



## 2019 Corporate Social Responsibility Report of Founder PCB

Rise with Technology and Develop with Market Competitiveness

# 2019 Corporate Social Responsibility Report of Founder PCB

Rise with Technology and Develop with Market Competitiveness



## About the Report

Founder PCB makes every effort to ensure the authenticity, accuracy, objectivity, and completeness of the report, and comprehensively introduces the annual responsibility performance concept, actions, performance, and improvement measures of the company. We hope to strengthen communication with stakeholders and promote cooperation through releasing reports; to increase interest recognition, emotional recognition, and value recognition, and to work in synergy to realize sustainable development.

The board of directors and all directors of the company guarantee no false records, misleading statements, or major omissions in this Report, and bear individual and joint responsibility for the authenticity, accuracy, and completeness of the contents.

Unless otherwise specified, the currency used in this Report is expressed in RMB.

### I. Time scope of this Report

The time scope of this Report ranges from January 1 to December 31, 2019. Some contents included may not be covered by the above time scope.

### II. Organizational scope of this Report

The organizations covered in this Report mainly include the production base and domestic sales branches of Founder PCB, including Zhuhai Founder Technology Multilayer PCB Co., Ltd. (including two factories, referred to as “F1/Zhuhai Multilayer” and “F7/Smart Factory”), Zhuhai Founder Technology High-Density Electronics Co., Ltd. (including two factories, referred to as “F3/Zhuhai High-Density/Zhuhai High-Density HDI/Zhuhai HDI” and “F5/Zhuhai High-Density QTA/Zhuhai QTA”), Chongqing Founder High-Density Electronics Co., Ltd. (hereinafter referred to as “F6/Chongqing High-Density”), Zhuhai Founder PCB Development Co., Ltd. (hereinafter referred to as “F/Zhuhai Development”). For the convenience of expression, the “Company” or “we” is also used to refer to Founder PCB in this Report.

### III. Release cycle of this Report

The corporate social responsibility report of Founder PCB is released on an annual basis. This Report is the third corporate social responsibility report released by Founder PCB in a row.

### IV. Remarks on the report data

The data cited in this Report is derived from official company documents, statistical reports, or public documents.

### IV. Remarks on the report data

#### V. Reference standards of this Report

Global Reporting Initiative “Sustainability Reporting Guidelines (GRI Version)”

International Standardization Organization “ISO26000 Social Responsibility Guide”

Ten Principles of the United Nations Global Compact

Compiling guidelines for corporate social responsibility report of Chinese enterprises (CASS-CSR4.0)

#### VI. Selection of report content and indicators

The content scope of this Report is selected under the principles of substantiality, stakeholder participation, sustainable development, and integrity of the GRI, and based on the actual conditions of the Company. The specific content of this Report is determined through industry benchmarking research, corporate development strategy analysis, identification of key responsibility issues, and stakeholder communication.


In terms of the indicators disclosed, this Report mainly considers the relevance, substantiality, and availability of specific indicators related to the performance of key issues. The indicators adopted are not only highly related to the main topics of social responsibility but can effectively reflect our performance on the corresponding topics. Besides, the indicators can be collected through the existing management system. With further improvement and refinement of corporate social responsibility management by Founder PCB, we will gradually optimize and improve the indicators disclosed in future reports.

#### VII. Contact of this Report


This Report is released in print and electronic versions. To obtain the electronic report, please log on to the official website of Zhuhai Founder PCB Development Co., Ltd. ([www.founderpcb.com](http://www.founderpcb.com)) to download the electronic report.

 Contact: Bin Ye

 Department: Sales Management Department Brand Specialist

 Address: Fangzheng PCB Industrial Park, Fushan Industrial Park, No. 3209 Zhufeng Avenue, Qianwu, Doumen District, Zhuhai, Guangdong

 Zip Code: 519100

 Tel.: (+86) 0756-5658614

 Email: [yebin3@founderpcb.com](mailto:yebin3@founderpcb.com)

 Contact: Di Jin

 Address: Chongqing Founder High-Density Electronics Co., Ltd., No. 5 Xiyong Avenue, Shapingba, Chongqing

 Zip code: 401332

 Tel.: (+86) 023-65687537

 Email: [jindi@founderpcb.com](mailto:jindi@founderpcb.com)

# Table of Contents

About the Report	/	01	About us	/	08
[Special Topic on Fighting COVID-19] Founder PCB is acting in synergy to fight against COVID-19	/	04	Development history	/	10
Words from the Management	/	07	Financial performance	/	11

## Chapter I

Clarify planning and promote sustainable development

I. Responsibility governance	/	12
II. Clean development	/	15
III. Communication and sharing	/	16

## Chapter III

Protect the environment Lead the sustainable development

I. Environmental measures	/	23
II. Energy management	/	25
III. Water resource management	/	26
IV. Greenhouse gas management	/	27
V. Waste management	/	28
VI. Improve environmental protection awareness	/	29

Looking ahead	/	37
GRI&SDG Standards Index	/	38
Feedback form	/	45

## Chapter II

Technology-based driving force for sustainable development

I. Quality priority	/	18
II. Technological innovation	/	19
III. Customer services	/	20
IV. Supplier management	/	22

## Chapter IV

Respect human rights Maintain sustainable development

I. Democracy management	/	31
II. Safety management	/	31
III. Salaries and benefits	/	33
IV. Career development	/	33
V. Caring actions	/	34
VI. Community services	/	35

# [Special Topic on Fighting COVID-19] Founder PCB is acting in synergy to fight against COVID-19

At the beginning of 2020, the COVID-19 pandemic broke out. In this nationwide fight against the COVID-19 pandemic, Founder PCB responded with no fear but calmness, insisted on the “five-implementation” principle and made due contributions to the fight against COVID-19 with practical actions.

In accordance with the requirements of the Notice of Zhuhai COVID-19 Pandemic Prevention and Control Headquarters Office on Resuming Safe and Orderly Work and Production issued by the Zhuhai COVID-19 Pandemic Prevention and Control Headquarters Office, the Company immediately mobilized its forces to make every effort to ensure the safety and health of employees after they returned to work, and fought against the COVID-19 pandemic. It established the leading group to respond to the COVID-19 pandemic, the working group for COVID-19 prevention, and the special leading group for work resumption to guarantee comprehensive coverage of the COVID-19 prevention work in different park areas of the Company.

### (i) Implementation of the prevention and control mechanism

As soon as Founder PCB received the news about the COVID-19 pandemic, it set up a leading group to respond to the COVID-19 pandemic, a working group for COVID-19 prevention, and a special leading group for work resumption which comprehensively covers the COVID-19 prevention work in different park areas of the Company.



### (ii) Implementation of employee inspection

While responding to the personal health declarations of corporate employees issued by the Guangdong Provincial Government and the Zhuhai Municipal Government, Founder PCB dispatched specialized personnel to follow up on the flow of employees during the Spring Festival and grasp the health conditions of employees. In the meanwhile, the body temperature of all the individuals entering the park is measured.



### (iii) Implementation of facility and material supply

To ensure sufficient supplies for COVID-19 prevention and control, such as infrared temperature detectors, disinfectant water, and masks, after learning the news of the COVID-19 pandemic, Founder PCB checked the existing inventory while actively seeking qualified suppliers to purchase required materials. Besides, for some temporarily added required materials, Founder PCB also handled flexibly by “purchasing the materials first and then coding” to ensure sufficient inventory of relevant anti-COVID-19 materials and meet the safety needs of employees first.



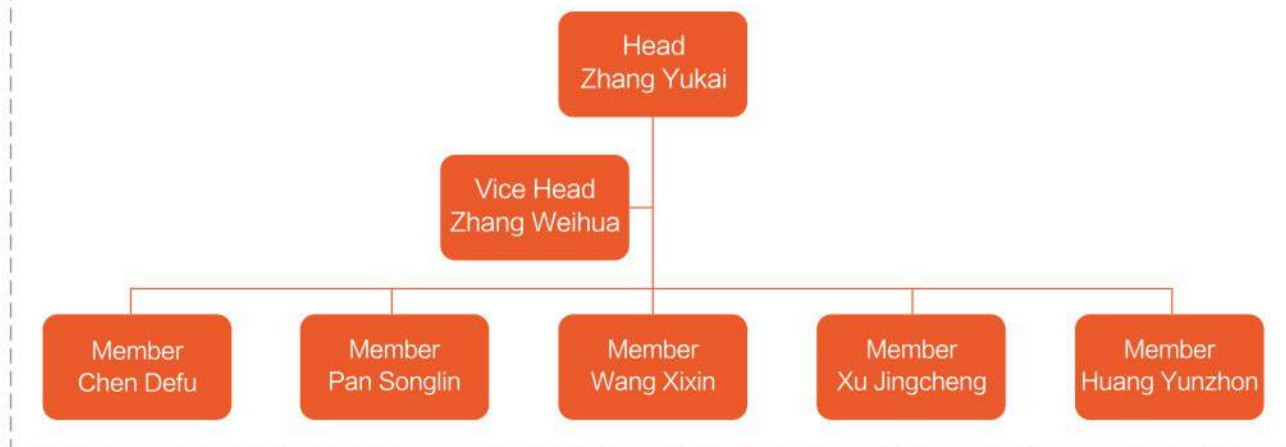
### (v) Implementation of publicity and organization

“Wear a mask, wash your hands frequently, and don't gather around”. These COVID-19 prevention slogans can be seen everywhere in Founder PCB Park. The EHS department has also especially collected laws and regulations related to COVID-19 prevention and control for employees to learn and understand, kept improving their awareness of disease prevention, and implemented epidemic prevention to every employee.



In the face of the pandemic, Founder PCB has done the full-process epidemic prevention work: Firstly, employees are required to take the Company's shuttle bus or drive their cars to work, avoid taking public transportation, and reduce the risk of contact; secondly, the Company implements strict monitoring. Employees' body temperature is measured at least three times from getting on the bus, arriving at the Company to entering the production area. Those who have abnormal body temperature or return to work from other places (non-Hubei area) must be quarantined in a dedicated quarantine area, and dedicated personnel will take care of their daily living and diets. In the meanwhile, the Company has made active efforts in the procurement and distribution of COVID-19 prevention materials to ensure that employees can receive adequate protection and COVID-19 prevention materials after resuming work. Founder PCB and its branches have also established a leading group for COVID-19 prevention to actively respond to the pandemic and ensure smooth progress in both the work and production resumption and the COVID-19 prevention and control.

### Architecture of the leading group for COVID-19 prevention in Founder PCB



On February 6, the Mayor of Zhuhai, Mr. Yisheng Yao, and other government officials inspected the COVID-19 prevention and work resumption conditions of Founder PCB. After inspecting the park and listening to the detailed report of Founder PCB, Mr. Yisheng Yao expressed high recognition for the sound COVID-19 prevention work system and practical safeguard measures of Founder PCB. The deputy district head of Xiangzhou District and the leaders of the Ministry of Industry and Information Technology also inspected Founder PCB Park.



On February 10, when Zhuhai Founder PCB Fushan Park and Multilayer Park resumed work, the deputy district head of Xiangzhou District, Mr. Qiancong Pan, and the director of the Science, Industry, and Information Bureau of Xiangzhou District, Mr. Jun Yan inspected the work resumption conditions and implementation of COVID-19 prevention measures in Zhuhai Founder PCB Multilayer Park. The president of Zhuhai Founder PCB, Mr. Yukai Sun, and the deputy general manager of Zhuhai Multilayer, Mr. Songlin Pan reported the work resumption conditions and the implementation of COVID-19 epidemic prevention measures.



Affected by the COVID-19 pandemic, the haircut has become a problem. The president of Founder PCB, Mr. Yukai Sun noticed the haircut need of employees and quickly issued instructions. The leaders of Multilevel Park responded quickly. On the same day, the administration department of the Multilevel Park contacted a professional barber and invited him to the park to solve this "livelihood issue" for employees. The haircut event was expected to last for one week from February 21, and the related expenses were paid by the Company. The Fushan Park and the Chongqing Park also responded immediately and established the "Love Barber" s Shop"





## Words from the Management

### President of Founder PCB, Mr. Yukai Sun

With the arrival of the 5G era, various new terminal electronic products have been developed while the database stations, transmission, and storage equipment have been upgraded. PCB, known as the mother of electronics, has also ushered in its development phase.

In 2019, under the guidance of the new strategy, Founder PCB relies on the development model of deeply-integrated industry-university-research, and comprehensively focuses on the two core elements of "technology" and "quality". It has taken the measures of "enhancing technical capabilities", "expanding production capacity", "adjusting product structure", "building an excellent team", and "improving quality control capabilities". In the meanwhile, the Company has actively researched and developed new technologies, kept deepening its technological and quality advantages, and improved its quality yield rate. Under the Sino-US economic and trade frictions and the insufficiencies of global economic growth momentum, the Company has maintained a good development momentum. Its sales volume exceeded RMB 3 billion in 2019, which sets a record high of the Company.

#### The Company has entered a new stage of high-quality development

After developing for more than 30 years, Founder PCB has formed its product advantages centered on multilayer interconnected ELIC, software-hardware combined HDI, high-frequency and high-speed server PCB, RF antenna PCB, and ultra-fast storage SSD, etc. The Company has performed excellently in the markets of mobile smart terminals, wireless base stations, industrial intelligent control, automotive entertainment, big data center, and wearable consumer electronics.

#### The comprehensive competitiveness of the Company has been further improved

With the smooth F7 topping of Zhuhai Founder Technology Multilayer PCB Co., Ltd., the factory is built with highly intelligent standards. After the new project is put into production, it is expected that the production efficiency will be increased by more than 30%, which will further improve the comprehensive competitiveness of Founder PCB in the field of intelligent manufacturing.

In 2020, in the face of the 5G era, as a leader in 5G technology, Founder PCB will adopt a firm attitude and seeks progress while maintaining stability. Under the guidance of the technology and quality combined drive strategy, the Company will provide domestic and foreign customers with products and services of higher quality, and contribute to the intelligent manufacturing industry in China.

Founder PCB will also apply the successful cooperation experience with well-known customers to cooperate with other business partners, keep improving its technology R&D capabilities, optimize its quality and lean management capabilities, and upgrade its high-end automated manufacturing production lines. Besides, the Company will increase technology investment in mobile terminals, tablet computers, automotive electronics, storage modules, optical modules, and other high-end products to achieve win-win development with customers!

### About us

Founder PCB, an important affiliate of Founder Technology, was established in 1986 and is one of China's leading PCB manufacturers. After developing for more than 30 years, it currently ranks 8th in the domestic PCB industry. The Company mainly produces quick boards, high-density interconnected boards, ordinary multilayer boards (2-40 layers), system boards, large backboards, gold finger boards, and other products, and provides customers with QTA and NPI services. The Company has an annual production capacity of 955,000 square feet while its business scope covers the whole world, with service sites in North America, Europe, and Asia.

Zhuhai Founder currently has more than 5,000 employees. It consistently adheres to the concept of leading quality and leading technology. Founder PCB has obvious advantages in high-end manufacturing and has established one factory in Chongqing and four factories in Zhuhai. Zhuhai Founder Technology Multilayer PCB Co., Ltd. (F1) mainly produces multilayer boards and communication system boards; Zhuhai Founder Technology High-Density Electronics Co., Ltd. (F3) mainly produces HDI and system boards, and Zhuhai Founder Technology High-Density Electronics Co., Ltd. (F5) mainly produces quick boards and communication system boards, while Chongqing Founder High-Density Electronics Co., Ltd. (F6) mainly produces backboards and communication system boards. Besides, the smart factory (F7) of Zhuhai Founder Technology Multilayer PCB Co., Ltd. has been completed but not been put into production.

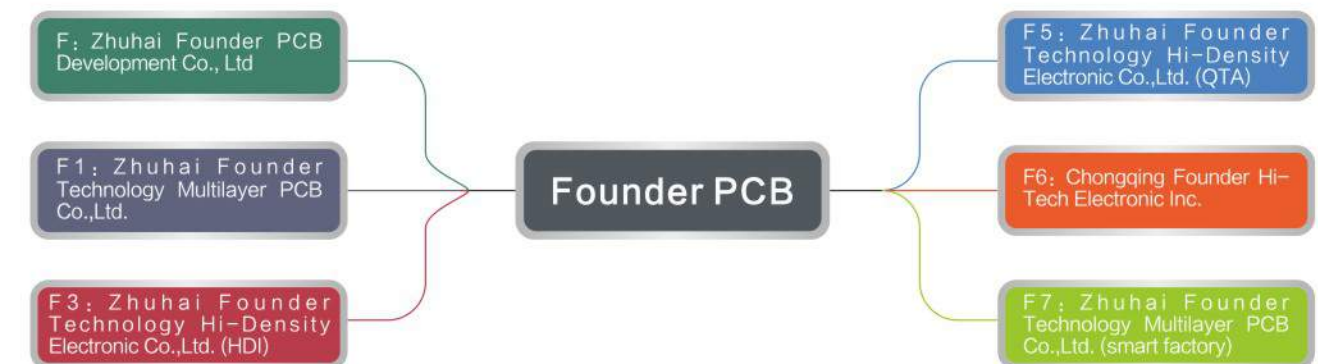
Relying on the Group's resources, Founder PCB concentrates on research and development while laying a solid foundation, and is determined to become the world's leading PCB supplier in terms of product quality and customer service.

In the future, Founder PCB will improve per-capita efficiency and ensure product quality through building intelligent factories to fully adapt to the development trends of the future 5G era.

Strategy: Focus on the technology and quality combined drive, and determined to become a domestically-leading and globally first-class outstanding enterprise in the PCB industry

Measures: Enhance technical capabilities, expand production capacity, adjust product structure, build excellent teams, and improve quality control capabilities

Cultural cornerstone: Stand upright as a man and do concrete thing



- Data center
- Communication facilities
- Consumption terminals
- Smart vehicles
- Industrial control



工厂 | 办事处 | 服务中心

## 公司主要人员

Company name	Name	Position	Gender
Zhuhai Founder PCB Development Co., Ltd.	Jian Liu	Chairman	Male
	Yukai Sun	Director	Male
	Jin Zuo	Director	Female
	Qing Wang	Supervisor	Female
PCB senior management team	Yukai Sun	President of Founder PCB	Male
	Zhiqi Chen	Vice president and CFO of Founder PCB	Male
	Defu Chen	Vice president of Founder PCB and general manager of F7	Male
	Weihua Zhang	Vice president and CHO of Founder PCB	Male

## Associations and organizations In which Founder PCB participates in

No.	Entity	Association or organization	Level
1	Zhuhai Founder PCB Development Co., Ltd.	Zhuhai Printed Circuit Association	Chairman
2	Zhuhai Founder PCB Development Co., Ltd.	China Printed Circuit Association	Vice-chairman
3	Zhuhai Founder PCB Development Co., Ltd.	Guangdong Printed Circuit Association	Vice-chairman
4	Zhuhai Founder PCB Development Co., Ltd.	Zhuhai Intelligent Manufacturing Fushan Enterprise Service Center	President
5	Zhuhai Founder PCB Development Co., Ltd.	Doumen District Human Resources Alliance	Member
6	Zhuhai Founder Technology Multilayer PCB Co., Ltd.	Zhuhai Foreign Economic Cooperation Enterprise Association	Member
7	Zhuhai Founder Technology Multilayer PCB Co., Ltd.	Zhuhai Safety Production and Occupational Health Association	Member
8	Zhuhai Founder Technology Multilayer PCB Co., Ltd.	Xiangzhou District Safety Production Association	Director
9	Zhuhai Founder Technology Multilayer PCB Co., Ltd.	Zhuhai Precursor Chemical Association	Member
10	Zhuhai Founder Technology Multilayer PCB Co., Ltd.	Zhuhai Energy Conservation Association	Member
11	Zhuhai Founder Technology High-Density Electronics Co., Ltd.	Guangdong Society of Environmental Sciences	Director
12	Zhuhai Founder Technology High-Density Electronics Co., Ltd.	Zhuhai Chamber of Commerce for Import and Export	Member
13	Zhuhai Founder Technology High-Density Electronics Co., Ltd.	Zhuhai Enterprise and Entrepreneurs Association	Director
14	Zhuhai Founder Technology High-Density Electronics Co., Ltd.	Zhuhai Chemical and Material Association	Member
15	Chongqing Founder High-Density Electronics Co., Ltd.	Chongqing High-Tech Enterprise Association	Member

## Development history

- In 1986,** Zhuhai Multilayer was established and has the highest starting point for a PCB manufacturer in China.
- In 1991,** Zhuhai Multilayer was officially put into production.
- In 1993,** the largest and most versatile electroplating line in Asia was developed by Zhuhai Multilayer.
- In 1994,** the PCB of the world's first multimedia computer PACKBELL graphics card was produced in Zhuhai Multilayer.
- In 1996,** China's earliest ENTEK production line was developed by Zhuhai Multilayer.
- In 2003,** Founder incorporated Zhuhai Multilayer.
- In 2005,** Founder was officially put into production in Fushan Industrial Park.
- In 2007,** Founder deployed its pattern in southwest China and built its Chongqing F6 factory.
- In 2008,** Founder PCB Research Institute was established.
- In 2009,** the high-end backboard of the F6 Chongqing factory was put into production, completing the layout of the communication field.
- In 2011,** Founder began to deploy its international market; its annual sales reached RMB 2.2 billion.
- In 2012,** Founder was certified by well-known customers in the international market.
- In 2013,** Founder entered the high-speed optical module market.
- In 2014,** Founder was recognized as a provincial high-tech enterprise.
- In 2015,** Founder PCB Zhuhai Multilayer completed the key technology and industrialization of high-density interconnected hybrid integrated PCB.
- In 2016,** the Company's 40/40um fine circuit technology was put in small-batch production and promoted, which marks the first domestic application case of this technology.
- In 2017,** Founder PCB Zhuhai Multilayer was recognized as the Guangdong Private Enterprise Innovation Industrialization Demonstration Base; Zhuhai High-Density was awarded the Strategic Emerging Industry Key Product Promotion Catalog Certificate of Zhuhai.
- In 2018,** at the HW2019 CBG Supplier Quality Conference, Founder won the highest award issued by HW in the field of quality-Quality Excellence Award, becoming the only winner in HW's global PCB supply chain.
- In 2019,** Founder PCB Zhuhai Multilayer and Zhuhai High-Density were recognized as National Intellectual Property Advantage Enterprises in 2019;

## Awards and honors



## Financial performance

Indicator	Unit	2017	2018	2019
Operating revenue	RMB100 million	26.60	25.29	31.14
Operating costs	RMB100 million	22.22	21.56	24.44
Total employee salary	RMB100 million	3.88	4.36	5.36
Total social security	RMB100 million	0.28	0.29	0.32
Taxes	RMB100 million	0.87	0.91	0.91
Government rewards and subsidies	RMB 10,000	979.11	4,334.64	2,589.66
Tax deduction	RMB 10,000	1,601.83	1,024.3	1,818.17
Environmental protection investment	RMB 10,000	4,163.84	4,197.3	4,601.5

## Chapter I Clarify planning and promote sustainable development

### I. Responsibility governance

To complete and improve the Company's corporate social responsibility governance, ensure that employees are treated fairly and enjoy dignity and that business activities meet environmental and ethical requirements, fulfill their due social responsibilities, and establish a good corporate image, the Company has built an internal control system to standardize its operation. The general shareholders' meeting, the board of directors, and the management perform their respective duties in a trinity form in terms of corporate decision-making, supervision and implementation, coordinate the Company's operations and form an effective check-and-balance relation.

In recent years, the Company has been committed to advancing the construction of a corporate social responsibility system and improving its governance capabilities of corporate social responsibility to promote the sustainable development of the Company. The Company has been certified the RBA6.0 (Responsible Business Alliance) certification.

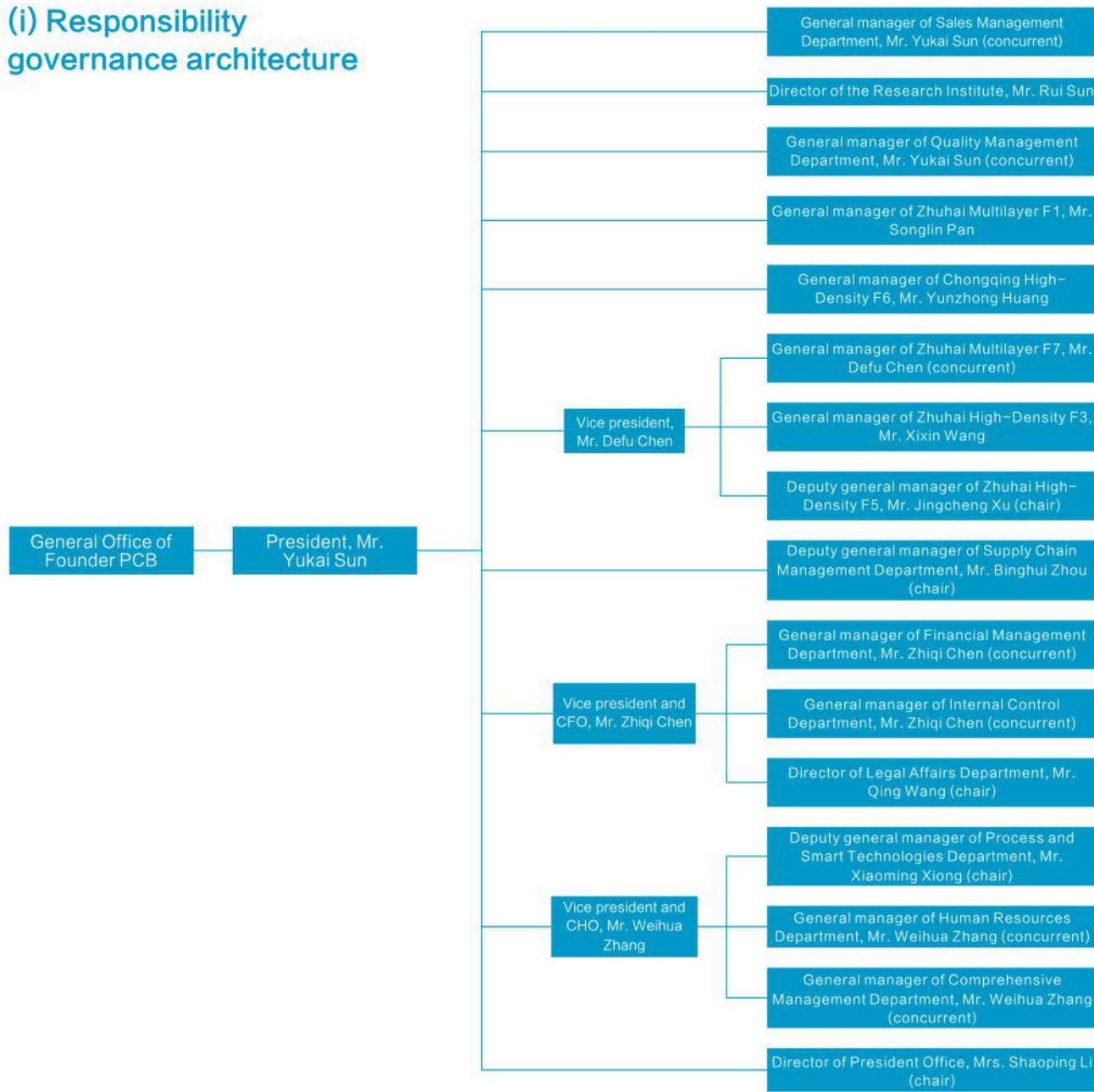


To effectively manage the corporate social responsibility issues, the Company has established a complete corporate social responsibility management system and actively performed its corporate social responsibility around "responsibility planning annual plan project implementation assessment and evaluation". The Company convenes monthly, quarterly, semi-annual, and annual meetings to summarize the phased operation conditions and immediately proposes corrective measures for problems discovered. Especially when it comes to the problems related to the environment and labor human rights, the Company's senior management attaches great importance to these problems, and factories have appointed their representatives of environmental managers and labor human rights managers.

In the special period of COVID-19 pandemic prevention and control, Founder PCB, as an important supplier in the domestic 5G industry, paid close attention to the production and construction needs of customers, and took the lead in fighting the COVID-19 prevention and resuming normal production and work. Founder PCB has achieved reverse growth in performance in Q1. Operating indicators, such as operating revenue and net profit far exceeded those of the same period last year.



(i) Responsibility governance architecture



Executive organization



Risk identification scope of Founder PCB

Sales Management Department	Procurement Management Department	Comprehensive Management Department -Project Management	Comprehensive Management Department -Administrative Management	Comprehensive Management Department -Public Facilities	Comprehensive Management Department -External Affairs	Legal Affairs Department	Human Resources Department	IT	Financial Management Department	Research Institute
Market strategy	Procurement plan	Project budget	Vehicle management	Public safety	Project approval	Contract management	Basic personnel	软件开发	Budget management	Customer communication
Customer management	Procurement requirement	Project application	File management	Equipment and facility safety	Project acceptance	Compliance management	Recruitment management	系统管理	Bill management	Customer information
Price management	Supplier management	Supplier management	Official documents	Environment protection and energy		Litigation management	Employee relations management	桌面运维	Receivables management	Project approval
Order management	Procurement implementation	Tendering and bidding management	Canteen management	Chemicals safety		Property rights management	Salary management		Payables management	Project development
Account management	Account payment	Project site management	Dormitory management	Occupational health and safety		Special labor management	Training and talent reserve management		Expense management	Project summary
Credit management	Project procurement	验收付款	Property management	Special equipment		Emergency management			Cost accounting	R&D achievements
	Tendering and bidding management		Stamp management	Water treatment			Promotion management		Tax affairs	Patent management
	Logistics management						Corporate culture		Credit management	
	Relations management								Statement management	
									Asset management	

(ii) Risk management and control

To improve the risk management of Founder PCB, increase operational efficiency, and ensure that major risks are controlled within the Company's tolerance range, the Company has established an Internal Control and Risk Management Committee and built a risk management system and risk warning mechanism. It is responsible for evaluating the risk management situation of Founder PCB, determining the overall risk management objectives, risk appetite, and risk tolerance of Founder PCB, regularly conducting risk management training, self-examination, and inspection, discovering problems in time, and putting forward countermeasures and improvement suggestions.

The Internal Control Department formulates a risk management plan every year, and reports to the Internal Control and Risk Management Committee for approval. The risk management plan shall include the following:

- ★ Risk evaluation, revision of risk list and risk control documents;
- ★ Determine the risk appetite and risk tolerance of the Company;
- ★ Determine the risk warning standards;
- ★ Risk supervision and inspection;
- ★ Risk incident management;
- ★ Annual risk reports





(iii) Responsibility commitment

In the past years, we have been adhering to the core values of “standing upright as a man and doing concrete things” and regard the undertaking of corporate social responsibility as a due obligation and duty. The Company consciously safeguards the legitimate rights and interests of shareholders, the Company and employees, cares for employees and enhances the Company’s cohesiveness. Besides, the Company inspires employees’ sense of pride and responsibility, treats suppliers and customers with integrity, actively protects the environment, advocates low-carbon life, energy saving, and emission reduction, promotes clean production, enthusiastically participates in social welfare undertakings, accepts the supervision of the government and the public, and accelerates the Company’s coordinated and harmonious development with the whole society.

<b>Core values of Founder PCB</b>
Integrity, pragmatism, solidarity, win-win, and vision of the big picture
<b>Cultural cornerstone of Founder PCB</b>
Stand upright as a man and do concrete things
The Company regards the undertaking of corporate social responsibility as a due obligation and duty, consciously safeguards the legitimate rights and interests of shareholders, the Company and employees, cares for employees, and enhances the Company’s cohesiveness. Besides, the Company inspires employees’ sense of pride and responsibility, treats suppliers and customers with integrity, actively protects the environment, advocates low-carbon life, energy saving, and emission reduction, promotes clean production, enthusiastically participates in social welfare undertakings, accepts the supervision of the government and the public, and sticks to the harmonious and sustainable development path.

II. Clean development

Guided by the Thought of President Xi Jinping on Socialism with Chinese Characteristics for the New Era, Founder PCB thoroughly implements the spirit of the 19th National Congress of the Chinese Communist Party, bears the original aspiration and mission in mind, strengthens the “four consciousnesses”, sticks to the “four confidence”, and insists on the “two maintenance”. It adheres to the overall path of seeking progress while maintaining stability and faithfully performs the duties entrusted by the Party Constitution and the Constitution. Under the political construction leadership of the Party, the Company administers its Party branch strictly, adheres to the priority of disciplines before laws, enforces relevant disciplines and laws, and effectively connects with the judiciary sector. As a result, it has achieved greater strategic results in comprehensive and strict governance of its Party branch, consolidated and developed the overwhelming success of the anti-corruption struggle. We will advance the concept of not daring to be corrupt, not being corrupt, and not wanting to be corrupt, and focus on the central task to improve the supervision system. The Company strives to achieve high-quality development of discipline inspection and supervision in the new era, and ensure the spirit of the 19th National Congress of the Chinese Communist Party and the resolute deployment of major decisions of the Central Party Committee.

**Report mailbox:** President Office, Floor 4 R&D Building, Founder Technology PCB Industrial Park, Hushan, Ganwu, Doumen District, Zhuhai, Guangdong

**Zip Code:** 519175

**Reception:** President Office, Floor 4 R&D Building, Founder Technology PCB Industrial Park, Hushan, Ganwu, Doumen District, Zhuhai, Guangdong

**Report email:** fzpcbjw@founderpcb.com (Founder PCB Disciplinary Committee email)

**Report telephone:** 0756-5658953

“Remain true to our original aspiration and keep our mission firmly in mind”. The Party branch of Zhuhai Founder PCB Development Co., Ltd. of the Chinese Communist Party organized the Company’s CCP members to visit and investigate the Xiaohaochong Party History Education Base on May 30, 2019, and received revolutionary history education.



**Learn from comrade Zhang Fuqing's glorious deeds**

III. Communication and sharing

The Company has formulated the Stakeholder Management Procedures which clarify the competent departments, communication frequency, and communication methods of stakeholders. By identifying, categorizing, communicating, and managing stakeholders of the Company, responding to the expectations of stakeholders, and evaluating the impact of stakeholders, we ensure the smooth communication and healthy operation of the Company and stakeholders.

The Company maintains close contact and cooperation with stakeholders through various effective methods (such as emails, face-to-face interviews, telephone calls, meetings, questionnaires, and training, etc.), and responds to their demands promptly, which greatly improves the governance performance of corporate social responsibility.

(i) Stakeholder list of the Company

Stakeholders	Stakeholder expectations	Communication methods
Customers	Product and service quality, product price, after-sales service	Dealer meetings, satisfaction surveys, inspection visits
Government	Integrity and law-abiding, paying taxes according to law, promoting employment, and protecting the environment	Government meetings, special reports, project cooperation, statistical reports
Suppliers	Stable and long-term cooperation, sustainable development, fairness, and transparency, mutual benefit	Supplier meetings, business negotiations, tendering activities
Employees	Wages and benefits, health and safety, promotion opportunities, training opportunities	Rational suggestions, symposiums, employee representative meetings, training
Investors	Return on investment, steady development, risk prevention, information disclosure	Periodic reports, shareholder meetings, interim reports, performance announcements, company websites
Industry associations	Implement industry standards, and communicate smoothly	Association events, standard-setting, alliance meetings
Communities	Community harmony, civilization co-construction, development, and sharing	Charity, community service, social investment
Media	Brand image, social responsibility, technological innovation, environmental protection	Interview activities, information release
Third-party certified companies	Meet system requirements, quality, environment, safety, technology, logistics	On-site audit, email, video, telephone

(ii) Stakeholder participation

On April 26, 2019, the Q1 business summary meeting of Founder PCB was successfully held in Zhuhai. More than 40 people, including leaders of the General Office of Founder PCB, members of the enlarged board, and core backbones of factories, attended the meeting to discuss and summarize the phased results achieved in Q1 and make plans for the next phase of business development.



On July 10, 2019, the 10th anniversary celebration of Chongqing Founder High-Density Electronics Co., Ltd. was grandly held in Founder PCB Industrial Park, Xiyong Micro-electronics Industrial Park, Shapingba District, Chongqing. Many partners from the Shapingba District Government, partner universities, and customer representatives attended the celebration to witness the ten-year achievements of Chongqing Founder PCB Industrial Park and participated in a variety of park activities with more than 1,000 employees.



On November 14, 2019, the PCB Industry Ecological Conference and 7th Founder PCB Summit Forum hosted by Founder PCB was held in Zhuhai. More than 400 people, including leaders from the Zhuhai Municipal Government, representatives of well-known terminal companies, such as ZTE, Cisco, Dell, VIVO, and Amazon, representatives of cutting-edge material manufacturers, such as Panasonic, TUC, Shengyi, and ITEQ, representatives of equipment manufacturers, such as Orbo, and experts and scholars from internationally renowned industry research institutions and scientific research institutions, attended the conference to discuss the integrated development of the PCB industry chain in the 5G era.



Founder PCB was invited to attend the 3rd PCB Industry-University-Research Collaborative Innovation Conference co-sponsored by the China Printed Circuit Association (CPCA), Guangdong Printed Circuit Innovation Alliance (GDPCIA), Guangdong Printed Circuit Association (GPCA)/Shenzhen Printed Circuit Association (SPCA), and Guangdong University of Technology (GDUT).



2020年2月27日，珠海市委书记郭永航莅临方正PCB防疫复工一线指导工作



2019年8月12日，广东省科技厅厅长王瑞军一行莅临方正PCB调研



2019年10月14日，广东省副省长陈良贤一行莅临方正PCB调研



2019年12月16日，珠海市委常委郭才武一行莅临方正PCB调研



2019年12月26日，珠海市委常委副市长曾进泽一行莅临方正PCB调研



2019年11月1日，珠海市人大常委会副主任陈英一行莅临方正PCB调研

## Chapter II Technology-based driving force for sustainable development

Founder PCB adheres to the deep integration and application of independent innovation and industry-university-research and implements the development strategy of technology and quality combined drive. It is committed to PCB technology research and key process technology development, provides innovation sources for sustainable development and guarantees the efficient operation of the technological innovation engine.

Over the years, Founder PCB has undertaken many major special projects, such as national industrial revitalization projects, the Torch Plan, and Guangdong Provincial industry-university-research cooperation projects, and won the second prize of National Science and Technology Progress Award, China Patent Excellence Award, the first prize of the Ministry of Education Science and Technology Progress Award, the Guangdong Science and Technology Progress Award and other authoritative technology awards. In the meanwhile, as the co-construction unit of the "Zhuhai Branch of the State Key Laboratory of Electronic Films and Integrated Devices" of the University of Electronic Science and Technology of China, the two parties have jointly established the "Postgraduate Practice Base" and jointly created a PCB "R&D + Industrialization" platform for the PCB industry to cultivate compound technical talents, gather more talents and intellectual resources, and promote the construction of an independent and safe industrial chain of domestic key components. Zhuhai High-Density and Chongqing High-Density passed the review of the integration system by the Ministry of Industry and Information Technology in 2016.



Integration System Review Certificate of The Ministry of Industry and Information Technology

### I. Quality priority

To provide customers with more excellent products, Founder PCB fully develops the collaborative work value of the industrial ecological chain and outputs high-standard technologies to the material supply chain. By building a value management platform of "Founder PCB + Supply Chain + Customers", the core supply chain and Founder PCB make progress synergistically, which also lays a solid foundation for the sustainable development of Founder PCB. Founder PCB factories have been certified by ISO9001, TL9000, IATF16949, IPC member (Global Printed Circuit Association), and other quality management system certifications.



We strictly follow product safety production standards, set quality targets (currently, the overall yield target requirement for product qualification is  $\geq 91\%$ ), strengthen the process control, and implement the responsibility to specific individuals to ensure that the products delivered to users are free of any safety hazards. Besides, we also actively carry out product hazard risk assessment and prevention, strengthen product testing, formulate and implement product traceability systems, and prevent nonconforming products from entering the market.

### QCC& Quality Month events



### 品牌管理体系



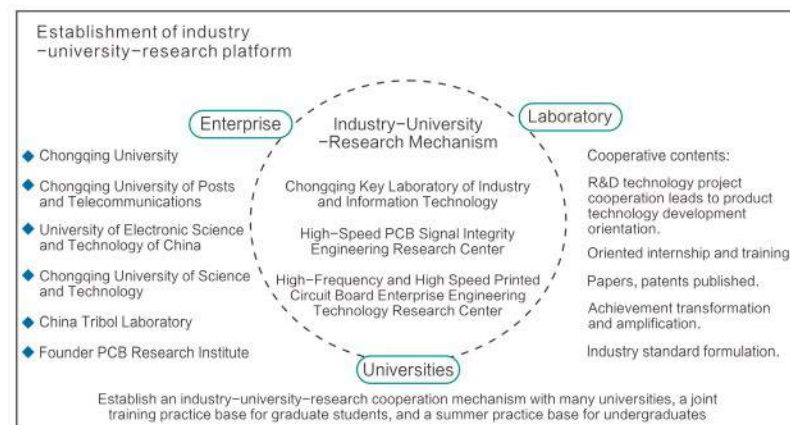
II. Technological innovation

Guided by independent R&D, Founder PCB keeps providing customers with products and technical solutions with both independent intellectual property and stable and reliable performance. At the technical level, Founder PCB relies on the internal research institute established in cooperation with universities. Based on the industry-university-research innovation mechanism, Founder PCB is oriented to customer needs to carry out targeted R&D of new technologies, new processes, and new products to meet the personalized product needs of the market. At the quality level, Founder PCB adopts an innovative management system to classify customer indicators, achieves quality progress, and comprehensively upgrades the product level by establishing special teams.

In 2019, under the guidance of the new strategy, Founder PCB relies on the development model of deeply-integrated industry-university-research, and comprehensively focuses on the two core elements of "technology" and "quality". It has taken the measures of "enhancing technical capabilities", "expanding production capacity", "adjusting product structure", "building an excellent team", and "improving quality control capabilities", and the Company has entered a new stage of high-quality development.

In the future, Founder PCB will keep improving its technology R&D capabilities, optimize its quality and lean management capabilities, and upgrade its high-end automated manufacturing production lines. Also, the Company will increase technology investment in mobile terminals, tablet computers, automotive electronics, storage modules, optical modules, and other high-end products to achieve win-win development with customers!

Founder PCB R&D Organizations
Guangdong Engineering Technology Research and Development Center
Guangdong Enterprise Technology Center
Guangdong Private Enterprise Innovation Industrialization Demonstration Base
State Key Laboratory Zhuhai Branch
University of Electronic Science and Technology of China Postgraduate Practice Base
University of Electronic Science and Technology of China Postdoctoral Innovation Practice Base
University of Electronic Science and Technology of China Special Work Station



Intellectual Property and Achievements

Founder PCB adheres to the deep integration and application of independent innovation and industry-university-research and implements the development strategy of technology and quality combined drive. It is committed to PCB technology research and key process technology development, provides innovation sources for sustainable development and guarantees the efficient operation of the technological innovation engine.

Relying on the R&D platform, Founder PCB realizes the technology transformation of multiple high-end communication products centered on data centers and 5G. The Company has obtained 117 patents, of which 89 are inventions and 28 are utility models, and obtained 43 granted patents, of which 20 are inventions and 23 are utility models.

Year	Inventions	Utility models	Papers
2014 and before	71	20	—
2015	2	5	3
2016	5	3	2
2017	11	0	1
2018	4	3	2
2019	11	9	7



After Founder PCB F6 factory won the honorary title of National Intellectual Property Advantage Enterprise in 2018, Founder PCBF1, F3, F5 factories also won this honorary title in 2019. So far, the 4 factories under Founder PCB which have been put into operation have become the National Intellectual Property Advantage Enterprises.



序号	单位名称	企业名称
1273		佛山国瓷材料科技股份有限公司
1274		珠海格力电器股份有限公司
1277		广东博智机器人有限公司
1278	广东省	广东威创电气有限公司
1279	知识产权类	佛山中泰威电子有限公司
1118		广东联德科技股份有限公司
1111		广东开尔新材有限公司
1112		珠海方正科技微电子电器有限公司
1113		佛山佛子电器有限公司

Founder PCB Smart Factory (F7) was successfully topped



On July 28, 2019, the main factory building of Founder PCB Smart Factory (F7) was successfully topped. The factory adopts a series of high-end intelligent production lines, such as lean production layout, smart warehouse, and smart logistics, and it is expected that the production efficiency will increase by more than 30% over the current level. After the project is put into production, it will effectively enhance the core competitiveness of Founder PCB in terms of technology, quality, cost, efficiency, production capacity, and output value.

From August 26 to 27, 2019, the China Printed Circuit Industry Development Seminar and the 18th (2018) China Printed Circuit Industry Awards hosted by the China Printed Circuit Association was held in Qingdao. Founder PCB was selected as one of the top 100 enterprises in China's printed circuit industry.



III. Customer services

(I) Customer-centered

Customer-centered is also the principle that Founder PCB has been practicing. Founder PCB maximizes customer value and promotes the common progress of the industry by building a customer-oriented sales organization and operation process and a closely coordinated supply chain cooperation mechanism.

The Company has established a 5S exclusive service team with multi-dimensional sales + technical support + service, extends the scope of customer services to the entire life cycle of order service, product pre-research, technology development, process quality control, and after-sales service, establishes and implements a rapid response mechanism for quality services.

Customer end	Founder
Advanced technology/basic process	Project managers of the research institute
NPI Product and technology management	F&E managers
Procurement and business management	Customer managers
Order and delivery management	Sales assistants
Quality management	Customer service managers

5S team service



(ii) Improve user experience

Through design schemes and technological innovation, Founder PCB focuses on resolving key technical problems, such as the integrated PCB assembly design of the core key communication components, signal transmission stability, electronic signal loss, network structure reliability, and fast data exchange delay, and provides independent and safe technical solutions for terminal products, thus creating a better user experience.

In 2019, at the Guangdong Science and Technology Innovation Conference held in Guangzhou, the industry-university-research project hosted by Founder PCB and the University of Electronic Science and Technology of China-Key Technologies and Industrialization of High-Reliability Printed Circuits for Mobile Communication Systems was awarded the second prize of the Guangdong Science and Technology Progress Award, which marks the third time that Founder PCB has won the Guangdong Science and Technology Progress Award.



To understand our work results from July 2018 to June 2019 from the main customers, and provide closer and better services, the Company distributed satisfaction survey questionnaires to the top customers in terms of sales and key customers in August 2019, which were then recovered. The five major items were analyzed separately to find out the reasons and make continuous improvement plans. The overall average score of this customer satisfaction survey is 91 points.

Survey process:

Select survey subjects (lock customers) -> Sales personnel distribute survey forms -> Recover and analyze survey forms

Distributed to:

Based on sales and profit, a total of 28 companies were surveyed according to the nature of customers, product characteristics, and sales intentions.

Customer Satisfaction Survey in 2019

Items	Business service	Delivery service	Price service	Quality service	Technology support service	Total score
Target	84	84	75	88	88	84
Actual	94	91	81	90	96	91

(28 questionnaires were distributed and 27 were recovered)

(iii) Protect customer privacy

While enjoying the high speed and convenient modern information systems, enterprises nowadays have an urgent need to fully prevent the damage and leakage of information. To effectively protect information resources, protect the healthy, orderly, and sustainable development of the informatization process, establish mutual trust between the website and trading partners and fulfill its commitment to information security, Founder PCB has established a scientific and effective information security management system, which has been certified by the ISO27001 information security management system.



IV. Supplier management

Founder PCB promises not to use conflict minerals, eliminates "conflict minerals" (CM), and takes actions to ensure that the metals used or contained in the products do not come from conflict areas in the Democratic Republic of Congo (DRC) and conflict-covered countries, such as Rwanda, Uganda, Burundi, Tanzania, and Kenya. To achieve the goal of a conflict-free mineral supply chain, Founder PCB adopts the following measures:

1. Conduct due diligence on all suppliers of metal materials;
  2. Require all 3TG suppliers to publish corresponding conflict mineral policies;
  3. Require all 3TG suppliers to communicate this requirement to upstream suppliers and complete the EICC-GeSI conflict mineral report.
- If we determine that the 3TG suppliers that provide the materials have directly or indirectly funded the armed forces of the Democratic Republic of Congo or neighboring countries, Founder PCB will terminate all related businesses.

We have set a high threshold for supplier access, require suppliers to make corporate social responsibility commitments, urge suppliers to truly perform their responsibilities in terms of environment, labor practices, human rights, and business ethics, keep improving their performance, and provide suppliers with better corporate social responsibility performance with the supply priority; in the meanwhile, the Company has prioritized local procurement, which not only reduces transportation costs, but deepens the Company's economic exchanges with local enterprises, and indirectly contributes to the prosperity and development of the local economy.

In 2019, there were 0 suppliers with serious human rights issues, and 0 suppliers using child labor and forced labor.

Local procurement expenditure of Chongqing Founder High-Density (F6)		
Year	Local (Chongqing) procurement expenditure (RMB 10,000)	Proportion
2017	1996.3	4.2%
2018	2361.4	5.64%
2019	2842.1	6.15%

Local procurement expenditure of Zhuhai Founder Factories (F1, F3, and F5)		
Year	Local (Guangdong) procurement expenditure (RMB 10,000)	Proportion
2017	115218	82.07%
2018	106667	81.42%
2019	128564	82.89%

The Company has established supplier management procedures, such as supplier development, supplier evaluation, supplier training, supplier incentives, and supplier information exchanges, and built long-term supply chain partnerships with suppliers centered on trust, cooperation, and open communication to gain better quality, closer partnership, better scheduling, lower costs and more support.



## Chapter III Protect the environment Lead the sustainable development

China is the world's largest PCB producer. Although the PCB industry is developing rapidly, it is also one of the high energy consumption and high pollution industries in China. Due to the product particularity, the PCB industry has extremely demanding requirements on the environment of the production workshop and warehouse, including temperature, humidity, and cleanliness. Specifically, the requirements include a stable and reliable central air-conditioning system, energy-saving operation, and cost reduction.

Founder PCB regards environmental policy as a basic management policy of the Company. At the beginning of the construction planning of the two PCB industrial parks in Zhuhai and Chongqing, the concept of the green factory was adopted, and the goal was to protect the environment. Through in-depth investigation and demonstration, the latest process and technology in environmental protection, energy saving, and smart safety management were adopted. The Company also invested RMB 86 million in the construction of environmental protection facilities, such as wastewater treatment and waste gas treatment facilities, to provide technical and material support for environmental protection, energy saving, and clean production, reduce carbon emissions, and practice the corporate social responsibility in environmental protection, thereby creating a low-carbon company that truly lives in harmony with the environment.

All Founder PCB factories have been certified by the ISO14001 environmental management system and have a complete environmental protection system. The factories have been certified as green factories.



(Factory environment of Chongqing Founder High-Density)

### I. Environmental measures

The Company has established a complete environmental inspection system: Entrust a qualified third-party inspection agency to conduct independent inspection, conduct monthly inspection of each exhaust gas outlet, properly manage inspection reports, and release the data to the public through the environmental self-inspection platform; analyze the test data every month, suspend and rectify the outlets immediately where the data exceeds the standards, and restore the suspended outlets to normal production after it reaches the standard in re-inspection.

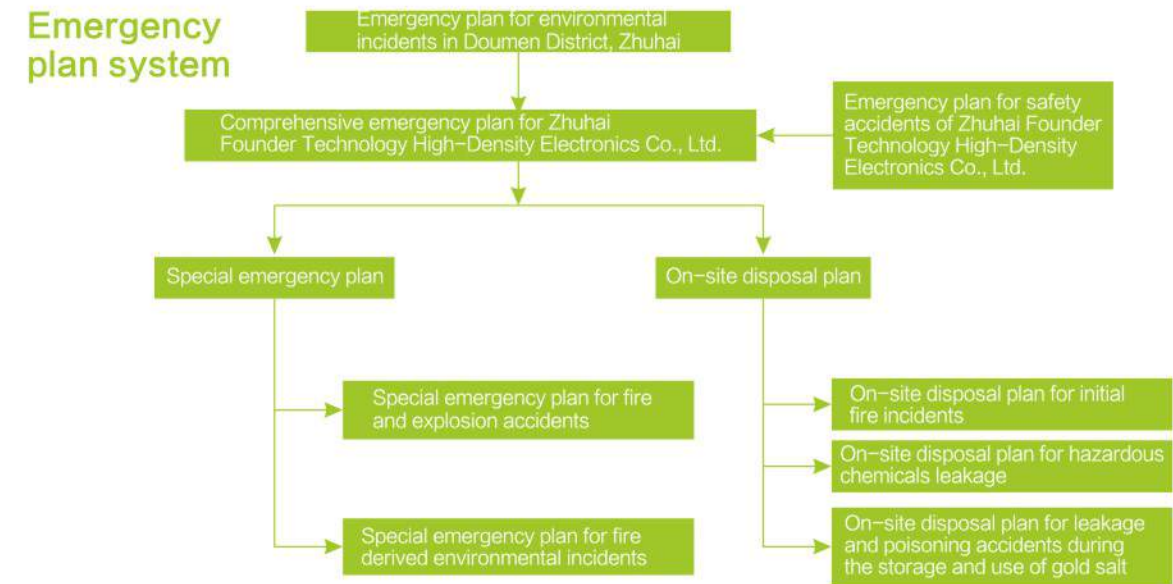
The Company has installed automatic pollution source monitoring systems at the main exhaust gas outlets and uploads the emission data of the main exhaust gas outlets to the monitoring platform of the Environmental Protection Bureau in real-time.

Besides, the Company has established an automatic monitoring information management system platform for pollution source to realize the automatic detection of data collection, data analysis, and alarm management, and provide effective technical support for the Company's basic environmental management.



Regularly publish the Company's environmental risk assessment reports, environmental emergency resource investigation report, and emergency response plan for environmental incidents on the Company's official website.

### Emergency plan system



### Emergency organizational system



To reduce the environmental damage of chemical substances contained in products, Founder PCB complies with ROHS standards, promotes lead-free and halogen-free products, and establishes hazardous substance process management procedures, and has been certified by IECQ QC080000 certification.

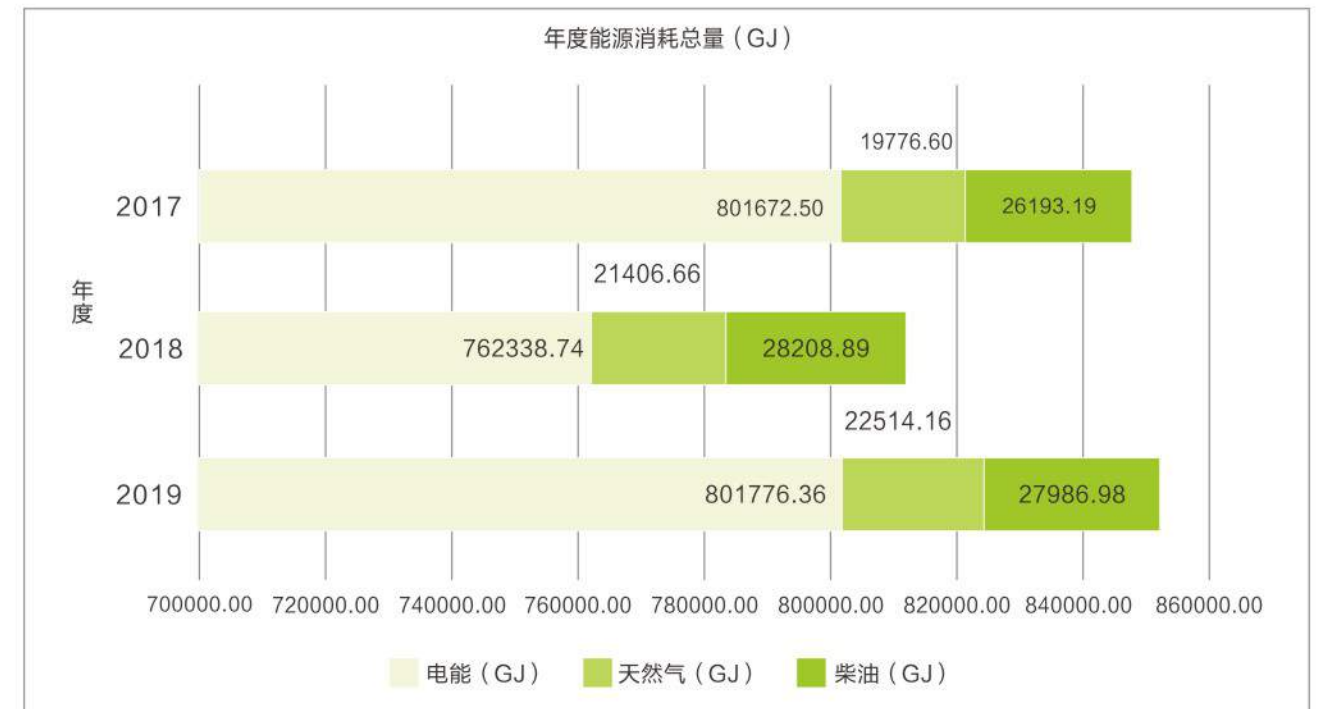
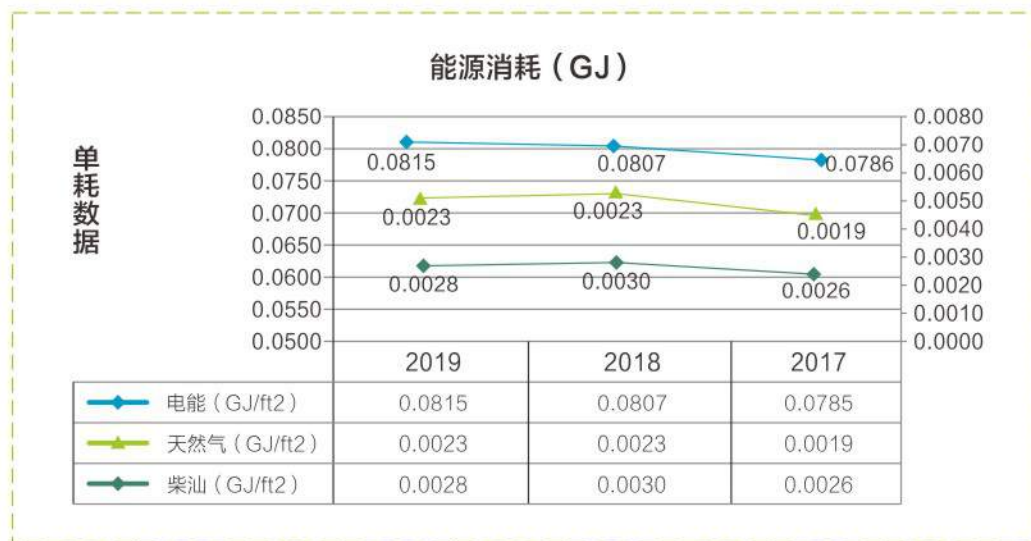


II. Energy management

The Company has strengthened the management of energy procurement, receiving and storage, processing and conversion, transmission and distribution, use, waste heat and energy recovery and the application of energy-saving technologies, promoted a sustainable development model with high efficiency and low emissions, and adopted many comprehensive utilization measures to eliminate pollution from the source, reduce the generation and discharge of pollutants in the production process, and gradually increase the application of renewable energy.

	Factory name	2019年	2018年	2017年
Warehouse area (ft <sup>2</sup> )	Zhuhai Multilayer (F1)	2288300	2290700	2575700
	Zhuhai High-Density HDI (F3)	4223682	3600309	4331872
	Zhuhai High-Density HDI (F3)	1011000	1133000	831000
	Zhuhai High-Density QTA (F5)	2320000	2422500	2456535
	Total	9842982	9446509	10195107

Energy category	Founder PCB			
	Energy type	2019年	2018年	2017年
Direct energy	Electricity (GJ)	801776.36	762339	801672
	Diesel (GJ)	27986.98	28209	26193
	Natural gas (GJ)	22514.162	21406.7	19777
Energy loss	Electricity (GJ)	0.081456652	0.0807	0.0786
	Diesel (GJ)	0.002843344	0.0030	0.0026
	Natural gas (GJ/ft <sup>2</sup> )	0.002287331	0.0023	0.0019



III. Water resource management

Founder PCB is committed to building a water-saving enterprise. By increasing technical input, Founder PCB has increased the reuse rate of reclaimed water, promoted the reuse of water in the production process, and drastically reduced water consumption in the manufacturing process. We actively reuse the reclaimed water and treat wastewater mainly through three methods: Sand filtration, wastewater treatment station, and process recovery. The recycled water from sand filtration is used for watering flowers and flushing toilets, etc.; the recycled water from wastewater treatment station is mainly used for cooling equipment, and a small part is used as freshwater; the recycled water from process recycle is mainly used for cleaning products. In 2019, the Company's recycled water consumption was 1,762,541m<sup>3</sup>, accounting for 59.62% of the total water consumption.

The Company regularly publishes the Groundwater Monitoring Report and the Soil Monitoring Report on its official website.



(F6 wastewater treatment system)

The Company's recycled water consumption in 2019 (m <sup>3</sup> )				
F1	F3	F5	F6	Total
430,570	502,206	303,325	526,440	1,762,541
683,446	811,610	526,575	934,736	2,956,367
63.00%	61.88%	57.60%	56.32%	59.62%

Groundwater monitoring results

检测项目 (单位)	采样点位
样品编号	180719F0101
样品状态	明显气味、浅黄色、无浮油、无悬浮物
pH 值 (无量纲)	7.25
氯化物 (mg/L)	0.105
总氟化物 (mg/L)	0.002L
总磷 (mg/L)	5.0×10 <sup>-4</sup> L
总铜 (mg/L)	0.016
总锌 (mg/L)	0.076
总铬 (mg/L)	0.004L
六价铬 (mg/L)	0.004L
总镍 (mg/L)	0.006L
总镉 (mg/L)	0.03
苯 (μg/L)	0.4L
甲苯 (μg/L)	0.3L
邻二甲苯 (μg/L)	0.5L
间、对二甲苯 (μg/L)	0.5L

备注: (1) 表示检测结果低于方法检出限, 报所使用方法的检出限值, 并加标志位“L”; (2) “\*”表示检测项目性质为广东新创华利环保股份有限公司, CMA编号为201719112017.

\*\*\*报告结束\*\*\*

编制: 孙旭 复核: 高松 审核: 高玉江 签发: 孙旭

Soil monitoring results

检测项目	采样点位名称			限值	结论
	表层	中层	深层		
样品编号	180719E-A0101	180719E-B0101	180719E-C0101		
土壤性状	灰黄色、砂土、少量植物根系、大量砂砾、无异物	灰黄色、砂土、无植物根系、大量砂砾、无异物	灰黄色、砂土、无植物根系、大量砂砾、无异物		
pH 值 (无量纲)	7.49	5.81	6.26		
总磷 (mg/kg)	191	184	100		
总氟化物 (mg/kg)	未检出	未检出	未检出	135	达标
总铜 (mg/kg)	0.29	0.35	0.42	65	达标
总镍 (mg/kg)	14	34	15		
总铬 (mg/kg)	70	36	34	18000	达标
总锌 (mg/kg)	166	118	747		
镉 (mg/kg)	10	11	12	900	达标
六价铬 (mg/kg)	未检出	未检出	未检出	5.7	达标
氯化物 (mg/kg)	679	570	668		
苯 (mg/kg)	未检出	未检出	未检出	4	达标
甲苯 (mg/kg)	未检出	未检出	未检出	1200	达标
二甲苯 (mg/kg)	未检出	未检出	未检出	570	达标
总镉 (mg/kg)	未检出	未检出	未检出	640	达标

备注: (1) 土壤执行《土壤环境质量建设用地土壤污染风险管控标准》(试行) (GB 36600-2018) 筛选值 第二类用地; (2) “\*”表示该项目不在《土壤环境质量建设用地土壤污染风险管控标准》(试行) (GB 36600-2018) 筛选值 第二类用地中; (3) “\*”表示检测项目性质为广东新创华利环保股份有限公司, CMA编号为201719112017.

IV. Greenhouse gas management

Founder PCB regards greenhouse gas management as part of its corporate operation activities, identifies greenhouse gas emissions in accordance with ISO14064 international standards, and adopts energy-saving and emission-reduction actions by establishing a greenhouse gas accounting and emission monitoring mechanism to reduce its carbon footprint and work hard to slow down global climate change.

Greenhouse gas emission statistics of Founder PCB in 2019 (Unit: t)								
F1		F3		F5		F6		Total
Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2	
5,270.5	38,853.1	1,983.3	93,703.1	61.3	18,701.0	1,638.6	45,926.8	206,137.7

Gas emission statistics in 2019 (Unit: t)								
Greenhouse gas	Factory	CO2	CH4	N2O	HFCS	PFCS	SF6	合计 (t)
CO2 equivalent/t (Scope 1 & Scope 2)	F1	39,223.48	4,893.53	1.73	4.88	0.00	0.00	44,123.62
	F3	95,679.17	3.66	3.53	0.00	0.00	0.00	95,686.35
	F5	18,726.30	0.00	0.00	0.00	0.00	0.00	18,726.30
	F6	47,331.94	227.59	1.94	0.00	3.94	0.00	47,565.41
Proportion in total emissions		97.51%	2.49%	0.0035%	0.0024%	0.0019%	0.0000%	100.00%

Note: At present, only Scope 1, Scope 2, and Scope 3 are considered while emissions in products and services generated by employees' business travel and commuting facilities are not included.

V. Waste management

In the course of operations, we have strengthened the waste management and formulated relevant procedures for waste disposal. The Company has collected the wastes by categories, stacked the wastes at fixed sites, and cleaned up the wastes to avoid impact on the environment. According to the different nature of wastes, the Company's environmental protection department supervises the classification, collection, stacking, and treatment of wastes, contacts the processing units with procurement qualifications, and checks the waste quantity. The Company also publicizes the Company's environmental policy and other environmental protection requirements to waste procurers on an irregular basis.



(F6 Copper recycle system)

Category	Waste name	Disposal method (Unit: T)								Remark
		Reuse	Recycle	Fertilizer mixture	Regeneration	Incineration	Deep well injection	Burial	On-site storage	
General wastes	Scrapping PP	2.654								
	Test fixture	6.309								
	Waxed aluminum sheet	157.99	80.47							
	Paper aluminum sheet		59.321							
	Single-sided copper clad laminate		80.780							
	Electroplating cylinder substrate				12.750					
	Electroplating cylinder net copper (steel plate)				48.774					
	Electroplating plate				8.27					
	Coated aluminum sheet		15.530							
	Copper clad laminate		83.030							
	Solid gold	0.026								
	Solid silver	0.062								
	Solid copper				89.350					
	Used accessories		65.510							
	Aluminum sheet	87.237								
	Kraft paper		243.000		405.904					
	Copper foil	62.125								
	Copper slag		0.607							
	Micro-etched copper				11.580					
	Tin border	110.040								
	Laminated copper edge material	209.252								
	Drill pin				54.199					
	Used cables	1.200								
Stainless steel fixture	21.860									
Paper aluminum sheet	98.870									
Plastic frame/sheet	16.650									
Total general waste	774.275	628.249		630.827						
2033.3512										

The Company greatly values the management of dangerous chemicals and has established a special chemicals warehouse, formulated a complete management procedure for dangerous chemicals, and strictly disposed of hazardous wastes in accordance with relevant national laws and regulations. All waste materials of Founder PCB are disposed of by qualified contractors. By signing disposal contracts, the contractor assumes all risks and responsibilities arising from the management of hazardous wastes of Founder PCB during the factory processing and after the wastes are released from the factory.

Category	Waste name	Disposal method (Unit: T)								
		Reuse	Recycle	Fertilizer mixture	Regeneration	Incineration	Deep well injection	Burial	On-site storage	
Dangerous wastes	Scrapped PCB and powder	504.39								
	Scrapping statements	70.100								
	Waste engine oil	4.590			6.028					
	Waste liquid gold	28.091								physical and chemical treatment
	Waste film residue, film	153.550				212.938				cement kiln coordinated treatment
	Waste ink	4.39			27.85					
	Copper etching solution	11862.610								physical and chemical treatment
	activated carbon					6.208				physical and chemical treatment
	Palladium liquid	5.860								
	Tin stripped liquid, tin dross	211.140								physical and chemical treatment
	Sludge	10224070								
	Empty solution bucket, filter element	180.210				323.8382				
	Nickel-containing waste liquid	400.33								
	Tin slag	0.09								
	Waste acid									
Total dangerous wastes	2364942			33.88	542.98					24226.28



(F6 Dangerous chemicals warehouse)

**Lvy li(李小璐)**

发件人: 方正PCB  
 发送时间: 2020年2月4日 星期二 18:24  
 收件人: 方正PCB全体  
 抄送: 方正PCB\_总办  
 主题: 方正PCB(2020)26号: 关于疫情期间远程视频会议办公工具的推荐  
 附件: 视频会议简单使用手册.pdf

**关于疫情期间远程视频会议办公工具的推荐**

各单位:

鉴于目前新型冠状病毒疫情严峻, 为全力保障员工生命安全和身体健康, 大部分同事目前在家办公, 疫情期间远程视频会议办公工具推荐如下三种:

一、ZOOM视频会议系统

公司已有的视频会议系统, 请同事们按下面的方法下载和使用。

**ZOOM使用方法**

下载: 安卓手机应用商店  
 网址: <https://zoom.us>  
 苹果手机应用商店  
 通过扫描二维码下载  
 使用: 打开App, 输入会议号, 加入会议即可



**项目竞赛评选结果**

序号	奖项	项目名称	奖金
1	最佳节能减排创意奖	F5废气处理塔设备用电节能项目	1500元
2	最佳节能减排效益奖	F6委外处理电镀含铜废液提铜项目	1500元
3	最佳节能减排团队	F3开料集尘机加装变频器异地控制项目	1500元
4	优秀节能减排项目	F棕化废液回收、棉芯减重及含镍废水减量项目	500元
5		F1湿膜曝光机改LED灯项目	500元
6		F1危废减量项目	500元
7		F3电梯换气风扇节能改善项目	500元
8		F5中央吸尘设备用电节能项目	500元

厂别	环保先进工序	环保先进个人
F1	危废管理团队	物控部-王小平
F3	安环课	物控部-冯益民
F5	电镀课	电镀课-黄璐
F6	压合课	电镀课-胡昌才

VI. Improve environmental protection awareness

Founder PCB attaches great importance to the cultivation of employees' environmental protection awareness. The Company organizes at least one environmental protection activity themed on Starting from energy saving, emission reduction, and garbage classification every year, as well as prize quiz activities for environmental protection knowledge and collection activities for energy saving and emission reduction plans to commend and award processes and individuals who have done outstandingly in environmental protection; conduct on-site emergency plan drills at least once every six months, and organize employees to participate in tree planting activities every year.

1. Use modern information technology, promote paperless office, cloud office, and video conferencing, and actively accelerate the construction of a conservation-oriented society. The Company actively introduces modern information technology methods, such as financial computerization, ERP management, and intranet, and keeps improving the OA office system, which not only saves paper, communication, and mailing costs, but reduces the resources consumed by telephone, fax, and transportation.

2. Encourage employees' technological innovation, eliminate outdated production techniques, and build an environment-friendly enterprise. In 2019, the production system focused on the goal of "energy saving and consumption reduction, output increase and efficiency improvement". By optimizing and improving equipment, facilities, pipelines, and production lines, the Company has reduced the consumption of water, electricity, and gas, improved the recycling of resources, and thus achieved the purpose of energy saving, emission reduction, production increase and efficiency improvement.

3. Implement environmental management objectives in every link of the production process, establish a target responsibility system from the top, middle, and base teams of the Company, form a management network and report the production pollution discharge status of different departments in time to ensure that the responsibility is properly implemented while rewards and punishments are issued clearly, thus truly implementing environmental protection actions to every employee.







The Company provides free physical examinations for employees regularly each year, including one free physical examination for all employees and one free physical examination for special employees to grasp the physical health conditions of employees, establish occupational health monitoring files for employees, and report employee occupational health conditions to relevant government departments regularly.

Purchase of social security by the Company from 2017 to 2019			
Category \ Year	2017	2018	2019
Amount (RMB 100 million)	0.28	0.29	0.32
Proportion (%)	100%	100%	100%

III. Salaries and benefits

The Company pays employees on time and in full and also provides employees with various benefits, such as insurance, gifts for female employees on March 8, employee birthday parties, excellent employee tours, shuttle bus transfers, canteen food subsidies, annual meetings, Zongzi at Dragon Boat Festival and moon cakes at Mid-Autumn Festival. The total amount of benefits expenditures in 2019 is RMB 16.3064 million.

Average salaries of male and female employees in 2019 (RMB)					
Average salary of male employees in Zhuhai	Average salary of female employees in Zhuhai	Highest salary in Zhuhai	Average salary of male employees in Chongqing	Average salary of female employees in Chongqing	Highest salary in Chongqing
8700	7380	56000	7299	6128	48000

Note: In 2019, the minimum salary in Zhuhai is RMB 1,720, and the minimum salary in Chongqing is RMB1,800. The Company implements equal pay for equal work, and the difference in average salary between male employees and female employees is mainly due to the different types of work.

Total benefits expenditure of different Founder PCB factories in 2019	
Enterprise	Benefits expenditure (RMB)
F	322,900
F1	5,666,323
F3	6,577,290
F5	301,100
F6	3,438,800
合计	16,306,413

IV. Career development

Founder PCB has always been committed to providing employees with a safe and comfortable working environment; we have a complete job training program and an effective mentor system, laying two channels for employees in terms of management promotion and technical promotion; through skill training + performance appraisal, the Company selects outstanding talents. In 2019, 100% of regular employees participated in skill training and received performance appraisal.



The prosperity of talents leads to a prosperous career. To strengthen the training of core talents, we will closely focus on the five strategic measures, build an excellent team, and implement the talent strategy of a promotion culture oriented by internal training. During September 6-7, the Company cooperated with Founder Group Business School to prepare for the new manager training camp. This training camp is the first large-scale centralized release of Founder PCB for managers. The fully enclosed training marks another solid step of Founder PCB in the process of building an excellent team.



We encourage employees to upgrade their academic qualifications. Individual employees are trained to upgrade their academic qualifications voluntarily. After obtaining a diploma, the Company will reimburse a certain percentage of tuition fees

Reimbursement proportion	Reimbursement amount (RMB)	Service term
50% reimbursement (only for self-study examination and adult education)	Below RMB 10,000	1 year
	Between RMB 10,000 and RMB 20,000	2 years
30% reimbursement (other academic diplomas)	Below RMB 10,000	1 year
	Between RMB 10,000 and RMB 20,000	2 years

In 2019, at the 10th anniversary celebration of Chongqing High-Density, the Company issued the Outstanding Dedication Award, Outstanding Contribution Award, and Long Term Service Award to commend employees who have grown with the Company and created value for the Company.



V. Caring actions

We value the work-rest combination, work-rest balance, and mental health of employees, and constantly enrich their spare-time cultural life. The Company has dedicated activity centers, psychological consultation rooms, and reading rooms, and strives to create a relaxed, peaceful, and tolerant working environment for employees.



(Psychological health activity room, rest room, and reading room)



Employee barbecue



Employee art performance



Employee fun sport activities



Female health knowledge lectures

VI. Community services

Over the years, Founder PCB has been enthusiastic about public services and has paid attention to and sponsored various social service activities. It has cooperated with social service institutions in Zhuhai, Chongqing, and Hangzhou, to raise funds, care for children, effectively realize social care and give back to society.

(i) Poverty support

In 2019, Founder PCB and Doumen District Government supported the construction of the targeted poverty alleviation project in Fugong County and donated a special construction fund of RMB 100,000 to support the regional education and health infrastructure. Besides, Founder PCB has actively leveraged its advantages in employment, vigorously supported the employment arrangements of local labor forces, and cultivated technical talents for local industries in terms of poverty alleviation, industrial poverty alleviation, labor transfer, and employment, talent exchange training, investment promotion, and tourism development, thus contributing to local economic development and accelerating the construction process of poverty alleviation.



Support for Fugong County in Yunnan



Help poverty-stricken households in poverty-stricken regions to sell fruits

(ii) Education support

Founder PCB keeps paying attention to the development and construction of the primary education schools in Dachen Village, Shuangjiao, Yangchun, to help improve the educational conditions of children in poverty-stricken areas. In 2019, Founder PCB donated RMB 50,000 to Dachen Village, Shuangjiao, Yangchun to support local schools in improving infrastructure.



(iii) Community services

To proactively assume corporate social responsibilities and serve the local communities, we have established a Founder PCB volunteer service team to regularly participate in community volunteer service activities and promote the harmonious integration of the Company and the local communities. On August 4, 2019, Founder PCB participated in the 3rd anniversary celebration of Xinyi Social Work Service Center in Doumen District, Zhuhai.



## Looking ahead

### » The state government encourages the development of the PCB industry

The electronic information industry is a strategic, basic, and leading pillar industry of the national economy, and has very important strategic significance for the development of the national economy and national security. PCB is an indispensable basic component in modern electronic equipment and an important part of many electronic products. It plays a key role in the electronic information industry chain. Therefore, the Chinese government and industry authorities have launched a series of industrial policies to support and encourage the PCB industry. In particular, the National Bureau of Statistics released the Classification of Strategic Emerging Industries (2018) and the National Development and Reform Commission issued the 2019 Product Structure Adjustment Guidance Catalog, which includes the high-density interconnected PCB, special PCB, and flexible multilayer PCB in the guidance catalog as the core electronics industry and as projects encouraged by the state.

### » China's PCB industry is still a developing industry and a sunrise industry

Since 2006, China's PCB output and output value have ranked first in the world. In 2018, China's PCB production accounted for more than 70% of the world's output, and the output value ratio was 52.4%; the output of copper-clad laminates accounted for 80% of the world's output, and the output value ratio was 60%. The global PCB output value decreased slightly in 2019, but China's PCB still increased with the advent of 5G.

We shall firmly grasp the historical opportunities of 5G technology development, adhere to the new development concept, vigorously implement the innovation-driven development strategy, and cultivate new momentum with new technologies to promote new development.

### » Actively transform the development patterns

Founder PCB has been actively promoting industrial technological progress. The biennial summit forum hosted by Founder Technology Group Co., Ltd. provides an excellent platform for information sharing and communication opportunities for the Chinese printed circuit industry and plays a positive role in promoting the high-tech, high-value-added and high-end development of industrial product quality and product structure. The summit forum has been successfully held for seven sessions so far.

In the future, Founder PCB will keep upholding the innovative development concept of "Rising with technology and standing on market", correctly understand, recognize and grasp the state's resolution and measures to develop the 5G industry and new energy vehicles, master the development trends of the industry, and make good product structure adjustments. Relying on smart factory projects, Founder PCB will shift from capacity expansion to quality and efficiency improvement, completely changing the persistent problems of product homogeneity and low-end competition, and constantly cultivating new market demands through technological innovation, thus finally creating a "centennial Chinese PCB enterprise".

FOUNDER 方正

## GRI&SDG Standards Index

### Part I: General disclosure

Organizational profile			
No.	Description	SDG	Page
102-1	Organization name		8
102-2	Activities, brands, products, and services		8
102-3	HQ location		2
102-4	Business location		2
102-5	Ownership and legal forms		8
102-6	Markets served		8
102-7	Organizational scale		30
102-8	About employees and other workers		9、30
102-9	Supply chain		21
102-10	Major changes in organizations and supply chain		/
102-11	Warning principles or policies		13
102-12	External initiatives		9
102-13	Membership qualifications		9

Strategy			
No.	Description	SDG	Page
102-14	Highest organizer's statement		7
102-15	Key impacts, risks, and opportunities		7

Ethics and integrity			
No.	Description	SDG	Page
102-16	Values, principles, standards, and code of conduct		14
102-17	Ethical suggestions and concerns		14

Governance			
No.	Description	SDG	Page
102-18	Government architecture		12
102-19	Authorization		12
102-20	Responsibility of administrative management for economic, environmental, and social issues		1
102-21	Negotiations with stakeholders on economic, environmental, and social issues	SDG16	16
102-22	Highest governing authority and committee composition	SDG5,16	9、12
102-23	Chairman of highest governing authority		12
102-24	Nomination and selection of highest governing authority	SDG5,16	12
102-25	Conflict of interests		/

102-26	Role of highest governing authority in formulating principles, values, and strategies		
102-27	Collective cognition of highest governing authority		1-2
102-28	Performance appraisal of highest governing authority		11
102-29	Identification and management of economic, environmental, and social impacts	SDG16	13-14
102-30	Effects of risk management process		13
102-31	Review of economic, environmental, and social issues		12
102-32	Role of highest governing authority in sustainable development reports		1
102-33	Communication of important concerns		15-16
102-34	Nature and quantity of important concerns		12
102-35	Salary policies		32
102-36	Salary determination process	SDG16	32
102-37	Stakeholder participation in salary determination process		/
102-38	Total annual salary ratio		32
102-39	Total annual salary increase ratio		32

Stakeholder participation			
No.	Description	SDG	Page
102-40	Stakeholder list		15
102-41	Collective agreement negotiations		30
102-42	Identification and selection of stakeholders		15
102-43	Stakeholder participation policies		15-16
102-44	Primary issues and concerns proposed		16

Report practice			
No.	Description	SDG	Page
102-45	Entities covered in consolidated financial statements		1
102-46	Definition of the report content and issue boundaries		1-2
102-47	List of substantial issues		15-16
102-48	Information restatement		1-2
102-49	Report changes		1-2
102-50	Report term		1
102-51	Latest report date		1
102-52	Report cycle		1
102-53	Contact information about report problems		2
102-54	Statement on report compliance with GRI standards		2
102-55	GRI content index		37-43
102-56	External authentication		/

Management methods			
No.	Description	SDG	Page
103-1	Description of substantial issues and boundaries		1-2
103-2	Management methods and components		12-13
103-3	Evaluation of management methods		12-15

Part II: Specific standard disclosure

Economic performance			
No.	Description	SDG	Page
201-1	Economic value directly generated and distributed	SDG2,5,7,8,9	11
201-2	Financial impact, other risks, and opportunities of climate changes	SDG13	/
201-3	Obligatory fixed benefit plans and other retirement plans		32
201-4	Government subsidies		11

Market performance			
No.	Description	SDG	Page
202-1	Ratio of the starting salary to the local minimum wages based on gender	SDG1,5,8	32
202-2	Proportion of executives from local communities	SDG8	30

Indirect economic impact			
No.	Description	SDG	Page
203-1	Infrastructure investment and supporting services	SDG11,2,5,7,9	18
203-2	Significant indirect economic impacts	SDG1,10,17,2,3,8	/

Procurement practice			
No.	Description	SDG	Page
204-1	Proportion of procurement expenditure from local suppliers	SDG12	21

Anti-corruption			
No.	Description	SDG	Page
205-1	Operating sites that have undergone a corruption risk assessment	SDG16	14
205-2	Communication and training of anti-corruption policies and procedures	SDG16	14
205-3	Confirmed corruption incidents and actions taken	SDG16	无

Improper conduct			
No.	Description	SDG	Page
206-1	Legal proceedings against unfair competition conduct, antitrust and antimonopoly practices	SDG16	无

Materials			
No.	Description	SDG	Page
301-1	Weight or volume of materials used	SDG12,8	27-28
301-2	Recycled feed used	SDG12,8	27-28
301-3	Recycled products and packaging materials	SDG12,8	27-28

Energy			
No.	Description	SDG	Page
302-1	Energy consumption within the organization	SDG12,13,7,8	24-25
302-2	Energy consumption outside the organization	SDG12,13,7,8	24-25
302-3	Energy intensity	SDG12,13,7,8	24-25
302-4	Energy consumption reduction	SDG12,13,7,8	24-25
302-5	Energy demand reduction for products and services	SDG12,13,7,8	24-25

Water resources			
No.	Description	SDG	Page
303-1	Interaction between organization and water (as a shared resource)	SDG6	25
303-2	Management of impacts related to water drainage	SDG6	/
303-3	Water collection	SDG6	25
303-4	Water drainage	SDG6	25
303-5	Water consumption	SDG6	25

Biodiversity			
No.	Description	SDG	Page
304-1	Operation sites owned, leased, and managed by the organization in or adjacent to protected areas and biodiversity-rich areas outside the protected areas	SDG14,15,6	无
304-2	Significant impact of activities, products, and services on biodiversity	SDG14,15	无
304-3	Protected or restored habitats	SDG14,15,6	
304-4	Species that have been included in the IUCN Red List and National Protected List in the habitats of the area affected by the operation		无

Emissions			
No.	Description	SDG	Page
305-1	Direct (Scope 1) greenhouse gas emissions	SDG12,13,14,15	26
305-2	Energy indirect (Scope 2) greenhouse gas emissions	SDG12,13,14,15	26
305-3	Other indirect (Scope 3) greenhouse gas emissions	SDG12,13,14,15	/
305-4	Greenhouse gas emission intensity	SDG13,14,15	26
305-5	Greenhouse gas emission reduction	SDG13,14,15	26
305-6	Emissions of ozone depleting substances (ODS)	SDG12,3	26
305-7	Emissions of nitrogen oxides (NOX), sulfur oxides (SOX), and other major gases	SDG12,14,15,3	26

Wastewater and wastes			
No.	Description	SDG	Page
306-1	Total water drainage by water quality and discharge destination	SDG12,14,3,6	25
306-2	Total waste by type and treatment method	SDG12,3,6	27-28
306-3	Major leakage	SDG12,14,15,3,6	无

306-4	Hazardous waste transportation	SDG12,3	27
306-5	Water bodies affected by drainage and/or runoff	SDG14,15,6	无

Environmental compliance			
No.	Description	SDG	Page
307-1	Violation of environmental laws and regulations	SDG16	无

Supplier environmental evaluation			
No.	Description	SDG	Page
308-1	New suppliers under the environmental standards		21
308-2	Negative environmental impact of the supply chain and actions taken		/

Employment			
No.	Description	SDG	Page
401-1	New employees and employee turnover rate	SDG5,8	30
401-2	Benefits provided to full-time employees (excluding temporary or part-time employees)		/
401-3	Parental leave	SDG5,8	32

Labor relations			
No.	Description	SDG	Page
402-1	Shortest notice period about operational changes		30

Occupational health and safety			
No.	Description	SDG	Page
403-1	Occupational health and safety management system	SDG8	31
403-2	Hazard identification, risk assessment, and incident investigation	SDG3,8	31
403-3	Occupational health services	SDG3,8	31
403-4	Occupational health and safety affairs: Worker participation, negotiation, and communication	SDG8	31
403-5	Workers' occupational health and safety training	SDG8	31-32
403-6	Promotion of workers' health	SDG8	31-32
403-7	Prevention and mitigation of occupational health and safety impacts directly related to business relations	SDG8	31-32
403-8	Workers to whom the occupational health and safety management system applies	SDG8	30-32
403-9	Work injury	SDG8	30-32
403-10	Work-related health problems	SDG8	30-32

Training and education			
No.	Description	SDG	Page
404-1	Average number of training hours per employee per year	SDG4,5,8	32-33

404-2	Employee skill improvement program and transition assistance program	SDG8	32-33
404-3	Percentage of employees who receive regular performance and career development appraisal	SDG5,8	32-33

Diversity and equal opportunities			
No.	Description	SDG	Page
405-1	Diversity of governing authority and employees	SDG5,8	30、32
405-2	Ratio of basic salary and remuneration for male and female employees	SDG10,5,8	32

Anti-discrimination			
No.	Description	SDG	Page
406-1	Discrimination incidents and corrective actions taken	SDG16,5,8	无

Freedom of association and collective bargaining			
No.	Description	SDG	Page
407-1	Operating sites and suppliers that may be at risk for freedom of association and collective bargaining rights	SDG8	无

Child labor			
No.	Description	SDG	Page
408-1	Operating sites and suppliers with a significant risk of child labor incidents	SDG16,8	无

Forced labor			
No.	Description	SDG	Page
409-1	Operating sites and suppliers with significant risks of forced labor incidents	SDG8	无

Security practice			
No.	Description	SDG	Page
410-1	Security personnel trained in human rights policies or procedures	SDG16	/

Rights of indigenous people			
No.	Description	SDG	Page
411-1	Incidents involving violations of the rights of indigenous people	SDG2	无

Human rights evaluation			
No.	Description	SDG	Page
412-1	Operation sites subject to human rights review or impact assessment		19-21

412-2	Employee training on human rights policies or procedures		30
413-3	Important investment agreements and contracts that contain human rights clauses or have undergone human rights review		17-21

Local communities			
No.	Description	SDG	Page
413-1	Operation sites with local community participation, impact assessment, and development plan		无
413-2	Operation sites that have actual or potentially significant negative impacts on the local community	SDG1,2	无

Supplier social evaluation			
No.	Description	SDG	Page
414-1	New suppliers selected under social criteria		21
414-2	Negative impact of the supply chain on society and actions taken		/

Public policies			
No.	Description	SDG	Page
415-1	Political donations	SDG16	34-35

Customer health and safety			
No.	Description	SDG	Page
416-1	Evaluation of the health and safety impacts of products and services		17-20
416-2	Violations involving the health and safety impacts of products and services	SDG16	无

Marketing and labeling			
No.	Description	SDG	Page
417-1	Requirements for the information and labeling of products and services	SDG12	17-20
417-2	Violations involving the information and labeling of products and services	SDG16	无
417-3	Violations involving marketing		无

Customer privacy			
No.	Description	SDG	Page
418-1	Confirmed complaints related to violation of customer privacy and loss of customer information	SDG16	无

Social and economic compliance			
No.	Description	SDG	Page
419-1	Violation of laws and regulations in social and economic fields		无

## Feedback form

Dear reader: Hello!

Thank you for reading this Report. We sincerely look forward to your evaluation of this Report and your valuable comments so that we can improve our corporate social responsibility performance and enhance our ability and level of performing corporate social responsibility!

Optional question: (please select “√” in the corresponding position)

1. Your overall impression of the report is:

Very good  good  fair  poor  very bad

2. In your opinion, the quality of the social responsibility information disclosed in the report is:

Very high  high  general  very  low

3. You think that the report structure is:

Very reasonable  reasonable  average  poor  very poor

4. You think that the report layout design and presentation are:

Very good  good  fair  poor  very bad

Open questions:

Please provide valuable comments and suggestions for this Report:

---

---

You can send feedback to:

Contact: Bin Ye

Address: Fangzheng PCB Industrial Park, Fushan Industrial Park, No. 3209 Zhufeng Avenue, Ganwu, Doumen District,  
Zhuhai, Guangdong

Tel.: (+86) 0756-5658614

Email: yebin3@founderpcb.com

Contact: Di Jin

Mailing address: Chongqing Founder High-Density Electronics Co., Ltd., No. 5 Xiyong Avenue, Shapingba, Chongqing

Tel.: (+86) 023-65687537

Email: jindi@founderpcb.com