盈趣科技
Intretech

Intretech
Annual Sustainability Report
2020

cninf 巨潮资讯
www.cninfo.com.cn

CONTENTS

Part I: Company Profile

1 CEO/President's Statement

2 Company Profile

3 Digital Intretech

4 Intretech-Sustainability Development System

5 Stakeholder communication

Part II: Product and Environment

1 Sustainable Design of Products

2 Eco-Design of Packaging

3 Product Lifecycle Hazardous Substances Management

4 Responsible Production

5 Energy conservation and pollution reduction

Part III: People and Society

1 Commercial Ethics

2 Privacy Protection and Security

3 Employee Occupational Health and Safety

4 Sports and Health (Sports Culture)

5 Conflict Minerals

6 Labour and Rights

7 Diversity and Inclusion

8 Talent Development

9 Giving Back

10 Supplier Development

Part I: Company Profile

1.CEO/President’s Statement

2020 will be an extremely difficult year for many businesses, with severe outbreak situations and a complex international environment that has become the sword of Damocles hanging over the heads of businesses. In the face of this situation, we also often reflect on how we can turn the crisis into an opportunity to achieve the goal of fun technology to the world?

We are pleased that, with the efforts of all the interesting people, in 2020, Intretech achieved operating income of RMB531,025.26 million, increased by 37.77%, and the net profit attributable to shareholders of listed companies was RMB102,495.97 million, increased by 5.32%, and delivered a satisfactory answer.

We are even more proud that in February and March of the worst domestic epidemic in 2020, Intretech actively laid out, rapid response, scientific epidemic prevention, initiative, is the domestic security resumption of production enterprises "leader"; Donate masks to all places, etc., and build bridges of love with practical actions.

Intretech's vision is to "become China's 'industrial Internet' and 'civil Internet of Things' leader; "Looking back on the twists and turns of 2020, we are pleased to see that the fun people step by step to achieve the dream of fun!

Solid advantage, seek a breakthrough. In 2020, the company continued to consolidate UDM's competitive advantage in the field of intelligent manufacturing, deepen cooperation with key strategic customers, with the international layout of enterprises, actively explore new markets and new customers, in medical equipment, vehicle regulations and high-end food and other new areas to expand a certain breakthrough;

Quick response, layout around the world. In 2020, the company continues to accelerate the process of internationalization layout, to deepen the construction of Malaysia's fun, Hungary's fun and other overseas intellectual base as the first task of the year to grasp, Malaysia's intellectual base production capacity and operational efficiency can be rapidly improved, the construction of the Malaysian Industrial Park has been successfully carried out, the industrial chain supporting suppliers have followed the company to invest in Malaysia to build factories. With the continuous deepening of the company's international layout, global research and development, intellectual creation and sales of integrated supporting capacity continued to enhance, for the company's future to achieve leapfrog development to lay a solid foundation.

Focus on the environment, focus on employees. Companies through the ISO14001 management system certification, the establishment of the entire product life cycle of green environmental monitoring, to achieve green production, prevention-oriented. In terms of carbon emissions, Intretech has expanded from the statistical control of scope 1 and scope 2 to scope 3. At the same time, the company is also committed to creating a healthy and safe working environment for employees, people-oriented, to provide employees with satisfactory pay and benefits, and strive to achieve the concept of common prosperity.

Research and development innovation to lead the future. In 2020, Intretech will continue to increase investment in technological innovation, improve the establishment of research and development institutions and technological innovation system, set up new research and development centers in Taiwan and Shenzhen, make full use of the geographical and human resources advantages of the two places, focus on the layout of wireless communication

application technology, artificial intelligence, big data, machine vision and other advanced technologies. At the same time, Intretech actively participate in the research of product green development, such as in some products to achieve PVC-free, halogen-free design, in all products imported in line with VOC materials.

Focus, love peers. In 2020, all employees of Intretech will work together to overcome the difficulties brought about by the epidemic and successfully realize the smooth transition of the old and new plants alternately. Through the implementation of "80 days of war, fun 20 first", love donation, marathon running, sports and year-end recognition ceremony and other activities, vigorously promote the culture of hard work, love culture and sports culture as the core of the 3POS corporate culture, training the team's common mission and values.

2021 is the tenth year of the establishment of Intretech, for enterprises is a historical leap, but also a new starting point. We will continue to work with customers, with the joint efforts of all employees, to continue to practice the sustainable development path, to achieve the common prosperity of customers, suppliers, society, employees, related parties.

Linden
President

2.Company Profile

Xiamen Intretech Inc. was founded in May.2011, with over 30 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
Intretech-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.

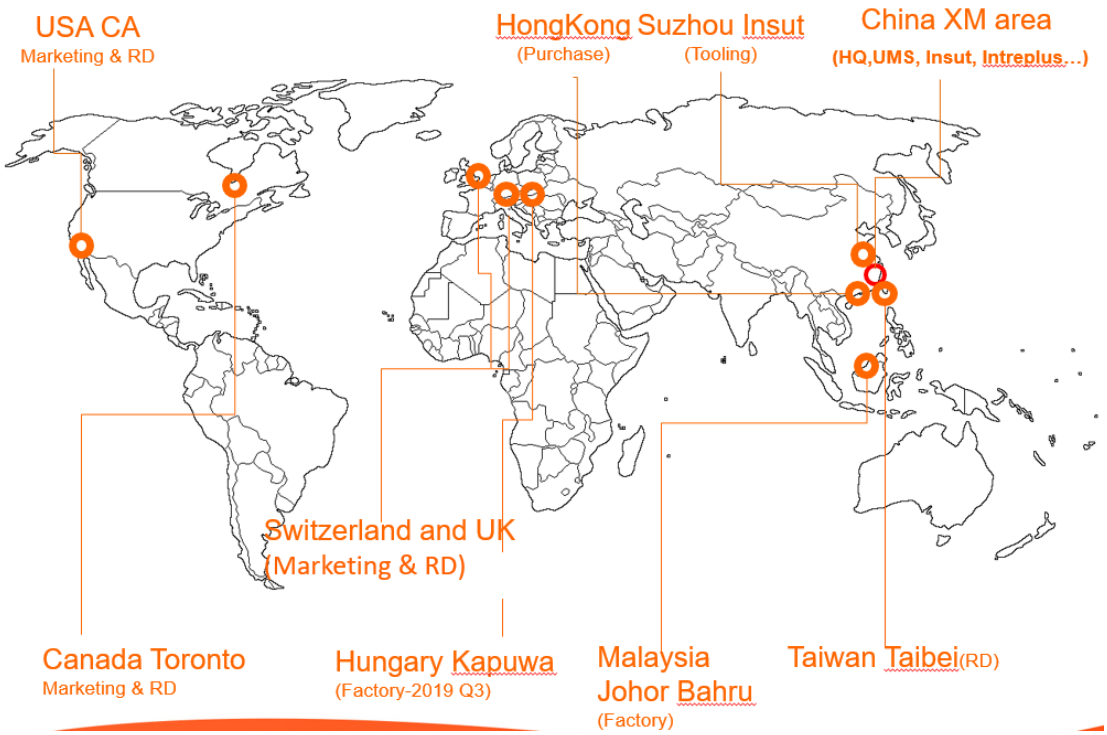
(4) Automotive electronics, technology research and development services and other products

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.

3.Digital Intretech

3.1Global 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.

3.2.The proportion of female manager and plus is 30.7%.
3.3 The number of employees in the world is 6000 plus.
3.4 Male/female ratio: male 51% and female 49%.
3.5 Research and development investment in 2020 was 303,921,226RMB, up 12.77% YOY.

4.Intretech-Sustainability Development System

4.1 Intretech SER 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.

4.2 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.

4.3 The company in the process of production and operation, identification and evaluation of the quality and safety, environmental protection, energy saving and comprehensive utilization of resources, production, and the impact of public health and other aspects, the product quality and safety as enterprise life, set up product quality and safety traceability

system, to ensure product quality and safety control. At the same time, the company has established SER management system through RBA system (former EICC) and environmental management system (ISO14001), 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.

4.4 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.

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.

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:

相关方关系目标及主要举措

相关方	共同提高发展的关系目标	主要举措
供应商	扶持其发展 战略合作伙伴	✧ 政策扶持 ✧ 技能培训与辅导改进（含质量管理与保证等） ✧ 示范带动 ✧ 提供技术与管理支持
政府	为其创造效益 获取政策支持	✧ 依法纳税 ✧ 与政府及主管部门互动 ✧ 积极完成政府下达的各种任务 ✧ 参加政府倡导的活动
社会	和谐发展	✧ 设立厦门春水爱心基金会 ✧ 社区环境的保护、美化与基础建设 ✧ 赞助或支持社会活动，丰富社区文化
科研院所	研讨行业/产品发展方向	✧ 产学研联合开发，建设合作基地 ✧ 校园宣讲，人才孵化与实习基地
行业协会	研讨行业发展方向	✧ 成为理事或会员，参加行业协会年会 ✧ 赞助或参加行业展会、订阅行业杂志
银行	获得良好的金融服务 共同发展	✧ 良好的信用 ✧ 稳定长期的合作

Stakeholder Relationship Objectives and Key Initiatives

Stakeholders	Common improvement and development goals for	Key initiatives

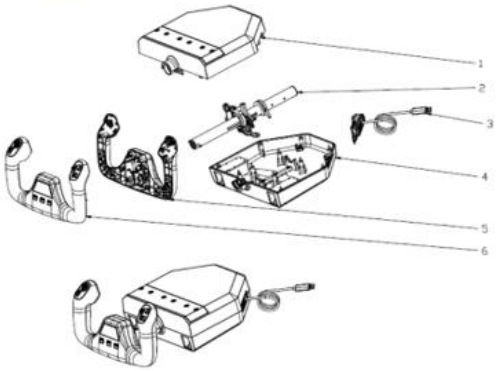
	relationship objectives	
Suppliers	Support their developments Become strategic partners	Policy support Skills training and coaching improvements (including quality management and assurance, etc.)) Demonstration and drive Provide technical and management support
Government	Create benefits for the government 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

1.Sustainable Design of Products

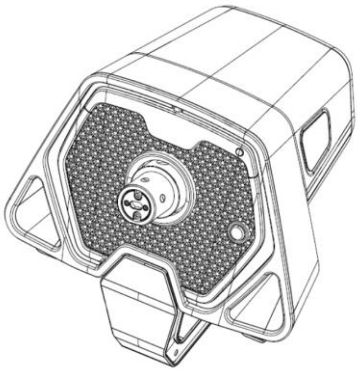
Ecodesign is focused on impact reduction through the design of lighter, more efficient products and packaging that use lower impact materials and that require less energy to source, manufacture, distribute and use.

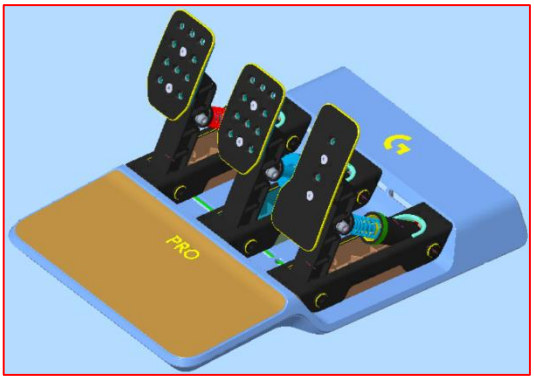
Lich & Riki is a PCR-ABS≥85% recycled content project.



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, repairability, reuse and, eventually, recycling at end of life.

Senna is a longevity product:





2.Ecological Design of Packaging

The company establishes "Intretech-QI-111 Intretech Ecodesign Guidelines V1.0" to guide packaging engineers to evaluate and use more environmentally friendly packaging materials in the early stage of the project, minimize the use of materials, and ensure that raw materials are harmless and degradable.

At the same time, the company began to import packaging supplier paper factory FSC certification requirements.

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

We had 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]

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

	Base year (2020) Emissions (tCO2e)	Most recent year (2020) Emissions (tCO2e)	Target year (2030) Emissions (tCO2e)
Scope 1	5476	5476	
Scope 2	8864.10	8864.10	

Total	14340.10	14340.10	10755.075 Decreases by 25% or Decreases to 75%
Scope 3			
Category 1 Purchased goods and services	408,086.00110	408,086.00110	
Category 2 Capital goods	0	0	
Category 3 Fuel and energy related activities	3,141.80000	3,141.80000	
Category 4 Upstream transportation & distribution	341.76131	341.76131	
Category 5 Waste generated in operations	9.89658	9.89658	
Category 6 Business travel	232.64292	232.64292	
Category 7 Employee commuting	1,020	1,020	
Category 8 Upstream leased assets	0	0	
Category 9 Downstream transportation & distribution	0	0	
Category 9 Downstream transportation & distribution	0	0	
Category 10 Processing of sold products	0	0	
Category 11 Use of sold products	95,887.39007	95,887.39007	
Category 11a Downstream emissions from fossil fuels distributed but not sold by the company	0	0	
Category 12 End-of-life treatment of sold products	21,875.22000	21,875.22000	

Category 13 Downstream leased assets	0	0	
Category 14 Franchises	0	0	
Category 15 Investments	0	0	
Total	530,594.71	530,594.71	461,617.3977 Decreases by 13% or Decreases to 87%

3) Carbon emission data disclosure

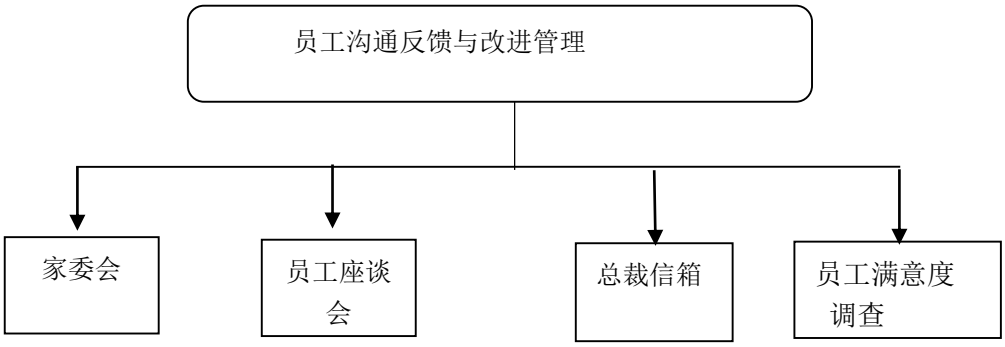
Detailed GHG emissions are disclosed through CDP platform during particular time periods. The corresponding data are collected from all strongly-related departments, and analyzed by adapting Scope 3 Evaluator.

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

1) Personal Privacy Protection

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

2) Customer information protection

① All customer communication information is encrypted using HTTPS (including Email, SFTP, and Teams).

② Organize a "network security emergency drill" every six months to ensure the safety of the network system environment.

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.

The company has set up the fire control room. At present, there are 6 certificates for the fire control room, which are divided into day shift and night shift. At least two staff members are on duty. Strictly carry out the safety inspection records for key parts such as water pump, pool, wet alarm valve, smoke inlet and exhaust fan, roof pressure stabilizing pump and other times/day inspection, and record the problems and report them to the superior supervisor in time. Ask third-party institutions to maintain the fire system regularly, divided into times/month, times/quarter, times/half a year, times/year. Every year, the third-party testing unit is invited to

conduct comprehensive testing reports on the fire protection system. Fire safety is essential for the survival of the company, and Intretech's leaders pay high attention 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.

Face mask

Goggles

High temperature gloves

Safety shoes

Wash eyes equipment

Earplug

3.4 Infrastructure Security

There are more than 800 items of infrastructure equipment in the new industrial park. Currently, UMS, which is independently developed by the company, is used for management and maintenance by the engineering service department. Infrastructure is divided into: Central

air conditioning system, power distribution system, water supply and drainage system, canteen, parking lot, sports fitness equipment, office equipment etc. In order to ensure the normal operation of infrastructure equipment, engineering service department is equipped with 10 experts division management of certificate at least 4 or above, majoring in per capita of facility management to carry out the inspection maintenance regularly, It is divided into times per day, times per month, times per quarter and times per year. Central air conditioning, office lighting, toilet use state can be controlled by the intelligent control system of the park to achieve the purpose of energy saving and convenience. One day a month for office facilities and canteen equipment, use the engineering vehicle, with common maintenance accessories, systematic maintenance, repair what is broken, improve customer satisfaction.

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

The headquarter of Intretech is located in Haicang New Industrial Park, which has subsidiaries such as Intretech, Insut, Automotive Electronics, And Interplus.In order to improve safety management standardization, security, cost saving, resource sharing purposes.

Set up a security team (26), regularly carry out hidden perils in safety, inspection frequency/time, adhering to the units have a responsibility to check the security hidden danger has not feedback = no check, feedback to the responsible units, no trace implement = no check, have tracking implement, no to problem solve = no inspection work attitude. Intretech safety team also organizes monthly and quarterly safety production exchange meetings to gather members' departments to exchange experience and evaluate key indicators to improve the safety management level of each department.

The emergency team (58 members) was established to respond to the safety management work of the Emergency Management Bureau, establish the company's emergency management plan, conduct regular plan drills and verify the feasibility of the plan. For example, the organization of natural disasters (rainstorm, typhoon, earthquake) once a year, chemical leakage times a year, fire drill twice a year. In addition, regular training and online examinations will be conducted for emergency team members to improve 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 babbling water carrying the ship of Intretech. Intretech has established a comprehensive treatment guarantee for employees from the following aspects:

1) Intretech has established a complete welfare security system, including basic social security, compensation commercial insurance, long-term incentive plan and other welfare security. Basic social security includes work-related injury, medical treatment, pension,

unemployment and maternity. The company strictly abides by the relevant national social security system, and actively participates in the insurance for employees who meet the conditions of insurance. In addition, Intretech also provides supplementary commercial insurance with a total insurance amount of 200,000 yuan. In order to establish long-term cooperation and win-win relationship with employees, Intretech also implements various incentive policies, such as employee stock ownership plan. Through the implementation of interest-free housing loan program, talent apartment, industrial park dormitory, etc., employees' housing and children's schooling have been reduced.

2) The humanitarian care for employees should not only be thorough in major aspects, but also be meticulous in minor matters. First, the company provides shuttle buses for employees who have difficulty in commuting to work, including Haicang Line, Island line and Jimei Xinglin line. Second, the 13th of each month is the company's characteristic "Pro-orange Festival", where employees can get one fruit for free and one more meat meal for dinner. Thirdly, employees also enjoy free working meals every day, free fresh fruit every Tuesday, redeemable snacks and pastries with monthly welfare vouchers, rich Hand gifts for the Spring Festival, drinks for heatstroke, birthday gifts, and free physical examination. Fourth, in order to adjust work and life, the company will organize a grand Mid-Autumn Festival/the annual dinner party, 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 Guarantee

Dining hall: the dining hall provides breakfast, middle and evening meals with various tastes. The employees have many choices of meals. The dining environment in the industrial park is good and the space is large.

Dormitory: The company provides hardcover dormitory for boys and girls, 3 people/room, bunk bed, room equipped with: bed, wardrobe, air conditioning, water heater, 1 bathroom, 1 bath room, laundry room.

The company also allocates funds to each department in the form of welfare vouchers, which employees can use to buy daily necessities in Intretech small supermarkets.

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.

During the epidemic in 2020, the Spring Water Foundation made many contributions and built a bridge of love with concrete actions. In March 2020, donated 13 million yuan to Xiamen Charity Federation to support medical staff who went to the front line of the epidemic and key hospitals receiving the epidemic. In June, donated 6 ambulances to six hospitals in Xiamen to ensure sufficient supplies for medical teams and hospitals receiving key patients receiving the epidemic, solve worries at home, and promote the culture of love. I hope to inspire more enterprises and organizations through my own strength, gather the powerful force of epidemic prevention and control, and join hands to overcome the difficulties together.

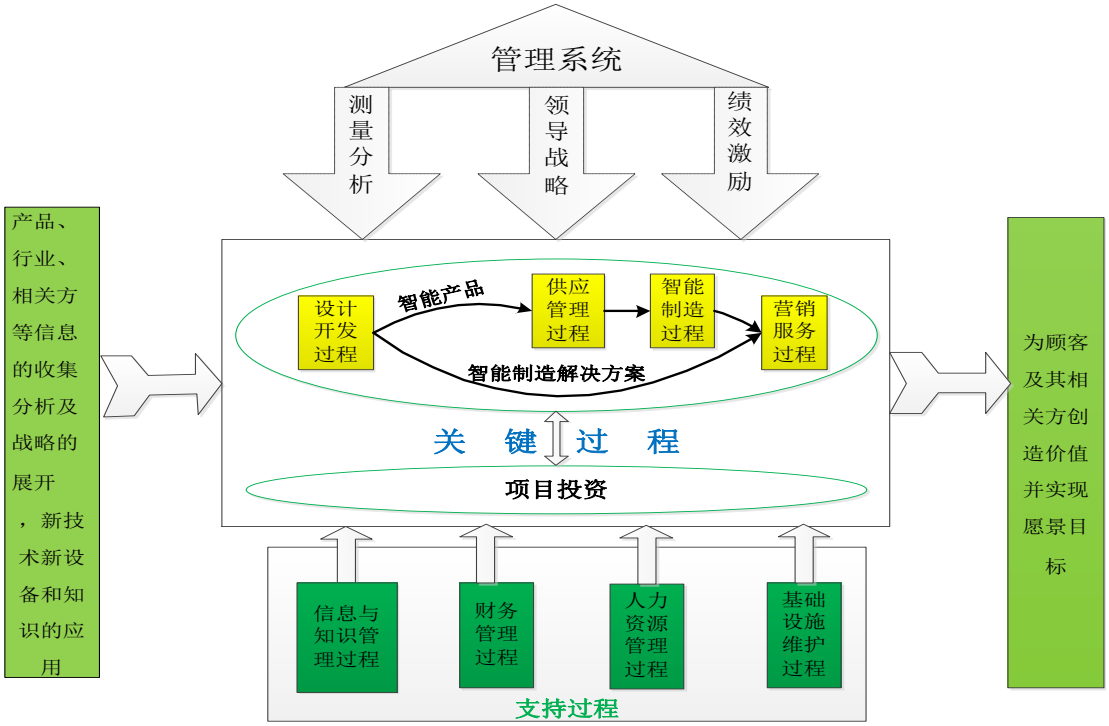
At present, the Spring Water Foundation has donated and pledged more than 370 million yuan, truly helping people in need with practical actions. Through continuous precipitation of love culture, Intretech is striving to win the crown in the business field in an atmosphere of gratitude and dedication.

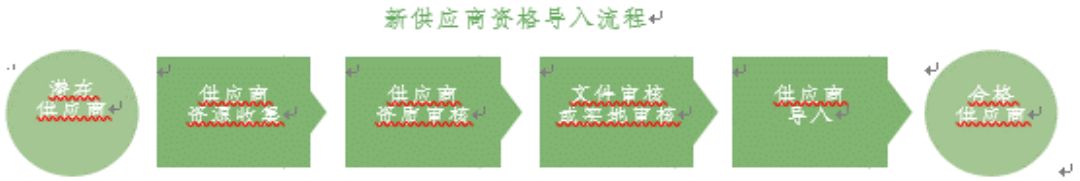
10. Supplier development

10.1.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
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

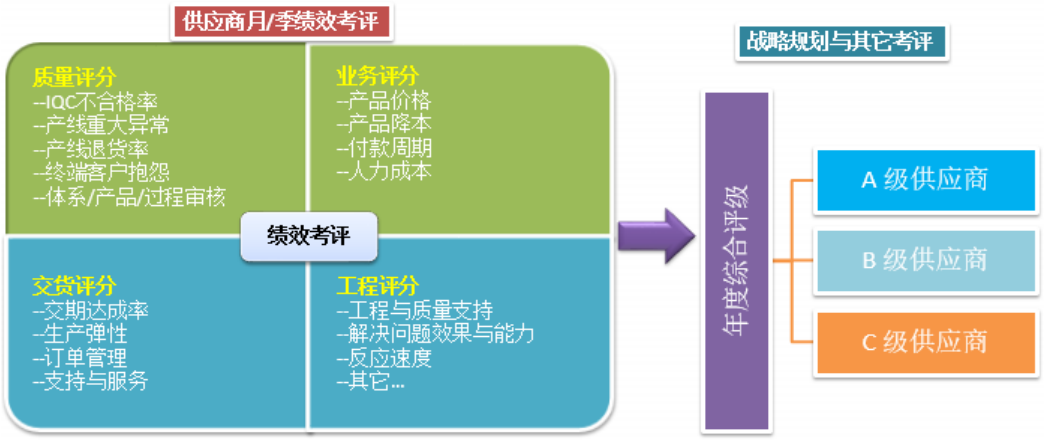
供应商审核标准	Supplier audit criteria
产品审核	Product audit

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.

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 2020, the company will introduce 40 new suppliers.



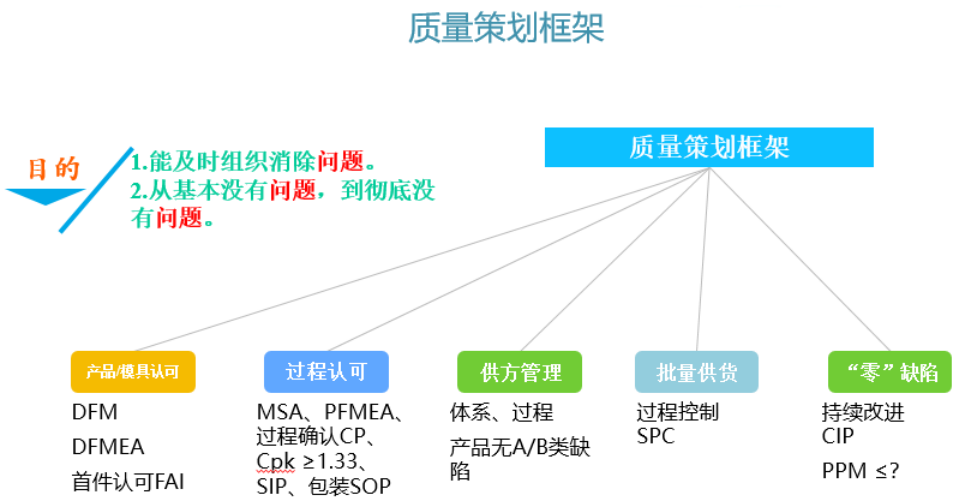
- 供应商的绩效考评、及年度评级将直接影响新项目与订单量!
- 供应商的自主改进、优良的配合意愿与战略规划将获得加分!
- 依据年度综合评级，确定盈趣战略合作伙伴并颁发年度奖项!

10.2. 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.

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.



供应商现场培训与辅导

10.3 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.

10.4 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.

About report：
Report period：2020/1/1-2020/12/31
Report Reference Standard：
Global Reporting Initiative (GRI) Sustainability Reporting Standards, 2020
LOGITECH SUSTAINABILITY REPORT FY21