Xiamen Intretech Inc.

2021 Annual Sustainability Report

Notice Number: 2021-013

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Part I: Company Profile

CEO/President’s Statement

A Letter to Shareholders

Dear Shareholders,

Thank you for your trust along the way!

The year 2021 is the tenth year of Intretech. In this decade, there are confusion, perseverance, long nights of expecting the dawn, and the peak after the thorns. Looking back, the heart is more of a heavy and moving. Thanks to the support of our customers, suppliers, partners and shareholders, we have grown from a small network control division to a multinational enterprise with thousands of employees, and from a single product to a global business. We have never dared to forget our original intention, always striving to "become the leader of China's 'Industrial Internet' and 'Civil Internet of Things'; to become China's window to the world! and we continue to make progress towards this goal.

Although in the past year, we were affected by the continued recurrence of epidemics at home and abroad, chip shortage, raw material prices rose sharply and other unfavorable factors, but in 2021, with the efforts of all Intretech siblings, the report period to achieve operating revenue of 706,097.06 million yuan, an increase of 32.79% year-on-year, for the third consecutive year to achieve rapid growth; to achieve net profit attributable to shareholders of the listed company 109, Net profit attributable to shareholders of the listed company was RMB109,305.83 million, representing a year-on-year growth of 6.68% and a steady improvement for the third consecutive year, living up to the expectations and love of our shareholders. Stone contains jade and the mountain glory, water contains pearl and the river winds up, the rapid development of the surplus interest technology, from the surplus interest people day after day unremitting efforts, dare to challenge one after another impossible. With love and hard work, we must continue to surpass ourselves in the past, present and future!

Witnessing the power of perseverance

In the past ten years, we have been upholding the core values of "customer first, quality first; honest management, cooperation and mutual benefit; agile team, prosperous home", and are committed to creating greater value for society, customers, shareholders, suppliers, partners and ourselves. In 2021, we will pay more attention to the core demands of the market and our customers, focus on expanding R&D innovation and technological breakthroughs, promote internationalization and quality system construction, and win the attention and favor of our customers with first-class products and high-value services; in an increasingly complicated international environment, we will actively develop two network tracks, carry out a "triple" manufacturing system, a global integrated supply chain system and supply chain In the face of increasing external competition, we have optimized our internal system, reappointed management cadres, promoted the role of the "locomotive", planned the talent path, improved the development channel, and relied on love and hard work to achieve fast and good development.

In 2022, the global epidemic is still spreading, the international environment is still complex, even though the road ahead is bumpy, in the road of chasing dreams, we still take firm steps, day and night.

Laying a solid foundation and promoting global layout

In 2022, we will continue to consolidate our UDM business model, build on our core strengths in technology development, intelligent manufacturing and internationalization, strengthen our foundation and strive for greater breakthroughs. We will enhance our international strategic layout, continue to leverage global synergies, and embark on digitalization as well as promote the construction of smart parks in the Greater and Smaller Triangle.

Customer-driven, exceeding customer expectations

"Exceeding customer expectations" has always been our business philosophy, creating high value for our customers and not only meeting their needs, but also leading them. We will continue to be customer-driven, focus on our customers' strategic planning and product planning, lay out in advance, continuously improve the professionalism of our customer service, and always think of being "together" with our customers.

Persistent innovation for diversified development

In the new wave of technology, the only innovation is the first driving force. Intretech has always been involved in the technical and industrial development of the two networks, constantly iterating and updating product services. In the future, we will adhere to innovation as the first driving force to lead the development, to create more value for our partners and achieve new development of multiple business segments of Intretech.

People-oriented, strengthening culture

In 2022, we will continue to take the talent value of "learning hard and being sincere" as the basis, increase the introduction of high-end talent, accelerate the training of talent, and build a high-performance leadership echelon and core talent echelon. We will improve the company's process system, enhance the company's standard operation level, strengthen the 3POS culture construction, condense the love, create a high-quality long-term hard work system, and work together to achieve the 2023 tens of billions of output value goal.

Concerned about the environment and employees.

The company passed ISO14001 management system certification, the establishment of the entire product life cycle of green environmental monitoring, to achieve green production, prevention-oriented. At the same time, the company is committed to creating a healthy and safe working environment for its employees, providing them with satisfactory pay and benefits and striving to achieve common prosperity.

The ambition of Green Belt is to carry out and practice to the fullest. In the past ten years, we are grateful for the company and encouragement of our friends, which have helped us to achieve one leap after another. In the face of the next ten years, we once again invite all the partners and investors who care about and support Intretech, we go hand in hand to see a better future together.

Linden

Chairman

Company Profile

Xiamen Intretech Inc. was founded in May.2011, with over 40 wholly owned or holding subsidiaries, such as Xiamen Intretech Automotive Electronics Co. Ltd., Xiamen UMS Information Technology Co. Ltd, Zhangzhou Insut Industry Co. Ltd., Xiamen Intreplus Co.Ltd., Intretech (Malaysia) Sdn.Bhd., Intretech Hungary Kft Adapting to the development trend of industrial manufacturing intelligence, "Internet plus", the company based on the independent innovation UDM model (also known as ODM intelligent manufacturing mode), formed a highly information-based, automated intelligent manufacturing system to meet the needs of collaborative development, customized services, flexible production, information

interconnection and other integrated services, to provide customers with intelligent control components, innovative consumer electronics and other products research and development, production, and to provide small and medium-sized enterprises with intelligent manufacturing overall solutions.

- ✧ Mission: to create value for customers, shareholders, suppliers, society and themselves, building a harmonious and Intretech home
- ✧ Enterprise Vision: Committed to becoming a domestic leader in the development, manufacturing and service of "Civil Internet of Things" and "Industrial Internet"
- ✧ Core Values: Customer first, Quality first; Honest administration, Profit-profit cooperation.
- ✧ Core Concept: People, Promptness, Prosperity, Sibling.

Intretech Operating Concept

Intretech

In my heart

Nothing is impossible

To be No. 1

Responsibility and

Execution are very important

To be professional

Enjoy the work

Create 1st class product and

High value for customer

Make life interesting!

Make life interesting!

Intretech has been looking forward to our products to bring joy to everyone. In this understanding, the company based on the independent UDM model (also known as the ODM intelligent manufacturing model), to provide customers with intelligent entertainment control components, innovative consumer electronics and other products research and development, production, and small and medium-sized enterprises to provide intelligent manufacturing solutions.

(1) Intelligent entertainment control components

With the innovation of science and technology and the improvement of consumption level, in the office, home, entertainment, automotive, industrial and other industries and fields, intelligent products emerge endlessly, intelligent control components are usually supporting or built into equipment, devices or systems, to achieve the signal, power, movement, temperature, safety protection, such as automatic detection, automatic control, its performance and stability directly related to the quality of intelligent control products and experience, is a core and key components. The company's independent intelligent entertainment control components mainly include network remote control, presenter, game controller, wired/wireless 3D mouse, game mouse, analog game controller and video conferencing system, embedded intelligent control components mainly include coffee machine man-machine interface module, water-cooled thermal control system and electric bicycle accessories.

(2) Innovative consumer electronics products

The continuous innovation of intelligent control technology and other technologies, as well as the rise of consumer concepts such as health, environmental protection, personality and creativity, promote the birth and development of a variety of emerging consumer electronics products. The company's innovative consumer electronics products mainly include: home engraving machine, home icon pattern ironing machine, smart trash can, household food powder dispenser and smart home and other products.

(3) Healthy environment products

Healthy environment products through high-efficiency filter (HEPA), photocatalytic technology, automatic detection sensors, can automatically remove 99.97% of the harmful particles in the air, allergens, indoor PM2.5, secondhand smoke, bacteria, viruses and so on. The company's health and environmental products mainly cover air purifiers, humidifiers and plant planters.

(4) Automotive electronics, technology research and development services and other products

The company's automotive electronic products are divided into body entertainment, body electronics and car networking products, including body entertainment products mainly include on-board display and on-board control, body electronics mainly include electronic anti-glare mirror, sunroof control module, seat control and memory module, seat ventilation heating module, seat unlock control module and steering wheel heating module, car networking products mainly include OBD dashcam.

Digital Intretech

1 Global Layout

At present, Intretech has more than 40 wholly-owned or controlled subsidiaries in the world, six major research and development centers, based on the global manufacturing base, take advantage of the advantages of collaborative development, actively carry out vertical integration, deep into the UDM field of intelligent control components, innovative consumer electronics, automotive electronics and other products research and development production influence.

At the same time, Intretech upholds the corporate vision of "becoming China's window to the world", continues to promote the process of internationalization, around the "Great Triangle" and "Little Triangle" of the globalization strategic layout program, vigorously carry out Xiamen intellectual manufacturing site, Malaysia's intellectual manufacturing site, Hungary's intellectual manufacturing site, Zhangzhou intellectual manufacturing site and other infrastructure and system construction, promote the "three" intellectual creation, establish industry benchmarks, strengthen UDM's intelligent manufacturing advantages, to create "fun and intellectual" business card.

2. The proportion of female manager and plus is 30.7%.
3. The number of employees in the world is 6000 plus.
4. Male/female ratio: male 51% and female 49%.
5. Research and development investment in 2021 was 303,921,226RMB, up 12.77% YOY.

Intretech-Sustainability Development System

1. Intretech SER Management System: Since establishment, the company has been actively fulfilling corporate social responsibility, practice the core value " Customer first, Quality first; Honest administration, Profit-profit cooperation; Promptness, People, Prosperity, Sibling

" ; compliance product quality, employee development, safe production, green environmental protection, employee rights and interests, occupational health, charity, community development" and other major social responsibility issues of management, leading all staff hard work, forge ahead, promote the rapid development of the company's main business, and to create an excellent business performance, and actively give back to customers, employees, shareholders, suppliers, government, society and other stakeholders.

2. The company has always operate according to the law as the basic principle of the company's operation, pay attention to the economic and social benefits of the enterprise synchronous win-win situation. We strictly abide by the provisions of national laws, regulations and policies, and always operate in accordance with the law, actively pay taxes, develop jobs and support the development of local economy.

3. The company identifies and evaluates the impact on quality and safety, environmental protection, energy saving and comprehensive utilization of resources, safe production and public health in the process of product production and operation, considers product quality and safety as the life of the company, and establishes product quality and safety traceability system to ensure product quality and safety is controlled. At the same time, the company has established the company SER management system through RBA system (formerly EICC) and environmental management system (ISO14001), and passed the third-party RBA system certification in 2021 to obtain the silver medal, so that the company can achieve the best social responsibility and environmental protection.

Intretech is committed to become the leading enterprise of green management, the company will environmental protection, green production and sustainable development as an enterprise focus on the goal, constantly improve and update the company's environmental management system, from product design and development, material selection to the raw material supplier development, sample test, check up at all levels, efforts within the whole life cycle of the product to minimize the impact on the environment. At the same time, actively respond to climate change, relying on the company's technological advantages, scientific

improvement of energy and resource utilization rate; Try to choose clean energy, reduce waste generation and greenhouse gas emissions; We strive to integrate the concept of green ring production into production and life, and work together with supply chain and customers to create an efficient, clean and sustainable ecological environment.

4. Employee and company growth together

Employees are the source of wisdom for enterprise innovation and the inexhaustible force for enterprise to achieve sustainable development. For a long time, under the guidance of the company's talent strategy, Intretech has built a broad platform to actively expand the development space and plan the career development path for employees. Based on the advanced and perfect enterprise management system and scientific and systematic training system, it helps employees to constantly explore infinite possibilities, so that employees can better realize the combination of their own value and the value of the company on the basis of personal interests and expertise, and realize the common growth of employees and the company.

4.1 The path to the employing

"Study hard and make progress sincerely" is the talent value of Intretech (hard work: hard struggle; study: the ability to learn; Honesty; Product: positive. We continue to introduce excellent talents with enterprising, integrity, professional quality, innovative spirit and learning ability to join Intretech to help the rapid development of the enterprise. In order to meet the needs of corporate strategic development, the company strives to create a multi-channel career development path. According to the requirements of talent and management team, strengthen the selection, appointment and evaluation of personnel, and inventory of key positions to improve team competitiveness, so as to better cope with new challenges. In order to meet the large number of talents required by the rapid development of the company, we carry out social recruitment and campus recruitment through various channels, and strive to build a more scientific and reasonable talent echelon.

4.2 Talents with diversity

Employees of Intretech are widely distributed. The company fully respects the cultural diversity of different countries and regions, and advocates the communication between employees with different cultural backgrounds, so that employees with different cultures and backgrounds can get fair learning and promotion opportunities. The company actively promotes the development of the operation, and vigorously supports the localization of local economy, culture and talent construction. The company pays attention to equal rights between men and women, resolutely eliminates discrimination against women in employment, and has a balanced ratio of male and female employees and managers.

5. Stakeholder communication

Intretech advocates harmonious development and attaches great importance to the management of relevant party relations, including supervision relations with government departments, trust with customers, symbiosis with employees, mutually beneficial relationships with suppliers, complementary relationships with partners and interaction with society, the objectives and major initiatives are shown in the table below:

Stakeholder Relationship Objectives and Key Initiatives

Stakeholders	Common improvement and	Key initiatives

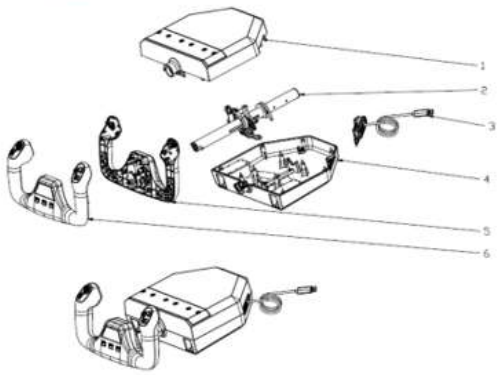
	development goals for relationship objectives	
Suppliers	Support their developments Become strategic partners	Policy support Skills training and coaching improvements (including quality management and assurance, etc.) Demonstration and drive Provide technical and management support
Government	Create benefits for the government Get policy support	Pay taxes in accordance with the requirements Interacting with governments and authorities Actively complete the various tasks assigned by the government Participation in government-sponsored activities
Society	Harmonious development	Xiamen Spring Water Love Fund Protection, beautification and infrastructure of community environment Sponsor or support social activities to enrich community culture
Research institutes	Discuss the direction of industry/product development	Joint development of production and learning, construction of cooperative base Campus Lecture, Talent Incubation and Internship Base
Trade associations	Discuss the direction of industry development	Become a member of council or a member and attend the annual meeting of the trade association Sponsoring or participating in trade shows, subscribing to industry magazines
Banks	Obtain good financial services Jointly development	Good credit Stable long-term cooperation

Part II: Products and Environment

Sustainable Design of Products

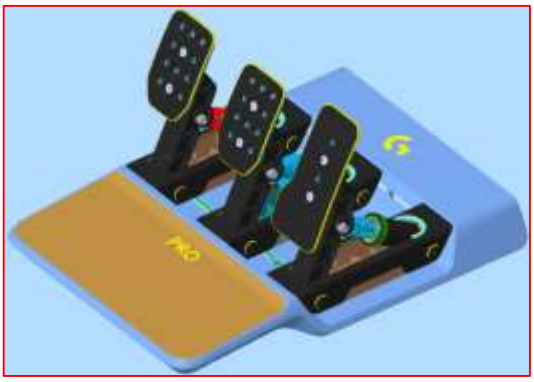
Ecodesign is focused on impact reduction through the design of lighter, more efficient products and packaging that use lower impact materials and that require less energy to source, manufacture, distribute and use.

Lich & Riki is a PCR-ABS≥85% recycled content project.



Circular design is focused on the goal of ensuring that products that are loved and last for as long as possible by optimizing for longevity, reparability, reuse and, eventually, recycling at end of life.

Senna is a longevity product:



2、Packaging Ecodesign

The company established "Intretech-QI-111 Intretech Ecodesign Guidelines V1.0", which is used to guide packaging engineers to evaluate the use of more environmentally friendly packaging materials in the pre-project stage, minimize the use of materials, and ensure the harmless and degradable raw materials.

At the same time, the company began to introduce FSC certification requirements for packaging suppliers' paper mills.

In 2021 packaging introduced non-mineral oil ink (all vegetable ink), which contributes more to environmental protection than water-based and UV inks. Discarded prints can be recycled, and even if they do get discarded, it decomposes more easily in nature than other inks. It is the most environmentally friendly ink available. In the packaging design, the use of plastic bags is reduced on a scale that replaces PE bags with sorbet paper whenever possible.

3、The use of environmentally friendly paints

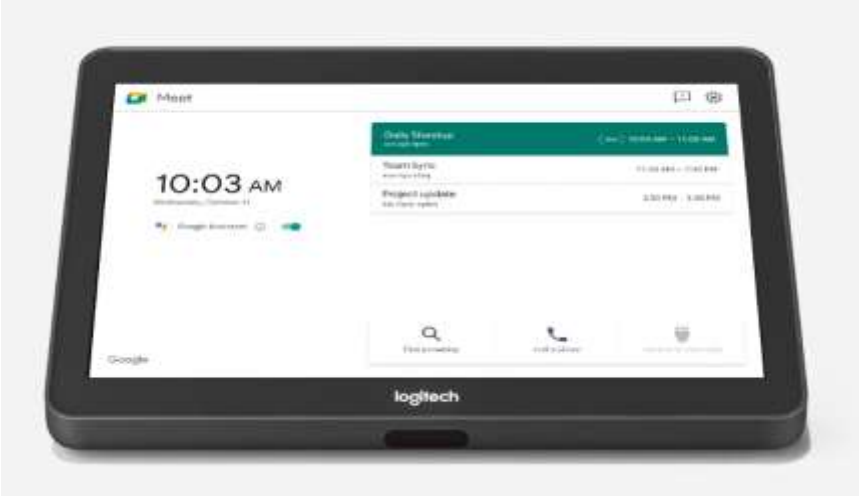
In order to respond to the latest national environmental protection requirements, Intretech started to conduct VOCs statistics for paints & inks in use in 2020, and in accordance with the requirements of the documents "GB 30981-2020 Limits of Hazardous Substances in Industrial Protective Coatings" and "GB 38507-2020 Limits of Volatile Organic Compounds in Printing Inks", by March 31, 2021, we will All products in use paints & inks will be upgraded and successfully introduced into production use.

1) Imported VOCs paint products are.

X-man, Flare, Pacer-X, Flight panel, Kong remote, Bering, Bering Lite, Mariner, Colossus C2, Orbit Ali

2) Import VOCs ink products are.

X-man, Flare, Pacer-X, Outback, Flight panel, Kong remote, Bering, Bering Lite, Mariner, Colossus C2, Orbit Ali



logitech
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COM 2
COM 1
NAV 1
NAV 2
ADF
DME
IDT
123.45
120.45
ACTIVE
STANDBY
ACT/ STBY
IDT
ON/OFF
COM 2
COM 1
NAV 1
NAV 2
ADF
DME
IDT
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ACT/ STBY
IDT
ON/OFF

3 Product lifecycle hazardous substance management

Intretech strictly controls harmful substances in all links of products:

1) Define customer's regulations and requirements on hazardous substances, such as ROHS/REACH/PVC, etc., and define clearly in product GPS.

2) In the stage of product design/process design, on the one hand, according to the requirements of customers for environmental protection, the material selection in the early stage of product development must focus on the conformity of environmental protection, and prohibited substances shall not be used. On the other hand, the technical center shall specify our company's environmental management requirements in the drawings, specifications and other technical documents exported to suppliers. Specify that "all materials used must comply with environmental requirements (RoHS, REACH, phthalate, etc.) global environmental laws and regulations.

3) In the supplier selection stage, the technology/procurement /SQE will evaluate the suppliers of new materials: the priority of the suppliers is that all the products of the factory are environmentally friendly materials; A sound environmental hazardous substances management mechanism.

4) At the stage of sample testing and confirmation, the technology and procurement will confirm whether the supplier provides complete environmental protection information, such as "commitment and statement" signed, "Material Safety Data Sheet" (MSDS), third-party test report, etc.

5) Daily supervision: The company conducts internal test and verification of incoming materials and finished products.

6) In long-term cooperation with SGS/TUV, two internationally renowned certification/testing institutions, Intretech continues to follow up the dynamic update of environmental laws and regulations, and continuously improve the Company's "Hazardous Substances Management Procedure", which is communicated to all suppliers for implementation.

4 Responsible production

The company has established the ISO14001 environmental management system, SER/RBA social responsibility management system, from labor, health and safety, environment, ethics, management system five aspects of the product production process for comprehensive control.

Neither the company nor its subsidiaries belong to the key pollutant-discharging units announced by the environmental protection department, and the amount of pollutants produced in production and operation is small. The main pollutants in the production process of the company include waste gas, waste water, noise and solid waste. The company has taken effective control and treatment measures for pollutants, as follows:

(1) Exhaust gas The main air pollutants of the company are welding dust, SMT welding waste gas and so on. After the welding dust is processed by the exhaust gas collection system, it is discharged by the exhaust cylinder at high altitude.

(2) Waste water The main waste water source of the company is domestic waste water. The domestic wastewater of the company is processed to the standard by the septic tank and then discharged into the municipal sewage pipe network for unified treatment at the sewage treatment station.

(3) Noise The noise source of the company mainly comes from the mechanical noise generated during the operation of various production equipment. In order to effectively reduce the impact of noise on the environment, the company selects low-noise equipment to carry out a reasonable layout of the workshop; For high noise sources, effective noise isolation, noise elimination, sound absorption, shock absorption measures are taken to reduce noise.

(4) Solid waste Solid waste of the company includes household waste and industrial solid waste. After unified collection of household garbage, the sanitation department will clean up, transport and dispose; The production solid waste is mainly packaging waste, which can be recycled and sold to material recovery units regularly. Industrial solid waste mainly includes waste PCB boards and scraps, solder residue, paint residue, waste paint and outer packaging generated in the production process, which are entrusted to qualified units for processing. Since its establishment, the company has paid attention to environmental protection, and in accordance with the RBA code of conduct for the electronic industry, ISO14001 and other relevant standards, A series of related environmental management procedures, including RBA Management Manual and SER Risk Identification, Evaluation and Management Procedures, Solid Waste Classification, Disposal and Packaging Recycling Management Procedures, Monitoring, Measurement and Compliance Evaluation Procedures and Operation control Procedures, have been compiled.

The production and operation projects of the company comply with the relevant provisions of national environmental protection, and the projects under construction and planned to be built have passed the environmental impact assessment. The company has implemented relevant environmental protection measures and invested corresponding environmental protection facilities according to the environmental impact report documents of the construction project and the approval of the environmental protection authority. The company's environmental protection facilities are in normal operation, and pollutant treatment and operation and production are carried out simultaneously.

5 Energy conservation and pollution reduction

The company is actively responding to the National Carbon Peak Initiative and using SBTi to set scientific carbon targets with CDP International.

1) Emission reduction targets

Based on 2021, the scope 1 and scope 2 carbon emissions increase by less than or equal to 30% in 2022.

We had also set both absolute and intensity targets for Scope 1, Scope 2 and Scope 3 emissions. The goals were as following:

Absolute target: Intretech commits to reduce absolute Scope 1 and Scope 2 GHG emissions 25% by 2030 from a 2020 base year. [Base year: 2020; Target year: 2030]

Intensity target: Intretech commits to reduce absolute Scope 3 GHG emissions 13% by 2030 from a 2020 base year. [Base year: 2020; Target year: 2030]

The current and targeted GHG emissions for Scope 1, Scope 2 and Scope 3 are as following:

Category/Type	Climate change (kg CO2-eq) value (kg/year)	Percentage
Scope 1	5476000.00	
Scope 2	13442815.68	
Total	18918815.68	
Scope 3		
Category 1 Purchased goods and services	479235538.00	80.86%
Category 2 Capital goods	0.00	0.00%
Category 3 Fuel and energy related activities	4057563.14	0.68%
Category 4 Upstream transportation & distribution	570210.20	0.10%
Category 5 Waste generated in operations	6427.49	0.00%
Category 6 Business travel	195916.11	0.03%
Category 7 Employee commuting	1020000	0.17%
Category 8 Upstream leased assets	0.00	0.00%
Category 9 Downstream transportation & distribution	0.00	0.00%
Category 9 Downstream transportation & distribution	0.00	0.00%
Category 10 Processing of sold products	0.00	0.00%
Category 11 Use of sold products	85690386.36	14.46%
Category 11a Downstream emissions from fossil fuels distributed but not sold by the company	0.00	0.00%
Category 12 End-of-life treatment of sold products	21875220	3.69%
Category 13 Downstream leased assets	0.00	0.00%
Category 14 Franchises	0.00	0.00%
Category 15 Investments	0.00	0.00%
Total	611570076.986213	100%

3. Carbon emission data disclosure

Detailed GHG emissions are disclosed through CDP platform during particular time periods. The corresponding data are collected from all strongly-related departments, and analyzed by adapting Scope 3 Evaluator.

4. Energy saving and emission reduction measures

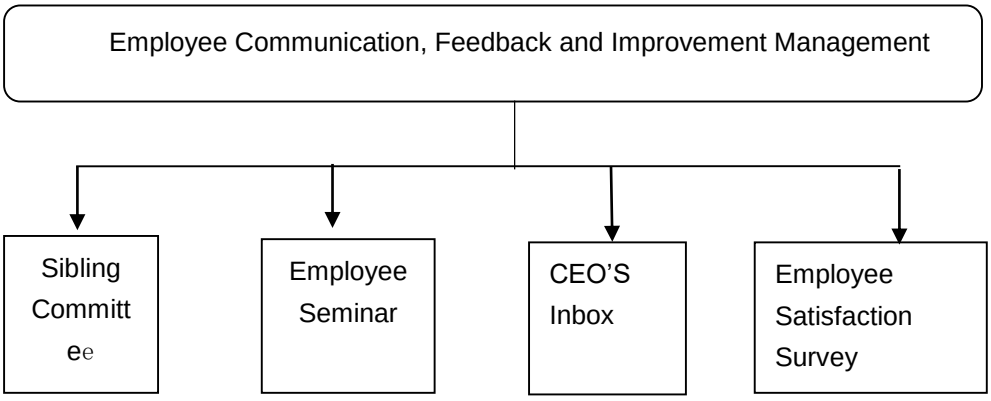
Use energy saving devices to control and monitor.

Part III: People and Society

1 Commercial Ethics

The company and all management recognize that compliance with international Labour standards and safeguarding the rights of employees are essential requirements of a responsible company and the expectations of its consumers, customers, public and government stakeholders.

The company commits to abide by national labor laws and regulations, internationally recognized labor standards, and other applicable industry standards and international conventions, and continuously improve working conditions and employee welfare. As well as quality management, the RBA Code of Conduct is an effective part of the daily operation of the company, and compliance with the RBA Code of conduct is a necessary condition for the company to provide good products to meet the needs of customers. In order to ensure the good operation of RBA code of conduct management system, the company has established a wealth of communication and feedback channels for employees.



2、Privacy protection and security

2.1 Personal privacy protection

① The company has established and issued the Privacy Protection Management System to respect and protect the privacy of all related parties. Including customer information, employee information, supplier information, etc.

② We have used security measures in accordance with industry standards to protect the personal information you provide against unauthorized access, public disclosure, use, modification, damage or loss of data. We will take all feasible measures to protect your personal information.

③ We ensure that your information is not lost, misused or altered by security measures such as backing up data to other servers and encrypting user passwords.

④ We will take all reasonably practicable measures to ensure that no unrelated personal information is collected. We will only retain your personal information for as long as necessary to achieve the purposes described in this policy, unless an extended retention period is required or permitted by law.

⑤ . In the unfortunate event of a breach of our physical, technical or administrative safeguards, we will promptly initiate emergency plans to prevent the expansion of the security incident, report to the competent state authorities in accordance with the requirements of laws and regulations, and promptly inform you of the basic situation of the security incident, the possible impact, the measures taken or to be taken, etc. in a reasonable and effective manner such as pushing and announcing.

2、 Customer information protection

① All customer communication information is encrypted using https protocol (including Email, SFTP, Teams)

② Organize one "Network Security Emergency Exercise" every six months to ensure the security of the network system environment.

③ Invite third-party security agencies to conduct security penetration testing of our network once a year and issue testing reports to continuously improve security vulnerabilities and patches.
④ Plan to complete "ISO27001" information security system certification in June 2022.

3 Employee health and Safety

3.1 Safety of production equipment

In the design stage of new equipment, the safety, operability and maintainability of production equipment shall be evaluated, and security devices such as security grating, emergency stop button and security door detection sensor shall be installed through the design of anti-freeze and anti-error or self-lock in terms of hardware and software. Verify the effectiveness of designed safety measures before importing into production, and the hazard department passes visual management, such as pasting safety warning marks and text reminders. According to the "Equipment hazard Evaluation Table" identification evaluation, according to the evaluation level of different control measures. Before the operation, the employees shall complete the release of the Equipment Safe Operation and Maintenance Specification and the pre-job training. Establish different maintenance periods, such as: day, week, month, year, equipment management unit does not regularly check whether employees have illegal operations, etc.

3.2 Fire Safety

Safe working environment and excellent working conditions is boring attaches great importance to the issue, Intretech has established a sound industrial safety guarantee mechanism, strengthen the maintenance management of equipment, trying to identify potential safety hazard in time, strengthen employee safety training, improve employee safety consciousness, to conduct regular fire drills, improve contingency ability, prevent major sudden unsafe event. In order to prevent and reduce the occurrence of work-related accidents, Intretech also encourages employees to timely find and report safety risks in production, increase investment in personal protective equipment, strengthen occupational health and safety management of employees, and effectively protect the occupational health and safety of employees.

Fire protection facilities and equipment to establish a ledger, into the UMS system management, the system has a reminder function to ensure 100% implementation of equipment maintenance, the company established a fire control room, there are currently six fire control room duty certificate, divided into day shift, night shift at least two duty officers on duty. Strictly implement all safety inspection records on key parts such as: pumps, pools, wet alarm valves, into the smoke exhaust fans, roof stabilization pumps, etc. times / day inspection, found that the problem is timely recorded feedback to higher-level supervisors to deal with. Ask the maintenance unit to maintain the fire protection system regularly, divided into times/month, times/quarter, times/half year, times/year inspection frequency. Every year, we ask the third-party testing unit to conduct a comprehensive test report on the fire protection system. Fire safety is related to the survival of the company, and Intretech leaders attach great importance to it.

3.3 Occupational Health and Safety

Intretech always adheres to the principle of "people-oriented" and attaches great importance to the occupational health and safety of employees. On the one hand, we strengthen employee labor protection and improve occupational health and safety conditions by issuing labor protection supplies and improving production automation level, so as to ensure the safety and health of employees and improve the quality of life. On the other hand, we fully respect employees, treat employees and enterprises as equal subjects, and regularly communicate with employee representatives to negotiate and communicate with each other on occupational safety and health issues. Employees can also express their own opinions, suggestions and propositions on occupational safety and health issues. As a result, employees are respected and have more sense of trust and belonging to the enterprise, which greatly enhances the cohesion of the enterprise and virtually improves production efficiency.

3.4 Infrastructure Security

The Intretech New Industrial Park has more than 1002 infrastructure equipment, the current management is also the use of the company's self-developed UMS for management, by the engineering services department units for management and maintenance. Infrastructure is divided into: central air conditioning system, power distribution system, water supply and drainage system, cafeteria equipment, office, parking lot, sports hall fitness equipment, etc. In order to ensure the normal operation of infrastructure equipment, the Engineering Services Department is equipped with 10 professionals for division of labor management per capita professional certificate of at least 4 or more, on the management of facilities regularly carry out inspection and maintenance, divided into times / day, times / month, times / quarter, times / year. Central air conditioning, office lighting, bathroom use status, can be controlled by the campus intelligent control system, to achieve energy saving and convenient and easy purpose. Office facilities, cafeteria equipment one day a month using

engineering vehicles, bring commonly used repair parts, systematic maintenance, what things are bad to repair what, to enhance customer satisfaction.

3.5 Health and Safety Committee/First Aid Emergency Response Team/First Aid personnel

The headquarters, Haicang New Industrial Park has UMS, automotive electronics, and other subsidiaries. In order to enhance the safety management standardization, security, to achieve cost savings, resource sharing purposes.

The establishment of a safety team (26 members), regular safety hazard inspection, inspection frequency week / time, adhering to the inspection of safety hazards without feedback to the responsible unit = no inspection, with feedback to the responsible unit, no follow-up implementation = no inspection, with follow-up implementation, not to the problem effectively resolved = no inspection attitude to work. The headquarter also organizes monthly and quarterly safety production exchange meetings to gather the members' departments to exchange experiences and carry out key indicators evaluation in order to improve the safety management level of each department.

An emergency response team (58 members) has been established to respond to the emergency management work of the Emergency Management Bureau, to establish the company's emergency management plan, and to conduct regular plan drills to verify the feasibility of the plan. For example, natural disasters (rainstorm, typhoon, earthquake) are organized once each year, chemical leakage times/year, fire drills twice/year, anti-terrorism and riot control times/year. In addition, regular training and online examinations are conducted for emergency team members to enhance their professional knowledge and comprehensive ability.

4 Sports and Health (Sports Culture)

The company holds regular sports meetings, and employees can freely choose to participate in various sports events, such as marathon, city fun run, etc. Every Tuesday and Saturday is the company's sports day. The sports include climbing stairs, kicking shuttlecock and running. These activities are easy to operate.

5 Conflict minerals

Intretech has established conflict Mineral Management Procedures and policies, strictly abide by the code of conduct of the electronic industry, and fulfill its social responsibility obligations. Intretech requires all suppliers to purchase from accredited conflict-free smelters and smelters that have been tested under the Conflict-Free Smelting Program or an equivalent independent third party audit program to ensure that the minerals used in the raw materials provided to all customers do not originate in conflict areas.

Intretech Conflict Minerals Management Procedure			
Conflict mineral policy delivery	Conflict minerals survey program	Conflict minerals investigation implementation	Conflict minerals survey results
New imported suppliers are required to sign the Conflict Minerals Not Applicable Guarantee to meet Intretech Conflict Minerals Policy.	Release the latest version of the CMRT questionnaire every year, Intretech select the suppliers who may contain 3TG and cobalt products.	Intretech invites the suppliers to fill in the RMI_CMRT questionnaires and collect the information filled by the suppliers, summarizes and provides feedback.	Intretech analyzes and summarizes the supplier survey results, outputs the CMRT questionnaire.

Intretech is committed to strengthening risk identification, working with suppliers to promote supply chain responsibility construction and carry out responsible mineral procurement. In order to prevent the democratic republic of Congo (DRC) and its adjacent areas of conflict minerals used in our raw materials, implement company policy on conflict minerals, and improve the conditions of electronic supply chain, support regional purchasing plan, purchasing and not support the use of any direct or indirect financing or support affected by armed conflict in the conflict minerals, Ensure that all suppliers adopt responsible mineral procurement practices that respect human rights and the environment in conflict-affected areas.

Intretech Conflict Mineral Management Policy
Policy towards conflict minerals: Metals that do not support and do not use from armed conflict, illegal mining and mining in poor working environments, so-called "conflict minerals". Suppliers should

investigate metals including Tantalum (Ta), Tin (Sn), Tungsten (W), Gold (Au), Cobalt (Co) and Mica, and identify the source of these metals.

6 Human Rights and Labour

6.1 Freely Chosen

Employment Employees are the source of wisdom for enterprise innovation and the inexhaustible force for enterprise to achieve sustainable development. For a long time, under the guidance of the company's talent strategy, Intretech has been actively developing employment opportunities, providing more employment opportunities for the public, enabling them to realize labor value and obtain corresponding labor remuneration. At present, the external recruitment positions of Intretech include operators, inspectors, material personnel, laboratory personnel and other front-line positions. The main job contents are SMT, plug-in, repair welding, assembly, testing, packaging, automatic equipment operation, inspection, spot inspection, etc., providing more possibilities for employees to choose jobs freely and take the initiative in employment.

6.2 Working Hour Control

Intretech implements the standard working hour system, 8 hours a day and 40 hours a week. Any overtime is considered as overtime. In principle, the company does not encourage employees to work overtime, and all work should be completed within normal working hours. If it is necessary to work overtime due to production and operation requirements or special circumstances, the working hours can be extended appropriately under the condition of ensuring the health of the employees, but the longest working hours should not exceed 3 hours. The company implements a voluntary overtime system. The company will not coerce employees who are unwilling to work overtime in any way or under any excuse. If there is overtime work, the company will pay overtime wages in strict accordance with the relevant provisions of the Labor law. The company ensures that employees will not work for 7 consecutive working days or more, and can rest at least 1 day for every 6 working days to fully ensure the health and safety of employees.

6.3 Benefits

Employees are the gurgling water that carries the big boat of Intrigue, Intrigue has established an all-round treatment guarantee for employees from the following aspects.

(1) Intriguing Technology has established a comprehensive welfare protection system, including: basic social security, compensation commercial insurance, long-term incentive plans and other welfare protection. Basic social security covers work-related injuries, medical care, pension, unemployment, maternity, the company strictly abides by the relevant national social security system, and actively participates in insurance for employees who meet the conditions of insurance. In addition, we also provide employees with a supplemental commercial insurance with a coverage of 200,000 RMB. In order to establish a long-term win-win relationship with employees, Interests also implements various incentive policies, such as employee stock ownership plan. The interest-free housing loan plan, talent apartment, industrial park dormitory, etc. reduce employees' worries by focusing on housing and children's enrollment.

(2) Humane care for employees should not only be in the big place, but also in the small things. Firstly, the company provides commuter shuttle bus for employees with inconvenience

in commuting to and from work, opening a total of Haicang line, island line, Jimei Xinglin line; secondly, the 13th of each month is the company's special "Orange Festival", employees can receive the same fruit for free and an extra meat for dinner; thirdly, employees also enjoy free working meals every day, free fresh fruit every Tuesday, and monthly welfare coupons for employees. Third, employees also enjoy free daily meals, free fresh fruit every Tuesday, monthly welfare coupons redeemable for snacks and snacks, generous New Year's Eve gifts, heat protection drinks, birthday gifts and free medical checkups; Fourth, to spice up work life, the company will organize a grand mid-autumn festival/tailgate dinner, and the department will organize quarterly entertainment activities.

6.4 Non-discrimination

The company in hiring, promotion, development and disposition, welfare and labor contract termination and so on each link to ban any because of race, color, nationality, language, wealth, social origin, social status, age, gender, sexual orientation, race, disability, pregnancy, religion, political parties, to participate in clubs or marital status discrimination.

6.5 Humane Treatment

In the operation process, the use of child labor is strictly prohibited, forced labor is prohibited, violence, threat or illegal restriction of personal freedom means to force employees to work, restrict employees (work, resignation) freedom, strictly prohibit corporal punishment, intimidation, harassment, abuse and any discrimination against employees. At the same time, through the establishment of effective appeal channels to prevent the occurrence of employee rights and interests and discrimination.

6.6 Living Guaranty

Canteen: The canteen provides breakfast, lunch and dinner, with a variety of tastes and staff dining options, a good environment for dining in the industrial park, and a large space.

In 2021, awarded the "2021 Municipal Most Beautiful Canteen" by Xiamen City Federation of Trade Unions.

Dormitory: The company provides finely decorated dormitories for boys and girls, 3 persons/room, bunk beds, rooms equipped with: bed, closet, air conditioner, water heater, 1 toilet, 1 shower room, laundry room.

The company also allocates funds to each department in the form of welfare coupons, which employees can use to purchase daily necessities at the Interests mini-mart.

7 Diversity and inclusion

At Intretech, everyone, from the CEO down to the management and staff, is committed to improving the company culture and creating a diverse and inclusive work environment. The core concept of 3POS culture "Team, Agile, Prosperity, homeland" reflects the concept of building a team with diverse talents, pursuing excellence and working together as a family. There is no discrimination in hiring, promoting or firing employees, or in meeting and making important decisions based on gender, age, race, region, nationality, religion, political views or marital status, and we ensure equal pay for equal work once employees are hired. Diversity of views often comes from diversity of people. We believe that the "diversity" team have greater understanding, they are to different end user has competitive advantage more selling products or services, they know better how to improve the user experience and market competitiveness, to improve the short-term economic benefits of enterprises, is also conducive to improve the ability of enterprise long-term profitability. Companies that are diverse and inclusive are more likely to find innovative and groundbreaking solutions to problems. So we respect the new ideas and insights that every employee shares, and create an inclusive working environment for employees to think and do. At the same time, the company has also established a communication feedback and improvement management mechanism for employees, and regularly communicates with employees to listen to their aspirations and understand their needs and ideas. In order to better realize the diversity and inclusive environment of the enterprise, Intretech will also be committed to cultivating the inclusiveness of leaders, including the inclusiveness training in the company's internal leadership training, which mainly includes the following aspects:

① Ensure that team members can speak freely in group discussions;

② Give team members a safe space to come up with novel ideas;
③ Empower team members to make their own decisions within a certain range;
④ Accept suggestions from team members and give feedback;
⑤Provide specific and constructive suggestions to team members;
⑥ Share team success stories and members' honors.

8 Talent Development

We have a sound talent training system and promotion system, we hope to create a learning atmosphere, so that employees can never stop learning, in professional skills, moral cultivation and ideological vision and other aspects of continuous improvement. The goal of talent development and training of Intretech is to stimulate the potential of employees while making up for their shortcomings, and to integrate their professional skills, personality characteristics and work experience to stimulate the maximum energy. We provide equal opportunities and a fair platform for employees' development. We provide online and offline classes with various courses including professional skills, general skills and management skills. Employees can coordinate and participate in the courses according to their own time to find suitable learning methods.

The company actively creates a series of standard talent training plans, centering on the three functions of shaping culture, improving performance and training cadres, and has established five training fields of new employees, corporate culture, business performance, talent echelon and leadership .In the training operation, the company will be new staff training, internal training and hiring external training instructors, participate in social training institutions, forming a multi-level and all-round training system, so that all aspects of staff quality can be constantly improved. Through training to improve business ability and management level, can not only promote the implementation of the company's overall strategic goals, but also meet the needs of employees' personal ability and career development, so that employees' career concept, work attitude and work style in line with the direction of enterprise culture, so that employees and enterprises organically run in, coordination, integration .Each department head should submit the annual training plan for the next year to the HUMAN Resource Center in the form of annual Training Plan before December each year. The training director of the human Resource Center will summarize the training needs of all departments, review, adjust and prepare the company's training plan for the next year according to the actual situation of the company, and submit it to the rotating president for approval before the end of December each year.

1. Induction Training

We will organize new employee orientation for each new employee, which aims to let them know more about the company and start working faster. We arranged two days for employees to have off-duty learning, and invited lecturers from various departments to explain to new employees about corporate culture, rules and regulations, quality awareness and common operating systems of the company. In order to increase the fun of training, we set up a variety of interactive game links between courses to mobilize the sense of participation and enthusiasm of staff training.

2. "Pure Orange" Training System

"Pure orange" is Intretech every year to recruit fresh students, is the company's top management attaches great importance to the group. For "Pure Orange", the company has a

complete training system. As a mobilization meeting of "Pure Orange", senior leaders are invited to give lectures and share with previous "pure Orange". Corporate culture training will establish the "pure orange" of the overall initial impression of the company, production line internship links to let "pure orange" to the first-line production line in-depth understanding of the company's production business, quality development will organize outdoor outreach training to cultivate team consciousness, industrial park visit to visit the manufacturing base, etc. The year-long cycle helps newcomers make the fastest transition from student to worker and adapt to the pace and business of the company.

3. Intretech UEDU System

"UEDU" system is an online integrated resource platform specially used for training and development, in which there are built-in multi-department and cross-professional training courses for employees to learn independently. At the same time, the company's annual training plans are also summarized on this platform, which provides an efficient platform for realizing the automation and intelligence of training.

4. Job Rank Promotion Examination

The company will hold post level promotion examination regularly, and all employees who meet the promotion qualification can sign up for it. The company will arrange the examination uniformly, and those who pass the examination can be promoted. The post rank promotion examination upholds the principle of fair, fair and open competition and is an important port for the acceptance of the company's talent training system.

5. MTP For New Managers

MTP is a large-scale training activity for new management cadres organized by the company once a year. Professional lecturers are invited to give lectures. The training of course content extends from classroom to work practice. Through the study of MTP, management cadres can unify their consciousness, consciously promote various improvement and reform activities within the enterprise, mobilize the enthusiasm of employees, enhance the cohesion of the enterprise, so as to make the company vigorous and full of vitality.

9 Giving Back

Over the years, Intretech regards social livelihood as its own responsibility, actively participates in and vigorously supports various public welfare undertakings. In 2013, The Xiamen Spring Water Charity Foundation was formally established jointly initiated by Intretech and its management. It is the first private foundation applied for in Xiamen, helping enterprises, schools and people in need of help by means of awards, grants and assistance.

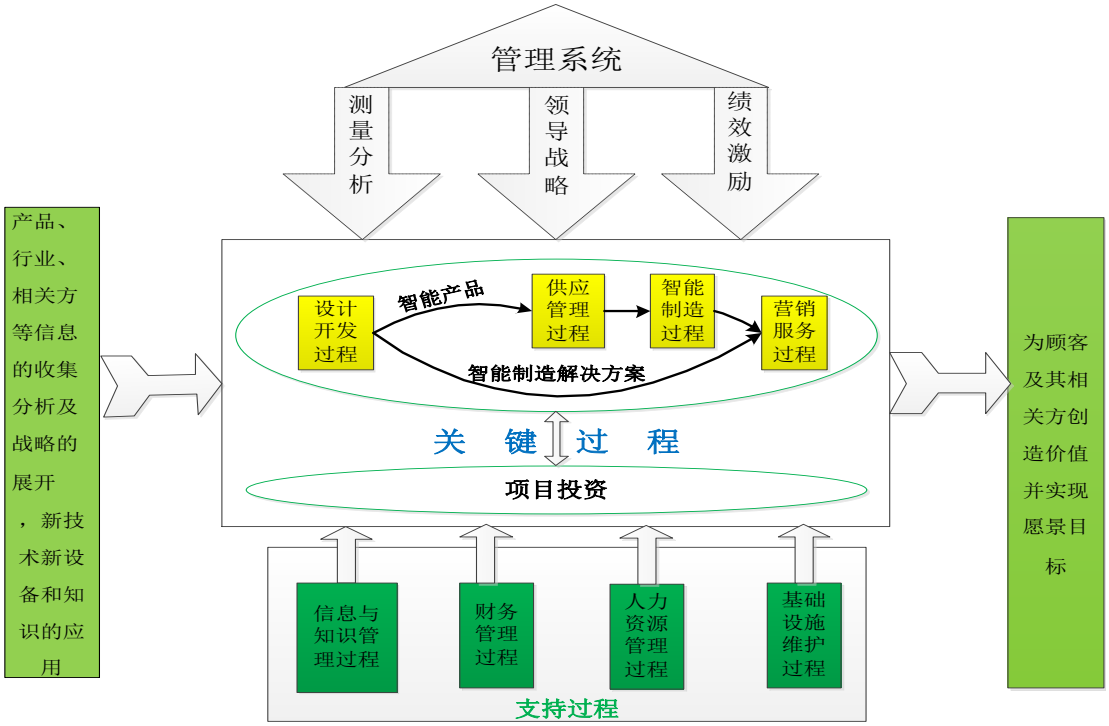
The foundation named it "Spring water", hoping to irrigate the seedlings and moisten the earth like the rain in spring. With love as a lever, Intretech leverages and cultivates a caring team with vision, mission, responsibility and professionalism. From point to line, from line to surface, every staff of Intretech is contributing to the construction of a beautiful and harmonious society. Since its establishment, the foundation has helped more than 6,000 people with an amount of over 70 million yuan.

At present, the Spring Water Foundation has donated and pledged more than 370 million dollars to external donations, truly helping people in need with practical actions. Continuously

through the precipitation of the culture of love, Intretech is working together to seize the laurels of the business field in an atmosphere where everyone is grateful and willing to give.

10 Supplier development

Building a healthy, safe and sustainable supply chain is not only the foundation for the stable development of enterprises, but also an important link for enterprises to fulfill their social responsibilities. Supply chain management involves the whole project cycle, and the supply management process is one of the key processes of the company. Intretech technology knows that the sustainable development of the supply chain not only requires the leading role of the enterprise itself, but also requires the full cooperation of the upstream and downstream partners of the industry. For many years ,Intretech with "customer first, quality first, integrity management, cooperation and all-win, agile teams, prosperous homeland" as the core values, in the performance of their own responsibility at the same time, actively lead industry partners to improve supply chain management system, and promote the quality of the supply chain management level and sustainable development ability, and supplier partners hand in hand, Jointly respond to the adjustment from economic, environmental and social sustainable development, and create a harmonious and profitable, sustainable competitive supply chain. Over the years, Intretech has constantly improved the supply chain management process, carried out strict differentiated management of suppliers, and made targeted cooperation strategies and coaching promotion plans to ensure the health, stability and efficiency of the supply chain and enhance the competitiveness of the supply chain.

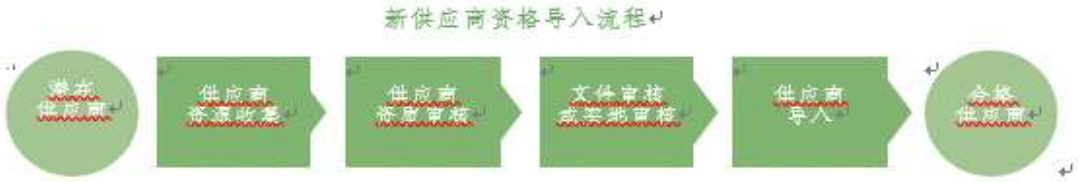


Terms in Chinese	Terms in English
管理系统	Management System
测量分析	Measurement and Analysis
领导战略	Leadership Strategy
绩效激励	Performance Incentives
设计开发过程	Design and Development Process

供应管理过程	Supply Chain/Supplier Management Process
智能制造过程	Smart Manufacturing Process
营销服务过程	Marketing Service Process
智能产品	Smart Product
智能制造解决方案	Smart Manufacturing Solutions
关键过程	Key Process
项目投资	Project Investment
信息与知识管理过程	Information and Knowledge Management Process
财务管理过程	Finance Management Process
人力资源管理过程	Human Resources Management Process
基础设施维护过程	Infrastructure Maintenance Process
支持过程	Supporting Process
产品、行业、相关方等信息的收集分析及战略的展开，新技术、新设备和知识的应用。	The collection and analysis of information on products, industries and related parties and the development of strategies, the application of new technologies, equipment and knowledge.
为顾客及其相关方创造价值并实现愿景目标。	Create value and achieve visions for customers and their stakeholders.

New Supplier introduction

Intretech has about 500 suppliers around the world, mainly located in Shenzhen, Xiamen and overseas In line with the concept of fair procurement and equal opportunity, Intretech chooses suppliers based on the principle of comprehensive optimization of technology, quality, service, supply, cost, environment, social responsibility and information security, and ensures that all transactions are carried out in good faith, standard, transparent and responsible under strict management.



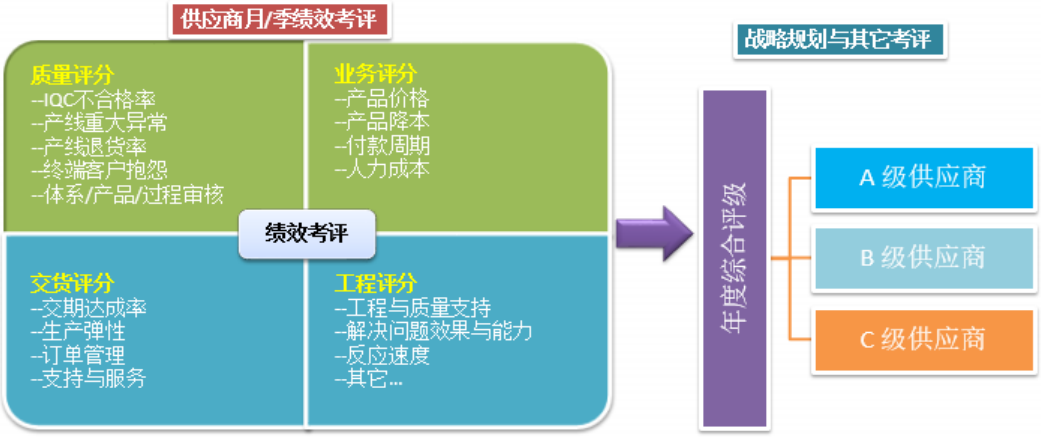
Terms in Chinese	Terms in English
新供应商资格导入流程	New supplier qualification import procedure
潜在供应商	Potential suppliers
供应商资源收集	Supplier resources collection
供应商资质审核	Supplier qualification audit

文件审核或实地审核	Document review (Desktop audit) or on-site observation
供应商导入	Supplier import
合格供应商	Qualified supplier
供应商审核标准	Supplier audit criteria
产品审核	Product audit

The supplier certification and audit of Intretech is mainly divided into two parts: system audit and product audit. System audit includes international system certification (such as ISO90001, ISO14001, IATF16949, etc.) and Intretech quality audit [such as QSA (quality system audit), QPA (quality process management), Rohs2.0 audit, SER audit, etc .For product audit of new projects, Intretech technology will conduct on-site audit of suppliers of new projects, output evaluation reports of key materials, and conduct preliminary detection and audit of harmful substances of suppliers. In order to ensure the supplier evaluation system is reasonable and effective, the supplier management department of the company works with the development and procurement departments to jointly formulate and update the supplier evaluation standards. When importing new suppliers, supply chain management Department invites relevant departments to set up a special evaluation team to review the general operation management, technology research and development, production, quality control, labor health, environmental safety, and hazardous substance control of the supplier. Only after passing the review can the supplier become a qualified supplier. In 2021, the company introduced 24 new suppliers.

2. Supplier performance evaluation

Evaluation and audit can help suppliers constantly find problems, formulate solutions and guidance plans in time, and improve the overall competitiveness of suppliers. Intretech attaches great importance to daily evaluation and audit to continuously improve and optimize supply chain management. The supply chain management department of the company conducts monthly, quarterly and annual performance evaluation on suppliers according to their quality, supply and cost. The company divides the performance evaluation results into A, B, C and three grades. According to the regular evaluation results, Intretech will give incentives, improve guidance or cancel the qualification of suppliers. For suppliers whose annual performance evaluation grade is C, rectify within a time limit and coach them for improvement; In view of unqualified inspection, there is no improvement effect and poor cooperation, there is no willingness to continue to trade will be eliminated.



- 供应商的绩效考评、及年度评级将直接影响新项目与订单量！
- 供应商的自主改进、优良的配合意愿与战略规划将获得加分！
- 依据年度综合评级，确定盈趣战略合作伙伴并颁发年度奖项！

Terms in Chinese	Terms in English
供应商月/季绩效考评	Supplier Monthly/Quarterly Performance Evaluation
质量评分	Quality Rating
IQC 不合格率	IQC Non-Conformance Rate
产线重大异常	Major Defection from production
产线退货率	Product Return Rate from production
终端客户抱怨	End-User Complain
体系/产品/过程审核	System/Product/Process Audit
业务评分	Business Rating
产品价格	Pricing
产品降本	Cost Deduction
付款周期	Payment Cycle
人力成本	Labor Cost
绩效考评	Performance Appraisal
交货评分	Delivery Rating
交期达成率	Lead Time Achievement Rate
生产弹性	Production Elasticity
订单管理	Order Management
支持与服务	Support and Service
工程评分	Engineering Scoring
工程与质量支持	Engineering and Quality Support
解决问题效果与能力	Problem solving effectiveness and competence
反应速度	Response rate
其它	Other
战略规划与其他考评	Strategic Planning and Other Evaluation
年度综合评级	Annual comprehensive Evaluation
A 级供应商	A-Level Supplier

B 级供应商	B-Level Supplier
C 级供应商	C-Level Supplier
供应商的绩效考评、及年度评级将直接影响新项目与订单量。	The performance evaluation and annual rating of suppliers will have direct impact on new projects and orders.
供应商的自主改善、优良的配合意愿与战略规划将获得加分。	Bonus points will be awarded to suppliers for self-improvement, excellent willingness to cooperate and strategic planning.
依据年度综合评价，确定盈趣战略合作伙伴并颁发年度奖项。	Based on the annual comprehensive evaluation, Intretech strategic partners are identified and annual awards are presented.

Based on the performance assessment of suppliers, develop supplier system guidance and improvement plan, improve product planning and quality control ability. Based on IATF16949 quality system requirements, focus on training and improving supplier SC special feature identification, APQP and PPAP quality planning ability. All strategic suppliers have passed all relevant assessments.

Terms in Chinese	Terms in English
质量策划框架	Quality Planning Structure
目的	Purpose
1、能及时组织消除问题	Be able to organize the strong-related departments to eliminate the problems on time.
2、从基本没有问题，到彻底没有问题。	From no problems on the surface, to no problems at all.
产品/模具认可	Product/Molding Recognition
DFM	Design for Manufacturability
DFMEA	Design Failure Mode and Effects Analysis
首件认可 FAI	First Article Inspection
过程认可	Process Recognition

MSA	Measurement System Analysis
PFMEA	Process Failure Mode and Effect Analysis
过程确认 CP	Process Validation, Control Process
CpK≥1.33	Complex Process Capability index
SIP	Standard Inspection Procedure
包装 SOP	Standard Operating Procedure
供方管理	Supplier Management
体系	System
过程	Process
产品无 A/B 类缺陷	Product without A/B defection
批量供货	Bulk Supplier
过程控制	Process Control
SPC	Statistical Process Control
持续改进	Continuous Improvement
PPM	Parts Per Million

Supplier On-Site Training and Tutorial

3 Risk Management

In order to share responsibility and risk with suppliers, the company has established strategic cooperative relations with some core material suppliers to prioritize sharing development planning information, joint development, priority cooperation on new projects, and tilting the volume, etc., in addition, the company fully considers the supplier's development, procurement, production and delivery cycle, set a reasonable procurement lead time, make management more scientific.

4. Responsible supply chain management

Environmental management

As a highly environmentally and socially responsible corporate citizen, Intretech sets strict standards for the environmental and social impacts of suppliers while pursuing their technology, quality, service, supply and cost performance. The company strictly adopts low environmental load products, components and materials, requires suppliers must sign the Green Environmental Agreement, We use U-MSDS hazardous substances management system to provide suppliers with MSDS and ROHS SVHC and other environmental protection management, The procurement and enterprise management department will review the report on the U-MSDS hazardous substances management system to confirm whether it meets the toxic substances control standards, and for raw materials entering the plant, the company's quality department will conduct X-RAY test analysis of the incoming materials according to the material risk level. In 2020, the company did not have hazardous substances over-standard accidents, supply chain environmental risks have been effectively controlled.

Legal employment

In accordance with international standards such as the Electronic Industry Code of Conduct - RBA Standards and ISO14001, the company provides in the procurement agreement for the commitment and statement of the supplier regarding the implementation of the Social/Environmental/Responsibility (SER) system, and sets out clear management standards for suppliers in the five areas of management system, health and safety management, environmental management, labor, confidentiality and business ethics management.

Intretech strives to ensure that the rights of suppliers are respected and treated with dignity. The Technical Requirements for the Supplier Qualification System set out clear management requirements for suppliers in the areas of human rights, child/underage workers/women workers, forced or compulsory labour, working hours and rest, and basic wages.

In addition, the company has clear rules for the health and safety of suppliers in the workplace, including:

- Suppliers shall identify, assess and control the impact of chemical, biological and physical factors on employees and must use engineering or management measures to control overexposure of hazardous sources. When the source of danger cannot be effectively controlled in these ways, appropriate and well-maintained personal protective equipment should be provided to protect the health of employees.
- Suppliers should identify and assess possible emergencies and accidents and minimize impact by implementing emergency response procedures, including emergency reports, employee notification and evacuation procedures, emergency training and drills, fire alarms and fire suppression devices, safe exit and recovery plans, etc.
- Suppliers shall conduct safety hazard assessments of the production equipment and other machinery, provide physical protective devices, chain devices and barriers for machinery that may cause injury to employees, and carry out proper maintenance.

Part IV: About This Report

Reporting period：2021/1/1-2021/12/31

Reporting Standard：Global Reporting Initiative (GRI) Sustainability Reporting Standards.