



China Resources Microelectronics Limited
Supplier Code of Business Conduct

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Scope and Responsibility	3
Compliance with Business Ethics.....	4
No Improper Benefits	5
Fair Competition	6
Regulatory Compliance.....	6
Conflict Minerals.....	8
Labor Protection	9
Safety	

China Resources Microelectronics Limited (hereinafter referred to as "CR Micro") is committed to adhering to high-standard business ethics as well as all applicable laws and regulations.

This Code applies to all partners of CR Micro who fulfill the same obligations, and is designed to provide principled compliance guidelines for all stakeholders within the ecosystem.

All suppliers shall strictly observe the following Supplier Code of Business Conduct in business interactions, contract fulfillment, after-sales services and other aspects. This Code will also be used as one of the criteria for supplier accession and performance evaluation, which aims to promote the constant improvement of the overall supplier level and jointly build a more responsible, growth-oriented, and sustainable supply chain system.

It is a due obligation for enterprises to abide by business ethics. CR Micro stays committed to conducting business activities with a rigorous attitude and a high sense of social responsibility and adopting a zero-tolerance approach to any form of improper conduct.

Suppliers are required to establish and adhere to an all-sided code of business conduct (or equivalent policy which shall cover systems for dealing with fraud, money laundering, corruption, privilege, and confidential information, among others). All unethical or illegal activities shall be prohibited, such as racketeering, misappropriation of public funds, and offering or accepting bribes. Suppliers shall respect and protect intellectual property rights (IPR), adhere to fair dealing, and maintain incorruptible management. Meanwhile, suppliers shall have effective processes and procedures, including internal and external methods and approaches, to timely identify and report any improper conduct and mitigate the negative

impact of such conduct in a timely and effective manner. Measures such as optional reporting methods can be taken for anonymity and appropriate protection to prevent possible retaliation against whistle blowers.

CR Micro pays high attention to fostering a culture of integrity and has a firm zero-tolerance stance towards corruption, fraud, and other irregularities.

Suppliers shall make business decisions based on actual business performance and shall not pay a bribe to relevant organizations or individuals by using money, valuables, or other means in order to secure trading opportunities or competitive edges. Suppliers are not allowed to accept bribes or any form of other benefits offered for the purpose of obtaining illegal or improper advantages, e.g., property that obviously exceed normal courtesy practices (such as gifts, cash gifts, consumer cards/vouchers, securities, equities, and other financial products), personal

relationships, favors, entertainment, personal loans, personal borrowings, or any other direct or indirect interests unrelated to business decisions. Suppliers shall make it clear to their employees that they shall not take advantage of their positions to accept bribes from others, nor shall they offer bribes to others for seeking improper benefits.

Suppliers shall remain vigilant at all times to ensure compliance with applicable anti-bribery laws in any country. No payment shall be made or provided for any individual or government official in order to induce them to influence any purchasing act or decision.

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CR Micro complies with fair market competition and the fair competition laws and regulations applicable to the place where it operates. Suppliers shall

follow the basic principles of voluntariness, equality, fairness, and good faith in market transactions, compete in a fair and legal environment, and comply with applicable laws and regulations of any country related to competition to safeguard the legitimate rights and interests of CR Micro. Suppliers shall promise: 1) to establish good business evaluation criteria for partner selection and remain committed to conducting business cooperation on the basis of trust, respect, and integrity; 2) to evaluate all offers and proposals on the principle of fair competition and based on appropriate evaluating factors (including lowest total overall cost, highest quality, historical performance, legitimate competitive advantages, etc.); 3) not to fabricate or spread false information to damage the business creditworthiness and reputation of competitors; and 4) not to engage in market transactions by unfair means, impair competitors, or infringe other ' s trade secrets.

CR Micro is committed to adhering to high-standard business ethics as well as all applicable laws and regulations. Suppliers shall comply with the applicable laws, rules, and regulations of any country related to trade in

goods and services. Suppliers shall fully understand and strictly comply with all applicable laws and regulations on export control, including but not limited to those in China, the United States, the United Nations, Japan, the Netherlands, and other countries and regions, and require compliance from any entity that provides you with products or services.

CR Micro promises not to purchase raw materials from conflict minerals in conflict-affected and high-risk regions.

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Suppliers shall investigate the presence of conflict minerals (gold/tantalum/tin/tungsten) or other metals contained in products supplied, and conduct due diligence on the source and chain of custody of minerals in this scope. Supplier shall also provide customers with their due diligence measures upon request to ensure that the products they manufacture do not use, directly or indirectly, metals from the armed conflict or illegal mining in the Democratic Republic of the Congo (DRC) or its neighboring countries/regions and that they will not finance or benefit, directly or

indirectly, armed groups engaged in human rights abuses in DRC or its neighboring countries/regions.

CR Micro conscientiously performs social duties and obligations during its operation and development, lays emphasis on protecting employees' rights and interests, and respects and defends all human rights in accordance with international norms such as the *Universal Declaration of Human Rights*.

Suppliers shall undertake to uphold the human rights of employees in accordance with internationally recognized norms, abide by the basic policy on human rights of a joint-stock company, and treat all employees with dignity and respect. As an enterprise with a high sense of social responsibility, CR Micro advocates the protection of labor rights and interests and expects that every supplier can hold the same philosophy as CR Micro and abide by the following principles:



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- Comply with local laws and regulations, provide equal job opportunities for all employees and job applicants, and ensure their promotion opportunities, compensation, training, transfer, leaves, and other rights and benefits related to job assignment. Job evaluations should be based on performance and job-related qualifications and abilities rather than any other factors.
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 - Oppose any harassment, corporal punishment, mental or physical coercion, or verbal abuse related to employees' race, color, religion, belief, gender, sexual orientation, gender identity, or any other legally protected basis.
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 - Shall not discriminate against employees in recruitment and employment processes (such as wages, promotions, rewards, and training opportunities) based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or nationality, disability, pregnancy, religious belief, political faction, membership in any association, military service status, protected

genetic information, or marital status, nor force employees to undergo or accept medical or physical examinations that may have discriminatory purposes.

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- Shall not use child labor or forced labor at any stage of production and operation.
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- Obey local laws and regulations including those on minimum wages, overtime hours, and statutory benefits, and reasonably arrange work and develop salary systems.
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- Respect the legal rights of all employees to voluntarily organize and join labor unions, to engage in collective bargaining and peaceful assembly, and to refuse to participate in such activities.

CR Micro adheres to developing health and safety goals and continuously promotes safety management, striving to create a safe and reliable working

environment for employees.

Suppliers shall prioritize taking measures related to safety and health, meet or exceed all legal standards concerning occupational health and safety to help reduce work-related injuries and illnesses, and improve the quality of products and services.

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CR Micro is committed to boosting the development of the semiconductor industry with a green and low-carbon development model and contributing to China ' s goals to achieve carbon peaking and carbon neutrality and to build a community with a shared future for mankind.

CR Micro steadfastly insists on the philosophy of green design, green manufacturing, and green products, and expects that our suppliers can also comply with the following requirements:



- Pollution prevention and management

Suppliers shall take measures to reduce or eliminate the discharge or release of pollutants and the generation of waste at source.

Suppliers shall identify, label, and manage chemicals and other materials that may pose a hazard to humans or the environment and ensure that they are safely handled, moved, stored, used, recycled or reused, and disposed of.

Suppliers shall comply with applicable laws, regulations, and customer requirements regarding the prohibition or restriction of certain specific substances in products and the manufacturing process.

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- Greenhouse gas emissions and energy efficiency

Suppliers shall establish an internal energy management system and improve such system. A third-party certification of the energy management system is recommended. Suppliers shall also build energy performance parameters to

continuously improve energy performance.

CR Micro recommends suppliers periodically carry out Scope 1, Scope 2, and Scope 3 carbon accounting according to international standards or national standards. At the same time, suppliers can implement medium- and long-term energy-saving and carbon-reducing strategies, put forward energy-saving and carbon-reducing routes, and continuously increase the use of renewable energy to reduce fossil energy consumption.

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- Circular economy

Suppliers shall take steps to use natural resources temperately, including water, fossil fuels, minerals, and virgin forest timber, and actively use alternative recyclable and reusable materials.

CR Micro recommends suppliers adopt reuse, resource conservation, recycling, and other strategies or methods to reduce pollution and waste.



- Biodiversity, deforestation, and land conservation

IUCN I-IV

Suppliers shall strictly abide by the relevant laws and regulations of the place where they operate. Biodiversity conservation and land use assessments shall be conducted in all steps throughout the process of construction and operation in accordance with relevant requirements. Suppliers shall undertake to develop and operate their projects far away from ecological red lines and ecologically fragile areas, avoid operating in proximity to World Heritage sites and IUCN Categories I-IV protected areas, reduce the impact of production and operation on the ecological environment, avoid the disturbance of wildlife habitats, and prevent soil erosion and deforestation.

CR Micro attaches great importance to data and privacy protection and takes effective measures to control the information and data collected in the business.

Suppliers are required to protect the personal information of all persons with whom they have business dealings in order to meet the requirements of personal privacy protection.

Participants shall comply with the requirements of laws and regulations concerning privacy and information security when collecting, storing, processing, transmitting, and sharing personal information.

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Note: This Code remains open to the public for comment, and all stakeholders of CR Micro are invited to give their feedback by emailing crmic_hq_ir_zy@crmico.com if they have any suggestions on revision.