

3PEAK INCORPORATED

# 2023 Environmental, Social and Governance Report

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## About This Report

This is the 3rd Environmental, Social and Governance (ESG) Report issued by 3PEAK INCORPORATED (Stock code: 688536.SH) to provide our stakeholders with comprehensive information on the company's ESG practices and related performance.

### ◎ Reporting Period

This Report is an annual report for the period from 1 January to 31 December 2023 (hereinafter referred to as “the Reporting Period” ). To enhance the readability of the Report, some contents or data related to the previous or subsequent year are referred to in this Report.

### ◎ Abbreviations

For the convenience of description and reading, 3PEAK INCORPORATED and its subsidiaries are referred to as “3PEAK”, “The Company”, or “we”.

### ◎ Information Source

The qualitative and quantitative information used in this Report is derived from 3PEAK's public information, internal documents, and relevant statistics. Unless otherwise stated, the currencies involved in the Report are measured in RMB.

### ◎ Reporting Principles

This Report has been prepared in accordance with the No. 1 Self-regulatory Guidelines of the Shanghai Stock Exchange for Listed Companies – Standardized Operation, Guidelines on the Global Reporting Initiative (GRI)'s Sustainability Reporting Standards (2021), the United Nations 2030 Sustainable Development Goals (UN SDGs), Corporate Social Responsibility Reporting for Chinese Enterprises 5.0 (CASS-ESG 5.0) Index and the Social Responsibility Management System for Electronic Information Industry (SJ/T 16000-2016).

### ◎ Reporting Scope

This Report is based on 3PEAK, and the scope of this Report is consistent with the scope of the Company's Annual Report unless otherwise noted.

### ◎ Access to the Report

This Report can be read online or downloaded from the official website of the Shanghai Stock Exchange ([www.sse.com.cn](http://www.sse.com.cn)) and the official website of 3PEAK ([www.3peak.com](http://www.3peak.com)).

## Letter from Chairman

In 2023, 3PEAK forged ahead unwaveringly amid challenges and opportunities. We kept innovating and enriching the existing product lines on the one hand; and acted faster in introducing new products on the other. For example, we were trying to expand into industrial control, automotive, photovoltaic (PV) energy storage, and other markets worldwide, laying a sound foundation for wider industrial coverage and larger market shares. Meanwhile, we embedded ESG philosophies in our business strategies, corporate culture, and day-to-day operations, as part of our relentless efforts to pursue shared development of economy, society, and the environment.

Against all the odds, we've still come a long way - set up sales and support offices in America, Germany, Korea, Japan, and other places to penetrate further into the global market; and brought the Automotive-Grade Test Plant in Suzhou into operation, which further improved our autonomy and control ability in testing high-end wafer products and finished products. These achievements not only enhanced our brand competitiveness, but also could create long-term stable industrial value for our partners and customers.

Adhering to the values of "Integrity, Responsibility, Cooperation, Innovation, and Growth", we have been working closely with our customers, suppliers, and other stakeholders to fulfill our ESG responsibilities. Driven by R&D and innovation, we have launched a range of high-quality and high-performance products that have been widely used in many fields such as industry, automotive electronics, energy storage, and battery management systems. Focusing on the development of automotive functional safety products, we have been optimizing the quality management of automotive-grade products and obtained the ISO 26262:2018 ASIL D process certification, enabling us to meet the stringent requirements of automotive customers for chip functional safety. Additionally, we have made continuous efforts to optimize product design to save energy, reduce carbon emissions, and invest more in clean technologies. Focusing on sub-segments such as the drive and power system of new energy vehicles, we actively developed relevant products to improve performance and efficiency and extend battery life, thereby contributing to green travel. Furthermore, we're concerned with the cultivation of integrated circuit professionals. We have been pressing on with the 3PEAK University program

by setting up 3PEAK scholarships in major universities and making donations, in an effort to support the development of universities. Meanwhile, we also combined business activities with subject education to accelerate the transformation and application of research results. In regards of employee development, we communicated the philosophy of "mutual appreciation, empowerment and achievement" to our employees and provided them with comprehensive support for their career development, so that they can make progress together with the Company.

Whatever challenges there may be in the future, we'll rise above them as long as we stay true to our original aspiration. At 3PEAK, we will continue to closely follow customer needs and technology trends, and take advantage of our technological R&D advantages and customer resources to develop new technologies and expand product lines. We will be more proactive in tackling challenges and seizing opportunities, supporting global intelligent manufacturing, and doing our bit to build a better future.

# 2023 Highlights

## ◎ Upgrading the Brand and Going with the Trends

To better serve global customers and markets, 3PEAK has upgraded its brand. Our website has been changed to [www.3peak.com](http://www.3peak.com). The original brand identity, combined with the classic black and silver colors, better reflects 3PEAK's technological, modern, international, and simple but elegant brand image.

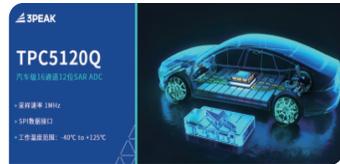


## ◎ Persevering to Learn and Innovate

Our innovation projects were in full swing this year and we launched many high-performance and high-quality products.



Launching TPT1145xQ, the first CAN Transceivers supporting the selective wake up frame in China



Launching TPC5120Q, a series of automotive-grade 12-bit 16-channel SAR ADCs



Launching TPL8033, a series of next-generation linear regulators featuring ultra-low noise, ultra-high PSRR



Launching the TPM650xQ series of high-performance automotive-grade Push-Pull Transformer Drivers



Launching the TPR50 series of high-performance Voltage References



Launching the TPM2351x series of isolated Gate Drivers



Launching TPC517, a series of multi-channel high-precision ADCs



Launching TPU25401, a series of highly integrated automotive-grade PMIC chips



All 3PEAK isolation products can be supplied with the required safety certifications

### Building a Reputation for Excellent Quality

This year, our excellent product quality earned us many certifications and a good reputation from customers. Encouraged by those honors, we will work harder in the future.



TPR50 voltage reference won the "China Chip" Excellent Technological Innovation Product Award



TPT1145Q was selected in the "Chip to E-Town" 2023 Automotive Chip Top 50



3PEAK won the Auto Electronic Innovation Enterprise Award



3PEAK was honored with the Premium Quality Award by VDE



3PEAK was rated as a "Chip Power" Automotive Chip Product Producer



3PEAK won the Award for Leaders and Excellent Performers in Chinese Analog IC Industry



Laboratory Centre accredited by CNAS



Awarded ISO 26262:2018 ASIL D processes certification



### New Market, New Potential

In the year, we expanded our industrial layout and broadened our product coverage.



Two series of 3PEAK TPS32 MCU products were mass-produced and put on the market. Backed by 3PEAK's outstanding mixed-signal processing capabilities, the TPS32 mixed-signal microcontrollers are better-designed products for vertical applications and can help customers differentiate their final products.



3PEAK's Automotive-Grade Test Plant commencing operation and focusing on testing high-end wafers and finished chips. 3PEAK's Automotive-Grade Test Plant is designed to test high-end automotive-grade wafers and finished chips. As a strategic project of 3PEAK to expand from design to test business, the self built test plant will be a priority in the Company's future strategy.

# Aligned UN SDGs

We strive to be a respected leader in analog and embedded solutions for the semiconductor industry, and we have always believed that the long-term creation of value depends on the sustainable development of our business. While continuing to develop under the values of “Integrity, Responsibility, Collaboration, Innovation and Growth”, we actively respond to the United Nations Sustainable Development Goals (SDGs) and contribute to global sustainability, taking into account the expectations of our stakeholders and reality.

Chapter	Improving Governance and Consolidating Operations	Driving Product Upgrading through Innovation	Focusing on Quality Improvement to Become a Quality Model	Working Together for Industrial Prosperity	People-oriented for a Better Future	Developing Green Products and Practicing Low-Carbon Operation
SDGs						
Responding to SDGs	<p>Improve the level of corporate governance, enhance ESG management capabilities, enhance the core competitiveness of enterprise, and promote sustainable development of enterprise.</p>	<p>Adhere to independent development and innovation, cultivate R&amp;D and innovation teams with core competitiveness, and drive continuous breakthroughs in technology and products.</p>	<p>Uphold high standards, strict requirements, and adhere to product development, to provide the most competitive products for global customers with high-quality product and service.</p>	<p>Adhere to the establishment of fair, trustworthy, and mutually-beneficial cooperative relations with customers, suppliers, and other stakeholders to jointly promote the prosperity and development of the industry.</p>	<p>Create an equal, inclusive, and diverse workplace environment, provide employees with rich and diverse welfare policies and development opportunities, and jointly build a diversified corporate culture.</p>	<p>Increase investment in clean technologies and green products, promote energy conservation and emission reduction, strictly control hazardous substances, promote green office, and share sustainable green life.</p>

# About 3PEAK

## About Us

Founded in 2012, 3PEAK is engaged in the R&D and sales of analog integrated circuit (IC) products and has gradually expanded its business to include embedded processors. We persist in developing high-performance, high-quality, and high-reliability IC products, including signal chain analog chips, power management analog chips, mixed-signal front ends, and have started to develop embedded processors to provide customers with comprehensive solutions. With leading R&D strength, reliable product quality, and excellent customer service, we have brought our analog chip products into the supply chains of many well-known customers. These products are widely used in many fields such as communication, industrial, security monitoring, instrumentation, new energy, auto industry, and medical and health. On September 21, 2020, 3PEAK was successfully listed on the STAR Market of the Shanghai Stock Exchange, stock code 688536.SH, as one of the Shanghai Stock Exchange STAR 50.

We mainly offer signal chain analog chips and power management analog chips, including operational amplifiers, comparators, audio/video amplifiers, analog switches, interface, data converters, isolators, voltage references, LDOs, DC/DC, power monitors, motor drivers and battery management systems.

In the future, we will keep abreast of customer needs and technology trends. We will continue to develop new technologies and expand product lines, leveraging the advantages of technology development and customer resources to consolidate our position as an industry leader and enhance our overall strength.



Total assets RMB

**5,908** million



Revenue RMB

**1,094** million

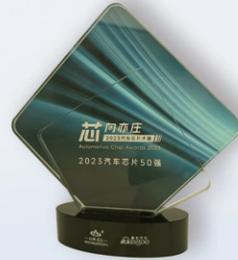
### ◎ Industry Honors



Award for Leaders and Excellent Performers in Chinese IC Industry



The 10th Automotive Electronic Innovation Awards



2023 Automotive Chip Top 50



2023 Chinese Automotive-Grade Chipmaker with Highest Investment Value

### ◎ Recognitions from Partners



2023 Excellent Quality Award



2023 Sincere Collaboration Award



2023 Best Technical Support Award



2023 Technical Support Award



2023 Best Growth Award



2023 Rising Star



Best Service Award

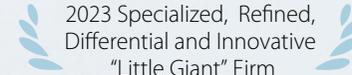
### ◎ Certification



National Key IC Enterprise



2023 National Intellectual Property Advantageous Enterprise



2023 Specialized, Refined, Differential and Innovative "Little Giant" Firm



Shanghai High-Tech Enterprise

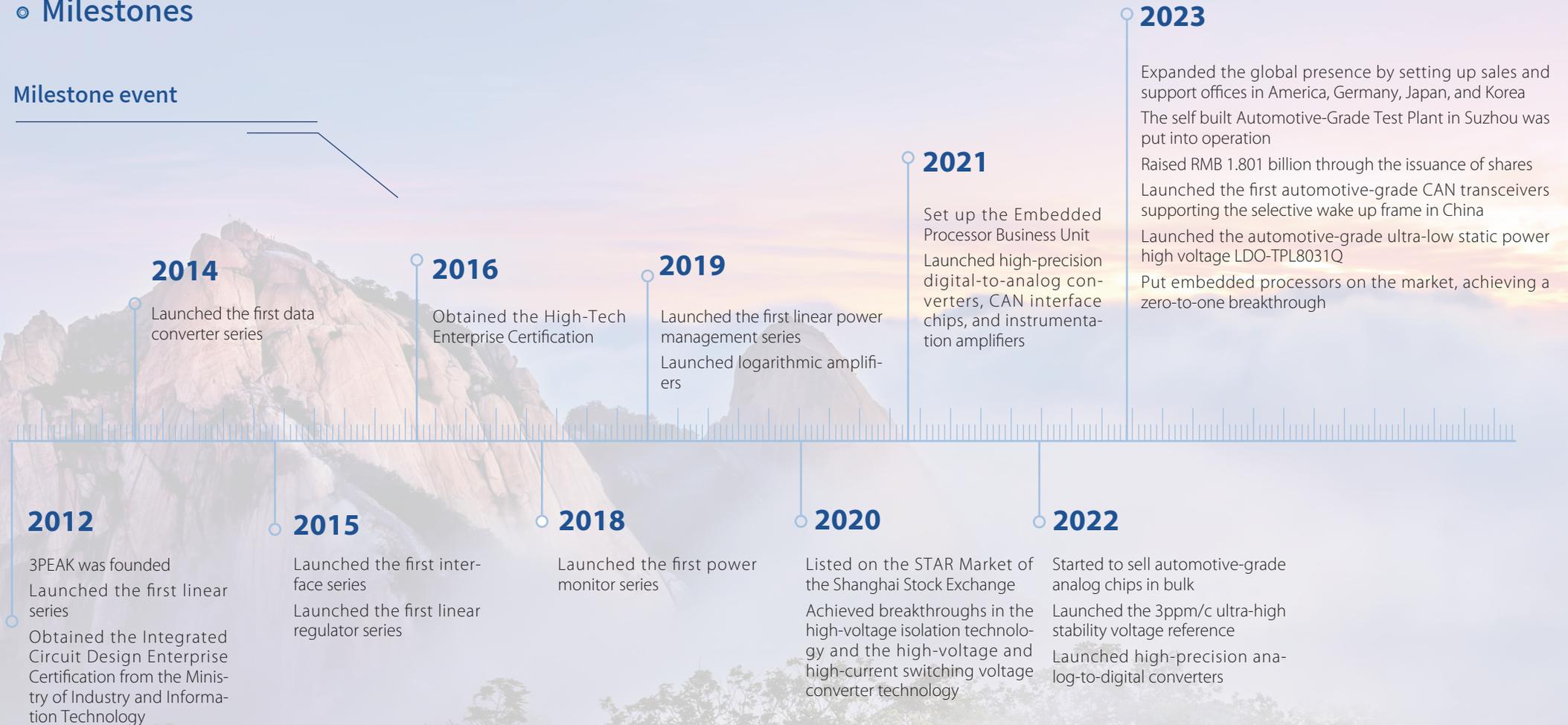
## Corporate Culture

<b>Vision</b>	To become a respected leading analog and embedded solution provider in the semiconductor industry
+	
<b>Mission</b>	To provide innovative and fully competitive analog and embedded products and solutions, to establish fair, trustworthy and mutually beneficial collaborations, and to enable global intelligent manufacturing
+	
<b>Value</b>	Integrity, responsibility, cooperation, innovation and growth



## Milestones

### Milestone event



## Development Strategies and Layout

### Development Strategies

#### Signal chain technology reach the international advanced level

- Develop more categories of signal chain products with higher levels of integration
- Narrow the gap with international advanced peer enterprises

#### Focus on fundamental and core technologies

- Increasingly invest in the development of automotive-grade, isolation, and other IPs and technologies
- Perform prospective research on process and devices, packaging design, automated testing, and other processes

#### Strengthen the power management product line

- Expand the power management product series
- Advance the platform-oriented development of the Company

#### Enhance industrial collaboration

- Continue to introduce high-quality suppliers at home and abroad and cooperate with suppliers extensively and in depth
- Meet customized high-end product testing needs by building self built testing plant

#### Invest in mixed signal product line

- Improve the digital chip design capability and increase investment in embedded processor development
- Achieve synergy between product lines to provide customers with comprehensive solutions

#### Global layout and development

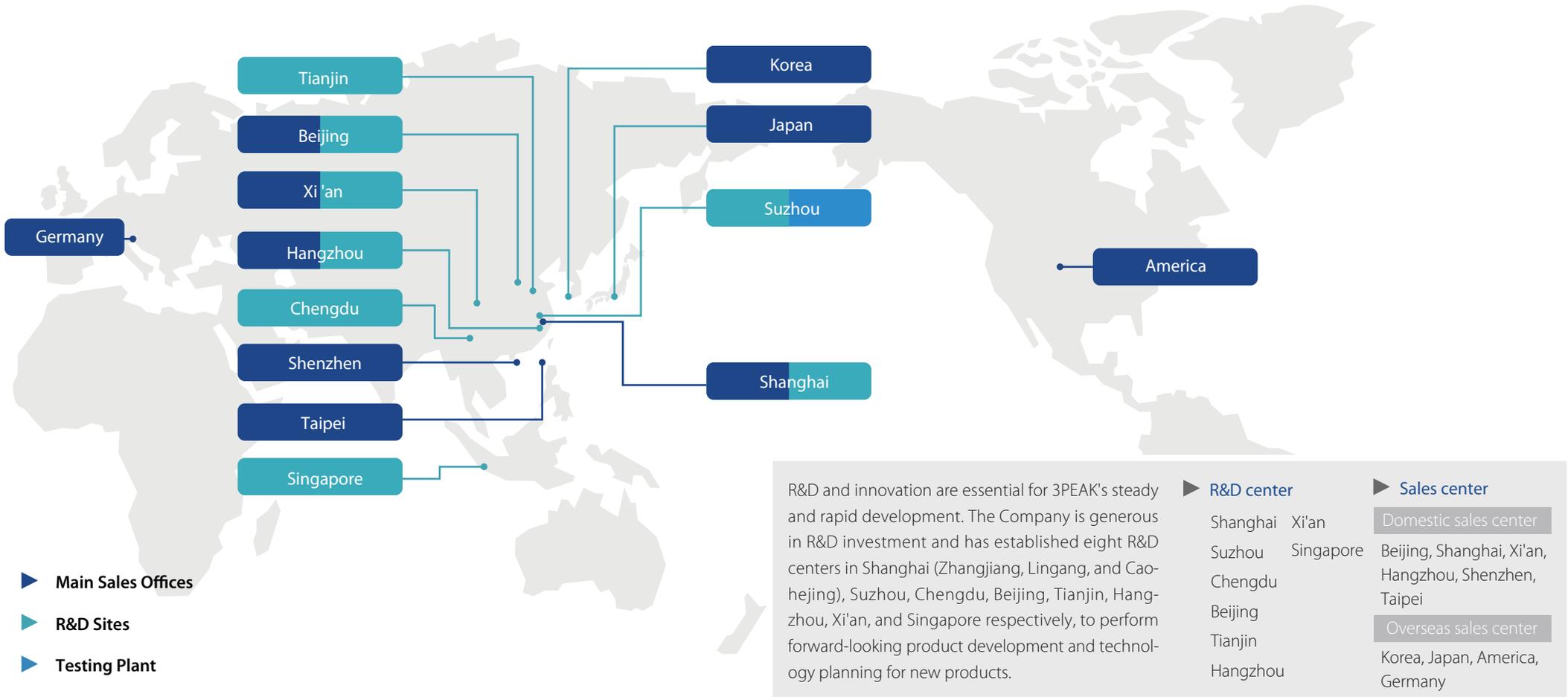
- Introduce outstanding talents and advance R&D globally
- Establish global technical service and sales networks to serve an increasing number of international customers

### Building R&D and Sales Networks

Worldwide sales and support

Technical innovation by global talent pool

High quality test plant for automotive products



## Product Matrix

Signal Chains	Universal Operational Amplifier	Hall Signal Conditioning AFE	Temperature Sensor	High-Speed Low Jitter Clock	Precision Amplifier	Resistance Network	Isolated Data Converter	Clock Buffer
	High-Speed OPA	Precision SAR ADC	CAN Transceiver	LVDS Transceiver	Low-Noise OPA	Precision SD ADC	RS485 Transceiver	High-Speed Bus
	Current-Sensing Amplifier	High-Speed ADC	RS232 Transceiver	High-Voltage Switch	High Common-Mode Voltage Difference Amplifier	Precision DAC	I2C Interface Extension/Level Switching	Logarithmic Amplifier
	High-Speed DAC	Analog Switch	Comparators	Multi-Channel RF Power Amplifier Control AFE	Digital Isolator	Video Filter	Power Detection AFE	Isolation Interface
Power Management	Buck Converter	Isolated Driver	Electricity Meter	Boost Converter	Low Dropout Linear Regulator	Battery Monitoring System AFE	Boost-Buck Converter	Power Switch
	Power Reset Monitor	Buck-Boost Converter	Hot Swap Controller	Watchdog	Ethernet Power Supply	Electronic Fuse	Power Up and Down Sequence Control	Multi-Channel Power Management PMIC
	Ideal Diode	System Monitor	Isolated Power Supply	Voltage Reference	Motor Driver	Battery Charger	Gate Driver	Battery Protector
Embedded Processors	ARM Cortex-M MCU	RISC-V MCU	RISC-V MPU	Automotive-Grade MCU				



## Improving Governance and Consolidating Operation Foundations

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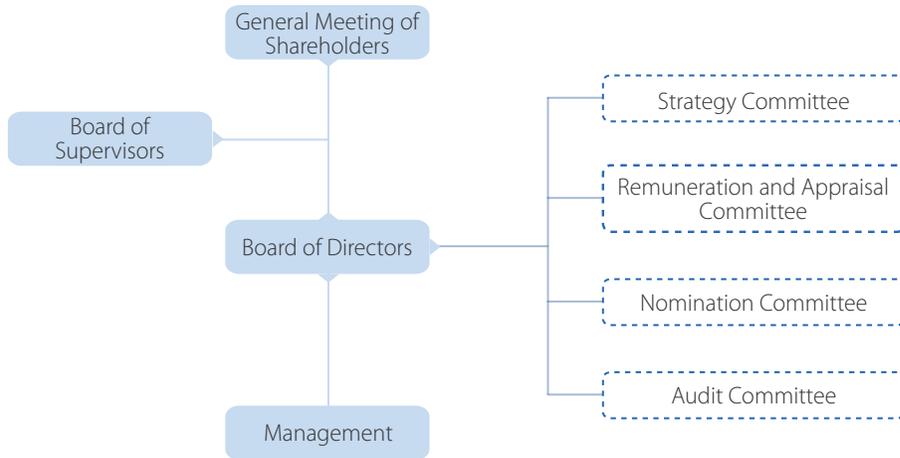
Sound corporate governance is at the heart of how companies operate efficiently and create value. At 3PEAK, we continue to improve our corporate governance and operational capabilities with a focus on ESG management capabilities, to strengthen our core competitiveness, and pursue sustainable development.

Corporate Governance ▶

ESG Governance ▶

## Corporate Governance

3PEAK strictly adheres to the Company Law of the People’s Republic of China, the Securities Law of the People’s Republic of China, the Rules of Shanghai Stock Exchange for Stock Listing on the STAR Market, the Guidelines No.1 of the STAR Market of Shanghai Stock Exchange for Self-regulation of Listed Companies - Standardized Operation, and other laws and regulations. We have established a comprehensive governance structure and system which maintains compliance with regulations, standardizes corporate operations, enhances corporate value, and seeks win-win outcomes in promoting sustainable development strategies.



3PEAK’s Corporate Governance Structure

## ■ Governance Structure

To safeguard the legitimate rights and interests of the Company, shareholders, and creditors and to regulate our organization and actions, we have established and improved the Articles of Association, the Rules of Procedure of the Board of Directors, the Rules of Procedure of the Board of Supervisors, the Rules of Procedure of the General Meeting of Shareholders, the Working Rules for Independent Directors, and other rules. These rules define the responsibilities and authorities, rules of procedures, and working methods of our departments and bodies at all levels as well as ensuring the separation of decision-making, executive, and supervisory functions. Since our public listing, we have established the corporate governance structure consisting of the General Meeting of Shareholders, the Board of Directors, the Board of Supervisors, and management, as well as rule-based and scientifically based operating and decision-making mechanisms to guide our high-quality and sustainable development.

### General Meeting of Shareholders

3PEAK strictly follows the provisions of laws, regulations, normative documents, the Articles of Association, and the Shareholders’ General Meeting Rules to regulate the convening, holding, proposal, and voting procedures of the shareholders’ general meeting. During the Reporting Period, 3PEAK held 2 General Meetings of Shareholders to review and approve the Proposal on the Company’s 2022 Annual Profit Distribution Plan, the Proposal to Revise the Articles of Association and Its Appendices, as well as other proposals. We have always fully respected and safeguarded the rights and interests of all shareholders, treating minority shareholders equally, and no instances occurred which harmed the rights and interests of minority shareholders.

## Board of Directors

The Company operates on scientifically based decision-making and selects directors in strict accordance with the conditions and procedures set out in the Articles of Association to ensure that the selection is transparent, fair, and independent. Our Board of Directors consists of 9 members, including 3 Independent Directors and 1 female Director. Our Directors fulfil their duties diligently by carefully reviewing and approving proposals, as well as safeguard the legitimate rights and interests of the Company and shareholders, particularly minority shareholders. The Independent Directors adhere to the Working Rules for Independent Directors and provide the Company with comprehensive and constructive development advice based on their expertise. During the Reporting Period, 3PEAK convened 9 meetings of the Board of Directors to discuss the Proposal of the Company to Issue Shares, Pay Cash to Acquire Assets, and Raise Funds, the Proposal on the Company's 2022 Annual Profit Distribution Plan, the Proposal on the Company's 2023 Restricted Stock Incentive Plan (Draft) and Its Summary, the Proposal on the Company's Environmental, Social and Governance (ESG) Report 2022 and among other important matters.

The Board of Directors convenes meetings, discusses, votes on proposals, and makes decisions in accordance with the Company Law of the People's Republic of China and the Articles of Association. The Board of Directors has 4 ad-hoc committees, namely, the Audit Committee, the Remuneration and Assessment Committee, the Strategy Committee and the Nomination Committee. They assist the Board of Directors in fulfilling its decision-making and monitoring functions and play an important role in promoting the company's standardized operations and healthy development.

During the Reporting Period, 3PEAK total held



## Board of Supervisors

Supervisors are appointed and adheres to the rules of procedure, deliberation methods, and voting procedures out in the Company Law of the People's Republic of China and the Articles of Association, to ensure they work efficiency and make scientifically based decisions. With the leadership of the Shareholders' General Meeting and the support and cooperation of the Board of Directors and senior management, the Board of Supervisors actively carries out its work with the aim of safeguarding the legitimate rights and interests of the company and all shareholders. Specifically, it supervises the Company's operations, financial conditions, and related-party transactions, as well as the performance of duties by senior management in accordance with the law. During the Reporting Period, the Board of Supervisors held 8 meetings.

To raise compliance awareness and enhance duty-performing capabilities of our Directors, Supervisors, senior management, and other relevant personnel, the Company requires them to actively participate in regulatory training in regards to information disclosure, stock exchanges, and corporate governance laws conducted by the China Securities Regulatory Commission, Shanghai Stock Exchanges, Associations of Listed Companies, etc.

## Information Disclosure

Transparent disclosure is an essential part of good corporate governance and sustainable development. It helps to protect investors’ interests, maintain market stability, and build trust. To ensure that all shareholders, especially minority shareholders, have equal rights to know and participate in major matters of the Company, 3PEAK has formulated and improved the Information Disclosure Management Policy and the Significant Information Reporting Policy following the laws and regulations such as the Administrative Measures for the Disclosure of Information of Listed Companies and the Rules of Shanghai Stock Exchange for Stock Listing on the STAR Market and based on the realities of the Company. We actively fulfill information disclosure obligations and disclose information in a true, accurate, complete, and timely manner. The Company carefully manages its insider information including operating and financial data and registers insiders in accordance with laws and regulations such as the Provisions on the Registration and Management Policy for Insiders of Listed Companies and our Insider Registration and Management Policy.

During the Reporting Period  
3PEAK disclosed

**175**

documents

**81**

announcements

**94**

annexes to  
announcement

## Investor Relations

A robust communication channel serves as a bridge between 3PEAK and investors. For this reason, we have developed and continuously improved the Investor Relations Management Policy to standardize our investor communication activities and daily communication. Through performance presentations, investor communication meetings, the General Meeting of Shareholders, the investor hotline, email, and SSE E-interactive, we actively communicate with investors on major matters such as our business performance and patiently addressing their concerns.

Investor Hotline: 021-58886086

E-mail: 3peak@3peak.com

Focusing on generating returns for investors, the Company has established a scientifically based, sustainable, and stable shareholder dividend distribution mechanism to ensure that investors receive a reasonable return on their investment. We regularly formulate a new dividend payment plan every three years. During the Reporting Period, 3PEAK formulated the Dividend Payment Plan for the Next Three Years (2024-2026) to maintain the continuity and stability of profit distribution policies.

During the Reporting Period, 3PEAK

Held **3**

performance presentations for  
small and medium investors

Answered **41**

investor questions on  
SSE E-interactive

Held **4**

teleconferences with  
institutional investors

Organized major investor  
meetings, which were  
attended by

**1,334** investors

Paid RMB

**90,985,100**

as dividends (including taxes)  
since the IPO

## Internal Control and Risk Management

Fully aware of the importance of internal control and risk management to corporate governance, 3PEAK carefully carries out the internal control of business operations and analyzes risks from the external environment, internal operations, and business perspectives, to improve operational efficiency and effectiveness as well as promote high-quality development of the Company.

### Internal Control

In accordance with the Basic Standards for Enterprise Internal Control and the supporting guidelines, 3PEAK has developed and improved a set of internal control policies and procedures, and standardized internal control processes. We strictly follow the control processes to carry out activities and mitigate potential risks. Additionally, we engage internal and external personnel to test and review our internal control and audit performance every year. We also continuously improve the internal control management systems for corporate governance, human resources and compensation management, capital and expense management, and investment management.

During the Reporting Period, the Company effectively identified and analyzed the potential risks that may rise by considering its internal business characteristics and the industry-specific features. As a result, we added or optimized management processes including financial report management, inventory management, R&D management, sales and accounts receivable management, and information technology general controls (ITGCs).



Internal Control System

## Risk Management

Facing the complex and constantly changing external environment, the Company has established Business Intelligence, a business decision-making mechanism to promptly identify and respond to high-risk areas and limit the impact of the market on the Company. Under this mechanism, the Company collects and analyzes economic, technological, and policy-related information, identifies risks, and takes preventive measures. In addition, the Company ensures stable and healthy business development with its three lines of defense and the BCM Guidelines.



### ● Three Lines of Defense

3PEAK actively engages in risk identification and management efforts and has established three lines of defense for risk management. As our front office, the business units are the First Line of Defense. The Second Line of Defense is the risk management department, and the Third Line of Defense is the internal audit department. Together, they form an internal control and risk management framework in which they monitor and complement each other to effectively identify, measure, and control the risks faced by the Company.

**First line of defense**

 **Marketing Department, Sales Center, etc.: Operations management**

Proactively identifies and prevents risks in operations  
Improves the risk identification and management capabilities of business units, and strengthens the risk management awareness and accountability of front-line personnel

**Second line of defense**

 **Internal Control Department: Internal control and oversight**

Coordinates risk management efforts and designs, directs and oversees risk management  
Integrates internal control and management into our daily operations and product development process

**Third line of defense**

 **Audit Department: Internal audit**

Reviews high-risk internal areas and verifies whether the Company is involved in any significant legal or regulatory breaches or major risks

## ● BCM Risk Management

In order to maintain business continuity, improve the Company's risk prevention and control capabilities, and effectively respond to various emergencies, 3PEAK has formulated the Business Impact Analysis and Risk Analysis Control Procedure. This is aligned with BCM Guidelines - to improve internal management, implement effective risk controls, ensure stable operations, meet the requirements of all stakeholders, and protect the interests of all stakeholders, we have established processes for business impact analysis and risk assessment, business continuity strategies, business continuity plans, and drills and tests processes for all functional departments of the Company. We have also obtained the ISO 22301:2019 BCM Management System Certification. The Company regularly identifies, analyzes, and responds to potential risks that could lead to a significant business interruption each year, including major quality issues, natural disasters, fire safety incidents, public health incidents, supply chain disruptions, information system disruptions, and the interruption of R&D design software supply. During the Reporting Period, the Company conducted 6 BCM drills, including functional drills, tabletop drills, and full-scale drills covering fire evacuation, public health emergencies, R&D data recovery, etc.

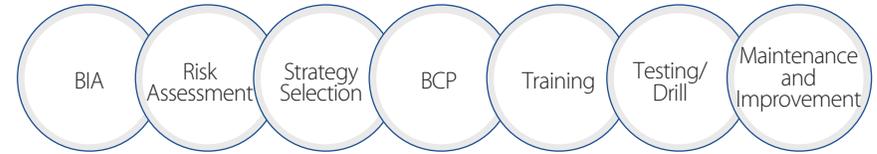


ISO 22301: 2019  
BCM Management System Certification

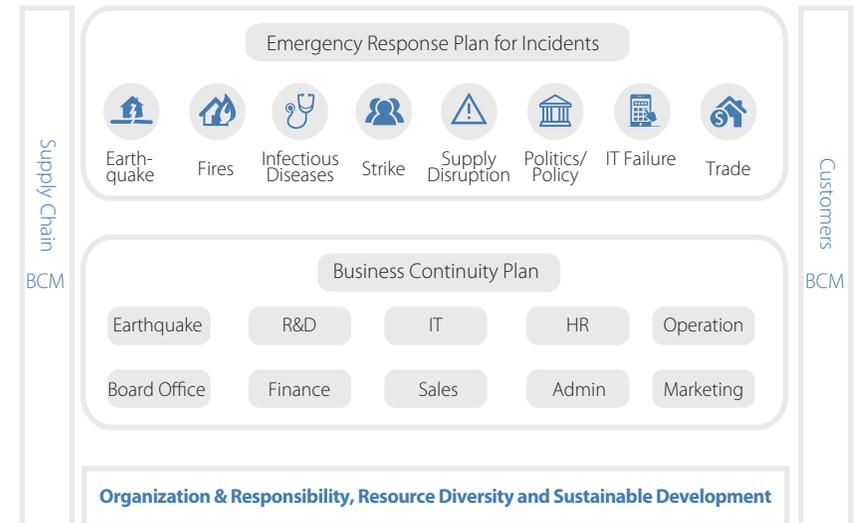
### BCM Guidelines

Improve internal management, implement effective risk controls, ensure stable operations, meet the requirements of all stakeholders, and protect the interests of all stakeholders

### Business Continuity Policy and Management Commitment



BCM Process



## Trade Compliance

We strictly comply with the export control, sanctions laws, and regulations applicable in China and in the countries and regions where we operate. We have formulated and improved the Management Policy for Export Control and Sanctions Compliance and established an audit and evaluation mechanism. Under this mechanism, audits and evaluations are organized by the Compliance Management Working Group and led by the Compliance Department. This has standardized our trade compliance requirements and enforcement measures and helped us better adapt to changes in the external macro-environment and reduce business risks. Our trade compliance management is under the overall direction of the General Manager, organized and coordinated by the Compliance Management Working Group, and implemented by the Legal Department. Other relevant business units will perform their compliance duties and responsibilities in accordance with the relevant policies and guidelines.

### Holistic assessment for risk identification

Conduct overall assessment of the compliance performance of 3PEAK's business units, identify compliance risks, and improve compliance capabilities.

### Special audit and timely rectifi-

Organize special audits of the specific departments/businesses from time to time based on their operating performance and make timely corrections to avoid omissions and risks.

We continue to optimize the trade compliance management process and have integrated it into our OA system to assess and record the compliance status of our partners and products in real time. This enables the digital control of our compliance status and day-to-day operations as well as improves the efficiency and effectiveness of our trade compliance management as far as possible. During the Reporting Period, we summarized and reported on our trade compliance practices each month and monitored, assessed, and reported on new regulations and their impact more than 10 times. Meanwhile, the Company provided training on export control and economic sanctions compliance for all employees, specialized training for specific departments, and export control training for management personnel, to raise their awareness of trade compliance.

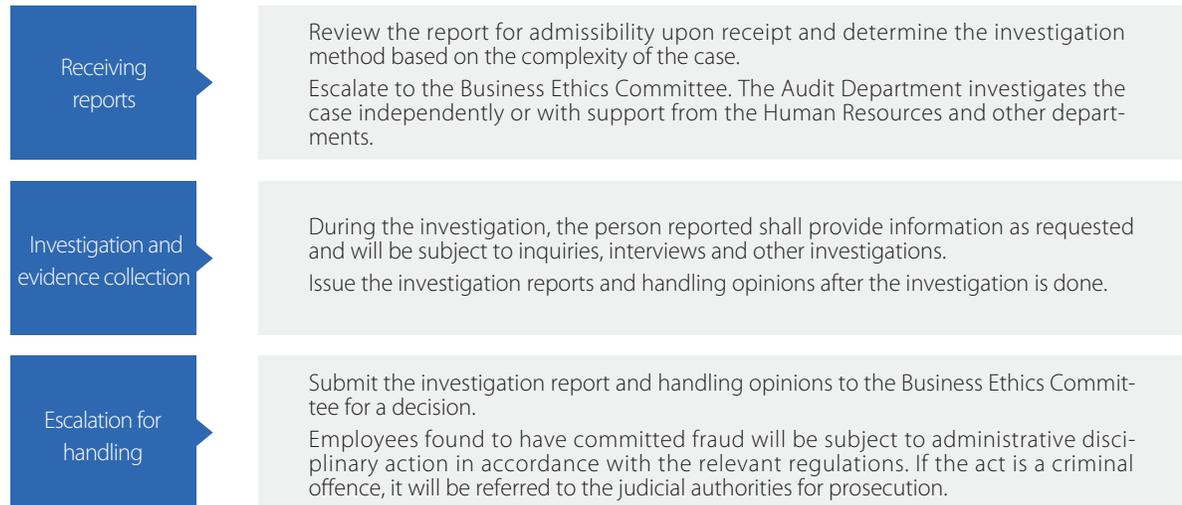
Audit and Evaluation Mechanism

## Business Ethics and Anti-Fraud

3PEAK upholds high ethical standards, strictly adheres to local laws and regulations in countries where we conduct business activities and requires all employees to understand and adhere to business ethics at work. We have established a Business Ethics Committee consisting of representatives from the Audit Department, the Finance Department, the Human Resources Department, and the Legal Department. The Business Ethics Committee is responsible for formulating and revising policies and procedures on business ethics, reviewing and monitoring the implementation of these policies and procedures, analyzing, investigating, and handling our business ethics related issues and disputes. It also holds regular meetings to review our major business ethics matters.

We have developed the Code of Ethical Business Conduct which provides detailed principles adhering to the code of business ethics, avoiding of conflicts of interest, anti-corruption, anti-bribery practices, as well as outlining the manners of handling gifts, hospitality, and other matters. All employees of the Company are required to strictly abide by it in their day-to-day work and business activities. At the same time, we extend the code of ethical business to our partners and have formulated the Code of Conduct for Suppliers' Social Responsibility and the Code of Clean Supplier Conduct, setting out the ethical conduct requirements for all of our suppliers. To eliminate bribery in business, we require suppliers to sign integrity agreements to foster a transparent cooperation environment.

Additionally, we are developing and improving anti-fraud policies, such as the Anti-Fraud and Whistleblowing Policy. We designated the Audit Department as the permanent anti-fraud body responsible for organizing and implementing anti-fraud practices within the Company. We are committed to eradicate bribery, kickbacks, insider trading, abuse of power, and the like, the Company encourages internal and external stakeholders to report non-compliant acts. We have an anti-fraud and whistle-blowing email box (audit@3peak.com) for all stakeholders. We have also continuously improved the whistle-blowing process to ensure that matters reported are handled fairly and impartially.



Whistleblowing and Handling Procedures



Improving Governance and Consolidating Operation Foundations

Driving Product Upgrade through Innovation

Improving Quality to Become a Quality Model

Working Together for Industrial Prosperity

People-oriented for a Better Future

Developing Green Products and Practicing Low-Carbon Operation

In order to safeguard the rights of whistleblowers and establish a safe and trustworthy business ethics environment, we are committed to fully protecting the legal rights of whistleblowers and implementing measures to ensure their protection. We maintain a whistle-blower protection list and keep the personal details of whistle-blowers and the matters they report confidential during the receipt, registration, maintenance, and investigation of whistleblowing. We prohibit any form of retaliation against whistle-blowers and witnesses. Once found, those who retaliate will be dealt with seriously according to the rules and regulations. Additionally, if the retaliation constitutes a crime, the relevant person will be handed over to the judicial authorities. During the Reporting Period, the Company did not experience any litigation cases related to corruption and bribery.

While continuously improving its policies and procedures, the Company actively promotes awareness of business ethics and a culture of integrity among employees. We conduct regular online and offline anti-fraud training for all employees every year. During the Reporting Period, we conducted an anti-fraud training, and 100% of our employees attended. The training introduced employees to the concept of fraud, the anti-fraud and whistle-blowing mechanism, as well as the gift refusal and registration rules which effectively raised the anti-fraud awareness of all employees.

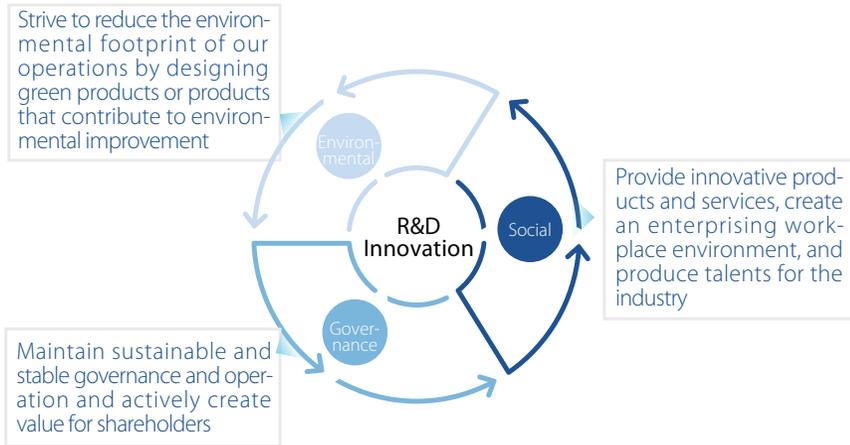
In addition, our Internal Control Department assesses the internal control system and process every year, with business ethics and anti-fraud risks also evaluated. Through identifying risks, setting control targets, and performing control activities, we continue to improve the internal control system to ensure that our operation and decision-making processes are consistent with compliance requirements and business ethics.

## ESG Governance

Scientifically based and sound ESG governance is the cornerstone of integrating the concept of sustainable development into the daily management and operations of the company. We gradually build and improve the ESG management method by the communication between internal and external stakeholders and continuously improving the company's ESG governance capability, and strive to promote the sustainable development of the economy and society.

### ESG Management

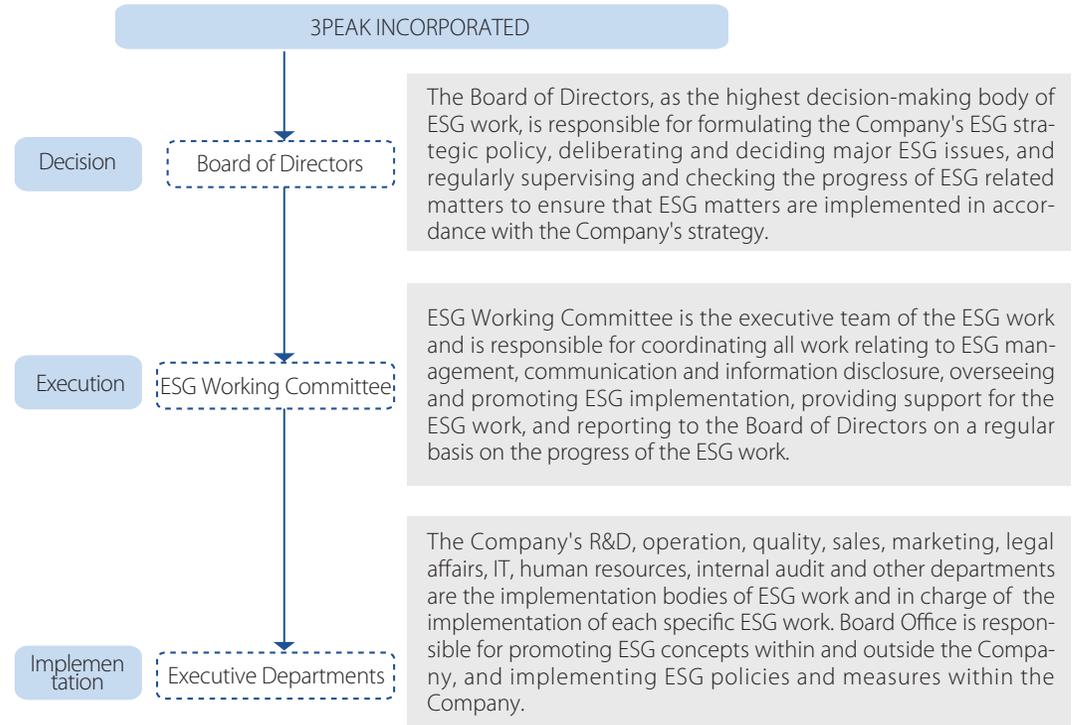
As an IC designer, we insist on integrating ESG management into all aspects of our business. Based on R&D and innovation, we devote ongoing efforts to solving governance, environmental, and social issues, creating greater value for our stakeholders, and working with others to build a better future.



3PEAK's ESG Management Philosophy

### ESG Governance Structure

Building a robust ESG governance structure is the cornerstone of a company's sustainable growth. To facilitate the long-term effectiveness of our sustainability management system, we have established a three-tier ESG governance structure consisting of the Board of Directors, the ESG Working Committee and the Executive Departments as the decision-making, coordinating and implementing bodies, respectively.



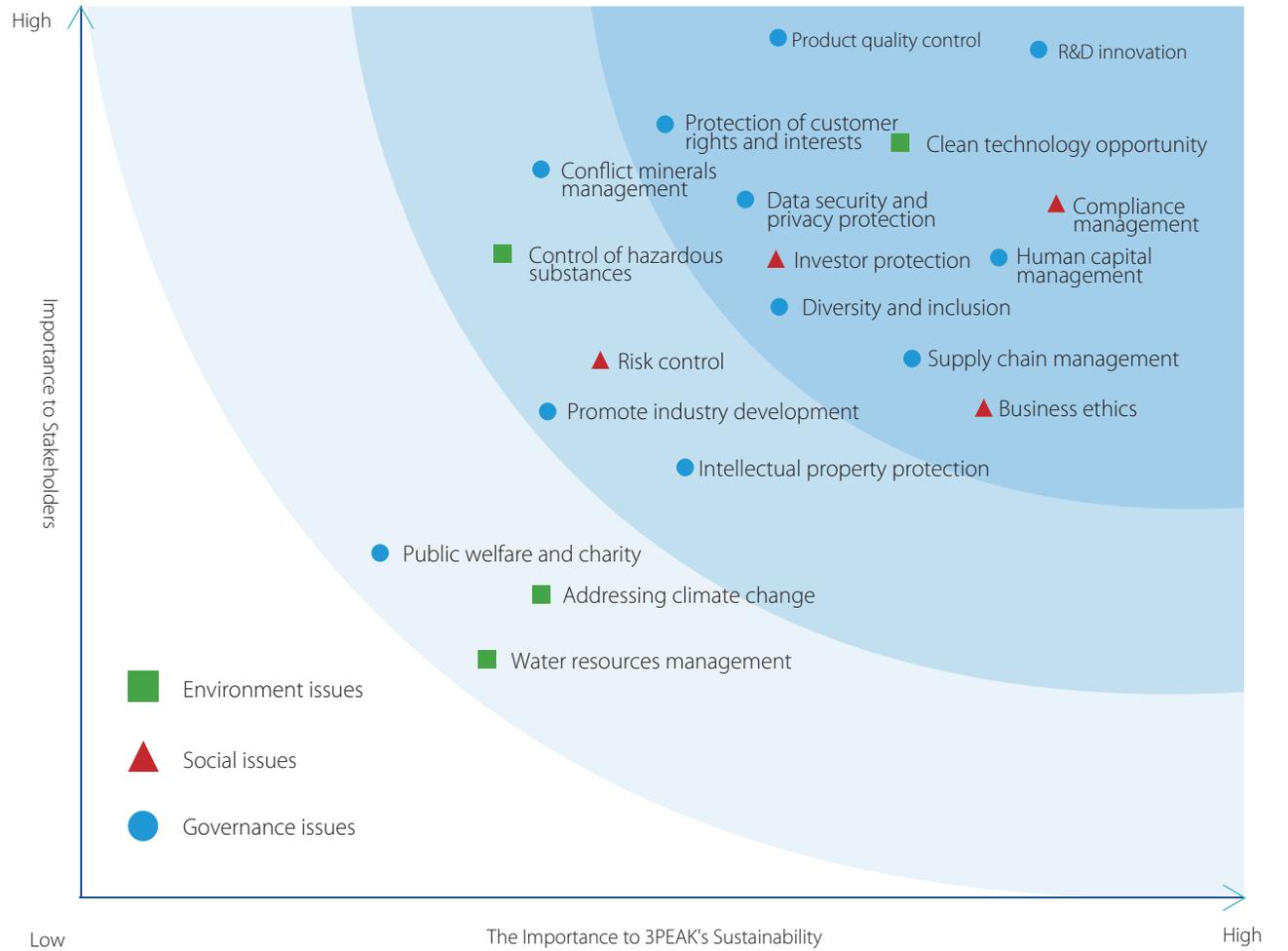
## Stakeholder Communication

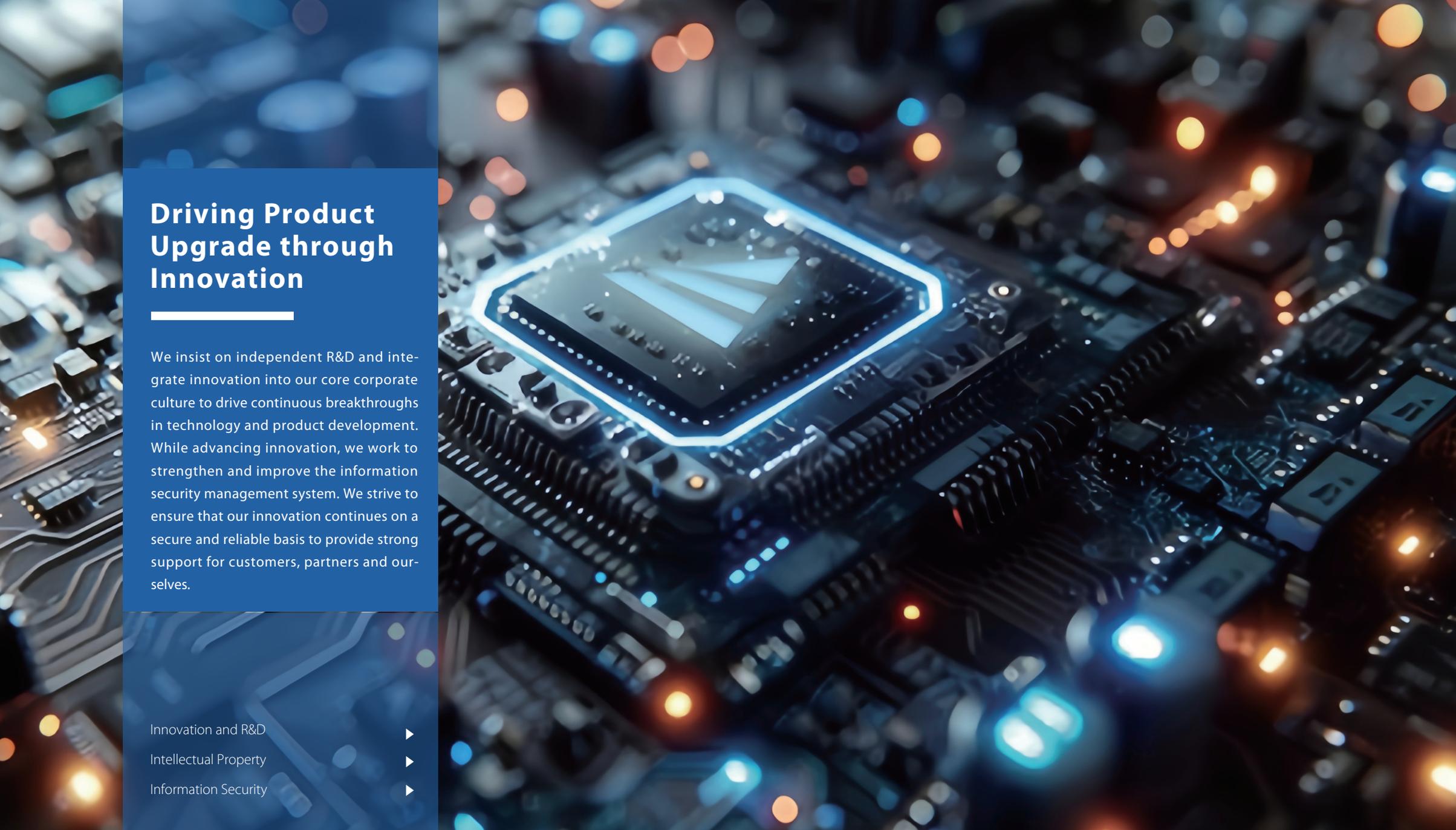
3PEAK places great emphasis on communication with stakeholders and has established a regular communication mechanism. By adopting various communication approaches, we can understand and respond to the expectations and requirements of stakeholders in a timely manner, including governments and regulators, shareholders and investors, industries and institutions of higher learning, customers, suppliers, employees, communities, and the public. In doing so, we aim to foster a collaborative environment of mutual benefits and win-win outcomes.

Stakeholders	 Government and Regulatory	 Shareholders and Investors	 Industry and University	 Customers	 Suppliers	 Employees	 Environment
Expectations and requirements	<ul style="list-style-type: none"> <li>• Legal compliance</li> <li>• Promote employment</li> </ul>	<ul style="list-style-type: none"> <li>• Protect shareholders' rights and interests</li> <li>• Improve corporate governance</li> <li>• Enhanced information disclosure</li> <li>• Strengthen investor communication</li> </ul>	<ul style="list-style-type: none"> <li>• Industry-university-research cooperation</li> <li>• Industry personnel training</li> <li>• Industry exchange</li> </ul>	<ul style="list-style-type: none"> <li>• Business ethics and anti-fraud</li> <li>• R&amp;D innovation</li> <li>• Intellectual property protection</li> <li>• Product quality management</li> <li>• Customer responsibility</li> <li>• Responsible marketing</li> </ul>	<ul style="list-style-type: none"> <li>• Supply chain management</li> <li>• Supply chain sustainable development</li> <li>• Lean management</li> <li>• Conflict minerals management</li> <li>• Business ethics and anti-fraud</li> </ul>	<ul style="list-style-type: none"> <li>• Equality, inclusion and diversity</li> <li>• Employment Management</li> <li>• Compensation and benefits</li> <li>• Training and career development</li> <li>• Humanistic care</li> <li>• Occupational health and safety</li> </ul>	<ul style="list-style-type: none"> <li>• Green development</li> <li>• Clean technology</li> <li>• Low carbon</li> <li>• environmental protection</li> <li>• Circular economy</li> </ul>
Communication mechanism	<ul style="list-style-type: none"> <li>• Institutional inspection</li> <li>• Daily regulatory communication</li> <li>• Policy implementation</li> <li>• Information disclosure</li> </ul>	<ul style="list-style-type: none"> <li>• Hotline and email inquiries</li> <li>• Investor exchange meetings</li> <li>• SSE E-interactive communication</li> <li>• Disclosure of interim announcements and periodic reports</li> <li>• General meeting of shareholders</li> </ul>	<ul style="list-style-type: none"> <li>• Participate in industry conferences/seminars</li> <li>• Promote industry-university-research cooperation</li> </ul>	<ul style="list-style-type: none"> <li>• Customer research and visits</li> <li>• Technical support and technical seminars</li> <li>• Customer service hotline</li> <li>• Customer satisfaction survey</li> </ul>	<ul style="list-style-type: none"> <li>• Supplier audit</li> <li>• Supplier communication</li> <li>• Supplier training</li> </ul>	<ul style="list-style-type: none"> <li>• Daily communication with employees</li> <li>• Staff meeting and annual meeting</li> <li>• Employee satisfaction survey and opinion collection</li> <li>• Regular staff training</li> <li>• Employee welfare and club building activities</li> </ul>	<ul style="list-style-type: none"> <li>• Green products</li> <li>• Green office</li> <li>• Strictly control harmful substances</li> <li>• Qualification certification</li> </ul>

## Materiality Assessment

3PEAK regularly conducts materiality assessment to analyze the impact of ESG issues on the company's business development and uses the assessment results as an important reference for the company to develop and optimize ESG development plan. We systematically assess ESG issues by considering the characteristics of our industry, business, and relevant guidelines and generate a materiality matrix based on the results to evaluate the significance and implications of each ESG issue.





## Driving Product Upgrade through Innovation

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We insist on independent R&D and integrate innovation into our core corporate culture to drive continuous breakthroughs in technology and product development. While advancing innovation, we work to strengthen and improve the information security management system. We strive to ensure that our innovation continues on a secure and reliable basis to provide strong support for customers, partners and ourselves.

Innovation and R&D



Intellectual Property



Information Security

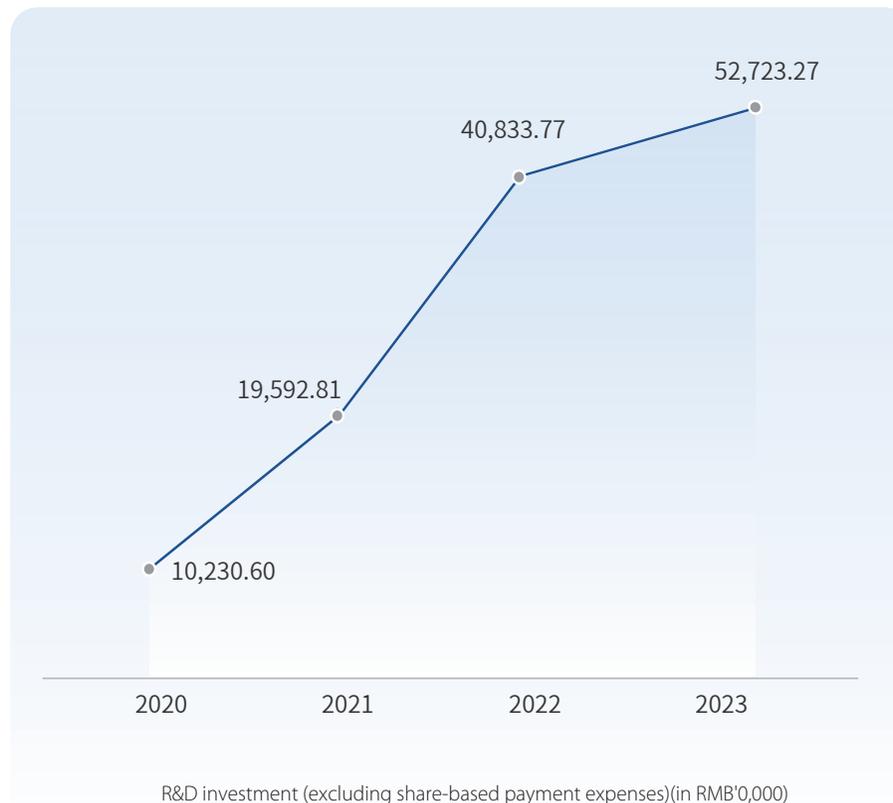


## Innovation and R&D

3PEAK is committed to consistently implementing the platform-based business development strategy and observes domestic and international laws and regulations. A series of processes have been developed, including the Product Demand Management Process, the Product Definition Management Process, the Project Management Process, and the Project Risk Management Process. We stay updated with customer needs and technology trends and continue to develop new technologies and expand product lines with the advantages of technology development and customer resources, to provide customers with more competitive solutions.

### R&D Strategies and Directions

We strictly adhere to the code of scientific integrity and professional ethics and uphold the concept of independent development and innovation throughout the product research and development process. We focus on developing high-performance, high-quality, and high-reliability products with sustained resource commitment and seek to exploit the opportunities and potential that clean technology brings and will bring. We have identified 10 major terminal products as our development directions, including photovoltaic inverters, energy storage products, as well as the batteries, motors, and electronic controls of NEVs. Our focus will be on battery management systems for PV storage systems, NEVs, and electric vehicles, as well as 7 related high-performance analog products, such as high-performance drivers and switching power supplies that can improve energy efficiency, to meet various customer needs in different industries and fields.



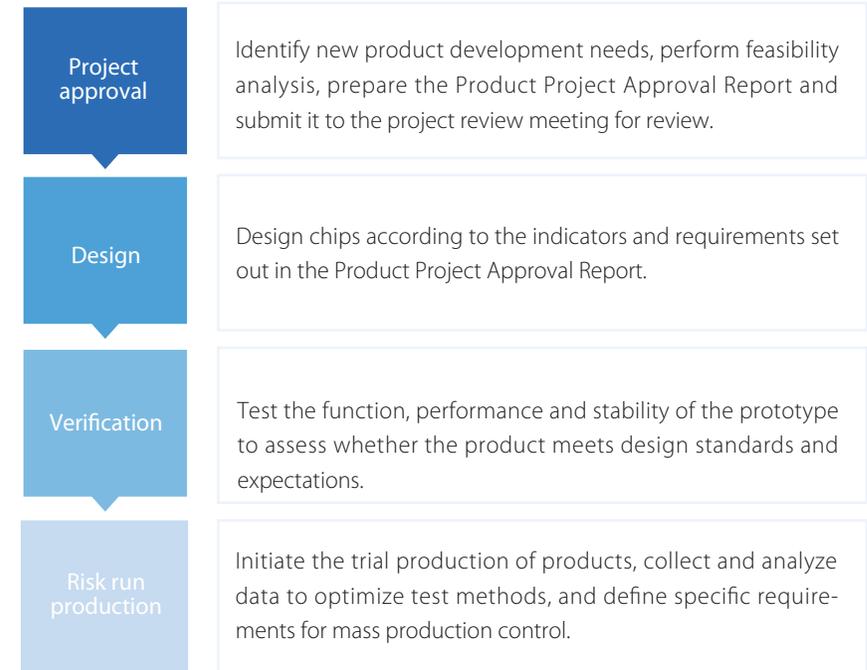
Remark: During the Reporting Period, we adjusted the disclosure scope of R&D investment, and the data excludes share-based payment expenses.

During the Reporting Period, 3PEAK achieved these major breakthroughs and advances in R&D:

- SAR-type ADC with a maximum resolution of 18 bits
- Operational amplifier with ultra-low bias current of 100 fA
- High-current low-dropout (LDO) with output voltage noise of 4.5 $\mu$ VRMS
- Ultra-high stability reference voltage with temperature drift of 3PPM/ $^{\circ}$ C
- The first domestically certified CAN transceiver with  $\pm$ 15-kV IEC ESD contact discharge capability
- Over 20 product categories and more than 110 automotive-grade chips released
- Leading domestically in isolation product's withstand voltage (above 5kVrms), ESD protection ( $\pm$ 8 kV), and latch-up capability of 800mA (at high temperature of 125  $^{\circ}$ C), with a common-mode transient immunity (CMTI) of 200 kV/ $\mu$ s that is internationally leading
- MCU TPS32 hybrid signal microcontroller with TPSensor<sup>®</sup> capacitive touch (ultra-high accuracy of 10 fF, low-power detection and fast wake-up in sleep mode), ESD protection ( $\pm$ 6kV), 12-bit ADC supporting 2.5 Msps, built-in temperature sensor with  $\pm$ 2 $^{\circ}$ C accuracy, and an effective number of bits (ENOB) of 11.5 bits

## R&D Process Management

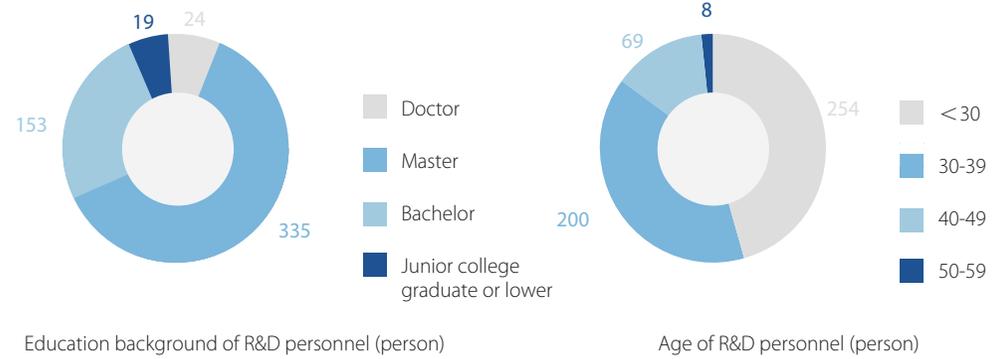
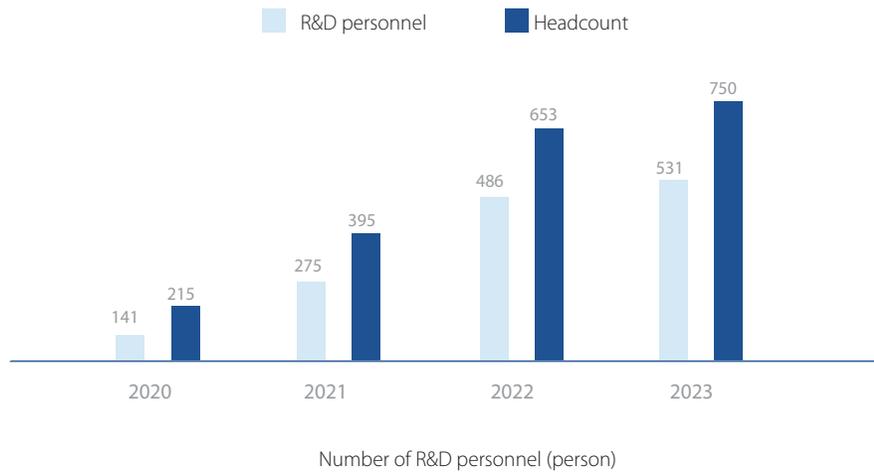
In order to continuously improve our R&D efficiency, innovation capability, product quality, and reliability, we attach great importance to the management and control of the product R&D process. Our departments closely cooperate with each other on project approval, design, verification, and risk run mass production, the four key stages, to ensure the success of R&D projects.



3PEAK's Product Development Process

## Cultivation of Innovation Team

3PEAK continues to seek and train high-performing R&D talents and has built an R&D team with highly educated and experienced members. We have established a comprehensive training mechanism to ensure that the Company can respond quickly and continuously to the changing innovation needs of customers. During the Reporting Period, our R&D technicians accounted for over 70% (531) of our headcount (750). Among these, 359 (67.61%) had a master's degree or higher, providing strong support for the long-term development of the Company.



To continuously encourage employees to innovate, we have set clear performance indicators for product innovation and formulated the Patent Incentive Measures to quantify and recognize employees' innovation achievements in their daily work. We are also constantly updating and optimizing incentive and recognition measures and policies to better mobilize employees to innovate. In this way, we are making innovation an inexhaustible driving force for the development of the Company and creating an organizational atmosphere that fosters innovation.

Each year, we recognize teams and individuals who have made outstanding contributions to improving the number and quality of our patents. During the Reporting Period, we granted the Best Inventor, Outstanding Invention Team, and Best Patent awards to teams and employees who excelled in this area.



# Intellectual Property

3PEAK is active in protecting intellectual property rights, including patent rights, trademarks, and copyrights, and is committed to regulating intellectual property management activities in its business operations. To this end, 3PEAK is strengthening the application for and maintenance, use, and protection of intellectual property rights and improving the efficiency and performance of intellectual property management, thereby ensuring that the Company's innovation achievements are effectively protected and strongly supporting the Company's continuous innovation and market competitiveness.

## Management System

In order to regulate patent management, promote technological innovation, and obtain more independent intellectual property rights, we have formulated internal policies including the Intellectual Property Manual and the Patent Incentive Measures in accordance with relevant laws and regulations, such as the Patent Law of the people's Republic of China and the Detailed Rules for the Implementation of the Patent Law of the People's Republic of China. The aim is to stimulate the enthusiasm and creativity of employees and increase our output of intellectual property achievements. At the same time, we have established a robust intellectual property management and certification system and passed the annual audit under the GB/T 29490-2013 Enterprise Intellectual Property Management System Certification, ensuring professional and rule-based intellectual property protection and management.



GB/T 29490-2013 Enterprise Intellectual Property Management System Certification

By using external patent databases and considering its realities, 3PEAK has built an efficient intellectual property management system that meets its business needs. The system helps to improve the efficiency and accuracy of patent information searches and identify market opportunities and technical risks in a timely manner. In addition, 3PEAK has taken a number of patent management measures to accurately identify and avoid potential patent risks. To enhance employees' intellectual property awareness and patent mining ability, we regularly conduct patent-related training and policy promotion to provide strong support and guarantee for our innovation.

Patent risk management and control	Patent training
<ul style="list-style-type: none"> <li>• Prepare the Risk Avoidance Project Approval Guidelines and other risk control procedures to intensify the management and control of intellectual property risks</li> <li>• Investigate possible infringements and take action to prevent them</li> <li>• Monitor the situation where our product may infringe the intellectual property rights of others, analyze possible disputes and the extent of damage to the Company, and propose preventive plans</li> </ul>	<ul style="list-style-type: none"> <li>• Organize training on intellectual property policies and patent review policies, inventor experience sharing, and training on patent mining and new policies for relevant personnel</li> <li>• Promote intellectual property rules during onboarding training for new employees</li> </ul>

Key Patent Management Initiatives at 3PEAK

We monitor the use of our intellectual property rights in real time to detect infringements of our intellectual property rights in a timely manner, collect and preserve evidence, and take legal action, including litigation, depending on the seriousness of the infringement. During the Reporting Period, we were not the subject of any patent infringement suits.

## ■ Innovation Achievements

For its high technical strength and sustained innovation capability, 3PEAK is honored as an “Innovative Electronics Industry Enterprise” by the Shanghai Society of Automotive Engineers and granted the “China Chip” Excellent Technology Innovation Product Award and other authoritative awards in the industry. These honors demonstrate our innovation influence in the industry.

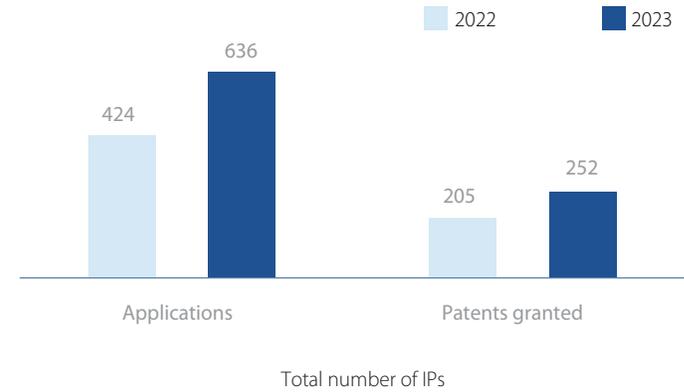
During the Reporting Period, the number of our patent and IC layout design applications increased notably, and we successfully registered 4 overseas trademarks in Japan and Europe for the first time.

By 31 December 2023, 3PEAK has

applied for a total of



granted for a total of



Category	New additions during the Reporting Period		Cumulative number as the end of 2023	
	Number of applications	Number of granted	Number of applications	Number of granted
Domestic patents	144	16	360	88
Domestic utility model patent	8	1	36	23
PCT	14	0	22	2
IC layout design	37	20	142	103
Trademarks	1	8	76	36
<b>Total</b>	<b>204</b>	<b>45</b>	<b>636</b>	<b>252</b>

List of Intellectual Property Rights Obtained in 2023

# Information Security

3PEAK is committed to maintaining information security and system performance. We have formulated and optimized the Information Security Management Policy, the Computer File Security Management Policy, and other policies, to effectively manage infrastructure, networks, servers, software systems, and terminal devices and to protect the overall security of the information system.

## ■ Enhancement of Information Security Management

To build a robust and efficient information security system, we have set up an Information Security Management Committee and have been implementing the monthly information security reporting mechanism. We review and analyze information security from four perspectives: physical and environmental security, cyber and information security, file and data security, and user behavior security. Targeted, corrective and improvement actions are also taken.

- Achieve physical isolation using the network access system and the intranet system, enabling isolation between the Company and the outside world, between our R&D departments and non-R&D departments, and between different projects within the R&D departments.
- Maintain a terminal USB port lockout and access whitelist to prevent access to unauthorized USB devices and terminals.
- Implement access control to tightly control remote access and access rights.



- Regularly scan all files downloaded to detect and remove possible malware, viruses or other potential threats.
- Monitor printed files and use special logos or watermarks to trace the sender and receiver of files.
- Establish a 24/7 security system that covers the entire site, and monitor visitors and employees in sensitive areas when they take pictures with their mobile phones.
- Implement access control and strictly manage employee access and visitor registration.

■ Case: Firewall IPS

In 2023, we comprehensively upgraded our internet systems and introduced the advanced firewall IPS intrusion prevention system. These enabled real-time monitoring and detection of abnormal traffic to and from the internet, helping us to deal with all types of intrusions and attacks from the internet. In its first year of operation, the system blocked more than 16,000 intrusions and attacks, significantly improving the efficiency and stability of our cybersecurity defense.

Meanwhile, based on our existing system, we have actively invested resources to upgrade and optimize our software and hardware information system in order to meet the business needs. Through targeted efforts to improve system performance and stability, we have upgraded the entire IT system in terms of system construction, management optimization, and infrastructure enhancement. This has laid a solid foundation for the in-depth IT application in the Company's business and injected new vitality into our long-term development.

To continuously improve our information security management, we conduct an annual information security risk assessment to analyze potential sources of risk, such as server hardware failure, network equipment failure, and network operators. We also comprehensively assess factors that could lead to service disruption. On this basis, we have prioritized our businesses recovery, to ensure stable business development in a secure network environment.

Where any information leakage is identified, timely remedial action will be taken, and the issue will be reported to the relevant line manager and the Legal Department. The Legal Department will coordinate the relevant departments to address the issue. We have also established an accountability mechanism under which, depending on the severity of the information leakage, the person involved will be warned verbally or in writing, dismissed, or held accountable for legal obligations, to maintain the Company's information security. During the Reporting Period, the Company had no information security incidents.

■ Raising of Information Security Awareness

In order to strengthen employees' understanding of and ability to manage information security, we provide them with training courses on information security, IT systems, and other related content on our 3PEAK Academy learning platform. We require new employees to take offline courses and online assessments to ensure that they develop a good awareness of information security protection.

■ Case: BCM function walkthrough

During the Reporting Period, we conducted two BCM function walkthroughs to simulate business disruptions caused by the locking or deletion of R&D data. The focus was on major scenarios such as R&D data loss and phishing emails, in order to test our emergency response and recovery capabilities. In the walkthroughs, we achieved a 100% recovery rate of R&D data, verifying that our R&D data backup plan would work as usual under abnormal circumstances and our backup data is reliable. This has further improved our teams' collaboration and crisis management capabilities in emergencies.

## Improving Quality to Become a Quality Model

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We adhere to high standards and strict requirements, persistently pursuing positive product development to further improve our product quality and brand impact. We are committed to providing our global customers with the most competitive products of reliable quality and service, thus achieving sustainable global development for the Company.

Quality Control



Lean Management



# Quality Control

Adhering to our quality policy of "Provide customers cost-effective, defect-free products and error-free performances", we carry out quality control measures by ensuring reliability and good quality of design, production, and customer service. We are committed to providing customers with high-quality products and services, continuously satisfying customers, and winning market trust.

## Quality Management System

To ensure product quality and improve customer satisfaction, we have established the comprehensive quality management system based on ISO 9001:2015 Quality Management Systems. We continuously optimize internal system documents such as the IC Development Procedure, Product Certification Control Procedure and so on, to guide and standardize all steps of product development. We have received the ISO 9001:2015 Quality Management Systems Certification, ISO 17025:2017 Laboratory Management Systems Certification, and other certifications. This reflects our professional and rule-based practices in quality management. During the Reporting Period, 3PEAK was honored with the Premium Quality Award by the Verband Deutscher Elektrotechniker (VDE), an internationally renowned and authoritative testing and certification organization, in recognition of its excellent performance in product quality and reliability. In addition, to meet the needs of customers in different countries and regions around the world, all our isolation products (industrial and automotive) can be supplied with a full range of safety certificates.

### 3PEAK's Quality Policy

Provide customers cost-effective, defect-free products and error-free performances. This Quality Policy takes precedence over all other considerations and leaves no room for error or failure.



ISO 9001:2015 Quality Management System Certification



Premium Quality Award from VDE



3PEAK's Full Range of Safety Certifications

## Automotive-Grade Product Quality Management

We continue to improve the APQP Procedure, the FMEA Guidelines, the Production Parts Approval and Control Procedure, the Process Audit and Control Procedure, the Product Safety Management Procedure, and other system documents in accordance with the IATF 16949 Automotive Quality Management System. In response to requests from global leading automotive customers, we have developed new documents including the Product SAFE LAUNCH Procedure. This has further enhanced our automotive quality management and ensured that our product design, production, and sales meet the applicable safety regulatory requirements and the requirements of automotive customers.

With our internally developed automotive quality management system and advanced product design verification capabilities, we have developed a series of standard development procedures. It outlines functional safety which covers functional safety management, system development, hardware development, support process, safety analysis and other steps in the product lifecycle by following the "Quality Based, Safety First" functional safety policy. Additionally, it adheres to the requirements of the ISO 26262:2018 Road Vehicles Functional Safety Management System, on the basis of our existing automotive quality management system and development process system. During the Reporting Period, we obtained the ISO 26262:2018 ASIL D process certification, the highest level of automotive functional safety, paving the way for our development of automotive functional safety products in the future.

During the Reporting Period, 6 of our automotive-grade products were selected in the Domestic Automotive-Grade Chip Reliability Analysis Catalog. All of our automotive-grade products received the AEC-Q100 certification, further demonstrating our leading strength in the automotive chip field.

### ■ Product Quality Management and Control

We have established and implemented a comprehensive quality control system that aligns with the characteristics of the Company. We strictly adhere to the requirements of the ISO 9001 Quality Management System and the IATF 16949 Automotive Quality Management System. This ensures every step of product development from project approval, design, production, and verification to delivery is subject to stringent standards and controls. We also have conducted an in-depth analysis of potential quality risks and continuously improve our quality management to maintain superior product performance and high customer satisfaction.



■ Case: Automotive-Grade Test Plant in Suzhou positioned to test high-end automotive-grade wafers and finished chips

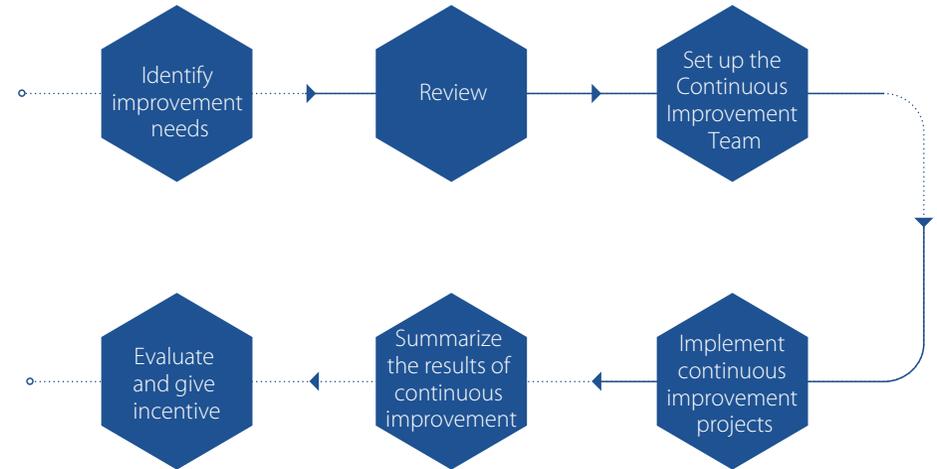
In December 2023, our Automotive-Grade Test Plant in the Suzhou Industrial Park commenced operation. As one of our priority projects, the test plant is designed to test high-end automotive-grade wafers and finished chips. It aims to deliver high-performance, high-quality, and high-reliability products through continuous technical innovation. The operation of the test plant consolidates our independence and controlling power in high-end wafer and finished product testing. It also enhances the synergy between R&D technology and testing processes, while bolstering quality control of the entire chip testing process. The center also provides us with strong support for supply chain security, technical confidentiality, and R&D iteration.



3PEAK's Automotive-Grade Test Plant

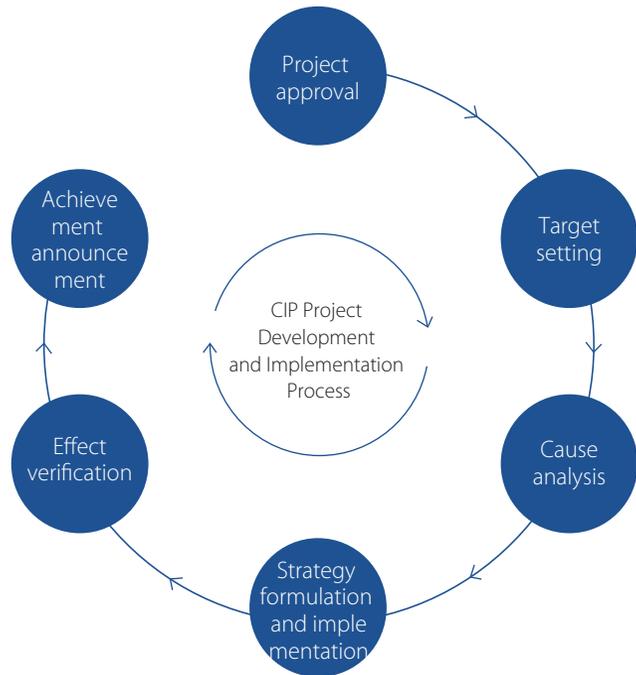
■ Continuous Improvement Promotion

3PEAK is committed to fostering a working environment that encourages internal quality improvement and focuses on sustainable quality enhancement. We have formulated the Continuous Improvement Process and established the Continuous Improvement Team and the Continuous Improvement Expert Group to continuously improve product design, process efficiency, and technology.



Mechanisms for Continuous Improvement of Product Quality

We carry out continuous improvement process (CIP) activities mainly to improve efficiency, quality, and to reduce costs. We continue to optimize our existing workflows and promptly respond to market changes, thereby maintaining our market competitiveness. During the Reporting Period, 3PEAK completed 22 CIP projects, significantly improving product design, reducing costs, and increasing efficiency.



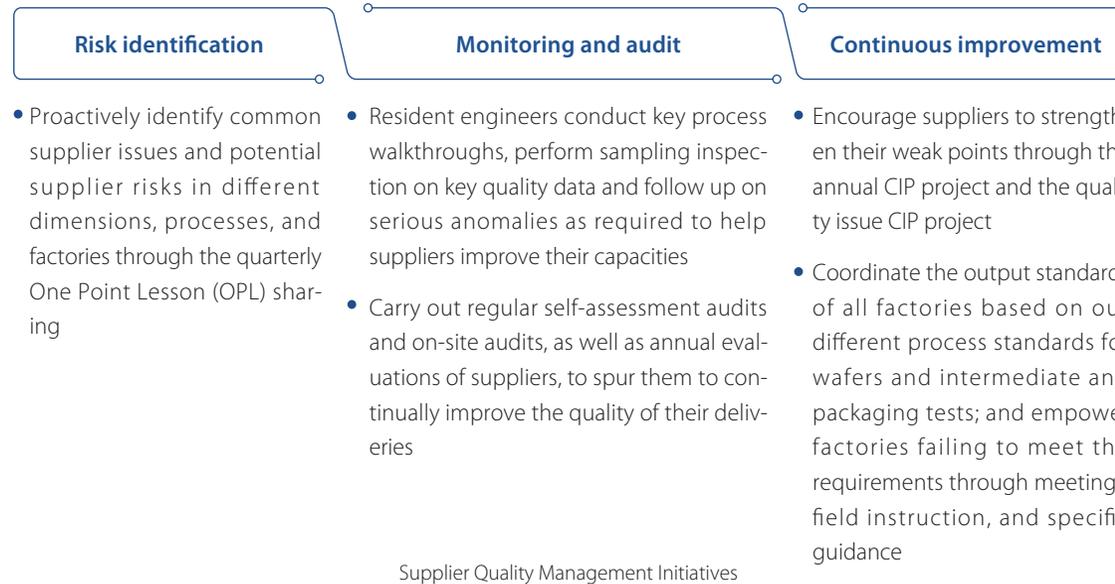
3PEAK's Annual CIP Activity Review Wrap-up Meeting

■ Case: CIP improvement project for voids and contaminates in plastic packaging

In 2023, after 7 months of close cooperation with an outsourced plant, we successfully completed the CIP Improvement Project for Voids and Contaminates in Plastic Packaging. After analyzing the situation and the causes, the project teams on both sides came up with an effective improvement plan, which was proved to be successful. Ultimately, we were able to reduce the online defect rate below the target value, effectively reducing resource waste and energy consumption.

## ■ Supplier Quality Management

Suppliers are our key partners, and we are committed to working together to promote the growth and development of the industry by supporting and collaborating with them in an all-round manner. We have established a series of quality control specifications for wafer and packaging test suppliers such as the Supplier Management and Control Procedure, the Supplier Audit Procedure, and the Supplier Scoring Specification. These standards provide clear requirements for the selection, auditing, certification, day-to-day management, and performance assessment of suppliers. We ensure the reliability of suppliers through measures such as risk identification, monitoring, auditing suppliers, and continuous improvement. These efforts provide solid support for our development by ensuring the quality of suppliers.



## ■ Raising of Quality Awareness

We place great emphasis on improving employees' quality awareness and continuously deepening their understanding of the importance of quality and participate more actively in quality improvement. We provide comprehensive and in-depth quality training to new employees to ensure that they understand and identify with our quality targets and policies. For existing employees, we organize regular quality training programs and activities, including CIP courses, the communication of quality culture and knowledge to all employees, and the learning of IATF 16949 Automotive Quality Management System, as well as the five tools for the automotive industry. In addition, we test employees' learning results and quality awareness through the all-staff quality awareness assessment. In 2023, 100% of all employees passed the assessment.

In 2023





Quality Culture and Awareness Training for All Staff



Training on VDA 6.3:2023 Automotive Industry Quality Management Process Audit

## Lean Management

To improve the efficiency and quality of production, we continuously enhance lean management. Specifically, we analyze and manage the three major modules of manufacturing engineering, product engineering, and warehouse management in a refined manner, to ensure that the Company maintains a leading position in the fierce market competition and achieves sustainable development.



- **Clarify responsibility of positions:** Manage the manufacturing engineering in a professional manner, and divide the manufacturing process into three modules: wafer engineering, packaging engineering and testing engineering
- **Optimize manufacturing process:** Improve product quality and reduce rework through data analysis and optimization of related parameters and manufacturing processes



- **Modularize management:** Manage different product lines in a modularized manner, sort out factors affecting product performance and mass production yield, and solve problems in the introduction of new products
- **Optimize customer complaint analysis:** Conduct timely data interpretation and modular orientation analysis for product problems, and provide solutions



- **Implement 5S management:** Manage the warehouse site according to the 5 requirements of “Seiri, Seiton, Seiso, Seiketsu, Shitsuke”, standardizing the warehouse operation and management
- **Introduce digital management:** Implement the warehouse management system (WMS) and product warehousing processes to reduce errors in product delivery and improve efficiency

Lean Management Measures

## Working Together for Industrial Prosperity

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3PEAK has always been committed to building fair, trustworthy, and win-win relationships with customers, suppliers, and other stakeholders. We continue to improve customer satisfaction through various ways and work with suppliers to build a sustainable supply chain. We also actively participate in industry exchanges, and promote school-enterprise cooperation, to drive the common prosperity of the industry.

Customer Service ▶

Distributor Management ▶

Supplier Management ▶

Industry Development ▶

CONTRACT



## Customer Service

Insisting on establishing good relationships with customers, 3PEAK continues to improve customer service while strengthening distributor management, providing customers with quality products and services to gain their favor.

### Customer Satisfaction

3PEAK is dedicated to providing customers with high-quality products and services. Specifically, we have formulated the Customer Satisfaction Control Procedure, the Customer Complaint Handling Procedure, the Order Management Procedure, the Return and Replacement Management Procedure and the Failure Analysis Management Control Procedure, and other system documents. These procedures build a customer satisfaction system focusing on prompt response, customized service, and product promotion to further improve customer service. In addition, to better serve our overseas customers, we are gradually building a global R&D and design, technical service, and sales network. During the Reporting Period, we set up new sales and support offices in Germany, America, Korea, and Japan, expanding our service in the global market.



#### Prompt response

- ▶ Organize field application engineers (FAE) to provide on-site technical support to solve product and technical problems of customers in a timely manner
- ▶ Communicate with customers on the application of products and technology optimization at a deep level, and understand customers' requirements and feedback on quality, to dynamically adjust and update the Company's priorities on product optimization



#### Customized services

- ▶ For customers' needs of product and the application, the Company offers customized or semi-customized products and solutions, which are verified in advance for feasibility



#### Product promotion

- ▶ Display the Company's products and technologies through the official website, WeChat official account, product brochures and other ways to strengthen customer understanding of products and brand recognition

Measures for Enhancing Customer Satisfaction



### Customer Satisfaction Survey

3PEAK strives to meet customers' demands efficiently with a high standard of quality service to satisfy customers. We conduct the customer satisfaction survey at least once a year, which covers eight aspects, such as cost performance, product quality and reliability, product failure rate, delivery timeliness, communication and coordination, and technical support. We communicate with customers about their dissatisfaction in a timely manner, and put forward and implement improvement suggestions and plans. During the Reporting Period, we conducted satisfaction surveys on 41 key customers, and received a comprehensive score of 92.1, an increase of 0.2 points from the previous year.



Customer Satisfaction Survey Process

### Complaint Response

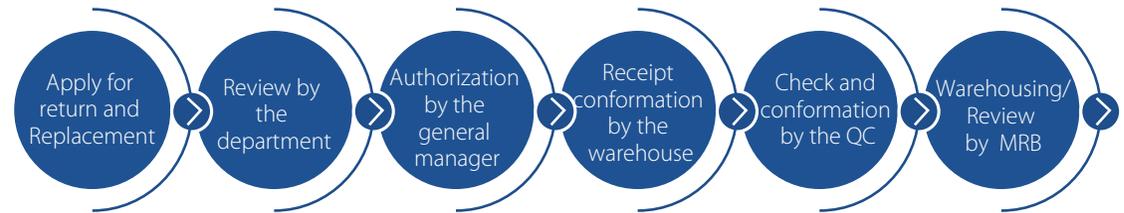
We attach great importance to user experience and customers' opinions. Therefore, we have established a customer complaint response team consisting of FAE, CQE, sales and other personnel, which is required to follow the defined response process and handle customers' complaints in a timely manner.



Customer Complaint Process

### ■ Product Recall

With a sound recall system, we have formulated procedural documents such as the Nonconforming Product Control Procedure, the Corrective and Preventive Action Control Procedure, the Return and Replacement Management Procedure, and the Failure Analysis Management Control Procedure, which stipulate the process and corrective measures for product recall. For recalls of mass-produced products, a recall letter will be issued by the Quality Department, and the recalled products will be analyzed for causes. Corresponding corrective measures will also be formulated and tracked for verification.



Return and Exchange Process

### ■ Responsible Marketing

Adhering to the concept of responsible marketing, we highlight the current and future changes in customer needs. Meanwhile, we ensure the accuracy of publicity and marketing materials from all channels, which must pass the Company's internal review. For information protection, we have set up a strict information isolation mechanism to manage the information of each distributor and customer in a hierarchical manner. Meanwhile, we require new joiners to sign a relevant confidentiality agreement, thus forming a long-term mechanism for information protection. During the Reporting Period, the Company had no complaints relating to responsible marketing.

# Distributor Management

Focusing on distributor management, we have formulated and improved the Distributor Management Work Guidelines, the OA System Operation Manual for Distributors, and the New CRM System Operation Manual, to continuously optimize and promote the synergy and efficiency between the Company and the distributors, realizing the effective management of the distributors. To support business globalization, the Company has optimized the CRM system and continued to improve the management capabilities of distributors through a variety of measures.

### Enhance daily communication

The Company strengthens daily communication with its distributors, analyze the market prospects and the market expansion feasibility for target customers in advance, discusses ways of cooperation on a regular basis.

### Get feedback in a timely manner

Follow up the feedback of product use in a continuous manner and investigate the potential problems of the product and promotion in a timely manner, and assist in solving problems.

### Set up incentive mechanisms

Reward and motivate top performing distributors.

### Customize training

Understand the situation and demand of product and technology in the distributors' market, and customize online product and technology training activities in different themes and fields.

Distributor Management Measures



Distributor Management Training

We continuously strengthen the review and signing of the Sunshine Agreement, the Export Control and Sanctions Compliance Commitment Letter, and other agreements with the distributors, screening clients submitted by distributors in the system for compliance, to avoid relevant risks. During the Reporting Period, all newly introduced domestic distributors signed the Sunshine Agreement.

We have established a comprehensive hierarchical mechanism for distributor elimination to ensure the quality of our customer service. Our annual distributor assessment focuses on several aspects, including sales, market expansion, stocking-up, and customer complaints. Distributors who do not meet the assessment criteria are regularly eliminated from our network. To strengthen the technical support to distributors, 3PEAK provides a series of training to assist distributors in improving their capabilities. During the Reporting Period, we organized 11 online and 2 offline training sessions themed on product and technology, typical product applications, and new product releases, which gained positive feedback from distributors.

## Supplier Management

We firmly believe that synergistic cooperation with suppliers is an important part of sustainable development. 3PEAK expects to achieve win-win results with suppliers through value co-creation. Additionally, we have developed internal policies such as the Supplier Management and Control Procedure, the Supplier Audit Procedure, the Requirements on the Supplier and the Supplier Scoring Specification. These policies aim to constantly control and improve the standards of supplier onboarding process, assessment and the quality of our products, jointly building a formidable and reliable supply chain system.

### ■ Supplier Onboarding Process

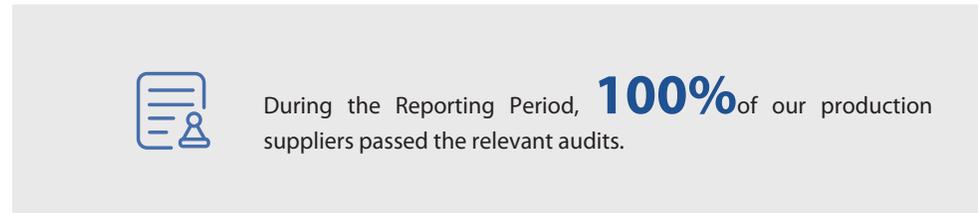
3PEAK has continually developed and improved the standardized supplier onboarding process and strengthened the requirements for supplier onboarding process. We conduct in-depth reviews and assessments from various dimensions, such as cost, delivery, service, reliability, product quality, and technical capabilities, to select the suppliers that meet the requirements.

During the Reporting Period, we had



### ■ Supplier Assessment

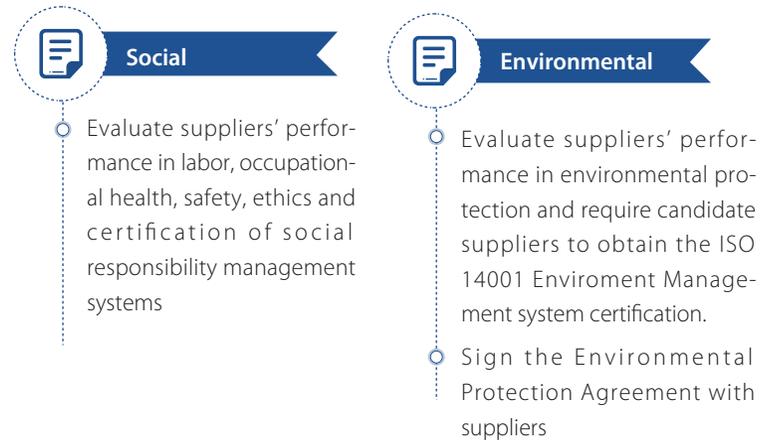
We integrate the assessment mechanism into the whole life cycle of supplier management. The Company continues to strengthen the assessment mechanism. In this regard, the Company conducts annual audits of suppliers, including quality system audits, process audits, and social responsibility management audits. Moreover, the Company conducts quarterly qualification assessments on quality, engineering, delivery, and price. Based on the scores of the above assessment, suppliers are categorized into five grades: A, B, C, D, and E, for hierarchical management. Improvement initiatives for suppliers at different grades are developed and monitored for implementation, tailored to suppliers in different grades. Meanwhile, for ensuring a stable supply, we have alternative suppliers to reduce the risk of supply chain disruption and protect the security of the supply chain.



In addition, to incentivize our suppliers, we conduct the annual comprehensive evaluation in four modules: quality, engineering & service, delivery, and price, and give excellent suppliers the Best Supplier Quality Award and the Best Supplier Support Award.

## ■ Responsible Supply Chain

Endeavoring to convey the ESG concept across the supply chain, 3PEAK focuses on the ESG performance of suppliers and requires suppliers to take the initiative to assume ESG responsibility, contributing to a sustainable supply chain. During the Reporting Period, we formulated the Code of Conduct for Suppliers' Social Responsibility, committing to building a healthy, safe, responsible and sustainable supply chain ecosystem. Meanwhile, to facilitate energy saving and emission reduction and to reduce the tension of carbon emission in the industry chain, we have formulated the annual EHS questionnaire to look into the related situation of suppliers on EHS and greenhouse gas emission. In addition, we set ESG-related assessment requirements for supplier onboarding process and annual audits:



## ■ Non-Use of Conflict Minerals

3PEAK adopts the business model of Fabless (IC design enterprise of fabless semiconductor company), under which the Company can pool the resources to invest in R&D, design, and sales of analog chips, and outsource the manufacturing to relevant suppliers. We fully recognize that the risk of using conflict minerals in the production of our suppliers is harmful to the environment and society. Therefore, we have established the 3PEAK Conflict Minerals Management Policy and made the Declaration of Conflict-Free Minerals to our customers, pledging not to use conflict minerals. These efforts are made to ensure that we do not directly or indirectly purchase products or materials in which conflict minerals have been used.

With a rigorous supplier onboarding process and management mechanism, we select and cooperate with industry-leading suppliers that have outperformed their peers in conflict minerals management. We have formulated mechanisms such as the Supplier Management and Control Procedure, which requires all suppliers to comply with domestic and international requirements for the management of conflict minerals, and to establish and implement the conflict minerals management system. Focusing on the sources of our suppliers' mineral raw materials, we require them to submit questionnaires based on the Conflict Minerals Reporting Template (CMRT) and the Extended Minerals Reporting Template (EMRT) issued by the Responsible Minerals Initiative (RMI). Through continuous "conflict-free minerals" surveys on the supply chain, we ensure that all raw materials such as aurum (Au), tantalum (Ta), wolfram (W), and Stannum (Sn) are not sourced or procured from mines in conflict zones in the Democratic Republic of the Congo (DRC), smuggled, or from mines controlled by non-governmental military groups or unlawful military factions. Meanwhile, we require suppliers' mineral raw materials from trade routes to be "conflict-free", for example, not exported directly from the DRC or through countries such as Rwanda, Uganda, Burundi, Tanzania, and Kenya.

During the Reporting Period, all of our production suppliers formulated and strictly implemented the conflict minerals management system according to the above requirements and none of the raw materials supplied involved conflict minerals. Therefore, the metals used in the Company's products are DRC Conflict-Free.

## Industry Development

3PEAK adheres to cooperation for shared benefits to promote the prosperity of the industry. We actively participate in industry exchanges, strengthen industry-university-research cooperation and talent cultivation, and continue to promote the 3PEAK University Program, contributing to the steady progress of the industry.

### Industry Exchange Participation

To promote industry collaboration, we leverage our brand influence and leadership. We actively participate in industry exchanges, step up efforts to establish the Company's credibility, enhance brand value, and keep abreast of market trends, striving to realize synergistic development and mutual benefit.

#### Case: 3PEAK was invited to the 5th Analog Semiconductor Conference

In September 2023, 3PEAK was invited to the 5th Analog Semiconductor Conference to discuss and share the latest technological innovations and market trends with leading analog semiconductor companies and experts. Focusing on high-performance analog chips and embedded processors under the theme of "Exploring the Value of Platform-Based Analog Chip Company", the Company demonstrated the determination to adhere to positive R&D and to continuously explore ways for high-quality development in the industry.



3PEAK Exchanged Ideas with Peers at the 5th Analog Semiconductor Conference

#### Case: 3PEAK was invited to the ICAC Workshop

In 2023, 3PEAK was invited to the 5th Workshop on IC Advances in China (ICAC) 2023. At the workshop, 3PEAK shared the history and culture of the Company, and the hot topics in the chip industry to inspire more relevant people to actively participate in the technology seminar and jointly create a better future for China's IC industry.



The Workshop on IC Advances in China (ICAC) 2023

### School-Enterprise Cooperation Promotion

To fully leverage the dual advantages of university academics and corporate talents, 3PEAK actively promotes industry-university collaboration and IC talent cultivation. Specifically, the Company has launched the 3PEAK University Program and set up scientific research projects in cooperation with universities, enabling the Company to accurately meet the application-oriented innovative talent needs.

Since 2021, 3PEAK has launched the 3PEAK University Program to focus on the training of innovative talents in the industry, guided by the needs of the industry. In 2023, we set up the 3PEAK Scholarship in major universities to reward students with excellent academic performance and encourage students to study hard. At the same time, we donated to Tsinghua University's "Department of Electronics Engineering Characteristic Training Project" to help with the construction and development of the Department of Electronics Engineering from Tsinghua University, and jointly train more high-quality talents in the industry. During the Reporting Period, 3PEAK donated a total of RMB 620,000.

In 2023, 3PEAK continued to deepen industry-university-research cooperation, carried out in-depth scientific research cooperation and exchanged with the 3 major universities, to promote the transformation of scientific research results in the future. By the end of the Reporting Period, we had cooperated with 6 universities, including Tsinghua University, Fudan University, Zhejiang University and the University of Science and Technology of China.

# People-oriented for a Better Future

Talent is the most valuable asset in the development of 3PEAK. Adhering to the corporate culture values of "integrity, responsibility, cooperation, innovation and growth", we practice the talent concept of common growth with our employees. We have formulated a talent development strategy that recognizes each and every one of 3PEAK as a business partner. We conduct regular talent inventory and have established a diversified talent pool to continuously empower the growth and development of our employees. We strive to make everyone feel loved and cared for, and ultimately build a diverse, inclusive, harmonious, and friendly 3PEAK family.

Employees' Rights and Interests ▶

Employee Development ▶

Employee Care ▶

Employees' Health and Safety ▶



## Employees' Rights and Interests

A corporate culture of equity, respect, inclusiveness, and diversity is the source of the Company's continued vitality. Strictly complying with the requirements of the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China and other laws and regulations, 3PEAK has formulated rules and policies such as the Employee Handbook, the Administrative Measures for Recruitment Management, the Remuneration and Benefit Management System, and the Administrative Measures for Cross-Level Communication to effectively safeguard the legitimate rights and interests of the employees.

### ■ Equal Rights and Diversity

3PEAK is committed to building and maintaining a diverse and inclusive culture. Adhering to the policy of diversity of talents, we recruit diverse talents on an equal footing. We do not discriminate or treat anyone unfairly due to educational background, religion, nationality, marital status, race, color, or ethnicity. We provide unique warmth and care for special groups of employees, enabling every employee to gain a sense of belonging, respect, and value in 3PEAK.

We give considerable weight to the protection of the legitimate rights and interests of female employees. In addition to maternity leave, prenatal check-up leave, and parental leave in accordance with the law, we provide female employees with maternity insurance, baby care rooms, benefits on Women's Day, as well as fair and impartial opportunities for promotion and employment. Actively responding to the government's call, we have cooperated with the local federation of people with disabilities to provide equal employment opportunities for people with disabilities. By the end of the Reporting Period, the Company had 6 employees with disabilities.

3PEAK insists on labor compliance to create a harmonious, healthy, friendly, and safe working environment. We strictly prohibit the use of child labor, forced labor, and gender discrimination. All of our employees are of legal age or older, in compliance with the minimum working age stipulated by the relevant national laws and regulations. All employees of the Company enjoy the right to personal liberty, and in the event that their right to personal liberty is violated, they can report to their immediate superior or the Chairman of the Board of Directors or to the Compliance Department. During the Reporting Period, there were no incidents of child labor, forced labor, or gender discrimination in 3PEAK.

As of the end of the Reporting Period





## ■ Diversity in Recruitment

The diverse perspectives of our employees help to stimulate creativity and innovation in our teams, thus providing our customers with a greater variety of quality products and services. To meet the talent needs of continuous, stable, and rapid development, 3PEAK clearly standardizes the recruitment process. 3PEAK also insists on diversified recruitment, such as social recruitment, campus recruitment, school-enterprise cooperation, and other channels, to attract a wide range of excellent talents, and inject strong momentum into the talent pool of the Company.

The Company draws up annual talent plans based on product development needs and business units' outlook on performance. In March 2023, the Company introduced the Moka system to further integrate recruitment channels, standardize the recruitment management processes, and improve the conversion rate of each recruitment stage. During the annual campus recruitment period, we conduct online and offline recruitment seminars in 9 major target universities, including Zhejiang University, Southeast University, the University of Science and Technology of China, Fudan University and Tsinghua University. This enables more college students to know and recognize 3PEAK in all-round ways and assists them in their career choices. During the Reporting Period, the Company invited a total of 35 students from major universities to visit the Company in the pre-campus recruitment period. The students were enabled to understand the cutting-edge knowledge of the semiconductor industry and the working environment, and to experience the corporate culture of 3PEAK, laying a foundation for the Company to attract outstanding talents.

### ■ Case: 3PEAK organized campus talks at Fudan University

At the end of 2023, we organized campus talks at Fudan University, which covered the Com-  
development history, market positioning, and competitive advantages, and shared our core products and cutting-edge technologies. Through in-depth exchanges with Fudan students, we hope to inspire their passion for science and technology innovation and attract more outstanding talents to join our team, jointly promoting the innovation and development of the Company.



Campus Talk in Fudan University

**750**

employees

**29.60%**

female employees

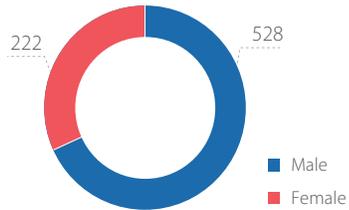
**1.73**

with an increase of percentage points over the previous year

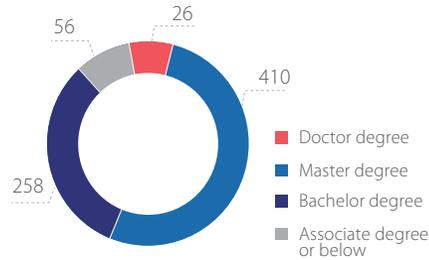
**100%**

labor contract signing rate

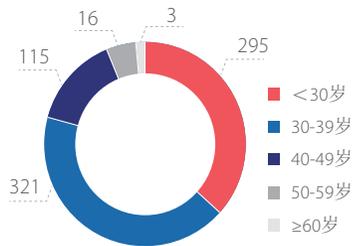
Number of employees by gender



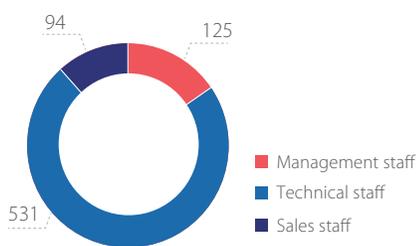
Number of employees by education background



Number of employees by age



Number of employees by position



## ■ Remuneration and Benefits

Considering the requirements of laws and regulations and the needs of the Company, 3PEAK has formulated and continuously optimized the Remuneration and Benefit Management System and the Remuneration and Benefit Management Rules. These policies provide employees with competitive remuneration and comprehensive benefits. We conduct annual remuneration surveys and analysis and continuously improve the remuneration system and long-term incentive mechanism, to effectively motivate employees through scientific, fair, and reasonable remuneration mechanism. We have built a remuneration incentive system linked with performance. Under the system, employees receive variable pay including annual performance bonuses, sales bonuses, and mid- to long-term incentives, in addition to the fixed pay. Meanwhile, we insist on sharing the fruits of long-term development with our employees. Therefore, we implement the employee stock ownership plan and equity incentive plan in a continuous manner, rewarding employees with outstanding performance accordingly. Prior to the listing, the Company set up 2 employee stock ownership platforms, with 83 employees included. These employees held a total of 6,693,054 shares, accounting for 11.16% of the total share capital at that time.

Since the listing in 2020

the Company has launched the restricted share incentive scheme for **3** times

benefited a total of **435** employees

with a total of **4,420,357** shares of restricted shares, accounting for **3.34%** of the total share capital

In addition to a competitive remuneration system, we provide all employees with continuous and comprehensive social welfare. 3PEAK provides employees from different countries and regions with statutory social welfare that meets the standards set by the countries and regions where the Company operates. Meanwhile, we provide employees with multiple types of benefits such as supplementary commercial health insurance, traffic accident insurance, meal allowance, communication allowance, talent apartments, 24-hour gym, birthday gifts, and long-term service incentives. In 2023, the Company began purchasing aviation accident insurance for overseas employees, further expanding the coverage of commercial insurance for employees.

In 2023

**100%**

coverage rate of employees who should pay social insurance



24-Hour Gym in 3PEAK

To protect employees' right to free choice of employment and reasonable working hours, we implement a people-centric working hours management system. Specifically, employees are entitled to flexible commuting time, two-day weekends, and statutory holidays in accordance with local regulations. We protect employees' rights to annual leave, sick leave, maternity leave, marriage leave, bereavement leave, parental leave, and other leave in accordance with the law. We also provide benefits such as supplementary annual leave, supplementary paid sick leave, and long service leave to eligible employees.

## Employee Communication

Effective communication is key to maintaining the team in good shape for efficient operations. Therefore, we have established diverse, equal, and open employee communication and complaint mechanisms. Under the mechanisms, employees can communicate with the Company through multiple channels, such as work e-mail, public complaints from employees, and online office platforms. In this way, the Company can understand the expectations of the employees from various aspects and listen to their demands.

To regulate the management of internal communication and establish smooth communication channels, we have formulated the Administrative Measures for Cross-Level Communication. This measure enables employees to communicate directly with their superiors at higher levels or members of the Company's senior management about any suggestions on the Company's operation and management. We also encourage our management staff to understand the demands and expectations of our employees at different levels and to promptly resolve difficulties in employees' work and life. The Company organizes quarterly staff meetings, conducts regular satisfaction surveys, and investigates and discusses major matters relating to employees, to ensure effective feedback for employees' demands. During the Reporting Period, the Company conducted functional department satisfaction surveys and IT system satisfaction surveys for all employees. The functional department satisfaction survey covers three aspects: work attitude, professionalism, and evaluation for department heads, covering 88.7% of employees. The IT system satisfaction rate was 82.7%. In addition, we strive to enhance employee satisfaction by conducting optimization and improvement in response to comments and suggestions of employees.

Moreover, the Company conducts regular interviews with employee representatives of different age groups to understand intergenerational differences and career development concerns and to promote intergenerational communication. To "better introduce the history of 3PEAK and inherit 3PEAK culture", we collected stories of employee representatives, listened to the voices and feedback of our employees, and compiled the Corporate Culture Handbook. By doing so, we further optimized our corporate culture framework, and enhanced employee cohesion and teamwork, laying a foundation for the Company's sustainable development and long-term success.

## Employee Development

Talent is an important engine for the sustainable development of enterprises. To realize the common growth of talents and the Company, 3PEAK continuously innovates and improves the talent development system. The Company provides employees with a broad career development platform and diversified professional training, continuously broadening the space for employees' career development.

### ■ Career Development

Based on the business strategy and human resource planning, 3PEAK continues to improve the job level system. Specifically, we have constructed a dual-channel development model for management and professional development, and formed five professional standard sequences of R&D, sales, operation, function, and handling, as well as dozens of sub-sequences under them. Additionally, we have standardized the position setting and opened up horizontal development channels between professional sequences to support employees to grow in the Company.

We improve the employee qualification system on the basis of the job level system. Specifically, we carried out the person-post matching and talent inventory, to implement the qualification system. By doing so, we are committed to identifying high-potential talents and building a talent pool to provide an effective basis for talent selection, utilization, training, retention, and evaluation. Meanwhile, we continue to improve the TCMM system, and support employees in their pursuit of personal advancement in academic degrees, professional certifications, leadership, etc.



The Qualification System of 3PEAK

### ■ Performance Appraisals

To match the personal goals and development of our employees, we have established a “performance-oriented” assessment mechanism to enhance the initiative of our employees and help them achieve self-growth at 3PEAK. We have formulated the Performance Management Policy, requiring employees to set individual performance objectives at the beginning of each year. The Human Resources Department is required to conduct semi-annual performance assessment and feedback to understand the achievement of employees' performance objectives, so as to better assist them in setting personal development directions and more reasonable performance objectives. In addition, we have formulated the 360 Appraisal Management System, which enables employees to understand the evaluations and feedback from their departmental subordinates, department heads, and cross-departmental colleagues. To ensure fair and impartial performance appraisal, we have established a smooth and upward feedback channel for employees. This channel enables employees to report their disagreement, if any, over the performance appraisal results to the department and HRBP. During the Reporting Period, our employee performance appraisal covers 100% of employees.

## Talent Development

We value the training and development of our employees and have established a comprehensive and mature training system based on the TCMM model. The training system covers training sessions on leadership, professional competence, and general ability. Meanwhile, we offer a wide variety of online and offline training courses. In addition to internal training, we cooperate with renowned external training organizations every year to provide our employees with high-quality online and offline courses covering multiple dimensions such as leadership and quality systems. The Management are supported to participate in academic enhancement programs that meet their needs and to obtain degrees such as Master of Business Administration, to enhance their management skills. Meanwhile, employees are encouraged to obtain relevant professional certificates according to job requirements to improve their professional skills. In 2023, 3PEAK conducted 61 training programs covering all departments and levels of employees, with 100% employee training coverage.



### Leadership training

Targeted leadership training programs for newly promoted managers, middle managers, senior managers and employees with great potential to empower managers and outstanding employees



### Professional competence training

Professional competency training for R&D, sales, operations, quality and other business departments, including professional skills, finance, human resources, supply chain, strategy and other directions



### General ability training

General ability training for all employees, especially newcomers such as fresh graduates, covering rules and regulations, professionalism, and vocational skills, helping employees quickly understand and recognize the Company's values and corporate culture, and improving the overall quality of employees.

3PEAK's Training System





The NCG Training Program of 3PEAK



The Leadership Training Camp

Emphasizing the construction of an internal trainer system, the Company has set up a team of experienced internal trainers. In addition, our online training platform, 3PEAK Academy, provides a vast amount of training resources for all employees to help them better understand the Company and grow quickly.

### Online training platform: 3PEAK Academy

3PEAK Academy is a customized online training and learning platform with 6 categories of professional courses. With more than 1,300 courses on corporate culture, onboarding guide, professional post knowledge, management and leadership, professionalism and comprehensive quality, the platform helps employees improve their abilities and support their business. By the end of 2023, the login rate of 3PEAK Academy had reached 100%, the learning rate of employees had reached 99%, the number of internal new courses had reached 331, an increase of 118% over the previous year, and the per capita training hours has increased by more than 20 hours.



3PEAK Academy

■ Case: Internal trainer system construction

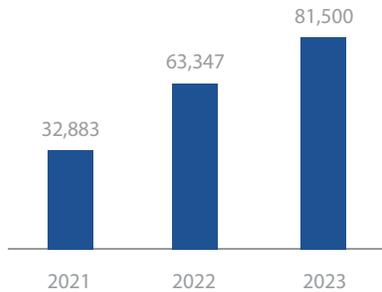
In 2023, we organized the first internal trainer training, and through systematic training and assessment, we certified 36 internal trainers and developed 36 standard courses and 5 high-quality micro-courses. In addition, we encourage employees to conduct independent learning and share learning content through performance appraisal plus points to promote internal knowledge extraction and precipitation. The company has established a culture of internal trainers, and for the first time, we organized a Teachers' Day event to recognize and incentivize internal lecturers and lead instructors at all levels.



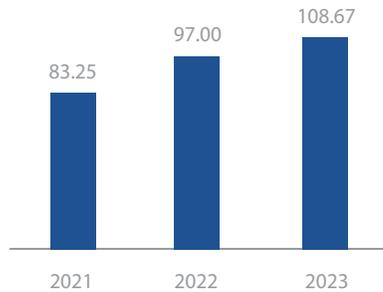
Training for Internal Trainer



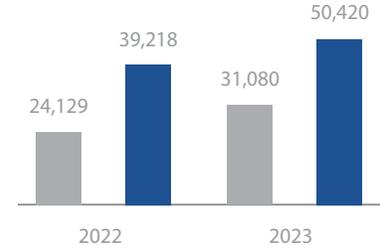
Refined Small-Scale Courses



Total training hours(Unit: hours)

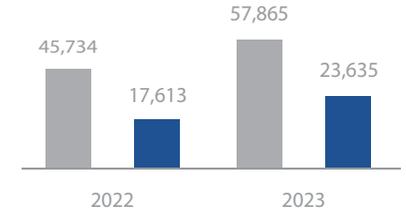


Average training hours(Unit: hours)



Training hours by training category(Unit: hours)

■ Online training ■ Offline training



Training hours by gender(Unit: hours)

■ Male ■ Female

**14,300**

Management training hours

**114**

training hours per person

**5,406**

new employees training hours

**27**

training hours per person

**65,741**

R&D employees training hours

**126**

training hours per person

## Employee Care

Advocating the balance between life and work, 3PEAK endeavors to create an atmosphere of happy work and life for every employee. We have formulated the Management Norms for Team Building Activities to enhance employees' happiness and sense of belonging by organizing various activities. We organize quarterly staff meetings, annual parties, and internal or cross-departmental team-building activities on a regular basis to enrich employees' life. We have set up 20 diversified staff clubs such as basketball, soccer, badminton, table tennis, tennis, swimming, running, cycling, Zumba, yoga, and choir, carrying out rich club activities every week. We are committed to creating a comfortable, warm, and happy working environment. Focusing on the needs of employees, we carry out various activities on a regular basis such as festival care, family day, afternoon tea, the TCM consultation, and medical first aid lecture, caring for and supporting employees from different aspects.



Club Activity



Medical Emergency Drill



Annual Meeting



Science and Technology Innovation Salon for Youth



Team Building Activities



Family Day

### Case: Giga Force Cup - semiconductor industry badminton invitational tournament

In April 2003, 3PEAK participated in the "Giga Force Cup", a badminton tournament of the semiconductor industry. After 2 days of fierce competition, our team stood out among the 42 badminton teams and won the silver medal.



The Badminton Team of 3PEAK Won the Silver Medal in the Giga Force Cup

## Employees' Health and Safety

We always put employee health and safety first and strictly comply with laws and regulations related to occupational health and safety, providing a healthy and safe working environment for employees. During the Reporting Period, the Company had no work-related injuries. Occupational medical examinations for employees exposed to hazardous factors in the laboratory achieved coverage of 100%, with zero abnormality identified.



### Occupational Hazard Prevention

- Organize regular occupational health checks for employees exposed to occupational hazards.
- For positions exposed to occupational hazards, we provide the employees with noise-cancelling headphones, earmuffs and other protective equipment.
- Increase work breaks or intervals, use low-noise equipment, and adopt effective protection facilities.
- Pay attention to employees' drinking water and indoor air quality and conduct annual testing on drinking water and indoor air quality.



### Laboratory Safety Management

- Formulate the Laboratory Management and Control Procedures, and Laboratory Affairs and Safety Management Procedures, refining laboratory safety management matters, and elaborating the precautions for the use of some laboratory instruments and equipment.
- Implement a daily safety inspection mechanism, conduct regular quarterly safety monitoring and hazard investigation, and report and handle laboratory safety incidents and hazardous items in a timely manner.
- Establish laboratory entry and exit regulations, enforcing the wearing of standard work clothes and necessary protective equipment for personnel entering the laboratory.



### Fire Hazard Detection

- Review fire drill programs annually and hold regular all-hands fire drills.
- Enhance employees' safety awareness in their work and life and build up their capabilities of emergency response to fire.

We care about the physical and mental health of our employees and continue to enhance their awareness of safety and protection. We provide annual medical check-ups, first aid kits, and common medicines for all employees. We also invite professional instructors to give employees workplace stress relief and emotion control courses. Furthermore, we regularly carry out health and safety awareness publicity and emergency drills for our employees to enhance their ability to deal with emergencies.



Supplementary Commercial Insurance Publicity Lectures



Fire Drill

An aerial photograph of a winding asphalt road that curves through a lush, green forest. The road is the central focus, leading the eye from the bottom center towards the top left. The surrounding landscape is a dense forest of tall, dark green trees, with some lighter green grassy areas and small structures visible along the road's path. The overall scene is serene and emphasizes a connection to nature.

## Developing Green Products and Practicing Low-Carbon Operation

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Green development has become a global pursuit across industries. 3PEAK actively integrates the concept of green development into the whole process of daily operation. We promote energy saving and emission reduction, strictly control hazardous substances, and practice green office to gradually transform to a resource-saving and eco-friendly operation mode and share a sustainable and green lifestyle.

- Clean Technology Development ▶
- Hazardous Substances Control ▶
- Energy Saving and Emission Reduction ▶

## Clean Technology Development

Clean technology innovation is one of the core strategies of 3PEAK. We are committed to leveraging our business strengths, continuing to promote R&D and application of new clean technologies based on green products. To achieve the optimal balance of cost efficiency, environmental friendliness, and product performance, we focus heavily on the optimization of chip size and the reuse of packaging materials throughout the life cycle of project development, aiming to effectively reduce resource consumption.

### Product Design Improvement

- Through innovative design, while ensuring product performance, we reduce the wafer die size used by the product, increasing the output of a single wafer die quantity.
- To avoid excessive packaging, the Company has developed customized cartons that match the product size according to the volume of products.

### Packaging Material Reuse

- Reuse the empty box fillers, moisture-proof bags, and wafer cassettes returned from suppliers. During the Reporting Period, 1,200 wafer cassettes were recycled, and at least 2 types of cardboard boxes and moisture-proof were reused without procurement.

### Cleantech-related Patents

- As of December 31, 2023, the Company had 47 valid patents related to clean technology (reducing energy consumption, saving raw materials, and improving product life).
- Among them, 17 patents were related to energy consumption reduction, 19 patents related to raw materials saving and 11 patents related to the extension of product life.

We focus on new energy and battery-related chip products development, such as battery management systems, as well as gallium nitride (GaN) and silicon carbide (SiC) drivers, digital isolators required by photovoltaic inverters, and other products. Meanwhile, we are actively investing in the R&D of drive and power supply systems for new energy vehicles (NEVs) with the goal of enhancing performance, improving efficiency, and extending battery life.



Application of 3PEAK Cleantech Products

We are working closely with our partners in green product development to develop automotive-grade products of low power consumption. During the Reporting Period, we successfully developed the only homemade CAN transceiver supporting the selective wake up frame, which has passed the IBEE 15kV contact discharge tests and has gone into mass production. The product features high reliability, high efficiency, and usability, injecting new momentum into the development of the automotive industry. In the future, we will continue to work closely with our partners to optimize product performance, and promote the innovation and application of green technology, to contribute to sustainable development.

**Case: Automotive-grade CAN Transceiver TPT1145xQ Series with Specific Frame Wake-up Functionality**

In 2023, 3PEAK introduced the TPT1145xQ series, an automotive-grade CAN transceiver that supports specific frame wake-up functionality. The CAN transceiver features a common-mode and differential bus protection voltage of  $\pm 70$  V, making it suitable for 24-V battery systems and allowing for greater design margin in 12-V battery platforms. As the first and only high-performance product of its kind in China, the TPT1145xQ series can be applied in vehicles to increase the driving range of new energy vehicles and reduce carbon emissions from traditional vehicles.



TPT1145xQ passes German C&S conformance test

**Case: High-Performance Embedded Processors**

During the Reporting Period, 3PEAK launched the TPS32 MCU products. True to the design concept of “more functional, cost-efficient, lower-consumption, faster and better products”, this series narrows the chip size without increasing the cost while reducing power consumption to the lowest level and making the main frequency run faster. While working hard to meet the new green development and energy saving requirements, we managed to ensure the overall performance of the chips.

**Case: 3PEAK’s green efforts: new automotive chips exhibited in Guangzhou**

In November 2023, 3PEAK introduced its new automotive chips at the China Guangzhou Automotive Technology Expo. We focus on power consumption control in chip design and rely on energy-saving technologies such as dynamic voltage regulation and power management to enable automotive chips to function well while reducing power consumption and extending the service life of automotive batteries. In addition, to meet the diversified needs of automotive systems, we have reduced the use of peripheral devices to improve system integration and reliability by reducing system costs, which helps the automotive industry to reduce costs, improve efficiency, and therefore contributes to greener transportation.



3PEAK exhibited new automotive chip at the China Guangzhou Automotive Technology Expo

## Hazardous Substances Control

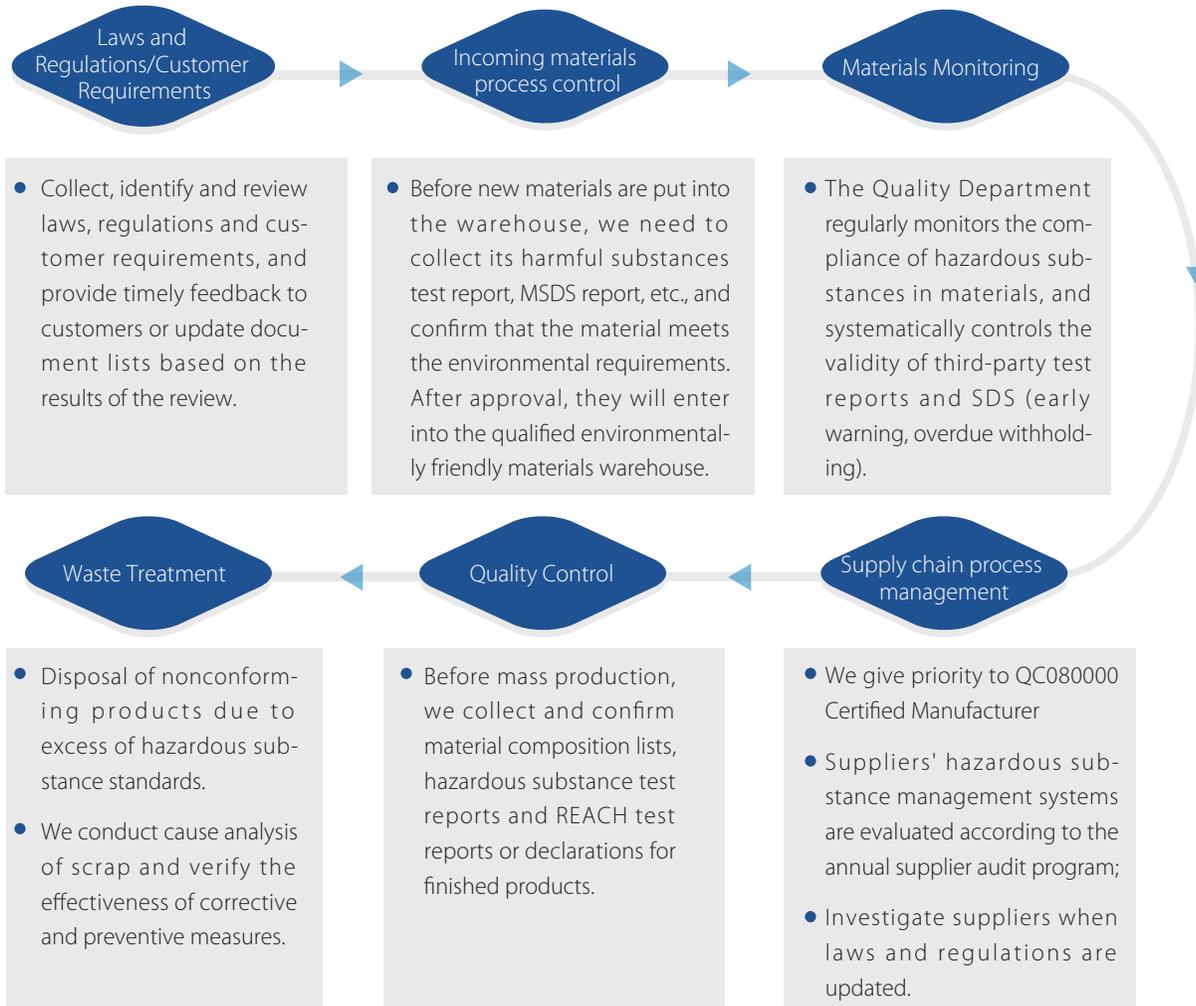
As a Fabless design company, 3PEAK attaches great importance to the green requirements of raw materials, always adheres to the Hazardous Substance Free policy of “Abide by environmental laws and regulations, strictly control harmful substances, and produce green products” and assumes the responsibility of managing hazardous substances. In addition, we strictly follow laws and regulations and have formulated the Laboratory Affairs and Safety Control Procedures, the Hazardous Substance Control and other policies and systems, which standardize the control of laboratory waste by specifying the type of waste, storage time, and subsequent disposal procedures. In addition, we have formulated ROHS Compliance Declaration and Declaration of REACH, showing our determination to the management of hazardous substances.

Our goals and performance of hazardous substance control during the Reporting Period are as follows:

KPI	Target	Target Review
Frequency of Abnormal Occurrence of Hazardous Substances in Raw Materials	0	Completed
The Timely Rate of Hazardous Substances Test Reports	98%	Completed
Number of Complaints about Hazardous Substances from Customers	0	Completed

### ■ Hazardous Substance Process Control

We comply with the Restriction of Hazardous Substances (RoHS), the Registration, Evaluation, Authorization and Restriction of Chemicals (REACH), Persistent Organic Pollutants (POPs), and other domestic and international regulations and customers' requirements. At the same time, based on the requirements of the IECQ QC080000 Hazardous Substance Process Management System, we fully implement the management of harmful substances in product design and production processes.



Since its incorporation, 3PEAK has started to manage hazardous substances, and carried out the whole-process hazardous substance control from procurement to, supplier management, incoming material inspection, process control, and abnormal handling. Considering that different products or materials are exposed to different risks of inclusion of hazardous substances, we have formulated the Environmental Hazardous Substances Management Procedure, which sets out the test items and limits of hazardous substances in products or materials by level based on the requirements of the corresponding directives. We confirm the content of hazardous substances in products or materials through valid third-party test reports, to ensure that the chemicals used in the products or materials meet the relevant requirements of RoHS and REACH.

3PEAK will continue to pay attention to the updates of laws and regulations regarding hazardous substances, collect feedback from customers about their requirements for hazardous substances, and identify raw materials that are susceptible to hazardous substances and items that need to be audited promptly. In addition, 3PEAK receives customer surveys and audits on hazardous substances every year, completes internal audits and outsourced plant audits on a scheduled basis, and continuously optimizes management in response to audit findings.

### ■ Training on Hazardous Substance Process Management

To enhance the awareness and professional knowledge of relevant staff on hazardous substance management, we regularly conduct professional training every year and assist relevant staff to pass the qualification of IECQ QC 080000 Hazardous Substance Process Management System Internal Auditor. In 2023, we conducted hazardous substance control training for sales, FAE, CQE, and other relevant personnel, which covered the 3PEAK's hazardous substance management policy and objectives, knowledge of related laws and regulations, hazardous substance management procedures, and customer requirements for hazardous substance management.

## Energy Saving and Emission Reduction

As an advocate of the concept of green development, 3PEAK has formulated the Guidelines for the Use of New Offices to promote green office. We embed the green concept in daily operations by adopting various initiatives such as paperless office, installing energy-saving and emission-reduction equipment, and enhancing employees' awareness of environmental protection. The Company encourages employees to save energy in their life and work and to create a simple and moderate, civilized, healthy, and environmentally friendly atmosphere while striving to achieve coordinated and sustainable development of people, resources, and the environment.

### Green Office

- Install handwritable electronic screens in conference rooms and promote a paperless office
- Implement classified garbage collection
- Conduct daily after-hours inspections and turn off all air conditioning and lighting
- Install low-consumption equipment to replace water bottles

### Energy-saving Equipment

- Use energy-saving appliances with Class-I energy efficiency; install intelligent lighting with LED lights; and adopt intelligent group control program for the refrigeration system.
- Use FMCS system to complete the intelligent optimization of energy management and energy efficiency monitoring.

### Awareness Improvement

- Post water and paper saving tips in restrooms and other areas to raise employees' awareness of saving.

Energy Saving and Emission Reduction

KPI	Units	2023
Electricity consumption	kWh	5,570,897
GHG emission (Scope 2)*	tCO <sub>2</sub> e	3,177.08
GHG emission density	tCO <sub>2</sub> e/million RMB	2.90

Note:

Indirect GHG emission (Scope 2) is derived from the greenhouse gas emissions generated by 3PEAK and its subsidiaries' main offices in Shanghai, Suzhou, Chengdu, Hangzhou, Beijing and Suzhou Test Centre by consumption of outsourced power. The emission factor is calculated using the average emission factor of the national power grid released by the Ministry of Ecology and Environment in 2022. (Calculation formula: greenhouse gas emissions = total annual electricity consumption × average grid emission factor)

## Future Outlook

Without accumulating small steps, one cannot reach a thousand miles; without accumulating small streams, one cannot form great rivers and seas. Sustainable development has become an increasingly important component of business operations as stakeholders become increasingly concerned about ESG issues. As a practitioner of long-termism, 3PEAK integrates ESG practices into the development strategy, corporate management, and operation to achieve sustainable development for both business and society.

### Strengthen Corporate Governance

We will keep pace with modern corporate governance and ESG governance, establish a sound corporate governance structure and various management systems, strengthen internal control and risk management, and comply with business ethics. We will plan how to bring more economic and social value to stakeholders through higher-quality corporate governance.

### Achieve Product Innovation

We will continue to practice the corporate mission, adhere to the concept of independent development and innovation, continue to promote technical R&D and product innovation, and expand the diversified applications and scenarios of products, to provide customers with innovative, fully competitive analog and embedded products and solutions.

### Pursuit of Excellent Quality

We will continue to uphold the principle of high standards and strict requirements, improve quality control, strengthen supplier quality control, provide customers with quality products and services, and continuously improve product quality and brand influence, to realize the Company's vision of "To become a respected leading analog and embedded solution provider in the semiconductor industry".

Looking ahead, the Company will seize the opportunity to continue stable development and enhance core competitiveness. Through high-quality development, we will promote the progress of the industry and product applications and provide customers with high-quality and reliable products and services, contributing our share to the global IC industry.

### Enhance Strategic Cooperation

We will continue to build fair, trustworthy, and mutually beneficial relationships with all parties, improve customer satisfaction, establish sustainable supply chains, further cooperate with industry partners, and actively participate in industry exchanges. We will keep on cultivating talents to empower industrial prosperity and development.

### Promote Green Development

In response to the carbon peak and neutrality targets in China, we will advocate green development, improve R&D and application of clean technology and green products, and actively promote our own energy conservation and emission reduction actions, and practice green office, in a way achieving green and high-quality development.

### Care for the Development of Employees

Sticking to the values of "integrity, responsibility, cooperation, innovation and growth", we will continue to improve the talent training and development mechanism, provide employees with a diverse, equal, harmonious, and inclusive work environment, care for the health and safety of employees, and strive to enhance the sense of well-being and belonging of employees.

## Glossary of Terms

For the convenience of expression and reading, the title in this Report refers to the following:

Abbreviation	Paraphrase
3PEAK, The Company, we	3PEAK INCORPORATED and its subsidiaries
Signal chain	The path of the signal from input to output in a system, from the collection, amplification, transmission, processing of the signal to the generation and execution of the corresponding power device
Embedded processor	The general name of the computing and control core devices in embedded systems
Amplifier	A device that amplifies the voltage or power of an input signal
Convertor	A device that converts an analog or digital signal to a digital or analog signal
Comparator	A circuit that compares an analog voltage signal to a reference voltage
Analog IC	Analog Integrated Circuit
ADC	Analog to Digital Converter
AEC	Automotive Electronics Council
AFE	Analog Front End
APQP	Advanced Product Quality Planning
ASIL	Automotive Safety Integration Level
BCM	Business Continuity Management
C&S certification	German Communication & System Group Laboratory certification
CAN	Controller Area Network

Abbreviation	Paraphrase
CIP	Continuous Improvement Process
CPK	Complex Process Capability
CP test	Chip Probing test
CQE	Customer Quality Engineer
CRM	Customer Relationship Management
DRC Conflict-Free	Democratic Republic of the Congo Conflict-Free
FAE	Field Application Engineer
FMCS	Facility Management and Control System
FMEA	Failure Mode and Effects Analysis
GaN	Gallium nitride
ICP test report	Inductively Coupled Plasma test report
IPS	Intrusion Prevention System
IQC	Incoming Quality Control
LDO	Low Dropout Regulator
LED	Light-Emitting Diode
MCU	Microcontroller Unit
MRB	Material Review Board

Abbreviation	Paraphrase
MSDS	Material Safety Data Sheet
OA	Office Automation
OPL	One Point Lesson
PCT	Patent Cooperation Treaty
PSRR	Power Supply Rejection Ratio
PMIC	Power Management IC
REACH	REGULATION concerning the Registration, Evaluation, Authorization and Restriction of Chemicals
RMI	Responsible Minerals Initiative
RoHS	Restriction of Hazardous Substances
SDS	Safety Data Sheet
SiC	Silicon carbide
TCMM	Training Capability Maturity Model
USB	Universal Serial Bus
VDE	Verband Deutscher Elektrotechniker
WAT	Wafer Acceptance Test
WMS	Warehouse Management System

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## Reader's Feedback

Dear readers,

We sincerely appreciate your time out of your busy schedule to read this Report, which is the 3rd Environmental, Social and Governance Report published by 3PEAK. In order to fulfil the communication of this Report and effectively advance the ESG management and practices of 3PEAK, we sincerely invite you to fill in the feedback form to help us make continuous improvement.

1.What is your overall assessment of the 3PEAK ESG Report?

Excellent       Good       Average       Poor       Very Poor

2.How do you think this Report reflects 3PEAK's significant environmental, social and governance impacts?

Excellent       Good       Average       Poor       Very Poor

3.What do you think of 3PEAK's performance in stakeholder communication?

Excellent       Good       Average       Poor       Very Poor

4.How do you think this Report performs in terms of the authenticity, accuracy and effectiveness of information and data disclosure?

Excellent       Good       Average       Poor       Very Poor

5.Do you think the overall framework, content design and format of this Report are easy to read?

Excellent       Good       Average       Poor       Very Poor

6.What is your overall impression of this Report from all aspects? ?

Excellent       Good       Average       Poor       Very Poor

7.Which part of the Report are you most interested in?

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8.What are your comments or suggestions for 3PEAK ESG Reports in the future?

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思瑞浦微电子科技（苏州）股份有限公司

3PEAK INCORPORATED