

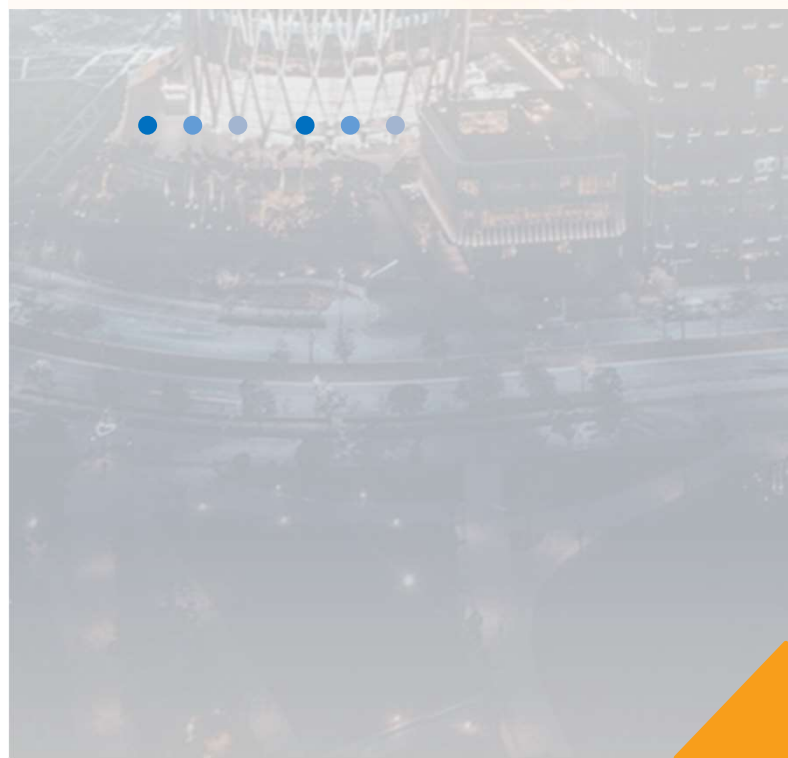
5051  
华润微电子

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## “提质增效重回报” 行动方案

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# 引言



# 目录

坚持全产业链IDM商业模式

以高质量发展铸就价值投资基础

▶▶▶

加快发展新质生产力

聚焦技术和产品创新

▶▶▶

以奋斗者为本

深入实施人才强企战略

▶▶▶

以投资者为本

与投资者共享发展成果

▶▶▶

完善公司治理结构

以卓越董事会实现高效管理

▶▶▶

合规严谨做好投关管理

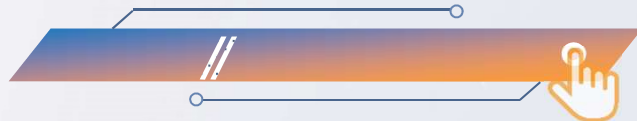
多措并举提高上市公司质量

▶▶▶

全面贯彻“ESG”理念

坚定执行“双碳”战略

▶▶▶



产品  
设计



掩模  
制造



晶圆  
制造



晶圆  
测试

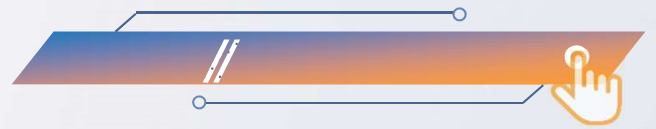


芯片  
封装



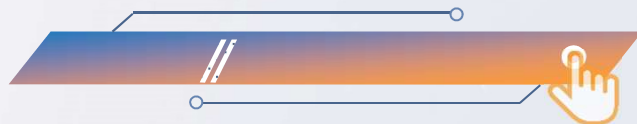
成品  
测试





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产品与方案

制造与服务



功率半导体

功率  
器件

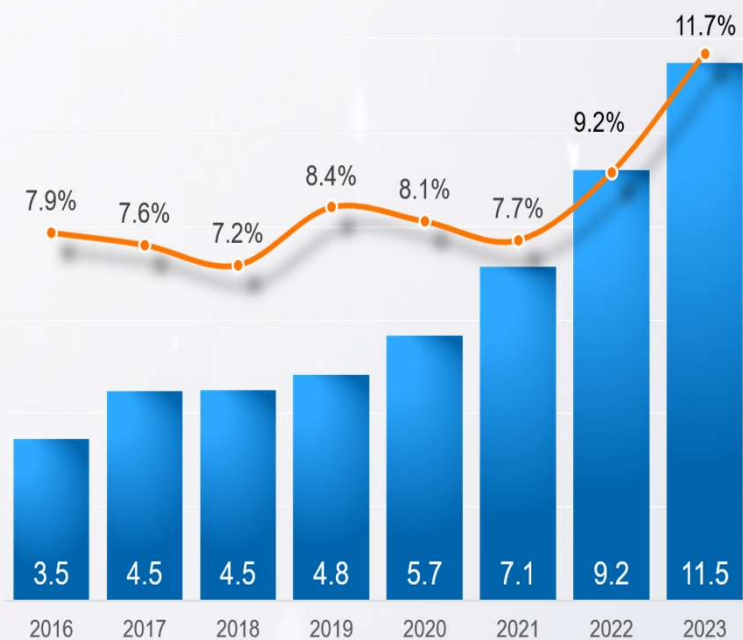
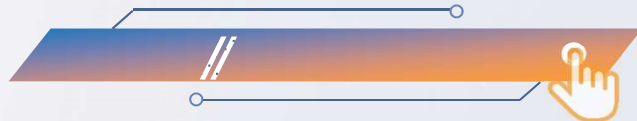
功率IC

模拟

数模混合

智能控制

智能传感器



**11.54** 亿元

**25.3%**  
**11.7%**



**4000<sup>+</sup>**

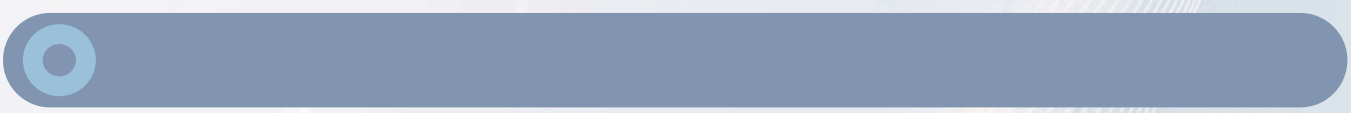
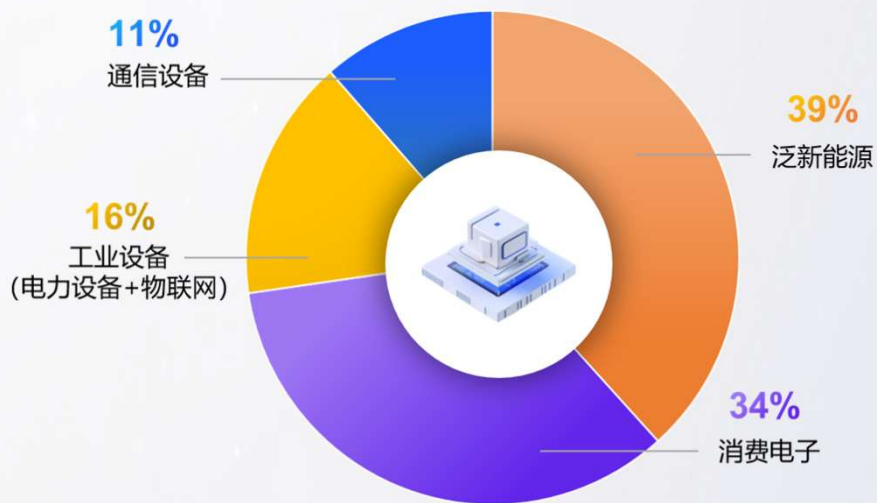
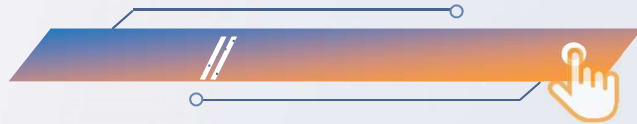
**2202**  
**83.47%**

2024年,

高压超结MOS

第三代半导体

IGBT  
11  
低压沟槽MOS



重庆12吋  
晶圆制造生产线

深圳12吋

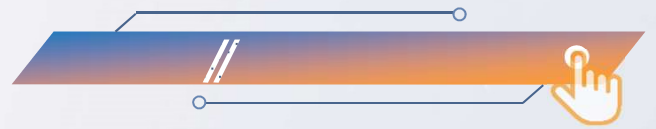


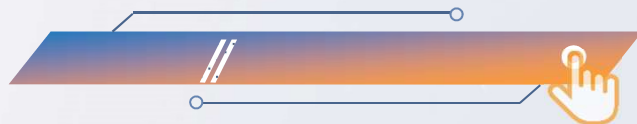
“

2024年,

工控 汽车电子 智能传感

”





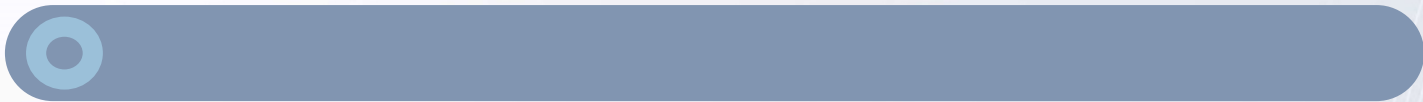
年轻化引才育才

市场化选才用才

4  
四化人才

国际化招才识才

专业化聚才引才



深度联动



完善  
中长期激励



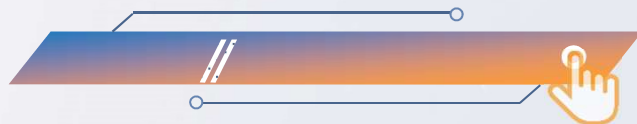
分层分类  
薪酬激励



探索  
管理创新课题

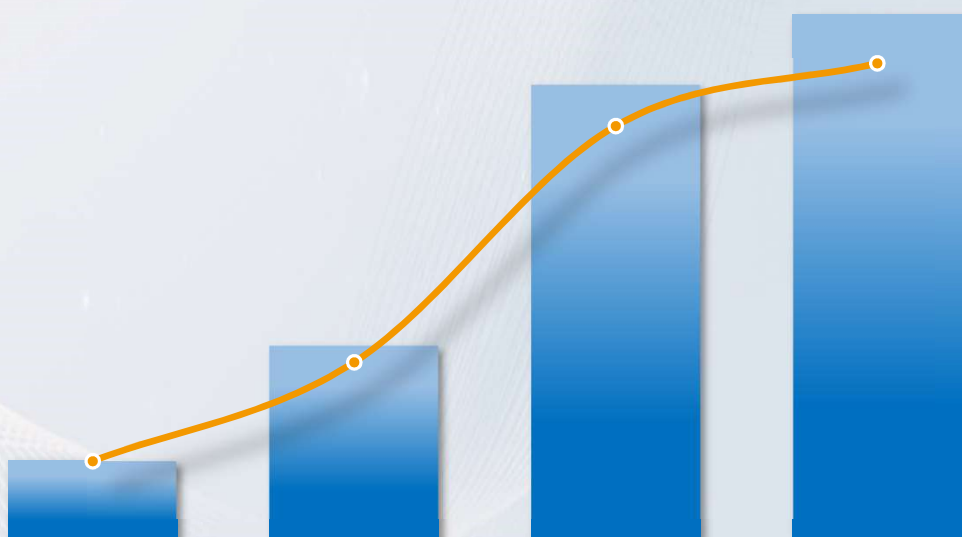


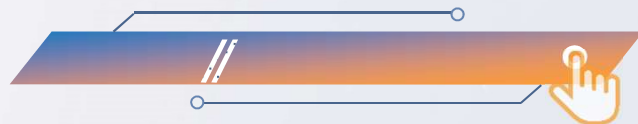
提业绩  
促行权



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## 上市以来历年派发红利金额





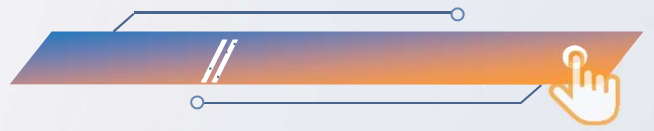
上利  
亿元

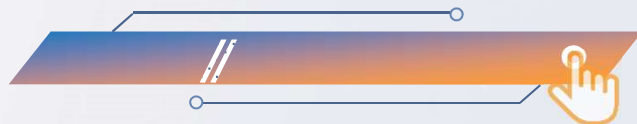


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展望未来，

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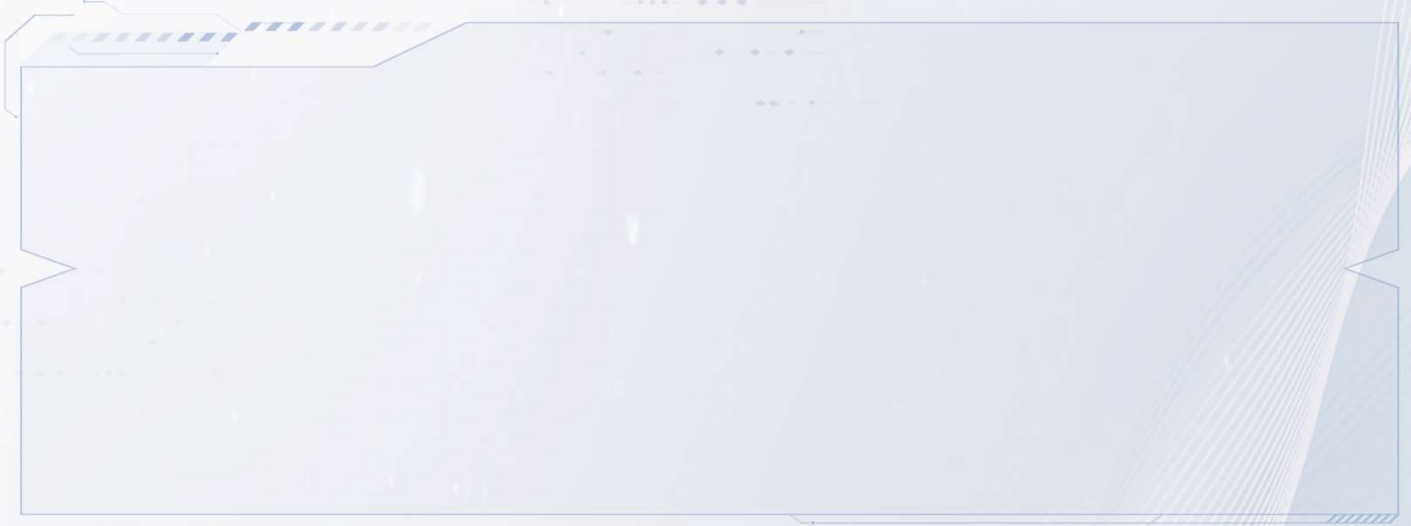
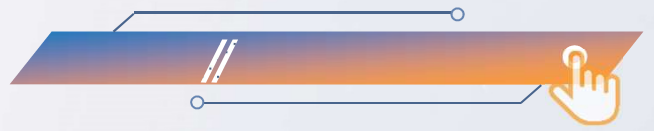




**高效运作**

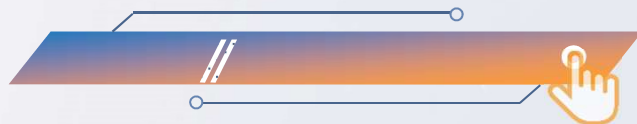


**有力服务**



2022 至 2023 年度  
信息披露工作评价

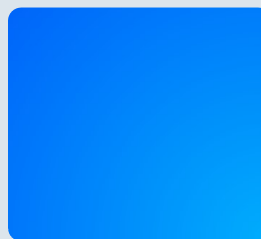
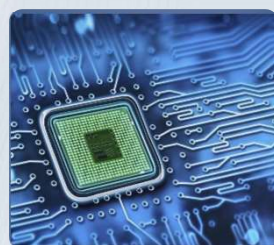
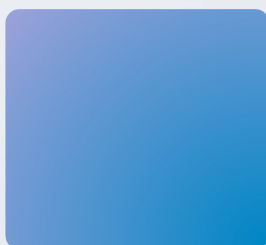
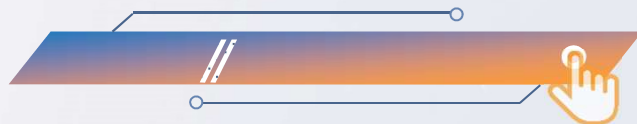
保持信披

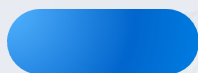
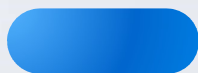
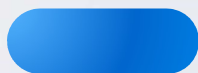
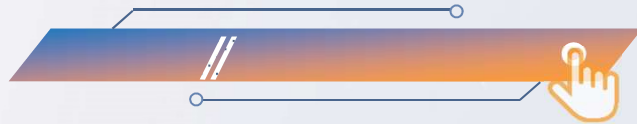


34

5









2023年,

6

118

千

意见反馈平台, 便于投资者意见直达公司。对于  
润微共发起的 **86** 次提问, 公司答复率 **100%**

定期高质量召  
开业绩说明会

分析师  
电话会议

投资者关系  
热线

机构现场  
调研

投资者关系  
邮箱

上证e互动

投资者沟通  
主要渠道

2024年



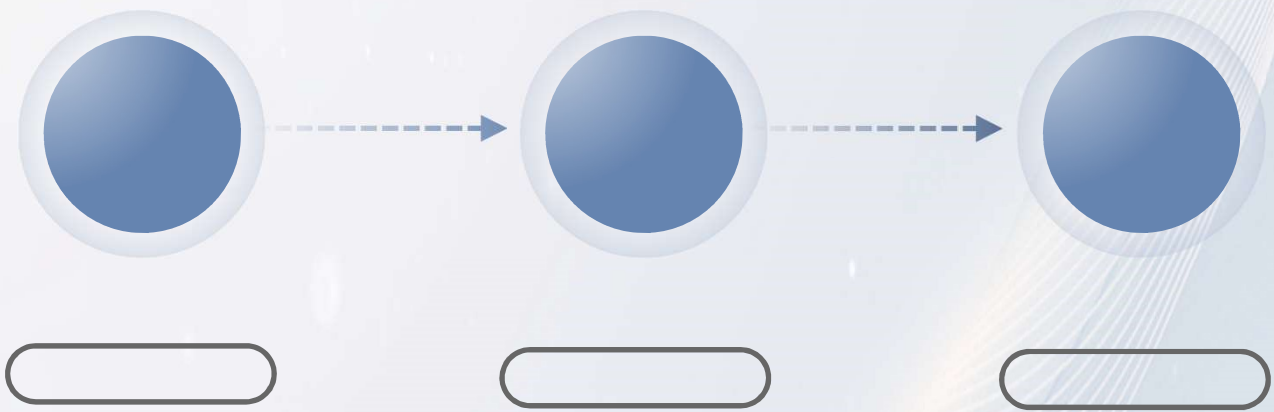
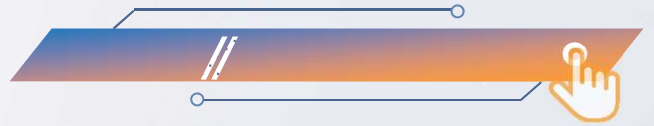
召开不少于4次业绩交流会



专业术语简单化 辅助说明图表化



投资者交流国际化





“



全面升级顶层设计，加强与下属单位共融共建



开展ESG评比活动



主动对标优秀同行



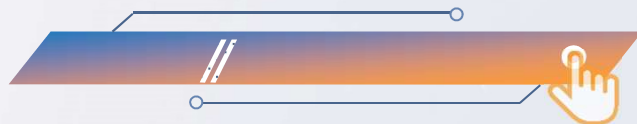
打造华润微ESG“暖芯”系列品牌



力争获取更高的社会责任/ESG评级



”



# 总结

