

# 2018

## Corporation Social Responsibility Report



CHINA  
ZHUHAI

### Disclaimer

This report may contain predictive information, which includes but not limited to financial, operation, product series, and new technology information of the future. A lot of uncertain factors may exist in the practice and thus the actual results can be different from the predicted ones to certain extent.



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# About This Report



This corporation social responsibility (CSR) report explains the details of social responsibilities performed by Zhuhai Founder PCB in the year 2018 while promoting its business development and it discloses the ideas, practices, and accomplishments of Zhuhai Founder PCB in economic development, environmental protection, and social responsibilities.

## 1. Time Range of the Report

January 1 to December 31, 2018, with some contents going out of this range.

## 2. Organizations Covered by the Report

Zhuhai Founder PCB Development Co., Ltd., or sometimes “Founder PCB”, the “Company”, “We”, or “us” for the convenience of expression.

## 3. Release Cycle of the Report

The CSR report of Founder PCB is released on yearly basis. The last report was released in March 2018 and this is the second CSR report released by the Company.

## 4. Data Cited in the Report

All the data cited in this report come from official documents, statistical reports or public files of the Company.

## 5. References Cited in the Report

- The Sustainability Reporting Guidelines by the Global Reporting Initiative (GRI)
- ISO 26000: Guidance on Social Responsibility by the International Standards Organization
- The 10 Principles of the UN Global Compact
- Guidelines for the Drafting of Corporation Social Responsibility Report of China (CASS – CSR4.0)

## 6. Contents and Indexes Selected for the Report

Contents and range of this CSR report are selected subject to the GRI's principle of substantiality, participation of related parties, and sustainable development background and integrity and

determined according to actual situation of the corporation, studies on benchmarking events of the field, analysis on the development strategies of the enterprise, identification of critical responsibility issues, and communication with related parties.

As for the selection of indexes to be disclosed, this report mainly considers the correlation, substantiality, and availability of all the specific indexes associated with our performance in key aspects. Indexes selected here are closely associated with the main aspects of social responsibility, reflect effectively our performance in such aspects, and can be collected through the existing management system. Along with the further improvement and refining of social responsibility management work of Founder PCB, the indexes to be disclosed in the future reports will be further optimized and improved. Unless otherwise specified, all the currencies shown in the report here are CNY.

## 7. Guarantee on the Reliability of This Report

The board of directors and every single director of the Company guarantee that this report is free of any misrepresentation, misleading statement, or material omissions and will undertake all the individual and joint responsibility for the truthfulness, accuracy, and integrity of the contents described herein.

## 8. Contact Information for this Report

This report is released in print and electronic editions. To get the electronic edition, please go and log in the website of Founder PCB ([www.founderpcb.com](http://www.founderpcb.com)).

**Contact person:** Ye Bin

**Department:** Sales Management, Brand Officer

**Address:** Founder PCB Park, Fushan Industrial Park, 3209 Zhufeng Avenue, Qianwu Town, Doumen, Zhuhai, Guangdong Province.

**Postal Code:** 519100

**Tel:** (+86) 0756-5658614

**E-mail:** [yebin3@founderpcb.com](mailto:yebin3@founderpcb.com)

**Contact person:** Luo Li

**Address:** Founder HDI Electronic Co., Ltd., 367 Xiyong Road, Xiyong Town, Shapingba, Chongqing

**Postal Code:** 401332

**Tel:** (+86) 023-65687576

**Fax:** +86 23 65668251

**E-mail:** [luoli2@founderpcb.com](mailto:luoli2@founderpcb.com)



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## Speeches from the Presidents



Sun Yukai, the president of Founder PCB

“Focus on the two driving forces of technology and quality, determined to grow into an excellent PCB supplier as a leader of China and a top-level player of the world” is the vision of Founder PCB. While working hard to become a service provider respectable to the customer, we are also determined to be a corporation respectable to the world and our staffs and actively fulfill our promises to the society. In 2018, we put forward with the five major strategic plans: enhance technical capacity, expand production capacity, optimize product structures, build excellent teams, improve quality control. As for the future, we have shaper and clearer goals and directions.”

As for environmental protection, we believe it is the basic requirements, the bottom line, and the threshold to weed out enterprises showing poor energy efficiencies. As a state-owned enterprise we can never consider just the economic performance and treat the investment on environment as burdens. We should look from broader social benefits and long-term development and we believe that green production will definitely represent the general trend of the future. For this regard, we have input a great deal of manpower and materials to guarantee that we can not only reach, but also greatly exceed the requirements of national laws in energy conservation, emission reduction, recycle, and pollutant discharge and go beyond all of our competitors.

As for employees, we are trying to build three cultures: 1) the competition-for-job culture oriented by internal training. We provide each of our employees with the career growth channel to make them expect for the future; 2) the incentive culture oriented by the creation of value. The salary of employees is determined by their work performance and the profits realized by the Company and we inspire the work enthusiasm by providing quality award, performance award and special awards; 3) After-work culture oriented by the hobbies of employees. The Company encourages and supports the employees to establish art societies and doesn't participate in or interfere the management of such societies. In this way, a comfortable and relaxed environment out of the work can be built for the employees to develop their sense of belonging to the Company.

For clients, we promise that we will reach their requirements by ways including reporting, sharing, training, and WeChat group talking to deliver the requirements and reply related questions at real time; for shareholders, we insist on legality and compliance and rely on the audit, disciplinary, and CPC committee to monitor and check the behavior of the Company; for local government and adjacent communities, we create harmonious atmosphere, pay taxes as required by the law, protect the environment, and offer more jobs to maintain the social stability; for suppliers, we carry forward the principle of cooperation, win-win future, and mutual respect to regulate the management, review and appraise the suppliers on yearly basis, define the exit mechanism, and train them on work safety and incorruption to improve their ability of undertaking social responsibilities.

For vulnerable and disadvantaged groups, we will, in addition to joining in the activities held by the youth and women's foundation of Founder Group in Beijing, we respond to the calls of the government for poverty relief in the midwest China and go to the Nu River area of Yunnan Province to donate and help export labor services. We offer rice and cooking oil for condolence to seniors and aged CPC members living in villages adjacent to our factories.

Besides the activities described above, there is a lot of work and space for improvement in the aspect of corporation social responsibility and they are the driving force and directions for our future steps.



# Get Closer to Founder PCB

## About the Company

Zhuhai Founder PCB Development Co., Ltd (Founder PCB), subordinated to Peking University Founder Information Technology Group, is one of the leading printed circuit board (PCB) manufacturers of China. After more than 30 years of development in the PCB industry, Founder PCB has developed product advantages represented by elective layer interaction, soft-hard combined HDI, high-frequency high-speed server PCB, RF antenna PCB and top-speed memory SSD, showing attractive market performance in mobile intelligent terminals, radio stations, industrial intelligence control, automobile entertainment connection, big data center, and wearable consumer electronics, etc. With annual capacity reaching 15 million square feet, Founder PCB now owns three factories (F1, F3 and F5), one factory (F6) in Chongqing, and one factory (F7) under construction.

Founder PCB relies on the two driving forces of technology and quality and follows the principle of independent research and development, so that to provide stable and reliable products and technical solutions with proprietary intellectual property rights. From the aspect of technology, Founder PCB relies on the internal research institute jointly build with related colleges to conduct oriented on new techniques, new processes, and new products, through the innovative industry-school-research mechanism and subject to the customer's requirements, so that to satisfy the individualized market needs on product. As for quality, Founder PCB adopts innovative management system to stratify layer by layer the customer's indexes and set up special teams to tackle quality problems and finally improve the product grade in a comprehensive way.

Moreover, Founder PCB has, following the customer-oriented service idea, established a "5S" special service team represented by sales + support + service, which expands the customer service to the full life cycle, covering order service, advanced research on products, technical development, in-process quality control, and after-sale service; a quality service rapid response mechanism is established and promoted to provide one-stop all-round service to the customers.

The Company has been certified by ISO9001 (TL9000 and IATF16949), ISO14001, UL, Qc080000, and OHASA18001, etc. in succession.

In the future, Founder PCB will further provide better products and services to customers all over the world and follow the vision of "focus on the two driving forces of technology and quality, determined to grow into an excellent PCB supplier as a leader of China and a top-level player of the world" to constantly explore the collaborative value of products, cooperate with our partners for win-win development!



珠海方正科技多层电路板有限公司 (F1)  
工厂地址: 珠海·香洲兰埔白石路107号  
厂房面积: 76,000M<sup>2</sup>  
每月产能: 250,000Pt<sup>2</sup>/month



珠海方正科技高密电子有限公司 QTA(F5)  
工厂地址: 珠海·乾务方正科技园  
厂房面积: 20,000M<sup>2</sup>  
每月产能: 130,000Pt<sup>2</sup>/month



重庆方正高密电子有限公司(F6)  
工厂地址: 重庆·沙坪坝西水方正科技园  
厂房面积: 300,000M<sup>2</sup>  
每月产能: 300,000Pt<sup>2</sup>/month

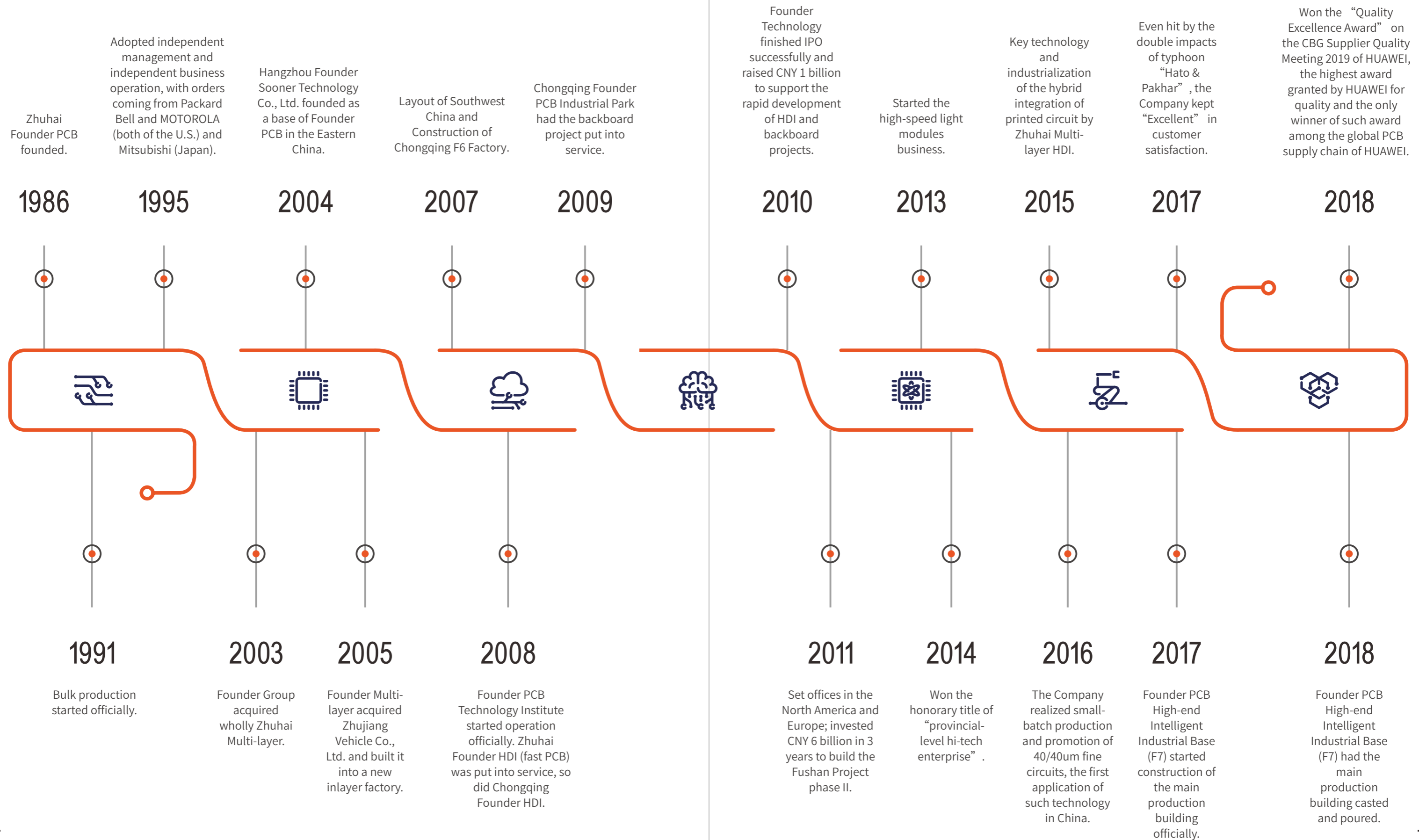


珠海方正科技高密电子有限公司 (F3)  
工厂地址: 珠海·乾务方正科技园  
厂房面积: 46,000M<sup>2</sup>  
每月产能: 400,000Pt<sup>2</sup>/month

## Important Financial Date for the Year 2018

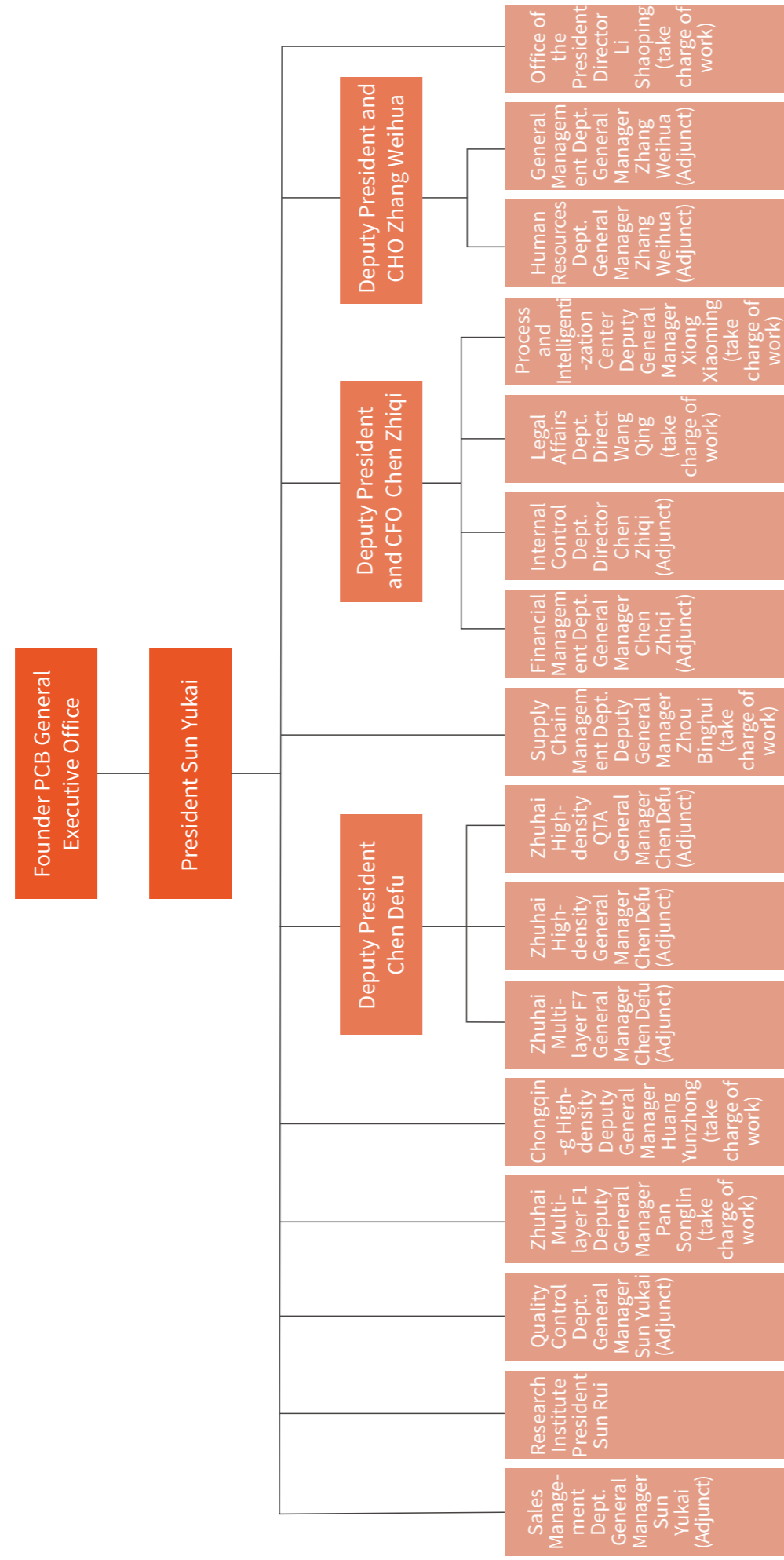
Item	Amount (CNY 10,000)
Net income	114000
Taxes paid	91000
Governmental awards and subsidies	6530.17
Payroll paid	436000
Taxes exempted or reduced	272.75

## Development History





## Organization Chart of the Company



# 01

## Responsibility Governance Sustainable Development

Adhering to the core value of “Behave Upright and Work Honestly”, we undertake and treat social responsibility as a bounden duty and obligation; we safeguard the legal rights and benefits of the Company, shareholders and employees, we care for employees and enhance the cohesion of the company; we inspire the sense of pride and the sense of responsibility of employees; we treat honestly to suppliers and customers; we protect the environment and advocate for low-carbon life, energy conservation and emission reduction, and clean production; we participate in the work for public good and accept the supervision of the government and the public, so that to push forward the harmonious development of both the Company and the whole society.



## Company Governance

The Company has established internal control policies to regulate the operation. The shareholders meeting, the board of directors, and the management are assigned with their own responsibilities in decision-making, supervision, and implementation of the “three in one” operation of the Company and they work collaboratively and balance each other effectively. In recent years, the Company is dedicated to facilitating the construction of the social responsibility system to constantly improve the governance for social responsibilities so that to promote the sustainable development of the Company.

Founder PCB has formulated good enterprise management policies covering environmental management, energy management, and occupational health and safety management, etc. These policies are conducted good and work effectively with good management effects. The Company has set up flat management mode and efficient operation mechanism, which enable the Company to make decisions and responses quickly and decisively when facing problems in business development and social responsibility and thus help facilitate the healthy and stable development of the Company.

List of the Board of Directors and Executives of the Company

Facility	Name	Title
Zhuhai Founder PCB Development Co., Ltd.	Liu Jian	Board chairman
	Sun Yukai	Director
	Zuo Jin	Director
	Wang Qing	Supervisor
PCB executives	Sun Yukai	President of Founder PCB
	Chen Zhiqi	Vice-president and CFO of Founder PCB
	Chen Defu	Vice-president of Founder PCB, F3 general manager, F5 general manager (part-time)
	Zhang Weihua	General manager of the General Management Department and the Human Resources Department

## Business Ethics and Integrity

The Company insists on honest and legal operation, complies with laws, regulations, and international codes of conduct, reinforces incorruptible governance, abides by business ethnics,

and works hard with partners to develop a “community of responsibility” to create harmonious business environment and integrate it into daily business operation of the Company for sustainable development.

### Incorruptible governance

We reinforce incorruptible governance and asks the medium and high-level executives of the Company to set themselves the model in observing rules and regulations of the Company against corruption; we sign the Letter of Commitment of Suppliers for Honest and Clean Cooperation with all and each of our suppliers and the Letter of Commitment of Founder PCB for Honest and Clean Work with our staffs in key positions; the Company strengthens the anti-corruption trainings and makes clear the reporting channel to take supervision of the public. In 2018, 624 business partners took the training on our anti-corruption policies, accounting for 100% of our partners. The 95% of the personnel on key work positions took such training too and no severe events violating related laws and regulations took place throughout the year.



Anti-corruption Training



Education on Party Conduct and Clean Governance

### Honest business

In the business cooperation with our partners, we strictly follow business ethnics and behave honestly; we perform contracts and agreements, refuse unfair competition, avoid conflict of interest, disapprove money laundering, keep confidential business secrets, protect information safety, and make no false publicity. In 2018, we have 100% performed all our contracts and 100% reported and handled the customer complaints.

The Company has set up and past on the guardhouse the hotline for supervision and complaint reporting to enable everyone, inside or outside the Company, to report any illegal behavior of any division or individual of the Company.





### Management of Related Parties

The Company has formulated the *Procedures for the Management of Related Parties* which clearly defines the responsible departments and the frequency and methods of communication for the management of related parties so that to guarantee the smooth communication between, and the healthy operation of, the Company and the related parties by recognizing, classifying, communicating with and managing all the related parties, responding to the expectation of them, and evaluating their influences.

The Company keeps close contact and cooperation with stakeholders through effective ways (such as e-mail, interview, telephone, meeting, questionnaire, and training, etc.) and respond to their appeals in time, which has greatly improved the performance of the Company in social responsibility governance.

### List of Stakeholders of the Company

Stakeholders	Expectation of Stakeholders	Way of Communication
Customer	Quality, price, and supply speed of products and services.	Meetings, satisfaction questionnaire, visit and investigation
Government	Comply with laws and regulations, pay taxes in time, promote employment, and protect environment.	Meetings, themed reports, project cooperation, statistical statements
Supplier	Long-term cooperation, reasonable price, mutual benefits	Meetings, business negotiation, bid
Employee	Wages and welfare, promotion, training, health, and safety	Reasonable suggestion, forum, employee's meeting, training
Investor	Return on investment, stable development, risk control, information disclosure.	Periodic report, shareholders meeting, interim report, announcement of business performance, website
Trade Association	Implement industrial standards and keep smooth communication	Activities of the association, formulation of standards, federation meetings
Community	Harmonious community, construction of civilization, development and sharing	Charity events, community service, social investment
Media	Brand image, social responsibility, technical innovation	Interview, release of information



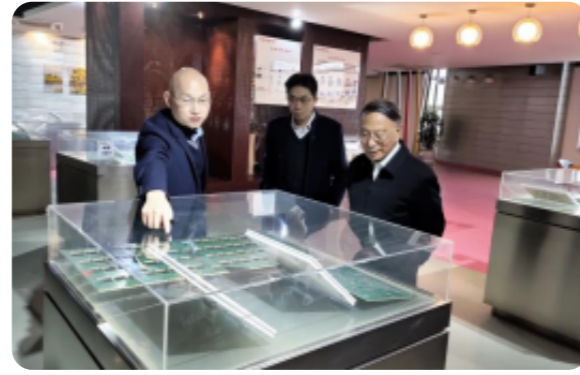
Chen Jiaping, deputy secretary general of Committee of Zhuhai City and secretary of committee of Fushan Industrial Park, is visiting Founder PCB Industrial Park with his fellows



Customers Are Visiting



Leaders of Chongqing Science and Technology Association Are Visiting



Academian Du Youwei of Chinese Academy of Sciences Is Visiting

## Social Responsibility Management

For the purpose of managing effectively all the responsibility projects, the Company sets up a full set of social responsibility management system to perform such responsibilities actively subject to “responsibility planning annual plan implementation of project assessment and appraisal” . The Company holds meetings on monthly, quarterly, semi-annual, and annual meetings to summarize the staged operation and put forward with rectification measures for problems occurred, especially problems concerning the environment and the labor human rights which attract the greatest attention of the management. Each factory has appointed the representatives for environment management and labor human rights management.

### Duties of the environment management representative:

- A. Be responsible to set up and make perfect the environment management system of the Company according to the requirements of ISO 14001:2015 and organize, coordinate, and supervise the implementation of such system;
- B. Take charge of the daily work concerning environmental management according to instructions of the highest lead of the factory;
- C. Assist the highest authority of the factory to supervise and constantly improve the implementation effects of the environmental management system;
- D. Coordinate and handle with problems in the running of the system in time;
- E. Define the target and indexes for environmental management of the Company and report the implementation status of environmental management system to the highest authority of environmental work;
- F. Organize internal environmental audit, and responsible for reporting the implementation of the environmental management system to the top environmental officer;
- G. Report the operation status of the system to the highest management of the Company for evaluation and improvement;

- H. Make overall planning on the system whenever any changes take place in the system;
- I. Guarantee to constantly improve the awareness of the employees for environmental protection;
- J. Take charge of communication and contact issues concerning the system.

### Duties of the labor human rights management representative:

- A. Be responsible to set up and make perfect the occupational health and safety management system of the Company according to the requirements of OHSAS18001: 2007 and organize, coordinate, and supervise the implementation of such system;
- B. Take charge of the daily work concerning occupational health and safety management according to instructions of the highest lead of the factory;
- C. Assist the highest authority of the factory to supervise and constantly improve the implementation effects of the occupational health and safety management system;
- D. Coordinate and handle with problems in the running of the system in time;
- E. Define the target and indexes for occupational health and safety management of the Company and report to the highest authority for approval and later supervise the related departments to implement such target and indexes;
- F. Organize for interval review and approval of the company and report the implementation status of the system to the highest authority of the Company.



# 02

## Walk Hand in Hand Create Win-win Future

The progress and development of Founder PCB could be impossible without the close support of our partners and no sustainable development can be realized unless we work hand in hand. We care for the experience of customers and win the trust and support of the market by providing excellent products and services; we build actively the sharing mechanism and cooperation platform with the government, colleagues, research institutes and colleges for mutual benefits and win-win future. We learn from advanced models and treat and handle with the customer's instructions and requirements seriously to improve our capability to perform social responsibilities; we adopt the accountability procurement system and carry out social responsibility evaluation and investigation on our suppliers and instruct our supply chain partners to perform their social responsibilities.

### Care for Customer Experience

Founder PCB insists on customer orientation and improve the competitiveness and profitability by providing high-quality products and services and satisfying the diversified needs of customers. With years of hard work, the HDI product brand of the Company wins great reputation far in advance of our Chinese colleagues. For the purpose of collecting comments to improve service, the Company makes customer satisfaction survey every year and makes extensive analysis on the survey result so that to learn the customer's experience and feelings. In 2018, our customer satisfaction was 88.63, greater than our target of 84.

Result of Customer Satisfaction Survey 2018

Item	Business Service	Delivery Service	Price Service	Quality Service	Technical Support Service	Total
Target	84	84	75	88	88	84
Actual	88.55	85.25	82.6	91.5	95.25	88.63

We care for the security of customer information and privacy and have all of our employees sign the confidentiality agreement. The Company has passed ISO27001 information security certification and set strict limitations on procedures and authorities for information sending and receiving by our employees. We provide measures which are much stricter than traditional confidentiality measures to our customer who requires for intellectual property protection. Inside the Company, we adopt strict authorization policies and detailed access log to protect the safety of customer's information.

We have established strict policies for the management of returned products and appointed specific personnel to respond and solve, quickly and timely, the problems raised by the customer.

### Control the Product Quality Strictly

Founder PCB always insists on the inheritance and practice of product quality and safety, adopts strict quality and safety standards, and controls process quality powerfully, so that to provide the customer with excellent and safe products and services. Up to now, the Company has pushed to the market products of 22 categories under 7 brands cumulatively, including 12 new products developed in 2018. Representative products of the Company include the mobile terminal HDI, soft-hard combined HDI, high-end communication server PCB, RF antenna PCB, 5G high-frequency high-speed carrier PCB, special metalizing stepped PCB, and 3mil dielectric-layer thick copper PCB.

The Company has passed certification of quality management systems like ISO9001, TL9000, and IATF16949, etc., strictly carries out safe production standards, defines quality targets, reinforces



process control, and assigns responsibility to each related person, so that to guarantee the product delivered to the customer is free of any safety risks. Meanwhile, we make risk assessment and control actively and strengthen test and inspection. To prevent non-good products from entering to the market, we have formulated and implemented the traceability system too. Thanks to these efforts, the good product percentage increases year by year.

### Care for technical research and development

To reinforce the scientific research and innovation ability, Founder establishes a research institute for itself. The research institute of Founder PCB is a PCB technology instate jointly established by the Hong Kong Polytechnic University, the University of Electronic Science and Technology, and Founder Group. It is the first enterprise of China dedicated to PCB R & D and managed independently by the founders who are solely responsible for the profits and losses of such institute. Covering land area of 15,132m<sup>2</sup>, the institute has 436 researches, including 10 holding master degree, 176 holding bachelor degree, and 250 holding college degree. In 2018, the investment made on R&D reached CNYB24.91 million.



Researchers in the Research Institute

Founder PCB Institute is a professional PCB research organization representing the advanced level of PCB technology, materials and equipment of China and enjoys a certain recognition in the world. It is the source of technical power driving the business development of Founder PCB, a base for the growth of talents with international vision, and an important part of Founder PCB Career. Founder PCB Institute attaches great importance to the customer's requirements and aligns itself with the strategic development target of the customer and finally develops a mode of determining the technical direction jointly by the customer (market), the research institute, and the company. With the powerful science and technology support of the Company, Founder PCB has applied for a lot of patents and won a lot of honors and awards. In 2018, the Company applied for 22 patents, including 7 for utility models and 15 for inventions; in 2018, the Company was granted with 61 patents and patent certificates, including 5 for utility models and 56 for inventions.



### Prefer advanced equipment

To improve the production efficiency of the Company and reduce the comprehensive production cost constantly and catch up with international advanced technology and standard, the Company introduced a batch of advanced production facilities and eliminate the out-of-dated ones in 2018. For example, the Company intended to increase the Schmolli from the original 7 sets to 17 sets; by now, 10 sets have been procured and 2 sets have been put into production. Schmolli is a German brand with the unit price approaching USD 360,000 and it ranks top among all the back-drills of the PCB industry. The table-board of this new machine is 25\*40inch, capable to process all the extra-large products within this range in a single service. The Company has invested CNY 4.5 million to purchase a selective vacuum hole-plugging machine which can realize 20Pa of suction and

Responsibility

Hand in Hand

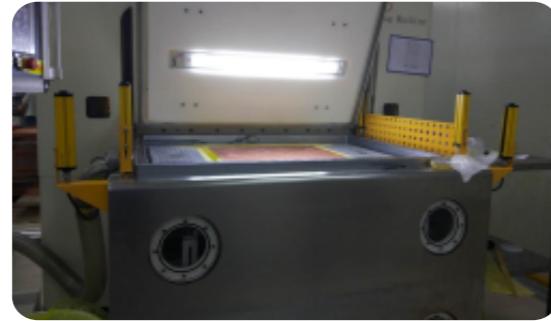
Clean Production

People Foremost

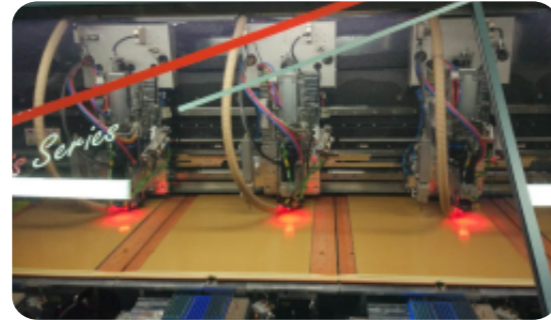
Safety First



guarantee that there is no bubble or crack in the hole; this machine adopts long-scraper for hole plugging and carries 3 cylinders (left, middle, and right) and plugs hole from the longer side of the board. The scraper has short travel and thus shows higher production efficiency and better hole-plugging effects when compared to other similar products; the thickness-diameter ratio is improved to 30:1 when compared to traditional machines (10:1). The investment made on the pulse VCP is nearly CNY 11 million and the this pulse VCP improves the board thickness processing capacity from 2.4mm of traditional machine to 4.5mm, with the thickness-diameter ratio of the board improved from 10:1 to 18:1, and the depth capacity  $\geq 90\%$ .



Selective Vacuum Hole-plugging Machine



Back-drilling Machine

### Learn from Excellent Customers

To further improve the social responsibility ability and identify and improve shortcomings, the Company fully assist the customers in their exams and requirements on the Company. Measures including dispatching managers to the customer's premise for study, attending the suppliers' meeting, lectures, discussion, and the regular on-site investigation, we train our managers and expand their horizon so that to finally improve the ability of the Company in all aspects.

By ways of benchmarking among colleagues, we learn excellent practices to reduce business risks and improve operation efficiency. We work closely with our customer in supplier management and carry out supplier survey, employ investigation, and supplier ability improvement projects jointly with them, so that to improve the transparency, the sustainable development, and the management level of the supply chain.



Medal for Excellent Suppliers Granted by the Customer



Our Employees Awarded by the Customer

### Facilitate the Supplier to Perform Responsibilities

To further reinforce the ability construction of the suppliers, reduce supply chain risks, and improve the customer satisfaction and supply chain competitiveness, we conducts supply chain management and facilitate our partners, especially our suppliers, to perform their responsibilities and improve the effects of responsibility performing by ways of experience exchanging and responsibility reviewing, so that to help the whole supply chain improve the performance of social responsibility. No child labor or forced labor was found in the supplier survey 2018.

#### Supplier appraisal

To make sure that the suppliers will perform their environmental and social responsibilities, we set stricter admission threshold and improve the requirements from their compliance, qualification, and product quality in the past to the overall appraisal and review on their social responsibility today and we require the suppliers to make commitments on social responsibility and facilitate the suppliers to perform their responsibilities truthfully in environment, labor, practice, human rights, and business ethics, so that to improve their performance in such responsibilities constantly. Priorities are given to suppliers showing better performance in social responsibilities.

#### Results of New Suppliers Appraisal 2018

New Suppliers	Suppliers Surviving Social Responsibility Review	Restricted/Exited Suppliers	Review Percentage
75	75	4	100%



Supplier Auditing





## Supplier management in daily business

For suppliers included in the directory of suppliers of the Company, we have never relieved our requirements on their performance in social responsibility. We supervise their performance by ways of regular auditing, exchanges, forums, and written notices; we ask them to rectify identified problems within given time, or otherwise remove their supplier qualification. Moreover, we hold trainings and seminars on social responsibilities at irregular intervals and notify the suppliers, by ways of written notice and telephone calls, our requirements on social responsibilities. In 2018, we found no big social responsibility problems in our audit on suppliers.



Suppliers Are Attending Trainings

Founder PCB works hard to eliminate “conflict minerals (CM)” and takes actions constantly to make sure that the metals used or contained by our products are not from conflict areas of the Democratic Republic of Congo (DRC) and countries covered by conflicts, such as Rwanda, Uganda, Burundi, Tanzania, and Kenya. To realize the target of CM-free supply chain, Founder PCB will:

1. Conduct due diligence;
2. Ask all the 3TG suppliers to release their CM policies;
3. Ask all the 3TG suppliers to conduct due diligence, provide necessary CM related statement, and finish the EICC-GeSI CM report;

If it is confirmed by us the 3TG supplier supplying materials to us have provided funds, directly or indirectly, to the armed forces of Congo or nearby countries, Founder PCB will terminate all the business with such supplier in all the related fields. To make our procurement principles clear to all the external organizations, Founder PCB has made public its “No Use of Conflict Minerals” on the official website. The website link is as follows:

<http://www.founderpcb.com/index.php/list-21.html>



## Build Harmonious Communities

As a responsible enterprise, Founder PCB cares also the development of nearby communities. We have always carried forward a thanksgiving attitude and bring benefits to the world. Years in and years out, we get rooted in the two places of Zhuhai and Chongqing to carry out public-benefit activities, such as disaster relief, poverty alleviation and help poor-stricken children get further education.

### Community construction

We push forward the construction and development of the place and the community where the Company is located and focus on the community needs to carry out community construction and service activities intensively by ways of resources sharing, assistance and training, and joint efforts in construction and development. Most of our first-line employees are residents nearby the industrial park and 9 or 37.5% of our executives are local people, which also helps drive the local employment and economic development. Since 2017, the Company proposed to purchase from local place as much as possible, which has not only reduced the cost of transportation, but also promoted the economic relationship between the Company and the local enterprises and thus made contribution to the local economic prosperity indirectly.

## Poverty relief and assistance to vulnerable groups

Founder PCB has made earnest efforts to promote public good, cared for and sponsored all kinds of social welfare events since long years ago. We cooperated with social welfare institutes of Zhuhai, Chongqing, and Hangzhou and cared for the kids there. We raise donation, visit orphanages, care for elderly people who live alone with no family, as effective approaches to care for and give returns to the society. As for vulnerable groups in difficulty, we care for them from both spirit and material. In 2018, responding to the national call for targeted poverty relief and driven by the local government, we have our steps stretched farther on the way of poverty alleviation.

On September 20, 2018, Zhang Weihua, the general manager of comprehensive management came to Lishan Village together with his fellows to carry out the “give warmth at the Mid-Autumn Festival”. Zhang and his fellows visited the local poverty-stricken families and cared for their living conditions, health, and the schooling of their kids. They gave advices and suggestions to these families, encouraged their confidence and belief, and gave edible oil and rice to their hands as gifts and blessings for the festival, making them feel the thick affection in such a traditional festival.



To respond to the government's call for poverty relief and coordination in the east and west China, on April 9 to April 13, 2018, guided by the government of Doumen District, Zhang Weihua, the general manager of comprehensive management, went to Fugong County at the Nu River area of Yunnan as a representative of the Company, to attend the counterpart poverty relief meeting. On the meeting, Zhang donated CNY 100,000 in the name of the Company and this money will be used as special fund for poverty relief to repair the mass-party activity room of Nan'an Village, Jiakedi Town, Fugong County to help Fugong get rid of poverty.



## 03

### Clean Production Green Development

Founder PCB defines environmental policies as routine management policies and adheres to the idea of “green eco-friendly factory”. Considering that PCB business consumes great energy and produces huge pollution, the Company has, at the very beginning of factory construction, made sufficient investigation and argumentation and preferred the eco-friendly and energy-conservative processes and technologies and invested a great deal of money to build eco-friendly facilities to treat wastewater and exhaust gas. The Company makes energy conservation, environmental protection, and clean production go through the whole operation of the Company to build green industrial park and carry out green office and green procurement so that to build a natural eco-friendly enterprise which really co-exist with the environmental harmoniously for the development of circular economy.



## Reinforce Environmental Management

The Company cares for the environmental protection work greatly and has set up perfect units and personnel to control all the major environmental elements so that to realize satisfactory emission of pollutants. As for possible environmental pollution accidents, the Company has prepared the emergency response policies and established the “emergency team for environmental pollution accidents”. As for the organizational structure for emergency rescue, the Company has appointed the general commander, deputy general commander, the communication team, the fire-safety power team, the repair team, the medical service team, the alarm team, the logistical support team, all with assigned duties. The emergency rescue and security consist of two major categories: internal security and external rescue and the environmental emergencies are divided into three categories according to their controllability, severity and impacts and corresponding emergency plans and response procedures are formulated.

The Company has set up perfect environmental test and inspection system: we entrust qualified third party (professional test agencies) to test and check on monthly basis all the exhaust gas outlets, keep the test reports safely, and release to the public the test data through the self-test environmental platform and analyze such data on monthly basis and the outlet with out-of-limits emission found will be stopped immediately for rectification and will not resume normal service until reaching required standard. As required by the upper environmental protection authority, the Company has installed automatic pollution monitoring system on our all exhaust air outlets of the Company and the emission data of all the major exhaust air outlets will be uploaded at real time to the monitoring platform of the environmental protection bureau.

In addition, the establishment of the information control system platform for automatic pollution monitoring of the Company has realized functions including data acquisition, data analysis, and alarm control, etc., which provides effective technical support for the fundamental environmental work of the Company. To reduce the environmental impacts of chemicals contained in the product, we comply with ROHS standard and advocate for lead-free and halogen-free products; to prevent environmental damage from wastewater, waste liquids and exhaust air, we strictly follow the national environmental standards to treat the wastes for emission or reuse. In 2018, Founder PCB was awarded again as a good enterprise in environmental protection and the environmental credit ratings (scores: 96.5; ratings: good) kept the same.



Environmental Monitoring Center



Water Quality Tester

## Environmental Investment 2018

S/N	Item	Amount (CNY)	Supplier
1	Clean production audit	¥120,000	Guangdong Liufeng Energy Service Co., Ltd.
2	Third party monitoring on wastewater, exhaust air, and noise pollutants	¥80,348	Chongqing Kaiyuan Environmental Monitoring Co., Ltd.
3	Removal of fillings in exhaust gas tower and replacement of activated carbon	¥129,870	Shenzhen Jiatai Electromechanical Engineering Co., Ltd.
4	F6 updates the environmental emergencies risk evaluation report and emergency response plans	¥45,000	Chongqing Chemical Engineering Design and Research Institute Co., Ltd.
5	F1 operation, maintenance, and engineering reconstruction cost	¥5,440,000	\
6	F3&F5 equipment and facility operation, repair and maintenance, reconstruction, pollution source monitoring and test equipment	¥22,243,000	\
7	F6 air-conditioner electric humidification system reconstruction, Drill II air-conditioning pipeline optimization, and reconstruction of the 100% automatic LED lamp source group of the internal layer	¥1,510,000	\
Total		¥29,568,218	



Internal Training on Environmental Protection



## Push Forward Energy Conservation and Emission Reduction

To improve the energy utilization efficiency and realize the energy conservation and emission reduction, the Company has established the energy control system, formulated the policies for energy and water and electricity management, the water and energy performance appraisal policies, and the target-oriented economic responsibility system, etc. All the units formulate and implement the energy conservation targets, makes statistics and analysis on the energy data at regular intervals. The Company reinforces the management of energy procurement, receiving and storage, processing and conservation, transmission and distribution, use, reclamation and utilization of residual heat and residual energy and the application of energy-saving techniques.

Push forward the high-efficiency and low-emission sustainable development mode and adopt multiple comprehensive utilization measures so that to reduce pollution from the source.

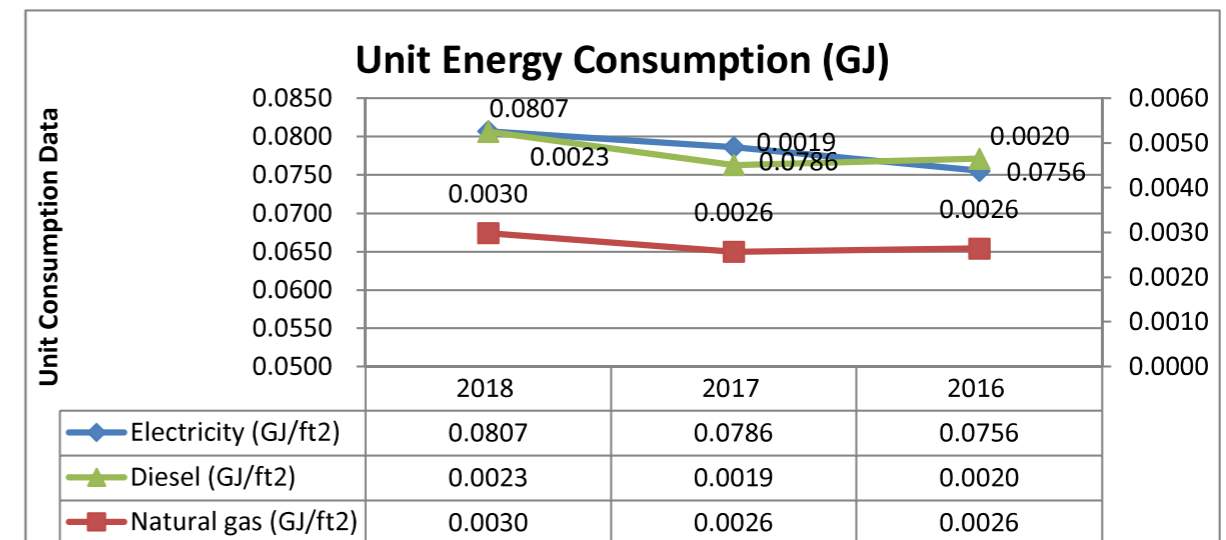
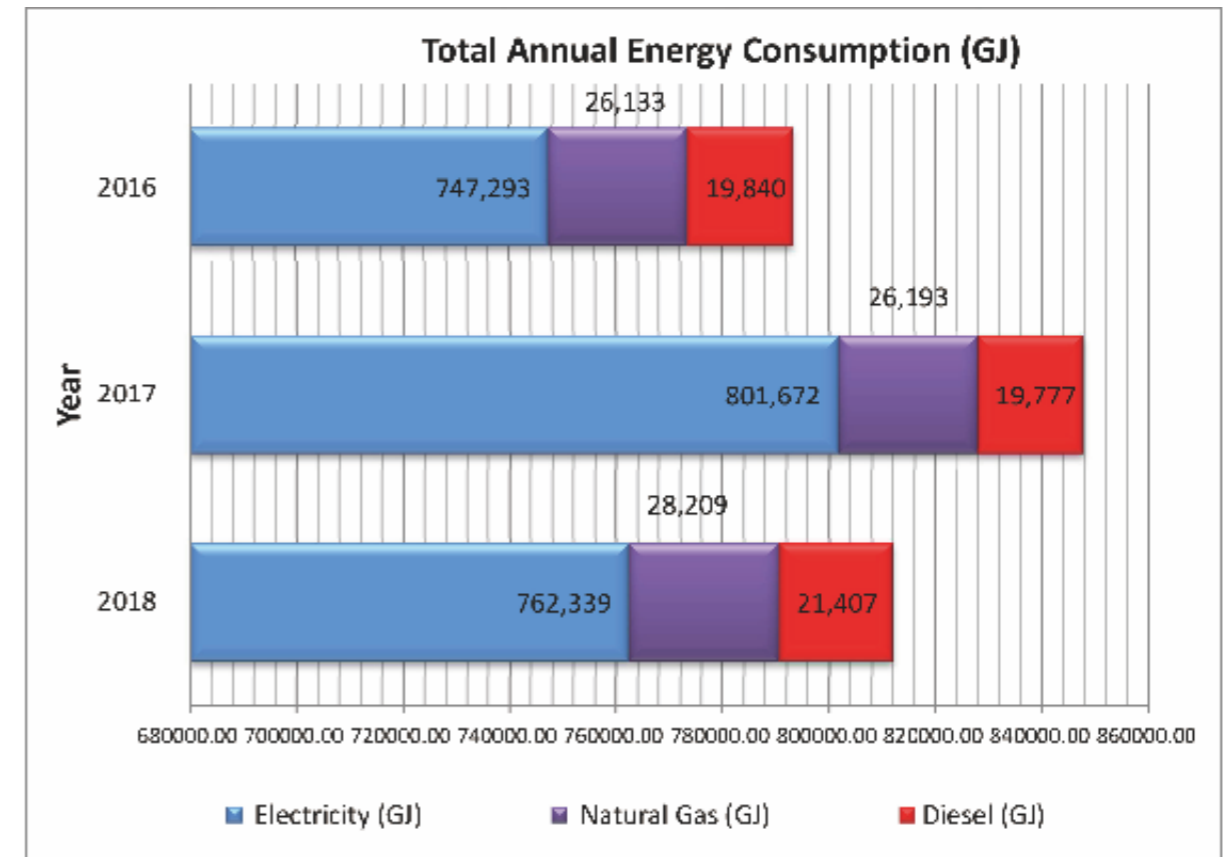
Reduce the production and emission of pollutants in the production process to eliminate wastes, gradually expand the application of renewable energy, and improve the energy utilization ratio so that to walk toward the target of “zero” emission of wastes. In 2018, the Company realized the industrial emission standard (zero emission) and won the title of “Model Unit in Environmental Protection” of the Environmental Protection Bureau and CNY 20,000 of rewards.

Energy Consumption of the Company in the Latest Three Years

Energy Category	Founder PCB			
	Energy Category	2018	2017	2016
Direct Energy	Electric Power (GJ)	762339	801672	747293
	Diesel (GJ)	28209	26193	26133
	Natural gas (GJ)	21407	19777	19840
Unit Energy Consumption	Electric power (GJ/ft2)	0.0807	0.0786	0.0756
	Diesel (GJ/ft2)	0.0030	0.0026	0.0026
	Natural gas (GJ/ft2)	0.0023	0.0019	0.0020

Energy Consumption of Factories in 2018

Greenhouse Gas	Electricity (kWh)	Diesel (ton)	Natural Gas (m3)
F1	3697	6	\
F3&F5	128578400	537.33	\
F6	45780900	6391	601632



We monitor and improve the greenhouse gas management performance constantly and, by establishing the energy management system, carrying out energy conservation projects, and introducing clean energy, etc., to reduce our carbon traces.

### Emission of Greenhouse Gases in 2018

Greenhouse Gases	CO2	CH4	N2O	HFCS	PFCS	Sf6	Total (t)
Co2 Equivalent/t (Scope I)	3483.71	5389.34	7.50	204.49	4.49	0	208321.85
CO2 Equivalent/t (Scope II)	199232.32	\	\			0	
Percentage in total release	97.31%	2.59%	0.003%	0.1%	0%	0%	100%

Note: Check the greenhouse gases of the whole Company since 2017 and check the same once per year since then. At present, only scope I and scope II is taken into consideration and the emission from products, services, and emission at the end life stage of vehicles for business travel and daily work journey of employees of scope III are exclude from calculation.

Statistical table of various greenhouse gases emission of Founder PCB in 2018 (ton)

F1		F3		F5		F6		Total
Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2	Scope 1	Scope 2	
5368.29	36919.34	1867.15	92960.39	61.32	28055.68	1792.76	41266.91	208291.84

### Improve Resources Utilization

Along with the further shortage of resources and the sharpening of industrial competition, Founder PCB proposes that using resources reasonably in a way of maximizing the value is critical for the Company to improve competition and reduce operation cost. The Company has done a lot of work in water resources management, recycling of wastes, and disposal of hazardous wastes.

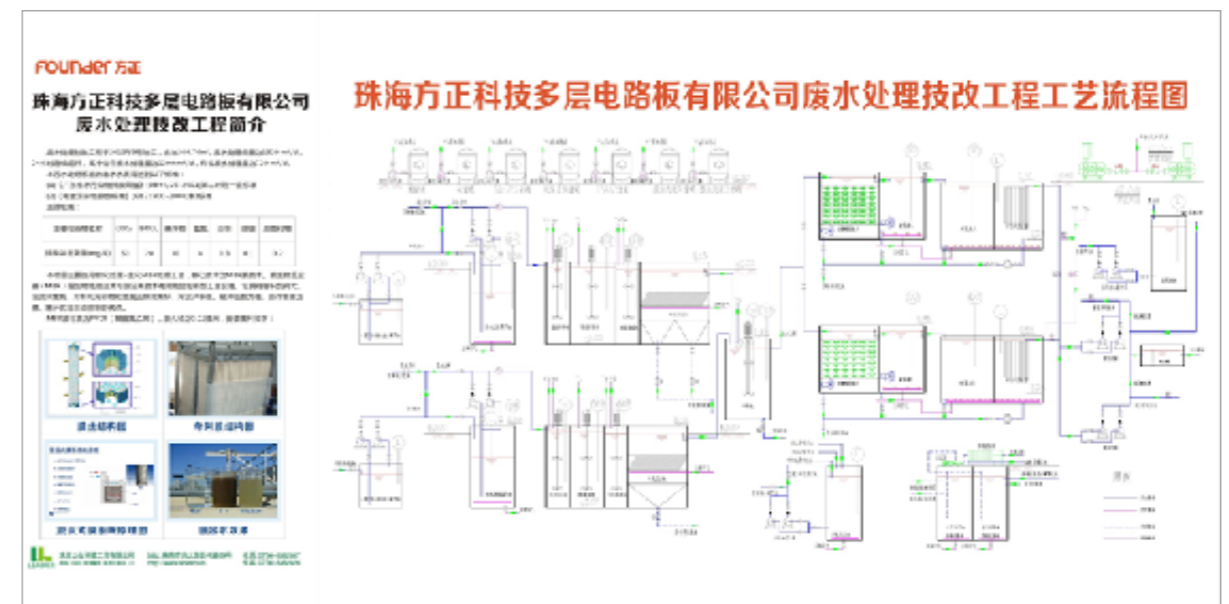
### Water Resources Management

Founder PCB factories have two channels of water resources: fresh surface water and municipal water supply. Except that F3 use both surface water and municipal water, all the other factories use municipal water. In 2018, the total water consumption was 3,498,681m3, including 2,963,810m3 of municipal water and 534,871m3 of fresh surface water. As for water resources management, the Company formulates the Procedures for Environment Target ad Indexes Management to guide the water consumption behavior of the Company. We adopt the reuse of recycled water actively and, by enlarging technical input, to improve the reuse rate of recycled water and reduce the consumption of fresh water to the highest limit.

Statistics on Water Consumption of the Company in 2018 (M3)

F1	F3	F5	F6
680556	534871 (surface water)	643058	952141

Founder PCB devotes itself to build a water-conservation factory and apply the awareness of water conservation and water resources protection through all the procedures of water resources utilization and, by introducing the enclosed recycling system into all the production procedures to facilitate the purification and reuse of recycled water from manufacturing process and reduce greatly the water consumption. We treat the recycled water mainly by three ways: sand filtration, wastewater treatment station, and process recycling. The recycled water processed with sand filtration is used to water flowers, wash toilets, process in exhaust gas tower, and solvent of liquid medicine; the recycled water processed at the wastewater treatment station is mainly used for cooling devices and some used as fresh water; the recycled water from process recycling is used for clean products. In 2018, the consumption rate of recycled water of the Company reached 61.32%.







Wastewater Treatment Tank



Recycled Water Reuse System

### Water Recycling and Consumption of the Company in 2018

	F1	F3	F5	F6	Total
Water Recycled (M3)	410,375	817,801	365,151	552,000	2,145,327
Yearly Water Consumption (M3)	680,556	1,177,929	688,055	952,141	3,498,681
Percentage of Recycled Water Consumption	60.30%	69.43%	53.07%	57.97%	61.32%

### Waste Management

In the business process of the Company, we have reinforced the waste management, and formulated control procedures concerning the processing of wastes. For wastes generated from production, we classify them, reuse those can be reused, and sign the agreement for processing with external recycling companies for wastes which have significance in recycling. We have developed an atmosphere throughout all the facilities, all the workshops and among all the employees that wastes can be made into valuable things. In 2018, we recycled 22,800 empty barrels and the inner-layer micro-etching liquids on the production line is recycled on line, with 55-60 tons of liquid medicines recycled every month on the average.

### Processing of Regular Wastes in 2018 (unit: ton)

Wastes	Reuse	Wastes	Reuse	Wastes	Reuse
Scrapped PP	5.07	Al sheet with wax	16.21	Low-content copper	26.509
Stainless steel	1.53	Al sheet with paper	43.492	Electroplated cylinder-dragging baseplate	22.8
Test jig	9.13	Single-face copper-clad sheet	31.23	Electroplated cylinder-dragging net copper (steel plate)	68.294
Solid gold	0.015	Coated Al sheet	69.462	Solid copper	43.68
Solid silver	0.278	Copper-clad sheet leftovers	95.013	Alkali copper	1.895
Aluminum foil	0.427	Old accessories	40.671	Acid copper	23.575
Aluminum sheet	224.208	Kraft paper	159.796	Kraft paper	481.704
Copper foil	62.62	Copper slag	2.774	Micro-etched copper	79.294
Tinned frame	115.939	Tin slag	0.391	Milling cutter	0.628
Pressed copper leftovers	221.721	\	\	Drill point	41.436
Total	640.938	Total	459.039	Total	789.815



Abandoned Empty Barrels to be Recycled



Wastes to be Recycled - Copper foil

## Hazardous wastes management

We have attached great importance to the management of hazardous wastes; we have established dedicated warehouses for chemicals, made perfect and carried out the procedures for the management of hazardous wastes. Founder PCB has all of its wastes processed by qualified contractors who undertake the management of hazardous wastes before leaving the factory and undertake all the risks and responsibilities concerning the hazardous wastes after leaving the factory, by signing related processing contracts.

Processing of Wastes of the Company in 2018 (unit: ton)

Hazardous Wastes	Reused	Recycled	Incinerated	Others	Remarks
Nickel anomia water	26.81				
Scrapped PCB and dust	790.75				
Used engine oil	3.99	2.48			
Used liquid gold	21.037			6.134	Physiochemical treatment
Used mineral oil	0.06				
Used film slag and negative film	70.559		173.111	52.6	Co-processing with cement kilns
Waste liquid medicine	11				
Waste ink	2.3				
Waste ink pot		117.719			
Copper-containing etching liquid	8874.15			4284.27	Physiochemical treatment
Activated carbon	2.78		2.659	9.67	Physiochemical treatment
Alkali copper-contained etching liquid	97.01				
Palladium water	4.933				
Draws-back tin water, scaling powder	31.617			46.08	Physiochemical treatment
Sludge	9787.11				
Beam-binding substances (empty liquid medicine barrel, filter element)	311.33		213.83		
Waste browning liquid	288.79				
Total	20324.23	120.2	389.6	4398.75	

## Conduct Green Operation

The Company is dedicated to green development and cares for greening of the factory area to build nice environment and help reduce emission and facilitate carbon balance in the factory area; publicity and training activities for energy conservation and emission reduction are carried out actively to improve the employee's awareness of energy conservation and environmental protection; advocates for green office and carries out green procurement serious so that to make the contribution supposed to be made to the environment.

### Green park

For the purpose of building a beautiful and clean work environment for the employees, the Company plants trees, flowers, and greens actively in the factory area and appoint specific person to take care in daily work. The Company established specially a “Celebrities Forest” where trees and flowers are planted by employees and our partners and customers, which has not only beautified the environment, but also created the green and eco-friendly corporate culture.



Greenings in the Factory Area



The Celebrities Forest



Plant Trees in Factories



Training on Environmental Protection



### Green Office

The Company has always called for green office in all the office areas so that to reduce the consumption of water, electricity and paper from work and recyclable office supplies are recycled by appointed companies. For example, the waste and used ink boxes, toner cartridges, and abandoned and waste computers generated from work are all handed over to qualified partners for treatment. Public traffic means are selected first for business travel of the Company for the purpose of low-carbon travel. The Company has established the

information network and increased teleconferencing and video conferences to reduce business travel. As for conferences, the Company encourages all the participants to carry along their own cups and we provide only disinfected cups which can be used again and again; the Company has released the Notice for Balanced Power Consumption which asks to turn off the light whenever leave the factory and the temperature of air-conditioners in the office are always set to be moderate.



Cups for Customers



Marks for Power Conservation in the Office

### Green Procurement

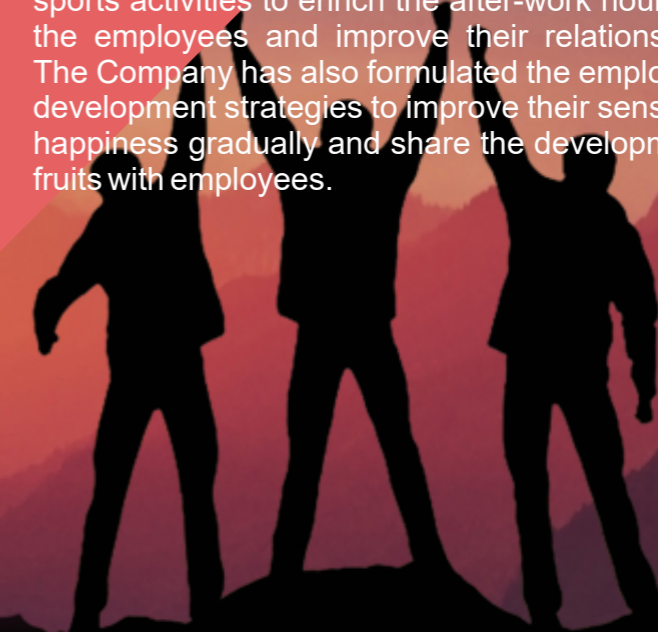
We have incorporated the ideas and requirements for the fulfillment of social responsibilities into the whole procurement process of the Company and include elements including environmental protection, energy conservation, emission reduction, and social benefits, into the procurement contract terms and conditions. The Company manages its buyers strictly and, by ways of training and appraisal, improve their awareness of social responsibility and the ability of fulfilling such social responsibility, so that to facilitate the effective implementation of sustainable procurement and green procurement of the Company.

To facilitate the community development, we have gradually increased the proportion of raw materials procured from the local market and we prefer to procure from the local market if equal quality can be guaranteed.

# 04

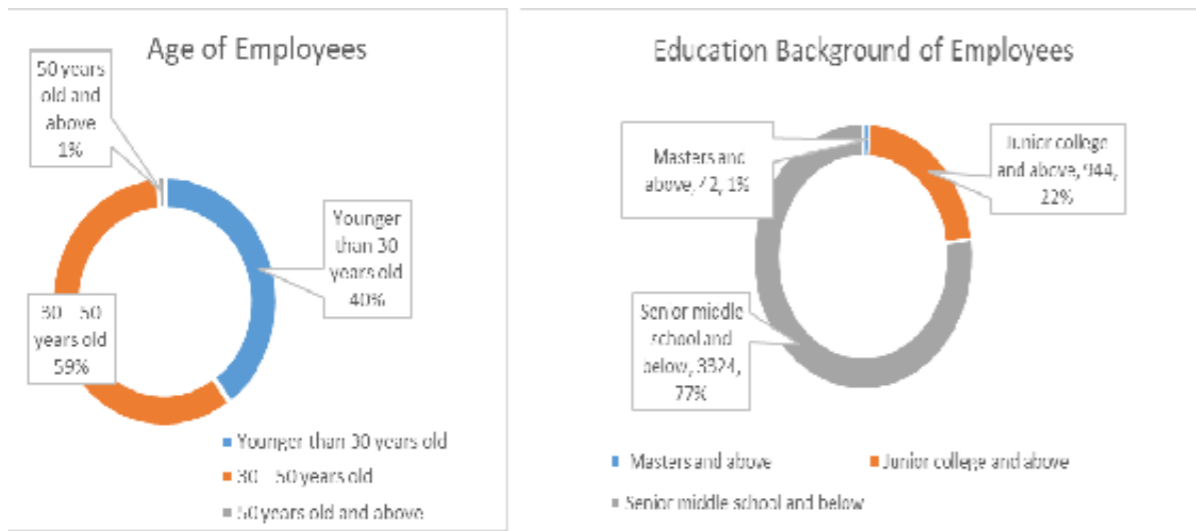
## People Foremost Walk Hand in Hand

Employees are the most valuable resources and wealth of a company. Founder PCB always cares for the people best, protects the rights and benefits of employees, adopt democratic management, use the wits and wisdom of employees, cares for the life of employees, and provides abundant and diversified cultural and sports activities to enrich the after-work hours of the employees and improve their relationship. The Company has also formulated the employee development strategies to improve their sense of happiness gradually and share the development fruits with employees.



### Employee Structure of the Company in 2018

Total employees	4310人
Technicians	329人
Proportion of female employees	35.3%
Number/proportion of women in management	59/34.7%
Number/proportion of employees recruited this year	3759/70%
Number/proportion of employees drained this year	2917/52%



carry out the regulations concerning the pay leave of employees to guarantee the employee's rights to enjoy rest and vacations, especially the maternity leave of female employees. In 2018, 120 of our employees enjoyed the maternity leave and 95 of them returned to the job after the expiration of their maternity leave and 12 are still in service after 12 months of return, with the return-to-work rate reaching 62.5%.

### Social Insurance Covered by the Company from 2016-2018

Item \ Year	2016	2017	2018
Amount (CNY 10,000)	2508	2962	3119
Proportion (%)	80%	80%	80%

### Democratic rights

We insist on and make perfect the democratic management system with the congress of workers and staffs as the basic form so that to actually guarantee the employees' right of information, participation, and supervision. By ways of trade union, congress of employees and staffs, and reasonable suggestions, we enable the employees to know the development history of the Company and participate in the management of the same. At present, the main communication channels established include the complaint box, the forum, the interview with employees, and the congress of staffs and workers, etc. Employees can report their opinions and suggestions directly to the boss, or follow the openness policy of the Company to communicate with higher leaders or related departments. The Company adopts the collective consultation system which covers 100% of the employees. The Company makes also the satisfaction survey on yearly basis and the employee's satisfaction in 2018 reached 80%.



Trainings to Securities



Employees Forum

### Protect the Rights and Benefits of Employees

We follow the national laws and regulations strictly to show respect to and protect all the legal rights and benefits of our employees; we establish harmonious and stable labor relations, and try to actually care for and treat good our employees. We insist on the principle of "equal and fair" and recruit and use employees according to the requirements of specific jobs regardless of sex, age, disease, or race.

### Comply with labor laws and regulations

We implement laws, regulations, and policies concerning labor and employment of the place where our facilities are located and sign the labor contract with employees as required by the law and we have signed labor contracts with 100% of our employees; we pay the insurance premium within required deadline and cover the insurance for 100% of our employees; we regulate the salary administration and have realized the rational growth of salary of front-line employees; we strictly







On-site Job Fair in 2018



Meeting for Collection of Opinions on Administrative Service

In 2018, the satisfaction questionnaire of the Company was released online and answered anonymously, which eliminated the waste of paper as written questionnaire was released in the past; also, it saved the work amount of taking back and issuing the paper; and it was for the employees to reply. This not only reflects the democracy and freedom of employees, but also reflects the paperless office work of the Company.

### Salary and Welfare

The Company settles salary to employees in time and in full amount and provides other diversified welfare, such as insurance, Women's Day gifts, birthday party, tourism for excellent employees, shuttle bus, food allowance, annual banquet, traditional Chinese rice-pudding and mooncake on the Dragon Boat Festival and the Mid-Autumn Festival. In 2018, the Company has paid CNY 13,789,960 for welfares.

### Welfare Expenditures of the Company in 2018 (currency: CNY)

Item	Sub-total	Item	Sub-total
F6 Employee Welfare		F Employee Welfare	
Spring Festival Greetings	5500	Red packet for starting work	9750
Parties on the Lantern Festival and Mid-Autumn Festival	7000	Annual physical exam	29100
Birthday gifts	59638	Administrative welfare	851927
Father's Day thanksgiving	5000	Love fund	6069
Army Day (August 1)	5000	F1 Employee Welfare	
Team activities for quarterly outstanding employees	160000	House rent, water bills, and property service fee	505455
Condolences to employees (exclude love funds)	20000	Funds for activities on the Spring Festival meeting	117640
Democratic life meeting	2000	Other administrative welfare (drugs and cooling beverage in summer, etc.)	101885
Basketball match and tug-of-war	20000	Red packet for starting work	55350
Award for excellent dormitories	3064	Expenses for physical exam of employees	129646
Sports devices	12000	Love fund withdrawal	15107
Milk for maintenance staffs of the electroplating shop	8366	Funds for activities	142883
Cooling beverage	146302	Other HR welfare (forum and awards, etc.)	528247
Festival welfare (extra means included)	80125	Works in process (new factory welfare)	168502
Tree-planting Day	41000	Food plus	1409652
Administrative dining hall	1348377	F3 Employee Welfare	
Miscellaneous	57355	Red packet for starting work	145000
F5 Employee Welfare		physical exam	369588
Food plus	1383489	Funds for activities	556249
HR welfare	367019	Food plus	3570637
Love fund	13981	Miscellaneous	848759
Other administrative welfare (traffic, and water and electricity bills in the dormitory)	365897		

Responsibility

Hand in Hand

Clean Production

People Foremost

Safety First

### Average Pay of Male and Female Employees in 2018 (CNY)

Average Monthly Pay of Male Employees in Zhuhai	Average Monthly Pay of Female Employees in Zhuhai	Average Monthly Pay of Male Employees in Chongqing	Average Monthly Pay of Female Employees in Chongqing
6328	5887	6132	5046

Note: The minimum pay standard in 2018 was CNY 1,720 in Zhuhai and CNY 1,500 in Chongqing. The Company adopts the policy of same pay for same job and the difference in the pay of male and female employees is due to different job they are taking.



Employees' Birthday Party



Gifts to Women Employees



Dining Hall



Tea Area in the Office

### Facilitate Occupational Development

Founder PCB has always been committed to providing the employees with good occupational

growth environment and worked hard to set up good business platform for each employee to make the ordinary people better and the excellent people more extraordinary and enable each employee to realize their life dream in Founder PCB. The Company has prepared perfect in-service training schemes and a set of effective tutorial system to set up the two channels, namely, management-based promotion and technology-based promotion, to the employees to stimulate the value-creating ability of all kinds of talents at the maximum.

### Ability training

We carry out all-round and multi-level training activities following the principle of “facing the enterprise, get in advance as appropriate, flexible and diversified, and focus on actual effect”. We organize and hold skill trainings and competitions among employees now and then so that to create the atmosphere of study and improve the occupational skills of our employees. In addition to that, the Company organizes also employees to go out for study advanced experiences. In 2018, we have organized skill trainings and job trainings for our employees, with 67,050 person-times and 36,186 person-times benefited and the per capita training hours reaching 56.



Competition of Fire Skills



Go out for Visit and Study

### Occupational promotion

In view of the future development strategies of the Company, we optimize and make perfect our management team constantly and promote excellent talents by ways of internal training, work reporting, and competition for job, etc. We encourage the employees to improve themselves constantly and reimburse the expenses incurred from going out for technical exam so that to provide our employees with more opportunities. The Company adopts the incentive culture with the creation of value as the driving power and ask all the employees to take performance assessment and give awards and make punishments according to the result of such assessment. In 2018, 4,025 employees took the performance assessment, accounting for 100% (285 employees are newly recruited and are still in the probation period and they are excluded from performance assessment. Those survive the probation period have 100% taken the assessment).





Certificates for External Training



Work Reporting and Competition for Job

## Warmth and Care to Employees

We care a lot about the combination of exertion and rest of our employees and try to enrich their after-work life constantly and work hard to create a happy home for them. The Company has set up special activity center equipped with snookers and tables for table tennis. Inside the park, there are the basketball court and badminton court. In addition to these hardware facilities, the Company encourages and supports employees to set up cultural and sports societies according to their habits. Moreover, the Company organizes long-distance travels to expand the horizon of employees. These colorful and diversified cultural and sports activities have created a united, friendly, positive, and upward atmosphere and reinforced the cohesion of the Company.



Our Employees Are Traveling Far Away



Basketball Match



Employees Are Playing Snooker

The Company keeps in mind the life of employees and always organizes and held care and condolences activities to bring gifts to front-line employees. Leaders of the Company even go to the workshop in person to check the working conditions, psychological states, and living needs of employees. To show the humanistic care of the Company to its employees and create warm and cooperative corporate culture, the Company has specially established the "Love Fund" and a "Love Fund" commission to supervise and manage such fund and a publicity team to collect more information of employees needing care and assistance so that to actually help those need to be helped by ways of internal rescue of the factory and trans-factory donation.

Xiao Maorong is an employee of the Equipment Department and his elder son has lied in bed for years due to severe diseases and live on expansive drugs. To maintain the existence of the family, Xiao's wife has to take part-time job to earn petty money while taking care of the elder son. Xiao's younger son is now at the age of primary school and Xiao has to take the heavy burden of taking care of the whole family. On February 8, 2018, the condolence delegation of Zhuhai High-density DHI went to Xiao's family with gifts. They expressed the care of the Company to Xiao's family and encouraged them to live bravely. Leaders of the factory and the party branch inquired about the specific difficulties of the family and the study situation of the younger son and encouraged them that none of the difficulties was permanent and they need to overcome with strong mind and stable confidence and came to the Company for help if difficulties and the Company was always the strongest support of everyone. They expressed the hope that Xiao could work attentively and train the younger son and treat the elder together with the hospital. They expressed also the wishes for the elder son to recover as soon as possible.

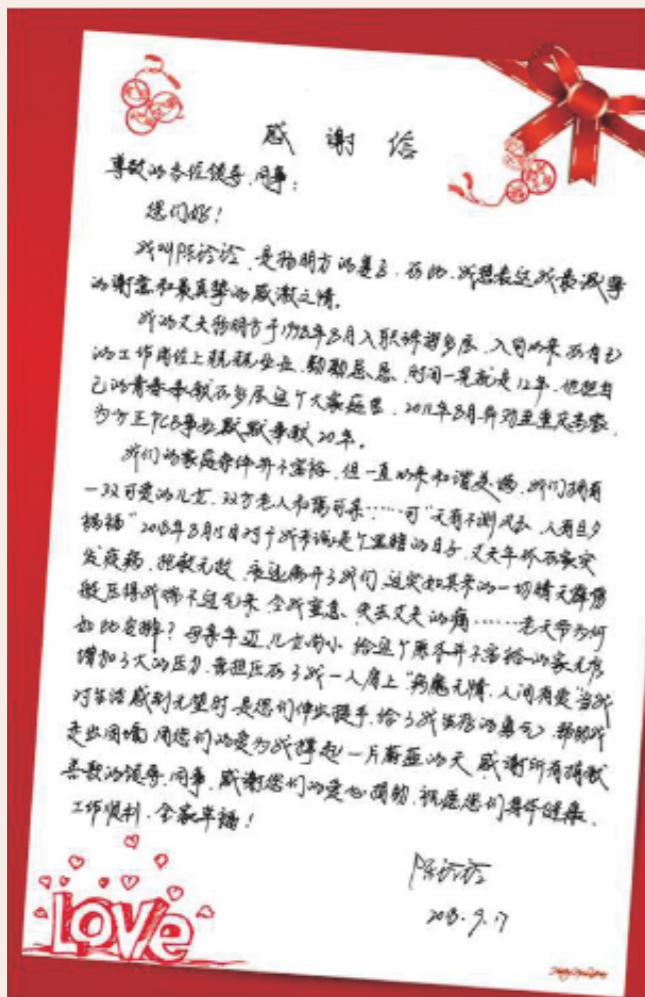


Condolence Delegates Are Inquiring about the Disease and Medication of Xiao's Elder Son

Table of Registered Applications for Love Fund 2018

Name of Applicant	Department	Reason of Application	Date of Application	Approved Amount	Date of Fund Granting	Handled by
Yang Cheng xiang	Surface Treatment of Manufacturing Division III	Hospitalization of the applicant's father	2017/8/2	2000	2018/9/12	Bank card of the applicant
Fang Yishu	Solder Mask, Manufacturing	Hospitalization	2018/11/23	2000	2018/11/30	Bank card of the applicant
Wang Jianlin	Manufacturing Dept. I	Hospitalization	2018/12/25	2000	2018/12/30	Bank card of the applicant
Li Jingguang	Administrative Dept.	Hospitalization	2018/12/26	2000	2018/12/30	Bank card of the applicant
Wang Jianshen	Solder Mask, Manufacturing	Hospitalization	2018/12/26	2000	2018/12/30	Bank card of the applicant





Yang Pengfang, an employee of F6, died of diseases and the Company held a donation campaign to raise money for his family. This is a thank-you letter written by Yang's wife.

Detailed Visits Paid by the Love Fund 2018

Name	Department	Reason of Visit	Date of Visit	Expenditure	Remarks	Visit Paid by
Zhu Mingliang	Administrative Dept.	Hospitalization due to work-related injury	2018/11/23	264	Fruits, nourishments	Xie Meiting, Chen Liang
Zeng Lin	Human Resources Dept.	Maternity Hospitalization	2018/5/1	287	Fruits, nourishments	Shan Mingyun and Yang Xu et al.
Li Jiangguang	Administrative Dept.	Hospitalization due to illness	2018/6/15	300	Fruits, nourishments	Xie Meiting, Huang Chanlian
Cai Huiqiao	Financial Dept.	Maternity Hospitalization	2018/7/30	277	Baby diapers, nourishments	Liu Caiyun and Xu Sha et al.
Lin Zhao min	OQC	Maternity Hospitalization	2018/8/15	242	Baby diapers, nourishments	Huang Jiangman
Li Jing	Equipment Dept.	Hospitalization due to illness	2018/9/3	211.4	Fruits, nourishments	Huang Zhiqiang and Wang Lili et al.
Fang Yishu	Solder Mask	Maternity Hospitalization	2018/9/16	295.3	Baby diapers, nourishments	Hu Zongmei and Tian Yan et al.

# 05

## Safety First Responsibility Foremost

Founder PCB attaches great importance to work safety and has, after so many years of efforts, built a reliable safety network. The Company insists on the policy of "safety first, prevention first, and comprehensive governance" to reinforce the construction of safety management system, intensify safety technology management, safety check, and emergency management conducts physical check on yearly basis to screen out the occupational diseases, and control risks effectively. Work-related injuries and casualties of employees in 2018: 15 employees injured, 0 got occupational disease, 0 died, and the total delayed working hours reached 4,624.



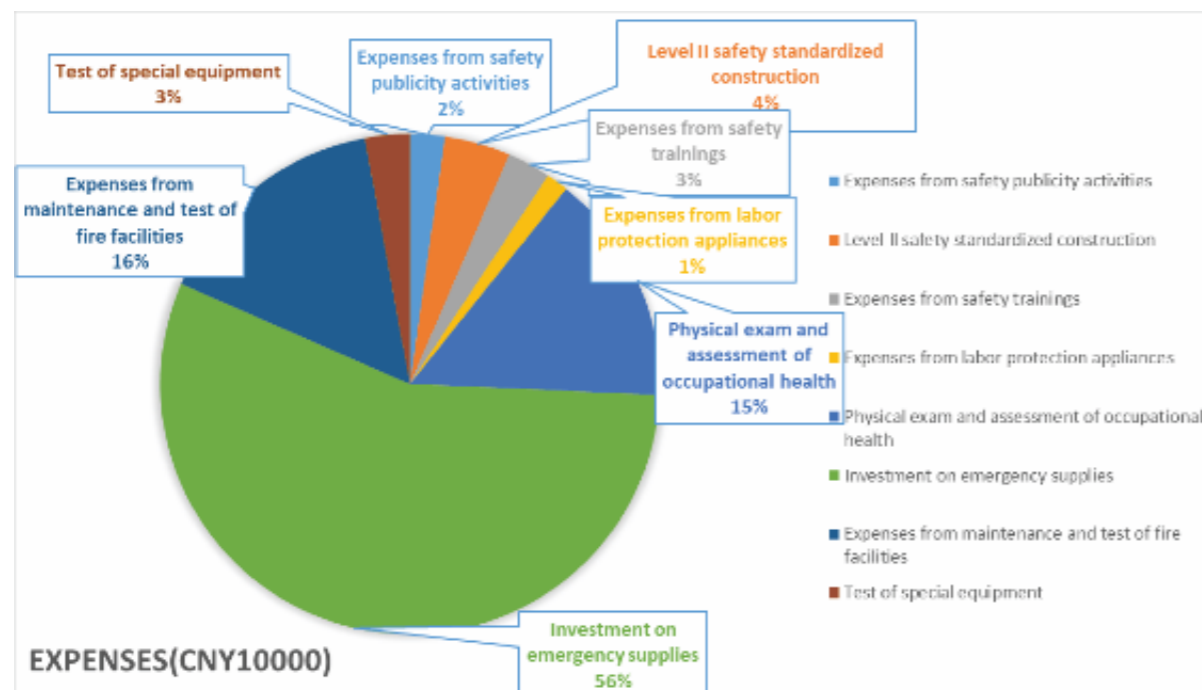
## Reinforce Safety Management

Production safety issues of the Company concerns fire safety, special equipment safety, environmental safety, safety in the storage and use of chemicals, and occupational health safety. The Company has established a safety management system and structure according to actual situation of these issues.

The Company has established the work safety committee with the general manager as the main responsible person and clearly defined the person-in-charge of work safety of each department and workshop. The Company conducts safety system management work and assigns responsibilities focusing on eight major standardized safety modules, namely, objective-driven management, policy-based management, on-site management, education and training, safety risk controls and screening, emergency management, accident management, and constant improvement. The liability statement for work safety is signed up to bottom in the company, with specific responsibilities assigned to specific person. In 2018, such liability statement for work safety was 100% signed in the Company.

Throughout the year 2018, the Company F6 held 16 times of comprehensive and special emergency drills (suppliers included), including 8 times of fire drills, 10 times of chemicals drill, twice of these drills were company level and 16 were department level, with the total investment on safety management reaching CNY 160,000.

Safety Audit and Emergency Management of Chongqing (F6) – Emergency Management



The Company organizes all the employees to take at least 48 hours of health and safety training and all the newly recruited employees shall, before officially taking the job, go through safety trainings. Safety operation procedures, regulations, and warning marks are posted on proper work places. The Company holds also large-size safety publicity activities every year.



Meetings on Safe Driving of Vehicles



Fire Safety Training



## Reinforce Safety Check

To nip in the bud, the Company has made perfect the safety check and patrol policies, imported advanced safety check devices, and taken measures to recognize and control key areas and key devices. All the safety teams of the Company arrange their members to check, according to preset frequency, the safety status of all the departments and work procedures, and report the final results to the safety officer for review and filing according to the *Record of Safety Check*.

Subordinated to the Safety Work Committee of the Company, there are five work safety teams: the fire safety team, the special equipment safety team, the environmental safety team, the chemicals storage safety team, and the chemicals use team. All these teams make safety check once per week and the head of these teams is responsible to follow up and close all the identified safety risks. Unclosed safety risks shall be reported by the responsible person to the Safety Work Committee for treatment. A check report will be made within three days after each safety check and the responsible person is required to work hard to close the recognized problems. The safety teams are responsible to check whether it is proper to close the problems and the Safety Work Committee issues a final safety report on monthly basis and report to the chief of safety.

### Core responsibilities

#### Safety system management

1. Establishment and improvement of the management system
2. Periodic optimization and audit

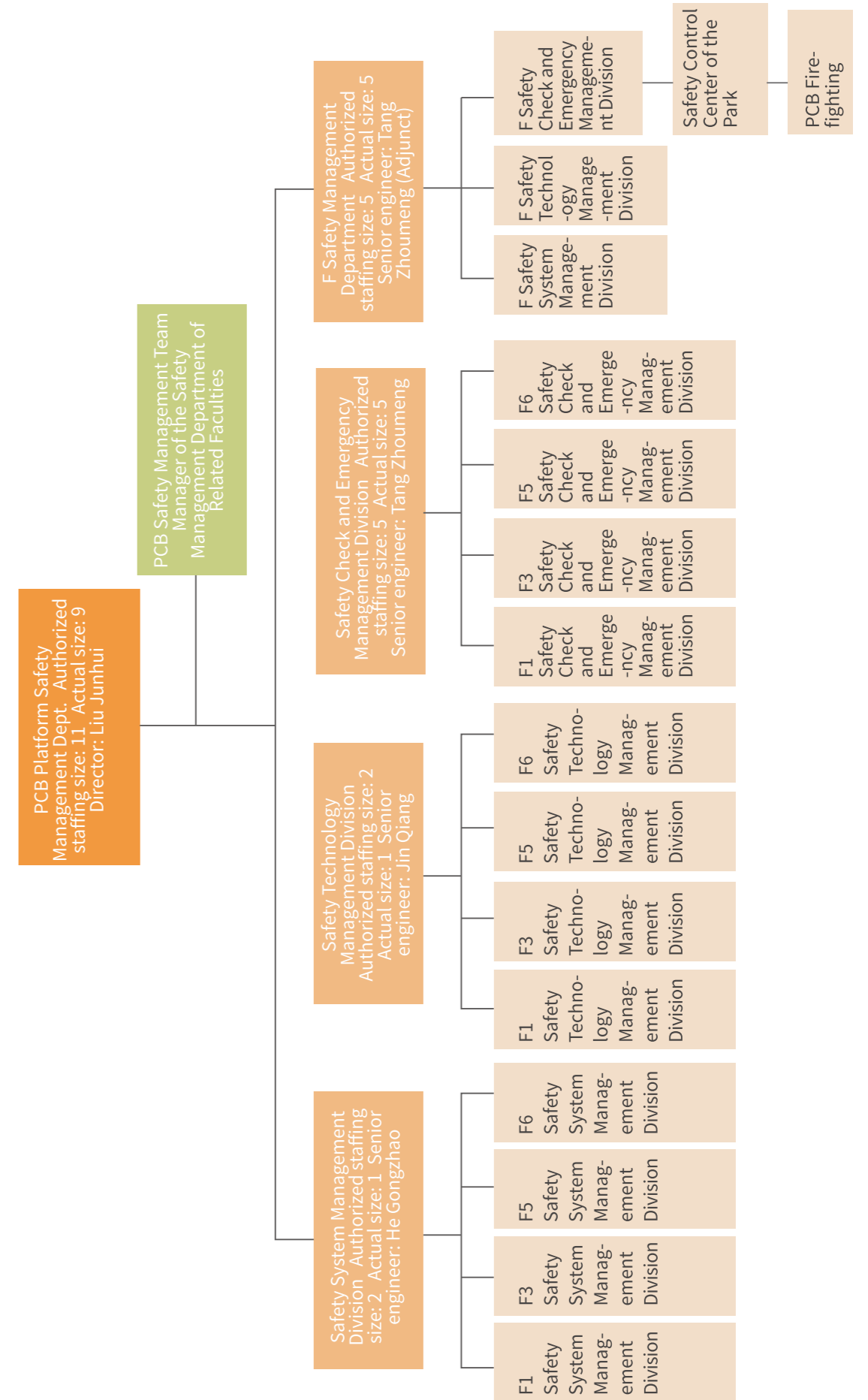
#### Safety check and emergency management

1. Safety check and supervision on effective rectification
2. Organize for emergency drills and train the fire safety team
3. Emergency management for safety accidents

#### Safety technology management

1. Safety technology evaluation and acceptance for safety investment, materials, and schemes of related projects
2. Professional safety solutions to eliminate major risks
3. Technical review on safety procedures
4. Introduction of new techniques.

## Organizational Structure for Safety Management of Founder PCB





For the purpose of the employees' safety, we have configured safety facilities and safety monitoring devices at all the places where dangers may happen. The Company strictly follow the *Regulations on the Safety Management of Special Equipment* and the *Regulations on the Management of Special Equipment* to train the newly recruited employees and work-shifting employees on safe operations and doesn't allow them to take the job unless pass the exam after training. Operators of special equipment are required to hold related license and all the pressure vessels, instruments, and safety valves, etc., are required to deliver to the safety monitor departments for check at regular intervals. All the special equipment of the Company shall clearly indicate the pressure, temperature, capacity, and the lower and upper limits for safety. No device or special equipment is allowed to work with "sickness" and all the spot check and maintenance work shall be actually conducted to guarantee the safety in work.



Safety Management Bulletin Board



Fire Devices

## Occupational Health

We care for the health and safety of employees very much. All the factories of the Company have established good occupational health and safety management system and passed the certification of OHS18001 occupational health and safety management system and treat the safety and health of employees as an important part of our management work.

We implement seriously the national policy of "Prevention First, Prevention and Treatment Integration"; we have prepared the Chart for Recognition and Control of Hazards in Workshops, with contents including major hazards in workshop, control and preventive measures, and risks of occupational diseases, etc., and subject to this chart to equip protective appliances to all the employees, especially those working on risky work positions, so that to guarantee their work safety and prevent occupational diseases effectively. The Company conducts systematic management on

the labor protective appliances by updating related policies, controlling the configuration, release, and wearing, spot checking and supplementing labor protective appliances. In addition, the Company has conducted level-by-level trainings twice on the skills of related jobs and positions.

We provide physical exam for free to our employees regularly on yearly basis, including once to all the employees and once to employees at special positions, so that to learn their health situation. We have established the occupational health monitoring files for employees and report the occupational health status to related governmental department. In July 2018, we finished the third-party exam and evaluation on the impacts and current situation of occupational diseases and the results have proved the effectiveness of the on-site protective measures. In 2018, the Company had 3,457 people take physical exam, with the total expenditures reaching CNY 570,000.



Physical Exam of Employees in Zhuhai



Safety Warnings



Employees Wearing Protective Appliances

Responsibility

Hand in Hand

Clean Production

People Foremost

Safety First

## Outlook for 2019 ●●●



In 2018, the Company has made something and attained some accomplishments in the aspect of social responsibilities. The past is passed and the glories are still waiting to be created.

In 2018, facing an always changing market, the Company encountered a lot of challenges and tests. We adjusted the operation team and re-arranged the strategic layout. As for the market, although there are a lot of PCB companies on the market and the competition is fierce, we insist that the PCB market capacity is huge and the transformation, upgrading, and disruptive technology are inevitable trend. As great waves sweeping away sand, the superior will definitely be selected and the inferior be eliminated. Founder PCB will reduce the energy consumption of product through centralized production. The intelligent factory F7 of the Company is in construction now and is expected to be put into service in February 2020. Intelligent production will require less manpower and significantly improve the production efficiency and thus promote the competitiveness of the Company greatly. In the future, Founder PCB will further rely on the two driving forces of “Technology + Quality” and work hard to grow into an outstanding enterprise leading in PCB field of China and ranking top in the world. Our ultimate goal is CNY10 billion.

In 2019, the Company will re-plan the institute and establish the 5G key lab and 5G communication lab and make efforts mainly in consumer electronics, base stations, and servers to realize the customer's ideas as much as possible. We will try to build a national-level engineering center and arrange the factory F5 to take charge of r & d and incubation, F6 to take small-size trial production, and F7 to take large-scale production, so that to realize the growth of profits.

In 2019, for environmental protection, we will march toward better mechanism, green production, and level II safety standardization.

In 2019, Founder promises: to enable our employees to work attentively and develop happily; to work hard in one mind and to create more excellence!

## GRI Indexes

### Standard Disclosure – Part I: General Standard Disclosure Items

GRI Standard	Disclosure	Page	Disclosure	Page
102: General disclosures	102-1: Name of the organization	5	102-29: Identifying and managing economic, environmental, and social impacts	12-13
	102-2: Activities, brands, products, and services	5	102-30: Effectiveness of risk management processes	\
	102-3: Location of headquarters	5	102-31: Review of economic, environmental, and social topics	12-13
	102-4: Location of operations	5	102-32: Highest governance body's role in sustainability reporting	\
	102-5: Ownership and legal form	5	102-33: Communicating critical concerns	12-13
	102-6: Market served	\	102-34: Nature and total number of critical concerns	\
	102-7: Scale of the organization	5-6	102-35: Remuneration policies	\
	102-8: Information on employees and other workers	39	102-36: Process for determining remuneration	\
	102-9: Supply chain	\	102-37: Stakeholders' involvement in remuneration	\
	102-10: Significant changes in the organization and its supply chain	\	102-38: Annual total compensation ratio	43
	102-11: Precautionary Principle or approach	\	102-39: Percentage increase in annual total compensation ratio	\
	102-12: External initiatives	\	102-40: List of stakeholders groups	12-13
	102-13: Membership of associations	\	102-41: Collective bargaining agreements	12-13
	102-14: Statements from senior decision-maker	3-4	102-42: Identifying and selecting stakeholders	12-13
	102-15: Key impacts, risks, and opportunities	3-4	102-43: Approach to stakeholder engagement	12-13



	102-16: Values, principles, standards, and norms of behavior	10	102-44: Key topics and concerns raised	1
	102-17: Mechanisms for advice and concerns about ethics	11-12	102-45: Entities included in the consolidated financial statements	1-2
	102-18: Governance structure	11	102-46: Defining report contents and topic Boundaries	\
	102-19: Delegating authority	\	102-47: List of material topics	\
	102-20: Executive-level responsibility for economic, environmental, and social topics	3-4	102-48: Restatements of information	1-2
	102-21: Consulting stakeholders on economic, environmental, and social topics	12-13	102-49: Changes in reporting	1-2
	102-22: Composition of the highest governance body and its committees	9	102-50: Reporting period	1-2
	102-23: Chair of the highest governance body	11	102-51: Date of most recent report	1-2
	102-24: Nominating and selecting the highest governance body	\	102-52: Reporting cycle	1-2
	102-25: Conflict of interest	\	102-53: Contact point for questions regarding the report	1-2
	102-26: Role of highest governance body in setting purpose, values, and strategy	15-16	102-54: Claims of reporting in accordance with the GRI Standards	1-2
	102-27: Collective knowledge of highest governance body	\	102-55: GRI content indexes	55-59
	102-28: Evaluating the highest governance body's performance	\	102-56: External assurance	\
103: Management Approach	103-1: Explanation of the material topic and its Boundary	1-2	103-3: Evaluation of the management approach	\
	103-2: The management approach and its components			\
201: Economic Performance	201-1: Direct economic value generated and distributed	6	201-3: Defined benefit plan obligations and other retirement plans	\
	201-2: Financial implications and other risk and opportunities due to climate change	\	201-4: Financial assistance received from government	6

202: Market Presence	202-1: Ratios of standard entry level wage by gender compared to local minimum wage	43	202-2: Proportion of senior management hired from the local community	25
203: Indirect Economic Impacts	203-1: Infrastructure investments and services supported	20-21	203-2: Significant indirect economic impacts	\
204: Procurement Practices	204-1: Proportion of spending on local suppliers			22
205: Anti-corruption	205-1: Operations assessed for risks related to corruption	11	205-3: Confirmed incidents of corruption and actions taken	nothing
	205-2: Communication and training about anti-corruption policies and procedures			11-12
206: Anti-competitive Behavior	206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices			nothing
301: Materials	301-1: Materials used by weight or volume	\	301-3: Reclaimed products and their packaging materials	34-35
	301-2: Recycled input materials used			34-35
302: Energy	302-1: Energy consumption within the organization	29-30	302-4: Reduction of energy consumption	29-35
	302-2: Energy consumption outside of the organization	\	302-5: Reductions in energy requirements of products and services	\
	302-3: Energy intensity			29-30
303: Water and Effluents	303-1: Water intake classified by water source	32	303-3: Water circulation and reuse	32-33
	303-2: Water source severely impaired by water intaking			nothing
304: Bio-diversity	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	nothing	304-3: Habitats protected or restored	nothing
	304-2: Significant impacts of activities, products, and services on biodiversity	nothing	304-4: UCN Red List species and national conservation list species with habitats in areas affected by operations	nothing
305: Emission	305-1: Direct (scope I) emission of greenhouse gases	31	305-5: Reduction of GHG emissions	\
	305-2: Indirect (scope II) GHG emissions	31	305-6: Emissions of ozone depleting substances (ODS)	\
	305-3: Other indirect (scope III) GHG emissions	\	305-7: Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	31
	305-4: GHG Emission intensity			\

306: Effluents and Waste	306-1: Water discharge by quality and destination	31-32	306-4: Transport of hazardous waste	35
	306-2: Waste by type and disposal method	34	306-5: Water bodies affected by water discharges and/or runoff	nothing
	306-3: Significant spills			nothing
307: Environmental compliance	307-1: Non-compliance with environmental laws and regulations			nothing
307: Environmental compliance	308-1: New suppliers that were screened using environmental criteria	22	308-2: Negative environmental impacts in the supply chain and actions taken	22
308: Supplier Environmental Assessment	401-1: New employee and employee turnover	39	401-3: Parental leave	39-40
401: Employment	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees			41-42
402: Labor/Management Relations	402-1: Minimum notice periods regarding operational changes			\
403: Occupational Health and Safety	403-1: Occupational health and safety management system	53	403-6: Promotion of worker health	53
	403-2: Hazard identification, risk assessment, and incident investigation	48	403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	53
	403-3: Occupational health services	nothing	403-8: Workers covered by an occupational health and safety management system	53
	403-4: Worker participation, consultation, and communication on occupational health and safety	\	403-9: Work-related injuries	48
	403-5: Worker training on occupational health and safety	52	403-10: Work-related ill health	53
	404: Training and Education	404-1: Average hours of training per year per employee	49	404-3: Percentage of employees receiving regular performance and career development reviews
404-2: Programs for upgrading employee skills and transition assistance programs			\	
405: Diversity And Equal Opportunities	405-1: Diversity of governance bodies and employees	39	405-2: Ratio of basic salary and remuneration of women to men	43
406: Non-discrimination	406-1: Incidents of discrimination and corrective actions taken			39
407: Freedom of Association and Collective Bargaining	407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			nothing

408: Child Labor	408-1: Operations and suppliers at significant risk for incidents of child labor			nothing
409: Forced or Compulsory Labor	409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labor			nothing
410: Security Practice	410-1: Security personnel trained in human rights policies or procedures			40
411: Rights of Indigenous Peoples	411-1: Incidents of violations involving rights of indigenous peoples			nothing
412: Human Rights Assessment	412-1: Operations that have been subject to human rights reviews or impact assessments	\	412-3: Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	\
	412-2: Employee training on human rights policies or procedures			\
413: Local Communities	413-1: Operations with local community engagement, impact assessments, and development programs	21	413-2: Operations with significant actual and potential negative impacts on local communities	25
414: Supplier Social Assessment	414-1: New suppliers that were screened using social criteria	22	414-2: Negative social impacts in the supply chain and actions taken	22
415: Public Policy	415-1: Political contributions			nothing
416: Customer Health and Safety	416-1: Assessment of the health and safety impacts of product and service categories	18	416-2: Incidents of non-compliance concerning the health and safety impacts of products and services	nothing
417: Marketing and Labeling	417-1: Requirements for product and service information and labeling	18-20	417-3: Incidents of non-compliance concerning Marketing communications	nothing
	417-2: Incidents of non-compliance concerning product and service information and labeling			nothing
418: Customer privacy	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data			18
419: Socioeconomic Compliance	419-1: Non-compliance with laws and regulations in the social and economic area			nothing



# Awards, Honors, and Patents Won in 2018

## Awards and Honors

S/N	Awards and Honors	Granted by	Granted on
1	Certificates of hi-tech products of Guangdong Province (4 items)	Guangdong Hi-tech Enterprise Association	2018.3.13
2	Innovative Enterprise of Guangdong Province	Innovative Enterprise of Guangdong Province	2018.3.13
3	Chinese Patent Excellence Award	State Intellectual Property Office	2018.3.15
4	Famous Brand-name Enterprise of Guangdong 2017	Guangdong Excellent Quality and Brand Research Institute	2018.4.13
5	Progress Prize of China Nonferrous Metals Industry Association 2017	China Nonferrous Metals Industry Association	2018.4.19
6	Hi-tech Products of Chongqing (4 items)	Chongqing Science and Technology Commission	2018.5.8
7	Science and Technology Outstanding Contribution Award of Zhuhai	Zhuhai People's Government	2018.6.14
8	National Advantaged Enterprise in Intellectual Property Right	State Intellectual Property Office	2018.08
9	Trustworthy Enterprise	Chongqing Industrial and Commercial Administration	2018.08
10	Awards from the People's Government of Guangdong Province	The People's Government of Guangdong Province	2018.8.23
11	Strategic Emerging Sector Enterprise of Guangdong Province	Guangdong Economic and Information Commission	2018.9.13
12	Key Lab for Industry and Information Sector of Chongqing	Chongqing Economic and Information Commission; Chongqing Bureau of Finance	2018.10
13	Key Lab for Industry and Information Sector of Chongqing	Chongqing Economic and Information Commission	2018.11.12
14	Excellent Innovative Enterprise of Chongqing 2018	Chongqing Economic and Information Commission	2018.12
15	Home for Science and Technology Workers	Shapingba Science and Technology Association of Chongqing	
16	Model Innovative Enterprise of Chongqing	Chongqing Economic and Information Commission;	

## Patents

S/N	Category of Application	Patent Title	Date of Authorization
1	Invention	A kind of PCB and its fabrication	2018.01.02
2	Invention	A kind of golden finger board carrying beveled edge and chamfer	2018.01.12
3	Invention	A kind of double-faced PCB and its fabrication, multi-layer PCB and its fabrication	2018.01.26
4	Invention	A method and devices to make side-wall metalized ladder slot	2018.01.26
5	Invention	A method to make printed devices, printed cover plate and printed circuit board	2018.01.26
6	Invention	Solder-stripping liquid cycling separates tin sludge	2018.02.02
7	Invention	Method and device for transfer of laser direct imaging data	2018.02.02
8	Invention	A kind of support device and the coating machine equipped with that support device	2018.02.13
9	Invention	Hole-filling method and PCB for blink-hole electroplating	2018.03.06
10	Invention	A method to prevent hierarchical explosion of PCB, fabrication of PCB and baseplate of PCB	2018.03.06
11	Invention	A chemical method to immerse nickel and gold	2018.02.13
12	Invention	Molding methods for circuit board	2018.03.23
13	Invention	Edge-grinding cleaning method and system; method to process holes on the circuit board	2018.03.30
14	Invention	A fabrication method for through-layer blind holes of circuit board and the circuit board	2018.04.13
15	Invention	A method to prepare the PCB ladder slot	2018.04.13
16	Invention	Cleaning of printed circuit board and the printed circuit board	2018.04.17
17	Invention	Chemical plating device and fabrication of circuit board	2018.05.01
18	Invention	Measuring device for through-hole depth and drilling machine	2018.05.01
19	Invention	A kind of circuit board and its gold-plating	2018.05.01

20	Invention	Supports and printing machine table	2018.05.01
21	Invention	Methods for fixing of plating line fixation bracket and copper pin and fixed bracket for plating line	2018.05.04
22	Invention	Preparation of ladder slot for ladder circuit board and the ladder circuit board	2018.05.25
23	Invention	Line-preparation and hole-filling of pre-preg and baseplate and the fabrication of circuit board	2018.06.05
24	Invention	Flow-adjusting device of etching medium and flow-adjusting method of the same	2018.06.05
25	Invention	Electroplating V-shaped base and vertical electroplating production line	2018.06.05
26	Utility model	Board-splitting system	2018.06.08
27	Invention	A kind of multi-layer printed circuit board and its fabrication	2018.06.15
28	Invention	A kind of NVA test method and test system for PCB back-board hole-through signals	2018.06.26
29	Invention	Circuit board and preparation of circuit board and drill point	2018.06.26
30	Invention	Marking device and marking method	2018.07.06
31	Invention	A method of making ladder gold finger circuit board	2018.07.06
32	Invention	Automatic board-matching workbench	2018.07.10
33	Invention	Configuration system and configuration method for drill parameters	2018.07.10
34	Invention	Circuit board for gold leakage test and preparation for circuit board	2018.07.10
35	Invention	PIN-loading machine	2018.07.10
36	Invention	A non-submerge copper-hole carrying hole ring and the fabrication of printed circuit board	2018.07.24
37	Invention	A kind of washing device	2018.08.07
38	Invention	A kind of windowing method for bonding pad and PCB	2018.08.07
39	Invention	A method and system to control the shrinkage and expansion proportion of circuit board	2018.08.07
40	Invention	A method improving the copper-reducing uniformity of PCB	2018.08.07

41	Invention	Back-drill test method	2018.08.07
42	Invention	Fabrication of hanging basket and circuit board	2018.08.07
43	Invention	A fabrication method for gold finger card-inserting board	2018.09.04
44	Invention	Fabrication of segmented gold finger	2018.09.04
45	Invention	A test method for grounding of circuit board and its shielding film and related test devices	2018.09.04
46	Invention	A fabrication method for printed circuit board	2018.09.04
47	Utility model	Circuit board and electrical appliances used	2018.09.21
48	Invention	A design to prevent misplacement of local mixed pressing board	2018.10.09
49	Invention	A method to improve PCB copper deposition and copper-plating quality	2018.10.09
50	Invention	Fabrication of gold fingers and the gold finger	2018.10.09
51	Invention	A hole-drilling method of circuit board	2018.10.09
52	Invention	A method for preparation of screen plating plate	2018.10.09
53	Utility model	Printed circuit board and electronic equipment	2018.10.12
54	Invention	An implementation method for embedded capacitance and the circuit board	2018.10.19
55	Invention	Fabrication of PCB co-axial cable and the PCB co-axial cable	2018.11.06
56	Invention	A method to measure the resistance of circuit board and a kind of circuit board	2018.11.09
57	Utility model	A method for the design and production of hard-soft integrated circuit board	2018.11.13
58	Utility model	The fusing machine	2018.12.04
59	Invention	Control methods and control system of film laminator and the film laminator	2018.12.18
60	Invention	A kind of high-frequency board and its processing	2018.12.18
61	Invention	Hole-plugging method of circuit board and the circuit board	2018.12.28



# Feedback Form

Dear Readers:

Thank you for reading this report! Your comments and opinions on this report is welcome and expected sincerely so that we can constantly improve our social responsibility work and enhance our ability and level in performing our social responsibilities!

**Choice Questions:**(tick a “√” at corresponding place)

1.What about your impression about this report?

Very Good   Good   Acceptable   Poor   Very Poor

2.How do you think about the quality of social responsibility information disclosed herein?

Perfect   Good   Acceptable   Poor   Very Poor

3.How do you think about the structure of this report?

Very reasonabl   Reasonable   Acceptabl   Poor   Very Poor

4.How do you think about the layout design and representation of the report?

Very Good   Good   Acceptable   Poor   Very Poor

**Open-ended Questions:**


Your comments and advices on this report is very important to us:

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**You can send your feedback form to:**

 Contact person: Ye Bin


 Department: Sales Management, Brand Officer


 Address: Founder PCB Park, Fushan Industrial Park, 3209 Zhufeng Avenue, Qianwu Town, Doumen, Zhuhai, Guangdong Province.


 Tel: + 86 - 0756-5658614

 E-mail: yebin3@founderpcb.com

 Contact person: Luo Li

 Address: Founder HDI Electronic Co., Ltd., 367 Xiyong Road, Xiyong Town, Shapingba, Chongqing

 Tel: (+86) 023-65687576

 Fax: +86 23 65668251