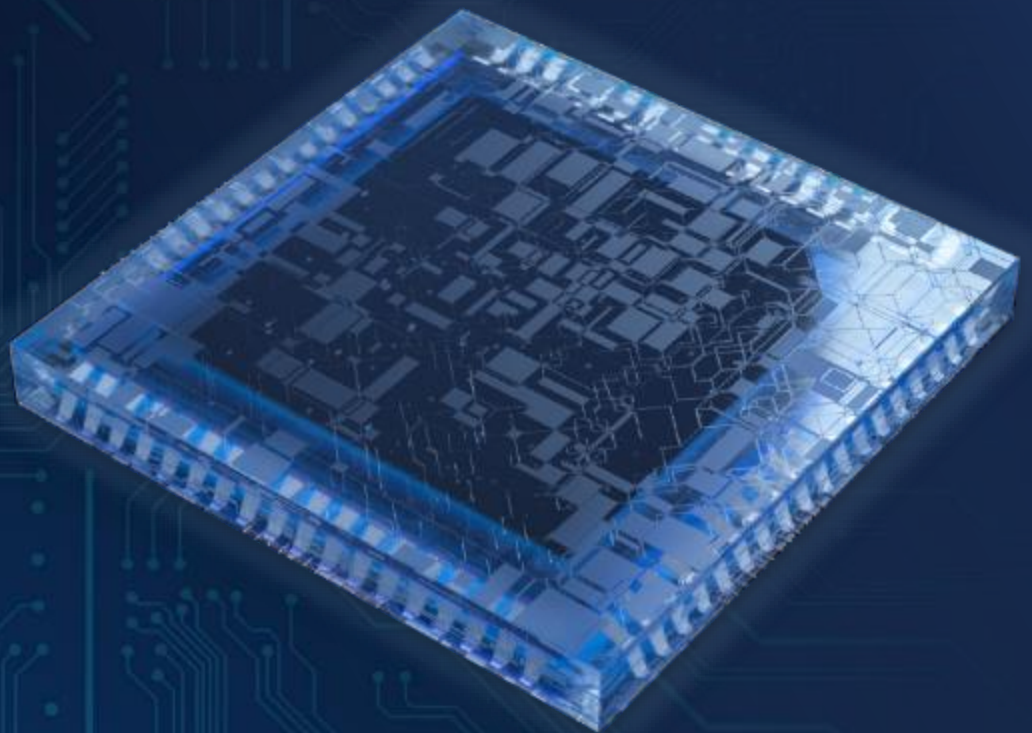


# ALKAIDSEMI ESG Report

(Environmental, Social and Governance)





# Outline

## **01 Corporate Social Responsibility (CSR)**

- CSR Management Manual
- Occupational Safety and Health Management
- Ethical responsibility

## **02 Care for Employees**

- Recruitment and Employment
- Training and Development
- Activities/ Communications

## **03 Environmental Protection**

- RoHS/REACH compliance
- Environmental Protection Agreement
- RMI CMRT & EMRT

## **04 Products/ Applications**

- Automotives
- New energy vehicles

## **05 Honorable Awards/ Certifications**

- Awards from governments
- Quality system certificates
- Proprietary patents

# Corporate Social Responsibility (CSR)

## CSR Management Manual

### CSR Management Manual

Formulated based on Social Accountability 8000, RBA/JAC industry standards and the labor regulations of the People's Republic of China.



#### Keywords

- Fulfill social responsibility
- Improve the working conditions
- Maintain labor-capital relations
- Improve welfare benefits

# Corporate Social Responsibility (CSR)

## CSR Management Manual

### Non-discrimination

We unequivocally condemn any form of discrimination, encompassing but not confined to gender, age, race, religious belief, or physical status.

### Prohibition of Child Labor

The company strictly abides by the Regulations on the Prohibition of Child Labor and other applicable regulations of the People's Republic of China. We steadfastly uphold the principle of not employing individuals under 18 years of age.

### Freedom of Association and Communication

We respect the legitimate rights of employees to freedom of association and collective bargaining, and establish good communication mechanism for employees.

### Prohibition of Forced Labor

We prohibit the employment of individuals lacking the necessary work abilities or conditions, as well as prohibiting the use of forced or compulsory labor. We respect the freedom and rights of our employees, and the confiscation of documents is not allowed.

### Remuneration

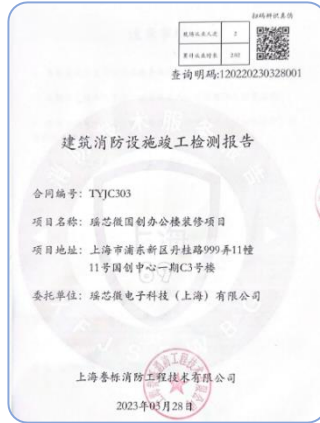
We pay salaries in full and on time, and foster harmonious and stable labor relations by offering comprehensive benefits that complement the statutory entitlements mandated by national laws and local regulations.





# Corporate Social Responsibility (CSR)

## Occupational Safety and Health Management



5月10日 13:46

@所有人 小伙伴们，  
近期新冠出现新一波感染的迹象，在此温馨提示大家：

- 1、不要过度焦虑，理性做好个人防护，日常注意戴好口罩。
- 2、外出就餐等，尽量减少前往人员密集场所。
- 3、养成良好的卫生习惯，勤洗手、勤消毒。

公司备有体温计、抗原等物品，如有需要可咨询人事。  
如出现疑似感染症状且抗原发现异常，请向人事部门报备，谢谢大家配合~！

2022-12-14 09:29:54

@所有人 各位同事，鉴于当下疫情情况，为强化大家的自我防范意识并普及防疫指南，我们将于今天举行一次防疫相关的宣讲，具体安排如下：

- 1、主题：瑞芯微防疫指南宣讲
- 2、时间：2022年12月14日 16:30-17:00
- 3、地点：线上腾讯会议，鼓励大家在座位听讲
- 4、主讲人：瞿敏兰
- 5、腾讯会议号：794-252-516

请大家提前安排好自己的工作，准时参加，谢谢！



**时间** 2023.11.10(周五) 16:00-18:00

**地点** 高亮公园 (浦星路50弄天之骄子创业公寓17号楼) 步行前往15分钟

▶ 扫码入群

▶ 扫码组队

### Health Management

- Annual physical examination for employees
- Commercial insurance
- Employee Gym
- Sports Interest Group
- Emergency preparedness for infectious diseases



### Fire Safety

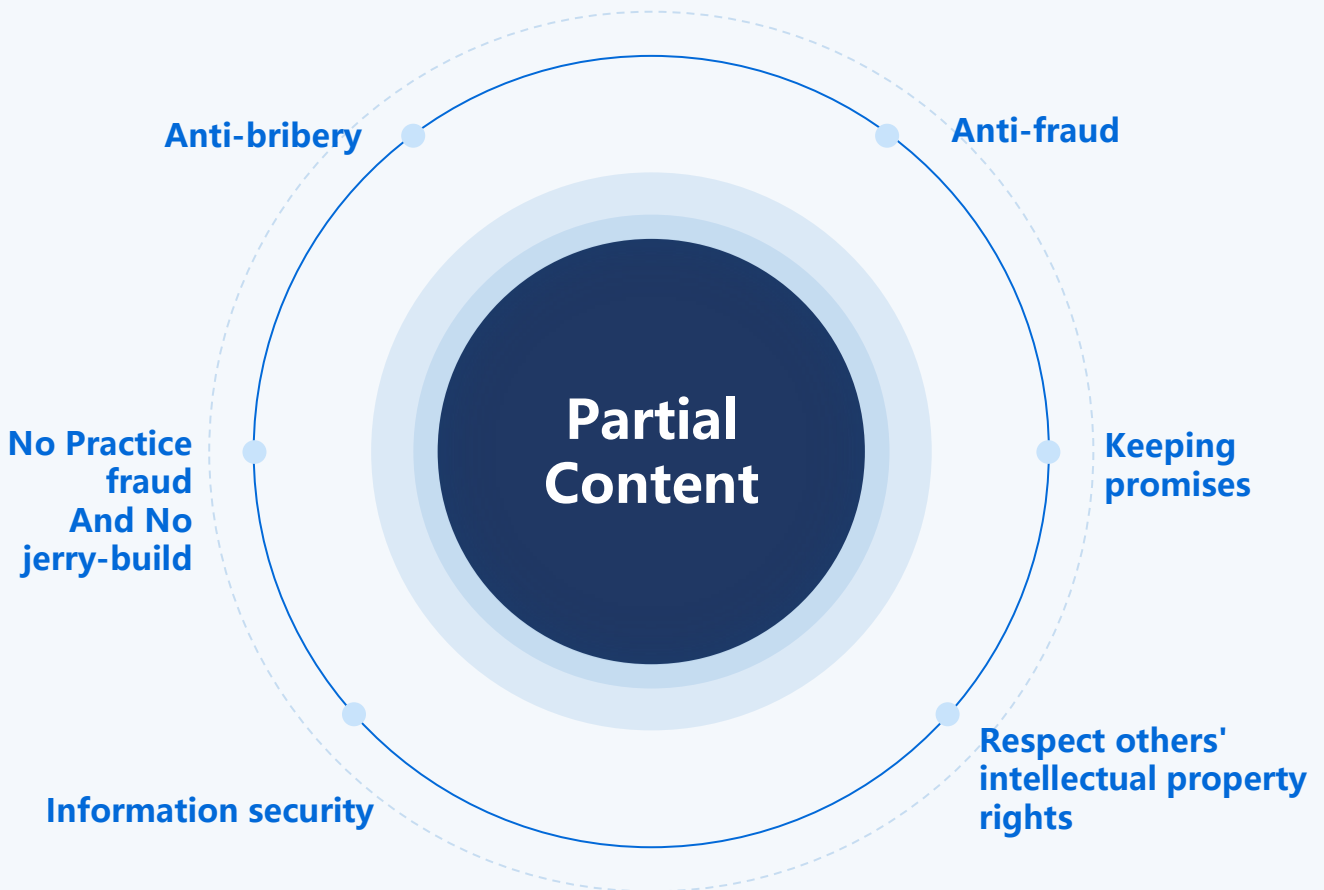
- Qualified firefighting equipment and facilities
- Fire drill activity
- Warning for setting up hazardous work areas
- Preventing work-related accidents



# Corporate Social Responsibility (CSR)

## Ethical responsibility

In order to strengthen the company's compliance capacity building and establish robust and reliable partnerships, ALKAIDSEMI released the Code of Business Conduct.



# Care for Employees

## Recruitment and Employment

We formulate recruitment policy, strictly abiding by the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, and other applicable laws and regulations, and formulate the Recruitment Management Regulations.



### Diverse hiring

We warmly welcome applications from all qualified candidates. We firmly believe that the rich diversity of our employees' backgrounds fosters a breadth of perspectives and innovative ideas, ultimately enhancing our team's creativity and overall performance.



### Equal opportunities

We champion equal employment opportunities and strive to ensure a fair evaluation for every applicant, irrespective of their background.



### Fair assessment

Our recruitment team conducts fair assessments of all applicants, focusing solely on their qualifications and experience, rather than their background or status.



### Anti-discrimination policy

We unequivocally condemn any form of discrimination, encompassing but not confined to gender, age, race, religious belief, or physical status. We actively encourage employees and applicants to voice any concerns or queries, and we will promptly take suitable measures to address them.

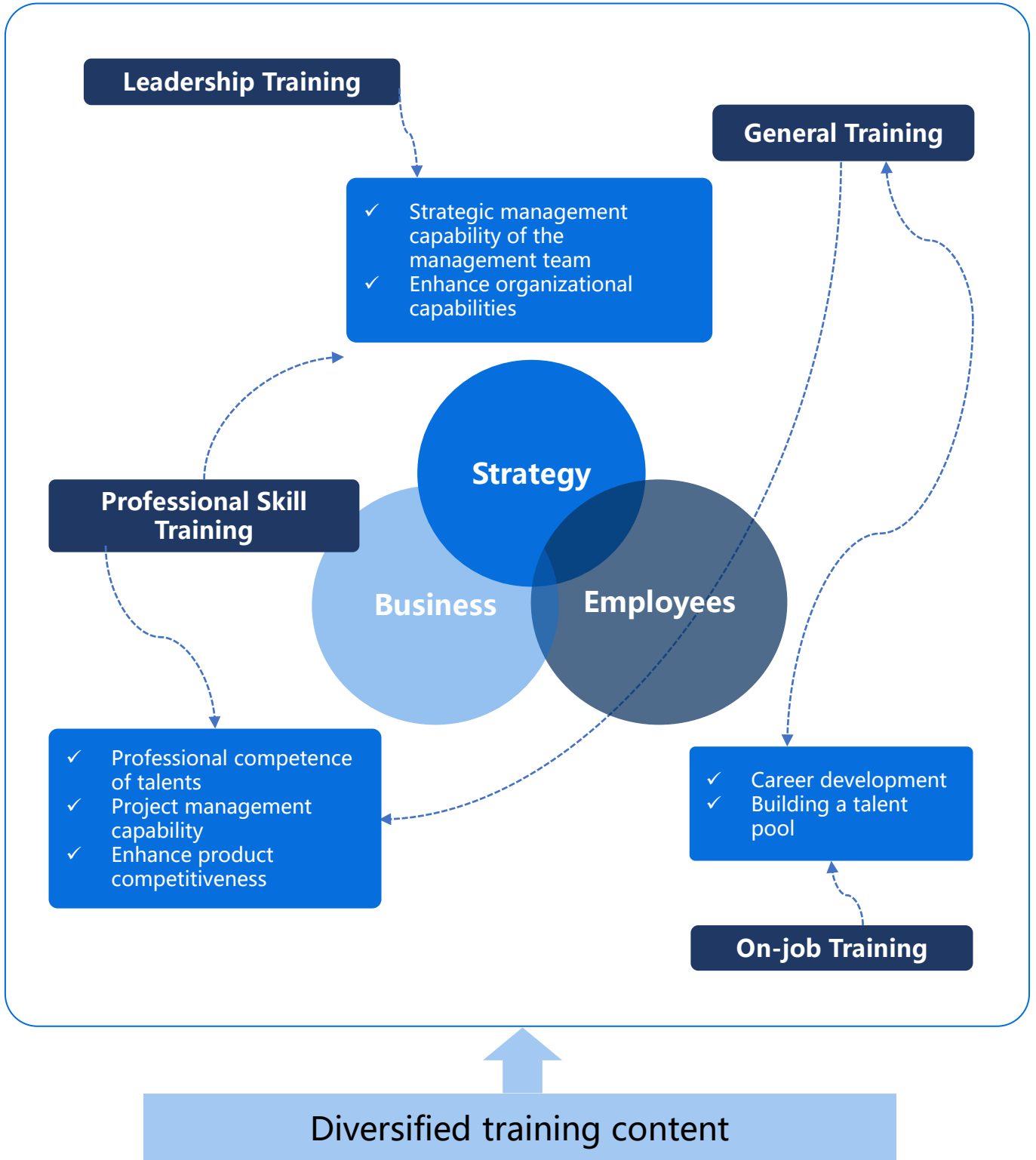


### Labor contract signing

We adhere strictly to the Labor Contract Law of the People's Republic of China and all relevant local legislations. We ensure that 100% of our employees are provided with labor or service contracts that comply with regulatory standards, explicitly stating their positions, working hours, labor protections, and compensation details.

# Care for Employees

## Training and Development

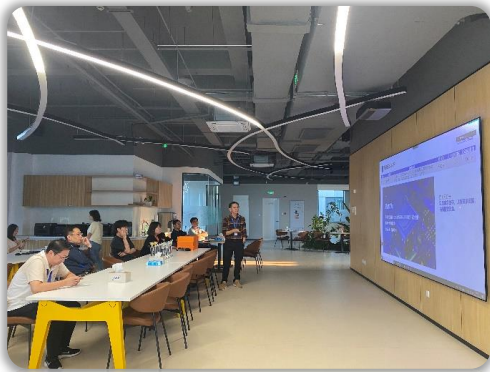




# Care for Employees

## Training and Development

**ALKAIDSEMI** provides various training programs for employee growth.



# Care for Employees

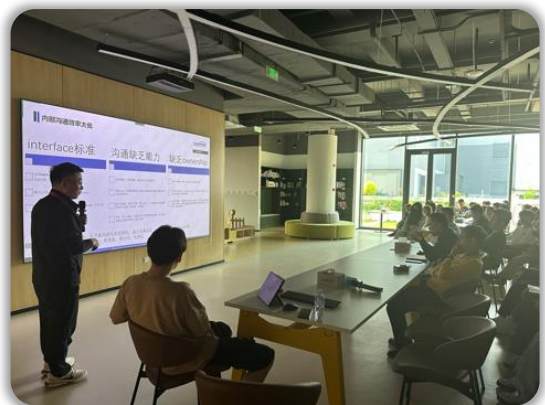
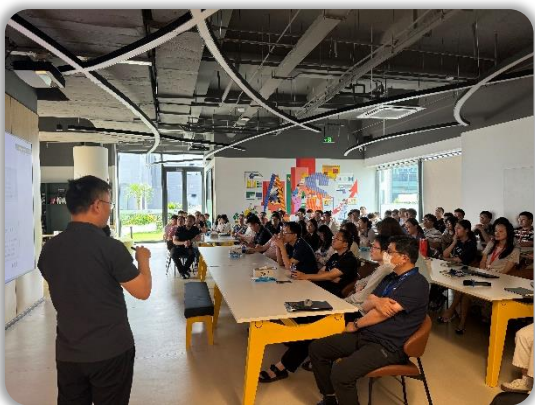
## Activities/ Communications

### Employee Engagement and Satisfaction Survey

- Every half a year, we conduct a comprehensive employee engagement and satisfaction survey to gauge our staff 's overall perception of the company, engagement levels, and satisfaction with various aspects such as the work environment, compensation, growth opportunities, and promotions. Additionally, this survey serves as a platform for employees to voice their ideas and suggestions.
- In the 2024 employee engagement and satisfaction survey, employees participated enthusiastically (81% of active employees participated in the survey) and scored 86.75 out of 100 for engagement and satisfaction.

### Employee Communication Meeting

This year, we held an employee communication meeting on July 15th to provide feedback on the opinions and suggestions put forward by the employees.



# Care for Employees

## Activities/ Communications



### Green Office

- We create a comfortable office environment and facilities for employees feel.
- The new office decoration was completed in May 2023, providing employees with a better working environment

## Activities

### Birthday Party for Employees



### 2023.10 Family Day





# Environmental Protection

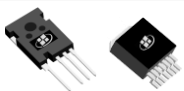


# Products/ Applications

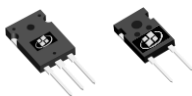
**ALKAIDSEMI(AKS)** persists in the vision of “focus on information and energy, make life better and more efficient” , Around the information and energy industry, AKS expands our product categories and provides complete solutions for Automotive Electronic、 Green Energy and Power Supply industry Chains.

## Power Device

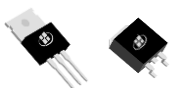
**SiC MOSFET**  
650~2300V



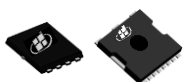
**IGBT / FRD**  
650~1700V



**Super Junction**  
500~750V



**SGT / TR MOS**  
-40~200V



- ◆ LV BMS and PDC
- ◆ Body Control
- ◆ Chassis and Safety
- ◆ Thermal Management System
- ◆ OBC/DCDC/PDU
- ◆ Inverter/Powertrain



- ◆ PV Inverter
- ◆ Energy Storage System
- ◆ Power Conversion System
- ◆ Battery Management System
- ◆ Wind Power
- ◆ Charging Station



- ◆ PD Adapter
- ◆ PC Power Supply
- ◆ Communication Power Supply
- ◆ Serve Power Supply
- ◆ Industrial/Medical Power Supply
- ◆ Uninterruptible Power Supply



# Honorable Awards/ Certifications

## Awards from governments

As a high-quality chip company, we have obtained a number of national and Shanghai honorary qualifications, widely recognized by all sectors of society.



National specialized, sophisticated, distinctive and innovative "Little Giant" enterprise



Shanghai Science and technology small giant (cultivation) enterprise



Shanghai specialized, sophisticated, distinctive and innovative enterprise



Shanghai Center for Enterprise Technology



Shanghai Design Innovation Center



Pudong New Area Enterprise R&D Institution



Shanghai key service unicorn (potential) enterprise



# Honorable Awards/ Certifications

## Quality system certificates

S/N	Certification, Test report	Details
1	ISO 9001 certified	Quality Management System
2	ISO26262 certified	Functional Safety Management System
3	GB/T 29490 certified	Intellectual property management system
4	ROHS compliance test report	Materials subjected to SGS test on yearly basis

Besides, our collaborative strategic manufacturing partners fulfill below management system standards:

1. ISO9001 (Quality System Management)
2. IATF16949 (Automotive Quality System Management)
3. ISO14001 (Environmental Management System)
4. QC080000 (Hazardous Substance Process Management)
5. ISO45001 (Occupational Safety and Health Management)



ISO9001 certificate



ISO26262 certificate



GB/T 29490 certificate



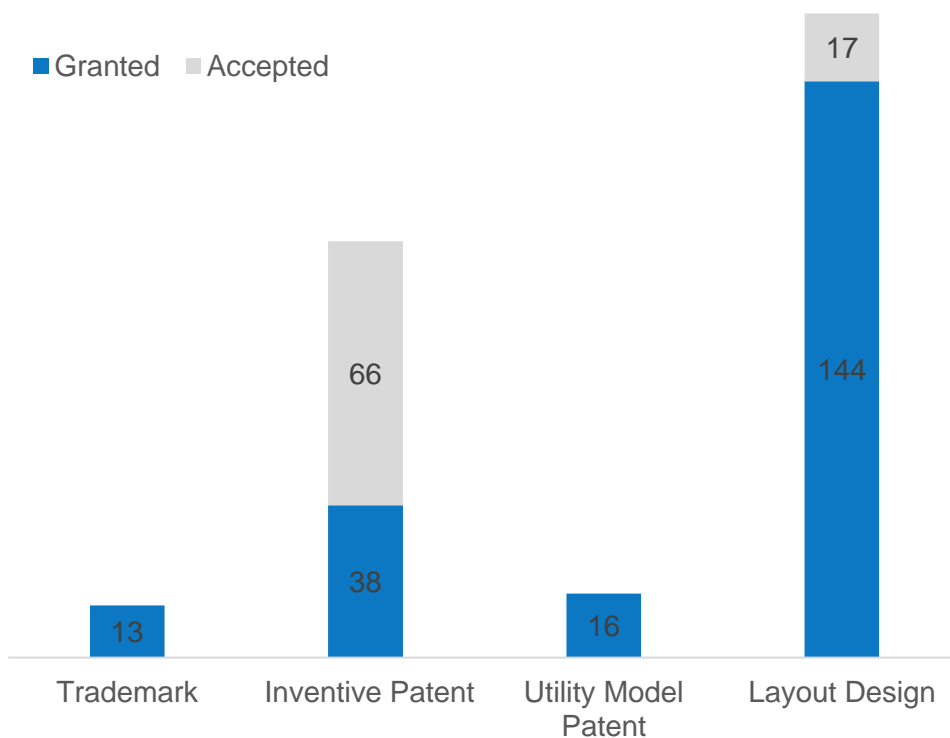
# Honorable Awards/ Certifications

## Proprietary patents

The company has strong research and development strength, and has obtained hundreds of patent certificates.

In addition, the company is participating in the development of a wide bandgap semiconductor roadmap and a national standard for silicon carbide MOSFET to maintain the company's technological leadership and core competitiveness.

### Intellectual property situation



# THANK YOU

This presentation contains ALKAIDSEMI proprietary and confidential information