

NOVOSENSE

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2024 Environmental, Social and Governance (ESG) Report

NOVOSENSE

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688052

2024

Environmental, Social
and Governance (ESG) Report



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Abbreviation

- Full Company Name

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Feedback

Email: pr@novosns.com



A Message from the Chairman



Wang Shengyang

Chairman of NOVOSENSE
Microelectronics

Dear colleagues, partners, and readers,

According to data released by World Semiconductor Trade Statistics (WSTS) in February 2025, the global semiconductor market had an estimated value of USD628 billion in 2024, representing an increase of 19.1% over 2023. The market's recovery has brought new opportunities, and at the same time, industry competition is also intensifying, driving demand for iterative products and technologies. To address these opportunities and challenges, NOVOSENSE is staying true to its original aspiration as reflected in our values "Robust, Reliable, Keep Learning, Persist in Long-term Value". We are working alongside our employees, customers and partners and staying committed to our path in order to open up new possibilities. On behalf of the Board of Directors, I would like to express my sincere appreciation to our employees for their hard work, to our customers for their trust and to our partners for their support!

Upholding our mission amid changes

The global automotive industry is undergoing profound changes driven by electrification, smart technology and higher safety requirements. As semiconductor technology is the core driver of these changes, innovation and supply chain resilience have become common strategic focus across the global automotive industry. In line with its mission, "Sense & Drive the Future, Build a Green, Smart and Connected World with Semiconductors", NOVOSENSE harnesses reliable chip technology and focuses on high-safety scenarios such as OBC/DCDC, BMS and main inverters for new energy vehicles, as well as smart driving and body control, to provide high-quality products and services for the global automotive electronics industry chain.

Achievements in automotive business

In the past year, we have made several achievements in the automotive electronics field. By the end of 2024, NOVOSENSE had shipped a total of 668 million automotive chips covering almost all mainstream new energy vehicle models. Our high-performance and low-power products are not only widely used in OBC/DCDC, BMS, main inverters and thermal management systems, but are also being applied in vehicle domain control, lighting, intelligent cockpits, chassis and safety. As we go global, our automotive chips have been recognized by leading carmakers and car part suppliers in China and abroad, establishing the company as a reliable partner in the global automotive electronics industry.

Green practices and sustainability

Sustainability is one of our core strategies. We have integrated low-carbon concepts into chip design, and our new-generation products help optimize energy efficiency for end users and support emission reduction efforts across the industry. In terms of supply chains, we conduct joint awareness campaigns to integrate ESG into the industrial chain and drive win-win results in green transformation. To develop talent, we have launched various initiatives – such as the "XIN HUO" Program and the "XIN YUN" Program – to empower our teams, and we have entered into partnerships with top universities in order to source professionals who have strong technological skills as well as an awareness of the importance of sustainability.

Responsibility

Our values are aligned with ESG practices: Robustness means we develop robust products, and this is also the cornerstone of our commitment to our customers. Reliability means that we take practical actions to build a responsible supply chain, and that we fulfil our responsibility to protect the industrial ecosystem in the long term. Continuous learning enables us to embrace global innovation whole-heartedly. Finally, our commitment to long-term value protects us from being short-sighted in our pursuit of technological breakthroughs and sustainability, and helps us create a bright future for all.

In 2025, we will accelerate technological development, deepen the ESG governance system, and promote the transition of the semiconductor industry chain to low-carbon models. We look forward to working with more industry peers to help drive green mobility with our chip technology, and we plan to take solid actions to define the role of semiconductor enterprises in respect of sustainability.

As the grass and trees grow, we can see that spring is not far away. At NOVOSENSE, we are committed to applying technology and fulfilling our responsibility to drive change across the industry, and working together with our peers to take the sector to new heights.

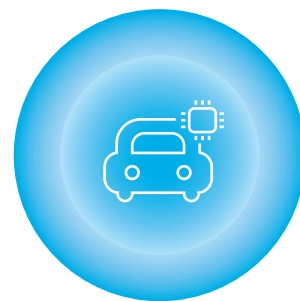
A Closer Look at NOVOSENSE: Embarking on a New Chapter

Company Profile

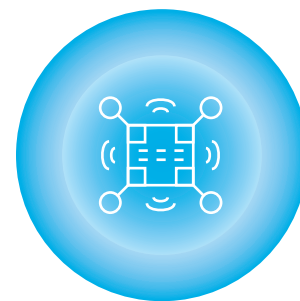
NOVOSENSE Microelectronics (NOVOSENSE, SSE 688052) is a highly robust and reliable analog and mixed-signal chip company. Established in 2013, the company focuses on sensors, signal chains, and power management, offering comprehensive semiconductor products and solutions for automotive, industrial, information communication, and consumer electronics markets.



All-category mixed digital-analog chip provider



Leader among China automotive chip providers

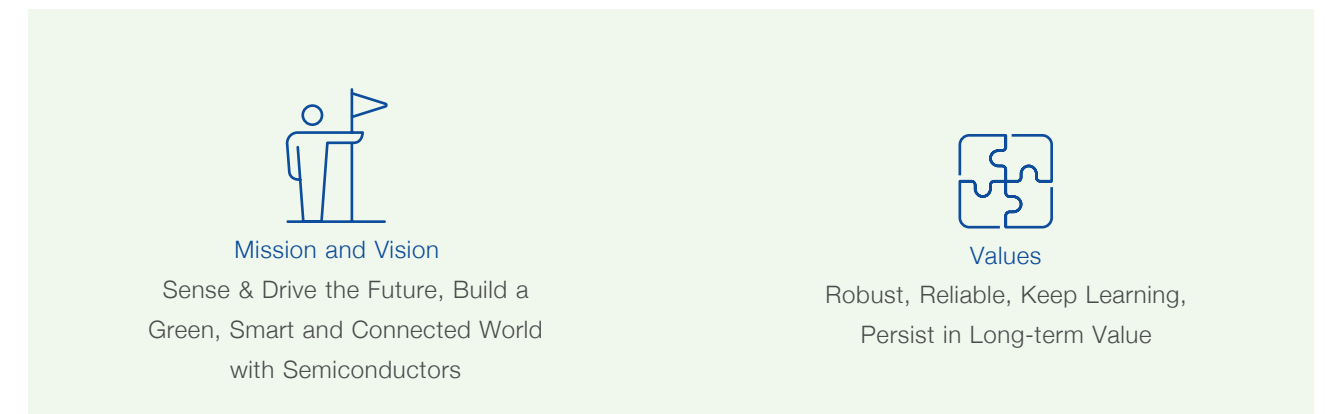


Leader among digital isolator and sensor providers

Global Presence



Corporate Culture

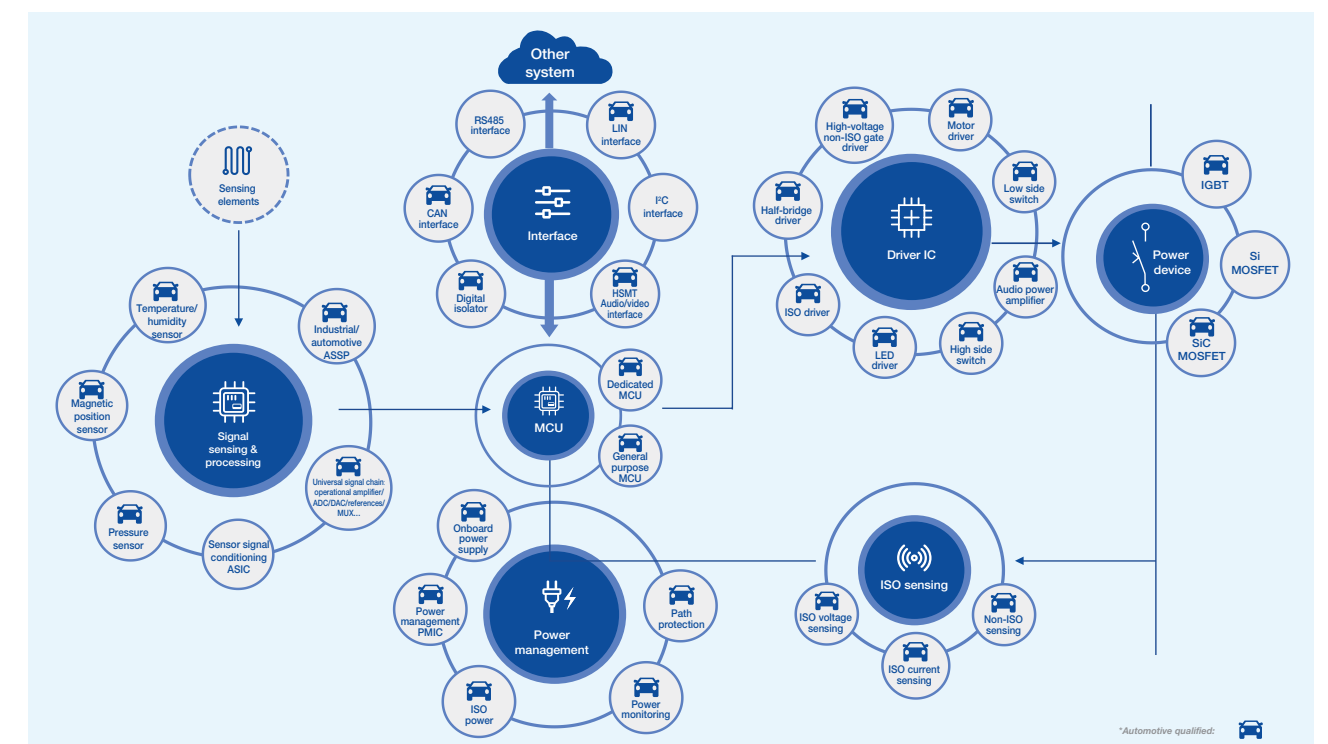


Core Business

Product Offerings

NOVOSENSE always adheres to the core values of “Robust, Reliable, Keep Learning, Persist in Long-term Value”, with a view to providing reliable products to customers and serving as a trustworthy partner for industry players.

We have an extensive semiconductor product portfolio, covering sensors, signal chains, isolators, interfaces, power, drivers, power management, system on a chip (SoCs) and microcontroller units (MCUs). At the end of 2024, we had more than 3,300 product parts available for sale. The company’s specific product strategies are as follows:



NOVOSENSE Product Portfolio

Market Applications

NOVOSENSE continues to expand its analog chip product categories to cover various scenarios, with the goal of providing a complete array of solutions for automotive electronics, industrial automation, renewable energy and power supply, and consumer electronics, among other areas. Our products are mainly applied in the following downstream markets:



Chips are the core driving force behind technological innovation in the automotive industry, enabling electrification and intelligence. NOVOSENSE is dedicated to providing comprehensive chip solutions for the automotive sector, with its products widely applied in critical systems such as main inverters, on-board chargers, battery management, and thermal management. Additionally, the company continues to expand its innovative solutions, further covering areas like body electronics, smart cockpits, vehicle lighting, chassis control, and safety systems, helping the automotive industry move toward a smarter and more efficient future.



From a system design perspective, efficiency, miniaturization, reliability and longevity are the focuses of the pan-energy industry, including photovoltaic and wind power companies. With chip solutions characterized by high quality, small size and high integration, NOVOSENSE offers a diverse and flexible technology portfolio for energy systems that meets diverse needs. Our products are widely used across a range of scenarios, including string and centralized photovoltaic inverters, micro and household energy storage inverters, energy storage converters, wind power converters, charging station system control and modules, AC-DC and DC-DC power supplies, mobile energy storage equipment, energy management systems (EMS), and uninterruptible power supply (UPS). In this way, we are supporting the energy industry's efforts to become more efficient, reliable and intelligent, and promoting the sustainable development of clean energy technology.

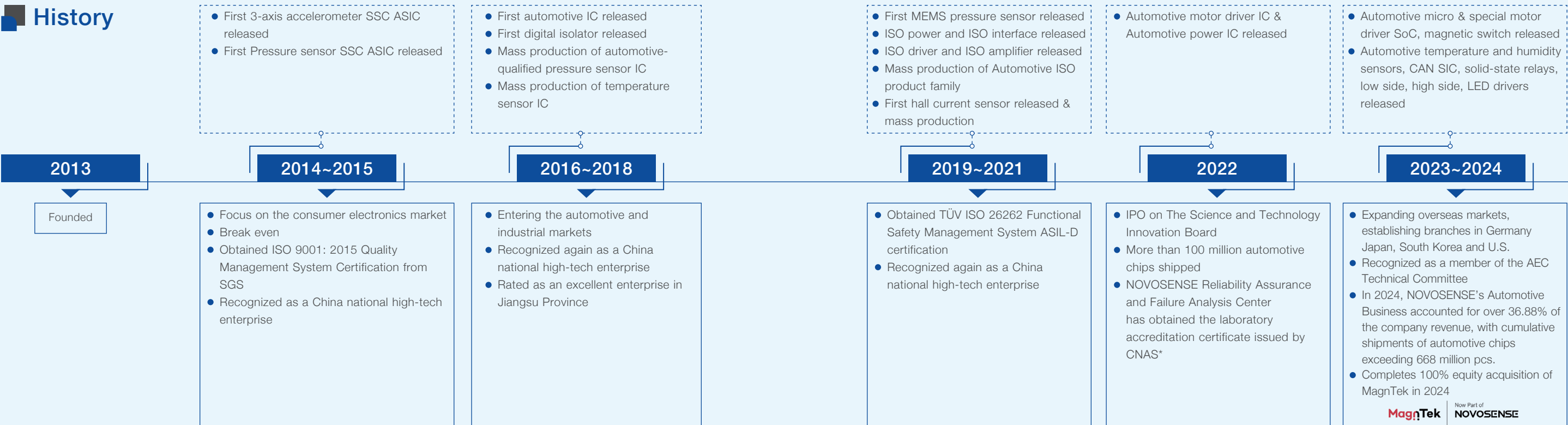


The industrial automation sector is developing rapidly as it pursues greater intelligence, accuracy and efficiency. In this context, NOVOSENSE's chip solutions are celebrated for their low power consumption, high reliability and high integration, which enable industrial systems to save energy, cut costs and raise efficiency. The company's products cover multiple scenarios, such as industrial frequency converters, servos, stepping motors, intelligent instruments, industrial robots and humanoid robots, and provide strong technical support for raising the intelligence, efficiency and reliability of industrial control systems.



Personal consumer electronics and household appliances are entering a new era of intelligence and sophistication. With its advanced sensors and driver chip technology, NOVOSENSE is committed to achieving high-precision detection and high-performance control, with a view to driving innovation and competitiveness for the industry. The company's solutions are not only extensively applied to white goods such as washing machines, air conditioners and refrigerators, but also cover a wide range of small smart appliances such as robotic vacuum cleaners, humidifiers, ironing machines, coffee machines and health pots, empowering smart home life for consumers in an all-round way, and making home life more intelligent, convenient and efficient.

History



Enabling the Testing and Verification of Automotive Chips for High-Speed Media Transmission

Featured event

NOVOSENSE took part in connectivity testing and verification of automotive chips for high-speed media transmission

From 2 to 6 December 2024, NOVOSENSE participated in connectivity testing and verification of automotive chips for high-speed media transmission, which was sponsored by the China Automotive Chip Standard Testing and Certification Alliance. A testing and verification platform was set up for the event, and several key projects were verified.



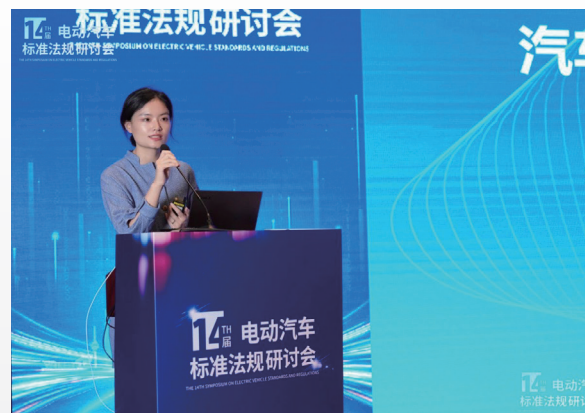
NOVOSENSE participated in the launch meeting of the connectivity testing and verification of automotive chips for high-speed media transmission

Attending the 14th Seminar on Electric Vehicle Standards and Regulations

Featured event

NOVOSENSE attended the 14th Seminar on Electric Vehicle Standards and Regulations

From 14 to 15 August 2024, the 14th Seminar on Electric Vehicle Standards and Regulations – hosted by the China Automotive Standardization Institute affiliated with China Automotive Technology and Research Center Co., Ltd. – was held in Wuhan. Tan Yuan, market manager at NOVOSENSE, attended the conference and delivered a speech on the evolution of analog chips amid the transition towards automotive electrification. She shared how NOVOSENSE's technological innovation in analog chips is empowering automotive electrification. We endeavour to be a supply chain partner of choice for the automotive industry, and we are committed to helping our automotive clients leverage differentiation to improve their competitiveness and move towards a green and sustainable electricity-driven future.



Participating in Validating the Testing Method for Body Domain Controllers

Featured event

NOVOSENSE participated in validating the testing method for body domain controllers, helping drive technological innovation in the automotive electronics industry

On 5 November 2024, as one of the drafters, NOVOSENSE attended a meeting organized by the Shenzhen Institute of Automation for the validation of two group standards: the Testing Method for Field Effect Transistor Load Capacity of Body Domain Controllers (Draft for Approval) and the Testing Procedures for General Power Driving Devices of Body Domain Controllers (Draft for Approval), to help promote standardization and innovation in the automotive industry.



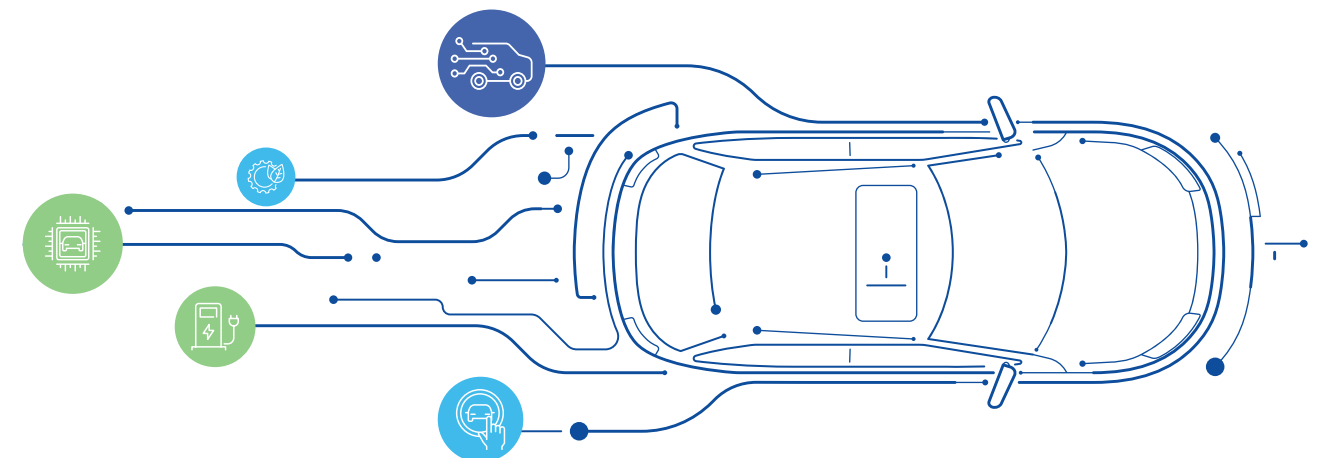
Certificate of the Testing Method for Field Effect Transistor Load Capacity of Body Domain Controllers awarded to NOVOSENSE



NOVOSENSE participated in the Testing Procedures for General Power Driving Devices of Body Domain Controllers

Going forward, we will continue to work with industry associations and partners to explore methods for the testing, certification and standardization of relevant chips, and contribute to the high-quality development of the domestic automotive chip industry.

These in-depth industry exchanges have enabled us to gain a better understanding of the growing demand for green and efficient chips in the automotive electronics sector. We are committed to ensuring that every automotive chip component produced by NOVOSENSE plays a role in driving energy savings and efficiency.



Our Green Chips are Empowering the Automotive Electronics

NOVOSENSE is vigorously developing its automotive electronics business and has become a leader in the industry based on its outstanding technical capabilities and forward-looking strategies.

Reducing Crossover Loss in Driver Systems

Featured product Functional safety driver chip solution features variable drive capabilities

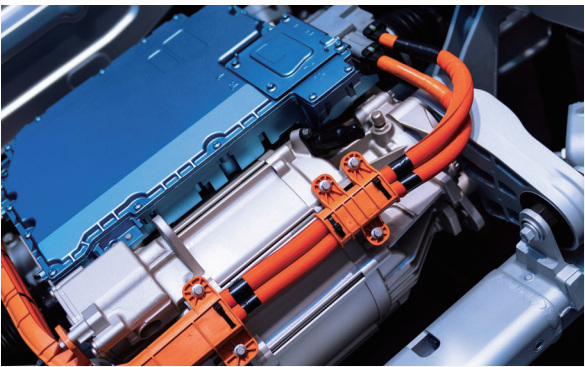
The NSI6931 functional safety driver chip designed by NOVOSENSE solves energy consumption and safety problems in the main motor drive of new energy vehicles in a precise manner. It effectively reduces losses when the motor runs at low speed by adjusting the driving speed in real time, and accurately controls voltage fluctuations when the motor runs at high speed to avoid overvoltage risks. With these capabilities, it can reduce crossover loss in driver systems by 30%. In addition, the chip's adaptive adjustment mechanism ensures that electromagnetic interference (EMI) aligns with relevant standards, optimizing both energy efficiency and safety. This innovative solution not only improves the endurance of vehicle systems, but also promotes the efficient use of clean energy.



Enhancing Output Efficiency for Vehicle Power Supplies

Featured product High-performance automotive power supply chip solution

The automotive grade NSR1143x series of 40V synchronous step-down converters developed by NOVOSENSE harnesses innovative technologies to significantly improve the energy efficiency of new energy vehicles. This chip, which is micro encapsulated (4.5mm × 3.5mm), can achieve power conversion efficiency of more than 82% under light load (10mA) and 85% under heavy load (3A), significantly reducing energy loss. By integrating thick copper and copper pillar technology and supporting 200kHz-2.3MHz adjustable switching frequency, the chip enables the miniaturization of the power module, reducing material consumption and the amount of system space occupied. In addition, its optimized EMI performance meets industry standards, helping automotive companies reduce the design cost of electromagnetic shielding. Combining high efficiency, compactness, and cost-effectiveness, the NSR1143x series delivers a robust solution for sustainable vehicle power systems.



Extending the Useful Life of Vehicle LEDs

Featured product Driver chip solution for vehicle LEDs

NOVOSENSE developed the NSL21912 driver chip for intelligent vehicle taillights. The chip, which is highly efficient and low power, significantly reduces the energy consumption of taillight systems, providing strong support for new energy vehicles in reducing carbon emissions. It ensures the efficiency and stability of lights by regulating the LED current and voltage, which can significantly reduce power consumption compared with traditional lighting systems. The chip's intelligent dimming function automatically adjusts brightness inside the vehicle according to ambient light levels, optimizing energy efficiency while extending the useful life of LEDs and reducing electronic waste. In addition, by improving response speeds and enabling consistent brightness and evenly distributed light, the chip significantly enhances driving safety at night and in bad weather and makes brake lights and turn signals more reliable, reducing the risk of traffic accidents. The NSL21912 series boasts an innovative design that integrates energy efficiency, safety and green considerations, effectively promoting the green and intelligent transformation of the automotive industry.



Streamlining Vehicle Integration Design

Featured product Intelligent high-side switch solution

With precise power control and lightweight design, the NOVOSENSE NSE34/35 series smart high-side switch delivers innovative solutions to advance the automotive industry's green transformation. It effectively prevents unnecessary power consumption by dynamically adjusting the load current and its switching states. For example, in the case of lighting systems, lights can be automatically adjusted, and any idle lights can be turned off according to ambient light levels, significantly improving the utilization of electric energy and reducing energy consumption by vehicles. Its highly integrated design replaces traditional fuse and complex wiring, reducing the harness length by more than 30%, and helping to reduce vehicle weight and extend the driving range. At the same time, the chip has built-in protection mechanisms for overcurrent, overvoltage and short circuiting, and it is equipped with real-time diagnosis functions, which cut off the circuit in milliseconds under abnormal conditions, effectively safeguarding against potential safety hazards caused by electrical failures. With its power efficiency, light weight and safety features, the NSE34/35 series is accelerating the automotive industry's transition towards low-carbon and intelligent development.



Improving Fuel Efficiency

Featured product High-performance pressure sensor solutions

With the help of precise sensing technology, NOVOSENSE's NSPGL1 differential pressure sensors and NSPAS5N absolute pressure sensors deliver emission control optimization for modern vehicles. NSPGL1 is specially designed to monitor fuel vapor pressure and detect crankcase ventilation leaks. It realizes $\pm 2.5\%$ F.S. high accuracy across a wide temperature range of -40°C to 130°C , effectively helps carmakers meet Phase VI emission standards, and reduces pollutant emissions from fuel evaporation. Meanwhile, NSPAS5N is designed for exhaust gas treatment systems. With its corrosion resistant design and ability to respond within sub milliseconds, this sensor accurately detects the pressure of intake manifolds within a pressure range of 10kPa-400kPa, optimizes combustion efficiency and improves fuel economy by 8%. By engaging in real-time data-based closed-loop control, the two sensors work together to reduce emissions of NOx and other harmful substances in exhaust gas, providing reliable technical support for automotive enterprises to meet increasingly stringent environmental regulations.



Shaping the Future with Our Photovoltaic Technology and Green Energy Products

While developing green automotive electronic products, NOVOSENSE also engages in research and development of photovoltaic solutions, with the aim of promoting sustainable development in multiple fields. We harness innovative technologies to contribute to the use of clean energy and facilitate the global energy transformation.

Extending the Lifespan of Photovoltaic Modules

Featured product Capacitive isolation gate driver lays the foundation for innovative photovoltaic solutions

Due to the strict high-voltage safety standards in the photovoltaic industry, traditional opto-coupler isolation is widely used across a variety of scenarios. However, opto-coupler isolation has inherent defects, such as high energy consumption and a short lifespan, which limits the overall performance and reliability of photovoltaic systems. To address this pain point, NOVOSENSE has launched an innovative gate driver solution based on capacitive isolation technology, represented by the NSI6801 and NSI6801E series products, breaking the limitations of traditional opto-coupler solutions. This product series features strong driver capabilities, high common mode transient immunity (CMTI), low delay and other technical advantages. These products have been certified under the VDE enhanced isolation safety standard, and they are being widely used in DC-AC solar inverters, UPS and battery chargers, and isolation DC-DC and AC-DC power supplies.



The NSI6801 series enables photovoltaic systems to meet high-voltage safety standards while minimizing operational and maintenance costs. These advantages help enhance system longevity and efficiency, driving the industry toward greater sustainability. With this technological breakthrough, we have injected new momentum into the green energy transformation of the photovoltaic industry.

Moving forward, NOVOSENSE will continue to leverage technological innovation, green products, and open ecosystems to help customers achieve sustainable development. We will work closely with our industry peers to fulfill the green vision of the semiconductor industry.



Devising Effective Strategies and Safeguarding Sustainable Development



Our Actions:

Effective corporate governance is a critical top-level design for achieving sustainable development, contributing to our long-term development and everlasting success. NOVOSENSE actively responds to the United Nations Sustainable Development Goals 5, 12, and 16, continuously improves corporate governance, and empowers corporate sustainable development with ESG.

- 01 Operate with integrity, abide by business ethics, and organize business ethics training for all employees at least once a year
- 02 Continuously promote gender diversity and support the development of women in STEM (science, technology, engineering, mathematics) fields
- 03 Conduct stakeholder communication surveys

Compliance Governance

Corporate Governance and Compliance

Corporate Governance

NOVOSENSE is committed to enhancing modern corporate governance and continuously improving management standards. The company has established a comprehensive governance framework that clearly delineates the authority and accountability of all key stakeholders, including the General Meeting of Shareholders, Board of Directors (with its specialized committees), Board of Supervisors, executive management, and operational departments. Each functional department has a clear division of labor and cooperates to ensure that the General Meeting of Shareholders, the Board of Directors and the Board of Supervisors can effectively exercise their decision-making power, executive power and supervisory power respectively. By implementing a rigorous, balanced, and efficient governance framework, the company has achieved operational stability and sustainable growth.

In 2024, NOVOSENSE convene meetings as follows:

General Meeting of Shareholders: 2 meetings

and **13** proposals reviewed

Board of Directors: 7 meetings

and **39** proposals reviewed

Audit Committee: 6 meetings

22 proposals reviewed

Strategy Committee: 4 meetings

5 proposals reviewed

Nomination Committee: 1 meeting

1 proposal reviewed

The attendance ratio of board members was

100%

and the number of board members who attended at least 75%

of the meetings was **9**

Board of Supervisors: 7 meetings

proposals reviewed

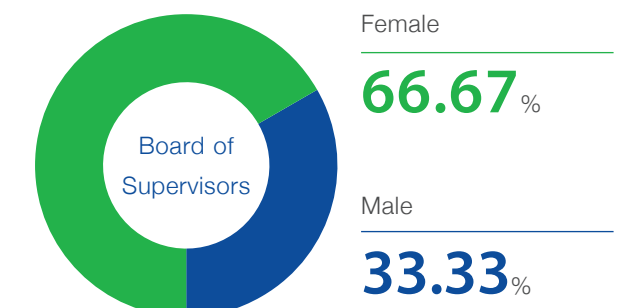
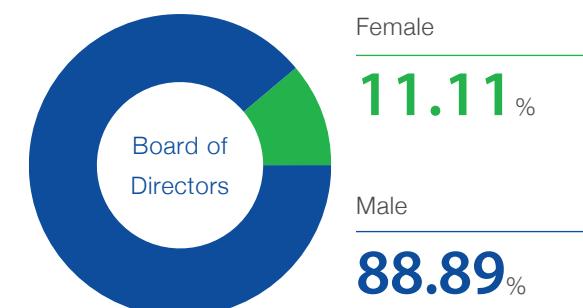
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Compensation and Appraisal Committee: 2 meetings

5 proposals reviewed



As at the end of the reporting period, NOVOSENSE had 9 directors (including 3 independent directors), including 1 female member (accounting for 11.11% of total members) and 8 male members; and 3 supervisors (including 1 employee supervisor), including 2 female members (accounting for 66.67% of total members) and 1 male member.



Information Disclosure

NOVOSENSE diligently adheres to the stipulations outlined in the Administrative Measures for Information Disclosure of Listed Companies, alongside other relevant laws and regulations. We have formulated and implemented a comprehensive Information Disclosure Management Mechanism, meticulously organizing the information disclosure process. Additionally, we have compiled the Information Disclosure Manual for Securities Affairs of the company, facilitating effective management and execution of information disclosure responsibilities. Upholding the principles of truthfulness, accuracy, completeness, timeliness, and fairness, we ensure prompt disclosure of information that may significantly influence the company's operations, safeguarding investors' right to pertinent information.

While formulating a sound and effective information disclosure mechanism, the company comprehensively regulates the behavior of insiders and information reporting procedures. We rigorously enforce the transmission, review, and disclosure processes for undisclosed information, while heightening the awareness of insider information confidentiality and registration among relevant personnel. These measures are implemented to eradicate instances of insider trading.

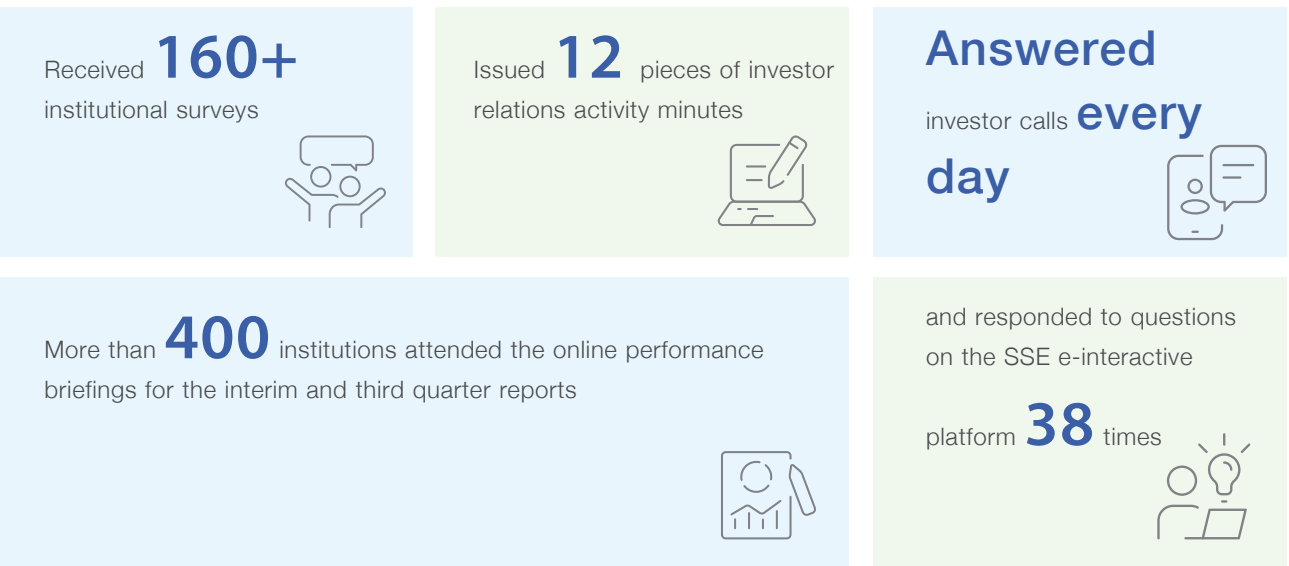


In 2024, the company prepared and disclosed **4** periodic reports, issued **104** other information disclosure documents

Investor Relations Management

NOVOSENSE focuses on establishing a long-term and stable good relationship with investors, actively carries out investor management based on the principles of compliance, equality, initiative, honesty and trustworthiness, and formulates the Investor Relations Management System in accordance with the Guidelines for Investor Relations Management of Listed Companies. We improve the level of investor relations management, build a two-way communication platform with investors, and promptly convey relevant information on business management and major decisions to investors, thereby enhancing investors' understanding and recognition of the company.

The company continues to improve its communication mechanism with investors and strengthen its investor relations management. Through diverse communication channels such as shareholders' meetings, SSE e-interactive platform, investor consultation hotlines, reception of institutional surveys, participation in brokerage strategy meetings, and performance briefings, the company maintains active communication with investors and potential investors, answers investors' questions, listens to investors' opinions and suggestions, and provides reference information for the company's decision-making based on its actual operation.

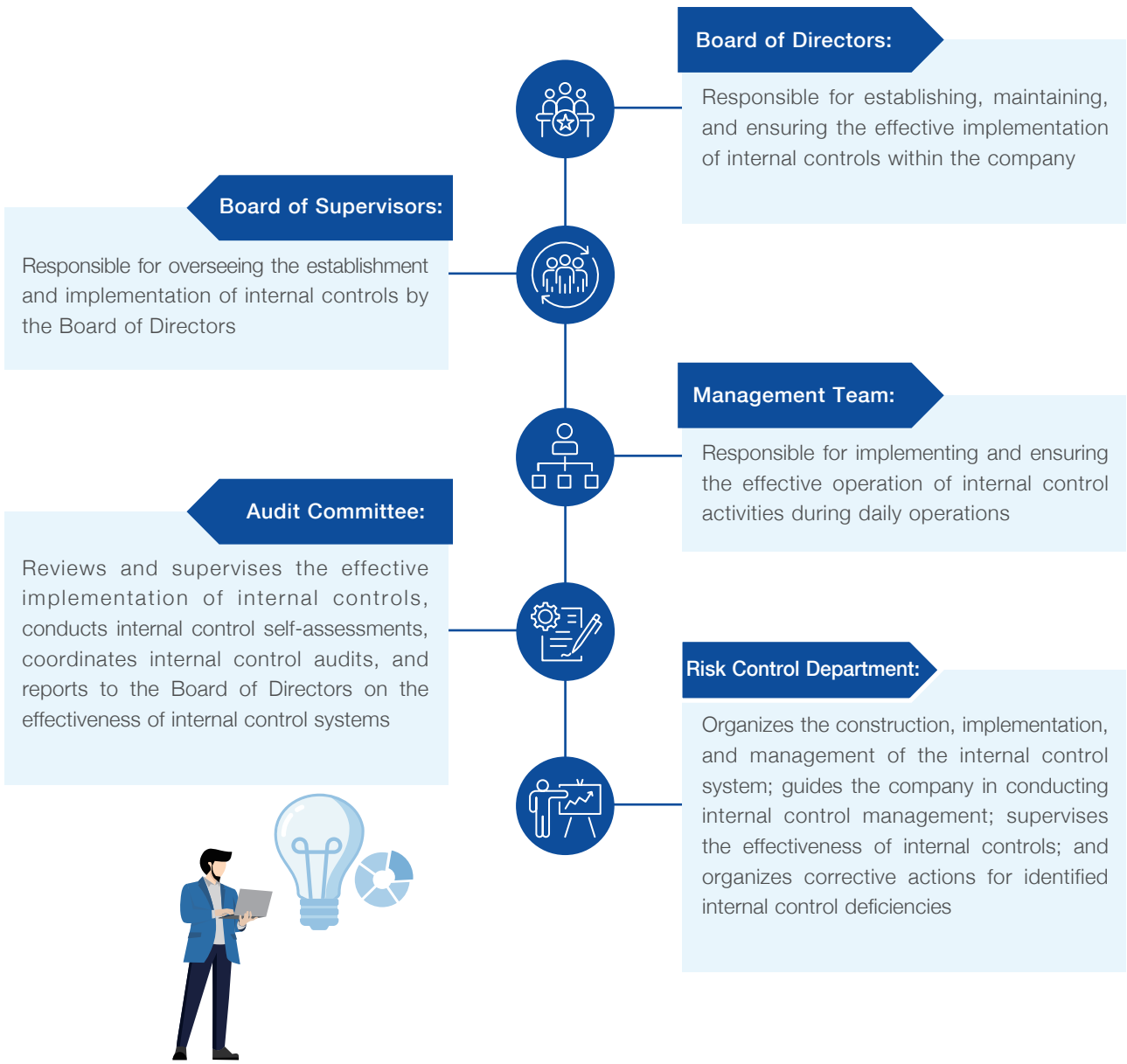


Internal Control and Compliance Management

Compliance is the bottom line for NOVOSENSE's operations. We have incorporated compliance management into our strategic planning, continuously building and improving our compliance risk control mechanisms and internal compliance governance systems. We aim to foster a company-wide awareness of compliance management and enhance our risk management capabilities to ensure the healthy development of the company.

The Internal Audit Department, under the company's Audit Committee, operates with full independence and objectivity, unimpeded by external influence from other departments or individuals. In 2024, the company carried out a comprehensive compliance and risk assessment, which included an in-depth analysis of anti-unfair competition issues, anti-commercial bribery issues and other fields. In response to the identified risks, we executed targeted remediation measures with defined timelines to ensure robust implementation.

Responsibilities of Functions Related to Internal Control and Compliance Management



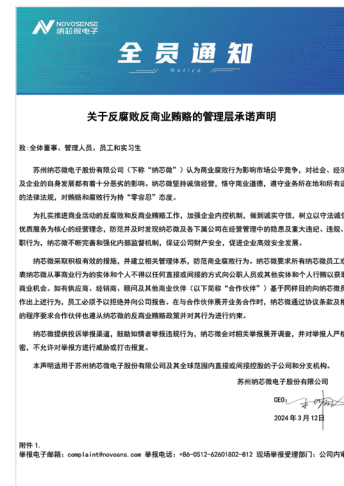
Business Ethics

Anti-Fraud and Anti-Bribery

NOVOSENSE upholds the highest standards of integrity and business ethics, maintaining a strict "zero tolerance" policy against bribery and corruption. We hold ourselves accountable for all business activities and are dedicated to fostering a transparent and ethical corporate culture, ensuring full compliance with laws, regulations, and ethical standards. We have integrated a comprehensive integrity management framework into daily practices, establishing an industry-leading governance system. To reinforce this commitment: we have established a robust oversight mechanisms with multi-channel whistleblowing system ensures unimpeded reporting and accountability. We also have strengthened training and promotion, such as anti-corruption training and mandatory business ethics programs to embed integrity into corporate culture.

The company strictly abides by relevant national and local policies, laws and regulations on integrity, self-discipline and business ethics, and we have formulated a series of rules and regulations such as the Anti-Commercial Bribery Management and Operations Mechanism, the Anti-Commercial Bribery Code of Conduct, Whistleblowing Policy and Procedure, and the Anti-Commercial Bribery FAQs.

NOVOSENSE has joined the China Enterprise Anti-Fraud Alliance and the Trust and Integrity Enterprise Alliance, with a view to strengthening its commitment and practices in anti-corruption and integrity management. Through these efforts, we are not only ensuring the company's compliant operations, but also actively cultivating a culture of integrity in the industry.



NOVOSENSE's Management Commitment on Anti-Corruption and Anti-Commercial Bribery








The company has deeply integrated compliance and internal control requirements into daily operations. The company consistently integrates compliance and internal control requirements into daily operations through systematic process and mechanism design, ensuring all employees uphold the principles of integrity and self-discipline in their work, thereby collectively safeguarding the corporate integrity culture. For example, we have embedded risk assessment controls in our procurement and reimbursement system workflows to identify potential compliance risks, and thereby, enhance our compliance risk management.

NOVOSENSE is committed to ensuring integrity and transparency in business processes. We actively cooperate with customers to sign integrity agreements or commitments, and require all distributors and key suppliers to sign the Code of Business Conduct for Business Partners of Suzhou Novosense Microelectronics Co., Ltd.

To better manage conflicts of interest and ensure operational standardization, we revised our Conflict of Interest Policy effective April 1, 2024, so as to prevent potential relationships or tunnelling from harming the interests of the company and its shareholders.

We have established a multi-channel whistleblowing platform:

-  Reporting Platform: The reporting portal on Feishu
-  Email: complaint@novosns.com
-  Address: Internal Audit Department, Suzhou Novosense Microelectronics Co., Ltd.
No. 9 Dongdangtian Lane, Suzhou Industrial Park
-  Tel: +86-512-6260-1802 (ext. 812)
-  Postal Code: 215100

We have incorporated the Code of Ethics and Business Conduct into both new employee onboarding and annual training programs. These cover ethical compliance, anti-corruption, IP protection, and supplier integrity collaboration to strengthen all NOVOSENSE employees' awareness and understanding. During the reporting period, we held eight online and offline training sessions related to ethics, including one annual business ethics training session for all employees and seven compliance and anti-commercial bribery training sessions for new employees.

Anti-Commercial Bribery Compliance

Based on various internal and external factors, NOVOSENSE is gradually improving its anti-bribery compliance management



What is commercial bribery?



What is commercial bribery?

Offering, promising to offer, giving, receiving or soliciting undue advantages (monetary or not) of any value to induce or reward any individual's acts by taking advantage of his or her position or omission of such acts, whether direct or indirect, and regardless of the place, in a manner that violates applicable laws and regulations.

In 2024, NOVOSENSE received no reports nor identified any cases involving bribery, fraud, or other violations of business ethics, such as commercial bribery or embezzlement.

In 2024, NOVOSENSE encountered no violations related to anti-monopoly or unfair competition laws and regulations.



Anti-Monopoly and Anti-Unfair Competition

The company has formulated and implemented internal policies such as the Anti-Monopoly Compliance Management Measures and Anti-Monopoly Compliance Manual to standardise relevant processes.

In 2024, we updated the Anti-Unfair Competition Management Policy, the Code of Business Conduct for Business Partners and other policies, and clarified the requirements for employee conduct in the latest Employee Manual, so as to improve the company's compliance management, enhance employees' awareness of unfair competition, and effectively prevent related risks.



In 2024, NOVOSENSE encountered no violations related to anti-monopoly or unfair competition laws and regulations.

Transparent Tax Payment

Tax payment in good faith and in accordance with the law is the best embodiment of corporate credit. We strictly abide by relevant tax laws and regulations, such as the Regulations of the People's Republic of China on the Implementation of the Enterprise Income Tax Law and the Announcement on the Relevant Policies for Deepening Value-Added Tax Reform, actively cooperate with the implementation of government tax policies, pay taxes to local governments in accordance with the law, and make due contributions to economic development.

In order to effectively manage tax risk, we conduct regular and ad-hoc tax assessments and disclose tax information in accordance with laws. The company strictly prohibits all forms of tax evasion and ensures the legitimacy and transparency of all tax activities.



In 2024, NOVOSENSE did not violate any laws or regulations related to anti-monopoly and anti-unfair competition.

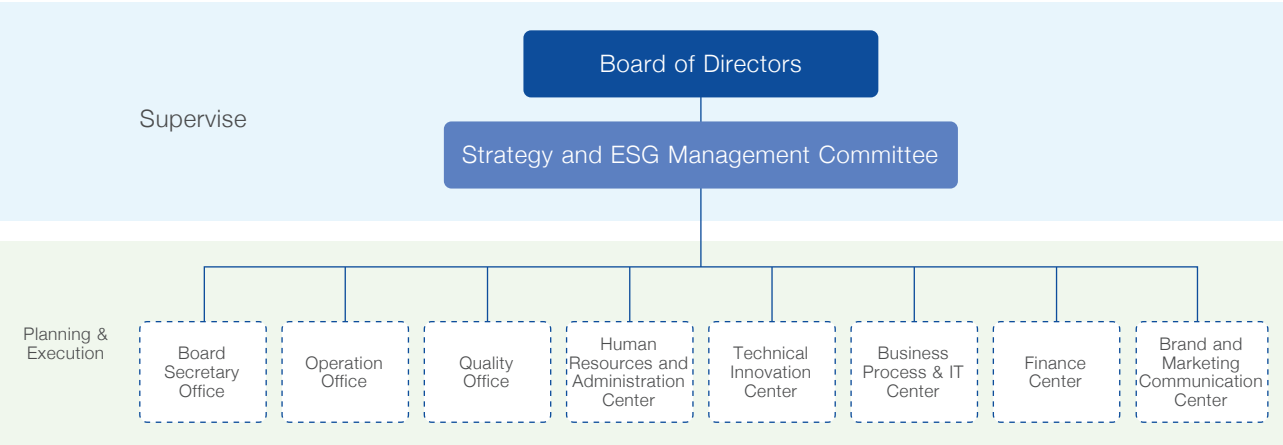
ESG Governance

ESG Governance Structure

The company has established a sound ESG governance structure and set up a Strategy and ESG Management Committee in the Board of Directors to oversee its ESG agenda. The committee's main responsibilities include:

- Research and advise on the company's long-term development strategy and major investment decisions;
- Deliberate on the company's strategic plans related to sustainable development and ESG, and supervise the implementation of related work;
- Pay attention to ESG-related risks and opportunities that may have a significant impact on the company's business, and put forward corresponding suggestions;
- Review the company's annual ESG report.

In addition, the company's senior management is responsible for decision-making and monitoring related to the plans and actual results of the company's sustainable development management to support the supervision of the Strategy and ESG Management Committee. Meanwhile, all departments, branches, and subsidiaries collaborate in promoting blueprint planning and operations concerning sustainability management. This includes studying relevant policies, refining internal systems, establishing robust protocols, conducting ESG practices, and gathering and assessing data. We actively solicit opinions and suggestions, disseminate, communicate, and implement specific measures and feedback on environmental and social governance to all departments, branches, and subsidiaries. In doing so, we provide a strong organizational framework to support the advancement of the company's sustainable development efforts.



Senior management's remuneration is linked to various ESG performance indicators, including customer satisfaction, invention patents, the IP system, technology platform construction, R&D capacity building, supply chain system construction, and organizational capacity building, to ensure that they are committed to the long-term and sustainable development of the company.

ESG Goals

With the support of management, each department also sets systematic long-term goals, reviews their achievement annually, and proposes more specific implementation goals for the following year. Some of the goals are as follows:



Human Resources and Administration Center

- Continue to build cultural values to help the company gain cultural drive and employee recognition for ESG
- Make targeted continuous improvement based on employee satisfaction surveys
- Continue to build systematic talent development programs and channels
- Integrate corporate knowledge resources and build a knowledge-based organization



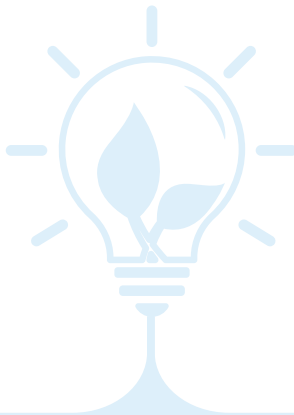
Board Secretary Office

- Be responsible for publicity and implementation of anti-commercial bribery, including 1 training for all employees, 1 training for suppliers, and 1 training for senior management each year
- Implement the anti-commercial bribery compliance management process







Operation Office

- 100% coverage of safety training
- 100% coverage of safety inspection
- 0 safety and environmental accidents throughout the year
- Ensure capital investment for production safety
- Enhance cooperation with car use platforms and use new energy vehicle services to continuously reduce carbon emissions



Communication with Stakeholders

NOVOSENSE regards stakeholder communication as the cornerstone of sustainable development. By establishing a diversified and targeted multi-channel communication and feedback mechanism, NOVOSENSE collects and identifies the demands of various stakeholders, incorporates their ESG concerns into the company’s strategic decisions, and deepens the participation of various stakeholders in ESG management, so as to enhance the company’s sustainability performance in a targeted manner and effectively respond to the expectations of various stakeholders.

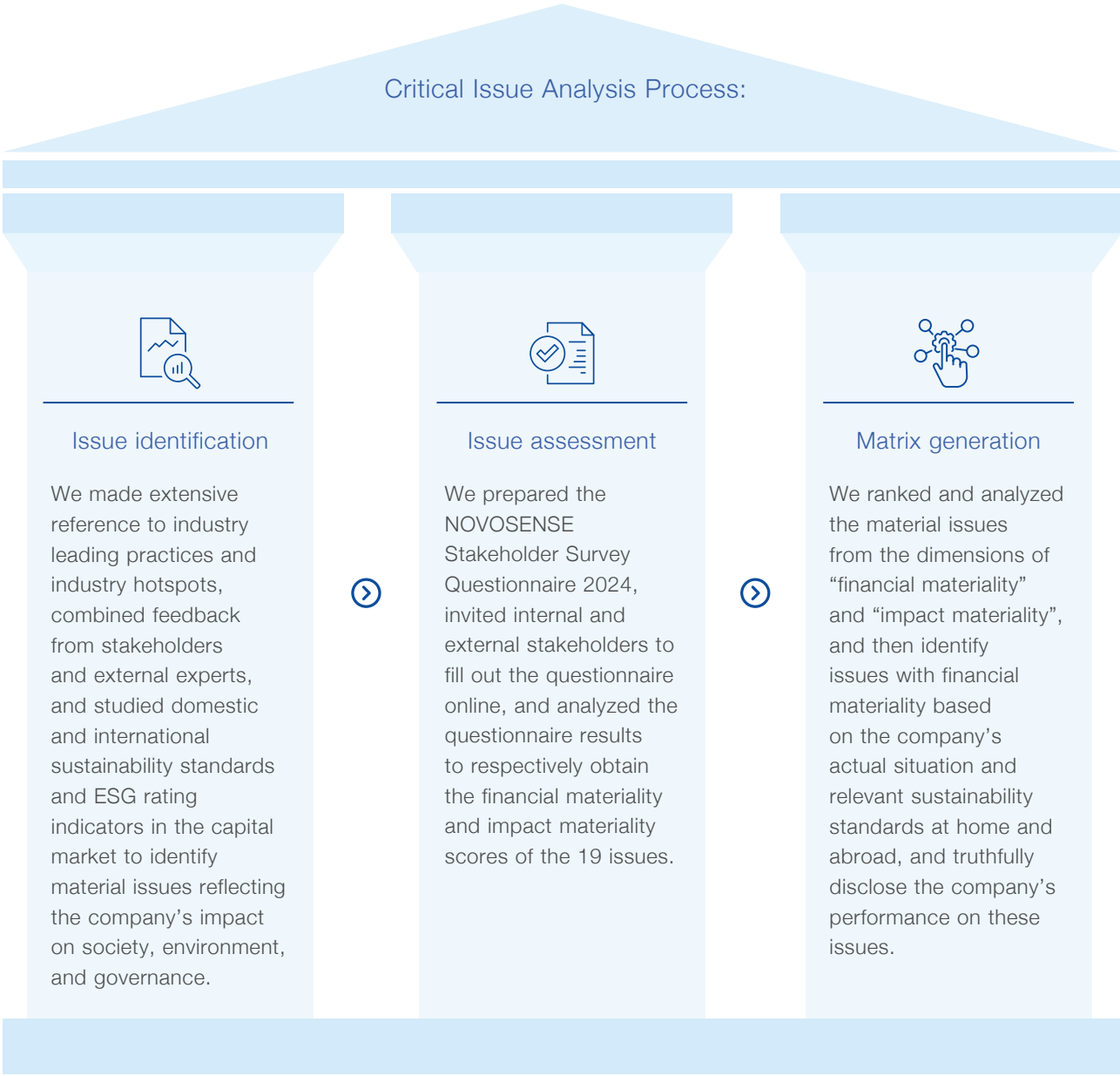
Stakeholder category	Issues of concern	Communication methods and the company’s responses	Countermeasures
 Company employees	<ul style="list-style-type: none">Product quality managementProduct R&D and technology innovationOccupational health and safety	<ul style="list-style-type: none">Leader interviewsJob evaluationSymposiums	<ul style="list-style-type: none">Conduct roundtables and townhall meetingsConduct annual employee satisfaction surveysOrganize diverse employee training programs
 Suppliers	<ul style="list-style-type: none">Information security and privacy protectionBusiness ethicsSupply chain management	<ul style="list-style-type: none">Daily communicationSpecial meetingsSupplier exchange meetings	<ul style="list-style-type: none">Adopt TQRDCESS management dimensionsConduct annual audits on key suppliers
 Customers	<ul style="list-style-type: none">Customer rights protectionProduct quality managementProduct R&D and technology innovation	<ul style="list-style-type: none">Daily operation communicationProfessional service team/sales teamCustomer talks	<ul style="list-style-type: none">Formulate the “Robust & Reliable” quality policy to ensure qualityConduct customer satisfaction surveysEstablish a sound complaint handling mechanism
 Media	<ul style="list-style-type: none">Information security and privacy protectionBusiness ethicsProduct R&D and technology innovation	<ul style="list-style-type: none">Release information to the public mediaOrganize media meetingsAccept media interviews	<ul style="list-style-type: none">Conduct training on information security, business ethics, etc.Participate in interviews, talks and other media activities
 Investors or shareholders	<ul style="list-style-type: none">Economic performanceProduct R&D and technology innovationProduct quality management	<ul style="list-style-type: none">Performance roadshows/briefingsInvestor research and communicationInformation disclosure	<ul style="list-style-type: none">Conduct investor exchanges, meetings, roadshows, etc.Regularly publish announcements and disclose information truthfully, accurately and completely
 Industry associations	<ul style="list-style-type: none">Clean energy and renewable energy useResource and energy consumption managementProduct R&D and technology innovation	<ul style="list-style-type: none">Industry association activitiesDaily communicationInformation disclosure	<ul style="list-style-type: none">Strengthen strategic cooperationConduct experience exchangeAdhere to technology innovation, etc.
 Government or supervisory authorities	<ul style="list-style-type: none">Risk controlResource and energy consumption managementProduct R&D and technology innovation	<ul style="list-style-type: none">On-site inspectionProject approvalWork report/meeting discussion	<ul style="list-style-type: none">Conduct daily communication and reportingAccept supervision and assessmentStrengthen operational compliance management
 Non-profit or community organizations	<ul style="list-style-type: none">Non-profit charityEmployee care and rightsResponse to climate change	<ul style="list-style-type: none">Cultural exchangeInformation disclosure	<ul style="list-style-type: none">Take an active part in community charity activitiesCarry out multi-party cooperation to promote local employment

During the reporting period, in addition to regular daily communication, we carried out various stakeholder communication activities, such as supplier conferences and media summits, to enhance communication with stakeholders.

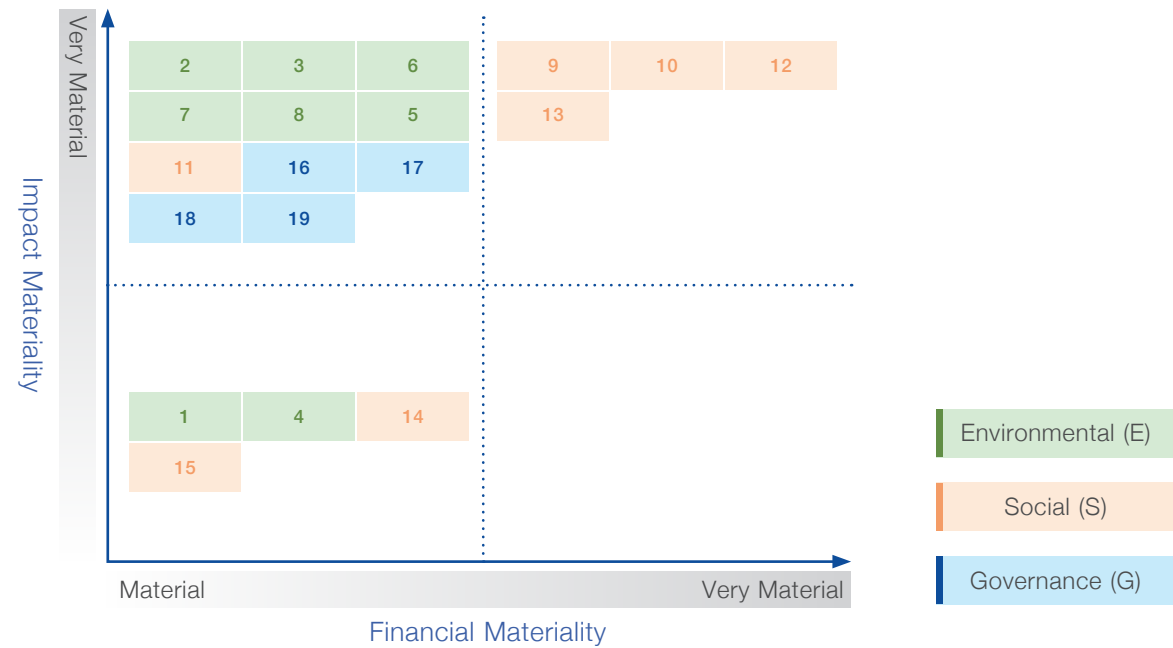
Analysis of Material Issues

We attach importance to the identification and management of ESG issues. Based on the characteristics of the industry and the actual needs of the company’s operation management, we identified, assessed, and screened important sustainability issues systematically. In 2024, we updated the ESG material issues library.

In order to ensure that the issues are comprehensive and pertinent, we conducted interviews and questionnaire surveys to collect feedback from internal and external stakeholders. Based on the results of our research, we developed the material issues matrix set out in this report.



The matrix categorized the materiality of issues into four tiers based on their importance to stakeholders and to business management, as follows:



In the future, we will continue to pay attention to feedback from various stakeholders and update the issue library, and plan to expand the survey scale based on the original stakeholders participating in material issue assessment when conditions are ripe. Our aim is to better understand the demands of various stakeholders, thereby supporting the adjustment of business management strategies and the deepening of sustainable development efforts.



Issue No.	Issue Category	Issue	Financial Materiality	Impact Materiality
1	E	Discharge of pollutants		
2	E	Disposal of waste		✓
3	E	Environmental compliance management		✓
4	E	Response to climate change		
5	E	Opportunities in clean technology		✓
6	E	Energy utilization		✓
7	E	Water usage		✓
8	E	Circular economy		✓
9	S	Employees	✓	✓
10	S	Supply chain security	✓	✓
11	S	Data security and client privacy		✓
12	S	Safety and quality of products and services	✓	✓
13	S	Innovation-driven	✓	✓
14	S	Rural revitalization		
15	S	Contribution to the community		
16	G	Due diligence		✓
17	G	Anti-commercial bribery and anti-corruption		✓
18	G	Anti-unfair competition		✓
19	G	Communication with stakeholders		✓

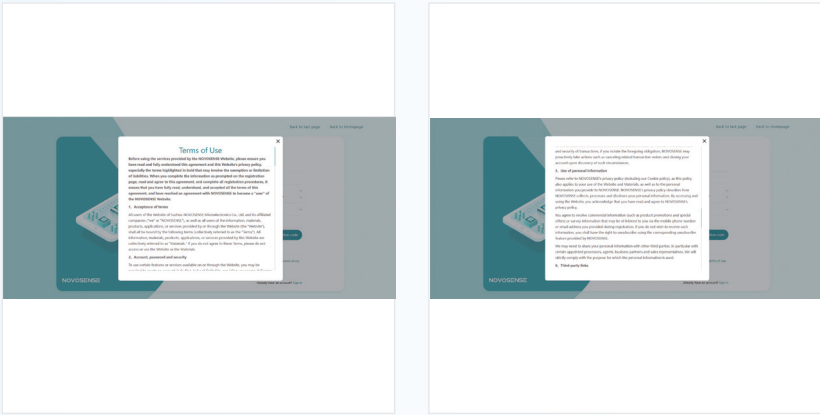
Information Security

Information and Privacy Security

We are committed to effectively protecting trade secrets and personal information of customers and employees, and strive to ensure information security in business activities. We strictly comply with the Cybersecurity Law, the Data Security Law, and other laws and regulations of the places where we operate.

To mitigate risks related to information security, we have taken the following steps:

- Placed the User Agreement (in Chinese and English) on the company's official website to ensure that user consent has been obtained prior to the collection of personal information and that the information collected is accurate, complete and comprehensive;



- Revised the Personal Information Protection Policy and attached the Personal Information Impact Assessment Operations Guide, clarified the person responsible for personal information protection, specified the internal requirements for the use of customers' personal information, established purpose-based use limits and set appropriate access rights, established a deletion mechanism for personal information to minimize the storage time for personal information, and deleted or anonymized personal information that exceeded the time limit;

Suzhou Novosense Microelectronics Co., Ltd.

Personal Information Protection Policy

文件编号/Document No: NX-9.8-003

制定部门/Owner Dept: 法务部

版本/Version: A1

制定日期/Edited by: 2024年12月19日

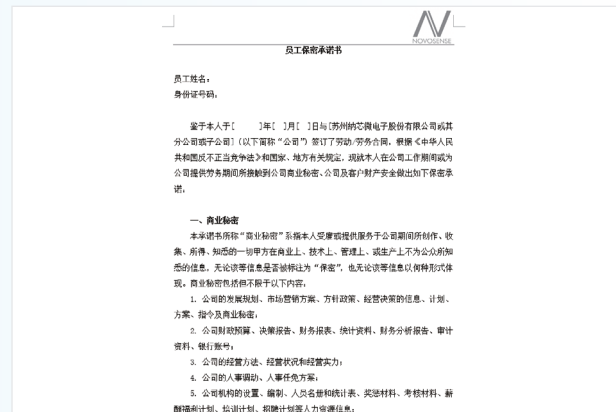
- Revised the Code of Business Conduct for Business Partners (in Chinese and English) and added content related to compliance with relevant laws and regulations on personal information protection;



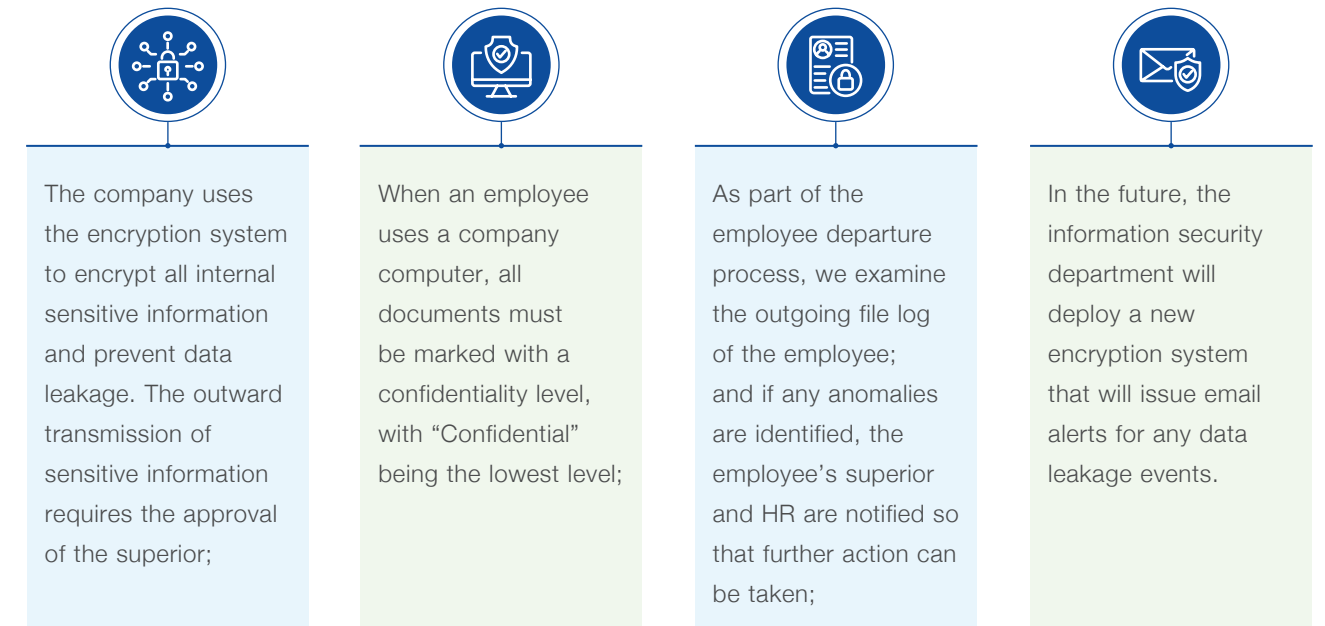
- Discussed, formulated and adopted the Employee Manual through democratic procedures. The manual, which has been signed by all staff, specifies confidentiality requirements and IT management requirements, including account and password protection, data and documents protection, network security protection, customer privacy protection, security incident reporting, and security training;



- Employees are required to sign the Confidentiality Commitment as part of the onboarding process. The commitment defines the scope of the company's trade secrets, including documents, materials, meeting minutes, letters, plans, and computer software owned by the company, materials of the company's existing and potential business partners, and customer profiles, customer information, customer lists and customer contact information, including in respect of both the company's existing and potential customers. It also defines the confidentiality obligations and liabilities for breaches, which are binding on all employees.



We have also released the Confidentiality Policy and the Detailed Rules for the Implementation of the Confidentiality Policy, which specify relevant requirements related to the information classification system, encryption system, and review and approval system:

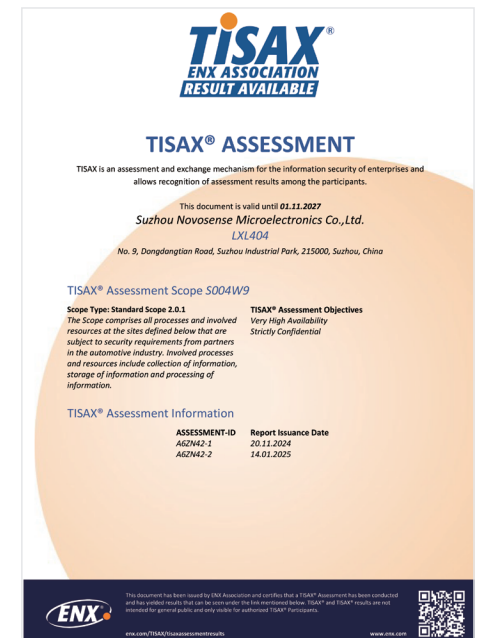


We also regularly hold information security-related trainings for all employees to improve their awareness of information security and privacy protection. During the reporting period, the company held one information security awareness training session and one phishing email drill, covering all employees.

In 2024, no information leakage incidents occurred at NOVOSENSE.

Information Security Certification

In November 2024, NOVOSENSE successfully obtained the Trusted Information Security Assessment Exchange (TISAX) AL3 certification label, marking a significant milestone in the company's information security protection efforts.





Putting People First and Supporting Employee Growth



Our Actions:

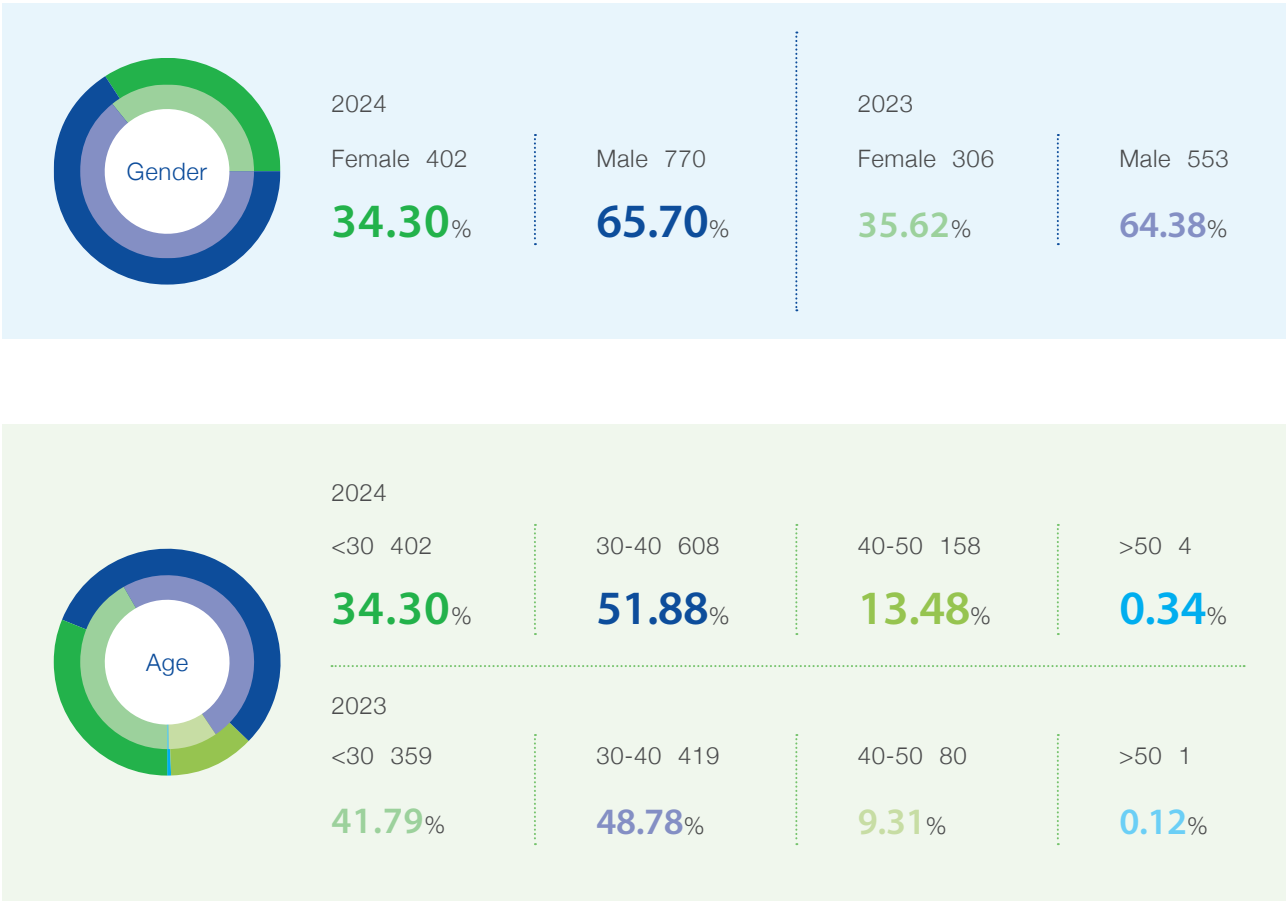
NOVOSENSE adheres to the people-oriented philosophy, actively responds to the United Nations Sustainable Development Goals 3, 4, 5, 8, and 10, and recruits and retains employees by providing a safe and comfortable working environment and creating a career platform for shared growth for company and employees.

- 01 Emphasize employee diversity and ensure that every employee is treated equally
- 02 Continuously optimize the compensation and benefits system to maintain industry competitiveness and attract and retain outstanding talent
- 03 Conduct annual employee engagement and satisfaction surveys, and take targeted measures to improve areas in need of enhancement, thereby continuously increasing employee satisfaction
- 04 Offer various training programs to help employees continuously improve their skills and abilities, and support their career development
- 05 Set an annual “zero-accident” goal to comprehensively ensure the occupational health and safety of employees

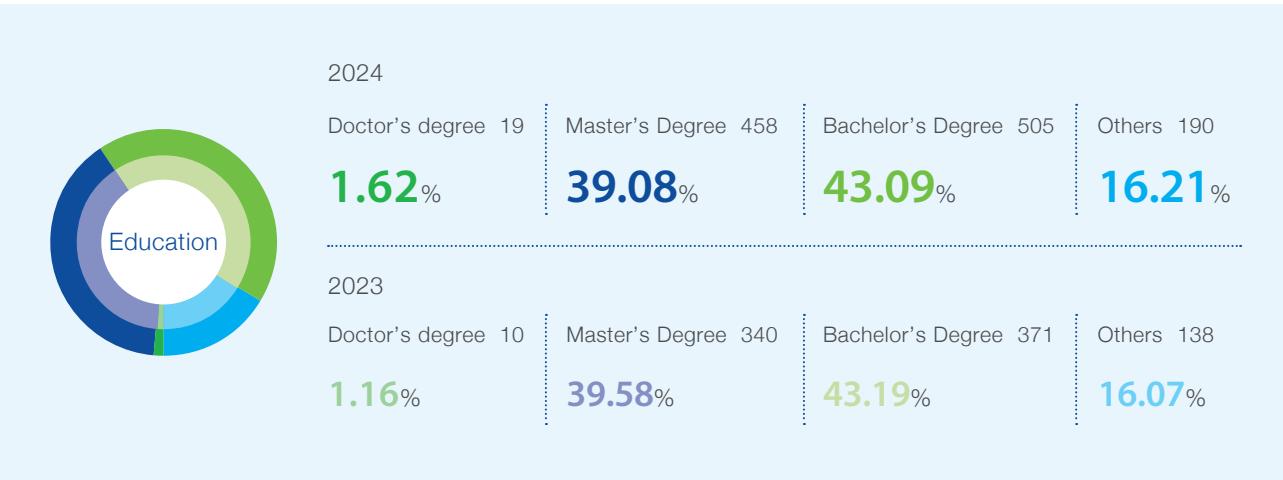
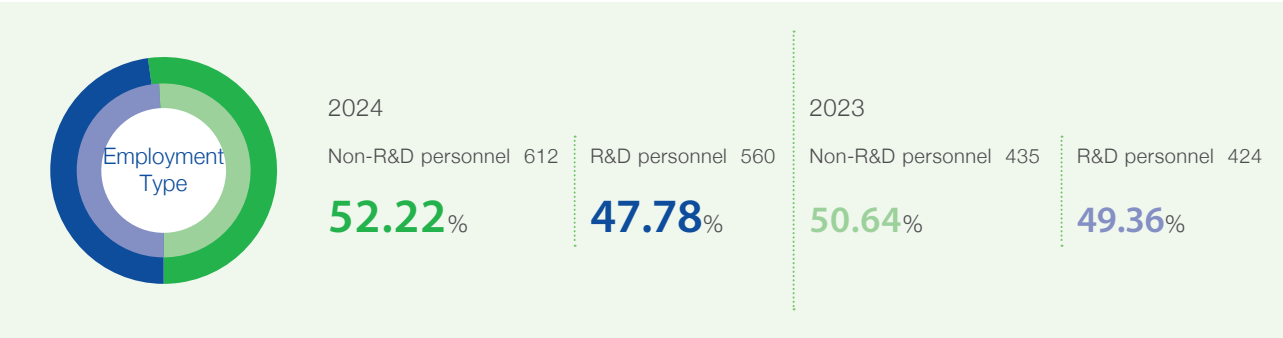
Our Employees

Employee Data

As at the end of the reporting period, NOVOSENSE had a total of 1,172² employees, as follows:



² In 2024, we completed the acquisition of MagnTek, and employee data from MagnTek has been included in this report, resulting in the significant increase in the number of employees.



In 2024, we provided 16 internship opportunities, for R&D and some functions, to help interns transit from campus to workplace.

Employee Recruitment

We align our recruitment process and personnel selection criteria with the annual staffing structure and each department's hiring plans, ensuring consistency and transparency.

In line with the company's strategy for expanding overseas, during the reporting period, we conducted international recruitment in multiple countries, successfully hiring employees in Japan, South Korea, Germany, France, Italy, and the United States. We believe that by recruiting professionals from diverse backgrounds, we can introduce varied perspectives and ideas to the company, enhance team creativity, and deliver a better performance.

In 2024, 30% of new hires joined the company through employee referrals. By offering competitive compensation packages and broad career development opportunities, we not only improve satisfaction among existing employees but are also able to attract outstanding professionals through internal referrals. Moreover, in 2024, 23% of new hires were sourced from campus recruitment, reflecting our appeal among universities and our emphasis on nurturing young professionals.

Employee Exit

We uphold the legal rights and interests of former employees during the resignation process, ensuring all steps are lawful and compliant. Furthermore, we maintain an open attitude towards rehiring former employees and make sure that they know they are welcome to rejoin NOVOSENSE in the future.

In 2024, the voluntary turnover rate of NOVOSENSE employees was 11.42%, which is lower than the industry average.


	2024	2023
By region		
China	9.96%	9.04%
Rest of the world	5.88%	0.26%
By age		
<40	9.80%	7.73%
>40	10.49%	1.57%

Employees’ Rights and Interests


Protecting Employees’ Rights and Interests

NOVOSENSE upholds a people-centric approach, safeguarding the rights and interests of employees and fostering a conducive work culture. We adhere strictly to the Labor Law of the People's Republic of China, the Labor Contract Law, and other pertinent legal frameworks in our operating regions, ensuring a safe and healthy working environment. We have established robust recruitment and compensation scheme, respecting the rights and interests of each employee and offering competitive compensation and benefits packages. Through our actions, we earn the trust and support of our employees, fostering harmonious and stable employee relations.

We have also received external recognition in talent management:



2024 GHR Human Resources Industry Awards: Annual HR Leading Practices Award



2024 Excellence in Strategic Talent Development and Leadership Cultivation Award

Employment Contract Signing

We adhere strictly to the Labor Contract Law of the People's Republic of China and all relevant legislations. We ensure that 100% of our employees are provided with labor or service contracts that comply with regulatory standards, explicitly stating their positions, working hours, labor protections, and compensation details. We are fully committed to protecting the legal rights and interests of every employee.

Prohibition of Child Labor and Forced Labor

The company strictly abides by the Regulations on the Prohibition of Child Labor and other applicable regulations of the People's Republic of China. We steadfastly uphold the principle of not employing individuals under 18 years of age. Should any instance of child labor misuse be discovered, the labor contract will be promptly terminated. If any child labor is found to be misused, the labor contract will be terminated immediately. Furthermore, we ensure that employees receive appropriate protections and benefits, and we prohibit the employment of individuals lacking the necessary work abilities or conditions, as well as the use of forced or compulsory labor. We have implemented robust systems and mechanisms to oversee employees' hiring, training, and working conditions, including regular inspections, compliance reporting, and complaint channels. These initiatives aim to guarantee that all employees are treated with respect and fairness in the workplace.

Comprehensive Performance Management

NOVOSENSE has comprehensive performance management by a four-step PDCA cycle: setting clear goals, providing coaching and feedback, conducting thorough performance appraisals, and applying the results. We rolled out a leadership program, equipping managers with performance management tools and sharing practical outcomes. During the performance appraisal process, we conduct thorough communication and an unbiased evaluation of employees' overall performance for the current year. To guarantee fair dialogue, the company organizes dedicated sessions for performance communication and guidance prior to the annual review, specifically tailored for managers and employees. In order to ensure fair evaluation, we ensure the relative fairness and objectivity of evaluation through layer-by-layer evaluation and coordination among employees, managers, executives and CEO. If employees have objections to performance results, they can file an appeal through reasonable channels, and the Human Resources and Administration Center will take the lead in communication and feedback.

Compensation and Benefits

In accordance with national laws and regulations, as well as local requirements in regions where we operate, we have established the Compensation Management System. We foster harmonious and stable labor relations by offering comprehensive benefits that complement the statutory entitlements. In 2024, we continued to enhance our benefits package to boost employee satisfaction, including upgrading supplementary commercial insurance coverage for employees and their children, providing comprehensive medical coverage for employees' daily healthcare needs, and offering comprehensive medical check-up packages for employees and their families. Additionally, we offer generous supplementary annual leave in addition to the statutory annual leave mandated by the Labor Law.

Human-centric Management

NOVOSENSE embraces a human-centric management approach that harmonizes standard and flexible working hours. Under the standard working hours framework, employees have the flexibility to adjust their schedules with the approval of their immediate supervisors. Additionally, we offer remote VPN solution to facilitate employees' work remotely or from home, thereby improving work efficiency and quality of life.

Labor Union Activities

NOVOSENSE actively listens to employee feedback and is committed to safeguarding employee rights while driving sustainable corporate development. To this end, we have established a labor union with 100% employee membership.

Through the union, the company ensures employee voices are heard, and we promote initiatives that enhance our people's welfare and professional growth. The labor union regularly organizes team-building activities, cultural celebrations and health programs, among other initiatives, with the goal of enriching employees' work-life experience and boosting their job satisfaction and sense of belonging.



Employee Communication

To communicate with employees, we have built seamless communication channels through diversified engagement activities, enabling us to gain a timely understanding of employee needs while strengthening cohesion.

Roundtables:

- Frequency: Regular sessions every 1-2 months.
- Format and content: These interactions enhance transparency and foster mutual understanding and support between management and employees.

Townhall meetings:

- Frequency: Regular sessions approximately every half year.
- Format and content: At these sessions, we share industry trends, business updates and departmental achievements, and reinforce the values of our corporate culture to align all employees with the company's vision and mission. We also address common employee concerns to ensure we respond to any issues in a timely manner.



Employee Engagement and Satisfaction Survey

Every December, we conduct a comprehensive employee engagement and satisfaction survey to gauge our staff's overall perception of the company, engagement levels, and satisfaction with various aspects such as the work environment, compensation, growth opportunities, and promotions. Additionally, this survey serves as a platform for employees to voice their ideas and suggestions.

Survey results are disclosed across the company in the following year to ensure that all employees understand our overall engagement and satisfaction levels, as well as improvement plans.

2024 Employee Satisfaction Survey Results

In the 2024 employee engagement and satisfaction survey, employees participated

enthusiastically (**90.6**% of active employees participated in the survey).

In this all-employee survey, we used the engagement dimensions (contribution, achievement, vitality, loyalty, identification, and satisfaction) to understand employees' attitudes toward the organization and work, and used the satisfaction dimensions (good leadership, good direction, good work, good culture, and good return) to identify the factors that drive employee engagement, located problems, and understood the root causes. The survey result showed

an engagement score of **89.67** and a satisfaction score of **88.83**. With the collaboration of heads from various departments, we formulated targeted improvement initiatives and periodic review plans to ensure continuous progress.



Employee Shareholding

NOVOSENSE has fully implemented employee shareholding plans to motivate staff and align their personal growth with the company's corporate development goals. Prior to the company's IPO, we set up three employee stock ownership plans: NOVOSENSE No. 1, NOVOSENSE No. 2 and NOVOSENSE No. 3, enabling our people to directly participate in the company's growth. After listing, the company launched two equity incentive plans to further align employee and corporate interests. These initiatives have engendered greater enthusiasm and creativity among employees while fostering shared growth.

In 2024, our employee shareholding was as follows:

Since the company's listing in 2022, **2** employee restricted voting incentives have been implemented



granting shares to employees;

507 person/times on a cumulative basis



A total of **8** million restricted voting shares



representing **5.61**% of the total share capital, have been granted



During the reporting period, proposals regarding employee shareholding and stock authorization matters:

On 14 October 2024, the company completed the first vesting phase of the 2023 Restricted

Share Incentive Plan, finalizing the vesting registration of **1,468,688** shares for

276 grantees.



Employee Activities

NOVOSENSE offers competitive compensation and benefits, and we also organize wellness activities to enhance company unity and boost employees' job satisfaction.



Monthly Afternoon Tea

In 2024, we organized monthly afternoon tea activities in our Suzhou, Shanghai and Shenzhen offices. These events provided employees with opportunities to relax and socialize, supporting team cohesion.



Staying Cool in Summer

In July 2024, the labor union provided all employees with summer cooling kits, which included refreshing tea, sunscreen and other essentials to help them beat the heat, stay energized, and maintain their productivity.



Relocation Ceremonies for the Suzhou, Shanghai and Shenzhen Offices

To accommodate the steady growth of our teams in Suzhou, Shanghai and Shenzhen, we relocated our offices between September and October 2024 and held relocation ceremonies. The new offices not only boosted our people's productivity but also offered a more comfortable work environment for them.



Christmas Events

To celebrate Christmas, we prepared gifts for everyone in our offices around the country, creating a warm holiday atmosphere and ensuring that each employee felt the company's warmth and care.

International Women's Day Biscuit/Cake DIY Event

On 8 March 2024, International Women's Day, we organized DIY events for female colleagues in our offices in Suzhou, Shanghai and Shenzhen, where they enjoyed making biscuits and cakes. Meanwhile, we prepared gifts for female colleagues in other offices to show that we care and extend our best wishes to them.



Featured event The Chengdu office hosted an outdoor activity

In May 2024, the Chengdu office organized a hiking trip for its employees at Heming Mountain in Dayi County. The outdoor activity provided a great opportunity for employees to strengthen their physical health; and in the course of overcoming the challenges posed by nature, they revitalized their team spirit and improved their communication and collaboration skills. The eco-workshop mechanism designed by the labor union represents an innovative model that successfully combines natural settings with our effort to improve organizational effectiveness.



On each festive occasion, we prepare gifts for our employees and their families to show our care and appreciation, with a view to ensuring that every employee feels the warmth and support of the company.



Dragon Boat Festival



Children's Day



Mid-Autumn Festival

Training and Career Development

Employee Training

To ensure employees' access to abundant learning opportunities and foster the continuous enhancement of their skills, the company orchestrates a myriad of rich and diverse learning activities. We promote the preservation and sharing of internal knowledge and experience, and we also take various measures to support the professional needs of our business departments.

To fortify the development of its talent training system, the company categorizes courses into general and professional tracks, ensuring comprehensive coverage for all employees through a blend of offline and online models. Our training program focuses on three key areas – professional skills, leadership development and general competencies – and covers all employees. This approach empowers employees to autonomously select and enroll in courses tailored to their individual developmental stages and business requirements.

To identify and develop internal trainers, the company invites knowledgeable and experienced colleagues to share their expertise. This approach helps transform tacit knowledge into explicit knowledge and organizes existing explicit knowledge, driving the development of a robust knowledge management system. In this way, we strive to continually enhance knowledge-sharing mechanisms and cultivate an organization that effectively promotes learning. At the same time, we have established internal trainers and internal knowledge sharing management systems to build a more positive and open sharing culture.

The internal trainer management system

aims to enable the company to better extract and disseminate the professional knowledge of the members of the organization, enhance the knowledge value of the organization, put into practice the cultural value of "Keep Learning", and provide employees with more opportunities for self-cultivation and development, so as to achieve win-win results for the company and employees. In 2024, the number of company-level certified internal trainers increased to more than 60, and the internal training provided covered nearly 1,025 people.

The internal knowledge sharing management system

aims to promote the accumulation, sharing and dissemination of knowledge and experience within the company, stimulate the enthusiasm and passion of employees to actively share, realize the integration of internal resources and the improvement of human efficiency, creating a better learning-oriented organizational atmosphere and establish incentive systems.

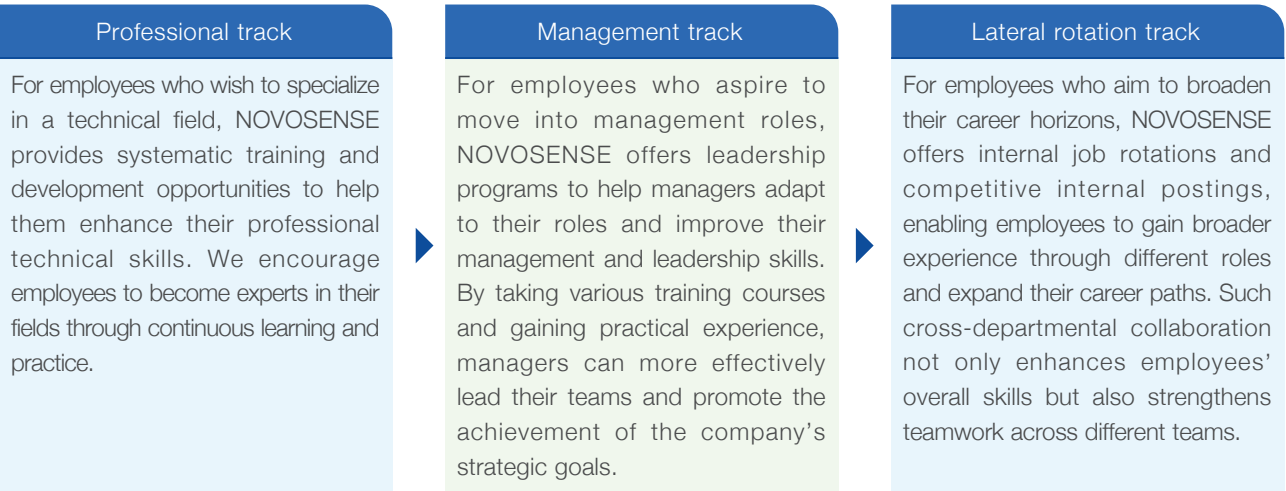
During the reporting period, NOVOSENSE invested nearly CNY **4** million in employee training, holding **151** sessions with approximately **5,700** participants and achieving **100%** employee coverage. These efforts significantly enhanced employees' professional skills and capabilities, boosting the company's overall competitiveness.

	2024		2023	
	Percentage of employees trained	Average training duration/hours	Percentage of employees trained	Average training duration/hours
By gender				
Male employees	100%	28	100%	22
Female employees	100%	29	100%	21.6
By job grade				
Senior management	100%	24	100%	55.7
Middle management	100%	36	100%	48
Other employees	100%	27	100%	21.8

Career Paths and Specialized Training for Employees

Based on the company's business development needs and each employee's own plan, we customize career development paths for our employees. The company offers three main career development paths: the professional track, the management track, and the lateral rotation track.

Career development paths:



NOVOSENSE is committed to promoting the sustainable development of the talent pipeline. We have developed a clear job structure to guide and assist employees in their career development. During the annual salary adjustment window, we consider whether employees' abilities and work performance meet the requirements for promotion to new positions, while taking into account employees' willingness as the basic standard for employee promotion and selection mechanism.

For the above different development paths, NOVOSENSE has specially developed a series of training programs:



"XIN HUO" Program (Fresh Graduate Training)

The "XIN HUO" Program is inspired by the saying "a single spark can start a prairie fire". Representing the new force of the company and the reserve talents of the domestic semiconductor industry, fresh graduates are "sparks". Chips are the "heart" of the electronic information industry. NOVOSENSE's mission is to build a green, smart and connected world with semiconductors, namely, an ambition to "start a prairie fire". We hope that young people, as sparks, can keep "sensing, integrating and improving" while achieving a perfect transition from students to employees. In 2024, totally 54 people joined the "XIN HUO" Program.



"XIN KONG" Program (Manager Training)

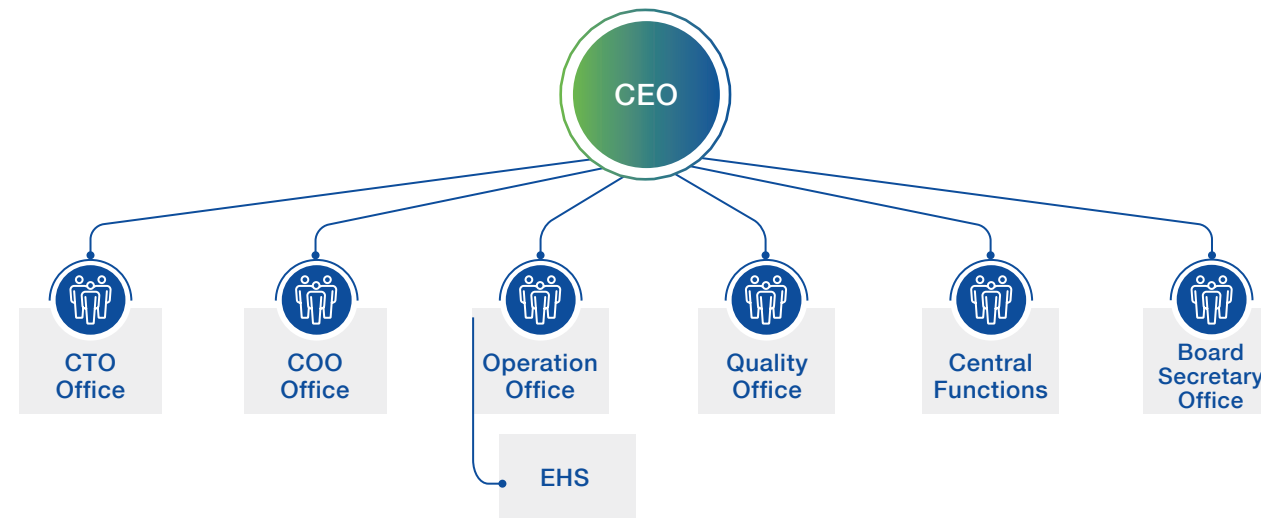
The "XIN KONG" Program is inspired by "make progress every day" in Wise Rulers of the Wei and Jin Dynasties and "sore to the sky" in "Enjoyment in Untroubled Ease • In the Northern Ocean There is a Fish", implying that qualified managers can continuously improve their own abilities and lead the team to make progress and achieve success. This program takes management knowledge as the core to help managers clarify their thinking and roles and responsibilities; takes management practice as the starting point to help junior managers master the ability to make plans, manage business, and lead teams; and takes diversified interactions as the link to break down the walls of hierarchies and departments, so that managers can learn to examine themselves and improve their cognition. In 2024, totally 31 people joined the "XIN KONG" Program.

Occupational Health and Safety

NOVOSENSE's philosophy of safety is "Life Above All" and we consider it a fundamental responsibility to ensure a safe working environment for our employees. We further consolidate the foundation of production safety by improving the system of production safety and increasing the investment in production safety. We strive to create a safe and healthy working environment, maintain the safety of every working environment, and try our best to avoid any hazardous factors that lead to or may lead to physical harm to employees.

In 2024, we invested approximately CNY 512,200 in production safety, and had no safety violations and no work-related injuries or occupational diseases. This achievement reflects the effective measures the company has taken and its continuous efforts in respect of safety management.

Based on the Work Safety Law of the People's Republic of China, the Law of the People's Republic of China on the Prevention and Control of Occupational Diseases, and other relevant laws and regulations of the places where we operate, we have formulated the Management System for Safety Management Organizations and Management Personnel by drawing on management concepts and methods from leading global practices. We have established a production safety committee and clearly defined the production safety responsibilities of departments and personnel at all levels. In accordance with the Production Safety Meeting Management System, we hold at least a production safety related meeting every quarter, ensuring the steadily advancing safety management work.



Organization Chart of NOVOSENSE's Safety Committee

In addition to standard occupational health-related systems, we also identify strategic, technical, macro-political, economic, environmental, supply chain, and natural disaster-related risks that the company may face, as well as various functional risks associated with our operations. To address these challenges, we have assembled an efficient professional response team and developed actionable management control solutions, including the Business Continuity Management project.

Under this project, we engage in cross-departmental collaboration and hold regular reviews and drills to address the constantly changing internal and external environments. In 2024, we organized and conducted nearly 20 emergency scenario exercises covering topics such as customer response, R&D, marketing, operations and IT. These exercises included, but were not limited to, tabletop exercises, scenario walkthroughs and live simulations.



In 2024,
we organized and conducted
nearly **20** emergency
scenario exercises

Production Safety Training

We continue to improve our safety culture, further enhance safety awareness through employee training, and regularly carry out safety awareness and safety capability training in multiple dimensions around the occupational health and safety management system. We want to ensure that employees understand the necessary production safety knowledge, improve employees' safety literacy and safety awareness, enhance employees' attention to production safety, and create a strong production safety atmosphere.

NOVOSENSE's production safety training data in 2024:



Featured event Fire drill activity in 2024

On 26 November 2024, NOVOSENSE's Suzhou office held its annual fire drill, which included initial emergency responses to fires, emergency evacuations and simulated firefighting. Through this comprehensive fire drill, we significantly improved employees' safety awareness and evacuation skills. The event not only tested the company's and the park's fire evacuation efficiency but also strengthened employees' emergency response capabilities in sudden fire incidents.



Occupational Health Management and Radiation Protection

At NOVOSENSE, the primary occupational health hazard is ionizing radiation in respect of X-ray positions. To address this issue, we have established a multi-tiered protection system that covers annual safety inspections and declarations for radiation equipment; portable radiation detectors in work areas, with regular environmental hazard monitoring; strict pre-employment, on-the-job, and post-employment health checks; and requirements for all staff who may reach X-ray to wear personal radiation dosimeters to track cumulative exposure in real time. By effectively managing compliance in respect of equipment, dynamic environmental monitoring and individual protection, we have achieved zero cases of occupational radiation diseases for three consecutive years.

Social Welfare and Responsibility

NOVOSENSE keeps fulfilling corporate social responsibility while developing rapidly and growing in scale. We actively participate in community charity activities in the places where we operate, give back to society through donations, agricultural assistance and other behaviors, and strive to promote harmonious integration between the company and the community and achieve common development of the company and the community.

Featured event Agricultural assistance activity – purchasing oranges from disabled fruit farmers

In early December 2024, NOVOSENSE launched a second agricultural assistance activity – purchasing oranges from disabled fruit farmers and distributing them to employees and customers who visited the company during the month. The amount reached CNY 67,850. This warm initiative supported disabled fruit farmers, conveyed the company's care for employees and customers, and also fulfilled the company's social responsibility.



Featured event Acts of kindness – donating supplies to underprivileged children

On 30 May 2024, NOVOSENSE donated supplies worth CNY 9,735 to underprivileged children at the Renai School in Suzhou Industrial Park. These children include orphans, those with serious illnesses or disabilities, and those from low-income families. The donation not only brought warmth to the children but also raised awareness among labor union members about disadvantaged groups.



NOVOSENSE firmly believes that the company's growth is deeply rooted in societal support and trust. In the future, we will continue to actively promote social causes, encourage our employees to engage in charitable activities and support these efforts through practical action.

Technology Innovation

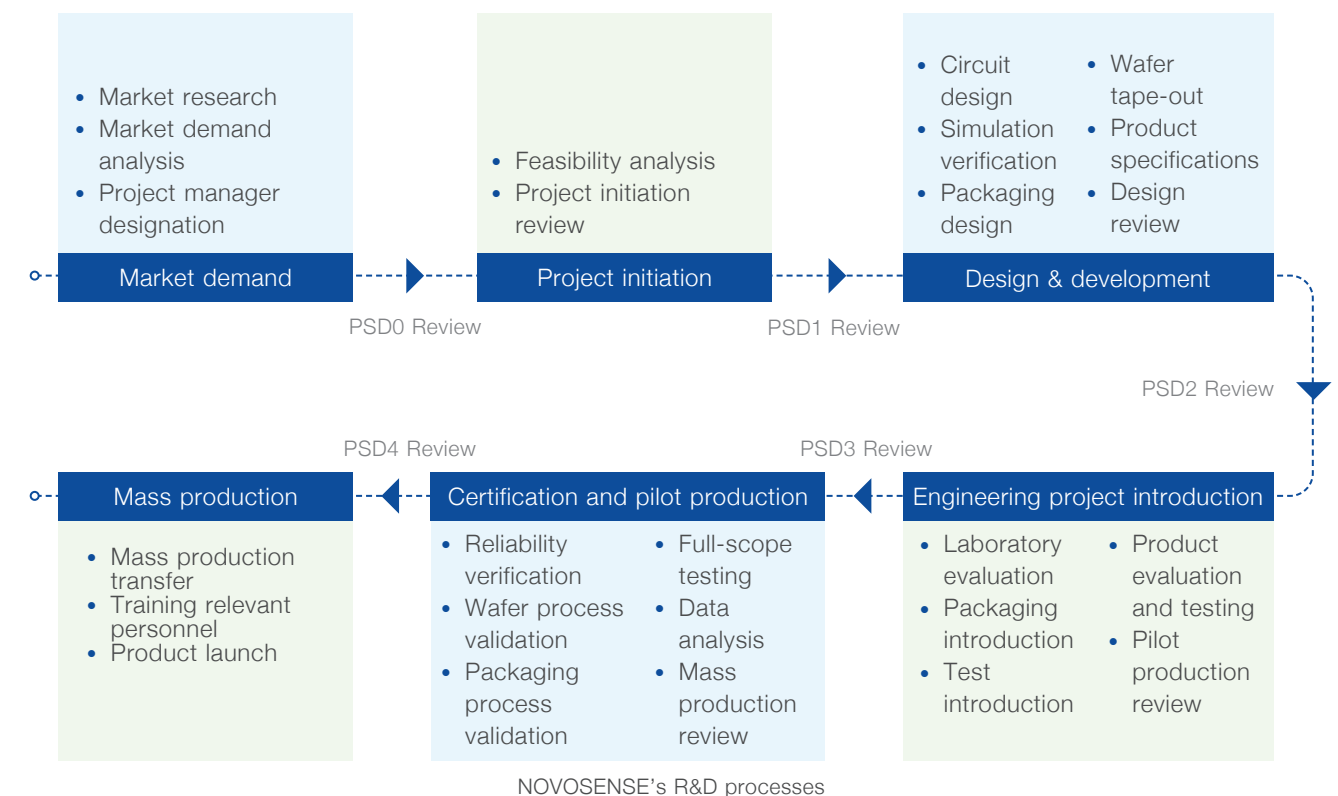
Investment in R&D and Innovation

Focusing on client applications, NOVOSENSE continues to develop competitive chip products, and we have established solid core technical barriers in sensors, signal chains, isolators, interfaces, power, drivers, power management, SoCs, MCUs and other fields. At the same time, we attach importance to the building of basic R&D capabilities, including core IP accumulation, functional safety development capability, process development capability and product engineering capability, forming the R&D base of NOVOSENSE. In addition, we encourage innovation, especially around customer applications, and strives to provide greater value to customers through new products, technologies and processes. In 2024, NOVOSENSE invested CNY 540 million in R&D.

Due to its outstanding performance in R&D and its innovative applications, NOVOSENSE has received wide recognition from the government and the industry. These commendations include being named as a “leading tech enterprise”, a “national high-tech enterprise”, and a “high-tech enterprise with strong growth momentum” in Jiangsu province. Based on its status as a provincial-level technology center and engineering research center in Jiangsu, NOVOSENSE has undertaken several key R&D projects in Jiangsu province. Meanwhile, we have won multiple awards and honors, such as “Outstanding Technical Innovation Product”, “Top 10 MEMS Enterprises in China’s Semiconductor Industry”, “Achievement in Simulation Semiconductors”, and “Top 10 Chip Manufacturers in China”. In 2024, the company was named an “engineering research center” after passing the high-tech enterprise review (Certificate No. GR202432002097), and we also received the “2024 Innovation Application”, “2024 Top Supplier of Motor Controllers and Solutions”, “2024 Outstanding Technical Innovation Product”, and “Top 10 MEMS Enterprises in China’s Semiconductor Industry in 2023” awards.

NOVOSENSE’s R&D Systems and Processes

We have put in place comprehensive and robust R&D systems and processes:



Creating and Sharing Extraordinary Value



Our Actions:

NOVOSENSE actively responds to the United Nations Sustainable Development Goals 7, 9, 11, and 17, committed to ensuring superior quality through technological innovation and becoming a reliable partner in the global industrial supply chain. The company consistently upholds its core values of “Robust, Reliable, Keep Learning, Persist in Long-term Value”, focusing on R&D and innovation. With the mission of “Sense & Drive the Future, Build a Green, Smart and Connected World with Semiconductors”, NOVOSENSE aims to make contributions to sustainable development.

- Continue to pursue sustainable businesses, with the company’s automotive electronics, renewable energy and power, and industrial automation businesses accounting for about 80%
- Further expand the R&D team, with about 50% of the company’s employees from the R&D department
- Cooperate with a number of colleges and universities, focusing on joint training of talents while promoting industry-university-research cooperation
- Through technological innovation, the company ensures superior quality and becomes a reliable partner in the global industrial supply chain
- Enhance the resilience of the supply chain and further ensure business continuity and customer trust

Patent Applications

As of the end of 2024, the company and its subsidiaries had accumulated 407 intellectual property rights in total. During the reporting period, the company filed 97 intellectual property applications, including 44 invention patent applications; and acquired 62 intellectual property rights, including 31 invention patents, during the year.

	New in the current year		Cumulative	
	Number of applications	Number of acquisitions	Number of applications	Number of acquisitions
Invention patents	44	31	229	112
Utility model patents	20	7	93	74
Design Patent	0	0	1	1
Software copyrights	0	3	27	28
Integrated Circuit Layout-Design	22	17	189	188
Oversea Intellectual Property Rights	11	4	42	4
Total	97	62	581	407

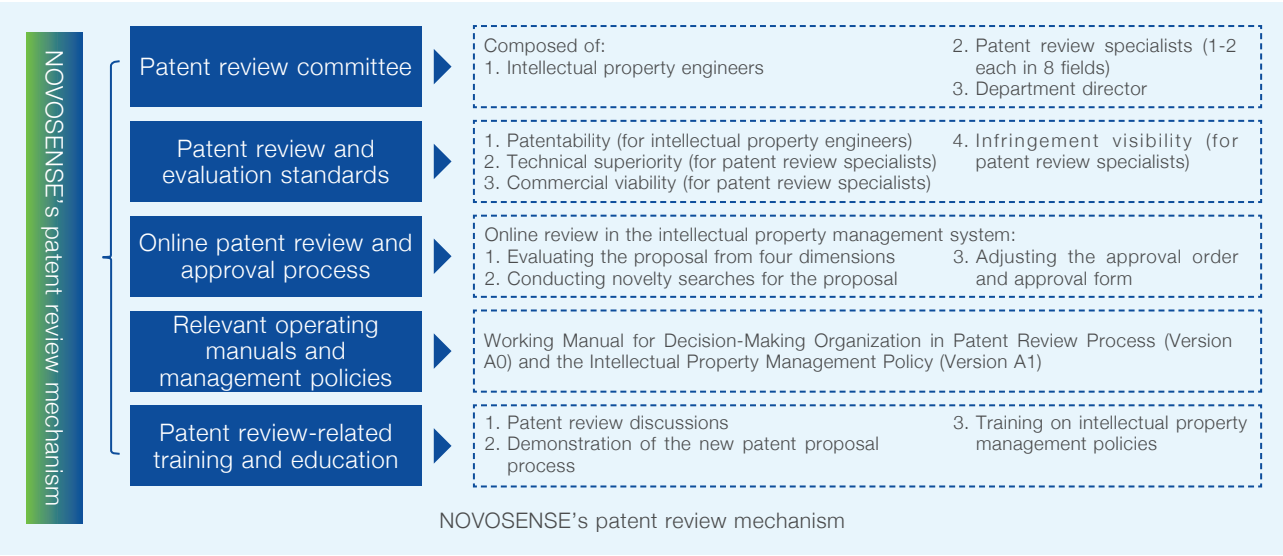
Note: The above data also covers MagnTek, which filed 17 intellectual property applications and acquired 25 intellectual property rights during the year, bringing its total intellectual property applications to 195 and total acquired intellectual property rights to 173.

We will continue to strengthen the conversion and output of intellectual property achievements from innovation projects. Once a key project is initiated, we actively explore opportunities for securing a patent, prepare technical disclosures based on the market positioning, characteristics and intended use cases of the product, and develop a patent plan and strategy. In doing so, we are able to fully protect the results of our intellectual property efforts.

Protecting Intellectual Property Rights and Related Training

At NOVOSENSE, we firmly believe in the importance of managing and protecting intellectual property rights. To this end, the company has developed several internal policies, including the Intellectual Property Management Policy, which set out requirements for complying with relevant laws and regulations and the company’s internal policies regarding intellectual property rights. These measures are designed to ensure that our staff do not engage in any behaviors that infringe or appear to infringe on intellectual property rights in our R&D, production and sales activities.

In 2024, as part of our effort to improve our intellectual property management system, we issued the Working Manual for Decision-Making Organization in Patent Review Process and made revisions to the Intellectual Property Management Policy. In these releases, we clarified roles and responsibilities and workflow procedures in areas such as patent management, trademark management, integrated circuit layout design management, computer software copyright management, intellectual property retrieval management and intellectual property agency management. Meanwhile, we have put in place an additional patent review mechanism, under which a patent review committee composed of selected members works in line with the established rules and performs online patent review and approval processes.



Each year, the company carries out training on intellectual property protection. In 2024, we provided 18.5 hours of training across nine training sessions throughout the year for our R&D staff, covering a wide range of topics, including patent analysis, patent writing fundamentals and considerations, principles for determining patent infringement, and quality principles throughout the patent process. To celebrate World Intellectual Property Day in 2024, we also staged special lectures and campaigns. Based on our efforts and achievements in intellectual property management, we were honored with the “2023 Outstanding Contribution to Economic Development Award – Top 30 Company by Intellectual Property”.

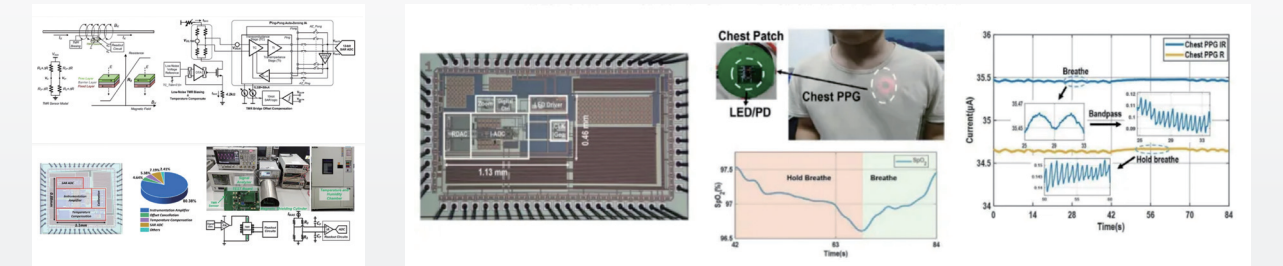
Cooperation and Co-creation

Industry Cooperation

During the reporting period, we collaborated with a number of universities and other platforms on multiple research projects, with the aim of expanding our technological boundaries and injecting new momentum into the industry’s sustainable and high-quality development.

Collaboration highlights NOVOSENSE’s collaboration with Fudan University

In 2024, NOVOSENSE collaborated with the Integrated Circuit Design (ICD) Lab of the School of Microelectronics of Fudan University to conduct research on intelligent sensor chips. Together, we developed a high-precision analog front-end chip that can be applied to tunnelling magnetoresistance (TMR) sensors and heart rate and blood oxygen monitoring. Our research results were also released in the IEEE Journal of Solid-State Circuits, a global authoritative publication that covers solid-state circuits.



Collaboration highlights

NOVOSENSE attended the first Enterprise-University Partnership forum at Dushu Lake, Suzhou in 2024

On 27 October 2024, at the first Enterprise-University Partnership forum at Dushu Lake in Suzhou, Ma Shaoyu, Vice President of NOVOSENSE's Technical Innovation Center, discussed talent demands in the local integrated circuit market and developments in simulation technology with other guests. During the roundtable sessions, Mr. Ma and other attendees from academia and the industry exchanged valuable insights, shedding light on how to devise a constructive talent development strategy that will drive the integration of enterprises, universities and research institutes.



Collaboration highlights

NOVOSENSE joined hands with Class Eetree to launch the “WeDesign” program

NOVOSENSE collaborated with Class Eetree to launch the “WeDesign” program, which focuses on the company’s NST112x temperature sensor, NSHT30 temperature and humidity sensor, NSPAS3 pressure sensor, and NSM3013 angle sensor. This event invited enthusiasts and young engineers to design sensor chips and experience the verification process to explore the inner workings and applications of sensor technology.



Quality Management

Product Management

Product Quality Management

Build strength, pursue excellence, and persist in long-term value. The company always attaches great importance to product quality and reliability, adheres to high standards, and has developed NOVOSENSE’s unique Robust & Reliable quality policy to ensure high-quality products and services.



Adhering to the quality management concept of “quality starts from design and runs through the entire product life cycle”, the company has built a comprehensive quality management system, and ensured the implementation and execution through organizational capacity building and IT-enabled process system. The company has always considered the quality of its products and services to be one of its main competitive strengths. Therefore, we have put in place a sound quality management system, which includes quality management requirements for products and services throughout their lifecycle – from R&D, design and production, to after-sales service.

In addition, the company remains committed to developing a culture that values quality. To this end, we conduct regular training sessions and internal audits to enhance staff’s awareness of the importance of quality and promote an internal atmosphere of “putting quality first”. In terms of customer service, we have introduced the issue-to-resolution (ITR) management method to optimize the after-sales service process and enable faster response times, with a view to raising customer satisfaction.

NOVOSENSE has established a complete internal mechanism in the business processes of R&D, manufacturing and sales to ensure the product qualification rate, continuously meet customer needs, and become a robust and reliable partner for customers.

Quality Management Training

The company pays attention to the internal building of quality management, continuously improves the relevant training system, and strengthens the investment in quality management training. In 2024, we organized a total of 24 quality-related training courses, covering employees in R&D, quality, operations, sales and other business functions. Through diversified training courses, we aimed to improve the professional level of our employees in quality management. The employees who participated in the training came from different functional departments. Through a cumulative total of over 94.5 hours of training, we ensured that all employees had extensive knowledge of key knowledge points of quality management to better satisfy our customers’ needs and continuously improve our competitiveness in the marketplace, building a more solid internal quality system for our company and laying a sustainable foundation for future development.



In 2024, we organized a total of **24** quality-related training courses
Through a cumulative total of over **94.5** hours of training

In addition, we have also been actively engaging in research projects on other platforms. Through in-depth collaboration with academic institutes and industry peers, we have demonstrated our strong innovation capabilities and growth potential.



A representative from NOVOSENSE spoke at the Workshop on IC Advances in China (ICAC) 2024

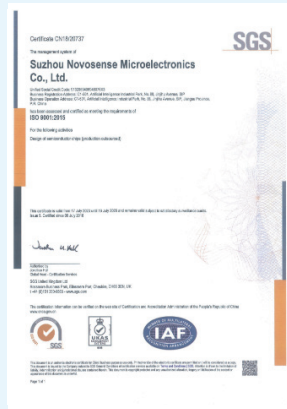


NOVOSENSE attended the 18th Annual Conference of Deans (Department Heads) of Schools of Electronics and Information at Chinese Universities (2024) and the first National Forum on the Development of Electronic Information Disciplines in Higher Education



NOVOSENSE attended the 2024 Electrical Industry Summit Forum held by the Alumni Association of Huazhong University of Science and Technology in Shenzhen

Robust & Reliable System Certification



Since 2015, NOVOSENSE has been certified under ISO 9001:2015 Quality Management Systems by SGS.



In 2025, NOVOSENSE was granted the ISO 26262 ASIL D Defined-Practiced certification by TÜV Rheinland for its functional safety management systems. This certification substantiates NOVOSENSE's ability to implement functional safety in its products and systems and uphold the highest levels of safety integrity, reinforcing its position as a reliable provider of automotive-grade chips.



Since 2022, the NOVOSENSE Reliability Assurance and Failure Analysis Center has been an accredited laboratory under the China National Accreditation Service for Conformity Assessment (CNAS).



Since 2023, NOVOSENSE has been certified under ISO 14001: 2015 Environmental Management Systems by TÜV Rheinland.

Responsible Products

Amid the urgent need for sustainability, NOVOSENSE upholds responsible marketing, conducts online and offline activities through integrated platforms, and offers various innovative products. Meanwhile, we have also been actively engaging in industry communication and sharing information about our ESG principles through these activities. In doing so, we aim to work with our peers and partners to explore robust and sustainable pathways to development.

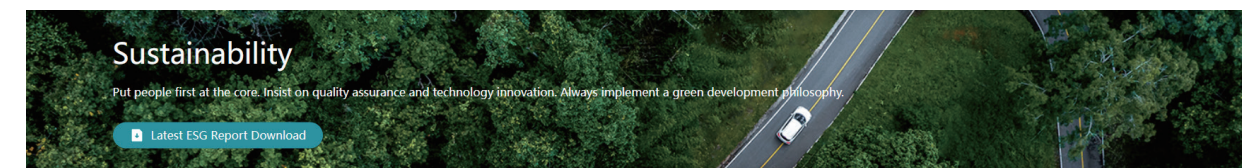
Company promotional materials

ESG elements have been integrated into our company profile deck and visualized.



Company website

A Sustainability section has been added on our company website, providing a window for people to gain an understanding of our ESG principles and practices.



Home > Sustainability

“

Always adhering to our core values, NOVOSENSE is clearly positioned to provide chip-level solutions to link the digital world and the real world. We stay ambitious, courageous and determined to move forward, and insist on integrating the sustainable development philosophy into our business development.



New Product Launch

Latest Automotive-Grade Pressure Sensors
Comprehensive Enhancement of
Fuel and Exhaust Management

New Product Release

New High Isolation Current
Sensor NSM2311

Online marketing

We have conducted several online campaigns on the application of sensors to new energy vehicle systems and renewable energy such as photovoltaics and other fields. We have also been actively participating in standards setting and attending forums. NOVOSENSE is dedicated to harnessing technological innovation to practice ESG principles.

NEW PRODUCT LAUNCH
AUTOMOTIVE-GRADE 1200V
SiC MOSFET

ESG战略:
聚焦可持续业务 共建绿色智能世界

NOVOSENSE

可靠、可信、持续学习、坚持长期

Exhibition hall showcasing the company's ESG strategy

We have set up an exhibition hall that provides an interactive experience using multimedia technology. This exhibition hall showcases how our products are used in new energy vehicles and photovoltaic energy storage, charting how the company's product portfolio has contributed to green travel, the renewable energy transition, and energy conservation and emission reduction efforts.

Protecting Customer Rights

Customer Satisfaction Survey

During the reporting period, we carried out a customer satisfaction survey on all fronts, covering major customer groups. By combining quantitative and qualitative analysis, we evaluate the level of customer satisfaction in areas including product performance, service quality, technical support and response efficiency. According to the survey results, we achieved our goals for the year, reflecting that we are a highly trusted company among customers due to our comprehensive capabilities.

To continuously improve customer satisfaction, the company has put in place:

Enhanced mechanisms

Enhancing the synergy between field application engineers (FAEs) and the sales team so that customer demands and issues are communicated to the right personnel and resolved faster to significantly shorten response times;

Enhanced technical support

Investing in technical support resources to provide more accurate solutions, especially for major problems such as application failure, and to improve on-site problem resolution rates;

Product upgrades

Optimizing product design based on customer feedback while introducing new technologies to enhance product stability and reliability;

Customized services

Providing personalized solutions and exclusive support that are tailored to the needs of specific customers.

Through these targeted measures, we use customer input to inform our efforts to upgrade and update our services and products. In this way, we are able to continue to build trust and stickiness among our customers.

Customer Complaint Handling Mechanism

The company always ensures customer complaints are received and resolved in an effective manner. Customer complaints are a major source of feedback that we use to optimize products and services; and for this reason, we have opened different channels to accept customer feedback and opinions, including regular visits to customers by FAEs and the sales team, and e-mail and customer service hotlines that are available 24/7. In addition, the company manages customer complaints using a closed-loop approach, under which we receive, investigate and resolve complaints, and then identify improvement opportunities. We also track the status of each customer complaint and inform the customer of the results. Due to our continuous efforts, we have achieved impressive results in handling customer complaints in recent years:

- The company introduced an intelligent customer complaint data analysis system, which enables escalation of customer complaints, where appropriate, and real-time analysis of trends, helping us accurately identify and resolve common issues in products or services;
- We optimized resources and our organizational structure, which has significantly improved our response efficiency and customer satisfaction. In addition, for certain key complaints, we have increased our resources and efforts to resolve them, with a view to ensuring that the core demands of customers are addressed.

Moving forward, NOVOSENSE will continue to embed intelligence and insightful predictability into its customer complaint management system so that transform customer feedback into a solid foundation for product innovation and offerings upgrades.

Supply Chain Management

The supply chain is a core component of a company’s daily operations. We are committed to practicing responsible production practices and building a sustainable supply chain system. By deepening supply chain management, strengthening quality and safety control, and promoting environmental approaches, we strive to build a diversified supplier base. At the same time, we continue to drive a low-carbon transformation of our supply chain to adapt to changing market and social needs. This strategy aims to ensure the efficiency and reliability of the supply chain, while reflecting our firm commitment to responsible and sustainable operations.

Supplier Admission

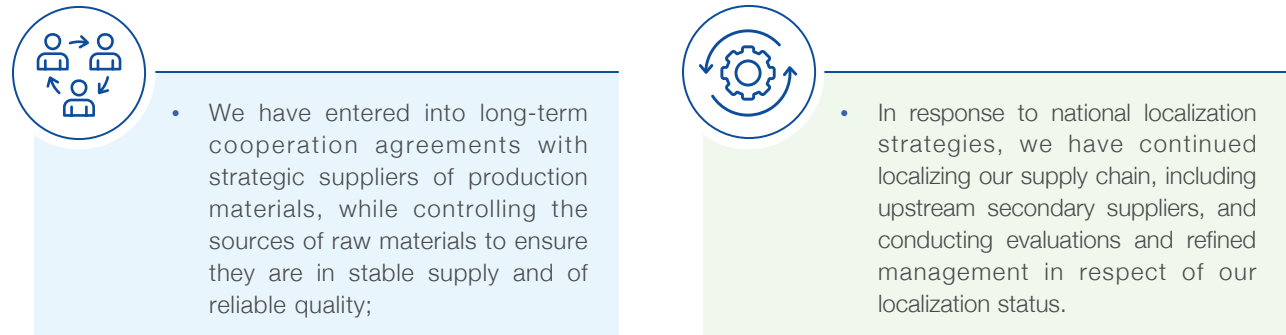
In terms of supplier management, we have developed a comprehensive supply chain procurement mechanism that covers the entire life cycle management of supplier inspection, admission, performance, audit, and exit, and have implemented ESG approaches in all aspects of procurement.

In terms of supply chain management, we use TQRDCESS as a key management dimension to ensure full control over supplier procurement, specifically:



Supply Chain Risk Management

In terms of supply chain risk management, we have taken measures to reduce relevant business risks, including the following:



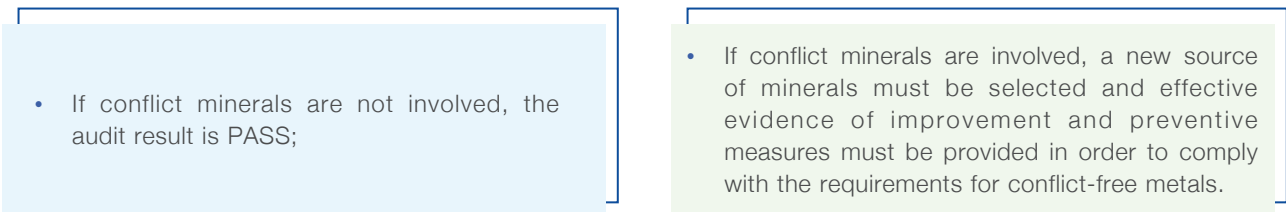
During the reporting period, the company purchased more than 70% of its raw materials from local suppliers.

In addition, we assess supplier performance on a quarterly basis and provide suppliers with the results in due course. Our assessment focuses on the supplier’s corporate ethics, environmental safety, social responsibility, occupational health, hazardous materials control and other areas. We also communicate with our main suppliers each year to obtain their annual carbon emissions data and develop goals for the next year. In this way, the company reminds suppliers that they should continue to monitor and improve their ESG performance.

Conflict Minerals

As a chip company, we keep track of the international community’s views and development trends on conflict minerals, and strengthen management of conflict minerals. The company has formulated the Hazardous Substances Control Procedure to manage the compliance process of conflict minerals, reflecting its determination to achieve self-governance and supervision in terms of conflict minerals. We have established an effective data management and reporting mechanism to track and monitor conflict minerals issues in our supply chain in real time, and proactively cooperate with our customers on data reporting. The company’s existing suppliers have conducted investigations with reference to the Conflict Minerals Report (CMT), and have followed the process to determine whether the investigation results meet the conflict-free metal requirements of the Democratic Republic of the Congo.

Investigation results and measures:



In 2024, the company found no suppliers involved in the use of conflict minerals in its supply chain survey. In the face of the ongoing challenges posed by conflict minerals, in the future, we will continue to monitor and improve, pay attention to international regulations and regulatory trends, and maintain close cooperation with suppliers, customers and industry organizations to jointly promote the implementation of solutions.



Green Operations: Working Together to Build a Green Future



Our Actions:

Based on green and sustainable business, NOVOSENSE actively responds to the United Nations Sustainable Development Goals 6, 7, 11, and 13, adheres to the green and low-carbon development approach, continuously improves the efficiency of energy resource utilization while striving for innovation and development, and keeps inspiring new ideas for low-carbon operations based on operating practices.

- 01 Launch green products to empower customers with green options and jointly achieve the green development targets
- 02 Gradually reduce carbon emissions and prioritize the use of new energy vehicles in cooperation with car use platforms, minimizing carbon emissions during operations
- 03 Gradually increase the use of renewable energy, such as PV, to optimize the energy structure
- 04 Enhance employees' environmental protection awareness and create an atmosphere of environmental protection within the company

Green Office

NOVOSENSE strictly abides by the Environmental Protection Law of the People's Republic of China, the Energy Conservation Law of the People's Republic of China, and other applicable laws and regulations of the places where it operates. We establish systems such as the Energy Resource Management Control Procedure to regulate the use of energy and resources, continuously strengthen the publicity and implementation of environmental protection related contents such as green office and green mobility, and strive to build ourselves into a resource-saving and environment-friendly company, in order to enable the coordinated and sustainable development of human beings, resources and the environment.

Environmental Policy

Comply with laws and regulations

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



Prevention of pollution

Establish environmental awareness among all employees and improve the ability to prevent and control pollution accidents.



Energy saving and consumption reduction

Use energy resources rationally and effectively, reduce waste, and adopt environmentally friendly products.



Continuous improvement

Implement effective improvement measures for problems that need to be rectified, and continuously improve environmental performance.

As at the end of the reporting period, NOVOSENSE has been certified with ISO 14001 Environmental Management Systems.

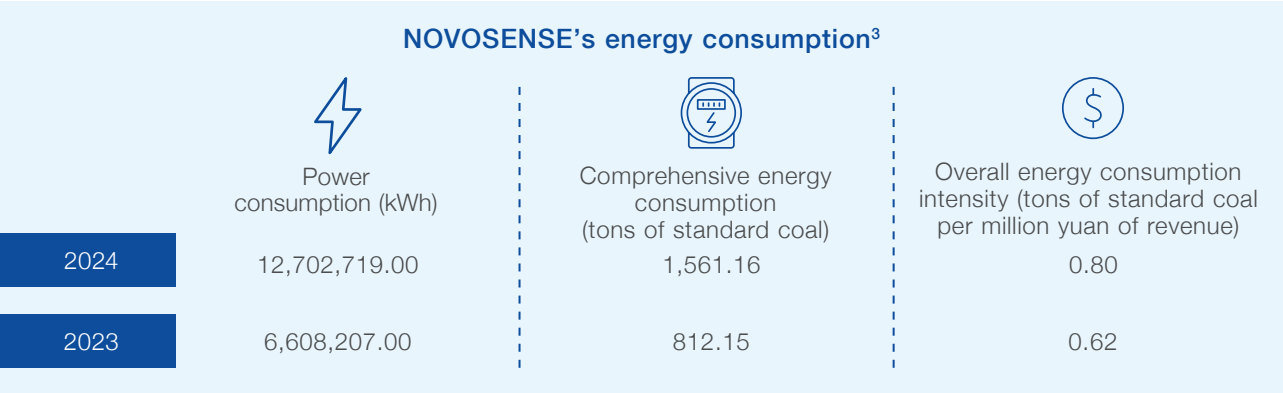


ISO 14001 Certificate

Energy and Resource Management

Energy Consumption

Over the years, the company has adhered to the development approach of energy conservation and consumption reduction and continuously strengthened scientific energy management.



Note: In 2024, NAXIWEI, a subsidiary of NOVOSENSE, entered the trial operation stage, so the energy consumption during the reporting period increased significantly compared with the previous year.

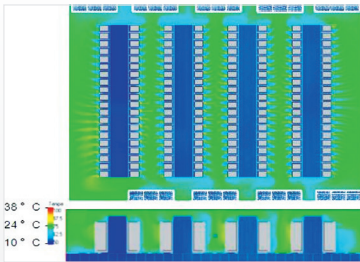
With the profound changes in the global energy landscape, we are actively promoting the clean and low-carbon transformation of the company's energy structure, striving to transition to non-fossil energy; we are also planning to procure green power and apply PV and other clean energy to further promote our own energy transformation.

During the construction of NOVOSENSE's new office in Suzhou, environmental factors were fully taken into consideration. The building will use rooftop PV to a certain extent, effectively reducing dependence on traditional energy, improving the application of clean energy, further promoting the company's efforts in environmental protection and sustainability, providing employees with an environmentally friendly and efficient working environment, and fulfilling the company's commitment to sustainable development.



Featured solution Modular data center

The modular server room project was officially commissioned in 2024 and is expected to achieve 300,000 kWh of electricity savings in 2025. The solution has the advantages of flexible scalability, high reliability, energy saving, environmental protection and intelligent management. The server room adopts standardized design and energy-saving technology, and is equipped with an intelligent management system for remote monitoring. In addition, the pre-assembly method is adopted to shorten the construction cycle. The server room is compact in design and equipped with a DC variable frequency compressor and EC fan, which can save 50% energy and is expected to save 30% of electricity cost each year.



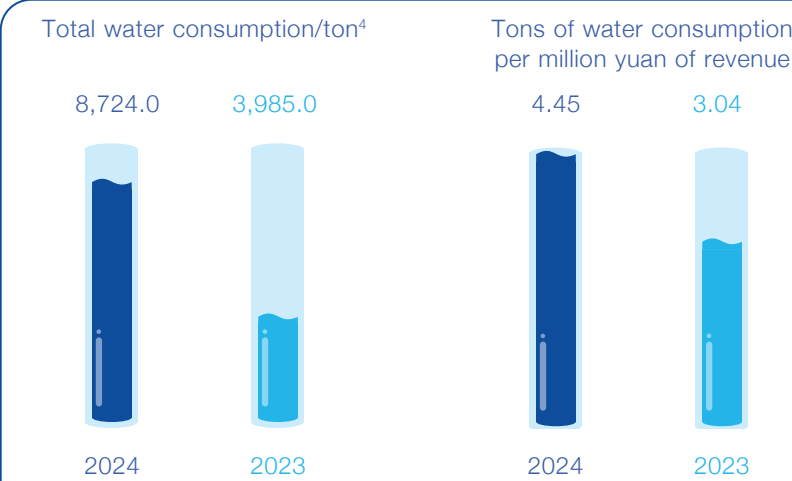
Temperature cloud of the server room after cold aisle closure

³ Electricity consumption and overall energy consumption include the offices in Shanghai and Suzhou, as well as NAXIWEI.

Water Resource Management

NOVOSENSE and its subsidiaries use domestic water, but the design and development process does not involve water use. We have formulated the Energy Resource Management Control Procedure to regulate the company's water resource management.

Our total water consumption in 2024:



To implement energy conservation and consumption reduction, we take “awareness raising” as the primary principle and continuously promote energy, water and material conservation plans through awareness campaigns.



Water conservation slogan

Emissions Management

We strictly abide by the Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste and other laws, regulations and standards on environmental protection and pollution prevention of the places where we operate, and implement targeted and compliant treatment of waste to minimize the impact of waste on the environment and realize the recycling and reuse of resources.

	2024	2023
Waste gas (m³)	37,926,000	15,790,000
Hydrogen chloride/ton	0	0.023
Total non-methane hydrocarbons/ton	0.006	0.312
Hazardous waste (ton)	2.36	0.30
General waste (ton)	57.5	15.90
Packaging carton (ton)	18.9	3.65

⁴ The water usage at the new office in Suzhou has increased significantly due to the construction and landscaping activities, compared to the previous year.

Green Office Initiatives

We actively promote green office practices and strengthen the implementation of green and environmental initiatives:



Post green office slogans



Respond to the call for garbage sorting



Implement electricity conservation actions



Use energy-saving and consumption-reducing materials

General Waste Management

The company attach great importance to general waste management, and specifies relevant departments responsible for the sorting and recycling of recyclable waste, and the collection, management and treatment of domestic waste in office areas, living areas, etc. The external packaging of products and raw materials involved in the trial operation of the subsidiary is disposed of by a qualified third party after collection.

Waste Gas Management

NOVOSENSE's Shanghai and Suzhou offices are the main office areas and do not involve waste gas emissions. During the trial operation stage of the subsidiary NAXIWEI, new waste gas treatment facilities were added in 2023. Waste gas generation is mainly concentrated in the baking and sampling experimental testing process. The unorganized waste gas is collected and adsorbed by activated carbon, and then discharged after being treated by water spray and meeting the standards. According to testing by a third-party testing company, various emission data are far lower than the current national and local standards.

Responding to Climate Change

Global warming has led to a steady stream of abnormal weather, and the challenges posed by climate change are of concern to society as a whole. This not only puts forward higher requirements for promoting low-carbon development and building ecological civilization, but also has a positive effect on promoting the transformation and upgrading of economic structure, energy structure and industrial structure. NOVOSENSE describes our efforts and future directions in addressing climate change in terms of governance, strategy and risk management.


Governance

In terms of governance, the Board of Directors and senior management are responsible for making decisions on and monitoring the planning and actual results of the company's sustainability management. At the same time, the Brand and Marketing Communication Center serves as the ESG coordinator, working with various departments, branches and subsidiaries to promote the company's sustainability management. The Board of Directors is responsible for monitoring climate-related risks and opportunities, and identifying and studying the impact of climate change on our business activities through collaboration among various departments (see the "ESG Governance" section of this report for details). We refer to the TCFD (Climate-related Financial Disclosures) framework to gradually review the current situation, formulate strategies, manage risks, and identify and manage indicators and goals for the risks and opportunities that may be caused by climate change.

Strategy

Climate-related risks include risks related to the transition to a low-carbon economy ("transition risks") and risks related to the physical impact of climate change ("physical risks"). Transition risks can be divided into policy and legal risks, technical risks, market risks, and reputation risks. Physical risks include acute risks (e.g. extreme weather such as typhoons and floods) and chronic risks (e.g. changes in climate patterns such as persistent high temperatures). In addressing climate change, we not only prevent risks, but also proactively identify opportunities, including resource efficiency, energy sources, products and services, market and resilience.

Type	Climate-related risks
 Physical risks	Acute <ul style="list-style-type: none">Sudden extreme weather events such as rainstorms and typhoons may trigger a series of risks such as production suspension and reduction at the supply chain end and difficulties in product transportation, which may lead to reduced business stability and increased costs;Major extreme weather disasters are also very likely to cause employee safety accidents, etc., adding more unfavorable factors.
	Chronic <ul style="list-style-type: none">Long-term changes in climate patterns (such as persistent high temperatures) may trigger, for example, increased operating costs due to increased cooling demand in summer, as well as cost inputs due to subsequent restructuring of energy use.

Type	Climate-related risks
 Transition risks	Policies and laws <ul style="list-style-type: none">With the improvement and introduction of policies, regulators are bound to adopt more stringent GHG emission limitation measures and strengthen GHG emission disclosure requirements;With the acceleration of China's carbon emissions trading market and the successive improvement of international carbon tariffs and other policies, the subsequent fulfillment of carbon emissions compliance requirements may lead to an increase in costs;Changes in policies may also lead to the early retirement of existing fixed assets such as energy-consuming equipment;There may be a risk of being held legally liable or facing fines and financial losses due to failure to comply with relevant climate policies or laws.
	Technology <ul style="list-style-type: none">The process of production technology innovation and iteration to meet environmental requirements and new product R&D and innovation may lead to an increase in the frontend cost of investing in new technologies or adopting/ deploying new operations and processes.
	Market <ul style="list-style-type: none">With the guidance of policies and markets, and the gradual improvement of customers' low-carbon and environmental awareness, customers may turn to greener products, such as raw materials with sustainability certification, which will affect the procurement of raw materials;As a supplier in the new energy vehicle industry chain, changes in customer behavior, such as the implementation of projects related to addressing climate change by customers, will also impose relevant requirements on the supply chain.
	Reputation <ul style="list-style-type: none">With stakeholders' increasing attention to climate change-related issues, reputational damage may result if the company fails to meet stakeholders' expectations or commits violations related thereto.

In terms of acute physical risks
We operate in a well-maintained indoor environment and adopt the Fabless business model commonly used in the integrated circuit design industry. Wafer manufacturing, chip packaging and chip testing are all completed by outsourcing manufacturers, so large-scale production is not involved. We require our partner vendors to do a good job in production scheduling and delivery management, take into account the possible negative impacts of factors including extreme weather in their scheduling, make flexible adjustments and provide good customer service.
In terms of chronic physical risks
Global warming may increase our operating costs, including increases in operating costs that may be triggered by, for example, increased demand for cooling in the summer, as well as cost inputs resulting from subsequent restructuring of energy use, such as the use of more clean energy.
In terms of transition risks
With the implementation of relevant policies such as the national carbon peaking and carbon neutrality goals, regulatory authorities are becoming increasingly stringent in their carbon emission requirements for NOVOSENSE, which may lead to increased operating costs, increased pressure on energy conservation and emission reduction, and increased investment in environmental protection equipment and facilities. We will actively respond to relevant national policies on carbon emissions.
In terms of development opportunities
The voice of the whole society for energy conservation and emission reduction is rising day by day, and the adjustment of energy structure is imperative. Our business structure is mainly applied in the fields of industrial control, renewable energy & power supply and electric vehicles. In the future, we will continue to actively promote the development of sustainability-related businesses with the goal of assisting energy upgrading and transformation. We will continue to seize development opportunities with rich technical expertise, advanced technology and continuous cutting-edge research, and endeavor to develop and promote green and low-carbon products and services, so as to lay a foundation for the company's further growth and contribute to energy conservation and emission reduction of the whole society.

Risk Management

In response to climate change challenges, we focus on identifying and assessing physical risks and transition risks, while seizing development opportunities to promote the sustainable development of NOVOSENSE. We strengthen the sustainable management of natural resources, reduce pollutant emissions, improve relevant risk management and target setting systems, and promote high-quality and green development.

Carbon Emissions Management

In 2024, NOVOSENSE's total GHG emissions were 7,244.36 tons⁵ of CO₂ equivalent. We are also currently planning the use of clean energy such as PV-ES.

At the same time, we are focusing on the management of GHG emissions (Scope 3).

NOVOSENSE joins hands with AutoNavi to provide its employees with new energy vehicle based business travel services, aiming to reduce Scope 3 carbon emissions. During our partnership in 2024, we have successfully reduced our carbon emissions by a total of 23,509.84 kg. This cooperation not only strengthens the company's investment in sustainable transportation, but also contributes to the development of new energy transportation. Together with AutoNavi, NOVOSENSE continues to help create a cleaner, low-carbon mobility ecosystem with innovative solutions to promote green mobility.

Climate Risk Management

NOVOSENSE is fully aware of the potential risks that climate change may bring to daily operations. It incorporates climate change related issues into the supervision scope of the management, regularly monitors climate change related risks, and plans to carry out relevant training to enhance the ability to cope with climate change, so as to better resist risks in the face of climate change.

In accordance with the Emergency Response Law of the People's Republic of China, the Interim Measures for the Administration of Emergency Response Plans for Sudden Environmental Events, and other applicable laws and regulations, we have formulated the Emergency Response Plan for Sudden Environmental Events, established a full-process management mechanism for emergency response to sudden environmental events, improved prevention and disposal capabilities, and minimized the losses caused by environmental pollution and ecological damage.

We have formed an assessment team to carry out environmental risk assessment and established a series of procedures including on-site survey, research, collection of relevant materials, and internal opinion solicitation to provide a basis for the company to manage environmental risks.

⁵ Includes only indirect GHG emissions (Scope 2) from purchased electricity. Indirect GHG emissions were calculated based on the national grid emission factors in the Notice on Reporting and Verification of Greenhouse Gas Emissions from Enterprises in Selected Key Industries for 2023-2025 issued by the Ministry of Ecology and Environment of the People's Republic of China.

Outlook

As a company deeply rooted in local market, NOVOSENSE can keenly perceive and quickly respond to local policies, customer needs, supply chain, talent market, etc. Its capability to respond more flexibly, resiliently and rapidly brings a significant edge. With the acceleration of a new round of scientific and technological revolution and industrial transformation in the world today, opportunities and challenges are intertwined. NOVOSENSE strives to create highly competitive products and services and become a high-quality, innovative and reliable world-class chip company.

In the future, the company will continue to deeply integrate market prospects and customer needs, continue to focus on the three major product directions of sensor, signal chain, and power management to provide comprehensive semiconductor products and solutions, and continue to deepen its presence in the automotive, industrial, information communications, and consumer electronics markets. With the mission of "Sense and Drive the Future: Build a Green, Smart and Connected World with Semiconductors", the company is committed to providing chip-level solutions to link the digital world and the real world.


In addition, we will continue to implement the sustainable development approach. While maintaining business growth, we will actively fulfill our corporate social responsibility in terms of environment (E), society (S) and governance (G) to promote the sustainable development of the company and society as a whole.




Appendix

Awards


Ranked 1st
among China's Top 10 Analog Chip
Companies




Ranked 7th
among China's Top 10 Listed
Companies




2024
Outstanding Technical Innovation
Product




2023 "Gazella" Company in the Jiangsu
High-tech Industrial Development Zone




Engineering Research Center
for Analog and Mixed-Signal Chips of
Jiangsu in 2024




Top 10 MEMS Enterprises
in China's Semiconductor Industry in 2023




2024 Top Supplier
of Motor Controllers and Solutions




2023
Outstanding Enterprise Focusing
on High-End Development




2023 Advanced Unit
in Suzhou Dushu Lake Sci-Edu
Innovation District




2023 Outstanding Contribution to
Economic Development
Award-Top 30 Company by R&D Investment




2023 Outstanding Contribution to
Economic Development
Award-Top 30 Company by Intellectual Property



Ranked 11th
among Suzhou's Top 100 Most Innovative
Private Enterprises in 2023



2024
Innovation Application Award



Report Index

GRI Standards Index

Statement of use

Suzhou Novosense Microelectronics Co., Ltd. has reported the information cited in this GRI content index with reference to the GRI Standards for FY2024.

GRI 1 used

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
GRI 2: General Disclosures 2021	2-1 Organizational details	Company Profile
	2-2 Entities included in the organization's sustainability reporting	About This Report
	2-3 Reporting period, frequency and contact point	About This Report, back cover
	2-4 Restatements of information	Not involved
	2-5 External assurance	Not yet conducted, planned for adoption in the future
	2-6 Activities, value chain and other business relationships	Corporate Culture
	2-7 Employees	Our Employees
	2-8 Workers who are not employees	Our Employees
	2-9 Governance structure and composition	Compliance Governance Please refer to the company's Annual Report 2023
	2-10 Nomination and selection of the highest governance body	Compliance Governance
GRI 1 used	2-11 Chair of the highest governance body	Please refer to the company's Annual Report 2023
	2-12 Role of the highest governance body in overseeing the management of impacts	Compliance Governance
	2-13 Delegation of responsibility for managing impacts	Compliance Governance
	2-14 Role of the highest governance body in sustainability reporting	ESG Governance
	2-15 Conflicts of interest	Not involved
	2-16 Communication of critical concerns	Compliance Governance ESG Governance
	2-17 Collective knowledge of the highest governance body	Compliance Governance ESG Governance
	2-18 Evaluation of the performance of the highest governance body	ESG Governance
	2-19 Compensation policies	Employees' Rights and Interests
	2-20 Process to determine compensation	To be further enhanced
	2-21 Annual total compensation ratio	To be further enhanced
	2-22 Statement on sustainable development strategy	To be further enhanced
	2-23 Policy commitments	To be further enhanced
	2-24 Embedding policy commitments	To be further enhanced
	2-25 Processes to remediate negative impacts	To be further enhanced
	2-26 Mechanisms for seeking advice and raising concerns	To be further enhanced
	2-27 Compliance with laws and regulations	Compliance Governance
	2-28 Membership associations	The company has joined relevant industry associations
	2-29 Approach to stakeholder engagement	ESG Governance
	2-30 Collective bargaining agreements	ESG Governance

GRI Standard	Disclosure	Location
GRI 3: Material Topics 2021	3-1 Process to determine material topics	ESG Governance
	3-2 List of material topics	ESG Governance
	3-3 Management of material topics	ESG Governance
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Please refer to the company's Annual Report 2023
	201-2 Financial implications and other risks and opportunities due to climate change	Response to Climate Change
	201-3 Defined benefit plan obligations and other retirement plans	Please refer to the company's Annual Report 2024
	201-4 Financial assistance received from government	Please refer to the company's Annual Report 2024
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	To be further enhanced
	202-2 Proportion of senior management hired from the local community	To be further enhanced
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	To be further enhanced
	203-2 Significant indirect economic impacts	To be further enhanced
GRI 204: Procurement Practices 2016	204-1 Procurement practices	Supply Chain Management
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	To be further enhanced
	205-2 Communication and training about anti-corruption policies and procedures	Compliance Governance
	205-3 Confirmed incidents of corruption and actions taken	Compliance Governance
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Compliance Governance
GRI 207: Tax 2019	207-1 Approach to tax	Compliance Governance
	207-2 Tax governance, control, and risk management	Compliance Governance
	207-3 Stakeholder engagement and management of concerns	Compliance Governance
	207-4 Country-by-country reporting	To be further enhanced
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Green Office
	301-2 Recycled input materials used	To be further enhanced
	301-3 Reclaimed products and their packaging materials	Green Office
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Green Office
	302-2 Energy consumption outside of the organization	Green Office
	302-3 Energy intensity	To be further enhanced
	302-4 Reduction of energy consumption	Green Office
	302-5 Reductions in energy requirements of products and services	To be further enhanced
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Green Office
	303-2 Management of water discharge-related impacts	Green Office
	303-3 Water withdrawal	Green Office
	303-4 Water discharge	To be further enhanced
	303-5 Water consumption	Green Office

GRI Standard	Disclosure	Location
GRI 304: Biodiversity 2016	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The company has no relevant operations
	304-2 Significant impacts of activities, products, and services on biodiversity	Not applicable
	304-3 Habitats protected or restored	The company has no relevant operations
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	The company has no relevant operations
GRI 305: Emission 2016	305-1 Direct (Scope 1) GHG emissions	Response to Climate Change
	305-2 Energy indirect (Scope 2) GHG emissions	Response to Climate Change
	305-3 Other indirect (Scope 3) GHG emissions	Response to Climate Change
	305-4 GHG emissions intensity	Response to Climate Change
	305-5 Reduction of GHG emissions	Response to Climate Change
	305-6 Emissions of ozone-depleting substances (ODS)	Green Office
GRI 306: Waste 2020	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Green Office
	306-1 Waste generation and significant waste-related impacts	Green Office
	306-2 Management of significant waste-related impacts	Green Office
	306-3 Waste generated	Green Office
	306-4 Waste diverted from disposal	Green Office
GRI 308: Supplier Environmental Assessment 2016	306-5 Waste directed to disposal	Green Office
	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management
GRI 401: Employment 2016	308-1 New suppliers that were screened using environmental criteria	Supply Chain Management
	401-1 New employee hires and employee turnover	Our Employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employees' Rights and Interests
GRI 402: Labor/Management Relations 2016	401-3 Parental leave	Employees' Rights and Interests
	402-1 Minimum notice periods regarding operational changes	To be further enhanced
	403-1 Occupational health and safety management system	Occupational Health and Safety
	403-2 Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	403-3 Occupational health services	Occupational Health and Safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	Occupational Health and Safety
	403-5 Worker training on occupational health and safety	Occupational Health and Safety
	403-6 Promotion of worker health	Occupational Health and Safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health and Safety
	403-8 Workers covered by an occupational health and safety management system	Occupational Health and Safety
GRI 403: Occupational Health and Safety 2016	403-9 Work-related injuries	Occupational Health and Safety
	403-10 Work-related ill health	Occupational Health and Safety

GRI Standard	Disclosure	Location
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	Training and Career Development
	404-2 Programs for upgrading employee skills and transition assistance programs	Training and Career Development
	404-3 Percentage of employees receiving regular performance and career development reviews	Training and Career Development
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	Compliance Governance Our Employees
	405-2 Ratio of basic salary and compensation of women to men	To be further enhanced
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	Employees' Rights and Interests
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	No relevant operations Employees' Rights and Interests
GRI 408: Child Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	No relevant operations Employees' Rights and Interests
GRI 409: Forced or Compulsory Labor 2016	410-1 Security personnel trained in human rights policies or procedures	To be further enhanced
GRI 410: Security Practices 2016	411-1 Incidents of violations involving rights of indigenous peoples	None
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	None
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	Engagement in Charity Activities
	413-2 Operations with significant actual and potential negative impacts on local communities	None
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	Supply Chain Management
	414-2 Negative social impacts in the supply chain and actions taken	Supply Chain Management
GRI 415: Public Policy 2016	415-1 Political contributions	None
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	Quality Management
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Quality Management
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Quality Management
	417-2 Incidents of non-compliance concerning product and service information and labeling	None
	417-3 Incidents of non-compliance concerning marketing communications	None
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Compliance Governance

Guidelines No. 14 of the Shanghai Stock Exchange for the Self-Regulation of Listed Companies – Sustainability Report (Trial)

Number	Topic	Relevant section in this report
1	Climate change tackling	Response to Climate Change
2	Pollutant discharge	Energy and Resource Management
3	Waste disposal	Emissions Management
4	Ecosystem and biodiversity protection	No significant relevance ¹
5	Environmental compliance management	Energy and Resource Management Emissions Management
6	Energy usage	Energy and Resource Management
7	Usage of water resources	Energy and Resource Management
8	Circular economy	Energy and Resource Management
9	Rural revitalization	Social Welfare and Responsibility
10	Contributions to the society	Social Welfare and Responsibility
11	Innovation-driven	Technology Innovation
12	Ethics of science and technology	No significant relevance ²
13	Supply chain security	Supply Chain Management
14	Equal treatment to small and medium-sized enterprises	No significant relevance ³
15	Safety and quality of products and services	Product Management
16	Data security and customer privacy protection	Information Security Customer Rights Protection
17	Employees	Our Employees Employees' Rights and Interests Training and Career Development Occupational Health and Safety
18	Due diligence	ESG Governance
19	Communications with stakeholders	ESG Governance
20	Anti-commercial bribery and anti-corruption	Compliance Governance
21	Anti-unfair competition	Compliance Governance
22	Clean Technology Opportunities	Green Office Response to Climate Change

Notes:

1. The company's production and operational activities do not have a material impact on the ecosystem and biodiversity.

2. The company has not engaged in such activities as scientific research and technology development in an ethically sensitive domain such as life sciences and artificial intelligence.

3. The balance of accounts payable (including notes payable) does not exceed CNY300,000,000 or represents less than 50 percent of the total assets at the end of the reporting period.

Feedback

Dear readers:

Thank you for reading this report. In order to continuously enhance and improve our sustainability management, we sincerely hope to hear your valuable opinions and suggestions. Please assist in completing the content of this page and provide us with feedback in the following ways.

Email: pr@novosns.com

Address: No. 9 Dongdangtian Lane, Suzhou Industrial Park, Jiangsu Province, China

1. What is your overall assessment of this report?

☐Very good ☐Good ☐Average

2. How would you rate the clarity, accuracy and completeness of the information and data disclosed in this report?

☐Very good ☐Good ☐Average

3. How well do you think this report reflects the company's significant economic, social and environmental impacts?

☐Very good ☐Good ☐Average

4. How well do you think the company has done in protecting the interests of stakeholders?

☐Very good ☐Good ☐Average

5. Your opinions and suggestions on the company's sustainability management:

Please leave your contact information if it is convenient for you to do so:

Name: _____ Occupation: _____ Employer: _____

Postal Code: _____ Email: _____ Tel: _____

Address: _____

We will fully consider your opinions and suggestions and promise to keep your information properly. By providing the above personal information, you are deemed to have agreed to Novosense Microelectronics Privacy Policy (novosns.com/legal).