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China Resources Microelectronics Limited

Supplier Code of Business Conduct

2024 ẉ2 ώ

February 2024

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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.

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.

[illegible]

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

[illegible]

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.

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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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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.

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.

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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 ɏ race, color,

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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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 ɏ s goals to achieve carbon peaking and carbon neutrality and to build a community with a shared future for mankind.

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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

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continuously improve energy performance.

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CR Micro recommends suppliers periodically carry out Scope 1, Scope 2, and

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Biodiversity, deforestation, and land conservation

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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

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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.

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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@crmicro.com if they have any suggestions on revision.