasoline, and corresponding emission factors. The emissions from Scope II are calculated based on externally purchased steam, externally purchased electricity and corresponding emission factors.

Corporate Governance Performance

Sector	Disclosure item	Unit	2025
Corporate governance	Number of board members	person	6
	Male directors	person	2
	Female directors	person	4

Social Performance

Sector	Disclosure item	Unit	2025
Safety	Recordable accidents	Case	0
Supply chain	The number of suppliers identified as having actual or potential significant negative social impacts	Number	0
	The number of suppliers identified as having actual or potential significant negative environmental impacts	Number	0
	The percentage of new suppliers that were screened based on environmental criteria	%	100
	The percentage of new suppliers that were screened based on social criteria	%	100
	The percentage of RMI-certified supplier	%	100
	Supplier due diligence rate	%	100
	Traceability white list rate	%	100
	Suppliers with a management system for hazardous substances and conflict minerals	%	100

Sector	Disclosure item	Unit	2025
Patents	Total number of obtained patents	Piece	588
	Newly applied patents	Piece	141
	Total number of newly licensed invention patents	Piece	145
	Total number of registered IC layout design registration certificates	Piece	401
Employee	Number of total employees	person	1,835
	Male staff	person	1,211
	Female staff	person	624
	Over 50 yrs old	person	66
	Over 40 yrs old	person	315
	30-40 yrs old	person	672
	Under 30 yrs old	person	782
	PhD	person	23
	Master's degrees	person	870
	Bachelor's degree or under	person	942
	Production	person	118
	Technicians	person	1,359
	Sales	person	259
	Finance	person	24
	Administration	person	75
	Disabled	person	15
	Average training time per year per employee	hrs	78.73
	Social insurance coverage rate	%	100

SZSE Self-Regulatory Guidelines No. 17 for Companies Listed on Shenzhen Stock Exchange— Sustainability Report

Category	No.	Topic	Corresponding chapter
Environment	1	Tackling climate change	Tackling climate change
	2	Pollutant emissions	Resource management and utilization
	3	Waste disposal	Resource management and utilization
	4	Ecosystem and biodiversity protection	No relevant information disclosed
	5	Environmental compliance management	Environmental management system
	6	Use of energy	Resource management and utilization
	7	Use of water	Resource management and utilization
	8	Circular economy	Resource management and utilization
Society	9	Rural revitalization	No relevant information disclosed
	10	Social contribution	Social Responsibility
	11	Innovation driven	Research, Development and Innovation
	12	Technology ethics	No relevant information disclosed
	13	Supply chain security	Build a Sustainable Supply Chain
	14	Fair treatment of SMEs	No relevant information disclosed
	15	Product and service safety and quality	Strict Quality Control
	16	Data security and customer privacy protection	Information Security
	17	Employee	Recruitment Employee Benefits Talent Development Health and Safety
Sustainability-related governance	18	Due diligence	Build a Sustainable Supply Chain
	19	Stakeholder Communicatio	Stakeholder Communication
	20	Anti-bribery and anti-corruption	Business Ethics
	21	Anti-unfair competition	Business Ethics

GRI Standards Index

Instructions	SG Micro Group reported the information quoted in this GRI content index according to GRI standards between January 1, 2025, and December 31, 2025.
GRI 1 used	GRI 1: standard 2021

GRI standards	Disclosure item		Cor responding chapter
GRI 2: General Disclosure 2021	2-1	Detailed information about the organization	Company Overview
	2-3	Reporting period, frequency and contact point	Company Overview
	2-7	Employee	Recruitment Employee Benefits Talent Development Health and Safety
	2-9	Governance framework and composition	Corporate governance
	2-12	In terms of governance impact, the supervisory role of the highest governance body	Corporate governance
	2-14	The highest governance body's role in sustainability reporting	Sustainable Development Management
	2-22	Statement on sustainable development strategy	Sustainable Development Management
	2-29	Approach to stakeholder engagement	Sustainable Development Management
GRI 3: Substantive Topics of ESG 2021	3-1	The process of determining substantive issues	Sustainable Development Management
	3-2	List of substantive issues	Sustainable Development Management
	3-3	Management of substantive issues	Sustainable Development Management
GRI 201: Economic Performance 2016	201-1	Directly generated and distributed economic value	Key Performance Indicators
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Business Ethics

GRI standards	Disclosure item		Corresponding chapter
GRI 302: Energy 2016	302-1	Energy consumption within the organization	Resource management and utilization
GRI 303: Water and Effluents 2018	303-1	The interaction with water as a shared resource	Resource management and utilization
	303-3	Water consumption	Key Performance Indicators
GRI 306: Waste 2020	306-1	Waste generation and significant waste-related impacts	Resource management and utilization
	306-2	Management of significant waste-related impacts	Resource management and utilization
	306-3	Waste generated	Resource management and utilization
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened against environmental criteria	Build a Sustainable Supply Chain
GRI 401: Employment 2016	401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)	Employee Benefits
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system (OHSMS)	Health and Safety
	403-3	Occupational health services	Health and Safety
	403-4	Occupational health and safety topics: worker participation, consultation, and communication	Health and Safety
	403-5	Worker training on occupational health safety	Health and Safety
	403-6	Promote worker health	Health and Safety
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Health and Safety
	403-10	Work-related health	Health and Safety
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Talent Development
	404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development
GRI 405: Diversity and qual Opportunity 2016	405-1	Diversity of governance bodies and employees	Talent Development
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened against social criteria	Build a Sustainable Supply Chain

Glossary

Technical Terms	Definitions
LDO	Low Dropout Regulator (LDO) is a type of integrated circuit voltage regulator characterized by its ability to provide a stable output voltage with minimal power loss.
DC/DC	A DC/DC converter is a converter that transforms a direct current power source into another direct current power source with a different voltage or current.
AMOLED	Active Matrix Organic Light Emitting Diode (AMOLED) is a type of organic electroluminescent device.
LED	Light Emitting Diode, is a solid-state semiconductor device with diode characteristics that can convert electrical energy into light energy.
SVHC	Substances of Very High Concern
RoHS	The restriction on the use of certain hazardous substances in electrical and electronic equipment
REACH	Registration, Evaluation, Authorization and Restriction of Chemicals
LBMA	London Bullion Market Association
RJC	Responsible Jewellery Council

Feedback Form

This report is the 2025 annual Environmental, Social, and Corporate Governance (ESG) Report of SGMICRO publicly released to society. In order to improve the company's ESG management and enhance our performance in fulfilling ESG responsibilities, we sincerely ask for your opinions and suggestions. Please fill in the feedback form and choose one of the following methods to send:

1. What is your overall view of the ESG report?

☐ Very good ☐ Goodgood ☐ good Averagegood ☐ Less than satisfactorygood ☐ Bad
2. Do you think the report can comprehensively and accurately reflect the company's significant economic, social, and environmental impacts?

☐ Very good ☐ Goodgood ☐ good Averagegood ☐ Less than satisfactorygood ☐ Bad
3. Do you think the report can comprehensively and accurately reflect the company's significant economic, social, and environmental impacts?

☐ Very good ☐ Goodgood ☐ good Averagegood ☐ Less than satisfactorygood ☐ Bad
4. What do you think of the clarity, accuracy, and integrity of the information, data, and indicators disclosed in the report?

☐ Very good ☐ Goodgood ☐ good Averagegood ☐ Less than satisfactorygood ☐ Bad
5. How would you rate the readability of this report, including its logical structure, content design, language, and formatting?

☐ Very good ☐ Goodgood ☐ good Averagegood ☐ Less than satisfactorygood ☐ Bad

Open-ended Questions

What aspect of this report are you most satisfied with?

Do you have any suggestions for our future ESG reports?



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