

ESG (Environmental, Social and Governance)

2025/06/03



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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.

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 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.

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



Health Management

- Annual physical examination for employees
- Commercial insurance
- Employee Gym
- First-aid training
- Emergency preparedness for infectious diseases



Fire Safety

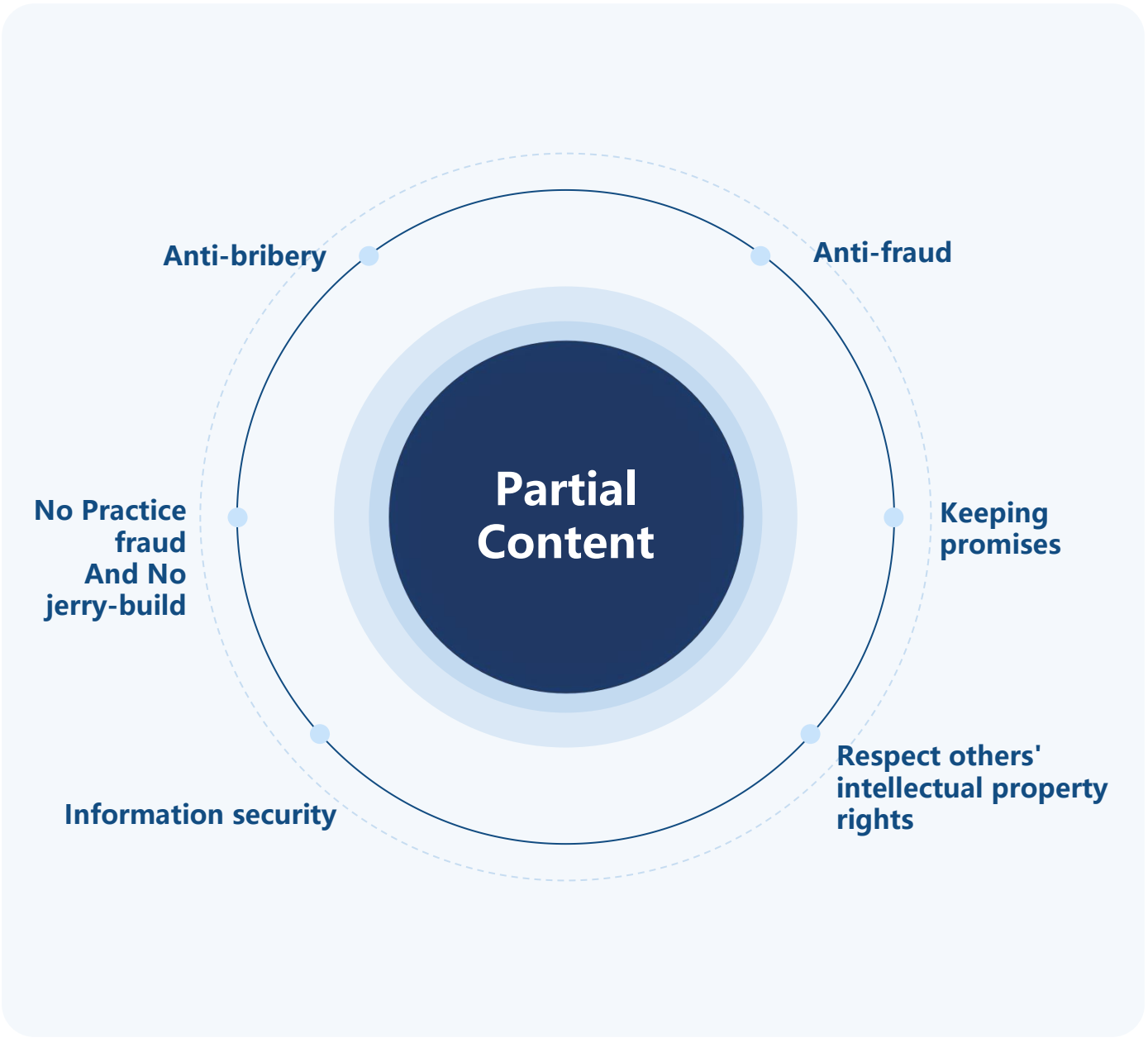
- Qualified firefighting equipment and facilities
- Fire drill activity
- Warning for setting up hazardous work areas
- Preventing work-related accidents



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.

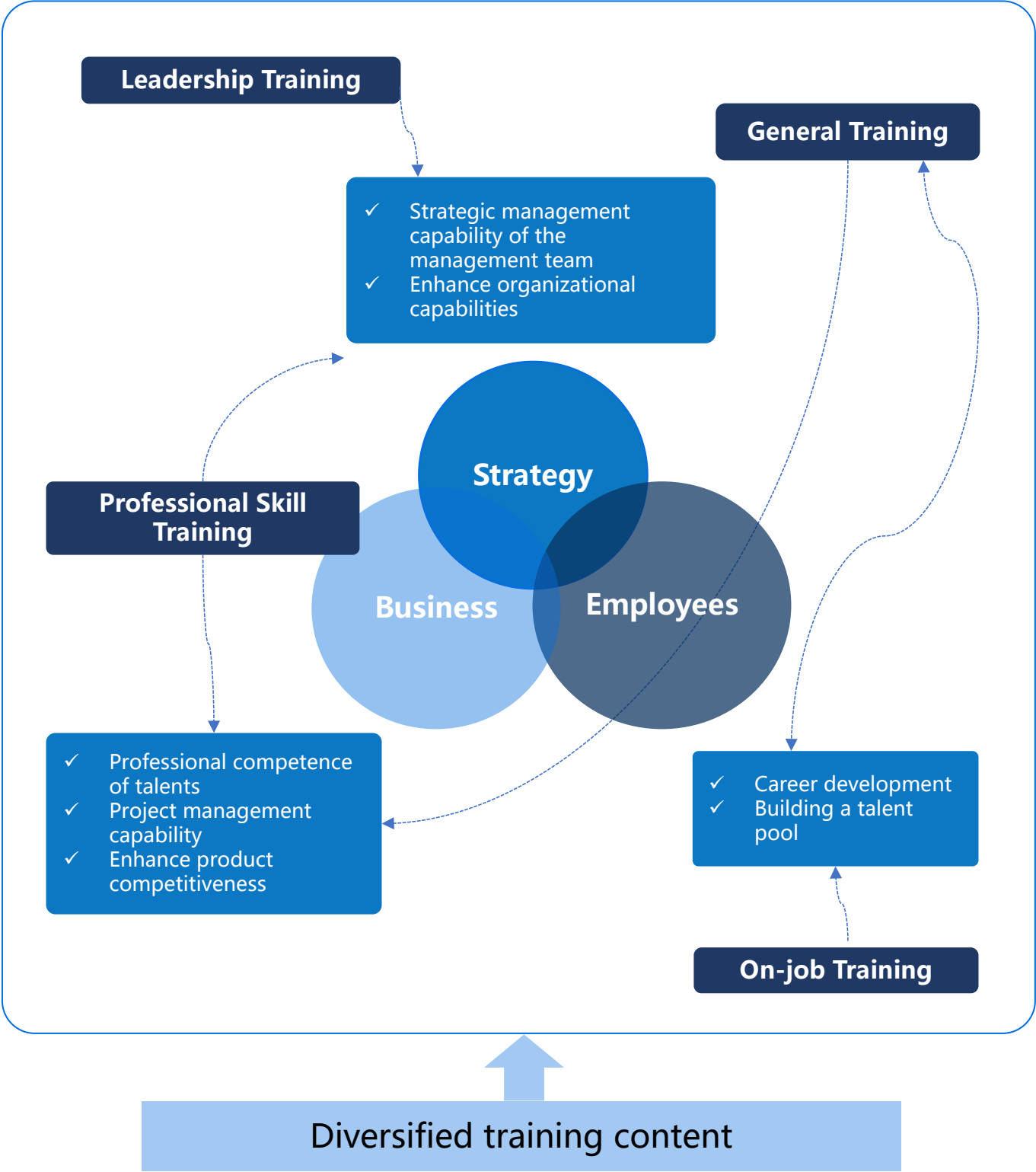


Labor contract signing

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

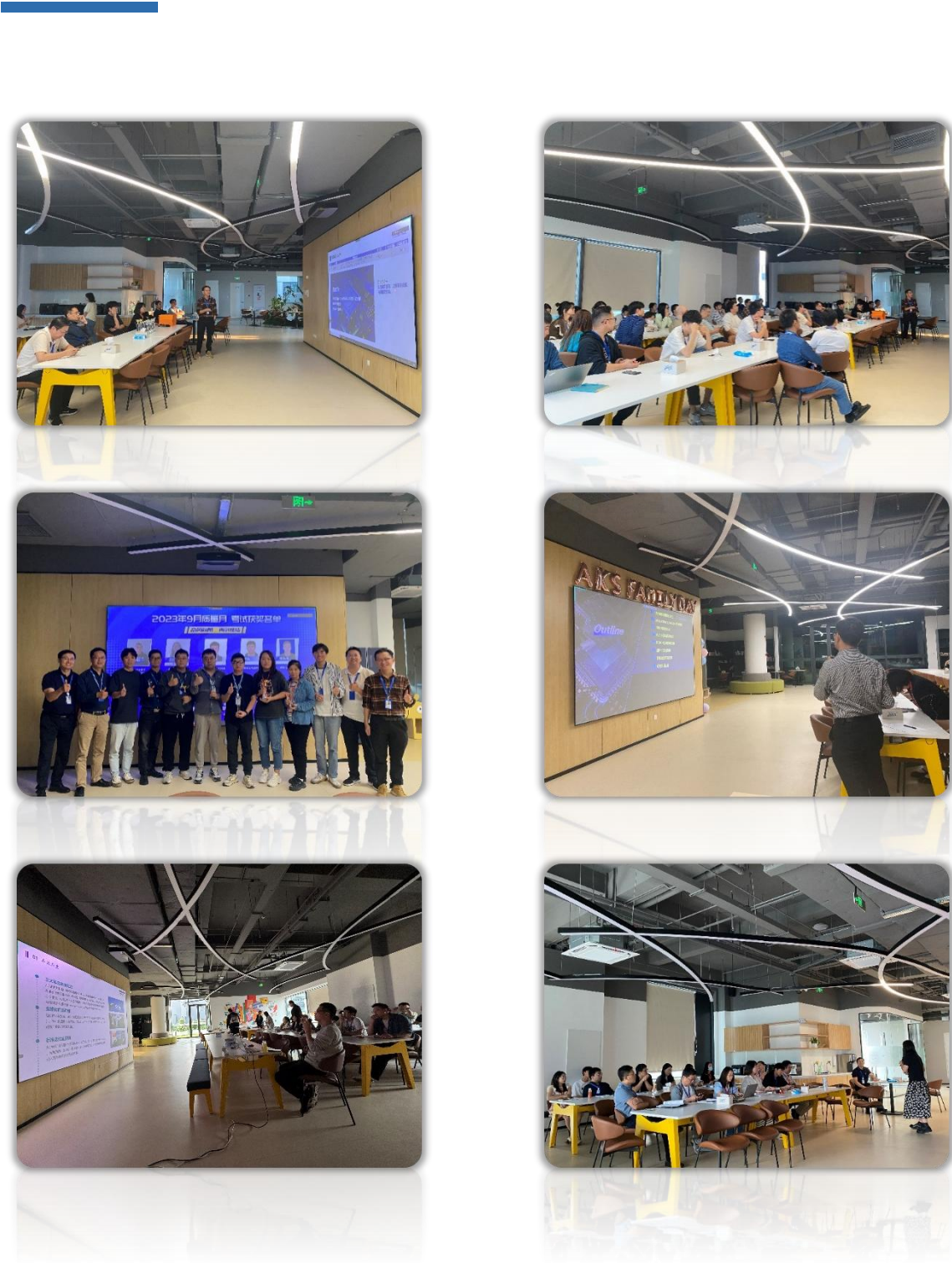
Training and Development



Care for Employees

Training and Development

ALKAIDSEMI provides various training programs for employee growth.





Care for Employees

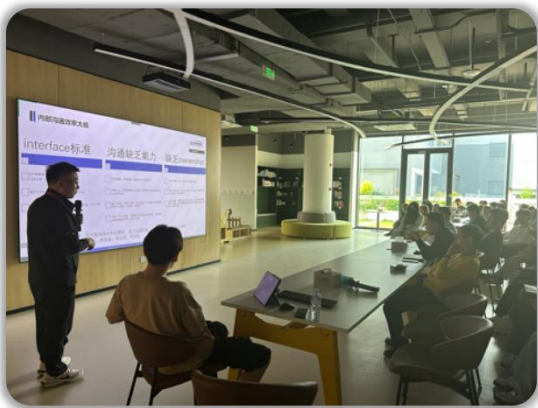
Activities/ Communications

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

Every year, we hold an employee communication meeting to provide feedback to our employees on the current performance of the company, we also give feedback on the opinions and suggestions put forward by the employees.



Care for Employees

Activities/ Communications



Office environment

- 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

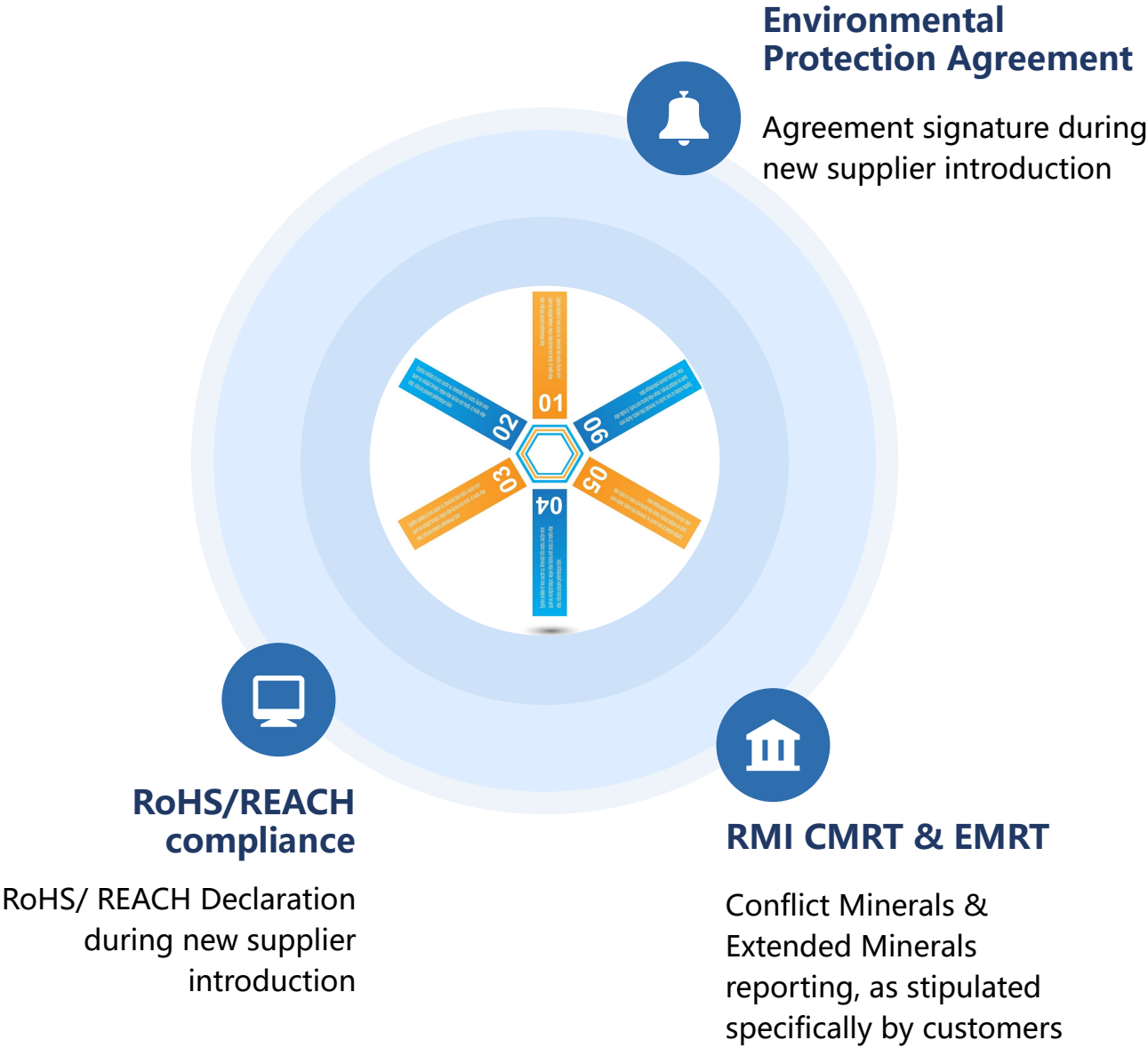


2023 & 2024 Family Day





Environmental Protection



Environmental Protection



Green office

We post slogans to regulate the use of energy and resources, continuously strengthen the publicity and implementation of environmental protection related contents such as green office , and strive to build Alkaidsemi into a resource-saving and environment-friendly company.



Comply with laws and regulations

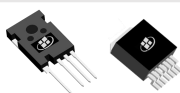
Comply with national laws and regulations as well as industry and local environmental policy.

Products/ Applications

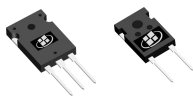
ALKAIDSEMI(AKS) persists in the vision of “focus on information and energy, make life better and more efficient” , Around the information and energy industry, AKS expands our product categories and provides complete solutions for Automotive Electronic、Green Energy and Power Supply industry Chains.

Power Device

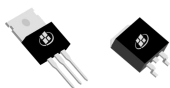
SiC MOSFET 650~2300V



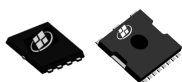
IGBT / FRD 650~1700V



Super Junction 500~750V



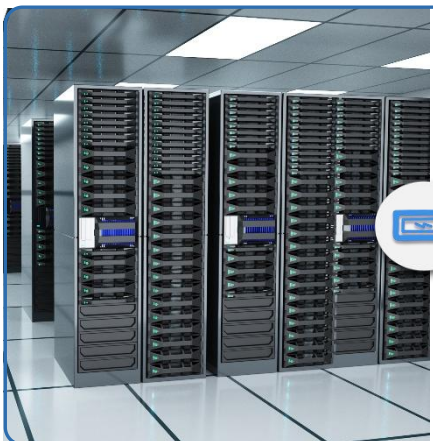
SGT / TR MOS -40~200V



- ◆ LV BMS and PDC
- ◆ Body Control
- ◆ Chassis and Safety
- ◆ Thermal Management System
- ◆ OBC/DCDC/PDU/
- ◆ HVAC/PTC
- ◆ 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
- ◆ UPS/HVDC



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



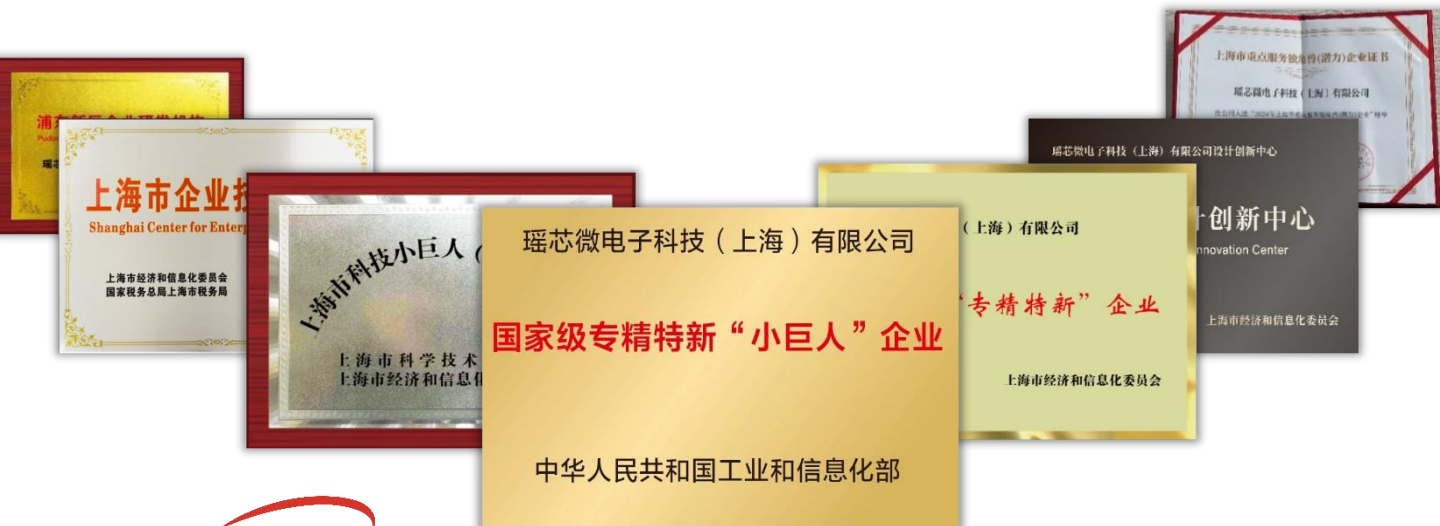
Shanghai Design Innovation Center



Pudong New Area Enterprise R&D Institution



Shanghai key service unicorn (potential) enterprise



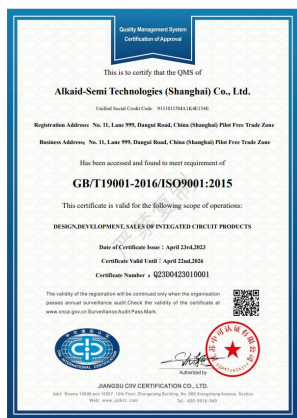
Honorable Awards/ Certifications

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
5	AEC-Q101 reliability test qualification	Automotive products adhere to AEC-Q101 reliability testing requirements

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)



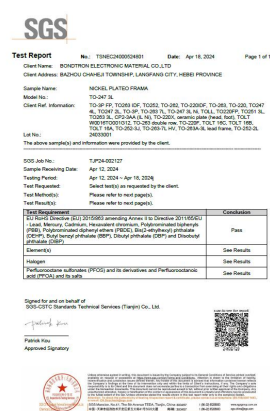
ISO9001 certificate



ISO26262 certificate



GB/T 29490
certificate

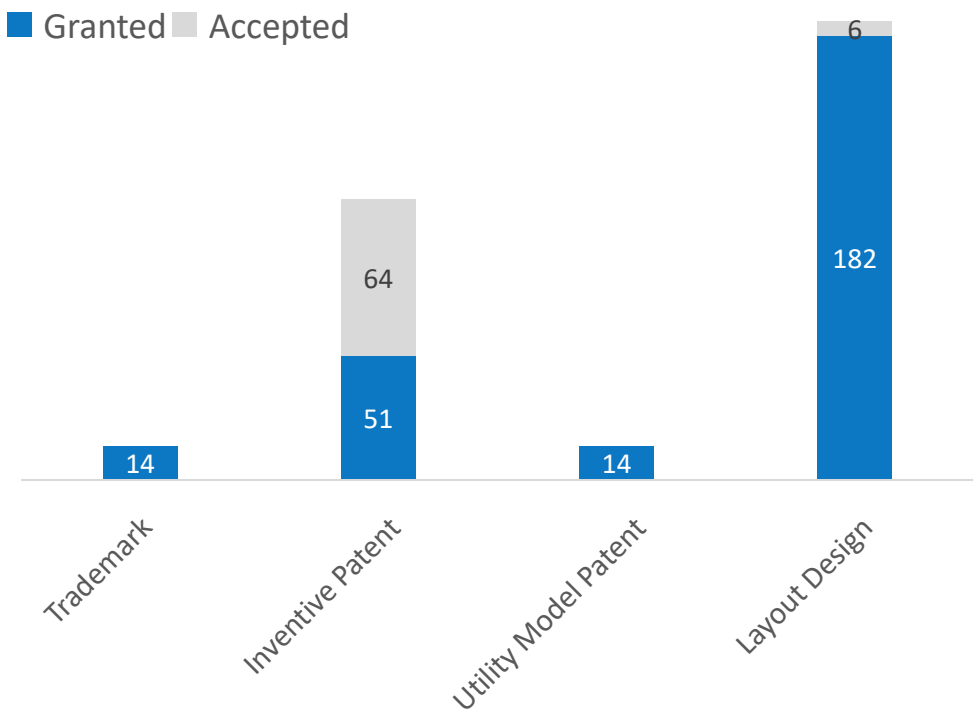


Honorable Awards/ Certifications

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

