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2023

Corporate Social Responsibility Report

United Nova Technology Co., Ltd.

Report introduction

Publication cycle

This report is the annual report and also the fifth corporate social responsibility report released by United Nova Technology Co., Ltd.

Time frame

For the period from January 1, 2023 to December 31, 2023. Some contents will be traced back or extended forward due to considerations of project continuity or material impact.

Reporting boundary

This report covers the same content as the business coverage area of United Nova Technology Co., Ltd., including the Company's corporate social responsibility concept, strategy and specific practices, as well as the Company's operational status during the reporting period.

Preparation basis

The report is prepared in accordance with the "Global Reporting Initiative (GRI) Sustainable Development Reporting Standards" (GRI Standards) released by the Global Sustainability Standards Board (GSSB), "Guidelines for Corporate Social Responsibility Reports in China (CASS-ESG5.0)" and "Guidelines for the Compilation of Social Responsibility Reports" (GB/T 36001-2015) released by the Chinese Academy of Social Sciences (CASS), and the "Shanghai Stock Exchange Listed Company Environmental Information Disclosure Guidelines" and other requirements.

Data description

The data quoted in this Report are from the official documents and statistical data of the Company. The data quoted in this Report, unless otherwise specified, are in metric units, and the currency used is the Chinese Yuan (RMB).

Referential description

For the convenience of presentation and reading, in this report, United Nova Technology Co., Ltd. is referred to as 'United Nova Technology', the 'Company', or 'we/us/our' (unless otherwise specified in the text).

Report acquisition

The electronic version is available on request.

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Message from the Board Chairman



The journey begins, with a promising future ahead

Over the past year, United Nova Technology has continued to promote sustainable development, guided by Xi Jinping Thought on Socialism with Chinese Characteristics for a New Era, and actively fulfilled its social responsibilities by promoting diversity and inclusiveness. We have consistently adhered to our commitment to ESG, fully integrating it into our Company's strategy, innovation, and operations, and have made significant progress.

Drive efforts from both supply and demand sides, expand into emerging sectors

As a high-tech enterprise in the integrated circuit industry, which serves as a "guiding star" for high-quality development, we are acutely aware of the significant responsibility. For a long time, we have been generating effective demand through high-quality supply to boost demand and stabilize our business fundamentals. Faced with a complex and volatile external environment and market challenges, we have gone all out to achieve our initial public offering on the Science and Technology Innovation Board (STAR Market), actively positioning ourselves in the third-generation semiconductor field. Starting from 2021, we began to invest in the research and development and production capacity building for silicon carbide MOSFET chips and module packaging technologies. Within two years, we have completed three rounds of technological iterations. The device performance of our silicon carbide MOSFETs has reached the international advanced level, achieving mass production of 6-inch, 5,000 pieces per month silicon carbide MOSFET chips. In order to further integrate upstream and downstream resources and enhance market competitiveness, United Nova Technology is intensifying its industrial layout. By driving efforts from both the supply and demand sides and passing on the momentum of development, United Nova Power Technology Co., Ltd. was jointly established with partners across the industrial chain in 2023, with a registered capital of 500 million yuan. This move aims to deeply integrate with downstream end customers and simultaneously extend its reach to the upstream industrial chain, achieving ecological layout of the industrial chain.

Synchronizing the entire value chain, promoting sustainable development

Adhering to the corporate vision of 'Link resources, Link wisdom, Continue innovation, Devoted to support the global new energy revolution,' we strive to 'root down and grow up,' utilize technology empowerment, and achieve high-quality development with the core principles of comprehensive balance, health and sustainability, innovation-driven, and client value focus. We nurture new opportunities in crises and create new situations in changing circumstances. Adhering to the values of 'Partnership, Proactive, Passionate, Persistent,' we provide clients with comprehensive and systematic solutions with a highly forward-looking strategic positioning and meet their needs in a one-stop manner. From R&D to mass production, from design to service, United Nova Technology practices the concept of sustainable development throughout the entire value chain.

Adhering to the original intention of guaranteeing, giving back to social development

The development of an enterprise cannot be separated from the support and trust of society. We always adhere to the purpose of "guaranteeing the original intention, giving back to society", adhere to the concept of harmonious win-win, and actively develop charitable public welfare undertakings in the fields of education, poverty alleviation, disaster relief, etc. We also pay attention to the needs and rights protection of vulnerable groups, and provide them with more help and support. Actively fulfill social responsibilities while achieving self-development.

Implementing the dual carbon strategy, safeguarding the foundation of development

The Company has established three application directions: power, sensing, and connectivity, and has comprehensively laid out three major industries: new energy, intelligence, and the Internet of Things (IoT), practicing the 'dual carbon' strategy. Supporting the development of green industries, adhering to the green and low-carbon concept to lead operational transformation, advocating for automation, paperless, and electronic operation development direction; advocating for green office, creating a daily office atmosphere of energy saving and carbon reduction, and building a green working mode. We deeply implement the national 'dual carbon' strategy, enhance environmental protection and risk prevention levels, and have not experienced any environmental pollution accidents throughout the year, continuously safeguarding the distinctive foundation of high-quality development.

Rooted in 'soft power', jointly building sustainable development

Excellent corporate culture is the soil for enhancing employees' trust and sense of identity. The 'organization, culture, and people' are the foundation of development, actively building an excellent team with unity from top to bottom, fully tapping into the value and potential of 'people', and strengthening organizational capacity and cultural construction are the fundamental driving forces for the sustainable development of the Company. We adhere to the 'talent development strategy', actively complete talent reserves, continuously build an interactive, collaborative, and inclusive professional platform, establish an excellent talent development system, and reserve human resources for the high-quality development of the Company.

Thousands of peaks stretch infinitely, but there must be one highest peak. The emperor's ceremonial robe is intricately constructed, yet by grasping the collar, the entire dragon robe can be easily lifted. In the future, we will deeply understand Xi Jinping Economic Thought, implement the spirit of the 20th National Congress of the Communist Party of China, solidly promote high-quality development, continue to strengthen the practice and exploration of corporate social responsibility, promote industrial innovation through technological innovation, give birth to new industries, new models, and new driving forces, and develop new productive forces. Perseverance and climbing to the summit, we will continue to adhere to the guiding principles of high-quality development and achieve comprehensive, healthy, and sustainable development!



United Nova Technology Chairman

Ding Guoxing

Introduction to United Nova Technology



Corporate overview

United Nova Technology Co., Ltd. (Stock code: 688469.SH) was established in March 2018 with a registered capital of 7.0457 billion RMB. The Company is headquartered in Shaoxing, Zhejiang Province.

United Nova Technology is a leading specialty process wafer foundry enterprise in China, primarily engaged in the fields of power semiconductor, sensor signal, and connection. The Company provides a vertically integrated one-stop system foundry solution of the manufacturing, module packaging, and testing of wafers.

The Company's process platform covers ultra-high voltage, automotive, advanced industrial control and consumer power devices and modules, as well as automotive, industrial, and consumer sensors.

The application areas cover industries such as smart grid, new energy vehicles, wind power generation, photovoltaic energy storage, consumer electronics, 5G communication, Internet of Things, and household appliances.

The Company is one of the few foundries in China that provides automotive-grade chips, and has established a full-process automotive-grade quality management system from R&D to mass production, and passed a series of international quality management system certificates, such as ISO9001 (Quality Management System), IATF16949 (Automotive Quality Management System), ISO26262 (Road Vehicles Functional Safety System), TISAX (Information Security Assessment), and has established cooperative relationships with several leading enterprises in the industry.

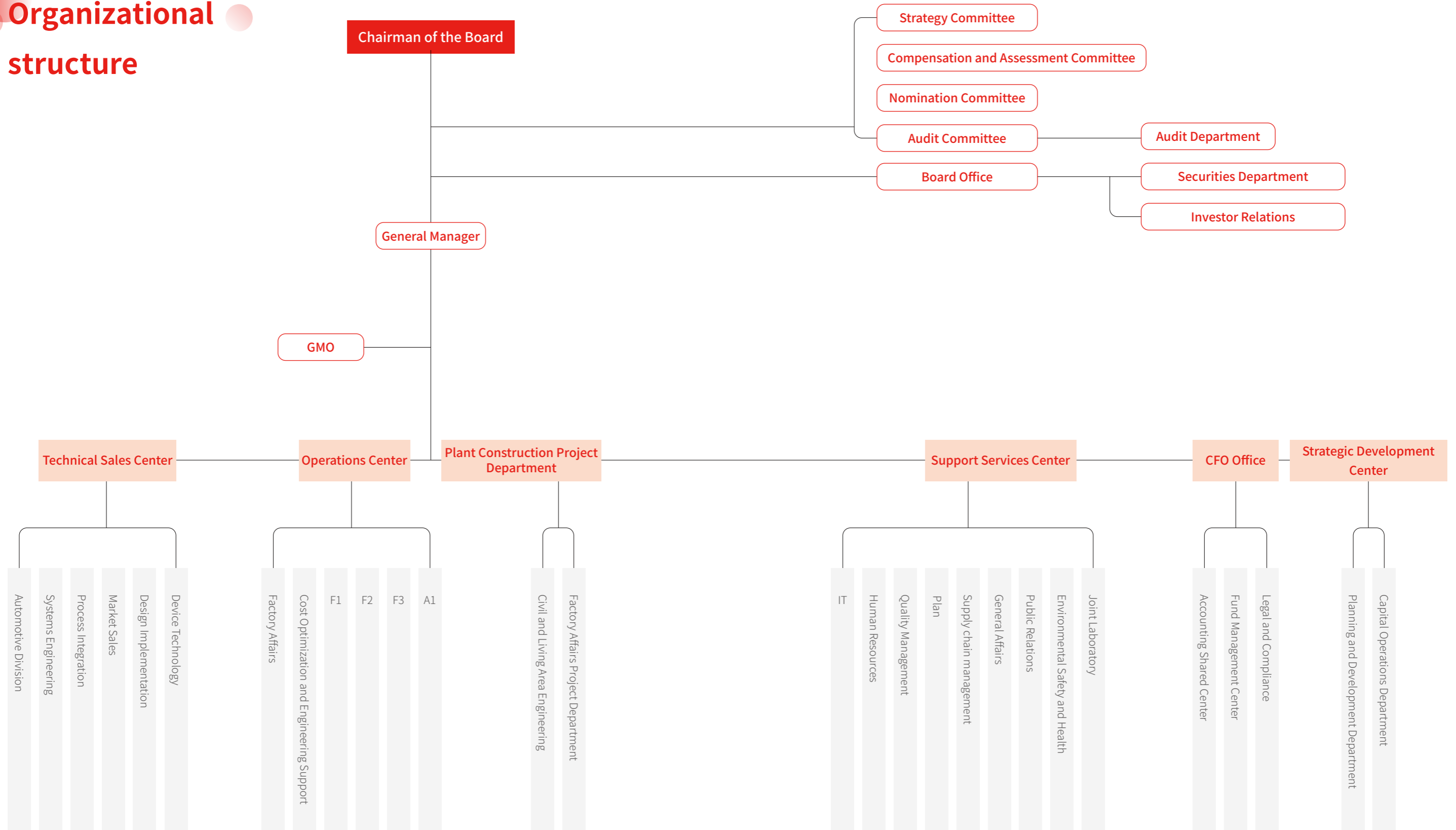
Adhering to the market-oriented R&D and innovation mechanism, the Company has established a perfect technology R&D system, has a complete technology layout in its core business areas, and has formed a strong capability of technology R&D and large-scale process development. As of the end of 2023, the Company has undertaken 7 major national science and technology projects. This includes leading the "MEMS Sensor Batch Manufacturing Platform" project and participating in projects such as the "Development and Application of Automotive-Grade High-Precision Integrated Navigation Sensor System", "Micro-Nano Sensor and Circuit Monolithic Integration Process Technology and Platform", "Wafer-Level Vacuum Packaging and Testing Technology and Platform", "Semiconductor Manufacturing Smart Factory Logistics Scheduling and Optimization Software Development for Multi-Machine Collaboration", "Dual-Axis Acceleration Sensitive Elements and Sensors for Automotive Safety Airbag Systems", and the "Design and Development of High-Precision MEMS Inertial Devices".

The Company operates with the principle of "strengthening economic cooperation and technological exchange, adopting advanced technology and scientific management methods to improve product quality, enhancing product competitiveness in terms of quality and price, and ensuring satisfactory economic benefits for all parties." The business is global in scope, and in addition to its headquarters in Shaoxing, Zhejiang, the Company has sales and marketing offices in Shanghai, Shenzhen, Hefei in China, Tokyo in Japan, and Switzerland in Europe. United Nova Technology has established extensive strategic cooperation with numerous domestic and foreign customers, continuously cooperating to develop technologically advanced products while supporting client mass production.

According to the approval issued by the China Securities Regulatory Commission on March 13, 2023, titled "Approval for the Initial Public Offering Registration of Semiconductor Manufacturing Electronics (Shaoxing) Corporation" (CSRC License [2023] No. 548), and with the approval of the Shanghai Stock Exchange, the Company issued an initial public offering of 1,692.00 million RMB ordinary shares. The shares were listed on the STAR Market of the Shanghai Stock Exchange on May 10, 2023. On June 8, 2023, the sponsor, Haitong Securities Co., Ltd. (lead underwriter), fully exercised the over-allotment option, and the Company issued an additional 253,800.00 thousand shares of ordinary shares on the basis of the initial issuance of 1,692.00 million shares of ordinary shares.

On November 13, 2023, the Company held the 18th meeting of the first board of directors, and on November 29, 2023, the third extraordinary Meeting of Shareholders of 2023, agreed to change the Chinese name of the Company from "绍兴中芯集成电路制造股份有限公司" to "芯联集成电路制造股份有限公司" and change the English name of the Company from "Semiconductor Manufacturing Electronics (Shaoxing) Corporation" to "United Nova Technology Co., Ltd." The Company's stock abbreviation was changed from "中芯集成" to "芯联集成", and the corresponding expansion abbreviation was changed from "中芯集成" to "芯联集成", while the Company's stock code "688469" remained unchanged.

Organizational structure



Product Service

The Company provides one-stop contract manufacturing services for chips and modules in industries such as new energy vehicles, wind and solar energy storage, power grid and industrial control, as well as high-end consumer products. This includes services ranging from design, wafer manufacturing, module packaging, application validation, to reliability testing.

The Company's products mainly include HVIC (High-Voltage Integrated Circuits), power devices, and MEMS (Micro-Electro-Mechanical Systems) in three major areas.

1 The power control encompasses IGBT, MOSFET (including SiC) chips and modules, with medium to low voltage MOSFET products covering various fields including automotive, industrial control, and consumer electronics. The voltage platform ranges from 12V to 200V, with high-voltage MOSFETs employing multiple epitaxy and deep trench processes. These products find applications in areas such as OBC, charging stations, and photovoltaics. Continuous efforts are being made to increase the production capacity of IGBT wafer products to 80,000 pieces per month on 8-inch wafers, with a total production capacity of 170,000 pieces per month. Equipment capacity for 12-inch wafer products stands at 30,000 pieces per month (equivalent to 67,500 pieces per month on 8-inch wafers). SiC MOSFETs have entered mass production with shipments exceeding 5,000 pieces per month by the end of the year. Three generations of products have been developed within three years, with the second-generation chip products entering mass production, contributing to the rapid development of domestically-produced new energy vehicles.

2 The company's power drive HVIC (BCD) platform offers comprehensive automotive-grade contract manufacturing services from the perspectives of high voltage, high current, and high density. Currently, the mature mass-produced 0.18um BCD 40/60/120v platforms meet the contract manufacturing needs of various products such as drivers, power management, interfaces, and AFEs. The distinctive BCD 60V/120v BCD+eflash, BCD SOI200v, and 0.35um IPS40v integrated contract manufacturing platforms, combined with integrated SoC solutions for new energy vehicles and Industry 4.0, offer high reliability and cost-effective process solutions.

3 MEMS and other sensor signal chain products include silicon microphones, vibrating mirrors used in laser radars, pressure sensors, etc., contributing to the electrification of automobiles and the global trend towards intelligence. Among these, the third-generation microphones used in high-end consumer electronics and new energy vehicles have entered mass production, while samples of the fourth-generation dual-diaphragm microphones have been completed. Verification of automotive motion sensors has been completed, entering the small-scale production stage, and samples of consumer-grade multi-axis sensors have been sent out. Automotive laser radar scanning components have entered product verification, with new customer introductions completed and simultaneous expansion into new application areas for the product.

Corporate culture

Vision

Link resources, Link wisdom, Continue innovation, Devoted to support the global new energy revolution.

Mission

Light Up the Earth through technology innovation.

Values

Partnership, Proactive, Passionate, Persistent

Corporate social responsibility concept

Creating the future with 'chip', responsibility gathers strength

Annual events

In February 2023, the Company's new energy power module large-scale industrialization project (Phase I) first equipment was moved in.



In May 2023, the Company was listed on the STAR Market of the Shanghai Stock Exchange (Stock code: 688469.SH).



In June 2023, the Company's silicon carbide Phase I project was completed and put into operation. In September 2023, the Company's Phase III project started construction.



In October 2023, United Nova Power Technology (Shaoxing) Co., Ltd. was registered and established.



In November 2023, the Company was renamed as "United Nova Technology Co., Ltd.".



Honors received

S/N	Awarding date	Level	Qualification/Honor name	Recipient entity	Awarding unit
1	December 2023	National level	High-Tech Enterprise	United Nova Technology Co., Ltd., United Nova Pioneer Technology (Shaoxing) Co., Ltd., United Nova Yuezhou Technology (Shaoxing) Co., Ltd., Jiguang Semiconductor (Shaoxing) Co., Ltd.	Department of Science and Technology of Zhejiang Province, Zhejiang Provincial Department of Finance, Zhejiang Provincial Tax Service, State Taxation Administration
2	December 2023	National level	National Intellectual Property Advantage Enterprise	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	China National Intellectual Property Administration
3	November 2023	Municipal-level	Municipal Enterprise Research and Development Center for 12-inch Digital-analog Hybrid Advanced Process and Automotive-grade Power Semiconductor Device of Pioneer Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Pioneer Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Municipal Science Technology Bureau
4	November 2023	Municipal-level	Municipal Enterprise Research and Development Center for Automotive-grade Power Semiconductor Chip and MEMS Sensor Chip of Yuezhou Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Yuezhou Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Municipal Science Technology Bureau
5	November 2023	Municipal-level	Jiguang Semiconductor New Energy Power Module Municipal Enterprise Research and Development Center	Jiguang Semiconductor (Shaoxing) Co., Ltd.	Municipal Science Technology Bureau
6	November 2023	Provincial level	Zhejiang Province Leading Technology Enterprise	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Department of Science and Technology of Zhejiang Province
7	November 2023	Provincial level	Key Enterprise Research Institutes in Zhejiang Province	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Department of Science and Technology of Zhejiang Province
8	November 2023	Provincial level	Zhejiang Province Intellectual Property Demonstration Enterprise	United Nova Technology Co., Ltd.	Zhejiang Administration for Market Regulation (Zhejiang Intellectual Property Administration)
9	November 2023	Provincial level	Zhejiang Engineering Research Center for Wide Bandgap Power Devices and Applications	United Nova Technology Co., Ltd.	Zhejiang Provincial Development and Reform Commission
10	July 2023	District-level	Four-Star Enterprise Assisting Common Prosperity in the Reform of Shaoxing Industrial Worker Team Construction	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Office of the Coordination Group for Promoting the Reform of Shaoxing Industrial Worker Team Construction in the New Era in Yuecheng District

S/N	Awarding date	Level	Qualification/Honor name	Recipient entity	Awarding unit
11	June 2023	Municipal-level	Demonstration Unit for the Reform of Shaoxing Industrial Worker Team Construction in the New Era in 2022	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Office of the Coordination Group for Promoting the Reform of Shaoxing Industrial Worker Team Construction in the New Era
12	June 2023	Municipal-level	Shaoxing Municipal Intelligent Factory	Yuezhou Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Economy and Information Technology Bureau of Shaoxing Municipality
13	May 2023	Provincial level	Zhejiang Province May Day Labor Award	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Zhejiang Provincial Federation of Trade Unions
14	May 2023	Municipal-level	Top 30 R&D Investment of Private Enterprises in Shaoxing Municipality in 2023	United Nova Technology Co., Ltd.	Science and Technology Bureau of Shaoxing, Shaoxing City General Chamber of Commerce
15	May 2023	Municipal-level	Top 100 Private Enterprises in Shaoxing Municipality in 2023	United Nova Technology Co., Ltd.	Shaoxing City General Chamber of Commerce
16	May 2023	District-level	Yuecheng District Harmonious Labor Relations Enterprise	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Yuecheng District Federation of Trade Unions, Bureau of Yuecheng District Human Resources and Social Security, Shaoxing Yuecheng District General Chamber of Commerce
17	January 2023	Provincial level	Zhejiang Province Science and Technology Little Giant Enterprise	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Department of Science and Technology of Zhejiang Province
18	January 2023	District-level	2022 High-Quality Development and Common Prosperity Outstanding Contribution Award	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Yuecheng District Committee of the Communist Party of China, The People's Government of Shaoxing Yuecheng District
19	September 2022	Provincial level	MEMS and Power Device Chip Intelligent Factory of Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Office of Economy and Information Technology Department of Zhejiang
20	September 2022	Provincial level	MEMS Sensing and Power Device Enterprise Research Institute of Semiconductor Manufacturing Electronics (Shaoxing) Corporation in Zhejiang Province	United Nova Technology Co., Ltd.	Department of Science and Technology of Zhejiang Province
21	August 2022	Municipal-level	The Industrial Internet Platform Project of Semiconductor Manufacturing Electronics (Shaoxing) Corporation won the 2nd Shaoxing Industrial Internet Application	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Office of the Leading Group for Digital Economy Development of Shaoxing Municipality

S/N	Awarding date	Level	Qualification/Honor name	Recipient entity	Awarding unit
22	March 2022	Provincial level	Zhejiang Provincial Industrial Innovation Center for Wide Bandgap Semiconductor Specialized Technology	United Nova Technology Co., Ltd	Zhejiang Provincial Development and Reform Commission
23	February 2022	Municipal-level	Outstanding Contribution Award for Reform, Opening Up, and Innovative Development	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Municipal Committee of the Communist Party of China, The People's Government of Shaoxing Municipality
24	February 2022	District-level	First Construction Outstanding Contribution Award in 2021	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Yuecheng District Committee of the Communist Party of China, The People's Government of Shaoxing Yuecheng District
25	January 2022	Municipal-level	2021 Talent Scout Award for Valuing and Loving Talent	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	The Leading Group for Talent Work of the Shaoxing Municipal Committee of the Communist Party of China
26	January 2022	District-level	Advanced Unit in Valuing and Loving Talent	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Leadership Group for Talent Work in Binhai New Area of Yuecheng District
27	December 2021	Provincial level	2021 Provincial High-Tech Enterprise Research and Development Center	Micro-Electromechanical Sensing and Power Device High-Tech Enterprise Research and Development Center of Semiconductor Manufacturing	Department of Science and Technology of Zhejiang Province
28	October 2021	Municipal-level	Leading Enterprises in Shaoxing Municipality	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Municipal Enterprise Federation/Shaoxing Municipal Entrepreneurs Association
29	October 2021	Municipal-level	Outstanding Entrepreneurs in Shaoxing Municipality	Zhao Qi from Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Municipal Enterprise Federation/Shaoxing Municipal Entrepreneurs Association
30	September 2021	Municipal-level	Top Ten Enterprises	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Office of the Science and Technology Innovation Committee of the Shaoxing Municipal Committee of the Communist Party of China
31	September 2021	Municipal-level	Shaoxing Municipal Intelligent Factory	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Economy and Information Technology Bureau of Shaoxing Municipality
32	June 2021	Provincial level	Zhejiang Province Semiconductor Industry Innovation Enterprise	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	China ZheJiang Semiconductor Industry Association

S/N	Awarding date	Level	Qualification/Honor name	Recipient entity	Awarding unit
33	April 2021	Municipal-level	The Third "Shaoxing Youth May Fourth Medal" Collective	IGBT R&D Team of Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Municipal Committee of the Communist Youth League, Shaoxing Municipal Youth Federation
34	March 2021	Provincial level	2020 Zhejiang Province Water-saving Enterprise	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Economy and Information Technology Department of Zhejiang, Department of Housing and Urban-Rural Development of Zhejiang Province, Department of Water Resources of Zhejiang Province, Water-saving Office of Zhejiang Province
35	March 2021	Municipal-level	2020 Shaoxing Municipal Worker Pioneer	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Municipal Federation of Trade Unions
36	February 2021	Municipal-level	Advanced Collective for "Outstanding Contribution to Economic Development Award" in Shaoxing Municipality in 2020	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Municipal Committee of the Communist Party of China, The People's Government of Shaoxing Municipality
37	February 2021	District-level	2020 Annual "High-Quality Contribution Award"	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Yuecheng District Committee of the Communist Party of China, The People's Government of Shaoxing Yuecheng District
38	February 2021	District-level	High-Quality Contribution Award	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Yuecheng District Committee of the Communist Party of China/The People's Government of Shaoxing Yuecheng District
39	January 2021	Municipal-level	2020 Talent Attraction Golden Phoenix Tree Award	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Office of the Leading Group for Talent Work of the Shaoxing Municipal Committee of the Communist Party of China
40	December 2020	National level	National High-Tech Enterprise in 2020	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Department of Science and Technology of Zhejiang Province, Zhejiang Provincial Department of Finance, Zhejiang Provincial Tax Service, State Taxation Administration
41	December 2020	Municipal-level	Municipal Enterprise Research and Development Center	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Science Technology Bureau of Shaoxing
42	October 2020	Municipal-level	2020 Shaoxing Municipal May Day Labor Award	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Municipal Federation of Trade Unions
43	February 2020	Municipal-level	Award for High-Quality Development	Semiconductor Manufacturing Electronics (Shaoxing) Corporation	Shaoxing Municipal Committee of the Communist Party of China, The People's Government of Shaoxing Municipality

Concentrate on the 'chip', move forward with a new 'chip'

Strive for excellence, act diligently for long-term success. United Nova Technology follows the principle of honest operation, adheres to business ethics, strictly regulates information disclosure, emphasizes good interaction with investors, continuously enhances the Company's sustainable operation capability, and ensures sustainable returns for shareholders.



Improve governance framework

United Nova Technology operates in strict accordance with the requirements of laws and regulations such as the "Company Law" and the "Securities Law", as well as the provisions of the "Company's Articles of Association". It has established a modern management system including the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and the management team, which complies with the relevant requirements of regulatory authorities.

General Meeting of Shareholders

The General Meeting of Shareholders is the highest authority of United Nova Technology and has the ultimate decision-making power on major operational and development matters of the Company. The Company strictly follows the requirements of the "Company Law", the "Company's Articles of Association", and the "Rules of Procedure for the General Meeting of Shareholders" to regulate the convening, holding, and procedures of the General Meeting of Shareholders. Lawyers are invited to attend the General Meeting of Shareholders and provide legal opinions to ensure that all shareholders, especially medium and small shareholders, fully enjoy and exercise their rights. During the reporting period, the Company held 4 General Meetings of Shareholders and deliberated and passed relevant resolutions.

Board of Directors

United Nova Technology establishes a board of directors, which is responsible for the General Meeting of Shareholders and operates in accordance with relevant regulations such as the "Company Law" and the "Company's Articles of Association", fulfilling relevant rights and obligations in accordance with the law. The board of directors consists of nine directors, including four independent directors. Members come from various industries such as semiconductors, accounting, law, finance, and management, and have extensive professional experience in their respective fields. The board of directors has one chairman and no vice chairman. The Chairman is elected by a majority vote of all directors.

The board of directors establishes Strategy Committee, Audit Committee, Remuneration and Assessment Committee, and Nomination Committee with the approval of the General Meeting of Shareholders. Among them, more than half of the members of the Audit Committee, Remuneration and Assessment Committee, and Nomination Committee are independent directors, and the convenor is appointed by independent directors; the convenor of the Audit Committee is a professional accountant. Each specialized committee is responsible to the Board of Directors and performs its duties in accordance with the "Company's Articles of Association" and the authorization of the Board of Directors.

Board of Supervisors

United Nova Technology has established a Board of Supervisors, serving as the Company's supervisory body and being responsible to the General Meeting of Shareholders, and performs its duties in accordance with relevant regulations such as the "Company Law" and the "Company's Articles of Association", fulfilling its duties with integrity, diligence, and accountability. The Board of Supervisors diligently supervises the legality and compliance of the Company's financial affairs, as well as the performance of duties by Directors and senior management personnel, safeguarding the legitimate rights and interests of the Company and its shareholders. The Board of Supervisors consists of five supervisors, and the Chairman is elected by a majority vote of all supervisors. The Board of Supervisors consists of three external supervisors and two employee representative supervisor. The employee representatives are elected through democratic elections at the employee representative assembly.

Management team

The Company has one General Manager, and may also have several Deputy General Managers and other senior management personnel as needed, who are appointed or dismissed by the Board of Directors. The Company's General Manager, Deputy General Manager, finance Manager, Board Secretary, and other personnel designated by the Board of Directors are considered as senior management personnel of the Company. The Company has established a scientific and sound performance evaluation criteria and incentive and restraint mechanisms to comprehensively assess senior management personnel. During the reporting period, the Company's senior management personnel was able to diligently fulfill their responsibilities in accordance with laws and regulations, actively implement the resolutions of the General Meeting of Shareholders and the Board of Directors, thereby promoting the standardized operation and sustainable development of the Company.

Strengthen risk prevention

Deepen internal control system construction

United Nova Technology conducted internal control evaluation work based on the principle of 'unified deployment and hierarchical implementation'. Based on relevant internal control systems and work procedures, a comprehensive evaluation was conducted on the design and operation of internal controls, focusing on specific aspects such as internal environment, risk assessment, control activities, information communication, and internal supervision. Based on the annual internal control evaluation results, and utilizing internal control evaluation forms and summaries of internal control deficiencies, the Company promptly prepares internal control evaluation reports in accordance with prescribed procedures and requirements. These reports support and urge the Company to improve internal controls, ensuring stable and high-quality development of the Company.

Continue to carry out comprehensive audits

The Company implements an internal audit system, establishes an audit department equipped with full-time audit personnel, conducts internal audit supervision of the Company's financial income and expenditure and economic activities, and is responsible for and reports to the Audit Committee of the Board of Directors. The audit department conducts audit supervision of various departments, covering business areas such as engineering, production, procurement, sales, and finance, and provides relevant audit opinions, effectively enhancing risk prevention and control capabilities, strictly controlling costs and expenses, and reducing project investment risks. At the same time, the audit results are used to improve supplier entry standards, urge the establishment of a dynamic supplier management system, and implement corrective actions for audit findings. Regularly conduct follow-up reviews of completed audits and continuously track the results of corrective actions. The Company hires accounting firms that comply with the "Securities Law" to conduct audits of financial statements, verification of net assets, and other related consulting services. During the reporting period, the Company's audit department conducted internal control audits in the Company's 2022 annual report through the annual audit plan.

Operate in accordance with laws and regulations

Adhere to business ethics

United Nova Technology attaches great importance to anti-corruption and anti-commercial bribery work, establishes a clean and ethical bottom line for all employees, and creates a good atmosphere of integrity and righteousness. The Company has formulated and issued regulations such as the "Code of Business Conduct and Ethics", the "Anti-Fraud Management System", and the "United Nova Technology Gift Acceptance Policy", prohibiting any form of bribery, corruption, extortion, and misappropriation of public funds, ensuring that all business activities of the Company adhere to the highest standards of integrity and achieve openness, fairness, justice, and transparency. The Company has established channels for reporting and complaints against corruption, providing telephone hotlines, email addresses, and postal mail as reporting methods. It has also set up reporting boxes specifically for preventing commercial bribery and takes effective measures to protect the information and data of whistleblowers.

United Nova Technology's Business Ethics Management Performance in 2023

Indicator	Unit	2023
Total number of business ethics trainings	Times	34
Total number of personnel in business ethics trainings	Person-time	1439
Business ethics training hours per person	Hours	0.5
Business ethics training coverage (for all employees)	%	100
Business ethics training - number of frontline staff	Person-time	295
Total number of complaints and reports	Times	0
Number of confirmed cases of corruption and bribery	Piece	0

The Company has established a management system for business ethics training, and has improved the awareness of integrity and self-discipline among employees, clients, suppliers, and other relevant interest groups through various forms such as conducting business ethics training sessions, publishing anti-corruption contact information in the workplace and on the OA webpage, creating a clean and upright atmosphere of 'dare not to be corrupt, cannot be corrupt, and do not want to be corrupt'.

Business ethics training targets and formats

Training targets	Training formats	Training content and objectives
New employees	Pre-employment training	Series of training on business conduct and ethical standards, including modules on anti-fraud and anti-commercial bribery, to help new employees understand the Company's requirements and culture regarding business ethics, and apply them to their job responsibilities after joining the Company.
Existing employees	On-the-job training	Regularly conduct special training on business conduct and ethical standards to enhance employees' business ethics and ensure their full understanding and implementation of the business ethics policy and the requirements of the "Six No's and One Commitment" (no bribery, no gift-giving, no affiliation, no falsification, no cutting corners, no business fraud, and commitment to promises).
Middle and senior management personnel and key project employees	Position-specific training	The Company carries out its work based on the Company's business ethics policy and the requirements of the "Six No's and One Commitment", aiming to maintain integrity, reject corruption.



United Nova Technology New Employee Orientation Training Schedule A (December 2023 edition)

S/N	Course name	Lecturer department	Learning method
1	Company promotional video/civilized behavior norms promotional video	HR	—
2	Roll call	HR	
3	SSC contract distribution and signing	HR	
4	ID Card photo taking	GA	
5	Company introduction	HR	Offline learning
6	Introduction to Human Resources Service	HR	
7	Introduction to General Services	GA	
8	Basic training on office software	IT	
9	Rest		
10	Information security policy	IT	
11	Lunch&rest		
12	ESH system management	ESH	Offline learning
13	Safety management regulations	ESH	
14	Employee health management	ESH	
15	Emergency response training and practical operation of firefighting equipment	ESH	
16	Distribution of ID Cards by GA		
17	DL new employees are brought back to the department by Secretary or HRBP		
18	DL new employees in-class testing		
19	DL new employees are brought back to the department by TPC		
20	If you need to apply for a payroll card, please contact SSC-Shen Yifan (0575-88060000-62005)		
21	Introduction to talent cultivation and development	HR	DL offline learning/testing IDL online self-learning/testing
22	Party Member transfer and development/RBA Business Responsibility Alliance	PR	
23	Quality and safety training	QM	
24	Fundamental knowledge of hazardous substance management	QM	
25	Automotive product knowledge training	QM	
26	ESD protection training	QM	
27	Business conduct and ethical compliance	Audit Department	
28	Internal compliance training on import and export controls	Legal	

Adhere to fair competition

United Nova Technology adheres to the business values of operating in accordance with the law, honesty and trustworthiness, fair transactions, and orderly competition. We strictly abide by laws, regulations, and standards, and do not use improper business methods to harm the legitimate interests of other enterprises or disrupt market order. The Company strictly controls its relationship with competitors, requiring employees, suppliers, and all individuals with business relationships with the Company to refrain from making false or misleading statements about its competitors or their products, clients, and suppliers. Establishment of the "Anti-Fraud Management System" with a reporting procedure, monitoring for instances of unfair competition, and protecting whistleblowers to actively promote a healthy and transparent business atmosphere as well as foster a favorable environment for fair business competition. The Company has no lawsuits related to unfair competition in 2023.

Protect intellectual property rights

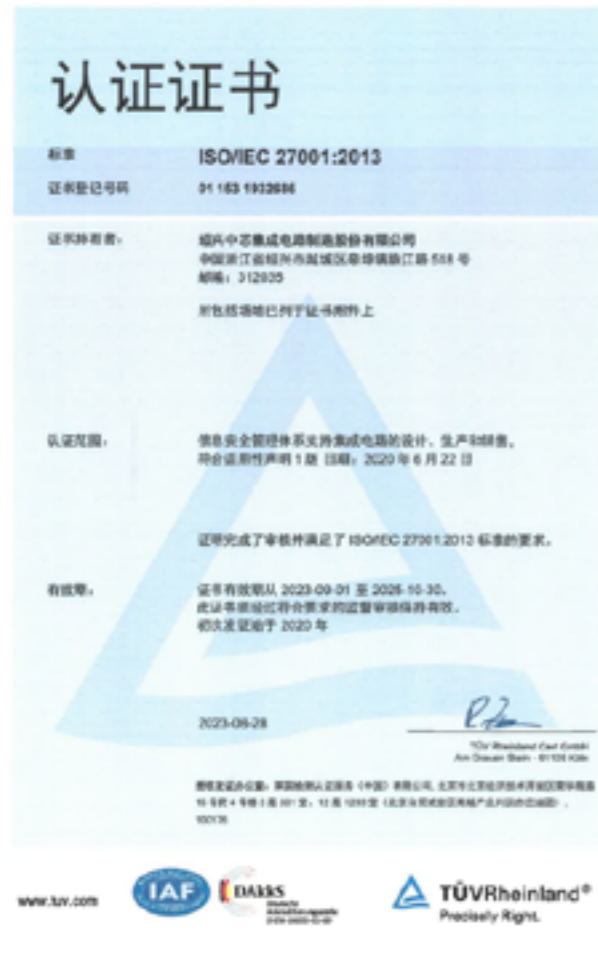
United Nova Technology regards respecting and protecting intellectual property rights as a long-standing important responsibility, focusing on the Company's long-term and stable development, legally protecting the Company's independent intellectual property rights, complying with laws, regulations, and relevant requirements, and respecting the intellectual property rights of all parties involved. The Company regulates the management of internal knowledge exchange and sharing, external intellectual property management, and enterprise intellectual property asset management to ensure that its operations do not infringe upon the Company's or individuals' patents, copyrights, or other intellectual property rights. Effectively control various business information of the Company.

The Company has formulated the "United Nova Technology Patent Policy" to encourage employees to actively invent and innovate, improve the Company's technology and process level, protect the Company's technology and intellectual property rights better by incentivizing employees to apply for patents. During the reporting period, the Company did not have any disputes or lawsuits involving intellectual property rights.

United Nova Technology adheres to the Company's internal Export Control Compliance Mechanism (ICP) policy. The establishment of ICP is to ensure the Company's compliance with regulatory requirements, such as strictly limiting United Nova Technology to only produce approved products for approved end users, using approved technology for commercial production, and requiring all employees to comply with international export control regulations, including all requirements of the People's Republic of China's laws.

Maintain information security

The Company adheres to high standards and requirements in information security, based on the information security management system ISO/IEC 27001, continuously improves information security management and technical level, continuously enhances employees' awareness and capabilities in information security, steady and methodical, introduces the TISAX standard in a timely manner, and provides more comprehensive and reliable security guarantees for information assets of clients. The Company conducts annual internal audits and management reviews on information security, identifying and assessing risks associated with information assets, and formulating improvement measures for implementation. Ensure that each secondary organization has an information security specialist and convene monthly meetings for information security implementation. Organize semi-annual information security training for all employees, place information security promotion racks and warning signs at entrances of important areas of the Company, create a strong information security atmosphere, and enhance the information security awareness of all employees.



(Information security promotion racks)



(Monthly meetings for information security)



(Information security warning signs)

Standardize information disclosure

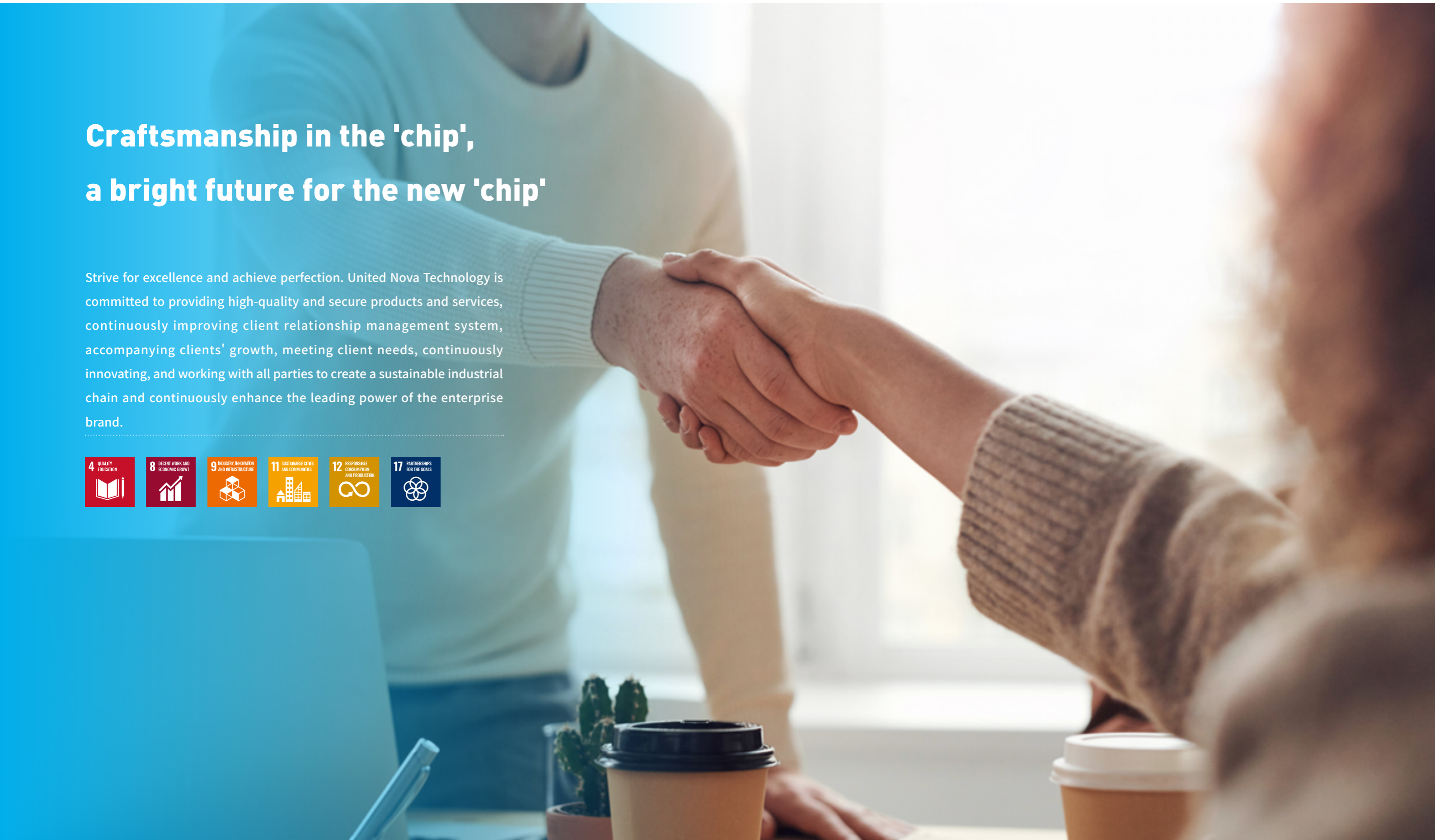
United Nova Technology strictly follows the "Administrative Measures for the Information Disclosure of Listed Companies", the "Company's Articles of Association", and other relevant laws, regulations, and provisions to formulate and implement the "Information Disclosure Management System", strengthen information disclosure management, strictly fulfill information disclosure obligations, maintain smooth information channels, and disclose information based on the principles of truthfulness, accuracy, completeness, timeliness, and fairness. Especially for significant information that may affect shareholders and other investors' investment decisions, the Company promptly releases and submits it to the public, treats all investors fairly, does not engage in selective disclosure, and ensures the right to information of the majority of investors.

Protect shareholders' rights and interests

According to relevant laws and regulations, United Nova Technology has formulated the "Company's Articles of Association", which grants shareholders the right to receive dividends and profit distribution, participate in the General Meeting of Shareholders and exercise voting rights, supervise the Company's operations, and make suggestions or inquiries. Shareholders also have the right to access this Articles of Association, shareholder register, minutes of General Meeting of Shareholders, resolutions of the Board of Directors, resolutions of the Board of Supervisors, financial accounting reports, and other powers to protect the legitimate rights and interests of investors in accordance with the law. At the same time, in order to better protect the legitimate rights and interests of medium and small investors, the "Company's Articles of Association" explicitly stipulates that "when the General Meeting of Shareholders deliberates on major matters affecting the interests of medium and small investors, the votes of medium and small investors shall be counted separately." to ensure the protection of the rights and interests of medium and small shareholders.

Craftsmanship in the 'chip', a bright future for the new 'chip'

Strive for excellence and achieve perfection. United Nova Technology is committed to providing high-quality and secure products and services, continuously improving client relationship management system, accompanying clients' growth, meeting client needs, continuously innovating, and working with all parties to create a sustainable industrial chain and continuously enhance the leading power of the enterprise brand.



Adhere to innovation-driven

United Nova Technology always adheres to the values and cultural concepts of innovation and technological research and development, continuously enhances its core competitiveness, and creates greater value for clients and society.

Solidify the foundation of innovation

United Nova Technology focuses on talent and actively introduces technology talents, continuously increasing the strength of the R&D team to build a strong R&D capability and team. The Company currently has 662 R&D personnel, accounting for over 15% of the total number of employees, with 59% of them holding a master's degree or above. The Company attaches great importance to R&D investment, with a cumulative investment of 2.989 billion yuan in R&D from 2021 to 2023. The Company has established a complete R&D system for design services, process development, and application testing. The authorized invention patent comprising 142 items has been obtained and 149 utility model patents.

The Company currently employs **662** R&D personnel accounting for over **15%** of the total workforce. Among them, **59%** hold a master's degree or higher.

From 2021 to 2023, there was a cumulative investment of **2.989** billion yuan in research and development.

The authorized invention patent has been obtained **142** items, and **149** utility model patents have been obtained.

Strengthening innovation management

Based on the mission of 'Innovative technology, illuminating the Earth', United Nova Technology adopts a matrix organizational structure and a flat management approach according to the characteristics of the process platform and the internationally and domestically common research and development process and design flow. Team members come from various relevant departments, and the project leader is responsible for overall project management. The members of each project team perform specific tasks based on the detailed task book decomposed from the project master plan, with full participation of support service departments, supervising the completion status of various tasks, promoting multi-party collaboration to solve project bottlenecks/technical bottlenecks, and ensuring the on-time completion of product development cycles. In accordance with the formulated "New Process Platform Development and Verification Procedure", "Wafer Manufacturing and Process Development Management Procedure", "Packaging Product and Process Development Management Procedure", as well as project incentive systems, policies, and regulations, the research and development process is standardized to motivate R&D personnel to explore innovation and contribute wisdom and strength to United Nova Technology as a core force in the new energy industry for core chips and modules.

Industry-university-research cooperation

United Nova Technology insists on taking the enterprise as the center, actively carrying out technical cooperation and exchanges in the industry on the premise of mastering core intellectual property rights, establishing close cooperative relationships with well-known domestic and foreign universities and industry enterprises, and inviting industry experts for technical guidance and exchanges, providing technical guidance and consultation for the development of high and new technology of enterprise.

The Company, in conjunction with famous universities such as Peking University and Zhejiang University, as well as industry enterprises, takes the lead in undertaking the "MEMS Sensor Mass Production Platform" project, a key project under the 14th Five-Year National Key R&D Program "Intelligent Sensors"; jointly conducts product research and development and process analysis of new third-generation semiconductor power devices such as SiC with Tsinghua University, laying the foundation for breakthroughs in key technologies of SiC power devices and future industrialization of achievements; jointly establishes the Modern Integrated Circuit Industry College with Hangzhou Dianzi University to cultivate high-quality applied, compound, and innovative talents that adapt to and lead the development of the modern integrated circuit industry, and promote innovation of high-quality integration of industry and education.

Partial industry-university-research cooperation content of United Nova Technology

S/N	Name	Cooperative unit	Main cooperation content
1	Product research and development and process analysis of new third-generation semiconductor power devices	Tsinghua University	Development of SiC power device process and products
2	Key project "MEMS Sensor Mass Production Platform" under the National Key R&D Program "Intelligent Sensors"	Peking University, Zhejiang University, Hangzhou Hikmicro Sensing Technology Co., Ltd., etc.	Jointly carry out project implementation
3	Professional technical guidance for joint training of talents in the field of silicon carbide power devices	ZJU-Hangzhou Global Scientific and Technological Innovation Center	Joint talent training in the field of silicon carbide power devices
4	Cooperation Framework Agreement for the Construction of Modern Integrated Circuit Industry College through University-Enterprise Cooperation	Hangzhou Dianzi University	Jointly promote the construction of the college-industry mechanism, talent cultivation, and carry out industry-university-research cooperation
5	Cooperation Agreement for the Construction of Engineering Research Center	Shaoxing University	Jointly building Zhejiang Province Micro-Electromechanical Systems Engineering Research Center

Enhance industry exchanges

United Nova Technology fully leverages its own professional technical advantages, continuously promotes technological innovation, focuses on key projects to improve the level of technological innovation, actively joins industry and regional associations and holds positions, actively participates in the construction of national and industry technical standards, and promotes industry development. In 2022, the Company participated in the drafting of two national standards, namely "Semiconductor devices Micro-electromechanical devices. Bend and shear-type test methods of measuring adhesive strength for MEMS structures" (GB/T 41852-2022/IEC 62047-13:2012) and "Semiconductor devices Micro-electromechanical devices Wafer to wafer bonding strength measurement" (GB/T 41853-2022/IEC 62047-9:2011), contributing to the high-quality development of China's integrated circuit industry.

Industry associations joined by United Nova Technology

Association name	Title
China Semiconductor Industry Association	Member
China Sensors and IoT Industry Association	Member
China Advanced Semiconductor Industry Innovation Alliance	Executive Director Unit
The IC Industrial Technology Alliance of Zhejiang Province	Vice Director Unit
China ZheJiang Semiconductor Industry Association	Vice Director Unit
Zhuzhou City Power Semiconductor Industry Alliance	Vice Director Unit
Shaoxing City General Chamber of Commerce	Vice Chairman (Vice President)
Shaoxing City Integrated Circuit Industry Association	President
Shaoxing City Foreign Investment Enterprises Association	Member
Shaoxing Yuecheng District Gaobu Town Chamber of Commerce	Vice President unit

United Nova Technology actively participates in high-quality integrated circuit industry exhibitions and seminars, timely understanding industry development trends, and promoting peer communication and improvement.

Influential exhibitions that United Nova Technology participated in 2023

Chinese name	Organizer
International Automotive Powertrain Technology Congress	China Society of Automotive Engineers and Qingdao Municipal Bureau of Industry and Information Technology
International Photovoltaic Power Generation and Smart Energy Conference&Exhibition	Led by the Asia Photovoltaic Industry Association (APVIA), the China Renewable Energy Society (CRES), the Chinese Renewable Energy Industries Association (CREIA), the Shanghai Federation of Economic Organizations (SFEO), the Shanghai Science and Technology Exchange Center (SSTEC), and the Shanghai New Energy Industry Association (SNEIA), and invited 23 international institutions and organizations including the Solar Energy Industries Association (SEIA) of the United States to co-host
International Energy Storage Technology, Equipment and Application Conference&Exhibition	Shanghai Pudong International Exhibition Co., Ltd. and Company and Guangzhou Guangya Messe Frankfurt Co., Ltd.
International Automotive Powertrain Technology Congress	China Society of Automotive Engineers and Qingdao Municipal Bureau of Industry and Information Technology
International Photovoltaic Power Generation and Smart Energy Conference&Exhibition	Co-hosted by 23 international institutions and organizations
International Energy Storage Technology, Equipment and Application Conference&Exhibition	Co-hosted by 23 international institutions and organizations
PCIM Asia	Shanghai Pudong International Exhibition Co., Ltd. and Company and Guangzhou Guangya Messe Frankfurt Co., Ltd.
SIMICON CHINA	China Electronics Chamber of Commerce and SEMI
Munich	Messe München Corporate
China Wind Power (CWP)	China Center for Information Industry Development (CCID)

Forums that United Nova Technology participated in 2023

Forum name	Organizer
Expert Opinion-Expert Aurora Award	Expert Information Technology (Guangzhou) Co., Ltd.
The 9th National Conference on New Semiconductor Power Devices and Applications	Semiconductor Discrete Devices Branch of China Semiconductor Industry Association
The 4th Asia-Pacific Conference on Silicon Carbide and Related Materials (APCSCRM 2023)	Innovation Association of Wide Bandgap Semiconductor Technology, Institute of Physics, Chinese Academy of Sciences, Semiconductor Materials Branch of China Electronics Materials Industry Association, Chinese Crystallographic Society
The 2nd New Energy Automotive 800V Electric Drive System	Wangcai New Media
Automotive Electronics Innovation Technology and Intelligent Driving International Forum (AUTO TECH 2023)	Co-hosted by SAE International, China National Machinery Industry International Co., Ltd., Messe Frankfurt (Shanghai) Co., Ltd., and Automotive Motor Electrical and Electronic Information Network
TMC International Automotive Powertrain Technology Congress	China Society of Automotive Engineers and Qingdao Municipal Bureau of Industry and Information Technology
Third Generation Semiconductor Material Manufacturing and Equipment Technology Summit Forum	Wangcai New Media and New Trends Consulting
CIAS China International Automotive-Grade Power Semiconductor Annual Conference	Wangcai New Media



Pursue excellent quality

United Nova Technology has always been committed to achieving the quality goal of 'zero defect' through a perfect quality system, robust product and process development, stable process control, and continuous improvement.

Quality policy

Through innovation and niche technologies, we continuously meet clients' demands for high-quality products and services, on-time delivery, full participation, and continuous improvement

Quality culture



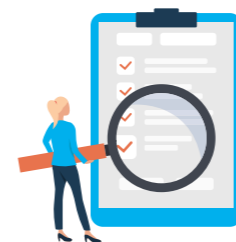
Quality system

United Nova Technology adheres to the management concept of "customer-oriented, benchmarking the semiconductor industry in terms of quality and service through continuous improvement and constant innovation", and has established a complete and strict quality management system, continuously optimizing and improving it. The Company follows requirements of the ISO9001 quality assurance system and the IATF16949:2016 quality assurance system for the automotive industry. With the guidance of experts of external quality system certification organizations and consultation with industry experts, the Company conducts research and analysis on advanced enterprises in the semiconductor manufacturing field, and combines the internal environment and external factors of the Company to determine the three major processes of the Company's quality management system: management process (MP), customer-oriented process (COP), and support process (SP). Based on ISO9001, the Company has introduced systems such as IATF16949 in the automotive industry, QC080000 hazardous substances, as well as quality management tools such as APQP, PPAP, FMEA, SPC, MSA, etc. At the same time, through automation, intelligence, and digitization, the Company continuously improves its internal quality system and execution to achieve zero defect and client satisfaction.



Quality management

United Nova Technology has elevated quality and safety to a strategic level, establishing a comprehensive quality committee with the General Manager as the Director, strengthening internal quality and safety management, vigorously carrying out quality improvement actions, and implementing the consistency of standards and implementation. The Company promotes the implementation of quality methods and tools such as Six Sigma management, TQM management, Lean, 8D, QCC, quality warning cards, quality conferences evaluation, etc. It holds an annual quality conference and supplier quality conference to vigorously promote the importance and necessity of implementing the main responsibility for product quality and safety. It closely integrates quality with production and practices its original intention through practical actions.



The Company's quality department organizes weekly quality conference to monitor exceptions and track quality performance improvement actions. The Company holds monthly quality performance review conference to comprehensively review quality performance indicators and determine responsible persons and actions for improvement. Let every employee become a guardian of quality and safety, focusing on improving employees' sense of responsibility and mission in implementing product quality and safety consciously, effectively consolidating the foundation of the Company's quality management.



(On March 27, 2023, United Nova Technology held the 2023 annual quality conference.)

Provide high-quality services

United Nova Technology adheres to the principle of client first, and each department of the Company has established a good client service awareness, prioritizing client needs and providing clients with the best support enthusiastically, proactively, and flexibly. The Company attaches importance to client needs, establishes task force teams for key projects, actively communicates with clients, and professionally and efficiently achieves goals, receiving high praise from clients. The Company strengthens employee training and weekly conference advocacy to enhance employees' customer-oriented awareness and improve service quality.

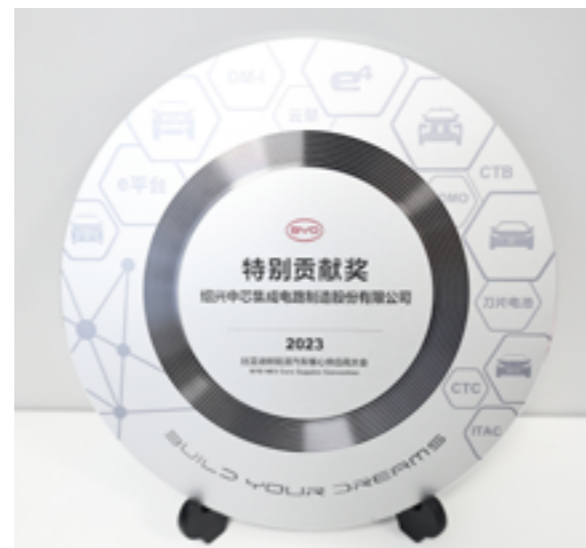
On-time delivery

United Nova Technology adheres to the principle of 'client-centered, on-time delivery' and has formulated the "Capacity Expansion Process", "OTDO Normal Delivery Handling", "OTDO Abnormal Delivery Emergency Handling", and "Finished Product Warehouse Management Procedures" to regulate personnel's activities throughout the delivery process. United Nova Technology has a leading warehouse location management system in the industry, adopting the principle of first in, first out management, and striving to exceed customer expectations in terms of satisfaction.

Wholehearted service

United Nova Technology takes clients as the center, continuously meets clients' demands for high-quality products and services through innovation and improvement of technology, continuously provides high-quality services to clients, adheres to the quality culture of "Integrity and friendliness, practicality and innovation, clients first, and quality first" to establish the service process, and formulates procedures such as "Client Satisfaction Survey Process", "Return Material Handling Process", and "Client Complaint Handling Process" to standardize relevant activities of personnel in the client service process. Relying on professional capabilities, it continuously adds value to clients and builds service capabilities that exceed client expectations. The Company conducts client satisfaction surveys every year, listens to client voices, and aims to achieve a complaint resolution rate and client satisfaction rate of 100% by 2023.

The Company continuously improves its client service capabilities and quality, optimizes the client service experience, meets client needs, accompanies client growth, and has gained recognition and affirmation from numerous clients. In 2023, United Nova Technology won multiple awards and honors issued by clients, such as BYD's "Special Contribution Award".



Build a responsible supply chain

United Nova Technology follows the principle of "honest operation, quality first", strictly manages procurement, coordinates supply chain management, and builds a sustainable business ecosystem to create value for the Company. We grows together with suppliers, leveraging each other's strengths, fostering mutual benefit, and joining hands with business partners to advance towards the path of sustainable development.

Supplier management

United Nova Technology actively constructs a safe, robust, efficient, and transparent supply chain, adheres to the principles of fairness, openness, and integrity in procurement, and implements strict supplier certification standards and admission systems. The Company has established norms such as "Procurement Procedures", "UNT Raw Material Supplier Evaluation and Management Procedures", and "UNT Raw Material Supplier Performance Evaluation Operation Guidelines", and continuously improves the supplier management system. Based on this, we establish integrity agreements with suppliers and carry out friendly cooperation to achieve common sustainable and healthy development.

Supplier situation of United Nova Technology

Indicator	Unit	2023	2022	2021
Suppliers who have completed social responsibility questionnaire	Unit	46	38	33
Suppliers who have undergone social responsibility on-site audits	Unit	86	120	162
Key suppliers who have completed social responsibility questionnaires	Unit	42	37	31
Key suppliers who have undergone social responsibility on-site audits	Unit	46	41	22
New suppliers who have completed social responsibility questionnaires	Unit	4	1	2
New suppliers who have undergone social responsibility on-site audits	Unit	40	79	140

United Nova Technology Procurement personnel data

Indicator	Unit	2023	2022	2021
Number of procurement personnel	Person	15	26	9
Number of procurement personnel who have received sustainable procurement training	Person	15	26	9
Percentage of procurement personnel in all regions who have received sustainable procurement training	%	100	100	100

The Company has established a supplier lifecycle management mechanism, and various business processes adopt team decision-making, quantitative scoring, and transparent results to incorporate environmental protection, safety, occupational health, and compliance factors into evaluation indicators. In 2023, the Company continued to optimize and improve the supplier lifecycle management system, establishing the Supply Chain Development Department, Procurement Department, and Supplier Management Department, each responsible for the three key stages of procurement—supplier certification and selection, procurement execution, and supplier performance management. The company continuously enhanced management functions, continuously optimized supplier onboarding processes, supplier selection processes, and supplier performance processes, providing organizational and institutional guarantees for the healthy and continuous operation of the supply chain. The Company continued to vigorously promote digitization and informationization, establishing a procurement business platform, continuously optimizing the SRM system, and launching an electronic bidding platform to ensure the transparency, traceability, and efficiency of the entire process of supply chain.

United Nova Technology conducts annual performance evaluations of suppliers, comprehensively evaluating aspects such as Q (quality), C (cost), D (delivery), S (service), E (ESH), and T (technology); supplier performance is divided into four levels: A (excellent), B (good), C (qualified), and D (unqualified). Supplier performance is linked to business, applied in stages such as supplier selection, bidding, and order allocation. For suppliers with good performance, increase cooperation share or provide business cooperation opportunities on equal terms; for suppliers with poor performance, require rectification within a specified period, reduce procurement share, restrict business cooperation, or terminate the cooperation.

Performance level	Impact of supplier audit results		
	Strategic supplier	Core supplier	General supplier
A	Strengthen and enhance mutual beneficial cooperation Long-term stable order quota	Strengthen and enhance mutual beneficial cooperation; Increase order quota based on evaluation results and provide incentives;	Provide incentives to maintain supplier loyalty
B	Encourage suppliers to move closer to A level through promotion activities Expand the scope of cooperation appropriately	Use competition among suppliers as motivation to encourage them to move closer to A level	Offer incentives to encourage suppliers to move closer to A level
C	Encourage suppliers to move closer to A and B levels through support activities (technical support, education, etc.);	Move closer to B level with very limited support; establish improvement agreements and provide 1-2 opportunities for improvement	Terminate transactions through continuous sourcing of new suppliers
D	Improve agreements and closely monitor; Remove suppliers with poor improvement	If improvement cannot be achieved as required, it will be removed	Terminate transactions through continuous sourcing of new suppliers
Summary	Achieve win-win through continuous cooperation	Provide improvement opportunities and limited support; select suppliers from preferred sources, terminate transactions with suppliers without potential	Through competition and the principle of survival of the fittest, incentivize outstanding performers among suppliers and eliminate poor performers

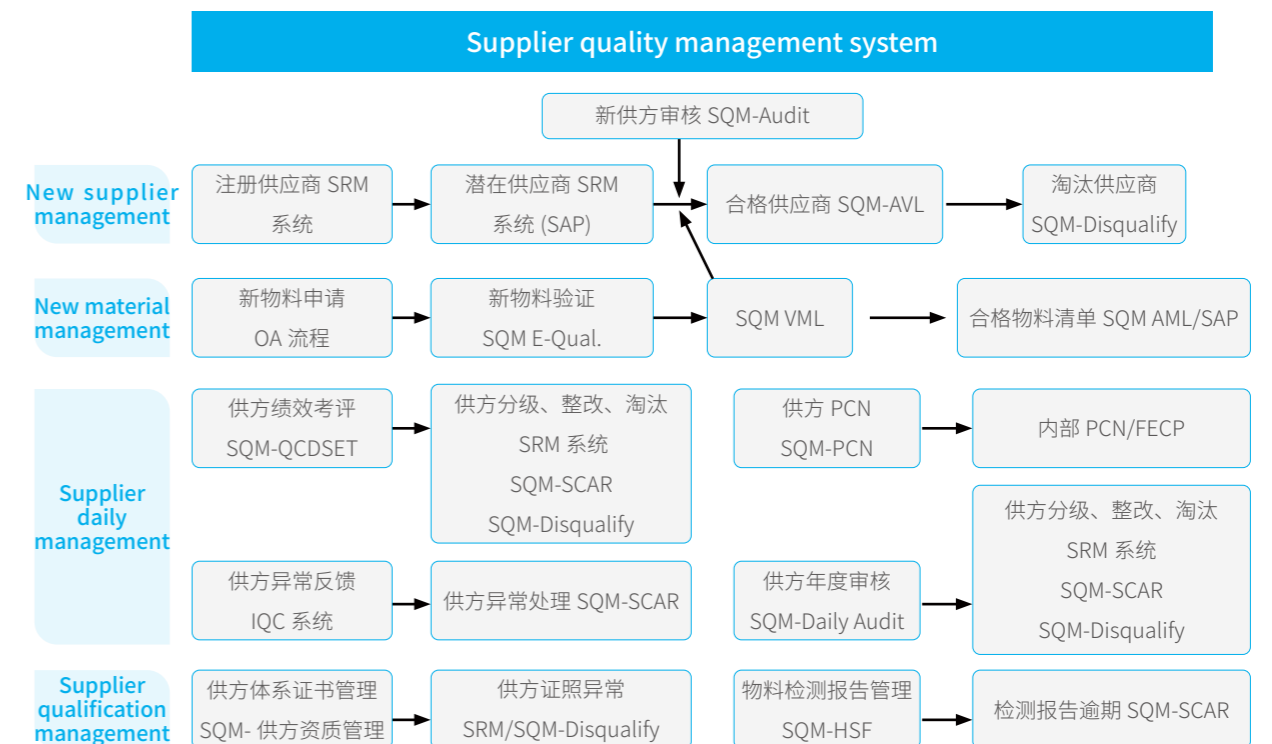
Integrity and compliance procurement

The Company complies with industry norms and business ethics, actively implements integrity and compliance procurement, and clearly requires all employees to strictly abide by the code of conduct for clean and ethical practices, regulate the behavior of Company employees in the procurement process, maintain fair competition, comply with avoidance systems, and adhere to the procurement information confidentiality system. At the same time, the Company also requires all suppliers to sign the "Supplier Integrity and Clean Commitment Letter", which clearly defines the joint responsibility for clean and ethical practices and the penalties for violating relevant ethical behaviors, in order to establish and implement high standards of business ethics.

Supply quality management

United Nova Technology deeply collaborates with suppliers to jointly create a quality control system of entire chain, aiming to achieve a highly controllable and high-quality industrial chain cluster effect. The Company innovates and continuously improves the quality control of suppliers to meet the needs of business expansion and fully satisfy world-class client requirements.

United Nova Technology assists suppliers in establishing and improving basic quality systems through a new supplier certification system; assists suppliers in diagnosing and improving problems through regular performance evaluation systems to achieve continuous improvement; assists suppliers in establishing material quality assurance capabilities through material e-qualify/PPAP (material certification and approval) control systems; assists suppliers in confirming and improving process quality control through professional process audit certification methods (VDA6.3) to ensure controlled and stable processes and improve process capability (CPK/PPK). Through target-driven management methods and continuous improvement initiatives, Lesson learn & Fan out (experience summary and sharing), and other control system methods, United Nova Technology assists suppliers in analyzing and improving quality issues, thereby promoting their continuous and steady improvement. By implementing a series of control system mechanisms and using a customized proprietary SQM system (Supplier Quality Management IT system), United Nova Technology ensures that suppliers continuously and stably provide high-quality and reliable products, ultimately achieving win-win and collaborative development with suppliers.



Guard with 'chip', flourish with new 'chip'

Green development, shaping the future. United Nova Technology adheres to the ecological priority orientation, takes environmental protection as an important part of sustainable development, and is committed to continuously reducing its impact on the environment while creating first-class business performance. It aims to build green competitiveness with a low-carbon and efficient operation mode, injecting green power into high-quality development of the enterprise.



Consolidate environmental management

Improve environmental management system

United Nova Technology adheres to the environmental concept of resource conservation, pollution prevention, environmental improvement, and compliance with laws and regulations. It establishes and improves the environmental management system, implements the main responsibility of environmental protection management in the enterprise, and formulates scientific and perfect environmental protection management systems in energy and resource management, waste management, wastewater management, soil pollution, noise control, and other aspects based on laws, regulations, rules, and environmental system standards. It continuously improves the environmental management system, reduces the impact on the environment by applying energy-saving and environmental protection technologies in production, and continuously improves product performance. The Company has passed the ISO 14001:2015 environmental management system certification and continuously organizes environmental management work in accordance with the system requirements.



Strengthen environmental emergency management

United Nova Technology adheres to the principle of "prevention first, comprehensive governance" and attaches great importance to the prevention and preparedness for environmental accidents. While effectively managing routine risks, we also focus on emergency preparedness. This includes developing and implementing multiple environmental emergency rescue plans, regularly conducting environmental factor identification, and conducting risk investigations for environmental emergencies. In case of potential improvements, corrective and preventive measures are promptly taken. The Company regularly conducts environmental accident emergency drills to effectively enhance the emergency response capabilities of frontline employees. These drills aim to foster internal and external coordination, as well as top-down collaboration, within the environmental warning and emergency mechanism.

Carry out environmental publicity and training

United Nova Technology organizes employees to participate in special training on environmental protection, strengthens environmental protection training and publicity for employees and key personnel in environmental positions, and conducts training and explanations from multiple aspects such as energy conservation and emission reduction, green ecological construction, sustainable development, waste classification, and consumption reduction and efficiency improvement, continuously enhancing employees' awareness of environmental protection and environmental management technology. The Company fully utilizes banners, slogans, and publicity boards to organize various departments to widely carry out energy conservation and environmental protection publicity activities during "6·5" World Environment Day and Energy Conservation Promotion Week, creating an atmosphere of ecological environment protection, energy conservation, and public participation throughout the Company.



Promote energy conservation and emission reduction

Develop green energy

United Nova Technology responds to the national energy conservation and emission reduction policy of '3060 carbon peak and carbon neutrality', actively participating in the creation of a conservation-oriented society. Utilizing the idle roofs and parking sheds in the factory area to install clean energy photovoltaic power of 3867kWP, reducing carbon emissions by 1,280 tons. Utilizing 356 decarbonization technologies in the production process, reducing 12,181 tons. Implementing 14 decarbonization and new technology introduction in power equipment, reducing carbon emissions by 2,660 tons.



Clean energy photovoltaic power has been installed for

3867 item

Using carbon reduction technology together

356 item

Power equipment use carbon reduction and introduce new technologies together

14 item



Reduce energy consumption

The company adheres to the concept of resource conservation and environmental friendliness, establishing a comprehensive and effective energy management system and processes. We advocate for continuous optimization of energy consumption systems in various factory areas, development of energy-saving products, and ongoing reduction of power consumption for devices. Through simulation-based optimization of power device structural designs, we aim to reduce carbon emissions and energy consumption during product usage. We assist customers in achieving energy savings and emissions reduction.

Energy consumption situation table of United Nova Technology in the past three years

Indicator	Unit	2023	2022	2021	
Direct energy (scope 1)Group	Natural gas	Cubic meter	1,846,450	1,432,986	923,874
	Diesel	L	360	16,304	5,900
Indirect energy (scope 2)Group	Purchased electricity	(kWh)	475,399,598	320,673,819	163,967,198
	Photovoltaic power generation	(kWh)	432,148	/	/

Water usage situation table of United Nova Technology in the past three years

Indicator	Unit	2023	2022	2021
Total water consumption	Ton	9,050,739	5,309,716	3,155,227
Tap water	Ton	5,262,471	3,601,200	2,180,571
Reclaimed water	Ton	3,818,598	1,708,516	974,656
Water cycle utilization rate	%	42.2	32.2	44.7
Total sewage discharge	Ton	4,429,205	3,020,363	2,003,620



MAU preheating to save energy on low-temperature chilled water in winter

1

During the winter, the MAU system operates in enthalpy humidification mode. By changing the MAU humidification control method to keep the MAU cold valve closed state while meeting the air supply humidity requirements, the Company can save on low-temperature chilled water usage and achieve the goal of saving electricity costs. Taking the implementation of refined cost-down in February 2022 and February 2023 as an example, the electricity saved per hour is $242-132=111\text{KW}\cdot\text{h}$. The total annual savings amount to $111*24*88*0.68=159414$ yuan. The actual cost savings depend on the number of days with preheating and humidification. (Note: MAU refers to the fresh air conditioning handling unit).



VOC natural gas energy conservation

2

Under stable operation conditions, the VOC treatment equipment is adjusted in real-time based on the existing operating conditions to reduce natural gas consumption and achieve Cost down of natural gas. After being extracted by the fan, the VOC emitted by the machine enters the rotary wheel for adsorption, concentration, and desorption. It is then blown into the combustion furnace by the desorption fan for combustion. The higher the concentration factor, the higher the VOC concentration entering the furnace, and the less natural gas is required for combustion, achieving the goal of saving natural gas. According to the inlet concentration, adjust the frequency of the desorption fan to increase the concentration factor from the current 15 times to 20 times (maximum value), reducing the natural gas consumption. When the desorption fan is adjusted to the optimal state, it is estimated that the natural gas can be reduced to $820\text{m}^3/\text{D}$, saving $235\text{m}^3/\text{D}$ per day. The total annual savings = $4.69\text{ yuan}/\text{m}^3 * 235\text{m}^3/\text{D} * 365\text{ days} = 402285\text{ yuan}/\text{year}$.



Energy conservation scheme for UPW supply water temperature increase

3

The control range of UPW supply water temperature is $23\pm 2\text{ }^\circ\text{C}$. Currently, the supply temperature is $23\text{ }^\circ\text{C}$. By increasing the supply water temperature from $23\text{ }^\circ\text{C}$ to $25\text{ }^\circ\text{C}$, the consumption of UPW chilled water can be reduced to achieve energy conservation. The plan is to adjust the temperature by $0.5\text{ }^\circ\text{C}$ per week, starting with an adjustment to $24\text{ }^\circ\text{C}$. The final adjustment point will be determined based on the actual operation of the equipment. By increasing the UPW supply temperature to $24\text{ }^\circ\text{C}$, the integrated plant area can achieve an annual benefit of 255,595 yuan, and the Yuezhou plant area can achieve an annual benefit of 184,028 yuan.

Reduce pollution emission

United Nova Technology, guided by Xi Jinping's ecological civilization ideology and fully implementing the new development concept, actively carries out the creation of a 'zero waste factory', pays attention to the management of various pollutants' emissions, carries out emission reduction and pollution control projects, and promotes downstream industries to reduce pollutant emissions throughout the entire lifecycle of their products. Additionally, the Company vigorously develops the circular economy, aiming to create a new competitive advantage in green practices.

Waste water emission reduction

The Company has established a wastewater treatment system, and the waste water is treated and formed into pure water for recycling. The treatment capacity reaches 2000 cubic meters per day, with a recovery rate of up to 70%. Through dual instrument real-time monitoring, the water quality is guaranteed to meet the standards before being discharged, achieving the effect of improving quality and reducing quantity. Additionally, a new pipeline has been added to divert the waste water that United Nova Technology cannot recover from the beginning and end of the process to the newly constructed FR recycled water system at United Nova Pioneer. The water produced is then recovered into the United Nova Pioneer pure water system. It is estimated that this will result in an annual operating cost reduction of 1063196.61 yuan.

United Nova Technology waste water discharge volume in the past five years

The unit discharge of wastewater per unit production capacity (tons/K)	2023 年	2022 年	2021 年	2020 年	2019 年
Total waste water volume (tons)	1959.92	2381.771	2384.251	2737.249	2925.523
Chemical oxygen demand (COD) (tons)	0.215591	0.238	0.286	0.411	0.527
Ammonia nitrogen (NH ₃ N) (tons)	0.017835	0.019	0.024	0.027	0.029
Suspended solids (tons)	0.188152	0.191	0.191	0.219	0.234

Indicator	Unit	2023	2022	2021
Total discharge of pollutants in water	Ton	707.183	570.673	422.345
COD	Ton	386.96	301.80	240.34
Ammonia nitrogen	Ton	36.98	24.00	20.00
Suspended solids	Ton	280.52	242.00	160.00
Total arsenic	Ton	0.0029	0.0040	0.0012
Total phosphorus	Ton	2.73	2.8693	2.0036

Emission reduction of exhaust gas

United Nova Technology is committed to reducing air pollution by adopting the best available technologies in various industries: using scrubbers to neutralize and spray process exhaust gases, reducing NO_x, SO₂, and particulate matter in the waste gas, and regularly commissioning third-party testing; using zeolite rotary wheels to concentrate and incinerate organic waste gases, reducing natural gas consumption by adjusting the concentration ratio of the wheel, installing VOC online monitoring devices for real-time monitoring, ensuring that the pollutant indicators of various gases meet national standards before being discharged into the atmosphere; using heat recovery ice machines to recover and use thermal energy, reducing the frequency of boiler use and the amount of boiler exhaust emissions.

United Nova Technology waste gas emissions in 2023

Indicator	Unit	2023
Total waste gas emissions	Ton	127.19
-Nitrogen oxides	Ton	14.89
-Chlorine gas	Ton	4.56
-Particulate matter (PM)	Ton	19.08
-Sulfuric acid mist	Ton	1.54
-Hydrogen Chloride	Ton	30.50
-Ammonia gas	Ton	7.50
-Volatile Organic Compounds (VOCs)	Ton	12.29
-Non-methane total hydrocarbons	Ton	12.29
-Sulfur dioxide	Ton	24.55

Annual exhaust gas emissions per K production capacity	2023 年	2022 年	2021 年
Nitrogen oxides (NO _x)(kg)	6.95	9.79	10.69
Sulfur dioxide (SO ₂)(kg)	14.09	9.42	20.66
Particulate matter (kg)	9.15	12.34	19.96

Solid waste reduction

United Nova Technology strengthens performance evaluation, coordinates the reduction, resource utilization, and harmless treatment of solid waste, and entrusts qualified vendors to dispose of solid waste transferred.

United Nova Technology solid waste generation and disposal situation

Indicator	Unit	2023	2022	2021
Total amount of general waste generated (including non-hazardous waste)	kg	2143662	2130533	956818
Hazardous waste				
Waste empty barrels	Ton	102.26	129.08	76.82
Chemical nickel waste liquid	Ton	122.2	108.14	31.4
Chemical palladium waste liquid	Ton	0	6.14	4.98
Chemical gold waste liquid	Ton	0	17.16	10.64
Waste Cr7 etching solution	Ton	0	15.6	17.94
Ammonium sulfate waste liquid	Ton	1300.02	623.8	408.9
Waste acid	Ton	5529.38	2182.46	1079.46
Waste solvent	Ton	2254.68	1679.28	1397.18
Waste glass bottles	Ton	15.52	16.52	9.72
Contaminated solid waste	Ton	51.02	53.46	21.5
Copper-containing waste liquid	Ton	3.74	2.66	
Tin-containing waste liquid	Ton	0	2.18	
Copper-containing sludge	Ton	3.76	29.96	16.04
Chromium-containing sludge	Ton	27.44	37.7	11.56
Nickel-containing sludge	Ton	4.22	4.9	0
Arsenic-containing sludge	Ton	33.58	53.06	
Waste activated carbon	Ton	14.48	8.56	
Waste resin	Ton	0.88733	0.92232	
Waste engine oil	Ton	2.28	0	22.76

Implement green operation

Green building

United Nova Technology fully considers energy conservation and environmental protection in construction and tries to adopt building energy conservation design. The exterior walls use rock wool insulation boards, and the reinforced concrete roof uses extruded polystyrene boards for insulation. The main factory building's external wall enclosure structure employs rock wool sandwich insulation boards for insulation. The windows have an air tightness not lower than level 6, water tightness not lower than level 4, wind pressure resistance not lower than level 5, and sound insulation performance not lower than level 4.



Green supply chain

United Nova Technology incorporates environmental protection principles into its supplier management mechanism, attaches great importance to the environmental compliance of suppliers, promotes green procurement, green packaging, and green transportation, and prioritizes the purchase of low-carbon and environmentally friendly raw materials and products, environmentally certified products, and office supplies made from recyclable paper. The Company conveys the values of green environmental protection and sustainable development to relevant parties, and drives partners to fulfill their social and environmental protection responsibilities together. Suppliers are required to sign a "Certificate of Non-use of Hazardous Substances" and regularly provide hazardous substance testing reports to ensure the safety and harmlessness of purchased materials, and promote green consumption in society through green procurement. The goods provided by suppliers must comply with the requirements of REACH regulations, SonyGP, and other environmental hazardous substance regulations, and must provide MSDS and ICP testing reports; packaging materials for raw materials provided by suppliers, such as silicon wafers, target materials, and golden backing materials, must be labeled with RoHS marks.

Green office

United Nova Technology actively responds to the trend of the times and advocates 'green office', continuously improving internal management regulations, strengthening the management of air conditioning temperature, water, and electricity in the office environment, and creating a low-carbon and environmentally friendly office environment. The Company integrates the concept of green and low-carbon into daily business management, advocates green, energy-saving, and low-carbon work methods and lifestyle habits, and improves internal management regulations. The Company posts energy-saving tips at the switches in various office areas, reminding employees to turn off lights, computers, and air conditioners when leaving work. In summer, the air conditioning temperature should be set at $\geq 26^{\circ}\text{C}$, and in winter, it should be set at $\leq 18^{\circ}\text{C}$. The Company implements the policy of 'lights on when people are present, lights off when people are absent'. It promotes office systemization, implements double-sided printing of paper, gives priority to the use of recycled products or fast-growing timber products when purchasing printing paper, in order to achieve green and environmentally friendly office. Office waste is classified and treated to reduce soil and groundwater pollution.

The Company replaces the water taps in the office area with water-saving taps. The original ordinary water taps have a flow rate of about 7.5L/min, which is too fast and results in excessive water consumption. By replacing them with adjustable spray foamers with a flow rate of about 3.5L/min, water can be saved by more than 60%, saving about 10141m³ of water per year and reducing water costs by 70993.02 yuan.



Tackle climate change

United Nova Technology continuously improves its carbon management level and reduces greenhouse gas emissions. The Company collects data on the activity levels of electricity, diesel, natural gas, and various raw material gases in accordance with the requirements of the "Zhejiang Province Key Enterprises (Units) Greenhouse Gas Emissions Reporting Notification" and the "Guidelines for Greenhouse Gas Emission Accounting and Reporting for Electronic Equipment Manufacturing Enterprises (Trial)", and submits them to the Zhejiang Province Climate Change Research and Communication Platform. It strengthens carbon management by utilizing the Zhejiang Province Low-Carbon Development Comprehensive Management System. Our greenhouse gas emissions sources are divided into 3 categories: fuel combustion emissions, emissions generated by net purchased electricity consumption, and process emissions. The total CO₂ equivalent emissions for the year 2023 amount to 236741.79 tCO₂e.



Total greenhouse gas emissions of United Nova Technology in the past two years

	Year	CO ₂ equivalent (t)	
		2023	2022
Fuel combustion emissions	Subtotal	2358.21	2583.76
	CO ₂ emissions from different types of fossil fuel combustion	2358.21	2583.76
Emissions generated by net purchased electricity consumption	Subtotal	174435.62	181502.72
	CO ₂ emissions generated by net purchased electricity	174435.62	181502.72
Process emissions	Subtotal	59947.96	55786.63
	Emissions generated by gas leakage-emissions 1 generated by leakage of raw gas	59947.96	55786.63
Total		236741.79	239873.11



True sincerity with 'chip', harmony with new 'chip'

People-oriented, harmonious development. Based on the Company's vision, mission, values, and development strategy, United Nova Technology formulates a human resources development strategy, creates a diverse and harmonious working atmosphere, attaches great importance to safeguarding rights and interests of employees, improves performance and incentive mechanisms, strives to build a platform for employees to realize value, and shares development achievements with employees, achieving common development between employees and the Company.



Safeguard rights and interests of employees

Harmonious employment

United Nova Technology strictly complies with relevant laws and regulations, respects internationally recognized social responsibility codes of conduct, adheres to the principle of equal employment, carries out recruitment activities with equal pay for equal work and no gender discrimination, values talent diversity, provides fair, open, and transparent employment opportunities, and prohibits discrimination based on race, color, age, gender, sexual orientation, ethnicity, disability, pregnancy, religious belief, marital status, or any other legally protected characteristic. The Company strictly adheres to the international conventions prohibiting the use of child labor, strengthens inspections on suppliers' illegal use of child labor, eliminates forced or compulsory labor (including corporal punishment), and prohibits discrimination and harassment.

United Nova Technology emphasizes:

Freedom of choice of employment

No employment of laborers who are forced, constrained, or bound by contracts, involuntary or exploitative prison labor, slaves, or trafficked persons.

Prohibition of child labor and protection of minor employees in accordance with the law

No use of child labor at any stage of production. Minor employees are not allowed to engage in work that may endanger their health or safety, including night shifts and overtime.

Non-discrimination

Employees shall not be discriminated against in the recruitment and employment process based on race, color, age, gender, sexual orientation, ethnicity, disability, religious beliefs, pregnancy, marital status, etc.

Humane treatment

Employees shall not be subjected to violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, bullying, public humiliation, verbal abuse and other harsh and inhumane behaviors.

During the reporting period, the Company did not experience any incidents or complaints involving the violation of human rights mentioned above.

Labor situation table of United Nova Technology

Indicator	Unit	2023	2022	2021
Number of new employees	Person	1319	1,685	1,633
Total number of employees	Person	4,324	3,656	2,525
Number of disabled employees	Person	69	55	32
Percentage of disabled employees	%	1.60	1.50	1.27
Percentage of employees evaluated for performance	%	100	100	100
Gender structure				
Total number of female employees	Person	1,137	939	676
Percentage of female employees in total employees	%	26.30	25.68	26.77
Number of executives (excluding the Board of Directors)	Person	7	7	7
Number of female executives	Person	1	1	1
Percentage of female executives	%	14.29	14.29	14.29
Age structure				
<30 number	Person	2,684	2,249	1,441
30 ≤ Y < 50 number	Person	1,601	1,380	1,060
≥ 50 number	Person	39	27	24
<30 percentage	%	62.07	61.52	57.07
30 ≤ Y < 50 percentage	%	37.03	37.75	41.98
≥ 50 percentage	%	0.90	0.74	0.95
Educational structure (percentage of each category in the total employees of Company)				
Doctor, Postdoctor	Person	21	14	7
Percentage (%)	%	0.49	0.38	0.28
Master	Person	712	577	380
Percentage (%)	%	16.47	15.78	15.05
Bachelor	Person	1,595	1,367	1,022
Percentage (%)	%	36.89	37.39	40.48
Junior College	Person	1,064	937	640
Percentage (%)	%	24.61	25.63	25.35

Compensation and benefits

The Company follows the principles of legality, equality, voluntariness, and consensus through consultation, and honesty and credit, signing standardized labor contracts with employees. The labor contract signing rate is 100%. All contract terms are complete and legal, and supporting labor contract management systems are established to ensure strict compliance with the contracts.

The Company actively benchmarks excellent enterprises in the same industry, providing various guarantees for employees' work and life, and sharing the achievements of corporate development with employees. We strictly implement national and local social security mechanisms, pay the five insurances and one fund for employees, and purchase commercial medical insurance. Employees enjoy the rights of rest and leave according to the law, and are entitled to marriage, funeral, maternity leave, and other holidays as stipulated, and implement a paid leave policy. The Company adheres to the concept of 'win-win' and establishes a comprehensive compensation and benefits system with fixed wages as the main component and bonuses and other benefits as supporting measures. It is committed to providing competitive and motivating compensation and benefits policies.

Compensation

Following the principle of distribution according to work, adhering to the concept of 'win-win', and establishing a comprehensive compensation and benefits system with fixed wages as the main component and bonuses and other benefits as supporting measures

Incentives

Establish a three-dimensional and systematic talent retention incentive mechanism, covering all aspects of employees' life, work, and learning needs

Benefits

Meal subsidies/government talent subsidies/statutory vacation and annual leave/social insurance and housing provident fund/birthday and holiday greetings/supplementary commercial medical insurance/annual health check-up



Democratic management

United Nova Technology has established a workers' congress system, actively promoting democratic management in the Company. Currently, there are a total of 168 worker representatives from management, frontline employees, functional departments, etc., with wide representation. On February 5, 2023, the Company held a workers' congress to elect the new committee members of the labor union and worker representatives. On March 6, 2023, a workers' congress was held to recommend Luo Bin as a candidate for the 2023 Yuecheng District Model Worker.

Organize an annual satisfaction survey on work and Chairman of the labor union. Conduct the 2022 annual satisfaction survey in early 2023, collecting a total of 685 questionnaires and receiving 13 suggestions. All suggestions are related to the timing and locations of union activities. They have all been replied to and improved.

United Nova Technology has established various forms of employee communication channels and mechanisms, such as employee suggestion box, online employee suggestion platform, employee communication meetings, employee satisfaction surveys, and meetings at different levels, including department and team meetings. These channels aim to understand the issues employees encounter in work and life, provide feedback to relevant department leaders, and follow up on implementation to enhance employees' sense of belonging and loyalty.

Communication methods

2023 data statistics

Number of employee communication meetings

35 times

HR hotline calls answered

8 times

Online employee suggestion platform

27 suggestions

Number of suggestions received in suggestion box

0

Number of problems resolved effectively

70 times



Promote employee development

Employee training

United Nova Technology adheres to the vision of building a first-class 'Talent Learning and Development Center' for talent cultivation. Based on the four talent cultivation concepts of 'Driven by dual strategic business initiatives, combining theory with practice, centered around the trainees, and performance-oriented', we strive to build a 'strategic, partnership, professional' talent cultivation and development system. We continuously optimize the training mechanism by applying advanced learning technologies to enhance employee learning efficiency and experience, and continuously empower the organization and talents.

The Company adopts a training strategy of 'layered, job-based, segmented, classified, and graded', and carries out different types of training programs including new employee training, engineer training, manager training, and faculty training to help employees adapt to new situations and development requirements, and improve their abilities and qualities. In 2023, the Company conducted a total of 796 offline training courses, covering various topics such as safety, environment, health, project management, Six Sigma, quality knowledge, wafer process equipment, information security, and laws and regulations. In 2023, the total number of participants in offline and online training reached 108250.

Employee training performance of United Nova Technology in the past three years

Indicator	Unit	2023	2022	2021
Total investment in training	Ten thousand yuan	100.4	105.3	46.3
Training personnel	Person-time	108250	153273	143479
Number of trainings	Times	1990	1905	1684
Total training hours	Hours	80830	92137	95011



(In March 2023, the 6th phase of the High-Performance Team Leader Training Camp, which lasted for 3 days, with 60 participants including team leaders from the wafer factory and packaging factory.)



(In September 2023, the 4th phase of the TTT Lecturer Skills Practical Training Camp was conducted, with a total of 52 internal lecturers participating.)



(In October-November 2023, the Company held a series of PMP project management training courses.)



(In November 2023, the Company conducted the 4th phase of Athena data analysis training.)

Career development

United Nova Technology provides employees with a dual-channel career development path of 'management + technology', implementing a dual-channel growth path of 'management talent cultivation' + 'professional talent cultivation', including the development path of management and the development path of technical roles, providing employees with rich career development paths; defining and dividing job sequences for employees, refining professional sequences, and achieving differentiated management for different positions; expanding the development space of professional channels, providing mechanism guarantees for employees to switch between professional channels and sequences, employees can combine personal interests and strengths, choose a suitable development channel according to their own career plans, further stimulate employees' work enthusiasm and organizational vitality, and also create a multi-level talent pool for the Company.

The Company adheres to the principle of 'mechanism determines allocation, allocation determines motivation' in its incentive system and establishes an incentive mechanism based on the concept of 'sharing benefits, sharing responsibilities, and sharing destiny', setting up a three-dimensional and systematic talent retention incentive mechanism, covering all aspects of employees' life, work, and learning needs, promoting the establishment of a community of shared destiny within the Company, and encouraging employees to achieve outstanding performance.



(In February 2023, the Company conducted the 2nd phase of the High-Performance Production Supervisor Training Camp)

Care for employees

Occupational safety

United Nova Technology has established a sound safety management system, benchmarking domestic and foreign excellent experiences, incorporating ISO 45001 occupational health and safety management system certification standards, and establishing a safety production management organization ESH department, equipped with full-time and part-time safety management personnel; Establish and implement the full staff safety responsibility system, with the General Manager as the first person responsible, clarify the safety production goals and responsibilities of each level, each position, and all employees; Sign safety production responsibility agreements at all levels, totaling more than 698, and promote and supervise strict implementation by various departments; Set up an employee suggestion box to encourage employees to make rational suggestions for safety production and continuously improve safety management capabilities.

Safety management performance of United Nova Technology in the past three years

Indicator	Unit	2023	2022	2021
Number of own employees who died at work	Person	0	0	0
Injury incidents with loss of working hours	Piece	0	0	0
Number of lost workdays due to work-related injuries	days	0	0	0
The severe accident rate of lost working hours for direct labor: (Number of lost workdays due to work-related injuries) x (1,000/total working hours)	/	0	0	0
Recordable accident incidents	Piece	0	0	0
The accident rate of lost working hours for direct labor (number of accidents causing lost working hours x 1,000,000/total working hours)	/	0	0	0

The Company carries out targeted safety production education activities, using activities such as Safety Promotion Month as carriers, to enhance the effectiveness of education and training by setting safety promotion slogans, playing warning videos, conducting on-site problem analysis and case sharing, etc., and enhance employees' awareness of safety production. In 2023, the Company organized safety training for 10,988 on-duty personnel, with an average of 8.11 hours of safety training per person.



In 2023, the Company organized on-duty safety training for a total of

10,988 individuals

with an average training duration of

8.11 hours per person



The Company has established a long-term mechanism for investigating and rectifying hidden safety hazards, regularly organizing activities to investigate and rectify safety hazards, promptly reporting discovered hazards and problems, setting deadlines for rectification, and tracking the implementation of rectification measures. Regular emergency drills are conducted to continuously improve the overall level of emergency response capabilities for all employees. In 2023, the Company organized a total of 75 exercises, including 13 evacuation drills (13 completed) with a total of 4484 evacuees; 58 disaster relief drills with 809 participants; and 4 ERT no-warning assembly drills, involving a total of 215 ERT members.

In 2023, the Company conducted 6 ERT training/practical exercises, with a total of 1364 trainees.



The Company organized a total of

75 drills

including **13** evacuation drills
(13 drills completed)

evacuating a total of
4484 individuals

58 disaster relief drills

involving **809** participants

and **4** ERT (Emergency Response Team) no-notice assembly drills

gathering a total of
215 ERT members

The Company conducted **6** sessions
of ERT (Emergency Response Team)
training/practical exercises

with a total of
1364 participants trained



(Fire emergency drill)



(Fire emergency drill)



(Gas leakage emergency drill)



(Personnel evacuation drill)

Occupational health

According to the requirements of laws, regulations, and norms such as the "Occupational Disease Prevention and Control Law of the People's Republic of China" and the "Regulations on the Supervision and Administration of Occupational Health in the Workplace", United Nova Technology continuously improves and conscientiously implements the occupational health management system, establishes a comprehensive and perfect occupational safety and health system, and improves the three-level prevention system for occupational diseases:

Level 1 prevention (cause prevention)

■ To prevent workers from being exposed to or minimize exposure to occupational hazards;

Level 2 prevention

■ When occupational hazards have begun to harm workers' health, early detection, early diagnosis, early treatment should be ensured; (pre-employment, on-the-job, and post-employment medical examinations)

Level 3 prevention (clinical prevention)

■ Timely and correct diagnosis, timely treatment, including timely cessation of exposure, effective treatment, prevention of deterioration and complications for workers should be provided.

The Company has established an occupational health management system to track employees in occupational positions from entry, during employment, to departure, and for follow-up examinations (with reminders sent to health center management for execution). The system can also send emails or text messages to remind individuals. Employee movements in occupational positions are systematically tracked, allowing online access to check the abnormal movement status and reminding individuals to verify completion of examinations. Additionally, the system facilitates comprehensive management of annual medical examinations for all employees, enabling self-checking of examination records.

The Company regularly conducts occupational hazard inspections, provides pre-employment, on-the-job, and post-employment occupational medical examinations for employees, and promptly transfers personnel with occupational contraindications to suitable positions to ensure the health of employees.

Occupational health management performance of United Nova Technology in the past three years

Indicators	Unit	2023	2022	2021
Number of employees participating in occupational disease examinations	Person	2,101	928	652
Number of employees diagnosed with occupational diseases	Person	0	0	0
Occupational health examination coverage rate (for positions exposed to occupational hazards)	%	100	100	100

Human care

United Nova Technology will integrate care and concern for employees into every aspect of work and life, always insisting on sincerely caring for every employee. The Company has set up a gym for employees, equipped with a variety of fitness equipment, making it convenient for employees to exercise and keep fit after work; a nursing room has been set up for female employees, providing a more comfortable working environment. We pay attention to the care and protection of special groups such as female employees and employees in difficult situations, and provide care and assistance to employees in difficult situations and their families, continuously enhancing employees' sense of gain, happiness, and security. In 2023, the Company provided condolences to 12 female employees who gave birth and 1 employee with serious illness, with a total expenditure of 9000 yuan in condolence money.

The Company actively carries out a series of special activities organized by the labor union, enriching employees' leisure life. Employees can join based on their own preferences, and regular basketball games, badminton games, and other activities are held to increase cohesion among employees. Various cultural, sports, team-building activities, and holiday parties will be held on the eve of various traditional festivals, aiming to create a sincere, united, open, and enterprising organizational atmosphere. This is to stimulate employees' enthusiasm for learning, enhance their personal qualities, improve their professional competitiveness, adapt to the development of the Company, and promote corporate culture construction. In 2023, the Company organized 25 cultural and sports activities, 6 singles' social events, 2 children's open days, and 2 other activities.



The Company attaches great importance to the management of employees' mental health and actively carries out activities at the 'Soul Station' to help employees relieve psychological anxiety and reduce mental stress. In 2023, the company organized 5 health psychology lectures, with 300 participants, and conducted 10 mental health activities, with a total of 46 participants.



Initial 'chip' remains unchanged, new 'chip' strives for goodness

Take responsibility and give back to society. United Nova Technology practices the social responsibility concept of 'creating the future with 'chip', responsibility gathers strength', carries out responsibility management, and promotes responsibility implementation; adheres to repaying society with love, continuously carries out social welfare activities, pays attention to and supports social public welfare undertakings, integrates social responsibility into corporate strategy and corporate culture, and achieves the effective integration of fulfilling social responsibility and promoting sustainable development of the Company.



Improve the responsibility management system

Attach great importance to social responsibility work, actively integrate social responsibility into various aspects of corporate management, establish a CSR management committee, with the Company's CEO serving as the Chairman of the CSR Management Committee, and Secondary Supervisors of relevant Departments serving as Committee members. A CSR promotion office is also established to promote specific CSR work, continuously transforming the Company's responsibility concept and commitment to stakeholders into concrete actions, ensuring the implementation and promotion of social responsibility work.



RBA self-commitment statement

As a responsible organization in social responsibility, United Nova Technology strictly adheres to the Responsible Business Alliance (RBA) Code of Conduct and fulfills the requirements of RBA's social responsibility standards. We execute corporate social responsibility work in accordance with RBA industry guidelines, providing employees with a career development platform and creating a strategic partnership platform for partners. We are committed to building a better business and sharing the fruits of development with all stakeholders.



Communication with stakeholders

United Nova Technology regards stakeholder identification and communication as a key focus of corporate social responsibility management. We attach great importance to communication with stakeholders and have established diverse communication channels tailored to the characteristics of different stakeholders, ensuring smooth and effective channels. Internally, the Company conducts a series of activities such as social responsibility training and seminars to guide departments in carrying out social responsibility practices and fulfill their social responsibilities. Externally, the Company has established a sound mechanism for external information disclosure and publicly releases an annual social responsibility report to the society. The Company's official website has a dedicated section for social responsibility, continuously disseminating the Company's social responsibility concepts and practices to stakeholders, further strengthening communication and exchanges with clients, the public, and the government, and enhancing the Company's social image.

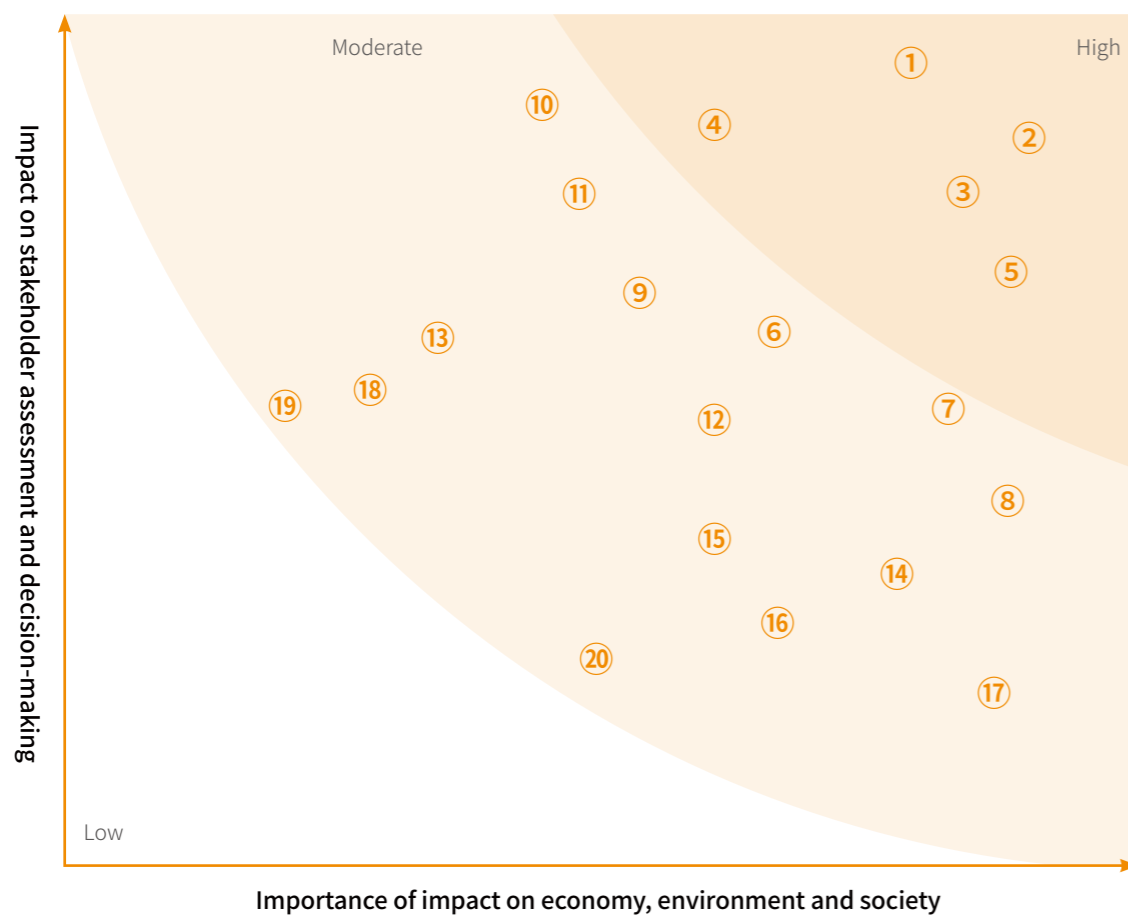


Key stakeholders and communication methods

Key stakeholders	Issues of concerns	Communication and response
Shareholders	Regulate corporate governance Information disclosure Sustainable profitability	Establish and improve the modern corporate governance structure Timely and accurate disclosure of operational information Provide reasonable investment returns
Government and regulatory authorities	Operate in accordance with the law Industrial upgrading Drive employment Safety and environmental protection	Law-abiding and compliant operation Increase investment in R&D and Innovation Actively create employment opportunities Build an environment health and safety management system
Clients	Quality management Feedback Information security	Construction of quality management system Construction of client service system Construction of Information Security Management System
Suppliers	Long-term cooperation mechanism Improve sustainable development performance Honest trade	Carry out cooperative projects with suppliers Promote sustainable procurement Fair and compliant trade
Employees	Employee rights, interests, and benefits Employee health and safety Employee training and development	Safeguard employee rights, interests, and benefits Establish and improve occupational health and safety management system Provide training and career planning for employees
Community and environment	Community contribution Public welfare and charity Environmental compliance Product environmental impact Promote the concept of environmental protection	Technology poverty alleviation and education poverty alleviation Public welfare and charity projects Comply with environmental laws, regulations, and standards Reduce product environmental impact Environmental concept training and promotion
Industry organization	Industry collaborative innovation	Industry association activities

Substantive issue assessment

To fully understand the level of concern of stakeholders regarding the social responsibility issues at United Nova Technology, various issues are disclosed in this report. Following the "GRI Standards" issued by the Global Sustainability Standards Board (GSSB), the Company conducted research using internal and external questionnaires, meetings, interviews, and other methods to identify and prioritize social responsibility substantive issues for the current year based on the importance of impact on stakeholder assessment and decision-making and importance of impact on economy, environment and society.



Highly Important Issues

- ① Rights and interests of employees ② Environmental protection ③ Regulatory governance ④ Quality management
⑤ Customer service

Moderately Important Issues

- ⑥ Innovation-driven ⑦ Occupational safety ⑧ Business ethics ⑨ Occupational health ⑩ Intellectual property rights
⑪ Green operation ⑫ Greenhouse gases ⑬ Fair competition ⑭ Energy conservation and emission reduction
⑮ Information disclosure ⑯ Democratic management ⑰ Information security ⑱ Industry exchange
⑲ Rights and interests of shareholders ⑳ Supplier management

Carry out public welfare activities

Remember the source when drinking water, never forget our roots. While creating corporate value, United Nova Technology does not forget its original intention to share its achievements with society. It actively participates in social public welfare undertakings through various forms such as supporting education, charitable donations, and community service. It conveys warmth to society through practical actions, demonstrates corporate responsibility, and enhances the Company's social image.



On February 22, 2023, The company and the labor union donated 150,000 yuan to the Gaobu Street Dongyangwan Village Common Prosperity Project.





On February 22, 2023, The company and the labor union visited Gaobu Primary School Education Group to help students with difficulties and donated 19,000 yuan.



On September 22, 2023, The company and the labor union organized a voluntary blood donation activity with the theme of "You and I share the same 'chip', walking with warmth".

In November 2023, the Company held the 'Public welfare in United Nova Technology, walking with love' public welfare month activity. Through Company-wide fundraising and charity markets, funds were raised and donated to students with difficulties within Shaoxing City through the Red Cross Society of China Shaoxing Branch. This helps alleviate the educational difficulties faced by children from impoverished families, supports and encourages them to complete their studies and strive for further education.

Participation in social public welfare situation table of United Nova Technology in 2023

(Unit: ten thousand yuan)

S/N	Donation date	Recipient organization/ individual (destination)	Donation method (Supplies/cash/ other)	Total amount (Equivalent amount for donated supplies or other)	Note (Note the specific content of donated supplies or other)
1	December 2023	The Red Cross Society of China Shaoxing Branch's 'Protecting Minors' Care for Minors Project	Cash	0.81	All-staff charity fundraising
2	September 2023	Red Cross Society of Zhuji	Cash	5	Construction of love canteen in Yingdianjie Town
3	August 2023	Yuecheng District Disabled Home (17)	Supplies	20	Bedding, towels, toothbrushes, etc.
4	February 2023	Students with difficulties from Gaobu Town Central Primary School	Cash	1.9	Assistance for difficult students with difficulties
5	January 2023	Dongyangwan Village Share Economic Cooperative, Gaobu Street, Yuecheng District, Shaoxing City	Cash	15	Village-Enterprise Joint Construction Project
6	June 2023	Zhejiang Industry Ploytechnic College	Cash	13.6	Universities with which we have established friendly relations
7	June 2023	Zhejiang Post and Telecommunication College	Cash		Universities with which we have established friendly relations
8	May 2023	Shaoxing Technician College	Cash		Universities with which we have established friendly relations

Future outlook

The way of improvement is to keep pace with the times. In the future, we will maintain a forward-looking attitude, a courageous spirit to overcome difficulties, and a tenacious perseverance to never give up. We will strive hard, move forward with determination, continue to promote technological innovation, improve the layout of the automotive-grade quality system, provide one-stop solutions for automotive-grade chip manufacturing and module packaging. We will focus on the growth of employees, build an open ecosystem, make continuous strategic investments, maintain long-term competitiveness, and strengthen client foundation. We will create a distinctive brand, ensure high-quality development, fulfill social responsibilities, build an environmentally friendly, economically and socially sustainable enterprise, and give back to the trust and support of investors, partners, and clients, making contributions to society.

Only from the top of the mountain can we see the rushing river; only from the peaks can we feel the mighty wind. With the oars of determination, United Nova Technology will embark on a journey towards a broader horizon!






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SDGs Alignment Table

SDGs	Corresponding section
	Message from the Board Chairman Carry out public welfare activities Safeguard rights and interests of employees
	Operate in accordance with laws and regulations Promote energy conservation and emission reduction Implement green operation Care for employees Carry out public welfare activities
	Adhere to innovation-driven Promote employee development Carry out public welfare activities
	Safeguard rights and interests of employees Care for employees
	Promote energy conservation and emission reduction
	Message from the Board Chairman Consolidate Promote energy conservation and emission reduction Implement green operation
	Message from the Board Chairman Introduction to United Nova Technology Adhere to innovation-driven Safeguard rights and interests of employees
	Introduction to United Nova Technology Adhere to innovation-driven Carry out public welfare activities

SDGs	Corresponding section
	Safeguard rights and interests of employees Care for employees
	Message from the Board Chairman Build a responsible supply chain Promote energy conservation and emission reduction Implement green operation Future outlook
	Pursue excellent quality Build a responsible supply chain Promote energy conservation and emission reduction Implement green operation Improve the responsibility management system
	Promote energy conservation and emission reduction Tackle climate change
	Message from the Board Chairman Operate in accordance with laws and regulations Safeguard rights and interests of employees Carry out public welfare activities Future outlook
	Improve governance framework Industry-university-research cooperation Provide high-quality services Communication with stakeholders

Reader feedback form

Dear Readers,

Hello!

Thank you for reading this Report. We sincerely look forward to your assessment of the Report and your valuable suggestions, so that we can continuously improve our social responsibility efforts and enhance our capability and level of fulfilling our social responsibility work!

Optional questions: (Please mark with a '√' in the appropriate position)

1. For United Nova Technology Co., Ltd., your identity is:

- Employee Consumer Supplier Supervisory body Media
 Other (please specify)

2. Your overall impression of the Report is:

- Very good Good Average Bad Very bad

3. In your opinion, the quality of social responsibility information disclosed in the Report is:

- Very high High Average Low Very low

4. In your opinion, the structure of the Report is:

- Highly reasonable Reasonable Average Bad Very bad

5. In your opinion, the layout and presentation of the Report are:

- Very good Good Average Bad Very bad

Please kindly put forward your valuable opinions and suggestions on the "Corporate Social Responsibility Report of United Nova Technology Co., Ltd. in 2023":

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