

Sustainability Report

2023

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About the Report

Time Range: The statistical data in this report covers the period from January 1 to December 31, 2023. To enhance comparability and foresight, some content has been extended to include relevant information from previous and subsequent years.

Reporting Boundaries:

This report discloses information on the environmental, social, and governance (ESG) responsibilities of Xiamen InterTech Inc., along with its branches and subsidiaries. The typical cases presented in the report are drawn from the company's affiliated enterprises.

Information Sources:

Unless otherwise specified, the information and data cited in this report are sourced from the company's internal official documents, statistical reports, financial statements, or publicly available documents. All currency amounts, unless otherwise noted, are reported in RMB.

Report Title: Xiamen InterTech Inc. (referred to as "InterTech", "the Company", or "we").

Preparation Basis:

- United Nations 2030 Sustainable Development Goals (SDGs)
- Global Reporting Initiative Sustainability Reporting Standards (GRI Standards) Shenzhen Stock Exchange "Self-regulatory
- Guidelines for Listed Companies No. 17 - Sustainable Development Report (Trial)"

Report Access:

The electronic version of this report is available for viewing and download on the company's official website:
<http://www.intretech.com>.

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Company

Message from Chairman

Company Profile

Corporate Culture

Standardised Governance



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Message from the Chairman

In the context of globalisation, promoting eco-friendly, low-carbon, and high-quality growth is essential—not just for the environment but also for sustainable economic and social progress. As a company focused on the long term, we know that only sustainable development leads to high-quality growth in a competitive global market, benefiting society, the environment, and all key stakeholders. On a global scale, tools like artificial intelligence, smart manufacturing, and the industrial Internet are now crucial for driving new productivity.

“As a global intelligent manufacturing company, we are deeply aware of the responsibility and burden on our shoulders.

We're focused on key questions like: How can we build a scientific system for sustainable development? How can we drive business growth through innovation, give back to society, and connect meaningfully with our times? This thoughtful approach has given us a clearer path forward for sustainable development. Building an efficient management system and fostering the company's sustainable growth remain our steadfast goals.

This year, we have strengthened our corporate governance by refining our structure and exploring new approaches to boost efficiency. We prioritise protecting shareholder interests and have consistently maintained a high cash dividend payout to share the company's growth and performance with our shareholders.

Since going public in 2018, our total cash dividends have reached approximately 3.485 billion yuan. Additionally, we uphold ethical business practices with a "zero tolerance" approach to any misconduct, reinforcing a transparent, fair, and open business environment.

Reform and innovation to promote green and low-carbon development

As a leading company in smart manufacturing, Intretech has an obligation to promote green and low-carbon development. This year, we have thoroughly implemented the national "dual carbon" strategy and set carbon reduction targets: based on 2022, we aim to reduce scope 1 and 2 greenhouse gas emissions by 54.60% by 2033,

and cut scope 3 emissions by 61.07% per 10,000 yuan of added value. Additionally, we have accelerated rooftop solar panel projects, launching photovoltaic facility construction at major smart manufacturing bases worldwide. We are also using eco-friendly, renewable, and low-consumption materials to lessen environmental impact and strengthen our green competitiveness.

Seeking progress while maintaining stability and building long-term value

Carbon neutrality depends on technological innovation. This year, we invested 362 million yuan in R&D, representing 9.37% of our operating income. Key achievements include the development of the "Submarine Middle Platform," a "Global R&D Capability Map System," and a digital quality control platform to enhance product management.

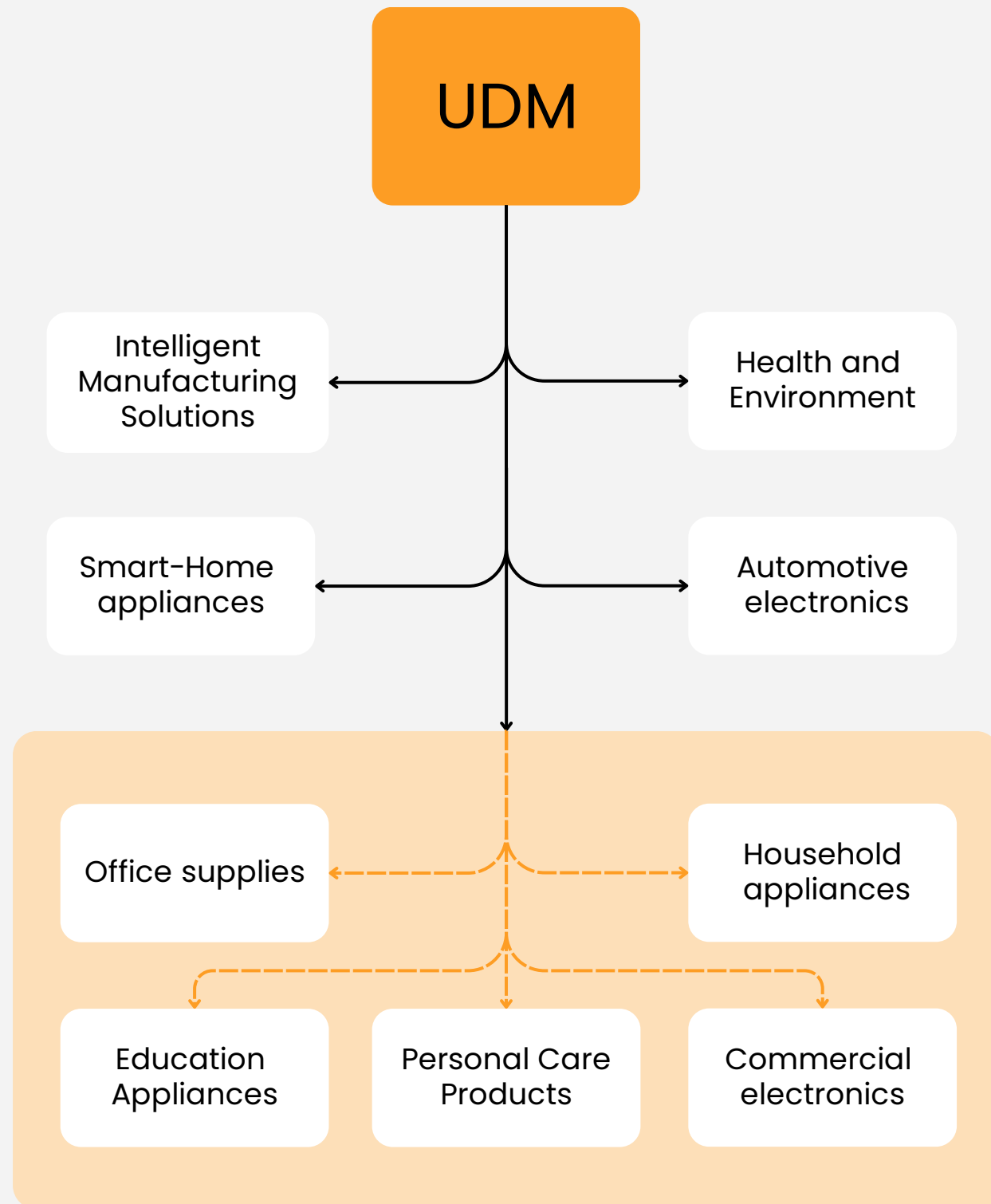
We have also strengthened our global Good Manufacturing Practice initiative to better meet customer needs and foster collaboration. Our "4+N" market strategy has expanded our reach in emerging markets and connected us with top-tier customers, enriching the UDM2.0 portfolio.

People-oriented, fulfilling social responsibility

"People-oriented" is one of Intretech's core principles. We lead with a people-first approach, valuing fairness and diversity in our organisational culture. Our commitment to protecting employees' rights goes hand in hand with a strong focus on talent development through comprehensive training, effective incentives, and generous benefits. We're also dedicated to providing a safe and healthy work environment, fostering a space where both employees and the company can thrive together.

Beyond our internal efforts, we actively participate in charitable activities, with the Chunshui Charity Fund donating a total of 75.9494 million yuan this year. Looking forward, we are committed to sustainable development, enhancing our core strengths through innovation, and working closely with partners to build a green, harmonious, and prosperous future.

UMS Diagram



Smart Manufacturing Leaders

Company Profile

Xiamen Intretech Inc., founded on May 24, 2011, was successfully listed on the Shenzhen Stock Exchange on January 15, 2018 (stock name: Intretech, stock code: 002925). Headquartered in Xiamen, Fujian Province, China, with over 50 subsidiaries both domestically and internationally. In China, these subsidiaries are located in regions including Fujian, Guangdong, Shanghai, Zhejiang, and Jiangsu, while internationally, they span countries such as Malaysia, Hungary, Mexico, the United States, the United Kingdom, and Switzerland.

Main Business

Through independently developed UDM model (also known as the ODM smart manufacturing model), the company has established a highly digitalised and automated smart manufacturing system. This system meets comprehensive service needs, including collaborative development, customisation, flexible production, and seamless information connectivity. It enables us to offer customers a full range of R&D and production services across smart control components, innovative consumer electronics, environmental health products, and automotive electronics.

In addition, the company is also actively cultivating independent brand businesses such as smart manufacturing overall solutions, smart homes, and smart single products. For more information about the company's industry and business, please refer to the Management Discussion and Analysis in Section 3 of the 2023 Annual Report.

Business Area

Since launching its international strategic plan in 2016, Intretech has developed a coordinated global network of smart manufacturing bases in China, Southeast Asia, and Europe, with shared operations, labour division, and integrated systems. Additionally, construction of a new smart manufacturing base in Mexico began in the fourth quarter of 2023 to support expansion into the North American market. The company has also established R&D and marketing centres across China, Europe, and North America, enabling around-the-clock capabilities across time zones and regions. This global presence has significantly boosted the company's international market competitiveness.



Development History

Explore the milestones that have shaped our history and positioned us as a trusted partner for leading global brands.

Founded with a vision of manufacturing excellence

Acquired leading automation companies

Continued our expansion globally

2004	Establishment of Malata WBU, the predecessor of Intretech	2018	Acquired Swiss company SDATAWAY SA and SDH Holding S
2006	Quality Year		The first phase of the Hungarian Smart Manufacturing Base was completed and the first phase of the Malaysia Smart Manufacturing Base started construction
2007	Management Year - Started developing UMS United Management System	2019	Acquired Shanghai IMS Automotive Control System Co., Ltd. to further increase investment in the automotive electronics field
2011	Xiamen Intretech Inc. was established		Won the title of National Intellectual Property Advantage Enterprise, the first batch of green factories in Fujian Province, and selected as a national new information consumption demonstration project
2013	Xiamen Chunshui Love Foundation was established and unveiled	2020	Acquired Zhangzhou iHastek Inc. and started to develop healthy environment business
2014	Acquired and established Intretech Automotive Electronics Co., Ltd. and started to develop Internet of Vehicles business	2021	Intretech celebrates its 10th anniversary and its global headquarters is completed agreement with Tianjin University
2015	Established a subsidiary, Zhangzhou Insut Industry Co., Ltd. , to develop high-end injection molding and spraying business	2023	Invest in Shanghai Intelligent Manufacturing Base
	Xiamen UMS Information Technology Co., Ltd. was established , and the overall intelligent manufacturing solution began to provide services to the outside world		Initiated the establishment of Xiamen Beiyang Brain-Computer Interface and Smart Health Innovation Research Institute
2016	Intretech Malaysia Sdn. Bhd was established to start the international strategic layout	2024	Established INTRETECH MEXICO SAPI DE CV to build a smart manufacturing base in Mexico
2017	Established Intretech Hungary Kft. to build a European smart manufacturing base		
2018	Initial public offering of A shares and listing on the SME Board (stock code: 002925)		



Company Honors

A highlight of the awards and recognitions that underscore Intretech's commitment to innovation, quality, and sustainability.

Technological Innovation

Green Environment

Enterprise



Technological Innovation

Main honors and awards

Awarding Units

National Technology Innovation Demonstration Enterprise

Ministry of Industry and Information Technology, Ministry of Finance

National Enterprise Technology Center

National Development and Reform Commission, Ministry of Science and Technology, Ministry of Finance, General Administration of Customs, State Administration of Taxation

National Intellectual Property Advantage Enterprise

State Intellectual Property Office

National Industrial Design Center

Ministry of Industry and Information Technology

2022 Smart Manufacturing Demonstration Factory Winners

Ministry of Industry and Information Technology

Pilot enterprises for the use of intellectual property rights by industrial enterprises

Ministry of Industry and Information Technology

Postdoctoral Research Station

Ministry of Human Resources and Social Security, National Postdoctoral Management Committee

Fujian Provincial Key Laboratory of Industrial Internet and Civilian Internet of Things

Fujian Provincial Department of Science and Technology

Fujian Provincial Key Laboratory

Ministry of Industry and Information Technology

Xiamen Industrial Metaverse Intelligent Scene Technology Key Laboratory

Xiamen Science and Technology Bureau

2020 Fujian Science and Technology Progress Award

Fujian Provincial Department of Science and Technology

2021 Contemporary Good Design Award

2021 Contemporary Good Design Award Organizing Committee



Technological Innovation

Main honors and awards	Awarding Units
Bronze Award of "China Straits" Industrial Design Competition	"China Straits" Industrial Design Competition and the 8th "Strait Cup" Organizing Committee
G-MARK Design Award	Japan Industrial Design Promotion Association
The fifth "White Egret Cup" Straits Industrial Design Grand Prix Product Gold Award	"White Egret Cup" Straits Industrial Design Grand Prix Organizing Committee
Top 500 Chinese Private Enterprises with Invention Patents in 2023	All-China Federation of Industry and Commerce



Green Environment

Main honors and awards	Awarding Units
Green Manufacturing Demonstration Enterprise of the Ministry of Industry and Information Technology-Green Supply Chain Management Core Enterprise	Ministry of Industry and Information Technology
The Fifth Batch of Green Manufacturing Enterprises of the Ministry of Industry and Information Technology - Green Factory	Ministry of Industry and Information Technology



Enterprise

Main honors and awards	Awarding Units
The third batch of service-oriented manufacturing demonstration enterprises	Ministry of Industry and Information Technology
Award-winning unit of new information consumption demonstration project	Ministry of Industry and Information Technology
2023 Provincial New Generation Information Technology and Manufacturing Integration Development Project - New Model and New Business Model Benchmarking Enterprise (Third Batch)	Fujian Provincial Department of Industry and Information Technology
The 7th Fujian Provincial Government Quality Award (Nomination Award)	Fujian Provincial Government
Top 100 Private Enterprises in Technological Innovation in Fujian Province	Fujian Federation of Industry and Commerce
Top 100 Private Manufacturing Enterprises in Fujian Province	Fujian Federation of Industry and Commerce
List of internationally renowned brands that Fujian Province focuses on cultivating and developing	Fujian Provincial Department of Commerce
Fujian Province Famous Trademark	Fujian Provincial Administration for Industry and Commerce
Representative Companies for Digital Transformation in 2020	Chinese Academy of Sciences Internet Weekly, Chinese Academy of Social Sciences Information Research Center, eNet Research Institute, Deben Consulting

Corporate Culture



Core of Corporate Culture – 3POS Culture

- 3: Means many and good (繁荣多多, 美好的意思).
- P: People (团队), Promptness (准时), Prosperity (繁荣).
- O: Oriented (Customer/Shareholder/Supplier/Partner/Society/Intretech). Focused on stakeholders.
- S: Sibling (同胞).

Definition of "Sibling"

Sibling: A core value promoting team unity and shared success. The staff at Intretech have a promising future ahead. As a company, Intretech is committed to maintaining sustained profitability, which in turn ensures that every member of the Intretech family receives a relatively satisfactory salary.



Company Mission:
Make life interesting!

Core Values:

- Customer first.
- Quality first.
- Honest administration.
- Profit-driven cooperation.

Core Competence:

- Teamwork: Focused on our mission, functioning as a close-knit family.
- Quick Response: Surpassing customer expectations.
- Product Quality: Striving to meet or exceed Apple standards from design to production.
- Intelligent Manufacturing: UMS – Lean and Digitized Production, bolstered by Informatization and Automation.

The Definition of a Harmonious Home of Health, Happiness, and Abundance:

- Healthy Home: Emphasising exercise and overall wellness.
- Happy Home: Finding joy in your work leads to a fulfilling life and personal happiness.
- Rich Home: Intretech siblings attain a commendable level of income.



Purpose of the Love Fund:

- Assisting siblings in their daily growth.
- Transforming negative habits into positive ones.
- Providing support to siblings in need and promoting community donations.
- Fostering a loving team environment with a professional mindset.



Sustainability Management

In effective sustainable development management system is essential for a company to achieve its sustainability goals. Intretech integrates sustainability into its strategy, refining management structures to drive progress.

Sustainable Development Management Organizational Structure

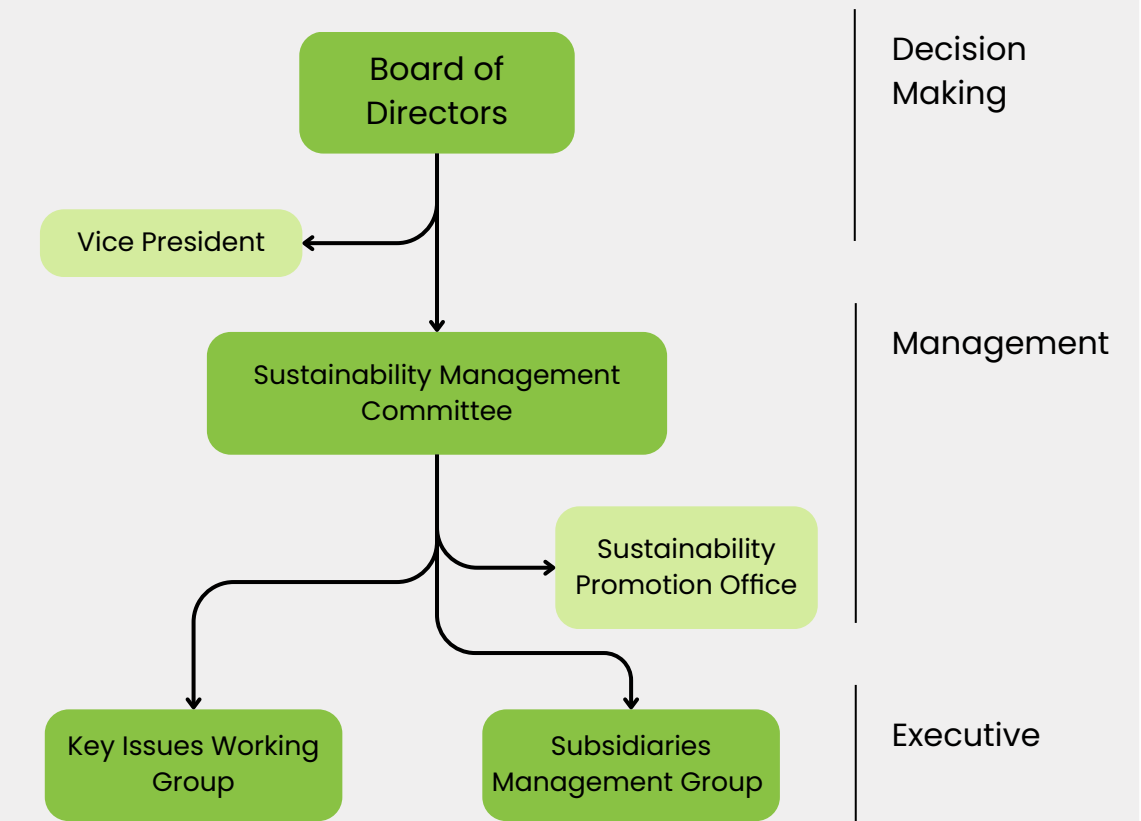
- Sustainable Development Promotion Office: This office identifies ESG requirements from different stakeholders, assists in developing sustainability work plans, and promotes the company's practices and initiatives in sustainable development.
- Key Issue Working Group: This group is responsible for advancing and executing key ESG initiatives, regularly reporting on the progress and effectiveness of their efforts.
- Subsidiary Company Management Group: Comprising leaders of Intretech's subsidiaries, this group is tasked with breaking down and executing

sustainability targets, ensuring effective implementation of sustainable development management across all subsidiaries.

Intretech has implemented a top-down, three-tier sustainability management framework consisting of "decision-making, management, and execution."

- Board of Directors: As the highest decision-making body, the Board approves key sustainability matters, including the strategies proposed by the Sustainable Development Management Committee, during both regular and ad-hoc meetings. The Board also monitors and evaluates the company's performance in sustainability.
- Sustainable Development Committee: This committee is responsible for coordinating the company's sustainability strategy, planning, management policies, and objectives. It reviews the progress made towards various sustainability goals, identifies areas for improvement, and provides guidance and recommendations for further action.

Organizational Structure of Sustainability Management



Communication with Stakeholders

Intretech remains committed to a "cooperation for mutual benefit" approach and places great importance on the expectations of its stakeholders. The company has established a continuous communication mechanism to understand stakeholder demands and expectations, fostering efficient and diverse channels for open dialogue and collaboration.



Stakeholders	Demands and Expectations	Communication and participation methods
Government and Supervisory agencies	Compliance management Pay taxes according to law Innovative development Environmental Protection Resource Management Carbon Management	Daily supervision Reporting and Communication Conference Exchange Visit and inspection Site Visit
Shareholders and Investors	Open and transparent information disclosure Shareholders' rights protection Steady growth in performance Risk Management	Convene a shareholders' meeting Regular and irregular information disclosure Performance Briefing Investor Research Investor Interaction Platform Investor Hotline
Suppliers and Partners	Open and transparent information disclosure Shareholders' rights protection Steady growth in performance Risk Management	Convene a shareholders' meeting Regular and irregular information disclosure Performance Briefing Investor Research Investor Interaction Platform Investor Hotline
Client	Product quality and service Product safety and reliability Product development and innovation Information Security Business Ethics	Customer satisfaction survey Customer visit Customer Service Platform After-sales service Regular customer audits
Staff	Employee employment and rights Staff Training and Development Employee care and communication Occupational Health and Safety Workforce Diversity	Union Staff Seminar President's Mailbox Employee satisfaction survey Staff Activities
Community and the public	Promoting community development Protecting the community environment Social Welfare	Reception Charity Fund Social welfare activities Participate in exhibitions

Identification of Important Issues

To ensure that the content disclosed in this report aligns with stakeholder expectations and enhances the accuracy and relevance of ESG issue analysis, Intretech consistently promotes the management of key ESG issues. The company monitors both domestic and international industry trends, identifying ESG topics of significant concern to internal and external stakeholders. These key issues, in combination with the company's annual priorities, form the core focus of the report's disclosure.

b) Issue Matrix

Stakeholders	Demands and Expectations
Environmental issues	5 Greenhouse Gas Emissions 13 Pollutant Management 14 Resource Management 16 Energy Management 17 Chemicals and Hazardous Substances Management 18 Green Products
Social Issues	1 Product Quality 2 Customer Relationship Management 3 R&D Innovation 6 Occupational Health and Safety 8 Supply Chain Management 10 Intelligent Manufacturing and Digitalisation 11 Employee Rights 12 Talent training and development 20 Talent Attraction and Retention 21 Salary and Benefits 25 Employee Diversity and Equality 26 Employee Care 27 Social Participation
Governance issues	4 Business Ethics 7 Sustainable Development Management 9 Information Security and Privacy Protection 15 Risk Management 19 Information Disclosure 22 Governance Structure 23 Shareholders' Rights Protection 24 Pay taxes according to law

a) Methods and steps for analysing material issues in 2023

Issue Database Identification and Screening

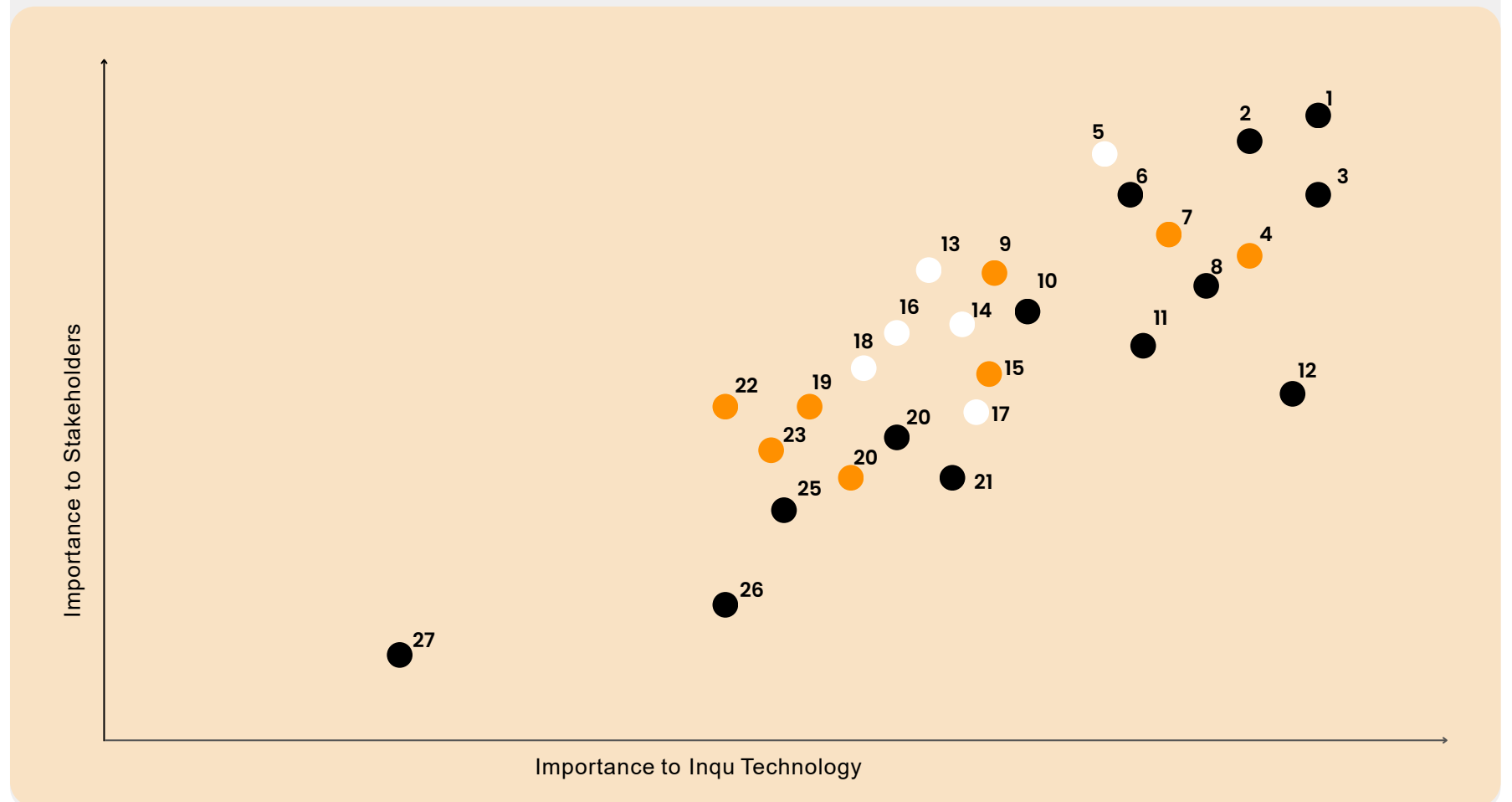
We identify key material issues impacting the company's development and stakeholders by considering national macro-policies, social responsibility standards, annual hot topics, industry trends, and the company's actual growth.

Stakeholder research and communication

- Engage with stakeholders via questionnaires, emails, calls, site visits, and more.
- The 2023 survey includes government bodies, shareholders, suppliers, customers, employees, communities, and other groups.

Clear priorities and establish a matrix of issues

Survey results are analysed to adjust issue scores by integrating internal and external expert opinions. This confirms the importance order, forms a matrix of substantive issues, and addresses stakeholder interests in the report.





Standardised Governance

Three Committees Operation

Investor Rights Protection

Risk Management

Business Ethics

Information Security and Privacy Protection

Tax Strategy

Intretech upholds the core value of "honest business," firmly believing that standardised governance, reliable process assurance, and sound management practices form the foundation of sustainable enterprise development. The company emphasises strict adherence to compliance obligations, actively following the laws, regulations, and business norms in all regions where it operates.

To ensure standardised operations across all business processes, Intretech has established a robust governance structure, alongside efficient, transparent, fair, and just decision-making and supervision mechanisms. The company safeguards investor rights through various channels, offering essential support for its stable growth. Furthermore, Intretech strengthens business ethics, prioritises information security and privacy protection, and maintains a comprehensive risk management system. By ensuring legal and compliant operations, the company fosters an honest and responsible corporate image, laying the groundwork for its long-term and steady development.

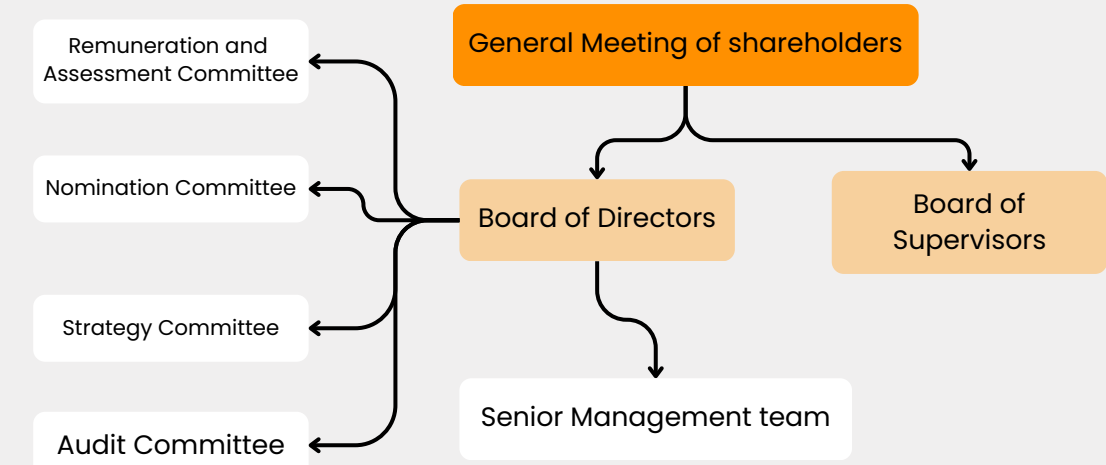
Operation of the Three Committees

1| Governance Structure

Intretech has developed a modern enterprise system, regulating its operations according to the Company Law and Securities Law of the People's Republic of China, the Shenzhen Stock Exchange Listing Rules, the Shenzhen Stock Exchange Listed Company Self-Discipline Supervision Guide No. 1 - Standardised Operation of Main Board Listed Companies, and its Articles of Association.

The corporate governance framework comprises the general meeting of shareholders, the board of directors and its specialised committees, the board of supervisors, and senior management. This structure has significantly enhanced corporate governance and safeguarded both investor and company interests. For further details on corporate governance, refer to Section 4 of the 2023 Annual Report.

Organizational Structure



2 | Responsibilities of the Board of Directors and the Board of Supervisors

In accordance with relevant laws, regulations, and the "Articles of Association," Intretech has established a set of procedural rules and working systems, including the "Rules of Procedure for Board of Directors Meetings," "Rules of Procedure for Supervisory Board Meetings," and the "Independent Director System."

These frameworks define the meeting methods and voting procedures of the three main governing bodies to ensure work efficiency and enable scientific decision-making.

As the company's highest governance body, the Board of Directors is responsible for:

- Convening and reporting to shareholders' meetings.
- Executing resolutions passed at shareholders' meetings.
- Determining the company's business plans and investment strategies.
- Deciding on the establishment of internal management structures.
- Formulating the company's core management systems and overseeing other significant matters.

The Board of Supervisors is responsible for:

- Overseeing the company's legal compliance in its operations.
- Supervising the legality of actions taken by the Board of Directors and senior management in performing their duties.
- Protecting the legitimate rights and interests of the company and its shareholders.

2023 Annual Meetings and Proposals Reviewed

Meeting Name	Number of meetings held (times)	Proposals reviewed and approved (number)
Shareholders' Meeting	4	20
Board of Directors	10	45
Board of Supervisors	10	33

3 | Composition of the Board of Directors

Intretech strictly adheres to the relevant provisions of laws and regulations, including the Company Law of the People's Republic of China, the Shenzhen Stock Exchange Listing Rules, and the company's Articles of Association. Board members are elected following legal procedures to ensure that the composition of the Board aligns with all applicable regulations, effectively preventing and mitigating potential conflicts of interest.

The company implements talent-oriented and diversity-focused principles when selecting board members. A comprehensive evaluation of candidates considers factors such as gender, age, cultural background, educational qualifications, professional knowledge, skills, and core experience, ensuring that the Board operates scientifically and makes well-informed decisions. In July 2023, the fifth Board of Directors was elected by shareholders.



Name	Position	Director's term of office	Gender	Professional knowledge, skills and professional background		Age	Employee Status
				Business management, industry experts or technicians	Legal, Financial or Accounting		
Lin Songhua	Chairman	10+ years	male	●		52	●
Wu Kaiting	Director	10+ years	male	●		55	
Yang Ming	Director, President	10+ years	male	●		44	●
Lin Xianfeng	Director, Executive Vice President	10+ years	male	●		47	●
Hu Hairong	Director, Vice President	0-3 years	male	●		54	●
Wu Xuefen	Director	10+ years	female	●		45	
Wang Xianrong	Independent Director	3-5 years	female	●	●	72	
Lin Zhiyang	Independent Director	0-3 years	male		●	68	
Cai Qinghui	Independent Director	0-3 years	male		●	50	

In 2023, the company revised its Independent Director System based on the newly released Regulations on the Administration of Independent Directors of Listed Companies and other relevant regulatory documents. These updates clarified the qualifications, responsibilities, performance methods, and guarantees of independent directors, enhancing their role in corporate governance. Independent directors are expected to diligently fulfil their duties, protect the overall interests of the company, and safeguard the legitimate rights of all shareholders.

During the reporting period:

- The three independent directors held no other positions within the company and were not involved with major shareholders or affiliated companies.
- No conflicts of interest or relationships impaired their independent and objective judgment.
- Their independence remained intact throughout 2023. For more details on their performance, please refer to the independent directors' performance report.

Data Summary (as of the end of the reporting period):

- Total number of directors: 9
- Independent directors: 3 (33%)
- Female directors: 2 (22%)

4 | Responsibilities of the Special Committees of the Board of Directors

Intretech’s Board of Directors has established four special committees: the Audit Committee, Strategy Committee, Nomination Committee, and Remuneration and Appraisal Committee. Each committee is composed of directors, with independent directors making up the majority and serving as conveners for the Audit Committee, Nomination Committee, and Remuneration and Appraisal Committee.

These special committees report to the Board of Directors and assist in corporate governance by supervising and reviewing various governance matters in accordance with the law. They provide scientific and professional opinions to support informed decision-making. Each committee plays a vital role in ensuring the company’s governance framework remains robust, transparent, and compliant with relevant regulations.

For resumes of each director, please refer to Section 4 of the Corporate Governance section in the 2023 Annual Report.

Special Committees of the Board of Directors	Responsibilities
Audit Committee	Responsible for reviewing the company’s financial information and its disclosure, supervising and evaluating internal and external audit work and internal control, etc.
Strategic Committee	Responsible for the company’s long-term development strategy planning and feasibility studies of major strategic investments, reporting to the board of directors and being accountable to the board of directors
Nomination Committee	Responsible for formulating the selection criteria and procedures for directors and senior management personnel, selecting and reviewing candidates for directors and senior management personnel and their qualifications, etc.
Remuneration and Appraisal Committee	Responsible for formulating and evaluating the assessment standards for directors and senior managers, formulating and reviewing the remuneration policies and plans for directors and senior managers, etc.

5 | Conflict of Interest

To ensure the standardised and effective operation of the Board of Directors, the company has clearly stipulated in its Articles of Association that directors with an affiliated relationship to the enterprise involved in a board resolution are prohibited from exercising voting rights on that resolution or representing other directors in voting. The company has implemented the Affiliate Transaction Management System to define the decision-making authority and procedures for related transactions, enhancing corporate governance and protecting the rights of all shareholders, particularly small and medium-sized shareholders.

When related party transactions exceed RMB 30 million or account for more than 5% of the company’s audited net assets from the most recent period, the Board of Directors must first review and approve the transaction before submitting it to the shareholders’ meeting for further approval. The company also discloses annual forecasts for related transactions, including detailed information on counterparties, estimated transaction amounts, and reasons for the affiliation.

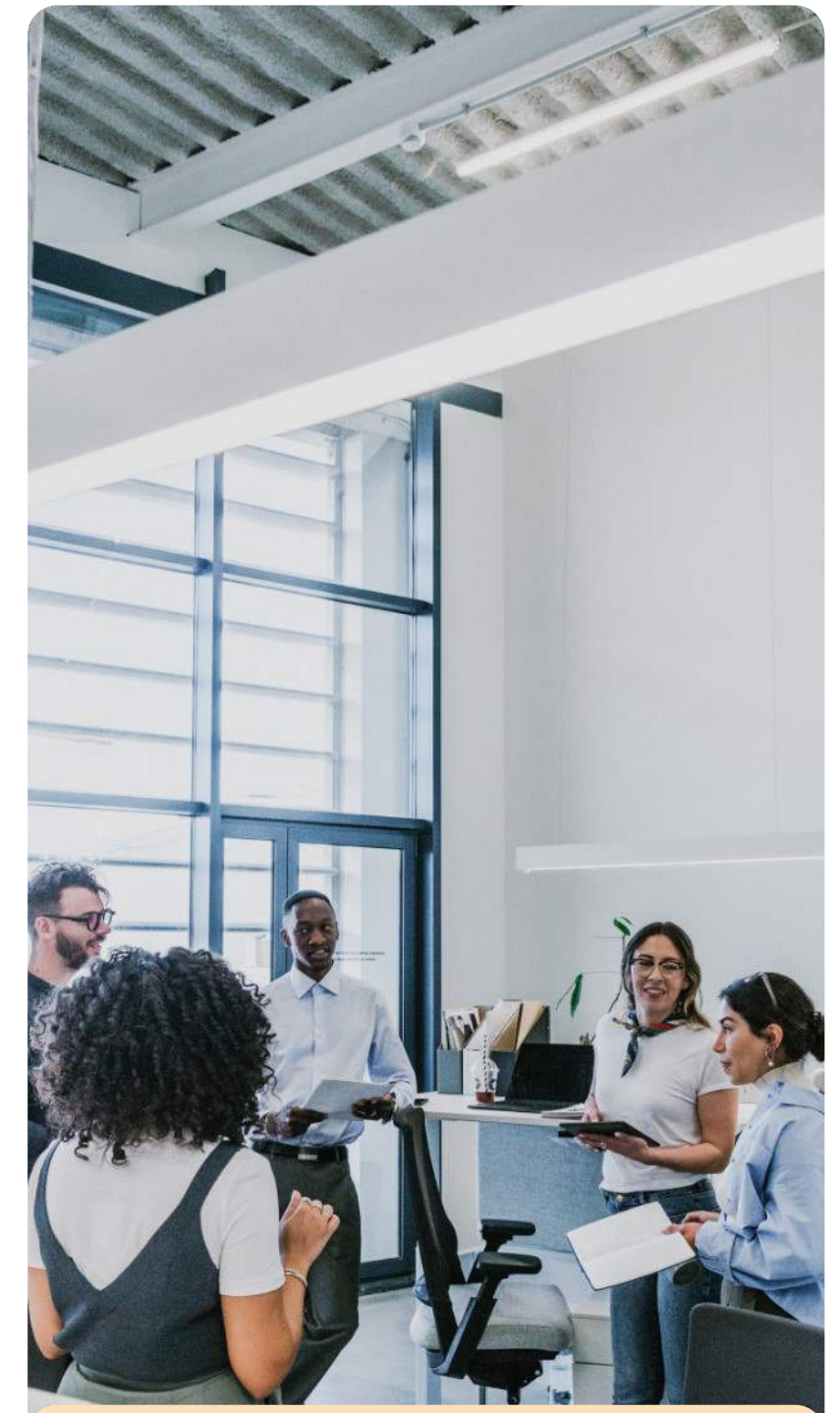
To safeguard the legitimate interests of the company and prevent fund misappropriation by controlling shareholders or related parties, the company enforces a Management System for Preventing Major Shareholders and Related Parties from Occupying Company Funds. This system strictly limits the occupation of company resources, ensuring that neither party indirectly or directly provides funds, assets, or resources, nor bears costs for one another.

6 | Remuneration Policy for Directors, Supervisors, and Senior Managers

For the remuneration and performance assessment of directors, supervisors, and senior management personnel, Intretech has formulated a Remuneration Management System for Directors, Supervisors, and Senior Management Personnel. The Remuneration and Assessment Committee, established under the Board of Directors, is responsible for creating remuneration and allowance plans.

The company applies an allowance system for independent directors, external non-independent directors, and external supervisors. For internal directors, supervisors, and senior management personnel, an annual salary system is in place, comprising a basic salary and a performance-based salary. The Remuneration and Assessment Committee conducts annual performance evaluations and proposes performance bonuses, which are implemented after approval by the Board of Directors.

For details on the remuneration received by directors, supervisors, and senior management personnel during the reporting period, please refer to Section 4 of the Corporate Governance chapter in the 2023 Annual Report.



Focus on a robust governance framework that ensures transparency, accountability, and ethical decision-making.

Protection of Investor Rights and Interests

1 | Information Disclosure

To safeguard investors' legitimate rights, Intretech complies with the "Information Disclosure Management Measures for Listed Companies," the "Guidelines for Self-Discipline Supervision of Listed Companies of Shenzhen Stock Exchange No. 1 - Standardised Operation of Main Board Listed Companies," and the company's internal Information Disclosure Affairs Management System.

Relevant information is disclosed truthfully, accurately, completely, fairly, and promptly through the Juchao Information Network. The company designates "Securities Times" and "Securities Daily" as official outlets for regular report disclosures, ensuring equal access to information for all investors.

Intretech has established the Information Disclosure Affairs Management System and adheres strictly to its provisions. During the reporting period, there were no violations related to information disclosure by the company or its senior executives.

During the reporting period, the company disclosed:

- 4** regular reports
- 152** interim announcements

2 | Protection of Shareholders' Rights and Interests

Interests Intretech adheres to the Company Law of the People's Republic of China, the Articles of Association, and the Rules of Procedure for Shareholders' Meetings to ensure the standardisation of shareholder meeting procedures. The company utilises a combination of on-site and online voting, providing equal treatment to all shareholders, including separate vote counting on matters affecting the interests of small and medium-sized shareholders. Additionally, a special dialogue session between participating shareholders and the company's directors, supervisors, and senior executives is facilitated to ensure shareholders can exercise their rights effectively.

Intretech aims to fully protect the rights of small and medium-sized shareholders, ensuring their voices are heard and their participation in meetings is secured.

3 | Investor Communication

Intretech prioritizes maintaining strong investor relations and safeguarding long-term returns through diverse communication channels. These include:

- The company's official website investor relations section
- Investor hotline
- Investor communication mailbox
- Online performance briefings
- On-site exchange meetings
- Interactive platforms

The company regularly shares its latest operational results, development trends, and strategic planning through these channels, addressing investor concerns about business performance, financial conditions, and industrial layouts. Intretech actively participates in the "Enter the Listed Company" initiative organised by the Shenzhen Stock Exchange and the Listed Companies Association.

This event allows investors to visit the company, experience its products, and engage directly with senior management, providing an immersive understanding of the company's operations and market strategies.

In September 2023, Intretech hosted the "Yi Lu Feng Hua Qu Xiang Technology" Shenzhen Stock Exchange's visit to constituent companies event—Intretech Station.

During the reporting period, the company carried:

- 5** large-scale investor exchanges
- 228** communications via phone and email
- 115** inquiries on the Interactive Easy platform

4 | Actively Return to Investors

Continued Implementation of High Cash Dividend Ratios

Intretech places significant importance on delivering shareholder returns and has consistently upheld a high proportion of cash dividends, ensuring that shareholders share in the company's operational success.

Profit Distribution Plan for 2023: The company's 2023 profit distribution plan continues this approach, allocating a substantial portion of earnings to cash dividends, reflecting Intretech's commitment to rewarding investors for their trust and support.

Actively Implement Share Repurchases

In light of the company's promising future development prospects and the high recognition of its value, the Board of Directors initiated a share repurchase plan in April 2023.

This plan aims to enhance the company's long-term incentive mechanism and fully engage the enthusiasm of its core backbone and outstanding employees. The share repurchase plan was executed on February 7, 2024, resulting in the repurchase of 4,584,553 shares through centralised bidding transactions, representing 0.5875% of the company's total share capital at that time, with a total transaction amount of 69.9201 million yuan. As of the end of this reporting period, Intretech has implemented a total of three share repurchase plans since its listing, with the cumulative repurchase amount exceeding 371 million yuan.

Repurchase Year	Number of share repurchase programs launched	Repurchase amount (100 million yuan)
2019	1st time	1.01
2022	2nd time	2.00
2023	3rd time	0.70
Cumulative repurchase amount		3.71



Risk Management

In accordance with relevant laws and regulations, Intretech has developed the "Risk and Opportunity Response Management Procedure," which outlines crisis handling plans for various applicable scenarios and establishes an internal risk management system. This system enhances the company's ability to prevent risks while seizing opportunities. The risk management framework comprises several key components: establishing an internal control framework, planning risk management strategies, identifying and assessing risks, developing response plans, and monitoring and improving risk management practices. These measures ensure that various risks faced by the company can be identified promptly and managed effectively.

1 | Risk Management Internal Control Framework

Intretech has implemented a three-tiered risk control and defence system, clearly delineating responsibilities at each level:

- The First Line of Defence: Business and functional departments utilise efficient management tools to prevent business risks at the source, guided by proactive risk awareness and aligned business strategies.
- The Second Line of Defence: The risk management team conducts risk analysis and assessment, prepares risk management plans, formulates and implements response measures, and tracks the effectiveness of these measures.
- The Third Line of Defence: The internal audit department objectively evaluates and supervises the effectiveness of the first two lines of defence, ensuring comprehensive oversight of risk management practices.

2 | Risk Management Plan

Based on its internal and external environment, Intretech has comprehensively assessed its risk tolerance and clearly defined strategic goals for risk management. This approach aims to balance risks and opportunities, ensuring the steady development of the company. Additionally, the company has formulated a comprehensive risk management plan to systematically address potential risks and safeguard its long-term interests.

3 | Risk Identification and Response Measures

In alignment with the company's operational realities, Intretech has identified various risks it currently faces (mentioned in the right-side table).

The company has conducted a risk factor rating for these identified risks and has implemented corresponding prevention and control measures tailored to each risk factor. This proactive approach ensures that all identified risks are effectively monitored and managed.

Risk Category	Risky Projects	Countermeasures
Strategic Risks	Corporate governance risks	<ul style="list-style-type: none"> • Improve the corporate governance structure, establish and improve the internal control system, and ensure the independence and effectiveness of the board of directors and the board of supervisors. • Focus on shareholder rights protection and investor relations management.
	Risks of major exports of products	<ul style="list-style-type: none"> • Pay attention to the political and economic situation, trade policy, tariff policy, etc. of the exporting countries and regions. • International layout to meet customers' supply chain regionalisation, diversification and localisation needs, strive for more business opportunities and diversify business risks • Do a good job in the quality and environmental control, environmental protection and social responsibility system certification work required by the exporting countries for the company's products to ensure that they meet the relevant requirements of the exporting countries. • UDM business from domestic customers . Meanwhile, develop products and promote the market in multiple fields such as automotive electronics, smart manufacturing overall solutions, smart home, mold and parts manufacturing, etc., to increase the proportion of domestic sales.
Operational risks	Market competition risk	<ul style="list-style-type: none"> • Adhere to the business policy of high-end demand, high-end technology and high-end service, continuously strengthen the advantages of UDM intelligent manufacturing, and continue to maintain the leading edge of technological innovation. • International layout, building vertical integration capabilities of "parts + components + complete machines", promoting the "four modernisations" construction, and creating a global integrated supply chain system and a non-differentiated customer service system. • Implementing the global GMP plan to continuously attract new customers. • Continue to build the "Intretech Intelligent Manufacturing" brand and continuously expand brand awareness and international influence.
	Raw material price fluctuation risk	<ul style="list-style-type: none"> • Build a global integrated supply chain system, and create a safer, more flexible, efficient and transparent supply chain system; strengthen the localisation of supply chain construction in overseas smart manufacturing bases. • Establish strategic partnerships with suppliers and form a scientific and reasonable material preparation mechanism. • Reduce the impact of rising raw material prices on the company's performance through measures such as joint procurement, increasing the production and sales of new products, improving the yield rate of the entire process, improving the technology of old products, and replacing components.
	Climate change risks	<ul style="list-style-type: none"> • Identify important environmental factors and establish control mechanisms. • Strictly monitor the energy consumption of the company's various operating sites, especially high-energy-consuming operating sites. • Carbon emission calculation and monitoring, carbon emission reduction project planning. • Employees receive training on environmental management, energy conservation and carbon emission.

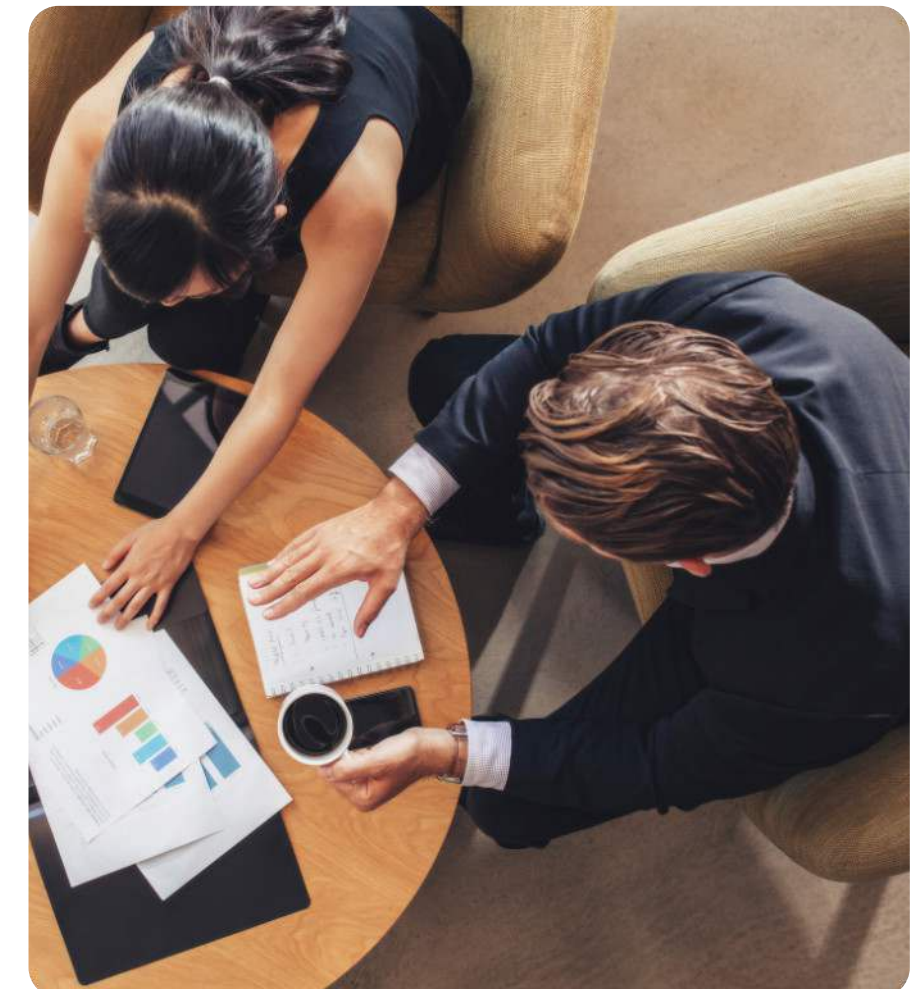
Risk Category	Risky Projects	Countermeasures
Strategic Risks	Labor relations risks	<ul style="list-style-type: none"> • Improve labor management system, standardise employment mechanism, and ensure legal and compliant employment • Build harmonious labor relations and actively maintain good communication with employees through multiple channels • Ensure that every new employee participates in the company's labor rights policy training, which includes interpretation of policies such as salary and benefits, attendance, etc.
Compliance Risk	Business ethics risk	<ul style="list-style-type: none"> • Build an anti-corruption management system, clarify the boundaries of responsibilities and powers, and standardise work processes • Integrity training strengthens employees' awareness of business ethics • Strengthen business ethics management supervision and post-event review
Information security risks	Security and confidentiality risks	<ul style="list-style-type: none"> • Upgrade the information security system and establish a complete information security monitoring system • Conduct information security audits and reports regularly to assess potential security risks in advance • Conduct regular employee safety and confidentiality training to enhance employee safety and confidentiality awareness
Financial risks	Exchange rate fluctuation risk	<ul style="list-style-type: none"> • Research and analyse exchange rate trends, set up an exchange rate risk management team, closely monitor changes in international foreign exchange prices, and reasonably carry out foreign exchange risk hedging work • Reduce and mitigate foreign exchange risks through global layout, international procurement, and new product repricing • Carry out foreign exchange hedging business according to actual business needs and exchange rate fluctuations
	Overseas investment risks	<ul style="list-style-type: none"> • Pay attention to the political and economic policies, foreign investment policies, exchange rate fluctuations, etc. of the country or region where the overseas investment is located, and take advantage of the favourable conditions in the country or region where the investment is located to carry out various businesses • Strengthen the internal control management, financial management and information construction of overseas subsidiaries, clearly define their business decision-making authority, improve the employee incentive mechanism, send excellent technical and management personnel to subsidiaries, and integrate the parent company's excellent management experience and culture into the operation and management of overseas subsidiaries.

4 | Risk Monitoring and Improvement

Intretech has established a comprehensive information communication channel that spans the entire risk management cycle, ensuring efficient and accurate risk supervision and facilitating continuous improvement at all levels of the risk structure.

During the reporting period, the company's internal audit department effectively coordinated the functions of internal control, risk control, and internal audit. This integration allowed the department to fulfil its independent supervisory responsibilities, concentrating on key risk areas such as social responsibility, capital activities, asset management, contract management, sales operations, procurement processes, and information security management.

The internal audit team continuously conducted in-depth analyses of the company's operational conditions and potential risks across various domains. Based on their findings, they provided targeted risk warnings and improvement recommendations. These efforts are designed to enhance value, improve organisational operations, increase the effectiveness of risk management practices, and strengthen governance processes, ultimately supporting the organisation in achieving its strategic goals.



Business Ethics

1| Requirements for Business Ethics

Intretech clearly states its business ethics standards in the "Business Ethics Management Procedures." The company is committed to adhering to the highest ethical standards in all business activities, explicitly prohibiting actions such as embezzlement, corruption, extortion, and unfair competition.

Intretech collaborates with employees and partners to foster an open and transparent corporate environment. In the event of any violations of these ethical standards, the company adopts a "zero tolerance" policy, which includes terminating the cooperative relationship with the offending personnel and pursuing legal action when necessary.

2 | Integrity, Anti-Corruption, and Complaints Reporting

The company places great emphasis on internal management and integrity commitments throughout its business dealings. Intretech has developed the "Integrity Management System" and the "Fraud Prevention Inspection Reporting System." All employees and suppliers are required to sign the "Employee Integrity and Self-discipline Commitment" and the "Partner Integrity Commitment," respectively.

The company regularly conducts internal fraud risk assessments to identify potential corruption risk points within each business unit and functional department. These assessments encompass various areas, including supply chain management, procurement processes, sales activities, and financial reporting. By employing a two-way mechanism of internal control review and interviews with employees and partners, Intretech effectively prevents and controls fraud risks.

The audit department has established a transparent reporting channel for all employees, customers, partners, and suppliers. It ensures that all reporting information is registered truthfully and that any reported clues are handled according to the principles of independence, objectivity, and fairness.

Whistleblowers who provide significant contributions to case investigations are rewarded accordingly. The company guarantees the confidentiality of whistleblower information, and cases are handled discreetly by designated auditors. Any form of discrimination or retaliation against whistleblowers is met with a "zero tolerance" policy.

Data Display: During the reporting period, the company confirmed 2 fraud cases through internal audit involving the misappropriation of company assets. The relevant personnel have been transferred to judicial authorities for prosecution and dismissed in accordance with company regulations, with no major risks involved. Additionally, there were no litigation cases involving corruption related to the company or its employees.



3 | Building a Culture of Integrity

Integrity Intretech actively promotes integrity among management, sensitive positions, new employees, and suppliers. The company comprehensively publicises the requirements of its corporate integrity culture through various initiatives, including integrity commitment letters, training sessions, and integrity booths.

- Different integrity training sessions and questionnaire tests are conducted for management, sensitive positions, and new employees.
- Interactive integrity booths are established to facilitate learning and promote corporate integrity culture requirements.
- Integrity culture is promoted daily through posters and bulletin boards in the factory area.
- Suppliers are regularly screened for visits, and integrity interviews and promotions are conducted.
- Supplier integrity advocacy conferences are held to communicate integrity requirements to suppliers.
- During each festival, integrity promotion notices are issued to all employees, reinforced at management meetings, and communicated to all suppliers via the company's self-developed supplier management platform.
- Fraud cases are reported to raise awareness among employees and serve as warnings.
- The "Sunshine Intretech" official WeChat account is utilised to promote the company's integrity requirements and enhance reporting channels.

Data Display: During the reporting period, the company organised 5 integrity training sessions for internal employees and suppliers, issued 12 integrity promotion announcements, and conducted 8 special anti-fraud audit training sessions organised by the Audit Department.

Company Reporting Process

- Receive report, log information, and confirm the completeness and eligibility of the report for acceptance.
- Conduct preliminary investigation to identify relevant departments and personnel.
- Initiate a formal investigation, conduct further verification and examination of the report details to ensure accuracy and authenticity.
- Collect evidence, obtain investigation results, and assess the severity of the situation to determine if it needs to be handed over to public security authorities.
- Report the investigation results to the audit committee and the informant, and implement reward or punishment as per policy.





Personnel training and awareness

To ensure effective implementation of the information security management system, the company provides regular training and awareness programs for all employees. This includes:

- **Mandatory Training:** All employees undergo mandatory information security training upon hiring and participate in annual refresher courses.
- **Targeted Training:** Specialised training sessions are conducted for staff in sensitive positions, focusing on data protection, cybersecurity protocols, and incident response procedures.
- **Awareness Campaigns:** The company runs awareness campaigns, utilising posters, newsletters, and online resources to promote best practices in information security and privacy protection.



Security operations mechanism

The company has developed a robust security operations mechanism that includes:

- **Incident Response Plan:** An incident response plan is in place to address information security breaches promptly and effectively. This plan outlines roles and responsibilities, communication protocols, and recovery processes.
- **Continuous Monitoring:** The company employs continuous monitoring of information systems to detect and respond to potential threats in real-time.
- **Regular Audits and Assessments:** Periodic security audits and assessments are conducted to evaluate the effectiveness of the information security management system and identify areas for improvement.



Privacy protection measures

To protect personal and sensitive information, the company has implemented various privacy protection measures, including:

- **Data Encryption:** Sensitive data is encrypted both in transit and at rest to prevent unauthorised access.
- **Access Controls:** Strict access controls are enforced to ensure that only authorised personnel can access sensitive information.
- **Privacy Impact Assessments:** Regular privacy impact assessments are conducted to evaluate how personal data is handled and to identify any potential risks to privacy.



Compliance and reporting

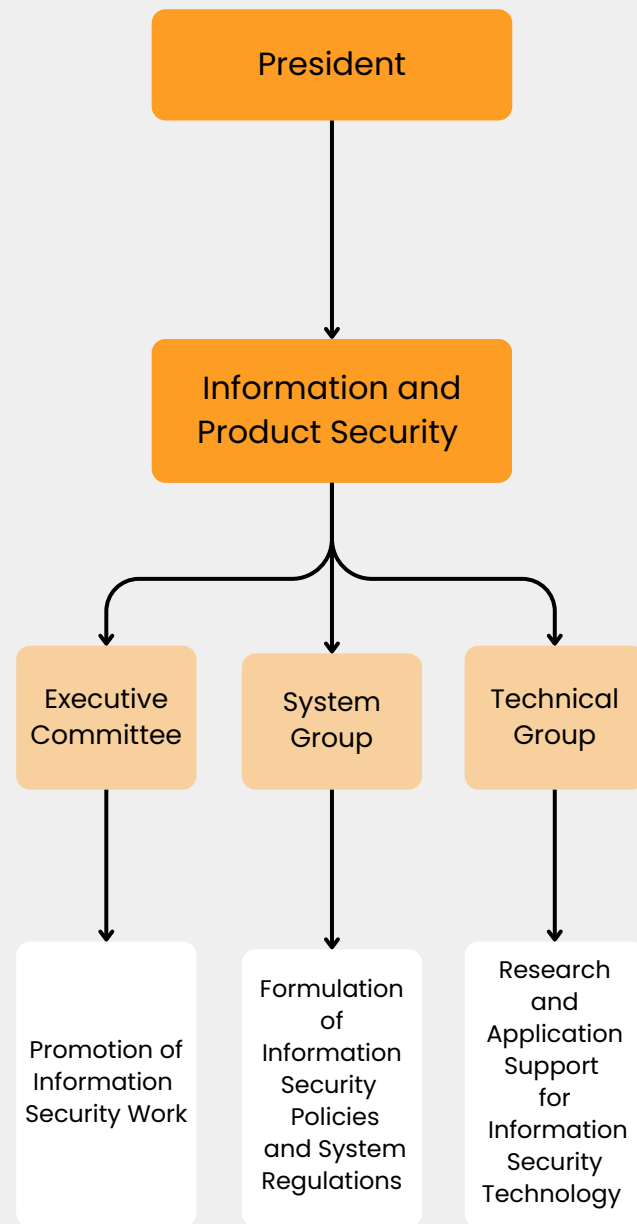
The company is committed to compliance with relevant information security and privacy regulations. It has established clear reporting channels for employees and stakeholders to report any information security incidents or concerns. Regular reports on information security performance and incidents are provided to senior management to ensure transparency and accountability.

Data display: During the reporting period, the company conducted 10 information security training sessions, responded to 3 information security incidents, and successfully resolved all incidents without any data breaches impacting customer information.



Building a community of continuous learning and professional growth.

Yingqu Technology Information Security Governance Organisational Structure Diagram



Continuous Improvement of the Information Security Management System

We are committed to the continuous enhancement of our information security management system (ISMS). This includes the formulation and publication of essential documents such as:

- ISMS Management System Manual: Outlining our approach to managing information security and ensuring compliance with applicable laws and regulations.
- Product Safety Area Control Procedure: Establishing protocols for safeguarding product-related information and ensuring secure handling within designated areas.
- Human Resources Safety Management Procedure: Defining responsibilities and protocols related to personnel security, including background checks and training on information security practices.
- Information Security Incident Management Procedure: Detailing the steps for identifying, reporting, and responding to information security incidents, ensuring a prompt and effective response.

By institutionalising these policies, strategies, standard systems, and guidance documents, we ensure the security of our information assets, as well as those of our customers and business partners.



Information Security Incident Response Mechanism

Intretech has established a comprehensive information security incident response and emergency disposal mechanism, which includes:

- Security Incident Reporting and Handling Procedures: These procedures outline the steps for reporting and addressing any security incidents, ensuring prompt action and clear communication across the organisation.
- Information Security Emergency Plan Management System: This system provides a structured approach to managing emergencies related to information security, ensuring that our team can respond quickly and effectively to various security incidents.

To further bolster our information security posture, our management system undergoes regular audits each year. This proactive approach helps us identify potential vulnerabilities and enhance our response capabilities.



ISO 27001 Certified to Xiamen, Malaysia and Hungarian Intretech. These certifications highlight our commitment to maintaining robust information security standards across our global operations.

1 | Information Security Management Highlights

- Business Continuity: Expand the scope of the drill from the core nodes of key businesses to all key business nodes, including network failures, physical equipment failures, data loss due to hacker intrusions, etc.
- Safety Audit: Regularly conduct vulnerability scanning, penetration testing, third-party and internal audits, and complete more than 100 improvement projects
- Data Security: The equipment coverage is expanded to the entire confidentiality zone, achieving full coverage of the confidentiality zone without exception
- Safety Promotion: Information security training for new employees, promotion via emails simulating phishing websites
- Information desensitisation: Limit the time limit of external personnel's permissions to strengthen the protection of manufacturers' and customers' privacy data

Data display:

- As of the end of 2023, a total of three Intretech subsidiaries have successfully passed the ISO 27001 certification, marking an increase of one subsidiary from the previous year. This certification demonstrates our commitment to maintaining high standards of information security management and enhancing trust among our stakeholders.
- During the reporting period, Intretech successfully avoided any information leakage incidents, demonstrating the effectiveness of our information security measures and incident response protocols

2 | Information security training

In order to enhance the information security awareness of all employees, the company has stepped up information security publicity and organised all employees to carry out information security education courses, covering multiple areas such as security and confidentiality systems, product information security, system security operations, and network security.

These trainings are designed to help employees understand information security knowledge, prevent information security risks, cultivate security and confidentiality awareness, and improve the information security protection capabilities of professionals.

Data display: During the reporting period, the company conducted 17 information security training sessions with a total training time of 43 hours, covering 1,287 employees.

3 | Privacy protection

The company adheres to customer confidentiality agreements, ensuring information security.

At the same time, the company requires all suppliers to sign the "Confidentiality Agreement", comply with the confidentiality of relevant information, and constrain their behaviour with the "Supplier Code of Conduct".



Information Security Training and Awareness Programs

To bolster the information security culture within the organisation, Intretech places a strong emphasis on employee training and awareness initiatives. We have implemented a comprehensive information security training program that includes:

- **Course Coverage:** Our training curriculum addresses a range of critical topics, including security and confidentiality systems, product information security, system security operations, and network security. These sessions aim to equip employees with the knowledge necessary to recognise and mitigate information security risks.
- **Goals:** The training programs are designed to help employees:
 - Understand essential information security principles.
 - Prevent information security risks.
 - Cultivate a strong sense of security and confidentiality.
 - Enhance the information security capabilities of relevant professionals.

Data display: During the reporting period, Intretech conducted a total of 17 information security training sessions, accumulating 43 hours of training time, with participation from 1,287 employees. This effort underscores our commitment to fostering a security-conscious workforce.

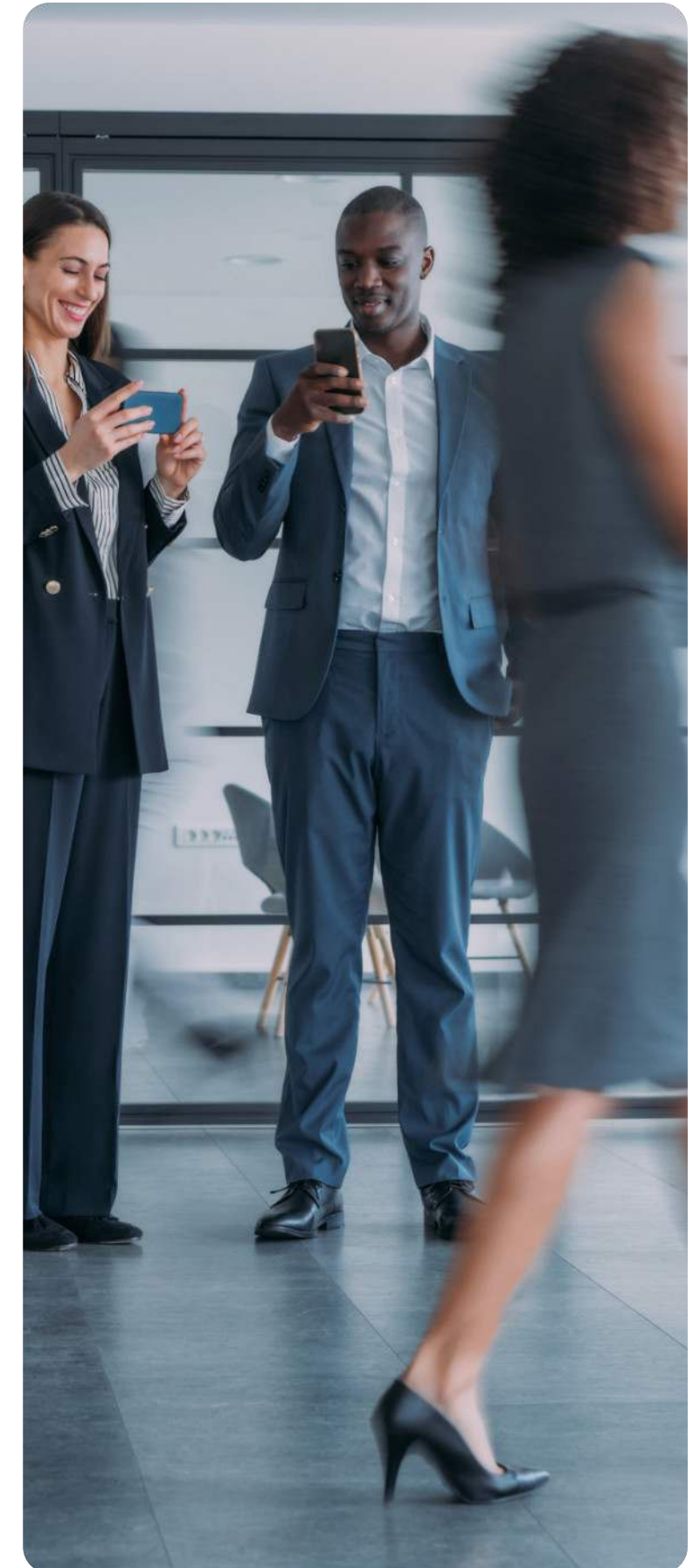


Privacy Protection Measures

Intretech is committed to safeguarding customer business information and upholding the highest standards of privacy protection. Our measures include:

- **Adherence to Confidentiality Agreements:** We strictly follow the terms outlined in our customers' "Confidentiality Agreements," ensuring that all company activities align with their information security and confidentiality requirements.
- **Management of Customer Information:** We standardise the management of customer privacy and project information to prevent any leakage, loss, or unauthorised access.
- **Supplier Compliance:** All suppliers are required to sign a "Confidentiality Agreement" and adhere to the confidentiality of pertinent information. Additionally, they must comply with the "Supplier Code of Conduct," which outlines expected behaviours and practices regarding information security.

These proactive steps reflect Intretech's dedication to maintaining customer trust and protecting sensitive information throughout our operations.





Privacy Protection Measures

Hierarchical management

- Information classification and identification: Classify and identify information according to customer requirements and company regulations
- Differentiated protection: formulate corresponding protection measures according to the level of information
- Regular evaluation and adjustment: Regularly evaluate information levels and adjust classification and protection measures based on business development and changes in the external environment.

Access Rights

- Principle of least privilege: Ensure that each user has only the minimum set of permissions required to complete their work.
- Authentication and authorisation: Computer users should use standardised usernames and passwords, ensure that passwords are not disclosed to irrelevant or unauthorised personnel, and meet complexity standards.

People Management

Security awareness training: Regularly conduct information security and privacy protection training and assessment for employees to improve security awareness.

Confidentiality agreement and accountability: Sign a confidentiality agreement with all employees to clarify confidentiality responsibilities and consequences of violations.

Asset Management

Asset inventory and classification: Create a detailed asset inventory, including all information assets such as hardware, software, and data.

Asset management process: Develop a full-process management system for asset procurement, use, maintenance, and scrapping to ensure the physical and logical security of assets and prevent unauthorised access and use

Data display: During the reporting period, Intretech had no substantiated complaints involving violations of customer privacy and loss or disclosure of customer information.

Tax Strategy

In the face of an ever-evolving international landscape characterised by political changes, global market fluctuations, and complex macroeconomic conditions, Intretech is committed to a robust global development strategy. Our tax strategy is built upon the following principles:

- **Compliance with Tax Laws:** We are dedicated to fully complying with the tax laws, regulations, and rules applicable in all jurisdictions where we operate. This includes submitting all necessary tax returns and disclosing relevant information in a timely manner.
- **Fulfilment of Tax Obligations:** Intretech strictly fulfils its taxpayer obligations and accepts the supervision of local authorities. We understand the importance of corporate responsibility and actively assume our role in the community.
- **Dedicated Tax Department:** We have established a specialised tax department that focuses on strengthening the management of the entire tax process. This department is responsible for:
 1. Accumulating knowledge and training tax professionals to ensure our team is well-equipped to handle tax-related matters.
 2. Recognising the critical role of effective tax management in supporting our global strategy and international operations.
- **Annual Tax Audits:** Intretech engages reputable audit institutions to conduct annual tax audits, ensuring that our tax practices align with applicable laws and best practices.
- **Comprehensive Tax Analysis:** In the face of significant and complex tax-related matters, we coordinate internal resources to conduct thorough tax analyses. When necessary, we collaborate with external professional institutions to obtain expert opinions and guidance.
- **Transparency and Communication:** Upholding principles of transparency and trust, we actively maintain open lines of communication with tax authorities. Our goal is to foster and sustain an equal, harmonious, and stable relationship with these entities, which is essential for our operational integrity and corporate reputation.

Through these strategic initiatives, Intretech aims to not only meet its tax obligations but also to contribute positively to the communities in which we operate, reinforcing our commitment to corporate social responsibility.



Green Development

Response to Environmental Risks

Carbon Targets and Action Paths

Greenhouse Gas Emissions and Energy Management

Energy Management and Low-Carbon Energy-Saving Transformation

Pollutant Management

Green Products





Green Development

Intretech is committed to minimising the environmental impact of its product manufacturing and operations through a comprehensive set of measures. In alignment with national strategies for ecological civilisation and the ambitious "dual carbon" goals, we promote green and low-carbon development.

“ We integrate environmental stewardship into manufacturing and supply chain operations.. ”

This commitment is realised through the improvement of processes, upgrading of production equipment, optimisation of energy structures, and enhancement of production efficiency. Our efforts support sustainable development and contribute to a greener, energy-saving future.

Commitment to Sustainability

Intretech recognises the critical importance of green and low-carbon development in the face of escalating global climate change and environmental challenges. As a socially responsible company, we actively respond to the international community's call for sustainable practices, integrating innovative technology and scientific management into our operations. This approach allows us to forge a path toward green development that aligns with contemporary trends and reflects our corporate responsibility.

Environmental Management System

Intretech demonstrates a strong commitment to environmental protection through adherence to key legislation, including:

- Environmental Protection Law of the People's Republic of China

- Law on the Prevention and Control of Air Pollution
- Law on the Prevention and Control of Water Pollution

To ensure compliance with legal requirements and environmental standards, we have established a comprehensive environmental management system. This includes:

Developing a series of environmental management procedures,

such as:

- Environmental Management Procedures
- Chemical Hazardous Materials Management Procedures
- Hazardous Substances Management Procedures
- Public Health and Accommodation Management Procedures

Forming an environmental management team, led by the Sustainable Development Management Committee, which collaborates with various departments including administration, engineering, procurement, technology, manufacturing, and processes to ensure effective implementation of environmental management practices.

Certifications

As of the end of the reporting period, 14 subsidiaries of Intretech have achieved ISO 14001 environmental management system certification, reinforcing our commitment to high environmental standards and continuous improvement in our operations.

Through these initiatives, Intretech strives to lead in green and low-carbon management, contributing positively to the environment and society while achieving sustainable growth.

Response to Environmental Risks

Intretech is dedicated to actively managing and mitigating environmental risks to ensure sustainable operations and safeguard the environment. To enhance our response to potential environmental hazards, we have implemented a comprehensive framework that includes the following key components:



Risk Identification and Management Procedures

- **Documentation:** We have developed essential documents, including the "SERRisk Identification, Evaluation and Management Procedures" and the "Risk and Opportunity Response Measures Management Procedures." These documents are tailored to our operational realities and are instrumental in guiding our risk management practices.
- **Hidden Danger Investigation:** Our hidden danger investigation mechanism has been strengthened, allowing us to proactively identify potential environmental risks associated with our operational activities, products, and services. We maintain a list of environmental safety risks, which helps in tracking and addressing issues systematically.



Environmental Safety Risk Control

- **Assessment Team:** The risk and opportunity assessment team is responsible for identifying and evaluating environmental risks. This team conducts thorough investigations and establishes rectification records to ensure that all departments address and rectify identified issues promptly.

Control Notice Boards: To enhance awareness and management of environmental safety risks, we have established environmental safety risk control notice boards in critical areas, including:

- Storage areas
- Domestic sewage facilities
- Hazardous chemical warehouses
- Rainwater outlets

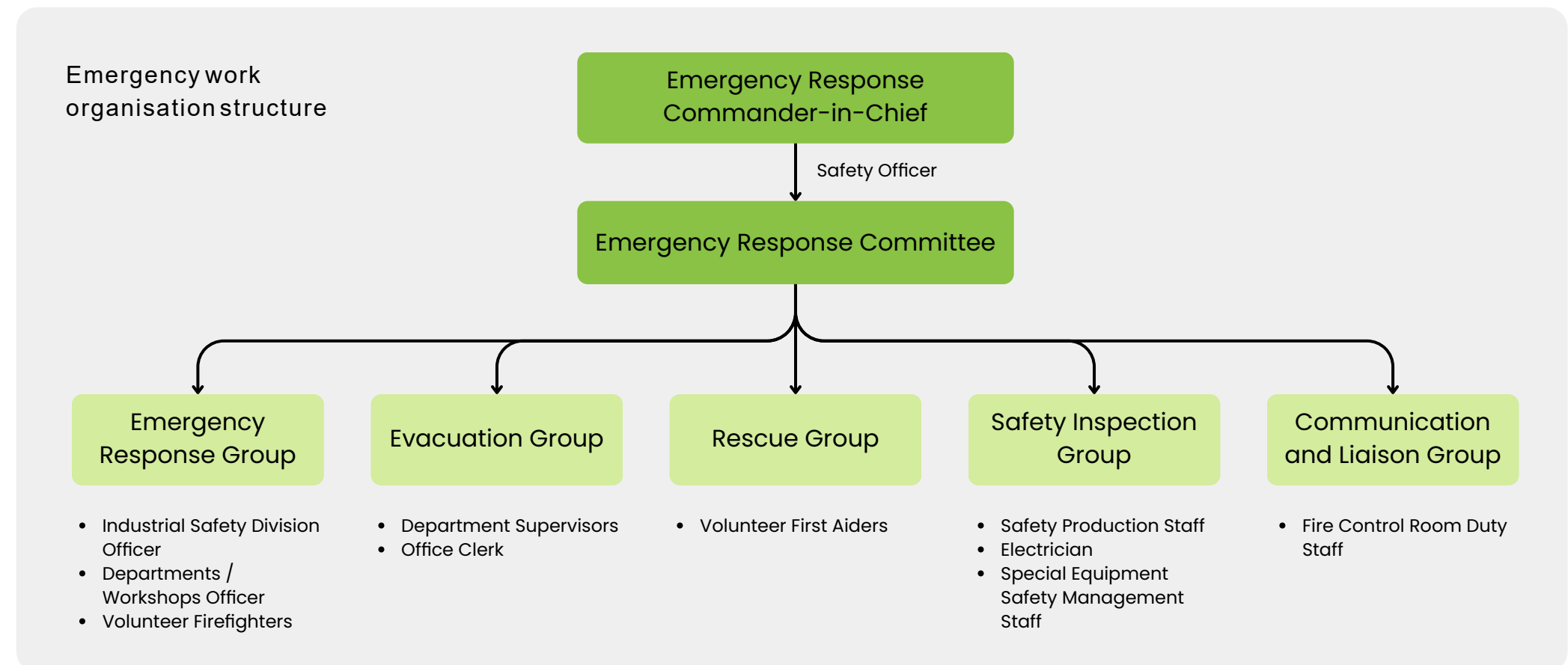


Our approach to environmental safety focuses on proactive measures and readiness to address potential risks, ensuring operational resilience and community well-being.



Emergency Preparedness

- **Emergency Plan Management:** We have formulated the "Emergency Plan Management Procedure" and established an Environmental Health and Safety Emergency Committee. This committee is tasked with preventing potential environmental, health, and safety accidents.
- **Quick Response Capability:** The committee is equipped to respond quickly, minimising losses and environmental impact.



Carbon Targets and Action Paths

To combat global warming effectively and align with international climate commitments, Intretech has embraced the Science Based Targets initiative (SBTi) framework. In July 2024, we formally submitted our carbon reduction targets for verification. These targets are aligned with our commitment to achieving dual carbon goals and represent a strategic approach to managing our greenhouse gas emissions across our operations and supply chains.



Science-based targets

Intretech's science-based targets are designed to reduce greenhouse gas emissions significantly over time, reflecting our commitment to sustainability and climate responsibility:

- Scope 1 and 2 Emissions: By 2033, we aim to achieve a 54.6% reduction in absolute greenhouse gas emissions (Scopes 1 and 2) compared to our 2022 base year.
- Scope 3 Emissions: By 2033, our goal is to decrease Scope 3 greenhouse gas emissions per 10,000 RMB of added value by 1.07% relative to the 2022 base year.

54.6% reduction target in greenhouse gas emissions.

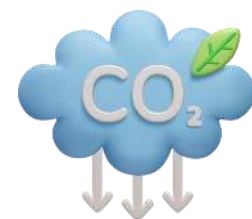
Greenhouse Gas Emissions and Energy Management

Greenhouse Gas Emissions Management Intretech is dedicated to supporting national dual carbon goals (the "3060" initiative) and advancing ecological civilisation. Our carbon reduction strategy incorporates several essential elements:



Customer-Oriented Approach

We adopt a customer orientation in our carbon reduction efforts, implementing differentiated management and targeted satisfaction to meet diverse client requirements.



Emission Reduction Targets

We have established company-level emission reduction targets and are implementing refined carbon emission management practices at each operational location. Our goal is to achieve carbon peak within our operational boundary by 2030 and reach carbon neutrality by 2050.

Carbon Emission Inventory To ensure effective carbon management, Intretech conducts thorough inventories of Scope 1, Scope 2, and Scope 3 emissions, enabling us to understand and monitor our carbon footprint comprehensively. Key initiatives include:

- Global Inventory Completion: This year, we completed a carbon emissions inventory across various branches and subsidiaries globally, including locations in Xiamen, Malaysia, Hungary, Zhangzhou, Suzhou, Shanghai, and Ningbo.
- Training and Capacity Building: In this process, 25 employees successfully obtained certificates from the ISO 14064-1:2018 greenhouse gas internal auditor training course, enhancing our internal capabilities for carbon management and inventory.



Preparedness is key to mitigating risks effectively. Intretech's comprehensive emergency response system ensures quick and coordinated action to protect people, assets, and the environment.

type	unit	2022 SBT Boundary	2023 SBT Boundary
Range 1	tCO _{2e}	1,164.27	1,070.25
Range 2	tCO _{2e}	33,487.22	31,392.87
Range 3	tCO _{2e}	1,404,887.00	1,295,406.22
Scope 3 greenhouse gas emissions intensity	tCO _{2e} /10,000 yuan	10.41	11.21
Total emissions (scope 1, 2 and 3)	tCO _{2e}	1,439,538.49	1,327,869.34

Note: This data covers all subsidiaries within the Intretech SBT boundaries.

Energy Management and Low-Carbon Energy-Saving Transformation



Smart Energy Management

At Intretech, we leverage our proprietary UMS (Unified Management System) technology to enhance our energy management processes by integrating them with smart park management systems. This innovative approach allows us to achieve comprehensive online monitoring and management of our energy consumption. Key elements of our Smart Energy Management strategy include:

- **Real-Time Monitoring:** The UMS intelligent control system provides real-time data on energy consumption across our facilities, enabling precise tracking of usage patterns and identification of inefficiencies.
- **Energy Consumption Management:** With all-around energy consumption management, we can optimise energy usage, reducing waste and improving overall operational efficiency.

- **Cost Reduction:** By enhancing our energy efficiency, we significantly lower our operating costs, allowing us to reinvest savings into sustainable initiatives and technological advancements.

Sustainable Development: Our commitment to smart energy management supports our broader sustainability goals, contributing to reduced carbon emissions and promoting environmentally responsible practices



Renewable Energy Utilization

Intretech recognises the critical role that renewable energy plays in achieving our carbon neutrality goals. We are actively working to increase the share of clean energy in our operations and significantly reduce carbon dioxide emissions through various initiatives. Key initiatives include:

- **Rooftop Photovoltaic Construction:** We have intensified our efforts in the installation of rooftop photovoltaic systems across our smart manufacturing bases, including facilities in Malaysia, Hungary, Zhangzhou, and Shanghai. This initiative aims to harness solar energy to power our operations.
- **Green Electricity Purchasing:** In addition to generating renewable energy onsite, we also procure green electricity directly. During the reporting period, we purchased 2,045 MWh of green electricity to complement our renewable energy generation efforts.

- **Carbon Emission Reduction:** Our renewable energy initiatives have collectively reduced carbon emissions by a total of 2,713.14 tons of CO₂e. This achievement reflects our commitment to minimising our environmental footprint and contributing to a more sustainable future.
- **Photovoltaic Capacity Growth:** As of the end of 2023, the total installed photovoltaic capacity across all smart manufacturing bases has reached 2.36 MW. We have ambitious plans to further expand our photovoltaic capacity by an additional 11.06 MW in the near future, enhancing our ability to generate clean energy and reduce reliance on fossil fuels.



Low-Carbon Energy-Saving Transformation

As a manufacturing enterprise, Intretech prioritises green energy conservation, low carbon emissions, and high efficiency as vital components of our sustainable development strategy. In 2023, we have continued to implement comprehensive energy-saving and consumption-reduction measures aimed at effectively lowering energy usage while promoting a greener lifestyle. The key measures include:

Energy Efficiency Upgrades:

- Investments in upgraded machinery and optimised production systems have improved energy efficiency. This includes replacing older equipment with state-of-the-art technology that consumes less energy while maintaining or enhancing production capacity.
- Implementing variable frequency drives (VFDs) in motors to optimize energy use based on real-time demand.

1 Process Optimisation:

- Continuous improvement of production processes through lean manufacturing principles to minimise waste and enhance energy efficiency.
- Regular audits and assessments of energy consumption patterns to identify areas for further optimisation.

Employee Engagement and Training:

- Conducting training programs to raise awareness among employees about energy-saving practices and encourage participation in sustainability initiatives.
- Implementing incentive programs to reward teams and individuals who demonstrate significant energy-saving achievements.

Building Management Systems (BMS):

- Utilising advanced building management systems to monitor and control energy usage in our facilities. This includes optimising heating, ventilation, air conditioning (HVAC) systems, and lighting based on occupancy and usage patterns.

Waste Heat Recovery:

- Installing systems to capture and reuse waste heat generated during manufacturing processes, reducing overall energy consumption and increasing efficiency.
- Exploring opportunities for combined heat and power (CHP) systems to maximise energy recovery.

Sustainable Supply Chain Practices:

- Collaborating with suppliers to ensure that they adhere to sustainable practices and optimise their energy use, contributing to the overall reduction of carbon emissions throughout our supply chain.
- Promoting the use of recycled and eco-friendly materials in production processes.

Monitoring and Reporting:

- Establishing robust monitoring systems to track energy consumption and savings, enabling data-driven decision-making and transparent reporting of our energy-saving initiatives.
- Regularly reviewing our energy performance and setting new targets to ensure continuous improvement in energy efficiency.



Intretech Hungary Kft. VP and Sunnic CTO attended the opening ceremony of the photovoltaic storage and charging smart power station



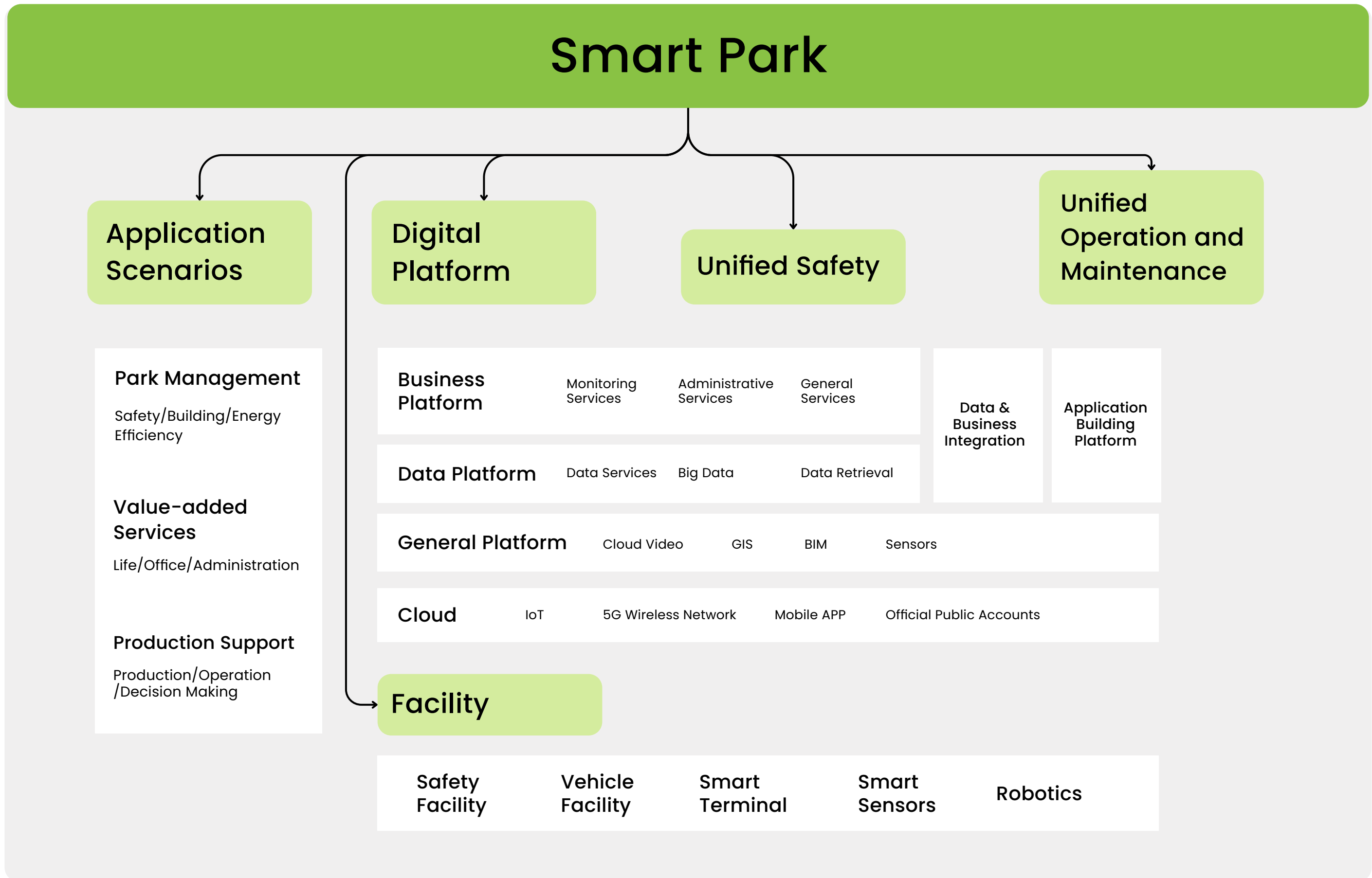
Intretech Hungary Kft. also jointly built the first overseas solar-storage-charging smart power station with Shanghai Sunnic new energy technology Co., Ltd. This project marks an important milestone in the company's layout in the European new energy market.

Green Development - (II) Greenhouse Gas Emissions and Energy Management

Key area monitoring	Key load monitoring	Energy consumption early warning system
<p>Production Plant</p> <ul style="list-style-type: none"> Real-time regional energy consumption monitoring Equipment operating status monitoring Real-time energy consumption analysis <p>Office Area</p> <ul style="list-style-type: none"> Realise energy consumption monitoring in key areas within the park Identify abnormal energy consumption 	<p>Illumination</p> <ul style="list-style-type: none"> Real-time load energy consumption monitoring Load Management Control Real-time energy consumption analysis <p>Air conditioner</p> <ul style="list-style-type: none"> Realise energy consumption monitoring of key equipment in the park Peak power protection 	<p>Real-time warning</p> <ul style="list-style-type: none"> Prefabrication energy consumption warning value Automatically send out alarm messages <p>Information Reader</p> <ul style="list-style-type: none"> Understand energy consumption status in time Identify and adjust electricity consumption structure

Refined operation, energy saving and consumption reduction, building a green, low-carbon and energy-saving park

Application Scenario	Solution	Business Value
<p>Mainly used in offices, production, and data centres;</p> <ul style="list-style-type: none"> Energy consumption statistics for key areas and equipment are not in place Low level of informatization of energy-consuming units Unable to identify abnormal energy consumption in time 	<p>Realise energy consumption monitoring and management of key areas and key equipment in the park based on big data technology</p>	<ul style="list-style-type: none"> Real-time statistics of energy consumption data Monitor abnormal power usage behaviour Provide optimisation and improvement measures



Energy consumption type	Control scheme
Clean Energy	<ul style="list-style-type: none"> All branches and subsidiaries actively carry out rooftop photovoltaic construction to make full use of solar energy for power generation. Upgrade the lighting system of the smart manufacturing base and replace high-energy-consuming lighting equipment with solar street lights. A total of 80 lights were replaced, which can save 9,033.75 KW·hof electricity per year.
Central air conditioning electricity	<ul style="list-style-type: none"> Use high-grade energy-saving central air-conditioning, integrate linkage and intelligent frequency conversion for control. When the indoor temperature approaches or reaches the set target temperature, the air conditioning system will automatically stop the refrigeration cycle; when the temperature rises above the preset range, it will automatically start refrigeration and temperature adjustment to avoid long-term operation and save electricity.
Air compressor electricity	<ul style="list-style-type: none"> Use variable frequency energy-saving air compressor: accurately match the output power according to the actual demand to avoid high voltage waste. Soft start control greatly reduces the starting current, thereby reducing the voltage shock faced by the equipment at startup, protecting the compressor and extending its service life.
Electricity for offices, workshops, and dormitories	<ul style="list-style-type: none"> All lamps are energy-saving LED lamps. UMS intelligent control system is used to automatically turn off the power of lamps at fixed time (such as lunch break time, night time) to avoid people forgetting to turn off the power.
Power Optimisation	<ul style="list-style-type: none"> Recover waste heat from air compressors to supply hot water to canteens and dormitories, saving a total of RMB 136,300 and 255,806.00KW·h of electricity in 2023. Set up exercise days to encourage employees to climb stairs every Tuesday and Friday to reduce elevator electricity consumption.

Pollutant Management

Intretech is committed to stringent pollutant management and has developed a comprehensive system for managing pollutants across its operations. We regularly engage qualified external units to conduct compliance testing on waste gases in ambient air and environmental noise at factory boundaries across various projects and production sites. Our proactive approach ensures that we minimise water consumption, wastewater, and waste gas emissions, complying with all relevant environmental regulations.



Waste Gas Management

Intretech strictly adheres to the "Law of the People's Republic of China on the Prevention and Control of Air Pollution" and other national regulations. Each smart manufacturing base undergoes at least one exhaust gas monitoring audit by a third-party organisation annually to ensure compliance with air pollutant discharge regulations, including nitrogen oxides, sulphur oxides, and particulate matter.

The primary sources of waste gases in our operations include kitchen fumes, smoke from welding solder paste, and automobile exhaust. Our strategies for managing these emissions include:

- Electric Forklifts and New Energy Vehicles: We have replaced traditional vehicles with electric forklifts and new energy commercial vehicles to significantly reduce exhaust emissions.

- Welding Fume Control: We adhere to the requirements of environmental impact assessments by implementing effective exhaust gas treatment measures. We have installed welding fume collection systems that capture fumes at their source and lead them through dust removal technologies, achieving a dust removal efficiency of over 90%.
- Kitchen Fume Management: Our environmentally friendly electric heating system treats kitchen fumes using a purifier before they are discharged through the chimney, minimizing their environmental impact.



Waste Management:

Intretech complies with the "Law of the People's Republic of China on the Prevention and Control of Environmental Pollution by Solid Waste" and other applicable regulations. We have established management systems, such as the "Solid Waste Classification and Disposal and Packaging Recycling Management Procedures," to ensure effective waste management. Our key initiatives include:

- Waste Reduction at Source: We continuously improve production processes to minimize waste generation from the outset.
- 100% Recycling of General Solid Waste: All general solid waste, including packaging materials and plastics, is recycled, while hazardous waste is managed according to established systems and transferred to qualified treatment facilities.
- Hazardous Waste Compliance: We ensure that all hazardous waste is handled according to relevant regulations and transferred 100% to qualified units for treatment.



Water Resources and Wastewater Management

Intretech's water use primarily consists of domestic and fire-fighting water. We strictly follow the "Water Law of the People's Republic of China" and other applicable regulations, having established "Water Conservation, Electricity Consumption, and Office Supplies Management Procedures." Our water management practices include:

- **Water-Saving Initiatives:** We promote water conservation activities, including the installation of sensor faucets and conducting water-saving training sessions for employees.
- **Wastewater Management:** Our wastewater, primarily domestic, is monitored and treated to remove pollutants such as suspended solids, ammonia nitrogen, and animal and vegetable oils.
 - **Routine Monitoring:** Administrative and engineering departments routinely monitor the operation of domestic wastewater treatment systems to ensure compliance with relevant standards.
 - **External Audits:** Each plant undergoes at least one wastewater monitoring audit conducted by a third-party organisation each year.
 - **Effluent Discharge:** After treatment in septic tanks, domestic wastewater is discharged into the municipal sewage network, subsequently processed by a water purification plant.



Noise Management

Intretech takes noise management seriously and operates in compliance with the "Environmental Noise Emission Standards for Industrial Enterprises" (GB 12348-2008). Our approach to managing noise pollution includes the following key strategies:

- **Reasonable Arrangement of Noise Sources:** We have conducted thorough assessments of our facilities to strategically position noise-generating equipment and operations. This proactive planning minimises the impact of noise on the surrounding environment.
- **Effective Mitigation Measures:** For key noise sources, we implement various effective measures such as:
 - **Isolation Techniques:** We use physical barriers and structural modifications to isolate noisy equipment from sensitive areas.
 - **Shock-proofing:** Vibration-damping materials are employed to reduce noise generated by machinery.
 - **Noise Reduction Technologies:** We incorporate noise-absorbing materials and advanced technologies in machinery design to further diminish sound levels.
- **Annual Noise Monitoring Audits:** Each of our plants is required to undergo at least one noise monitoring audit conducted by a qualified third-party organisation each year. This ensures that noise levels at the plant boundaries comply with established standards.



Green Products

As an intelligent manufacturing company operating in the global market, Intretech is committed to fulfilling its environmental responsibilities and promoting innovation in green products. Since our establishment, we have adhered to a quality and environmental policy that emphasises "green production, prevention first; honest management, cooperation, and mutual benefit." This commitment to sustainable development is deeply embedded in our daily operations and management practices. Our goal is to continuously launch green products that meet environmental standards and align with market demand, thereby minimising our environmental impact while promoting economic growth and achieving a balance of economic and environmental benefits.



1 | Green Chemicals

Intretech recognises the potential risks posed by chemicals to the ecological environment and human health. Therefore, we are dedicated to advancing green chemical initiatives and collaborating with suppliers to implement a comprehensive chemical management strategy throughout the production process and product composition. Our commitment involves reducing chemical-related risks to the lowest possible level through sophisticated control measures across the entire product life cycle, including design, procurement, manufacturing, sales, end use, and disposal. This ensures the protection of both the planet and human health.



Dedicating our sustainable engineering practices throughout development to create products that minimise environmental impact, keeping in check the accounts of complete recycling and disposal.



1.1 | Full Life Cycle Management of Hazardous Substances

In alignment with local environmental laws, industry standards, and customer requirements, Intretech has established a "Hazardous Substance Management Procedure" document. This framework includes the following key components:

- **Hazardous Substance Control List:** We have developed a detailed list of hazardous substances that require careful monitoring and management.
- **Hazardous Substance Evaluation:** All products undergo evaluation to identify hazardous substances, ensuring compliance with regulations such as RoHS and REACH at crucial stages including design and development, chemical procurement, incoming material testing, production, and finished product shipment.

- **Material Change Process:** When materials change, the change department must apply according to the established change process. The responsible department is tasked with reviewing and confirming the technical reliability of the product, parts, and materials, and verifying that their hazardous substance information meets the requirements of the Hazardous Substance Control List before inclusion as a usable item.
- **Documentation and Record Keeping:** All change review results must be documented in writing and securely preserved to ensure traceability and compliance.

Hazardous Substance Management Process

The comprehensive management process includes:

- **Identification and Evaluation:** Systematic identification of hazardous substances in all products and thorough evaluation against regulatory standards.
- **Control Measures:** Implementation of control measures throughout the product life cycle to minimise risks associated with hazardous substances.
- **Compliance Monitoring:** Regular audits and assessments to ensure compliance with the Hazardous Substance Management Procedure and relevant regulations.
- **Continuous Improvement:** Ongoing reviews and updates to the hazardous substance management framework to adapt to new regulations and enhance product safety.



Design and Development

The selection of materials and processes must comply with environmental standards, and the compliance with hazardous substance standards must be reviewed during the sample confirmation stage.



Chemical Procurement

- According to laws, regulations and company rules and regulations, chemical suppliers need to provide the MSDS of the chemical, production, operation, sales and transportation license
- Require suppliers to sign the "Purchase Agreement" and "Green Environmental Protection Agreement" and provide relevant environmental protection information



Incoming material inspection

IQC must confirm the environmental protection label of the outer packaging of incoming materials and conduct RoHS testing



Production control

Any possible pollutants are prohibited from existing on the production line. For recycled materials and auxiliary materials that may come into contact with the product, environmental protection requirements must be met to prevent cross contamination.



Environmental protection control of finished products

Finished products are sampled and tested by

1.2| Hazardous Chemicals

In managing hazardous chemicals, Intretech adheres strictly to both domestic and international laws and regulations, including the "Regulations of the People's Republic of China on the Management of Controlled Chemicals" and the "Regulations on the Safety Management of Hazardous Chemicals."

To ensure compliance and enhance safety, we have developed internal management documents, such as the "Chemical Hazard Management Procedures," which clearly outline management measures for chemicals throughout their lifecycle, including procurement, handling, warehousing, storage, use, emergency disposal, and waste treatment.

Key components of our hazardous chemical management practices include:

- **Establishment of a Hazardous Chemical Warehouse:** Intretech has dedicated facilities for storing hazardous chemicals, ensuring they are securely managed and monitored.
- **Planned Hazardous Waste Storage Areas:** We have designated specific areas for the storage of hazardous waste to ensure compliance with regulations and to minimise environmental impact.
- **Segregated Storage by Chemical Properties:** Chemicals are stored in different areas according to their specific properties. This segregation helps prevent chemical reactions and ensures that materials are handled safely.
- **Installation of Anti-Leakage Devices:** To mitigate the risk of chemical spills, anti-leakage devices are installed in storage areas, providing an additional layer of safety.
- **Regular Chemical Leakage Drills:** Intretech conducts regular training drills focused on chemical leakage scenarios. These drills ensure that all employees are prepared to respond effectively to any incidents, minimising potential risks to both personnel and the environment.

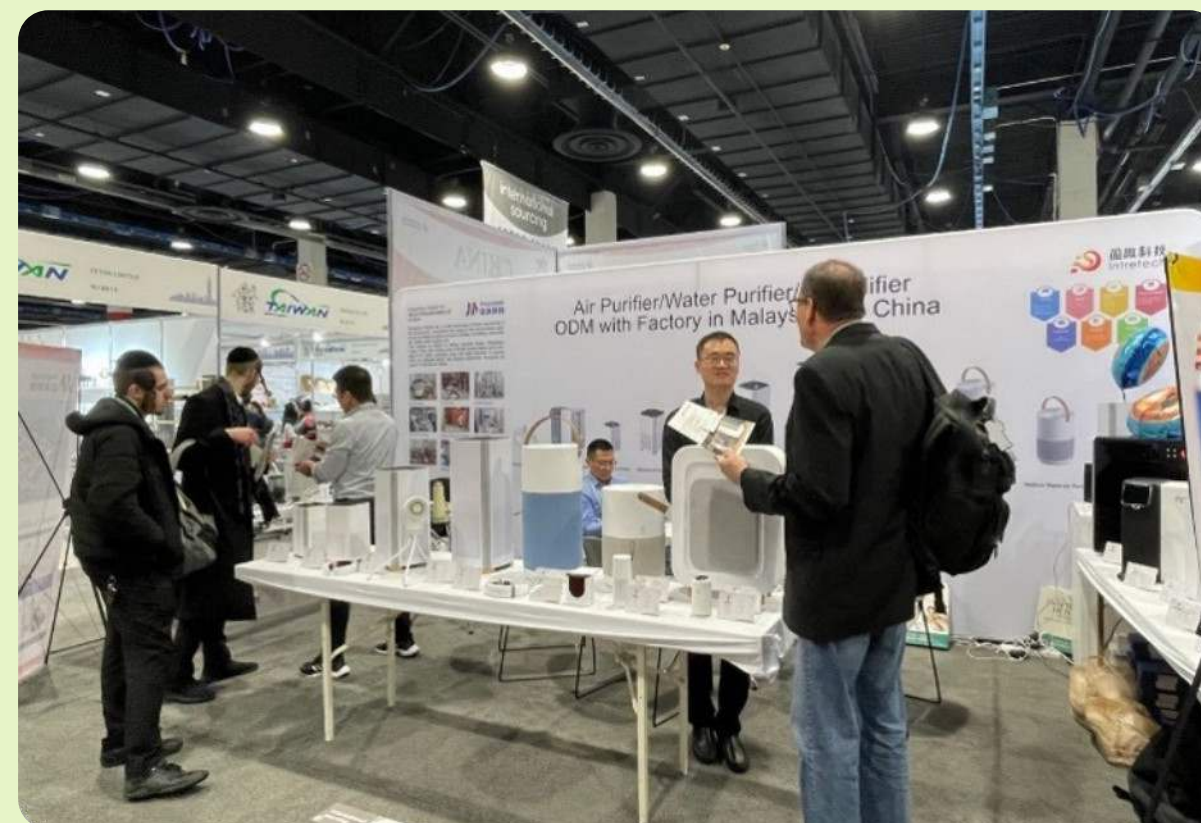
Green Design

As a leading company in the field of intelligent control components and innovative consumer electronics, Intretech actively embraces the principles of green design, focusing on low-carbon, recyclable practices. Our commitment involves a comprehensive approach to sustainability, which encompasses the following key areas:

- **Application of Environmentally Friendly Materials:** We prioritise the use of renewable and low-consumption materials in our products, significantly reducing their environmental impact. Our sourcing process emphasises the selection of non-toxic, easily degradable, and recyclable materials from the outset.
- **Optimisation of Processes and Equipment:** Intretech continually optimises manufacturing processes and upgrades equipment to enhance efficiency and reduce resource consumption. This approach minimises waste generation and lowers emissions, aligning our operations with sustainability goals.
- **Strengthened Testing and Quality Assurance:** We implement rigorous testing protocols to ensure that our products meet high environmental standards. This commitment to quality helps us identify and mitigate potential environmental impacts throughout the product lifecycle.
- **Waste and Pollutant Reduction:** Our green design philosophy actively seeks to reduce waste and pollutants at every stage of production. By minimising harmful byproducts, we contribute to a cleaner environment and promote sustainable practices within the industry.
- **Protection of Occupational Health:** We prioritise environmental and occupational health in our operations, ensuring that our workplaces are safe for employees and compliant with relevant regulations.
- **Leadership in Green Innovation:** Intretech aims to lead the industry towards a green and sustainable future by setting benchmarks for green chemicals and material design. Our commitment to innovation drives us to develop products that not only meet market demands but also support environmental sustainability.



Hazardous Waste Emergency Response and Chemical Leakage Drill - Group Photo of the Winning Team



Zhangzhou iHastek Inc.'s healthy environment products were exhibited at the Inspired Home Show in Chicago, USA

Chemical Innovation Design

Application

VOCs source replacement

Continue to eliminate highly volatile organic solvents (including paints, inks, adhesives, release agents and rust removers, etc.), and instead use low-VOCs solvents such as water-based, modified or biodegradable solvents as alternatives to fundamentally reduce VOCs emissions.

Process Control

In order to reduce the unorganised emission of VOCs, we have strengthened the closed management measures of equipment and venues; at the same time, we actively promote the application of advanced production processes, especially encourage new projects to adopt compact coating production lines, and advocate the use of high-solids coatings and water-based coatings to replace traditional solvent-based coatings. In addition, we also vigorously promote high-efficiency coating technologies such as electrostatic spraying.

End-point control

After filtration, the drying waste gas is directly treated by the combustion process; and the waste gas generated in each process link is purified by concentration combined with combustion and other processes on the basis of filtration. At the same time, we have established a quality management system, which not only evaluates the VOCs risk level of raw materials, semi-finished products and finished products, but also develops scientific and efficient testing plans to ensure that all links meet the relevant national standards.

Low carbon sustainable design

Application

Simplify integration design

Product structure design achieves lightweight and efficient use of materials, such as reducing circuit boards and screws

Modular design

It is required to be designed into interchangeable modules to facilitate repair and maintenance to extend the product life

Design for Manufacturability

Product design should consider efficient manufacturing and convenient production

Repairability

Make the product have good disassembly performance, and can be easily, economically and non-damagingly disassembled from the product to ensure the possibility and convenience of repair and recycling

Product low energy consumption design

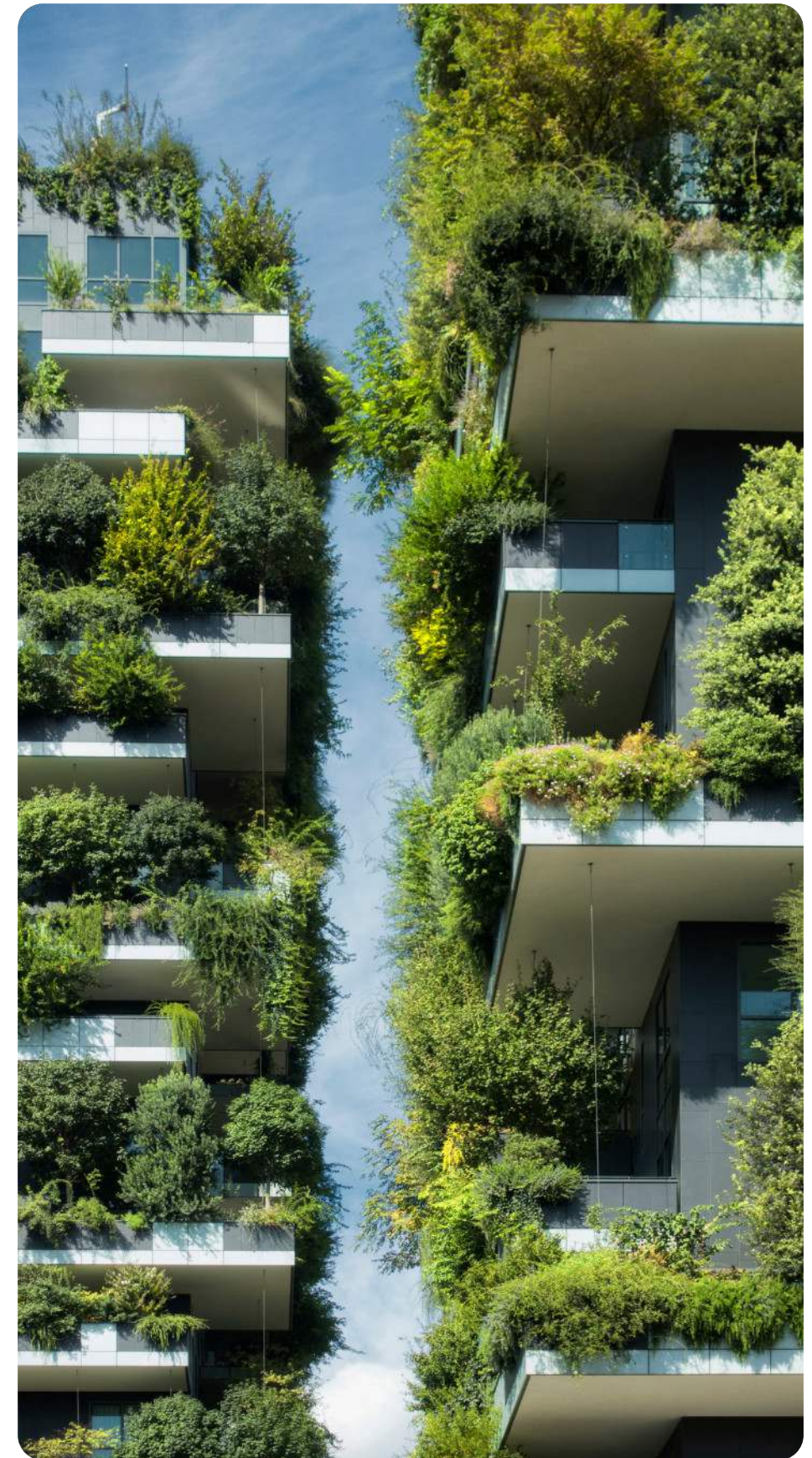
Product design should optimise operating power, standby power, etc. to reduce the energy consumption of the whole machine

Material Innovation

PCRmaterial, low carbon aluminium, water-based paint

Sustainable packaging

Using biodegradable materials, while also taking into account reusability and ease of transport.



Case: A material innovation project for an intelligent control component

At Intretech, we are committed to advancing environmental sustainability through innovative design and the use of green materials in our products. Our approach includes the following initiatives:



1 | Use of Post-Consumer Recycled Plastic (PCR)

We incorporate post-consumer recycled plastic in key parts of our products, expanding the colour options of recycled plastic resins. This initiative not only addresses consumer demand for

environmentally friendly products but also contributes to the development of the plastic recycling industry.



2 | Water-Based Paint

In a significant step towards environmental protection, we have adopted water-based paint for our products, replacing traditional oil-based paints. Water-based paints offer considerable environmental and health benefits compared to solvent-based options.

During the reporting period, we applied these green materials to various products, including smart control components and innovative consumer electronics. While the material costs may be higher than traditional options in the short term, our commitment to long-term sustainable development drives us to actively promote the use of green materials across our product research, development, design, and production processes.



3 | Sustainable Packaging

PVC-Free Packaging:

We have completely transitioned to 100% PVC-free materials for all product packaging, aligning with environmental protection initiatives. This decision not only reduces pollution but also demonstrates our commitment to consumer health. Furthermore, we are dedicated to achieving PVC-free status for our entire product cable series by 2030, setting a benchmark for green transformation in the industry.

Eco-Friendly Mailing Packaging:

We have replaced traditional PE foam mailing materials with biodegradable kraft paper bags. This change enhances the sustainability of our packaging while providing a unique natural and retro aesthetic. The recyclability of craft paper also promotes resource recycling, reducing landfill and incineration pressure.

Plastic Pallet Recycling Program:

In our logistics and transportation processes, we have implemented a plastic pallet recycling program that successfully extends the lifespan of plastic pallets by five times. This initiative not only reduces the need for new pallet production, conserving resources and cutting carbon emissions, but also delivers significant economic benefits to the company.



At Intretech, sustainability is not just a goal; it is our responsibility.

By integrating innovative materials like PCR plastics, adopting eco-friendly practices such as water-based paints, and committing to sustainable packaging solutions, we strive to create products that benefit both our customers and the planet.

Value Creation

Technological Research

Quality Management

Customer Relationship Management

Four-Dimensional Intelligent Manufacturing



Value Creation

Intretech is dedicated to realising its vision of "becoming a leader in China's industrial Internet and civil Internet of Things, and becoming China's window to the world." To achieve this, the company continuously promotes the research and development of technological products, implements lean improvements in product and service quality, deepens customer relationship management, adheres to a "four-in-one intelligent manufacturing" strategy, and builds a sustainable supply chain management system. These efforts drive Intretech to enhance its core competitiveness in multiple dimensions, create value, fulfil corporate social responsibility, and cultivate a sustainable development environment.

“
Innovation is the cornerstone of Intretech's value creation, driven by strategic investments in R&D, to advance in intelligent manufacturing solutions.

This development will equip the engineers with new technological solutions in design, automation and AI.

Innovation

Since its internationalisation, Intretech has actively built a global R&D system, increasing investment in technology R&D and strengthening intellectual property protection while earning numerous national honours. The company is committed to technological innovation and adheres to scientific ethics, ensuring the healthy and sustainable development of R&D activities and contributing to industrial upgrading.



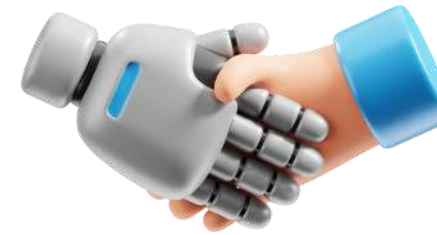
Innovative Research and Development Layout

Intretech consolidates the advantages of its international presence, having established R&D centres in Xiamen, Shenzhen, Shanghai, Taiwan, Switzerland, and other regions. The company boasts a team of core technical experts in fields such as simulation, optical thermal simulation, AI algorithms, intelligent interaction, wireless communications, high-density multi-layer circuits, and mechanism transmission.

This team possesses innovative design capabilities encompassing circuit design, software and hardware design, appearance design, structural design, and producibility design.

To enhance competitiveness in the international market, Intretech continually optimises the salary structure and incentive mechanisms for R&D personnel and actively recruits high-end and diverse technical talents. Moreover, the company promotes the development of the "Submarine Middle Platform" and the "Global R&D Capability Map System" to improve technology reusability and

R&D efficiency, focusing on the evolutionary path of future technologies and continuously reinforcing the industry's technological barriers.



Investment in Technology Research and Development

Intretech has consistently adhered to an innovation-driven development strategy. Leveraging the innovative R&D platform of the UDM business, the company has established an independent R&D model focused on basic manufacturing, fundamental technology, and proprietary brand products. Additionally, a collaborative R&D model has been developed to enhance performance and manufacturability. After years of investment and effort, Intretech has cultivated significant competitive advantages in various technology domains, including:

- Design system integration technology
- Embedded software and hardware development technology
- Wireless communication technology application
- Internet of Things (IoT) technology application
- Precision mould design technology
- Surface treatment technology
- Automated process design technology
- AI intelligent application and simulation technology

This progress has allowed the company to build a relatively stable R&D team with extensive experience in product R&D across several categories, including smart home products, automotive electronics, and healthy environment products. As a result, Intretech has achieved notable R&D milestones and successfully realised industrialisation.

Moreover, the company promotes the development of the "Submarine Middle Platform" and the "Global R&D Capability Map System" to improve technology reusability and R&D efficiency, focusing on the evolutionary path of future technologies and continuously reinforcing the industry's technological barriers.

Data Display:

- Since its listing, Intretech has accumulated a total R&D investment of 1.886 billion yuan. In 2023, the company's R&D investment reached 362 million yuan, which represents 9.37% of operating income.
- Major R&D Projects in 2023



Intellectual Property Protection

As a nationally recognised intellectual property demonstration enterprise, Intretech has established a robust intellectual property protection mechanism, which encompasses various systems, including the Patent Management System,

Trademark Management System, and Intellectual Property Manual. These frameworks provide clear guidelines for essential processes such as new product development, patent application and maintenance, and protection of technical secrets.

The company has a dedicated intellectual property office and legal department responsible for the management and protection of intellectual property rights. Intretech rigorously controls potential intellectual property infringement risks through comprehensive market patent investigations and internal risk assessments. This proactive approach ensures that the company not only avoids infringing on others' rights but also safeguards its own intellectual property rights and innovative achievements under the law.

To secure the confidentiality of its core technologies, Intretech has instituted non-competition and confidentiality agreements with key technical personnel, thereby legally protecting technical secrets from unauthorised disclosure.

Additionally, the company employs a comprehensive incentive mechanism to attract and retain outstanding talents crucial for driving innovation.

During the reporting period, Intretech has actively refined and coordinated both domestic and international intellectual property application channels, in alignment with its long-term strategic planning and management goals. The company closely monitors changes in international and domestic intellectual property laws and regulations, adjusting its intellectual property strategy as necessary. Furthermore, Intretech emphasises intellectual property training and awareness initiatives to foster a vibrant innovation environment.



Data Display:

- New Intellectual Property Rights Added during the Reporting Period: 254

- Invention Patents: 31
- Utility Model Patents: 135
- Design Patents: 28
- Computer Software Copyrights: 15
- Trademarks: 45

- Total Intellectual Property Rights as of December 31, 2023: 1,972

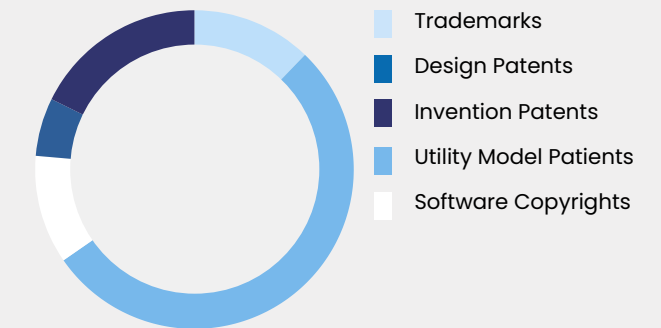
- Invention Patents: 118
- Utility Model Patents: 1,078
- Design Patents: 184
- Computer Software Copyrights: 255
- Trademarks: 337

- Standards Issued and Implemented:

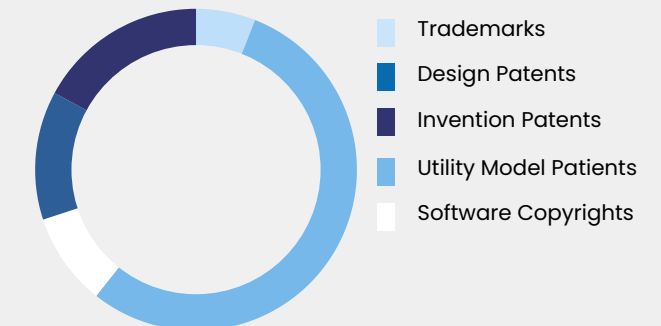
- National Standards: 14
- Industry Standard: 1
- Group Standards: 4
- Enterprise Standard: 1
- Local Standard: 1

Company Standard Implemented

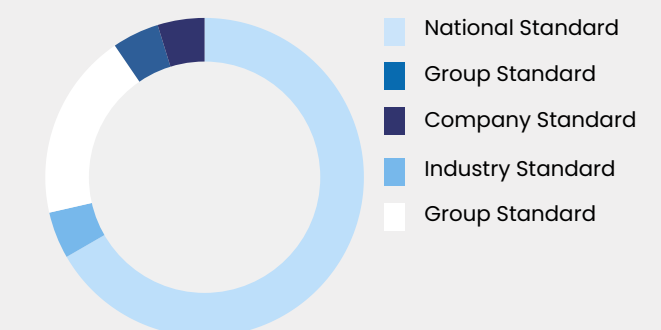
Number of new intellectual property rights in the year: 254



Total number of intellectual property rights held : 1972



Total Implemented standards : 21





Honors in Technology Research and Development

During the reporting period, Intretech achieved significant recognition in the realm of technology research and development, with a total of seven innovation platforms and qualifications either newly approved or successfully passing re-evaluation. These honours include:

- National Enterprise Technology Center
- Fujian Provincial Key Laboratory
- Xiamen Municipal Key Laboratory
- Green Factory
- Green Supply Chain Management Enterprise
- Fujian Provincial Engineering Technology Research Center
- Metaverse Support Technology and Scenario-Driven Innovation Consortium

Additionally, Intretech's subsidiary, Zhangzhou iHastek Inc., received accolades as the Fujian Provincial Enterprise Technology Center and was recognised as a "Specialised, Refined, Specialised and New" SME by Fujian Province. Similarly, Xiamen UMS Company was named a "Specialised, Refined, Specialised and New" SME in Xiamen for the year 2023. The successful establishment and recognition of this series of scientific research platforms not only bolster the company's R&D strength and innovation capabilities but also serve to attract numerous high-end talents, drawn by Intretech's state-of-the-art equipment and technical expertise. These accomplishments lay a solid foundation for the company's long-term growth and competitive advantage in the market.

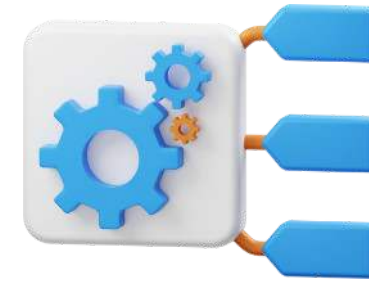
Quality Management



1 | Core Value of Quality First

Quality is the foundation of an enterprise, and "quality first" is not only one of Intretech's core values but also reflects the company's commitment to its customers. With extensive experience serving internationally renowned companies, Intretech has established a comprehensive international quality standard system.

The company boasts an industry-leading R&D laboratory and has developed an automated, information-based, lean, and digital quality control platform. This infrastructure provides a robust guarantee for product quality during both development and production stages, laying the groundwork for the deployment of UDM2.0 products in this field.



2 | System Management, Striving for Excellence

Intretech adheres to a quality and environmental policy centred around "systematic management, striving for excellence." The company has implemented a quality and environmental control system based on the excellent performance model and certifications such as IATF16949, ISO9001, and ISO14001.

This system encompasses environmental protection standards, including RoHS and REACH, the SER social responsibility system, the integration of industrialisation and information technology management, the food safety management system, the ISO27001 information security system, and the ISO13485 medical device quality management system. Additionally, Intretech has achieved AEO customs and BRC certifications.

As of the end of 2023, Intretech and its main production bases have successfully passed the ISO9001 quality management system and ISO14001 environmental management system certifications, with nine companies obtaining the IATF16949 automotive industry international quality management system certification.

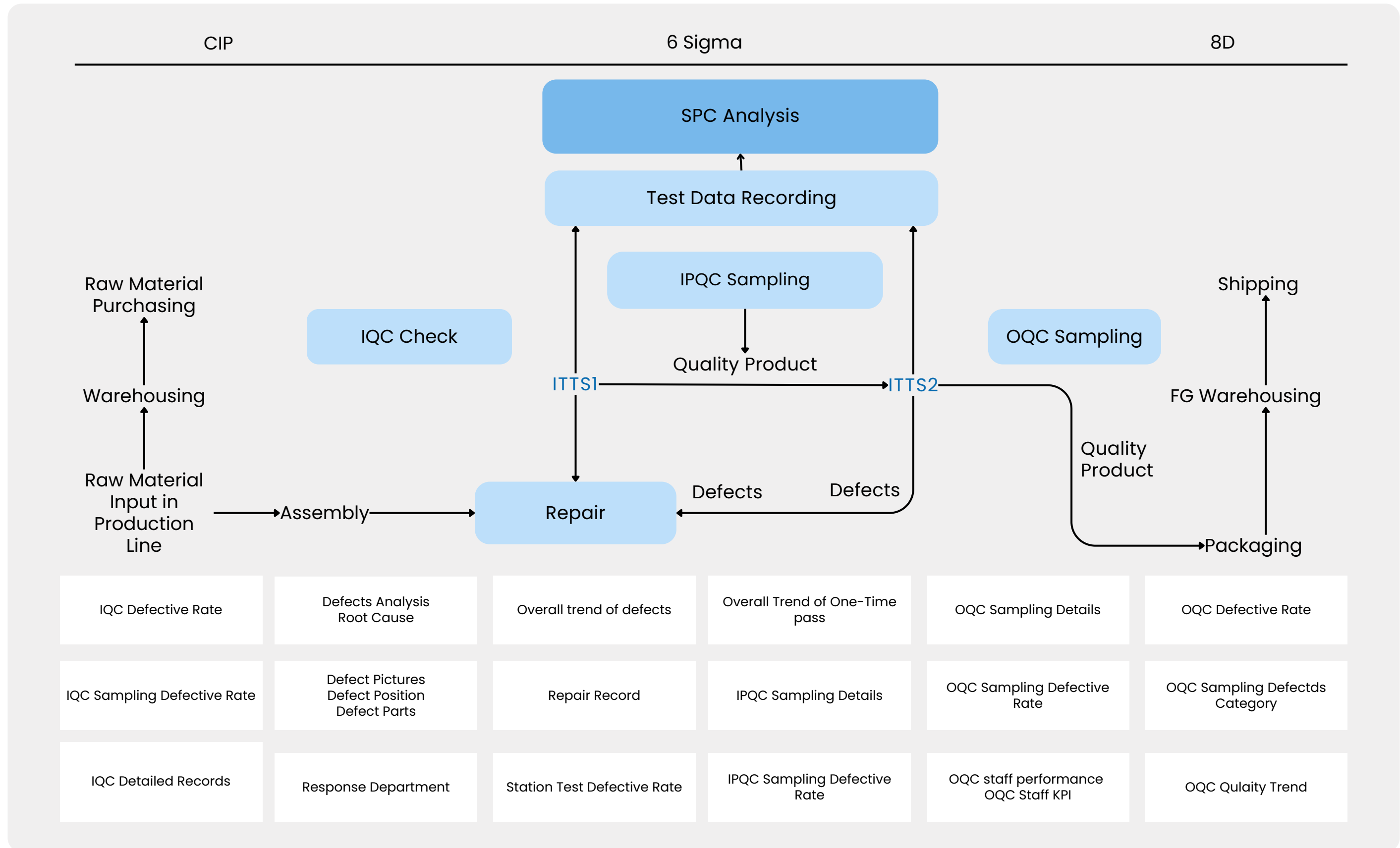


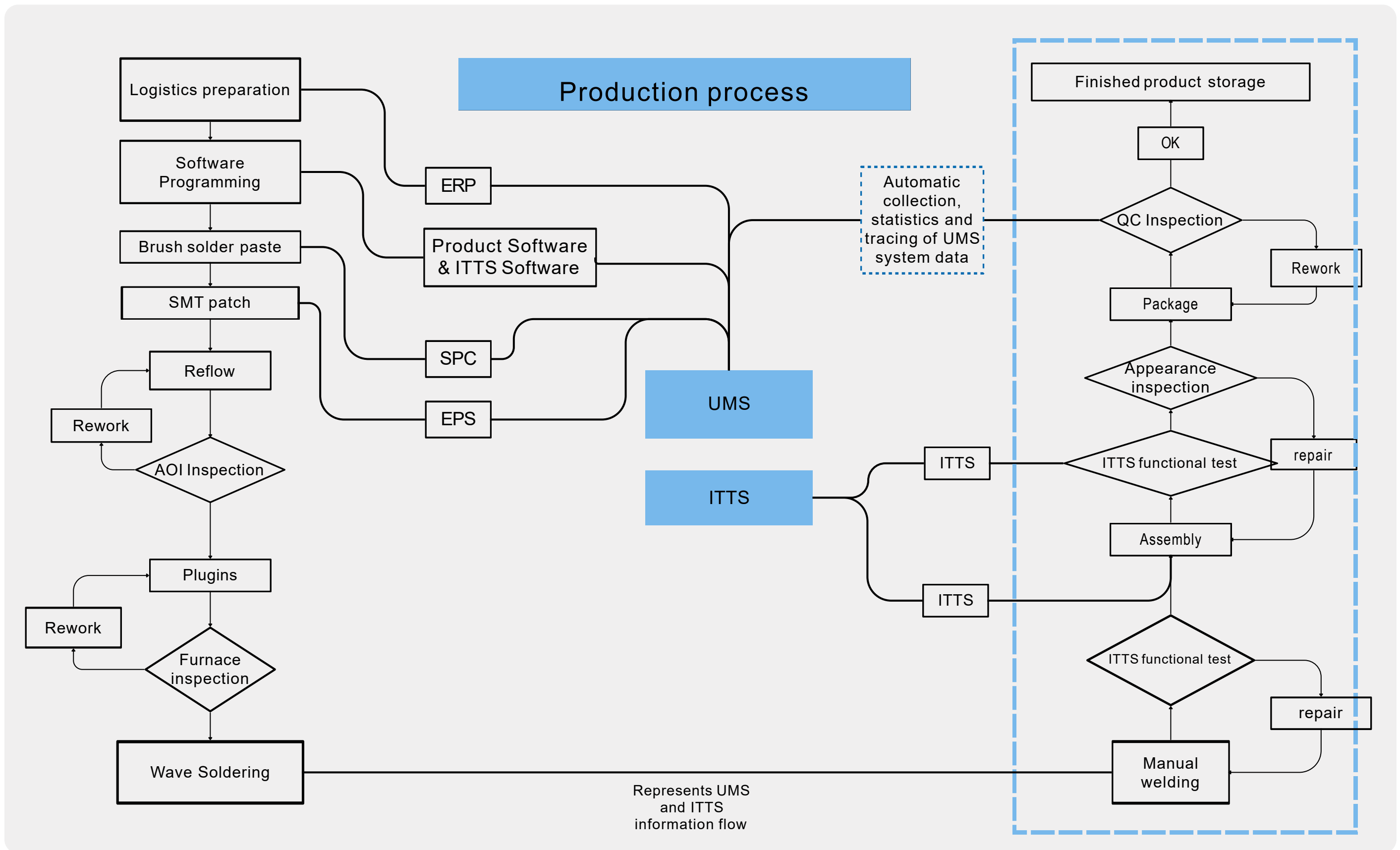
3 | Online Monitoring and Quality Control Advantages with Full Life Cycle Traceability

Intretech places significant emphasis on product quality planning and the early introduction of quality control measures. The company is dedicated to enhancing quality awareness among all employees and fostering collaboration with suppliers to build a global unified quality control system. By effectively integrating automation, information, and digital technologies, Intretech continuously improves product quality.

In terms of quality management, the company has developed various self-developed systems and tools, including the ITTS test system, UMS United Management System, and industrial test robots. These tools are integrated into a comprehensive product quality assurance system that enables real-time online monitoring and quality inspection. Furthermore, this system allows for full life cycle traceability of product quality.

Intretech actively employs quality control tools such as uMES and SPC to ensure stringent quality control throughout the entire process, from raw material procurement to production and shipment. The company also adopts quality improvement methodologies like Six Sigma and Continuous Improvement Process (CIP), consistently pursuing the high-quality standard of "zero defects." Additionally, Intretech has developed the u8D quality cloud platform to feedback, track, count, and analyse quality issues effectively.





3.1 | ITTS Test System

The ITTS (Intelligent Test and Test System) is an automated data acquisition test platform independently developed by Intretech, designed for use on various production lines. This universal test system integrates test scripts, fixtures, and instruments to assess the functions and electrical characteristics of products under evaluation.

Key Features:

- **Real-Time Data Upload:** The ITTS test system allows for real-time uploading of test data to the server. This feature enables continuous recording of judgment results throughout the testing process, ensuring thorough documentation of the tested products.
- **In-Depth Data Mining:** The system performs extensive data mining on historical test results, employing advanced analytical and statistical techniques. This capability facilitates the implementation of Statistical Process Control (SPC), which rigorously monitors and controls product quality.
- **User-Friendly Interface:** The ITTS system boasts a highly interactive and user-friendly interface that supports seamless communication between the operator and the system. This design enhances the testing experience, allowing operators to navigate the process with ease.
- **Full Automation:** The system enables fully automated testing, covering everything from functional assessments of the product to detailed evaluations of component-level electrical performance parameters. This automation minimises human error and improves overall efficiency in the testing process.

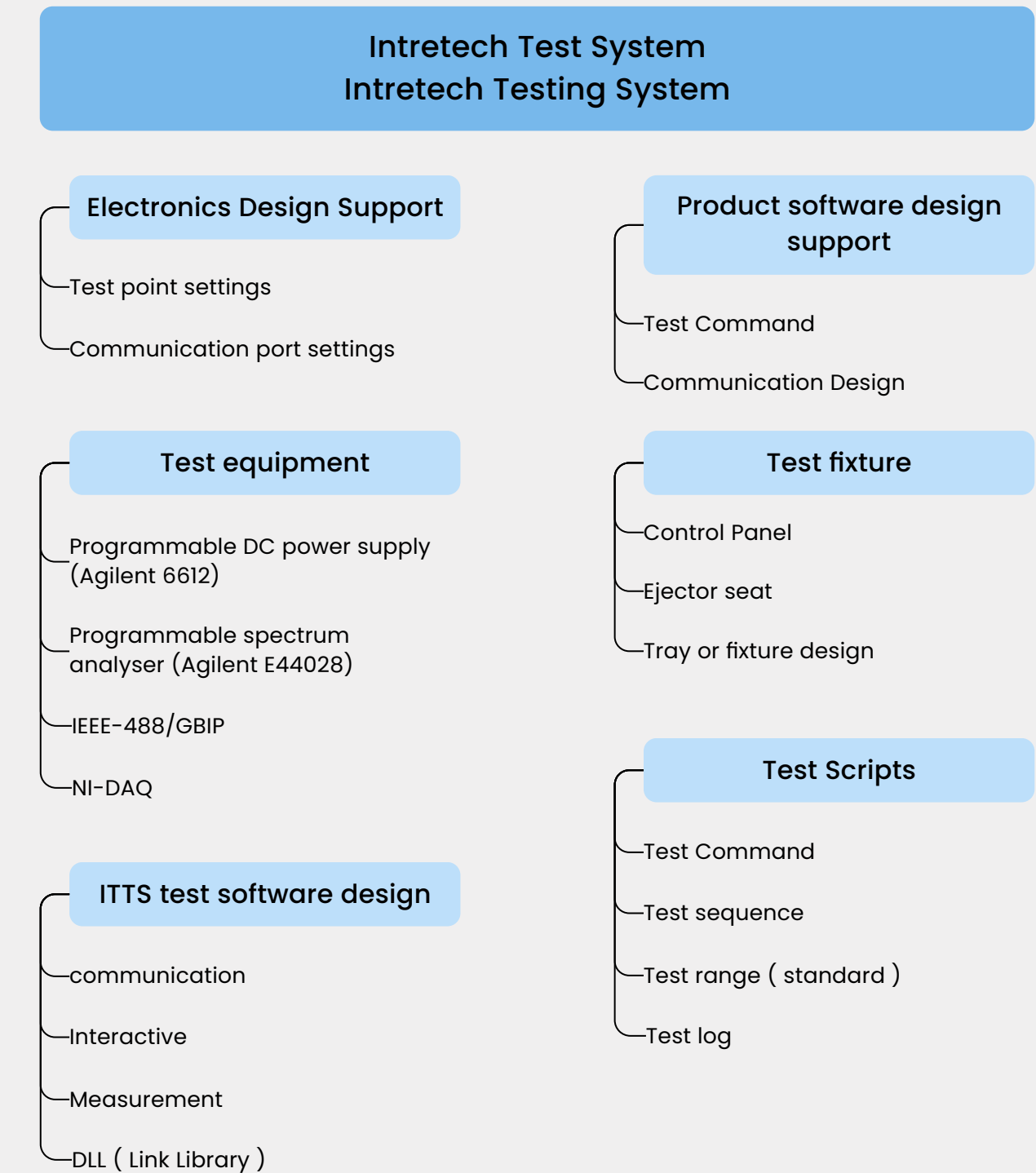
3.2 | u8D Quality Cloud Platform

The u8D Quality Cloud Platform is an innovative quality management solution developed by Intretech, designed to enhance operational efficiency and improve quality control processes across the organisation. This intelligent platform integrates the concepts of "cloud platform + data resources + quality application" to provide comprehensive support for quality management activities.

Key Features:

- **Integration of Data Monitoring and Analysis:** The u8D platform facilitates the seamless integration of data monitoring, analysis, and reporting. It collects feedback, tracks issues, and compiles statistics related to quality problems, enabling users to have a holistic view of quality performance.
- **Streamlined Communication:** The platform serves as an information hub for multi-party communication, fostering collaboration among various stakeholders involved in quality management. This feature promotes quicker and more efficient problem resolution by ensuring that all relevant parties have access to real-time data and insights.
- **Systematic Problem-Solving:** By utilising advanced analytical tools and methodologies, the u8D platform helps organisations address quality issues in a more systematic manner. This approach ensures that underlying causes are identified and addressed, leading to long-term improvements in product quality.
- **External Promotion:** Beyond internal use, the u8D platform is gradually being promoted to external customers, particularly within the upstream supply chain. This expansion not only enhances collaboration with suppliers but also strengthens overall quality assurance efforts across the supply chain.

ITTS automated testing platform





4 | Complete Laboratory Capabilities

Intretech boasts an industry-leading comprehensive R&D laboratory centre equipped with state-of-the-art facilities and professional laboratories dedicated to a wide array of testing and research functions. These capabilities ensure that all products meet the highest standards of reliability, safety, and performance before reaching the market.

Key Laboratory Features:

Diverse Testing Specialties: The laboratory centre is structured to perform various specialised tests, including:

- **Reliability Testing:** Assessing the durability and long-term performance of products under different conditions.
- **Life Testing:** Evaluating the operational lifespan of products to ensure they meet consumer expectations.
- **Safety Testing:** Ensuring that products comply with safety standards to protect users from potential hazards.
- **Acoustic Testing:** Analysing sound performance and noise levels of products, particularly in consumer electronics.
- **Optical Testing:** Measuring optical performance to ensure visual clarity and quality in devices that incorporate display technology.

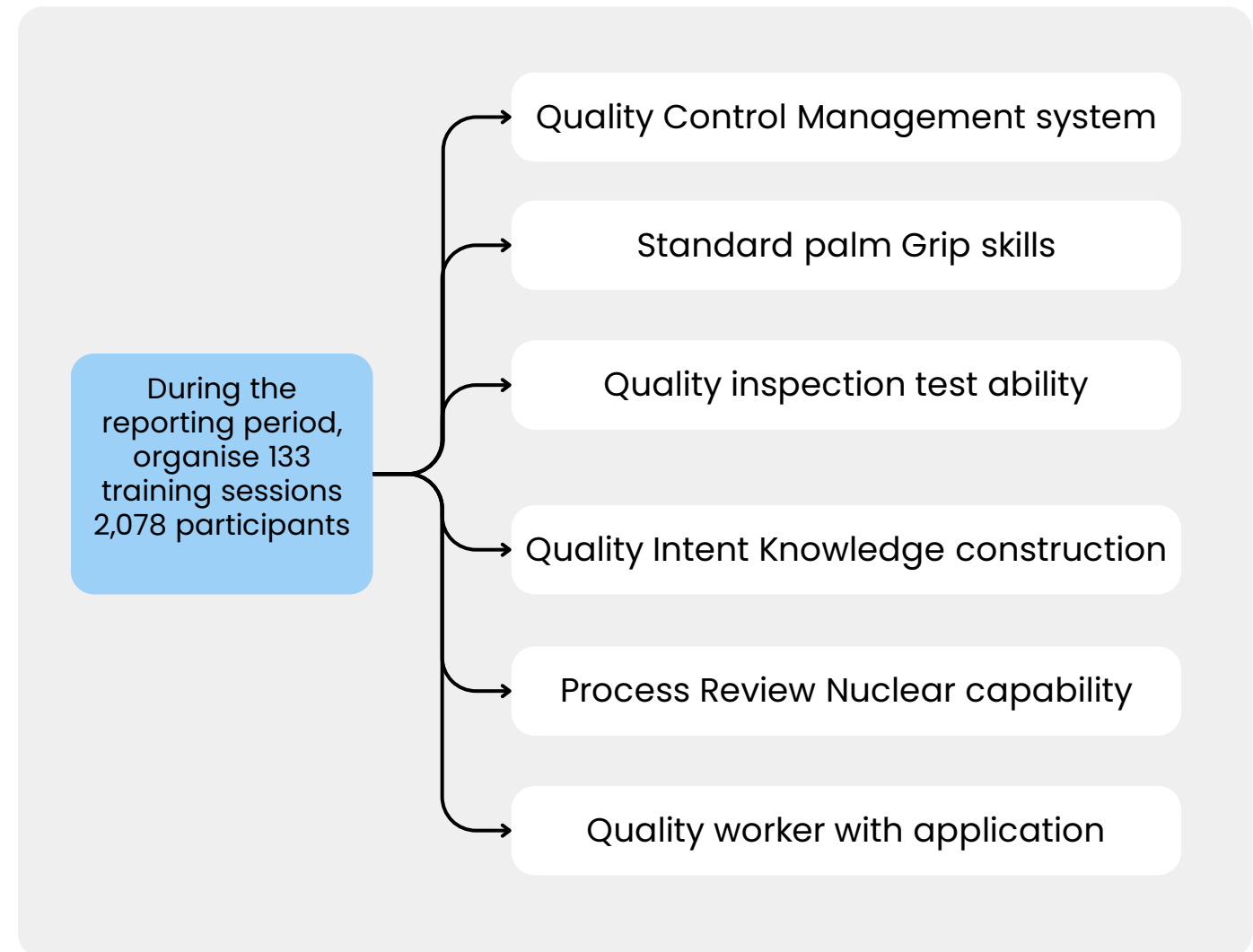
- **Battery Compatibility Testing:** Evaluating the performance and safety of battery-operated products in various environments.
- **Structural Performance Testing:** Assessing the physical integrity and resilience of product structures under stress.
- **Wireless Performance Testing:** Measuring the effectiveness of wireless communication capabilities within products.
- **Product Debugging and Verification Testing:** Ensuring that products function correctly and meet design specifications.

State-of-the-Art Facilities: The laboratory building spans 5,710 square meters and is strategically located in the Xiamen Haicang Innovation Industrial Park. This facility is designed to facilitate comprehensive testing, risk identification, and quality monitoring specifically for products in the consumer electronics sector.

Risk Identification and Quality Monitoring: By employing advanced testing methodologies and equipment, Intretech's laboratory centre plays a crucial role in identifying potential risks and ensuring that quality standards are maintained throughout the product development process.

Intretech Laboratory is a key laboratory for industrial interconnection and civil IoT in Fujian Province. It focuses on industrial interconnection and civil IoT technologies and has a professional testing and certification team. The laboratory operates based on the ISO17025 system.

With the improvement of infrastructure and testing capabilities, we have successfully passed the CNAS qualification accreditation and obtained the CTF laboratory certification of TUV Rheinland and the CTF laboratory qualification accreditation of DEKRA. This not only provides sufficient guarantee for the quality control of the company's products in the development and production stages, but also lays a solid foundation for the company to layout new industry fields.



- ### Certification Information
- Fujian Provincial Key Laboratory of Industrial Internet and Civilian Internet of Things
 - CN AS Qualification
 - TUV CTF laboratory qualification
 - DEKRA CTF laboratory qualification



5 | Building a Quality Culture

Intretech recognises the paramount importance of fostering a robust quality culture within the organisation. The company views "product quality" as a key component of its competitive advantage and has integrated the cultivation of this culture into its annual performance appraisal system.

Key Elements of Intretech's Quality Culture:

Stakeholder Engagement: The company conducts thorough assessments to identify the quality needs of various stakeholders, including customers, suppliers, and internal teams. This understanding is crucial for aligning quality objectives with stakeholder expectations.

Training and Development: Intretech has developed comprehensive training plans focused on quality management, quality engineering, and enhancing quality awareness. Various methods are employed for training, such as:

- Knowledge Transfer: Sharing insights and best practices within the organisation.
- Job Practice: Practical, hands-on experience in quality management.
- Scenario Simulation: Realistic training scenarios to prepare employees for quality-related challenges.

Special Initiatives: The company organises numerous activities to promote a culture of quality, including:

- Quality Improvement Initiatives: Targeted efforts to enhance product quality.
- World Coffee Special Seminar: A specialised seminar focused on quality in the coffee industry.
- Quality Enhancement Month: A dedicated month to focus on quality improvement initiatives.
- Quality Control Circle (QCC): Teams that focus on continuous quality improvement.
- Labor Skills Competitions: Competitions that foster skills development and quality improvement.
- Walking Management: An interactive approach to engaging with quality management processes.

Incentive Mechanisms: Intretech has established a variety of incentive programs to encourage employee participation in quality improvement initiatives, including:

- Quality Evaluation Plan: Evaluates contributions to quality management.
- Project Bonus Evaluation and Assessment Management Measures: Rewards successful quality improvement projects.
- All-Staff Improvement Proposal Management Measures: Encourages all employees to contribute ideas for quality enhancement.

Achievements in Quality Management: Thanks to the implementation of its comprehensive quality control system and full-process information-based monitoring, Intretech maintains a product shipment qualification rate above 99%, positioning it as an industry leader.

- Trust from Renowned Clients: This high qualification rate has solidified the company's reputation, enabling it to build trust with internationally renowned companies and technology-driven corporate customers.
- Cost Reduction: Additionally, effective quality management practices have led to significant reductions in production costs, further enhancing the company's competitiveness.



Customer Relationship Management

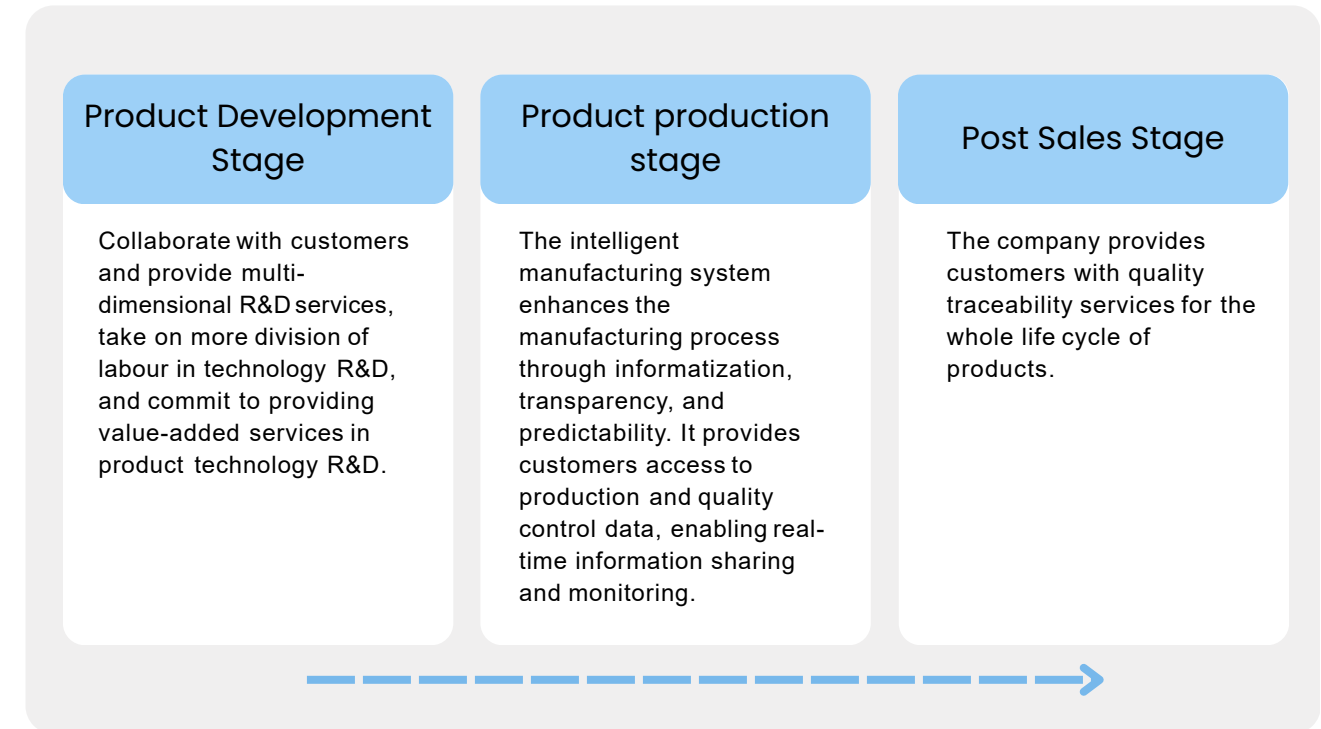
At Intretech, customer satisfaction is paramount, guided by the core values of "customer first, quality first; honest management, win-win cooperation." The company places a strong emphasis on understanding customer needs in depth and aims to respond swiftly and effectively to service requests, striving to exceed expectations. Over the years, Intretech has been committed to the principle of "providing customers with first-class products and creating high value," which has been instrumental in building lasting relationships and generating mutual success. Key Components of Intretech's Customer Relationship Management:

“ We provide end-to-end support, from initial consultation to delivery, ensuring seamless communication and exceptional service throughout every project. By aligning our innovative solutions with our customers' goals, we strive to exceed expectations and foster partnerships that drive long-term growth and mutual success.



Strong Matrix Customer Cooperation Model

- **Comprehensive Understanding:** Through extensive collaboration with internationally renowned companies, Intretech has gained a profound understanding of international terminal manufacturers' product design concepts, quality standards, and management processes.
- **Tailored Project Development:** The company has developed a robust matrix project development and project management system that aligns with customer needs. This system allows for effective collaboration and ensures that project outcomes meet or exceed customer expectations.
- **Service Capabilities:** Intretech's comprehensive service capabilities encompass product research and development, production, and quality traceability, facilitating long-term and in-depth cooperative relationships with most of its customers.



Active Marketing

In 2023, Intretech is dedicated to enhancing its reputation in the field of intelligent manufacturing by employing a customer-centric approach known as "thinking together." This strategy emphasises the importance of collaboration, enabling the company to respond quickly and effectively to customer needs while fostering comprehensive strategic partnerships.

- **Global GMP Plan:** Intretech continues to promote a global GMP (Good Manufacturing Practice) initiative, integrating resources to gain insights into customer requirements and identify new cooperation opportunities. The focus on the "4+N" market strategy allows the company to accumulate emerging market customers and gradually establish relationships with Class A customers, enriching the UDM2.0 customer base and expanding the product matrix.
- **Proactive Marketing:** The company engages in proactive marketing efforts to maintain strong relationships with existing customers while striving to increase market share and expand new product categories. Intretech's commitment to new projects and product development includes extending engagement to the product definition stage, providing comprehensive R&D services that reduce customer investment and enhance value.

- **Global Manufacturing Base:** To quickly address customer needs, Intretech has established a global layout with three high-end intelligent manufacturing bases and seven R&D centres. During the reporting period, the company facilitated the smooth mass production of critical projects in overseas manufacturing bases, ensuring timely delivery and receiving high praise from customers.

Additionally, the company continually improves the division of labor, cooperation, and flexible deployment capabilities among the intelligent manufacturing bases, effectively managing comprehensive costs and responding adeptly to a challenging external environment.



Customer Service and Feedback

Intretech places a strong emphasis on delivering efficient and professional customer service, driven by the implementation of a key customer strategy and the guidance of Humility's customer service expertise.

- **Service Quality Improvement:** The company regularly conducts customer service and professional skills training for its employees, aimed at continuously enhancing the quality of service. This focus on training ensures that employees are equipped to provide exceptional service and address customer needs effectively.
- **CRM System Optimisation:** Intretech is committed to improving its CRM (Customer Relationship Management) system, ensuring the accuracy and timeliness of customer information. This enhancement helps provide personalised services and accurate solutions tailored to individual customer requirements.
- **Building Relationships Through Shared Values:** In addition to business-focused interactions, Intretech advocates a culture of health and sports, engaging customers through various activities that promote healthy living. By sharing positive values and lifestyles, the company aims to establish deeper and more lasting relationships with customers, strengthening bonds beyond transactional exchanges.

To further enhance its customer service capabilities, Intretech has established a comprehensive suite of process systems designed to streamline customer feedback and complaint management. These systems include:

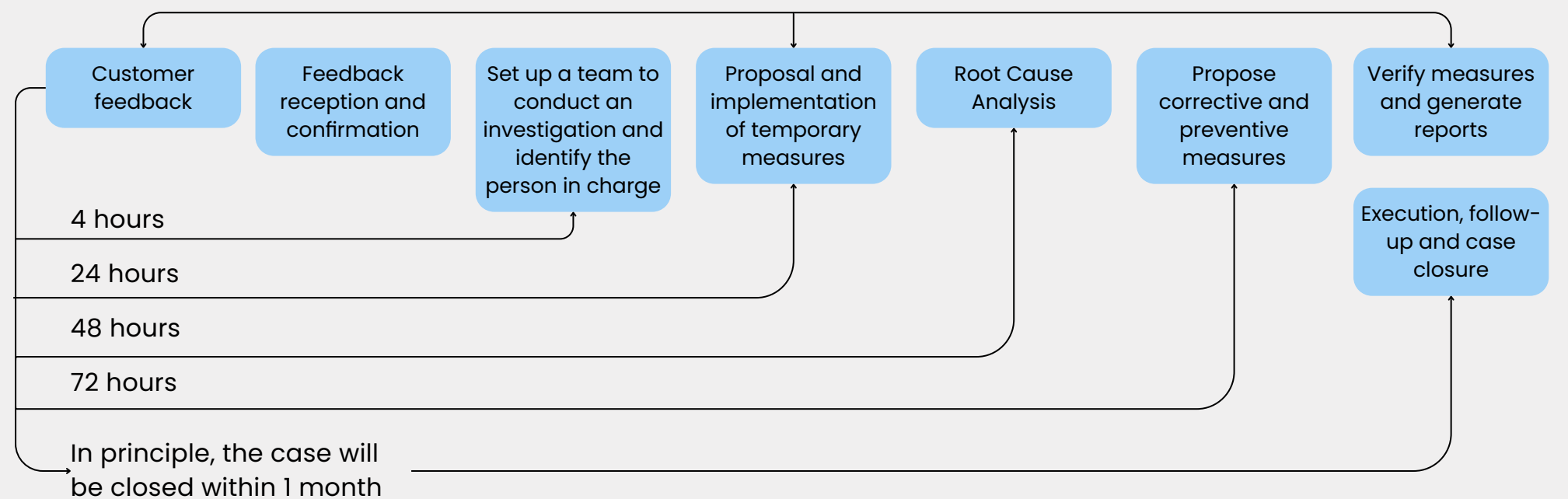
- **Customer Service Feedback, Evaluation, and Complaint Management Procedures:** This procedure focuses on collecting and evaluating customer feedback systematically, ensuring that all voices are heard and addressed. By establishing a structured approach to managing customer complaints, the company can swiftly identify areas needing improvement and enhance overall service quality.
- **After-sales Service Management Procedures:** This system is dedicated to overseeing after-sales support, ensuring that customers receive timely assistance after their purchases. By providing a clear framework for after-sales service, Intretech aims to build customer loyalty and trust, reinforcing the company's commitment to excellence.

- **Corrective and Preventive Measures Procedures:** In conjunction with the feedback mechanisms, these procedures are in place to analyse and respond to identified issues effectively. The company promises to conduct rapid and thorough analyses of complaints, leading to timely improvements and resolutions that align with customer needs. This proactive approach helps to enhance quality management across procurement, design, verification, and process stages.



We actively seek and value our clients' insights, using them to refine our processes, enhance our services, and develop solutions that truly meet their needs.

Customer complaint handling process





Customer Satisfaction

Intretech has implemented a robust customer satisfaction measurement system designed to evaluate and enhance customer experiences across its diverse business segments. This system employs a multi-dimensional approach, incorporating various methods tailored to different customer groups. Here's an overview of how the company measures and responds to customer satisfaction:

- **Measurement Dimensions and Methods:** The company has defined specific measurement dimensions that align with its different business segments and customer types. By employing a range of evaluation methods, Intretech can effectively capture customer opinions and feedback.
- **Feedback Channels:** Customer opinions and suggestions are collected through multiple channels, including:
 - **Daily Communication:** Engaging with customers during routine interactions to gather immediate feedback.
 - **Customer Visits:** Conducting on-site visits to better understand customer needs and expectations.
 - **After-sales Service:** Monitoring customer experiences post-purchase to identify areas for improvement.

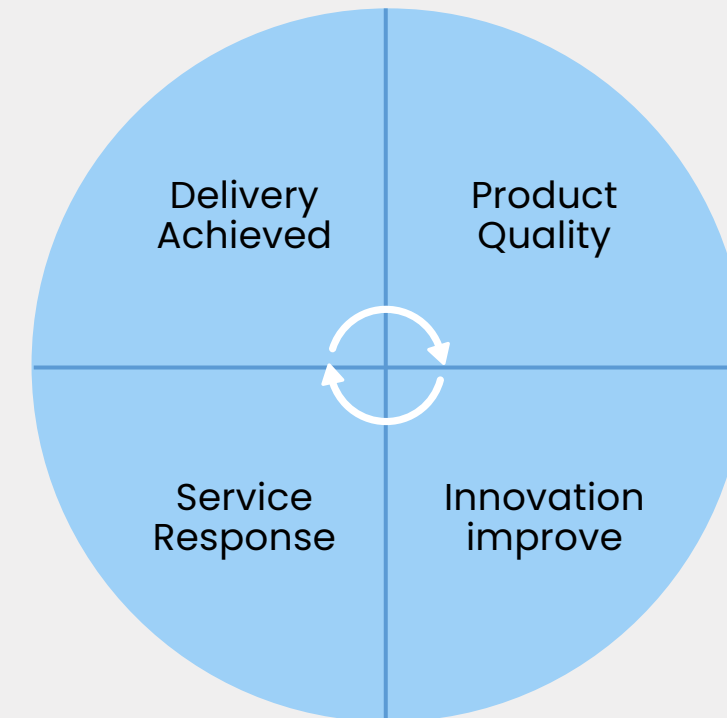
- **Customer Satisfaction Surveys:** Regular surveys are conducted to quantitatively assess customer satisfaction levels.
- **Integration and Reporting:** The feedback collected is compiled into a comprehensive "Customer Satisfaction Survey Report." This report is then presented to the company's senior management and relevant departments, facilitating a structured approach to identifying areas needing enhancement.
- **Continuous Improvement:** The insights derived from the survey results inform strategies and actions aimed at better meeting customer requirements, ensuring that Intretech remains responsive to its clients' evolving needs.

Customer Satisfaction Results

During the reporting period, Intretech conducted its annual customer satisfaction survey, achieving an overall satisfaction rate of 87.75 points. This high level of satisfaction indicates the company's commitment to maintaining strong relationships with its customers and its effectiveness in delivering quality products and services.

During the reporting period, the company conducted an annual customer satisfaction survey, with the overall satisfaction rate reaching 87.75 points.

Smart Manufacturing Business - Four Dimensions of Customer Satisfaction Evaluation



- Delivery Achieved**
- Order confirmation speed
 - Timely delivery
 - Delivery lead time

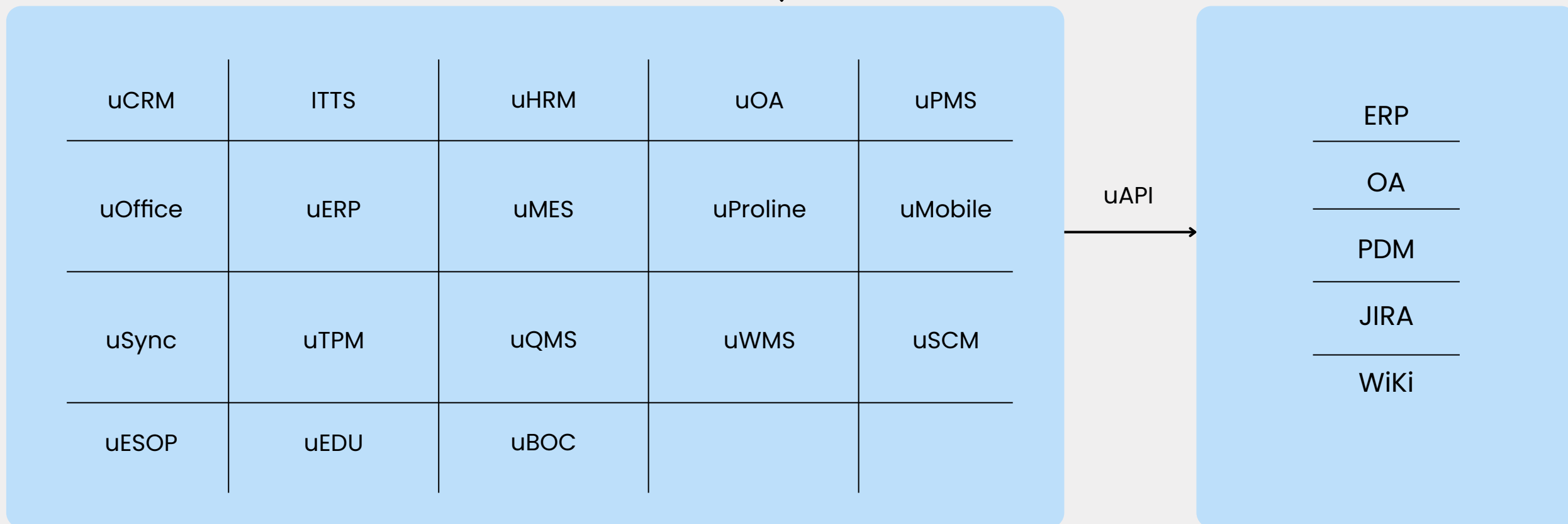
- Product Quality**
- Product Safety
 - Product function and reliability
 - Product Appearance
 - Sample quality

- Service Response**
- Consultation Response
 - Speed and effectiveness of handling complaints
 - Overall customer service rating

- Innovation Improve**
- New product innovation
 - New product improvement effectiveness
 - Speed of new product improvements

UMS (United Management System)

BI (Business Intelligence) | App | Dashboard | eSOP (Electronic Standard Operating Procedures) | PC



IoT | EC (Edge Computing) | RFID (Radio Frequency Identification) | PLC: Programmable Logic Controllers)



Intelligent Manufacturing

Intretech's approach to "Four Intelligent Manufacturing" is pivotal to its core competitiveness, focusing on automation, informationisation, leanness, and digitalisation. These interconnected elements form a cohesive intelligent manufacturing system that addresses various customer needs, including collaborative development, customised services, flexible production, digital sharing, and information interconnectivity. This holistic approach not only enhances production efficiency and product quality but also strengthens the company's competitive edge and sustainable development capabilities.



By integrating advanced automation, IoT technologies, and data-driven processes, we aim to deliver innovative solutions that meet the evolving needs of global markets while ensuring quality and sustainability at every step.

1 | Intelligent Manufacturing System and Planning



1.1 | Automation

To enhance manufacturing efficiency, ensure product quality, and reduce operating costs, Intretech is committed to annual advancements in automation. The company not only introduces general automation equipment but has also developed specialised automation solutions based on extensive manufacturing experience. Key aspects of its automation strategy include:

- **Automated Production System:** Intretech has established a comprehensive automated production system that spans all stages, from pre-processing to patching, assembly, testing, and packaging.
- **Custom Automation Equipment:** The company has independently developed automation equipment tailored for critical processes like dispensing, polishing, appearance inspection, and packaging, resulting in significant improvements in production efficiency, yield, and product consistency.
- **External Automation Solutions:** Beyond in-house applications, Intretech is actively creating standard and non-standard automation equipment for external sales, integrating these solutions with its UMS system to offer intelligent manufacturing solutions to corporate clients.



1.2 | Informatisation

Intretech's United Management System (UMS) combines software systems with industrial robots, providing a professional production automation and information solution. The UMS plays a crucial role in various management areas, including:

- Manufacturing Execution (uMES): Integrating production parameters with data monitoring and statistical analysis.
- Project Management (uPMS): Streamlining project workflows.
- Customer Management (uCRM): Enhancing customer interactions.
- Online Quality Monitoring (uSPC): Ensuring quality throughout production.
- Operational Monitoring (uBOC): Managing equipment performance.
- Human Resource Management (uHRM): Optimising workforce efficiency.
- Knowledge Management: Maintaining a comprehensive enterprise knowledge base

control of automation equipment through direct instruction. This creates an environment of seamless integration between hardware and software, enhancing the transparency, visualisation, and mobility of the manufacturing process.



1.3 | Lean

Intretech embraces lean manufacturing principles, focusing on eliminating non-value-added activities such as overproduction, waiting times, and excess inventory. Key components of the lean strategy include:

- Refined Management: Streamlining production processes to improve operational efficiency and delivery quality.
- Value Stream Mapping: Conducting thorough analyses of production flows to identify and rectify bottlenecks, leading to more accurate problem diagnosis and smoother operational continuity.
- Kaizen Culture: Promoting a culture of continuous improvement where all employees are encouraged to propose enhancements, fostering better communication and collaboration across departments and optimising overall organisational efficiency.

Digitalisation

Digitalisation is a pivotal strategic initiative for Intretech, aiming to transform traditional operations and processes into digital formats for enhanced data management and improved decision-making capabilities. Recognising its significance, Intretech has set forth a comprehensive strategy to embed digital technologies throughout its operations. Key Initiatives and Developments

Intelligent Stereoscopic Warehouse:

In 2021, Intretech successfully completed the construction of an intelligent stereoscopic warehouse. This state-of-the-art facility is designed to optimise inventory management and streamline logistics, contributing significantly to overall operational efficiency.

Five-Year Strategic Plan:

The company has established a five-year strategic plan that places digitalisation at the forefront of its development agenda. This plan underscores the importance of digital transformation as a key driver of competitiveness and innovation within the organisation.

DFSS Deep Digital Technology:

Intretech is actively researching and exploring DFSS (Design for Six Sigma) deep digital technologies. These advanced technologies aim to facilitate comprehensive digital integration across four critical operational domains:

- Structural Design: Enhancing product design processes through data-driven insights.
- Process Development: Streamlining process engineering and optimisation.
- Product Manufacturing: Implementing smart manufacturing techniques for efficiency and quality.
- Workshop Management: Utilising digital tools for effective workshop operations and management.

Digital Process Integration:

The goal is to create a fully digitalised process that encompasses the entire production workflow, ensuring seamless connectivity and data flow between various stages of production.

Digital Construction Years (2022-2024):

The years 2022 to 2024 have been designated as the "digital construction years," focusing on the implementation of digital initiatives across the organisation. This period is crucial for laying the groundwork for advanced digital capabilities.

Intelligence 1.0 in 2025:

Looking ahead, Intretech aims to reach "Intelligence 1.0" by 2025, marking a significant milestone in its digital transformation journey. This stage will incorporate sophisticated data analytics, artificial intelligence, and machine learning to enhance operational decision-making and predictive capabilities

Intretech Digital Development Plan

Build a digital factory

Design upgrade: Virtual design

Process upgrade: A virtual process:

Production upgrade: Virtual production:

Workshop upgrade: A virtual workshop:

Case : Intelligent Three-Dimensional Warehouse

The Intretech Intelligent Three-Dimensional Warehouse project represents a significant leap in the company's digital transformation efforts, focusing on automating warehousing processes to enhance efficiency and accuracy. Key features of the project include:

Warehouse Areas

- Finished Product Warehouse: Stores completed products, ready for distribution.
- Material Warehouse: Holds raw materials and components necessary for production.
- Multi-Pass Warehouse: Facilitates multiple entries and exits for various items, optimizing workflow.

Automated Operations

The warehouse operates through two key software systems:

- Warehouse Control System (WCS): Manages the real-time operations of the warehouse, coordinating the movement of items and ensuring efficient processing.

- Warehouse Management System (WMS): Oversees inventory management, tracking the status and location of goods within the warehouse

Efficient Task Management

The intelligent warehouse can automatically and efficiently perform a variety of tasks, including:

- Warehousing: Efficiently storing incoming items.
- Return Inspection: Streamlining the process for returned goods.
- Outbound Processing: Managing the shipping of products to customers.
- Information Query: Allowing for quick access to inventory data.
- Distribution: Facilitating the organisation and dispatch of items as needed.

Intelligent Storage Control

The system enables automatic storage and control of container unit items, making the management of inventory seamless and reducing the likelihood of errors.

Space Utilisation and Accuracy

- The construction of this intelligent three-dimensional warehouse improves space utilisation rates, ensuring that storage areas are maximised.

- The accuracy of material accounts is enhanced, reducing discrepancies and improving inventory management.

Foundation for Intelligent Manufacturing

This warehouse lays a solid foundation for Intretech's vision of building a first-class intelligent manufacturing factory. By integrating advanced automation and management systems, the company is better equipped to respond to the demands of modern manufacturing and supply chain operations.



The Intelligent Three-Dimensional Warehouse revolutionises inventory management with precision, automation, and seamless integration. We aim to advance Warehouse Management Systems (WMS) and automated operations, to set up more smart factories around the world and equip them to meet our customer needs.



Case : Intelligent Tolerance Analysis System



The Intelligent Tolerance Analysis System represents a significant advancement in Intretech's commitment to optimising product design and manufacturing processes.

This system, independently developed by Intretech, focuses on managing and analysing tolerance issues, which are critical for ensuring the quality and functionality of products. Here are the key features and benefits of this innovative system:

Automated Feasibility Evaluation

The system automatically evaluates the feasibility of designs and manufacturing processes. By assessing the tolerances early in the design phase, it helps identify potential issues before they arise.

Predictive Problem Identification

It predicts potential tolerance-related problems that may occur during manufacturing. This proactive approach allows for timely adjustments and mitigations, enhancing overall product quality.

Dynamic Adjustment of Parts

Utilising advanced optimisation algorithms, the system can automatically adjust the size and shape of parts. This capability minimises the impact on product functionality and ensures that the manufactured parts meet design specifications.

Complete Tolerance Management System

The system aids companies in establishing a comprehensive tolerance management framework. This system ensures that all products manufactured align with specified design and quality requirements, facilitating a streamlined production process.

Efficiency and Quality Improvement

By implementing the Intelligent Tolerance Analysis System, companies can significantly enhance the efficiency of product design and manufacturing processes. It reduces the incidence of defects, leading to higher product quality and reliability.

Cost Reduction

The reduction in defective rates directly correlates with lower production costs. By minimising waste and rework, the system contributes to overall cost savings in manufacturing operations.

Enhanced Engineering Tools and Analysis

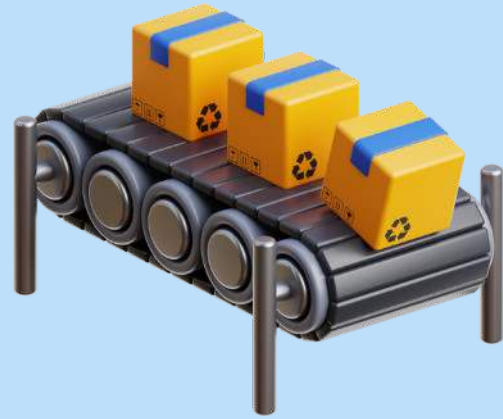
The system equips engineers with powerful tools for analysis, allowing them to make informed decisions during the design and manufacturing phases. This capability supports better collaboration and innovation within engineering teams.

Boosted Product Competitiveness

With improved design efficiency, reduced defects, and higher quality, products are positioned more competitively in the market. The enhanced performance and reliability contribute to better customer satisfaction and loyalty.



Case : Digital Production Line



The implementation of digital production lines at Intretech marks a transformative step in the company's manufacturing capabilities. These lines leverage digital twin technology to enhance product quality and operational efficiency. Here are the key highlights and advantages of this initiative:

Digital Twin Technology:

Each production line is built on the concept of digital twin technology, which creates a virtual replica of the physical production environment. This technology allows for real-time simulation, monitoring, and analysis of manufacturing processes.

Predictive Quality Management

By focusing on key processes and quality characteristics, the digital production lines can predict the source of quality issues before they manifest in the final product. This proactive approach reduces the risk of defects and enhances overall product quality.

Real-Time Monitoring

The production lines feature robust real-time monitoring capabilities that track the feedback results of the transfer function. This continuous feedback loop improves the accuracy of product quality monitoring, enabling immediate identification of deviations from quality standards.

Enhanced Quality Monitoring

With the ability to predict quality problems and monitor processes in real-time, the digital production lines significantly enhance the effectiveness of product quality monitoring. This leads to higher consistency and reliability in the products manufactured.

Data-Driven Insights

The integration of digital twin technology allows for extensive data collection and analysis throughout the production process. This data can be used to generate insights that inform decision-making and drive continuous improvement initiatives.

Operational Efficiency

By anticipating quality issues and streamlining monitoring processes, the digital production lines contribute to improved operational efficiency. Reduced downtime and waste associated with quality failures translate to lower operational costs.

Scalability and Flexibility

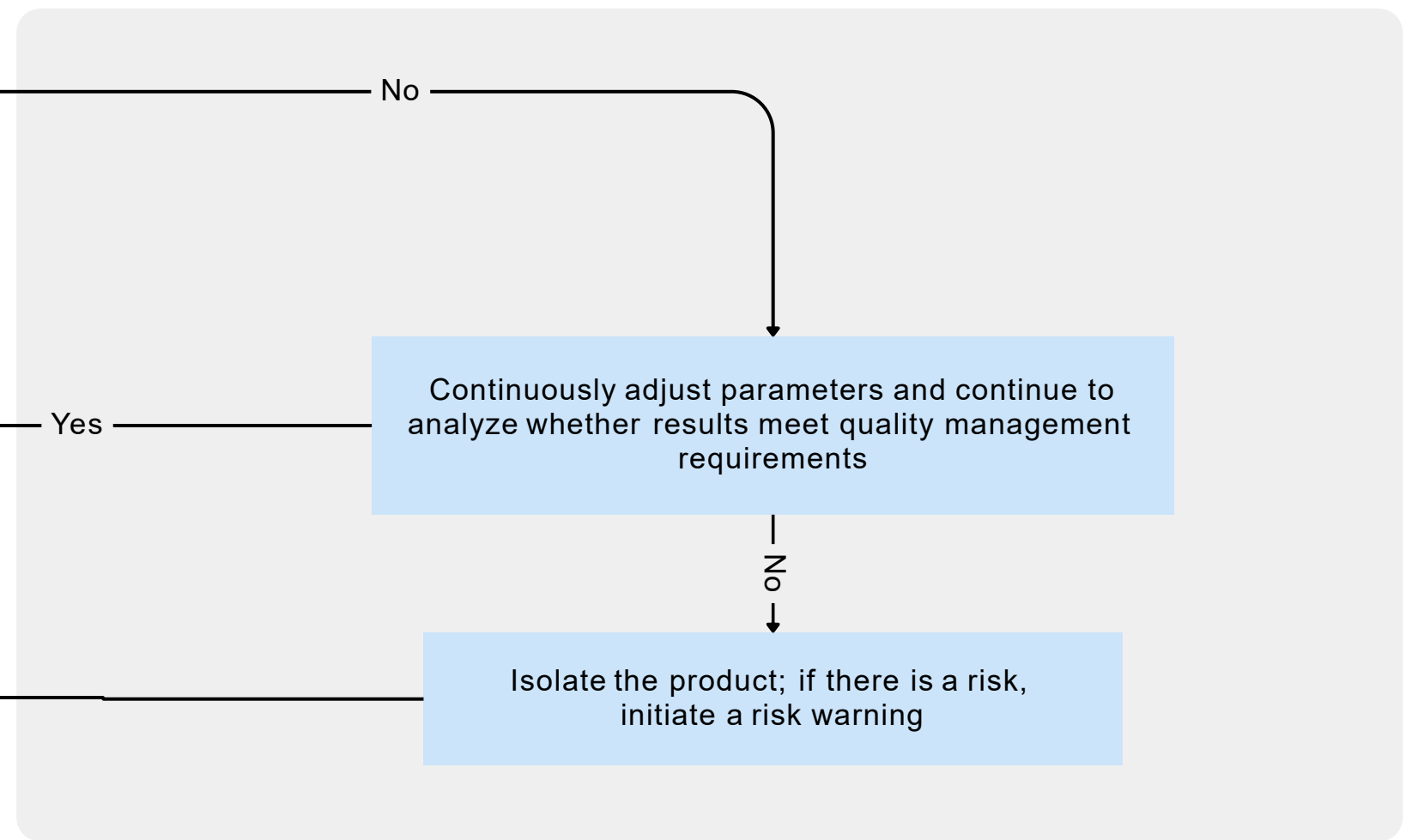
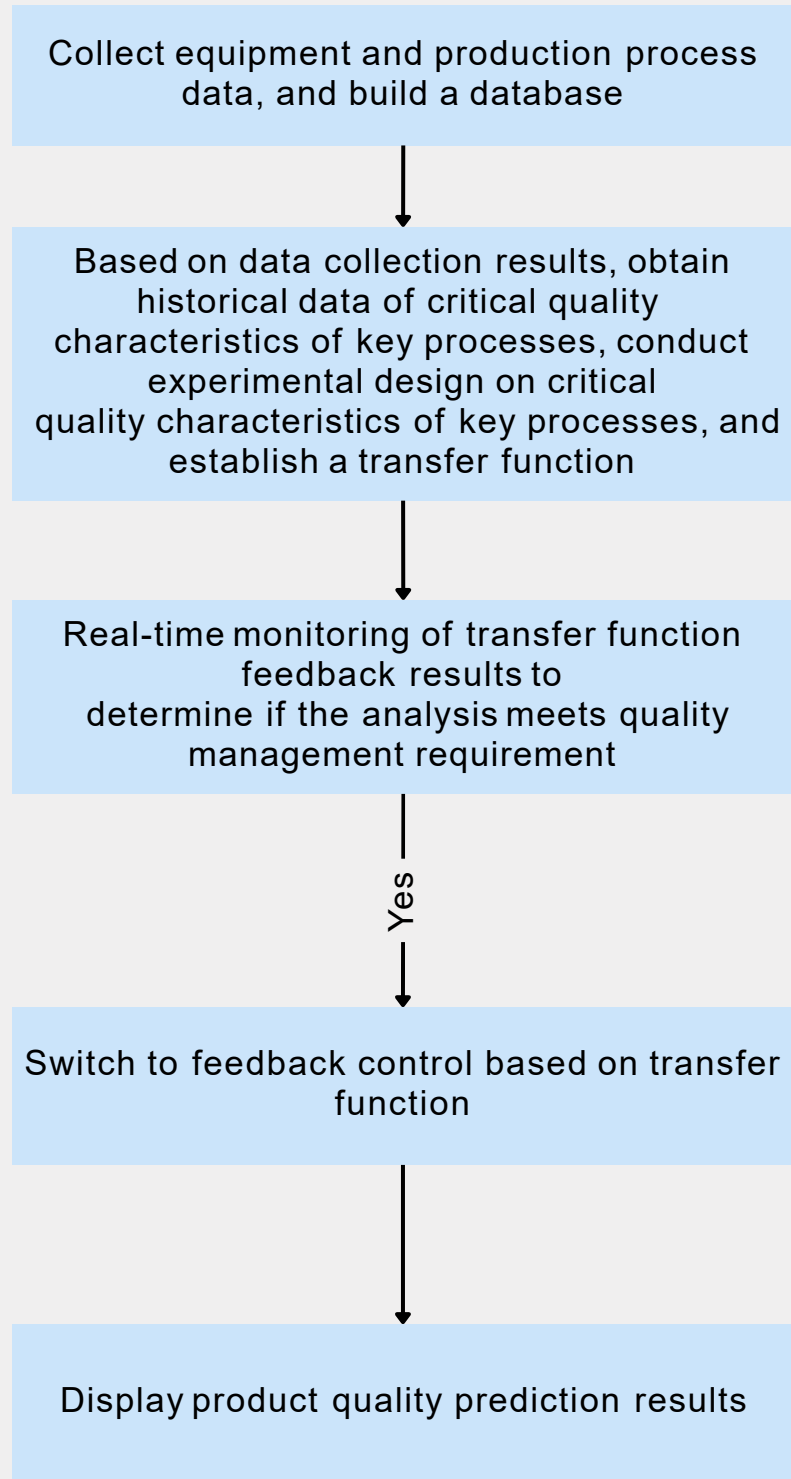
The digital production lines are designed to be scalable and flexible, allowing for easy adjustments to accommodate changes in production volume or product specifications. This adaptability supports the company's goal of meeting diverse customer needs.

Competitive Advantage

The implementation of digital production lines reinforces Intretech's competitive edge by delivering higher quality products with greater efficiency. This capability positions the company favourably in the marketplace, attracting more clients and fostering long-term relationships.



Digital production line flow chart



Supply Chain Management

Sustainable Supply Chain Management

Responsible Supply Chain Management

Green Compliance

Conflict Minerals Management

Sunshine Procurement

Localised Supply Chain



Sustainable Supply Chain Management

At Intretech, sustainable supply chain management is rooted in the core value of "cooperation and mutual benefit." As an essential strategic partner, the company emphasises the importance of strong, collaborative relationships with suppliers to achieve common growth and long-term success. Here are the key components and initiatives that define Intretech's sustainable supply chain management approach:



Supplier Relationship Management

Intretech prioritises building strong relationships with suppliers, viewing them as essential partners in achieving business objectives. This partnership approach fosters trust and encourages mutual support for continuous improvement.



Comprehensive Management Systems

The company has established detailed management systems, including the Supplier Management Procedure and the Supplier Development Management Procedure. These systems outline clear guidelines for the entire supplier lifecycle, including:

- **Selection:** Careful evaluation of potential suppliers based on quality, reliability, and sustainability practices.
- **Access:** Ensuring suppliers have the necessary resources and support to meet Intretech's standards.
- **Review and Evaluation:** Regular assessments to monitor supplier performance and compliance with quality and sustainability criteria.
- **Elimination:** A systematic approach for phasing out suppliers that do not meet the required standards

uSCM Supply Chain Collaborative Management Platform

The development of the uSCM platform enhances communication and process control within the supply chain. This intelligent platform enables:

- **Real-time Data Sharing:** Facilitating seamless information exchange between Intretech and its suppliers.

- **Process Automation:** Streamlining operations to improve efficiency and reduce delays.
- **Collaborative Planning:** Joint forecasting and inventory management to optimise supply chain performance.



Focus on Sustainability

Intretech is committed to integrating sustainability into its supply chain practices. This includes:

- **Environmental Responsibility:** Encouraging suppliers to adopt eco-friendly practices and reduce their carbon footprint.
- **Social Responsibility:** Ensuring suppliers adhere to ethical labor practices and contribute positively to their communities.
- **Economic Viability:** Supporting suppliers in enhancing their operational efficiencies and competitiveness.

Mutual Growth and Development

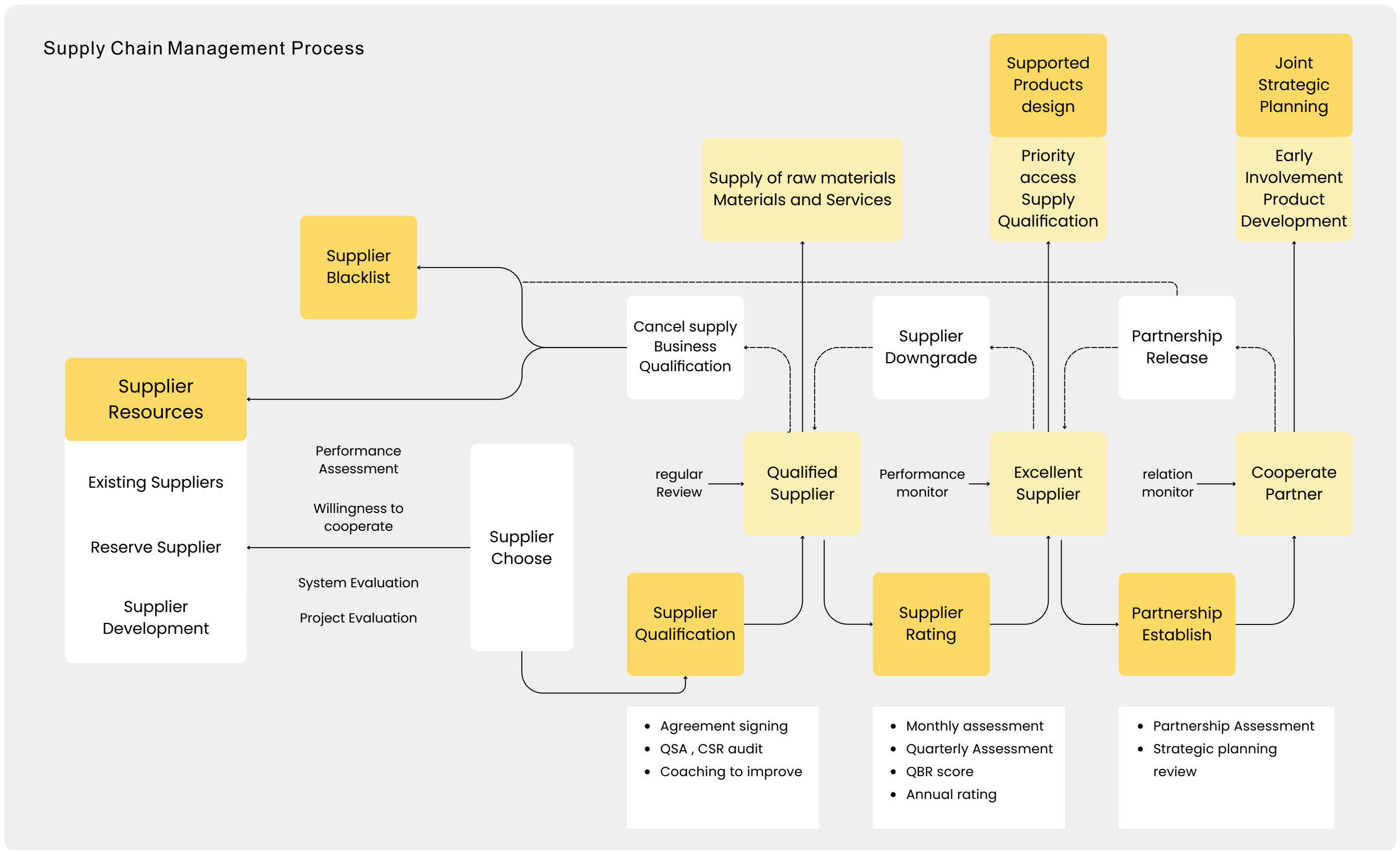
The company actively invests in supplier development initiatives, providing training and resources to help suppliers improve their capabilities and performance. This collaborative approach promotes shared growth and long-term stability in the supply chain.

Creating a Harmonious Business Environment

Intretech strives to foster a fair and transparent business environment for all stakeholders involved. By prioritising open communication, ethical practices, and mutual support, the company cultivates a positive atmosphere that benefits both Intretech and its suppliers.



By collaborating with eco-conscious suppliers, we reduce waste, optimise resources, and ensure compliance with global environmental standards.



Responsible Supply Chain Management

Intretech is committed to responsible supply chain management as a fundamental aspect of its operations. As a leader in green supply chain practices, the company recognises its responsibility toward environmental sustainability and social accountability. Here are the key components of Intretech's approach to responsible supply chain management:



Commitment to Environmental and Social Standards

Intretech maintains strict standards for its suppliers concerning environmental and social impacts while focusing on technology, quality, service, supply, and cost performance. This commitment ensures the stability, sustainability, and competitiveness of the supply chain.



Adherence to RBA Code of Conduct

In November 2023, Intretech officially joined the RBA Electronic Industry Alliance, further reinforcing its dedication to corporate social responsibility. The company adheres to the RBA Code of Conduct and relevant international standards, including ISO 14001 (Environmental Management) and ISO 45001 (Occupational Health and Safety), to ensure responsible practices across the supply chain.

Comprehensive Responsible Supply Chain Policy

Intretech has developed and promotes a comprehensive responsible supply chain policy that encompasses six key aspects:

- **Management System:** Ensuring robust governance structures are in place.
- **Health and Safety Management:** Prioritising the health and safety of workers.
- **Environmental Management:** Minimising environmental impact.
- **Labor Rights:** Upholding workers' rights and fair treatment.
- **Confidentiality and Security:** Protecting sensitive information.
- **Business Ethics Management:** Promoting integrity and ethical behavior.

Supplier Qualification Management

Intretech has established the Supplier Development Management Procedure and the Intretech Supplier Qualification System Technical Requirements. These procedural documents outline:

- **Access Assessments:** Evaluating potential suppliers on social responsibility, quality management, production processes, hazardous substances, and information security through documentation reviews and on-site audits.
- **Agreements:** Qualified suppliers must sign agreements such as the "Purchase Agreement," "Supplier Code of Conduct," "Supplier Integrity Agreement," "Confidentiality Agreement," and "Statement on Non-use of Conflict Minerals" before commencing formal cooperation.



Hierarchical Management and Regular Audits

Intretech uses monthly/quarterly KPI assessments to manage suppliers and enhance supply chain stability. The evaluation follows the "Supplier Score Card and Its Business Review Guide," assessing suppliers on:

- Quality capability
- Delivery capability
- Cost leadership
- Cooperation capability
- Environmental protection
- Business ethics

Suppliers are categorized into four performance levels: A, B, C, and D.

Continuous Monitoring and Risk Management

To mitigate potential risks, Intretech conducts regular audits of qualified suppliers based on the "Supplier Management Procedure" and the "Supplier CSRAudit Procedure." This includes assessments of:

- Quality systems
- Corporate social responsibility (CSR)
- Process capabilities

For suppliers not meeting the required standards, Intretech may reduce purchase volumes and require corrective actions within specified timelines. The company also offers guidance and training to support improvement. If improvements are inadequate, purchasing may be suspended, and in cases of serious non-compliance, supplier qualifications may be revoked.

Supplier evaluation level	Control measures
A (90-100 points)	Increase procurement and give priority to subsequent cooperation
B (70-89 points)	Normal purchase
C (60-69 points)	Reduce purchases, require suppliers to provide improvement reports and track and confirm the improvement results, provide relevant guidance, and conduct on-site audits when necessary. If the improvement results are not good, suspend purchases
D (less than 60 points)	Suspend procurement and eliminate exit

Green Compliance

Intretech is committed to ensuring green compliance across its supply chain by prioritising environmental sustainability and regulatory adherence. This commitment is evident in several key practices:



Commitment to Environmental and Social Standards

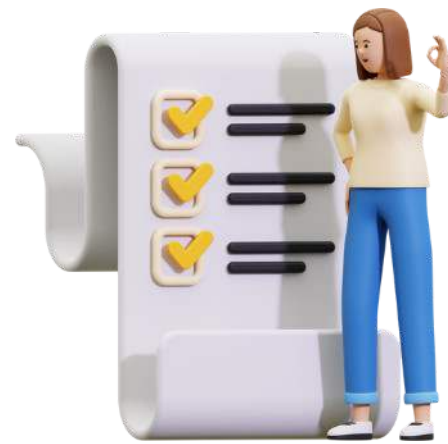
The company strictly utilises products, parts, and materials with low environmental impact. To reinforce this commitment, all suppliers are required to sign the "Green Environmental Protection Agreement."

Hazardous Substance Management

Intretech employs the u MSDS (Material Safety Data Sheet) hazardous substance management system to oversee environmental protection information such as MSDS, RoHS (Restriction of Hazardous Substances), and SVHC (Substances of Very High Concern) provided by suppliers. The procurement and corporate management departments review the data within the u MSDS system to ensure compliance with Intretech's hazardous substance control standards.

Incoming Raw Materials Testing

Upon receipt of raw materials, the company's quality department conducts X-ray testing and analysis based on the material's risk level to identify any hazardous substances. This proactive approach helps prevent any potential environmental issues before materials are used in production.



Zero Defect Control

Intretech implements a "zero defect" control policy regarding environmental protection. If any incoming materials are found to exceed the RoHS limits or pose significant environmental risks, the supplier is promptly notified to suspend production and take corrective action. Under these circumstances, the supplier's quality and environmental protection scores will be reduced to 0 points for that month, quarter, and year.

Performance Tracking

During the reporting period, the company maintained a strong record, with no incidents involving excessive levels of hazardous substances, effectively controlling environmental risks within its supply chain.

Conflict Minerals Management

During the reporting period, the company maintained a strong record, with no incidents involving excessive levels of hazardous substances, effectively controlling environmental risks within its supply chain.

Compliance with Industry Standards

Intretech adheres to the Electronic Industry Code of Conduct and fulfils its obligations by implementing the "Conflict Mineral Management Procedure." This ensures that the company aligns with the efforts of the EICC (Electronic Industry Citizenship Coalition) and GeSI (Global e-Sustainability Initiative) to improve conditions within the electronic supply chain.



Responsibly sourcing raw materials to minimise environmental impact in logistics.





Supplier Accountability

All suppliers are required to sign the "Declaration of Non-Use of Conflict Minerals" and complete the "Conflict-Free Metal Report Template" questionnaire. This process ensures that suppliers are committed to ethical sourcing practices.

Sourcing from Responsible Smelters

Intretech is dedicated to purchasing materials exclusively from recognised non-conflict smelters, certified through programs such as the "Conflict-Free Smelting Program" or other equivalent independent third-party audits. This practice guarantees that the minerals used in the raw materials supplied to customers do not originate from conflict-affected areas.

During the reporting period, the company completed 126 supply chain conflict mineral surveys .

Sunshine Procurement

Intretech is committed to fostering a transparent and compliant procurement environment, referred to as Sunshine Procurement. This initiative focuses on creating a fair, just, and open atmosphere throughout various procurement aspects, including bidding, production processes, logistics management, and supply relationships. Key features of the Sunshine Procurement initiative include:

Legal Compliance

Intretech promotes procurement practices that adhere to legal standards, ensuring that all activities are compliant with relevant laws and regulations.

Integrity Agreements

When entering into contracts with suppliers, the company explicitly states anti-commercial bribery provisions and requires the signing of an "Integrity Agreement." This agreement outlines the expectations for ethical behaviour and commitment to fair practices.

Supervision and Auditing

The procurement process is subject to rigorous supervision and auditing. Intretech has implemented necessary oversight mechanisms to monitor procurement activities and ensure compliance with internal policies and legal requirements.

Reporting Channels

Multiple reporting channels are established to encourage employees and stakeholders to report any suspicious or illegal activities. This transparency helps prevent non-compliant behaviours and enhances the supervision mechanisms for commercial cooperation.

Protecting Rights and Interests

By creating an honest and trustworthy working environment, Intretech safeguards the legitimate rights and interests of both the company and its suppliers. This approach builds trust and strengthens supplier relationships.

Performance Record

During the reporting period, a total of 405 suppliers signed the Supplier Integrity Agreement, reflecting the company's commitment to ethical procurement practices. Notably, there were no incidents of supply chain corruption reported at Intretech, showcasing the effectiveness of its Sunshine Procurement initiative.



Intretech Conflict Minerals Management Process

Conflict Minerals Policy Implementation	Conflict Minerals Survey Project	Conflict Minerals Survey Implementation	Conflict Minerals Survey Results
Newly introduced suppliers must sign the "Conflict Minerals Non-Use Declaration" to comply with Intretech's Conflict Minerals Policy.	Intretech publishes the latest version of the CMRT questionnaire every year to screen out suppliers that may contain 3TG and cobalt products.	Intretech invites suppliers to complete the RMI_CMT questionnaire to collect information, summarise and provide feedback. Compare the smelter list provided by the supplier with the RMI list derived from the RBA official website.	Intretech analyses and summarises the supplier survey results and outputs the CMRT questionnaire.

Building a Localised Supply Chain System

Intretech actively works towards establishing a globally integrated supply chain while also emphasising the importance of localisation in its overseas smart manufacturing bases. This strategy aims to foster mutual benefits for the company and its suppliers. Key aspects of this localised supply chain system include:



Response to National Initiatives

Since 2016, Intretech has been proactive in responding to national initiatives, including contributing to the "Belt and Road" initiative. This strategic alignment reflects the company's commitment to regional and global economic development.

Joint Ventures

In July 2019, Intretech collaborated with local Malaysian companies to establish a joint venture, developing the Fujian Malaysia Intelligent Manufacturing Industry Economic and Trade Cooperation Park. This project spans an area of 420,000 square meters and is designed to facilitate cooperation among high-quality strategic suppliers from both upstream and downstream sectors.



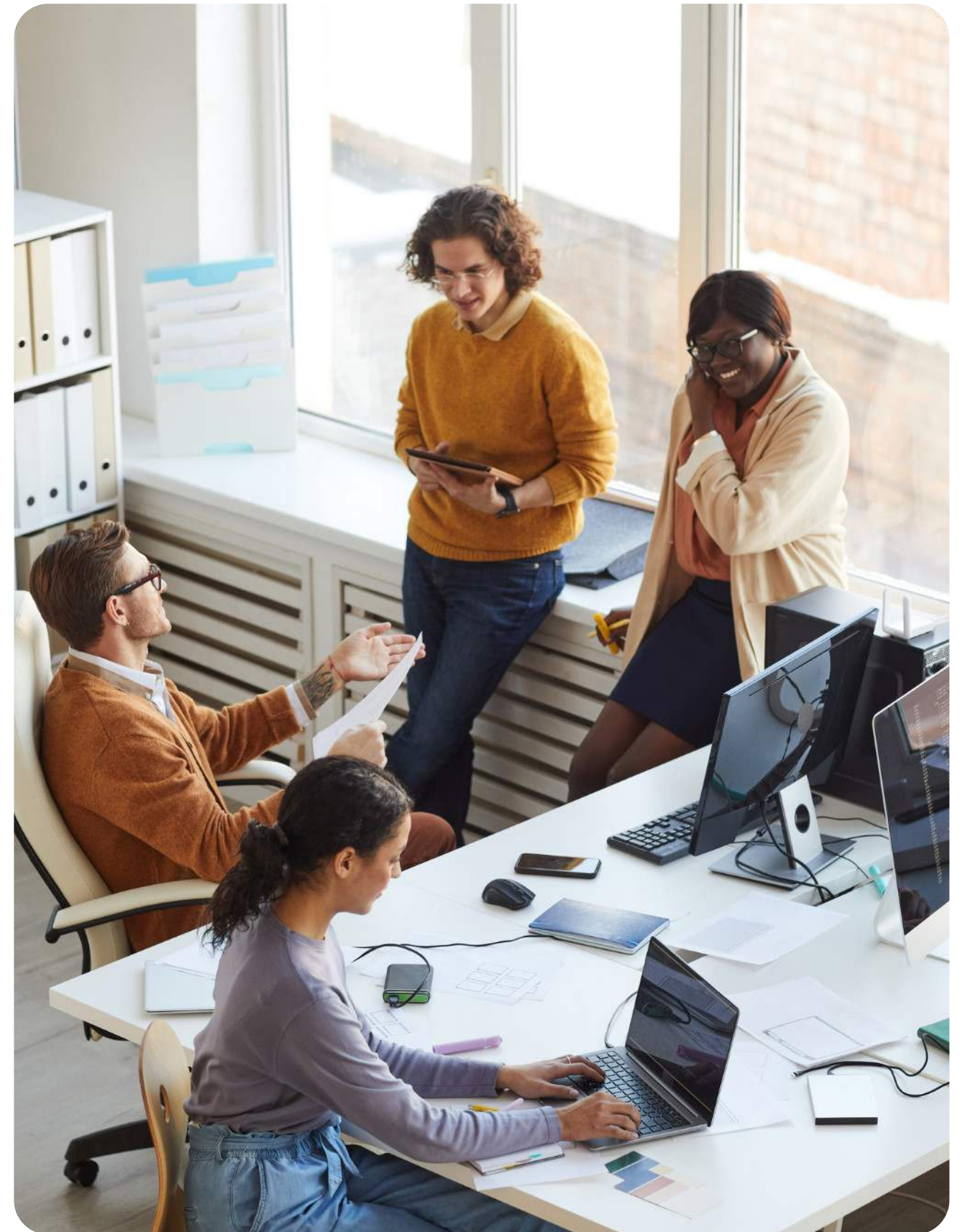
Modern Industrial Park Development

The joint venture aims to create a modern high-end intelligent manufacturing industrial park with a complete supply chain. By attracting various strategic suppliers to settle in the park and build factories, Intretech seeks to enhance the manufacturing capabilities in the region and promote the growth of the intelligent manufacturing sector.



Global Expansion

Through these efforts, Intretech is leading Chinese intelligent manufacturing efforts to expand globally while simultaneously driving the development of the industrial chain on a worldwide scale.



Social Responsibility

Employee Care

Safety & Occupational Health Management

Industrial Development & Social Welfare

Charity



Social Responsibility

Intretech's commitment to social responsibility is deeply ingrained in its core philosophy of being "people-oriented." The company emphasises the importance of prioritising people in all aspects of business management, focusing on creating an inclusive and diverse organisational culture. This dedication extends to ensuring the legitimate rights and interests of employees, fostering talent development, and providing a safe and healthy working environment. Intretech's social responsibility initiatives encompass various areas:

1 NO POVERTY

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY

8 DECENT WORK AND ECONOMIC GROWTH

10 REDUCED INEQUALITIES

11 SUSTAINABLE CITIES AND COMMUNITIES

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Protection of Employees' Rights and Interests

Labor Management System

Intretech is committed to respecting and protecting the rights of all employees by adhering to applicable domestic and international laws and regulations. The company implements international labor conventions and standards, including:

- Universal Declaration of Human Rights
- Core Conventions of the International Labor Organisation
- 10 Principles of the United Nations Global Compact (UNGC)
- RBACode of Conduct

To establish a comprehensive labor rights management system, Intretech has developed policies, including:

- RBASocial Responsibility Management Manual
- Employee Handbook
- Humane Treatment Management Procedures
- Free Employment and Labor Management Procedures
- Child Labor and Minor Worker Management Procedures

These frameworks regulate workplace behaviour, eliminate illegal practices such as forced labor and discrimination, ensure reasonable working hours, and respect employees' rights to free association and collective bargaining. In 2023, Intretech became a member of the RBAorganisation, using its platform to assess supplier CSRrisks and enhance labor rights risk management in the supply chain.

Labor Rights

Intretech emphasizes the protection of employees' legitimate rights by:

- Complying with the Labor Law and Labor Contract Law.
- Implementing a fair consultation mechanism and signing collective wage agreements.
- Maintaining a trade union organisation that represents employee interests in matters of wages, benefits, safety, and social insurance.

Fair Employment

The company adheres to principles of fairness and openness in recruitment, ensuring that candidates are selected based on professional qualifications and technical skills.

Employee Privacy Protection

Protection Intretech respects employee privacy and complies with the Personal Information Protection Law. The company has established an ISO27001 information security management system to safeguard employee data throughout its lifecycle.

Human Rights Protection

International standards, Intretech conducts regular training on labor and human rights policies. In 2023, the human rights training coverage rate for all employees reached 100%.

Prohibition of Child Labor

a) Intretech prohibits employing individuals under 16 years of age, using multiple verification methods during recruitment to ensure compliance.

Anti-Discrimination and Anti-Harassment

The company strictly prohibits discrimination and harassment, promoting equal opportunities and treatment for all employees, regardless of race, gender, age, or other protected characteristics.

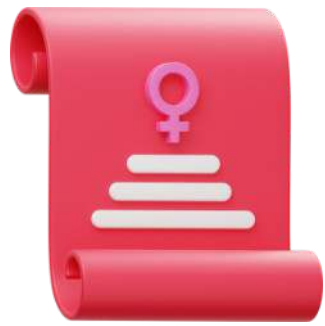
Fight Against Forced Labor

Intretech explicitly prohibits forced labor in all forms, ensuring that employment relationships are voluntary. The company provides clear employment agreements in the native language of foreign employees and covers reasonable recruitment costs.

Upholding the Right to Freedom of Association and Collective Bargaining

Bargaining Intretech has established procedures to protect employees' rights to free association and collective bargaining. Regular employee representative meetings allow for negotiation on vital matters, promoting transparency and employee engagement.

“By championing employee rights and wellbeing, we drive positive change across our organisation and the communities we serve.”



Women's Rights

Intretech is dedicated to protecting the rights of female employees, implementing supportive policies and initiatives, such as:

- Adhering to the three-period leave policy for female employees.
- Ensuring fair career development opportunities and equal treatment.
- Organizing events like International Women's Day to celebrate and empower female employees.

Case Study : International Women's Day Activities

In 2023, Intretech organised various celebrations for International Women's Day at multiple sites. Activities included:

- Flower salons
- Sunny meadow daisies
- Fireside tea-making
- High-altitude viewing events

These initiatives aim to foster a supportive environment, improve the overall well-being of female employees, and create a culture of respect and care within the workplace.



Employee Diversity and Equality

In the era of globalisation, employee diversity is recognised as a fundamental driving force behind the success of modern enterprises. Intretech places a strong emphasis on respecting differences, fostering an inclusive workplace, and promoting openness. The company's commitment to diversity and equality is reflected in its policies and practices, particularly through its Recruitment and Employment Management System, which outlines several key principles:

Commitment to Non-Discrimination

Intretech explicitly prohibits discrimination based on various characteristics, including:

- Gender
- Age
- Race
- Religion
- Region
- Culture

By adhering to these principles, Intretech ensures that all employees are treated fairly and have equal opportunities to succeed within the organisation.

Equal Employment Opportunities

The company is dedicated to upholding the principle of equal employment for all individuals, regardless of their backgrounds. Characteristics, including:

This includes providing:

- Equal development opportunities for:
 - People with disabilities
 - Veterans
 - Ethnic minorities
 - Over-age employees

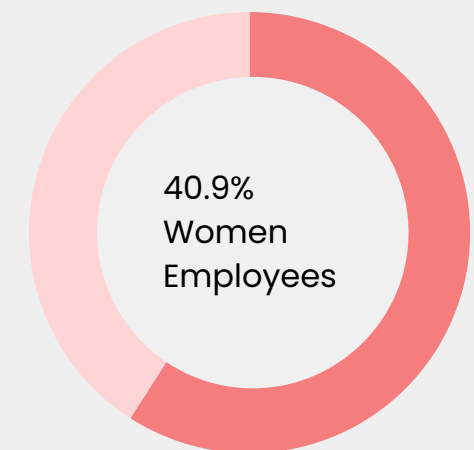
Intretech's proactive approach ensures that a diverse and international workforce is supported and that all employees receive fair and equitable job opportunities.

Inclusive Work Environment

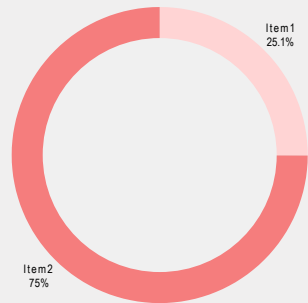
Intretech fosters an inclusive workplace culture by:

- Encouraging diverse perspectives and ideas, which enhance creativity and innovation.
- Creating an environment where employees feel valued and respected, regardless of their differences.
- Implementing training programs and workshops aimed at promoting awareness and understanding of diversity and inclusion.

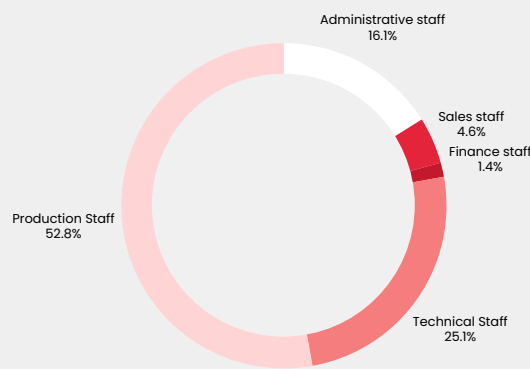
Female Ratio



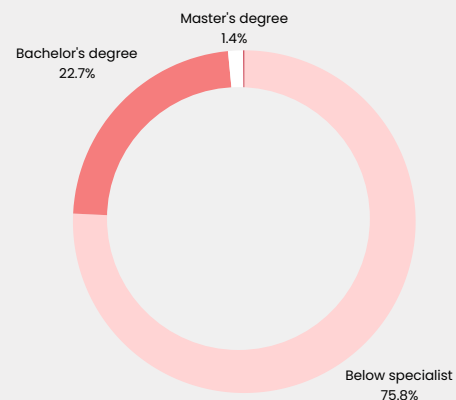
Proportion of R&D personnel



Employee distribution (people) by professional role



Employee distribution by education level



Employee Compensation, Benefits, and Employee Care



Salary and Benefits

In the era of globalisation, employee diversity is recognised as a fundamental driving force behind the success of modern enterprises. Intretech places a strong emphasis on respecting differences, fostering an inclusive workplace, and promoting openness. The company's commitment to diversity and equality is reflected in its policies and practices, particularly through its Recruitment and Employment Management System, which outlines several key principles:

Fair and Competitive Salary Structure

- **Equity in Compensation:** Intretech's salary system is designed to ensure fairness among employees while remaining competitive within the market.

- **Performance Appraisal System:** A comprehensive performance appraisal system has been implemented, encouraging employees to actively contribute to their roles through:
 - Personal performance commitments (PBC)
 - Monthly contribution incentive awards

Long-term Incentive Mechanism

Intretech has developed a long-term incentive mechanism comprising:

- **Equity Incentive Plans:** Launched in 2018 and 2021, these plans have benefited 864 employees, representing 9.39% of the average total workforce during those periods. This initiative has positively impacted the retention of talent and enhanced employee cohesion.
- **Job Promotion Allowances:** Designed to support career advancement, these allowances provide a clear pathway for professional growth.
- **Talent Signing Bonuses:** Targeted at attracting skilled professionals to the smart manufacturing sector, benefiting a total of 263 employees.

This long-term incentive mechanism aims to meet the diverse needs of employees, stimulating their potential and fostering a stable, efficient, and innovative workforce that supports the sustainable growth of the company

Short-term Incentive Mechanism

Intretech ensures that employees' contributions are fairly rewarded through various short-term incentives, including:

- **Performance Bonuses:** Recognising individual and team achievements.
- **Project Bonuses:** Awarded for successful completion of specific projects.
- **Internal Awards:** Various accolades to acknowledge exceptional performance.

Employee Well-being Initiatives

Intretech prioritises the health and well-being of its workforce by implementing several initiatives, including:

- **Regular Health Screenings:** Ensuring employees have access to routine physical examinations.
- **Comprehensive Social Insurance:** Providing robust benefits that include provident funds and commercial insurance.
- **Flexible Working Arrangements:** Offering diverse vacation options and flexible working hours to promote work-life balance.
- **Support for Life Challenges:** Actively assisting employees with significant life challenges, such as children's education and housing issues, to create a supportive working environment.



Employee Recognition and Appreciation

The company has established an honour system to acknowledge outstanding contributions and long-serving employees. From 2011 to the end of 2023, Intretech has recognised a total of 3,645 individuals with various awards. Additionally, exclusive customised souvenirs have been presented to 156 employees who have served for more than a decade, highlighting the company's appreciation for their loyalty and positive contributions.

Employee Care



Intretech is deeply committed to the well-being of its employees, prioritising welfare and creating a comfortable and supportive working environment. This dedication is reflected in various initiatives and facilities designed to enhance employee satisfaction and foster a sense of belonging within the company.

Enhanced Work Environment

In 2019, the Intretech Xiamen Haicang Innovation Industrial Park was launched, significantly improving the quality of the workplace. Key enhancements include:

- **Improved Catering and Accommodation:** The industrial park features upgraded dining facilities, ensuring that employees have access to nutritious meals and comfortable living spaces.
- **Leisure and Sports Facilities:** The addition of leisure and sports amenities encourages employees to engage in recreational activities, promoting physical health and well-being.

These improvements not only enrich employees' life experiences but also foster a sense of community and cohesion among the workforce.

Initiatives to Foster Employee Happiness

To enhance employees' happiness and sense of belonging, Intretech regularly organises various activities and provides thoughtful benefits:

- **Birthday Celebrations:** Employee birthday parties are organised to celebrate individual milestones, creating a warm and inclusive atmosphere.
- **Annual Employee Tours:** These tours offer employees a chance to bond outside of work, contributing to team spirit and camaraderie.
- **Heatstroke Prevention Supplies:** During the summer months, Intretech distributes cooling supplies to help employees cope with the heat, demonstrating care for their well-being.
- **Children's Day Gifts:** The company acknowledges the families of employees by giving gifts to children on special occasions.

Additionally, Intretech provides wedding and childbirth red envelopes, as well as hospitalisation condolences, showcasing its commitment to supporting employees through significant life events and challenges

Building a Harmonious Company Culture

By organising these activities and providing a variety of benefits, Intretech strives to create a warm and harmonious workplace that promotes employee engagement and loyalty. The company's efforts aim to enhance employees' sense of belonging and happiness, which in turn contributes to the sustainable development and success of the organization



Case Study: Enhancing the Working Environment at Xiamen Haicang Innovation Industrial Park

In 2019, Intretech made significant strides in improving the working and living conditions for its employees at the Xiamen Haicang Innovation Industrial Park. The company's commitment to creating a comfortable and welcoming environment is evident through various initiatives aimed at enriching the employee experience.



1 | Expansion of Dining and Accommodation Facilities

To better serve its workforce, Intretech has made substantial investments in the following areas:

New Employee Restaurant: A state-of-the-art employee restaurant was opened, covering an impressive 3,500 square meters and capable of accommodating 2,000 employees at once. This facility not only provides nutritious meals but also serves as a communal space for employees to socialise and relax.

- **Employee Dormitories and Talent Apartments:** To address the accommodation needs of its employees, Intretech added 204 new dormitories and 403 talent apartments, enabling comfortable living arrangements for more than 1,000 individuals.



2 | Recreation and Sports Facilities

Understanding the importance of work-life balance, Intretech has developed a wide range of recreational and sports facilities:

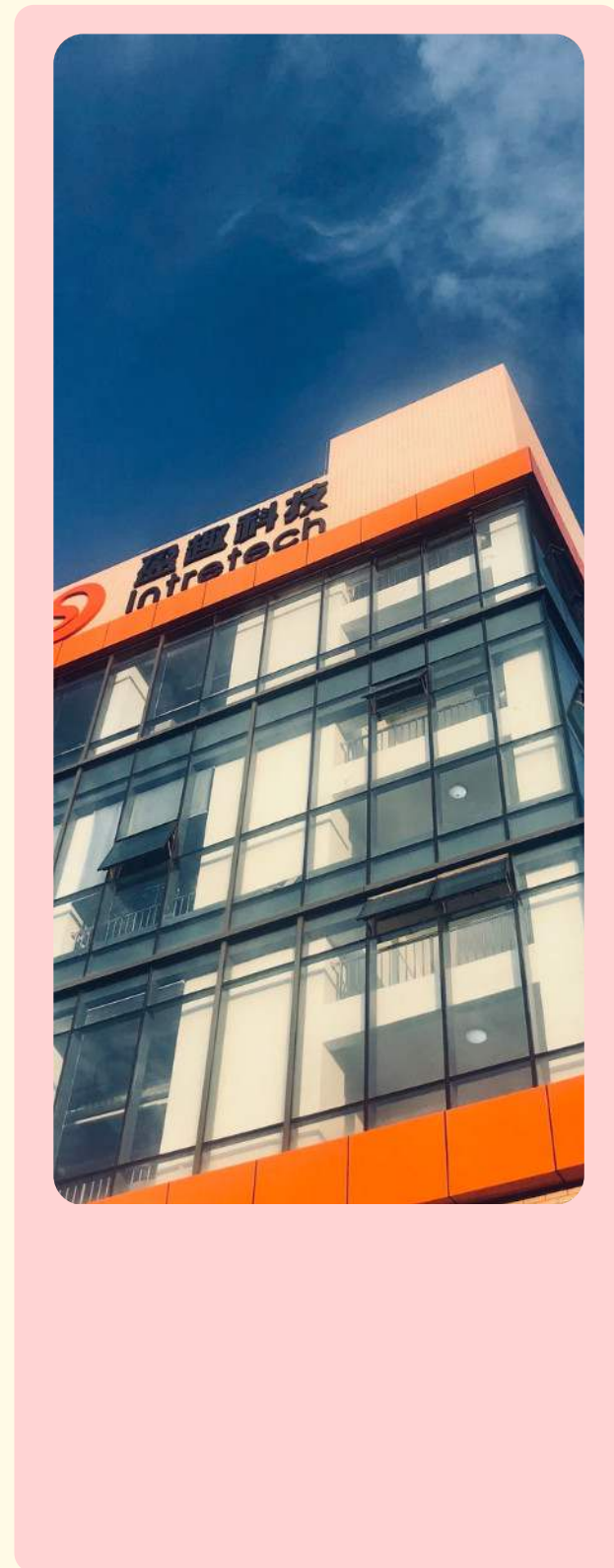
- **Atrium Gardens:** Designed to create a serene and relaxing atmosphere, the gardens provide a peaceful environment for employees to unwind during breaks..

- **Book Bars and KTVs:** These spaces encourage leisure and socialisation, allowing employees to engage in cultural and recreational activities.
- **Gymnasiums and Aerial Runways:** Fitness facilities promote physical health and well-being, offering employees opportunities to stay active and fit.
- **Football Fields and Basketball Courts:** With a total recreational area exceeding 15,000 square meters, these sports facilities foster teamwork and camaraderie among employees.



3 | A Garden-Like Working Environment

Intretech's overarching goal is to create a garden-style working environment that enhances the overall quality of life for its employees. By providing a blend of functional, recreational, and aesthetic spaces, Intretech ensures that employees enjoy a comfortable and engaging workplace.



Case Study: Family Engagement Initiatives at Intretech

Intretech has taken proactive steps to foster a culture of family and community within its workforce. By organising events that engage employees' families, the company promotes a supportive environment that recognises the importance of work-life balance and the role of family in employee well-being.



1 | Family Open Days

To strengthen connections between the company and its employees' families, Intretech held Family Open Day events during the reporting period.

- **Participation:** The event attracted 115 children of employees, referred to as the "second-generation Ying," along with their families.

- **Activities:** Families participated in various activities, including park visits and smart technology experiences. These events allowed families to explore the workplace, understand the company's operations, and enjoy quality time together.
- **Impact:** By engaging employees' families, Intretech demonstrated its commitment to employee well-being and family values. This initiative promotes a harmonious relationship between the company and its workforce, reinforcing the idea that employees' families are an integral part of the Intretech community.

2 | Summer Care Activities

To further support employees, especially during holiday periods, Intretech's subsidiary, Zhangzhou iHastek Inc., introduced a summer care class for employees' children in July 2023.

- **Service Offering:** The summer care class provided care for 23 children of employees, addressing the common challenge of childcare during holiday breaks.
- **Objectives:** This initiative aims to alleviate the burden on employees, allowing them to focus on their work while ensuring their children are cared for in a safe and engaging environment.



Case Study: Intretech's Commitment to Employee Well- being through Sports Culture

Intretech recognises the importance of fostering a vibrant employee culture that emphasises health, teamwork, and community engagement. By promoting various sports activities, the company enhances employee morale, builds camaraderie, and contributes to a positive workplace atmosphere.



1 | Weekly Sports Day

Every week, Intretech organises Sports Days on Tuesdays and Fridays, allowing employees to engage in physical activities and team-building exercises. These events promote not only physical fitness but also strengthen team cooperation and foster relationships among colleagues.



2 | Monthly "Orange Day" and Orange Run

The Orange Day initiative, featuring a monthly Orange Run, encourages employees to participate in running activities that promote health and well-being. This event reinforces the company's commitment to a healthy lifestyle while also serving as a platform for team bonding.

- Employee Participation: Employees are encouraged to join in the Orange Run, creating a sense of unity and shared purpose.

3 | Annual Haicang Half Marathon and Health Run

In December 2023, Intretech partnered with the Xiamen Marathon to co-organise the Haicang Half Marathon, showcasing its dedication to health and community involvement. This event is characterised by the participation of hundreds of employees, including the chairman of Intretech, who leads the running team.

- Impact of Participation: The running group leaves a distinctive orange mark on the track, symbolising Intretech's vibrant culture. Participation in this marathon not only promotes physical fitness but also reinforces the spirit of teamwork and corporate pride.

4 | Annual Autumn Sports Meeting and Global Participation



Each year, Intretech hosts an annual autumn sports meeting, providing a larger platform for employees to engage in various sports activities. Notably, on the company's anniversary, employees across the globe spontaneously organise running activities to celebrate, exemplifying the company's culture of health and wellness.

- Global Reach: The integration of sports culture has transcended geographic boundaries, with branches and subsidiaries forming their own running groups. This global engagement signifies the widespread embrace of an active lifestyle among Intretech employees.



Case Study: Intretech's Featured Activities – Fostering Team Spirit and Cultural Appreciation

Intretech actively promotes employee engagement and team building through various featured activities. Notable events such as the Business Challenge and the Mid-Autumn Festival Cake Contest not only enhance business acumen but also celebrate cultural traditions, fostering a sense of community and belonging among employees.



1 | Business Challenge

In February 2023, Intretech organised a Business Challenge at the Xiamen Haicang Innovation Industrial Park. This engaging event was designed to simulate a real business environment, allowing employees to apply their skills in a competitive setting.

- **Objective:** The challenge aimed to enhance employees' business thinking and strategic planning abilities. Teams were tasked with developing creative solutions to real-world business scenarios, fostering collaboration and critical thinking.
- **Outcome:** Participating teams benefitted from hands-on experience that improved their understanding of business dynamics, promoting teamwork and communication skills. This practical approach allowed employees to showcase their talents and learn from one another in a supportive environment.



2 | Mid-Autumn Festival Cake Contest

Every year, during the Mid-Autumn Festival, Intretech hosts a Mid-Autumn Cake Contest. This event reflects the company's commitment to cultural appreciation and employee engagement.

- **Cultural Significance:** The contest incorporates a strong Minnan cultural element, allowing employees to connect with traditional customs while celebrating together.

- **Experience:** Employees participate in baking and decorating mooncakes, creating a lively atmosphere filled with laughter and joy. This event not only enhances emotional exchanges among employees but also deepens their appreciation for cultural heritage.
- **Community Building:** The contest fosters a sense of belonging and community within the company, as employees share their creations and celebrate together, reinforcing interpersonal relationships and teamwork.

“ We nurture team spirit and cultural appreciation, honouring regional celebrations in company culture.”

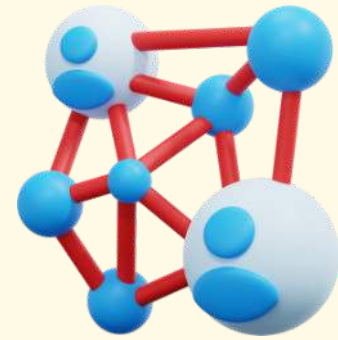


Case Study: Intretech's Employee Communication Initiatives – Fostering Connection and Engagement

Intretech prioritises a harmonious workplace environment by actively promoting open communication and employee engagement. The company employs various modes of communication to ensure employees feel valued, heard, and connected to the organisation's culture and goals.



We work towards encouraging transparent communication and cross-team collaborations.



1 | Diverse Communication Channels

Intretech has established multiple communication modes to facilitate dialogue between management and employees, including:

- **President's Mailbox:** A platform for employees to share thoughts, suggestions, and concerns directly with the company's leadership.
- **Intretech Parents Listen to You:** A dedicated initiative for employees with children, allowing them to voice specific concerns and receive support related to family life.
- **President Communication Forum:** Regular forums where employees can engage in direct discussions with the president and management, fostering transparency and trust.
- **Bubble Communication Platform:** An informal channel for employees to express ideas, share experiences, and connect with colleagues.

- **Improvement Proposals:** A formal mechanism for employees to submit suggestions for workplace improvements, ensuring that their voices contribute to organisational growth.

These channels enable Intretech to understand employees' views and address their needs effectively, creating a more positive work and life atmosphere.

Case Example: Orange Festival:

To reinforce the company's core values and strengthen employee bonds, Intretech established the Orange Festival, celebrated on the 13th of each month.

- **Concept:** Each month, employees come together to share delicious "oranges," symbolising warmth and camaraderie. This gathering encourages teamwork and fosters a sense of community within the organisation.
- **Birthday Celebrations:** The management takes this opportunity to celebrate the birthdays of employees born in that month, organising a thoughtful birthday party. This event expresses recognition and appreciation for employees, making them feel valued and respected.
- **Impact:** The Orange Festival enhances employees' sense of belonging and cohesion within the workplace. By combining sharing with celebration, Intretech reinforces its corporate culture and nurtures strong interpersonal relationships among employees.



Case Study: Intretech's Management and Innovation Activities – Empowering Employees for Continuous Improvement

Intretech prioritises operational efficiency and innovation by fostering a culture of participation and engagement among its employees. The company believes that employee satisfaction and happiness are crucial to achieving these goals. Through structured initiatives, Intretech encourages its workforce to contribute actively to management, improvement, and innovation efforts.

1 | Employee Participation Framework

Intretech has established the "All-Employee Improvement Proposal Management Method," which outlines a systematic approach for employees to engage in the company's

- **Committee for Improvement Proposals:** A dedicated committee reviews and evaluates employee suggestions, ensuring that every voice is heard and considered in the decision-making process. This empowers employees to take an active role in shaping their work environment.
- **Encouragement of Participation:** The management team actively promotes a culture of improvement and innovation, encouraging employees to share ideas that enhance operational efficiency and workplace satisfaction.

2 | Results Achieved



During the reporting period, Intretech successfully implemented various initiatives as part of its continuous improvement strategy:

- **CIP Continuous Improvements:** The company completed a total of 231 Continuous Improvement Projects (CIP). These projects focus on enhancing processes, reducing waste, and increasing productivity within the organisation.
- **Employee Proposals:** A remarkable 1,242 employee proposals were submitted, reflecting the workforce's engagement and desire to contribute to the company's success.

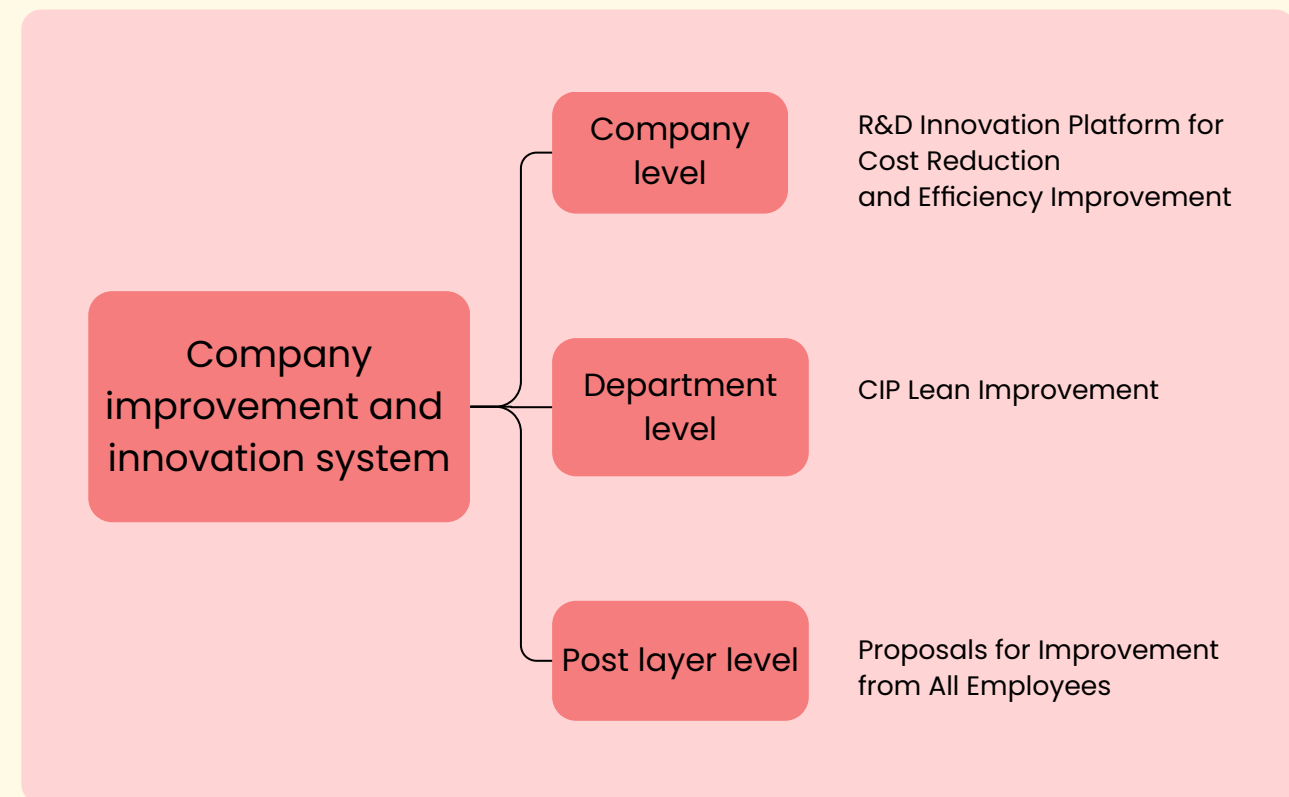
- **Implementation Rate:** Of the proposals submitted, 464 were implemented, showcasing the effectiveness of the improvement proposal management system and the company's commitment to adopting employee-driven innovations.

3 | Impact on Company Culture



The emphasis on employee participation in management and innovation activities has led to several positive outcomes for Intretech:

- **Enhanced Operational Efficiency:** The implementation of employee proposals has streamlined processes and improved overall productivity.
- **Employee Satisfaction and Happiness:** By actively involving employees in decision-making and improvement efforts, Intretech fosters a sense of ownership and pride among its workforce, leading to higher levels of job satisfaction and happiness.
- **Cultivation of a Positive Work Environment:** The initiative contributes to building a "positive" Intretech home, where employees feel valued and motivated to contribute their best efforts.



Talent Attraction and Retention Strategy

Equal and Diverse Employee Recruitment at Intretech

In an increasingly competitive job market, Intretech recognises that attracting and retaining talent is crucial for sustaining growth and innovation. The company has implemented a comprehensive recruitment strategy that emphasises fairness, diversity, and inclusivity



Recruitment Management System

Intretech has developed a robust recruitment management system designed to ensure that the hiring process is equitable and transparent. Key elements of this system include:

- **Principles of Fairness, Justice, and Openness:** The company prioritises ethical recruitment practices, ensuring that all candidates are evaluated on their skills and potential rather than personal characteristics.

- **Multiple Recruitment Channels:** To broaden its talent pool, Intretech utilizes a variety of recruitment channels, including:
 - **Online Platforms:** Leveraging job boards and social media to reach a wide audience.
 - **Campus Recruitment:** Engaging with universities to attract fresh graduates and interns.
 - **School-Enterprise Cooperation:** Partnering with educational institutions to provide students with practical experience and career opportunities.
 - **Internal Referrals:** Encouraging current employees to refer candidates, fostering a culture of collaboration and trust.



Equal Employment Opportunities

Intretech is committed to providing equal employment opportunities to all qualified candidates. The company focuses on the following aspects:

- **Merit-Based Selection:** Candidates are selected based on their skills, qualifications, and potential, ensuring that the hiring process is free from biases.
- **Diversity as an Asset:** Intretech embraces a diverse workforce, recognising that different backgrounds and perspectives enhance creativity and problem-solving. The company actively seeks to attract candidates from various demographics, including gender, age, race, and culture.

- **Cultural Exchange Promotion:** By welcoming diverse candidates, Intretech not only enriches its corporate culture but also promotes cultural exchange among employees, fostering an inclusive workplace where everyone feels valued and respected.



Commitment to Employee Rights and Interests

Intretech places a high priority on safeguarding the rights and interests of employees throughout the recruitment process and beyond. This commitment is reflected in several initiatives:

- **Transparency in Recruitment:** The company provides clear information about job roles, expectations, and the selection process to ensure that candidates have a complete understanding of what to expect.
- **Ongoing Support for Employees:** Once hired, employees receive comprehensive support, including training and development opportunities, to help them succeed in their roles and advance their careers.



International Development Platform and Career Advancement Strategy at Intretech

Intretech's globalisation strategy is a key driver of its growth and innovation. With a presence in over 50 countries, the company not only enhances its operational capabilities but also creates a rich, international environment for its employees. This strategic approach underpins Intretech's commitment to developing a diverse and talented workforce that can thrive in a competitive global landscape.



International Development Platform

Intretech has established subsidiaries in various countries, including China, Malaysia, Hungary, the

United Kingdom, the United States, Switzerland, and Mexico. This extensive international footprint provides the following advantages:

- **Diverse Opportunities:** Employees benefit from a multicultural work environment that fosters international collaboration and networking. The diversity of locations allows employees to gain insights into different markets and cultures.
- **Talent Attraction and Retention:** By operating on a global scale, Intretech attracts talents with international vision and expertise. As of the end of the reporting period, the company employs 1,598 international employees, showcasing its commitment to fostering a global workforce.
- **Customised Training Programs:** To support employees' personal and professional development, Intretech offers tailored training programs that address the unique needs of its workforce. These programs are designed to enhance skills and prepare employees for challenges in an international context.
- **Cross-Border Projects:** Employees are encouraged to participate in international projects, allowing them to apply their skills in diverse environments and broaden their horizons.
- **Management Cadre Development:** Intretech promotes the growth of its management team by facilitating overseas study opportunities, ensuring that they can transfer valuable knowledge and experience back to their respective subsidiaries.
- **Two-Way Learning Mechanism:** The company fosters a two-way learning environment where employees from overseas subsidiaries can visit headquarters for training, ensuring a shared understanding of the company's corporate culture and values.

This international development platform not only enriches employees' experiences but also introduces innovative thinking and global perspectives into Intretech's operations.



Clear and Specific Promotion Path

Intretech places great emphasis on establishing a clear career development framework that provides employees with opportunities for advancement. Key components of this promotion strategy include:

- **Transparent Promotion Mechanism:** The company has implemented a fair and transparent promotion system that ensures equal opportunities for all employees. This system is designed to provide clarity on the criteria and processes involved in promotions.
- **Diverse Career Development Paths:** Intretech recognises that employees have different aspirations and strengths. To accommodate this diversity, the company offers two primary development channels: management and technical pathways. This allows employees to choose a career path that aligns with their skills and goals.
- **Comprehensive Talent Inventory:** Through a thorough talent inventory process, Intretech gains insights into the skills, characteristics, and development needs of its workforce. This information is used to tailor career development plans for employees, ensuring that they receive the support they need.
- **Job Grade Promotion System:** The company regularly conducts professional examinations to assess employees' knowledge and skills

objectively. This rigorous evaluation process enhances the effectiveness and fairness of the promotion system.

- **Enhanced Employee Satisfaction and Loyalty:** By providing clear pathways for career advancement and ensuring fair evaluations, Intretech boosts employee satisfaction and loyalty. Employees feel valued and motivated to contribute to the company's long-term success.

Management Path

- M1: Supervisor
- M2: Manager
- M3: Director
- M4: Vice President
- M5: CEO

Technical Path

- T1: Assistant Engineer
- T2: Engineer
- T3: Advanced Engineer
- T4: Senior Engineer
- T5: Technical Chief
- T6: Technical Manager
- T7: Expert
- T8: Consultant

Case Study: Accelerated Channel for Job Level Promotion at Intretech

In September 2023, Intretech implemented an accelerated job grade promotion assessment aimed at enhancing employee development and ensuring a fair evaluation process. This structured approach included multiple stages to assess employees' competencies and performance comprehensively. Here's an overview of the assessment process and its outcomes:



Assessment Process

- **Online Application:** Employees began the promotion process by submitting their applications online. This step allowed for a streamlined and efficient collection of candidate information.

- **Internal Selection:** After the initial application phase, an internal selection committee reviewed the candidates based on predefined criteria, ensuring that the selection process was transparent and fair.
- **Knowledge and Skills Test:** Candidates who passed the initial selection underwent a rigorous knowledge and skills test. This evaluation assessed their professional expertise and capabilities relevant to their desired job levels.
- **On-Site Defence:** The final stage involved an on-site defence where candidates presented their qualifications and responses to various scenarios. This interactive component allowed for a deeper evaluation of each candidate's skills and readiness for promotion.

Outcomes

- **Applications:** A total of 179 employees applied for the job grade promotion assessment, reflecting the workforce's ambition and readiness to advance.
- **Pass Rate:** Of the candidates who applied, 134 were successful in passing the assessment, resulting in a pass rate of 74.9%. This high percentage indicates the effectiveness of Intretech's assessment process and the preparedness of its employees for career advancement.



Talent Learning and Development at Intretech

Intretech places a strong emphasis on being talent-oriented, recognising that the comprehensive development of employees is crucial for the company's success. Here's an overview of the strategies and systems implemented by Intretech to facilitate talent learning and development:



Comprehensive Talent Training System

Curriculum Design:

- Intretech has designed a structured curriculum system tailored to employees' career paths, job skills, and competency models.
- A diverse range of training courses and capacity improvement projects is offered, aimed at supporting the holistic and sustainable development of employees.

Digital Training Platform:

- The company has developed its own digital training platform, providing employees with flexibility in choosing their learning times and methods.

- This platform continually enriches the learning resource library, allowing employees to access a wealth of knowledge at their convenience.

Investment in Talent Training:

- Intretech is committed to continuous investment in employee training, enhancing business capabilities and management levels.
- Training methods include external training, internal training, and a variety of capacity-building projects, all designed to promote personal growth and career advancement.



Employee Education and Training Guarantee Management System

Institutional Foundation:

- Intretech has established a systematic training management system comprising several key components:
 - Job Grade Promotion Management System
 - Human Resources Authorisation Approval Control System
 - Training, Promotion, and Resignation Management System
 - Internal Trainer Management System
 - Human Resources and Training Management Procedure System
- These systems ensure the efficient operation and continuous optimisation of training activities across the company.

Curriculum Content:

- The company prioritises the standardisation of courseware development to guarantee the professionalism, practicality, and timeliness of training materials.
- Training activities are conducted in an orderly manner according to an annual training plan, focusing on areas such as:
 - Leadership development
 - Professional skills enhancement
 - Corporate culture education
- Custom training projects are tailored for key talent and specific competencies, providing targeted knowledge and skill development at various career stages (entry, employment, promotion, and transfer).
- The self-developed Youxue platform offers a diverse array of training courses, facilitating knowledge dissemination and accumulation.



Case Training Resource Accumulation at Intretech

Intretech is dedicated to creating an engaging and efficient learning environment for its employees, utilising the Youxue platform to enhance the learning experience. Here's a detailed look at how Intretech has integrated work scenarios and learning content to promote skill development and career planning:

You Xue Platform Overview

Integrated Learning Structure:

- The Youxue platform seamlessly integrates work scenarios with relevant learning content, facilitating a modern, fragmented learning approach. This integration ensures that training is not only theoretical but also applicable to real-world situations.

Key Features of the Youxue Platform:

- Courses: A diverse range of courses covering various topics relevant to employee roles and career paths.
- Training Centres: Designated areas for hands-on training and skill-building activities.
- Learning Maps: Visual guides that outline learning pathways and help employees track their progress.
- Test Centres: Facilities for assessments that measure knowledge acquisition and skill proficiency.
- Knowledge Centres: Repositories of resources, articles, and reference materials to support continuous learning.

- Personal Centres: Individualised dashboards where employees can manage their learning schedules, progress, and achievements.

Rich Learning Environment:

- The platform provides a rich and interesting learning environment, encouraging employees to engage actively with the material.
- This engaging atmosphere promotes skill enhancement and assists employees in career planning, enabling them to map out their professional growth effectively.

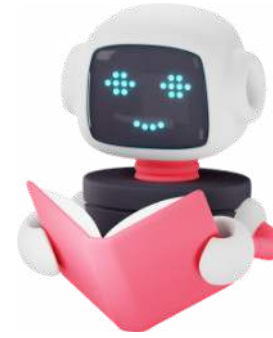


Course Development and Efficiency

During the reporting period, Intretech successfully targeted specific learning needs, innovatively developing 268 high-quality online courses.

These courses are designed to be accessible anytime, allowing employees to study at their convenience. This flexibility not only accommodates different learning styles but also enhances knowledge retention and application.

The connection of these courses to the Youxue platform ensures that knowledge dissemination is efficient and convenient, allowing employees to access valuable resources without barriers.



Teacher Support at Intretech

Intretech recognises the importance of effective support and guidance for employee development throughout their careers. The company has implemented a robust mentor system and an internal trainer system to provide the necessary assistance at every stage of professional growth. Here's an overview of these initiatives:

Mentor System

Personalised Training Plans:

- Upon joining the company, each new employee is paired with a mentor. This mentor collaborates with the employee to create a customised training plan tailored to their specific needs and career goals.
- The mentorship focuses on helping employees quickly master essential work skills and improve their efficiency, facilitating a smoother transition into their roles.

Ongoing Guidance:

- Mentors offer ongoing support, providing advice, feedback, and encouragement to help employees navigate challenges and advance in their careers. This continuous guidance fosters a culture of learning and growth.

Internal Trainer System

Building Professional Expertise:

- Intretech is committed to developing a team of internal trainers who possess strong professional capabilities and high-quality teaching skills.
- The company selects, trains, evaluates, and motivates these internal trainers according to the guidelines outlined in the Internal Trainer Management System.

Points System:

- A points system is introduced to track and incentivise the performance of internal trainers. This system encourages trainers to continually improve their skills and effectiveness in delivering training.

Recognition and Awards:

- To acknowledge excellence in mentorship and training, Intretech hosts the Confucius Award each year. This award celebrates outstanding mentors and trainers, ensuring that high-quality training standards are maintained and recognised.

Case Study: Internal Trainer Sharing Session

In September 2023, Intretech organised an Internal Trainer Sharing Session centred around the theme "Happy to Train and Help Others, Become a Teacher through Hard Work." This event was designed to foster collaboration and knowledge-sharing among internal trainers while recognising their vital contributions to employee development.

Key Highlights of the Session:



1 | Focus on Teaching Experience and Problem Solving

- The session provided a platform for internal trainers to share their teaching experiences

- and effective strategies for problem-solving in training scenarios.
- Trainers discussed best practices, challenges faced, and innovative approaches to enhance the learning experience for employees.

2 | Recognition of Outstanding Contributors

- The event included a segment dedicated to commending internal trainers who had made exceptional contributions to the training program.
- Recognising their efforts not only boosts morale but also motivates trainers to continue improving their skills and knowledge-sharing practices.

3 | Encouragement of Knowledge Dissemination

- Emphasis was placed on the importance of disseminating knowledge throughout the organisation.
- Trainers were encouraged to actively share their insights and expertise with colleagues to foster a culture of continuous learning and collaboration within the company.

Outcomes and Impact

- The sharing session strengthened the bond among internal trainers, promoting a sense of community and shared purpose in employee development.
- By encouraging open dialogue and knowledge exchange, Intretech aims to continuously improve its training programs and ensure that employees receive high-quality support throughout their careers.
- The recognition of outstanding trainers serves to inspire others, creating a cycle of motivation and excellence in training practices.



Case Study: Evaluation and Improvement Mechanism

Intretech has implemented a robust Training Effectiveness Evaluation Mechanism aimed at continually enhancing its training programs. This comprehensive approach ensures that the training provided aligns with both company goals and employee development needs. Key Features of the Evaluation Mechanism:



1 | Diverse Evaluation Methods

- **Questionnaires:** Employees complete surveys to provide feedback on training relevance, delivery, and overall satisfaction. This qualitative data helps gauge employee perceptions of the training programs.
- **Test Assessments:** Pre- and post-training assessments measure knowledge acquisition and retention. These tests provide quantitative data on the effectiveness of training content and instructional methods.

- **Behavioural Observations:** Trainers and managers observe employees' application of newly acquired skills in real-world scenarios, offering insights into how well training translates to improved performance on the job.

2 | Continuous Optimisation

- The evaluation results are analysed to identify strengths and weaknesses in the training system. Intretech uses this data to make informed decisions about necessary adjustments and enhancements to training content and delivery methods.
- By fostering a culture of feedback and improvement, Intretech ensures that its training programs remain responsive to the evolving needs of the organization and its workforce.

3 | Adaptation to Company and Employee Needs

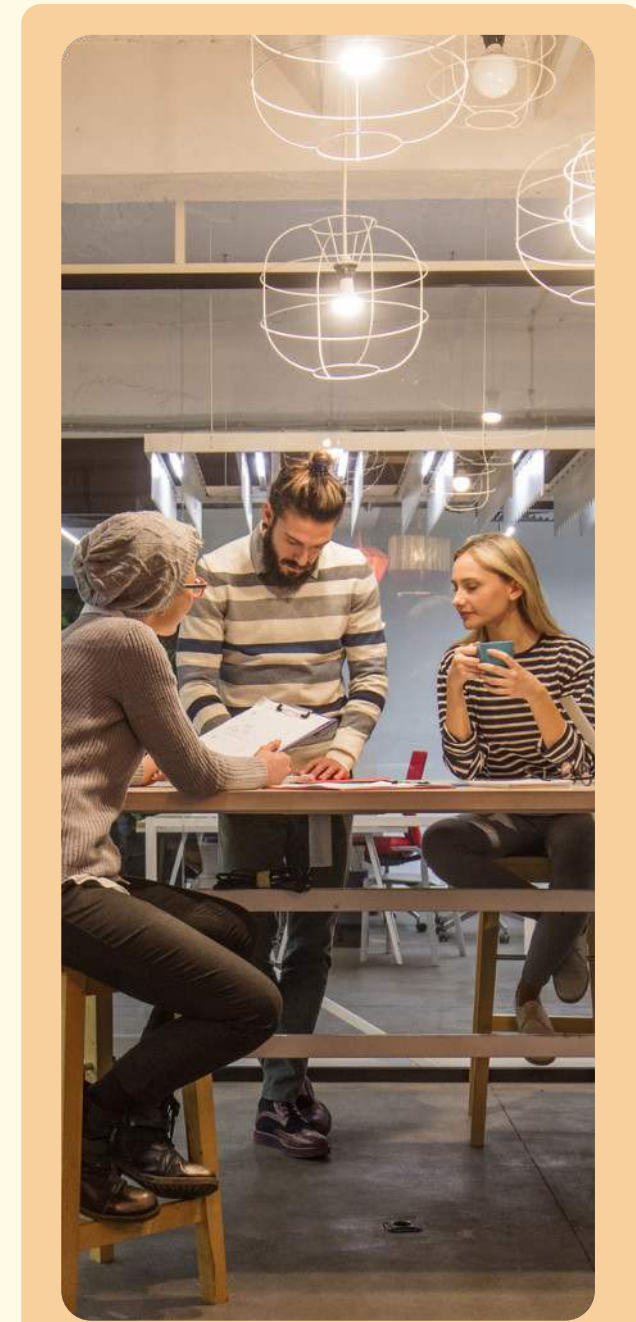
- The evaluation mechanism is designed to adapt over time, ensuring it aligns with strategic company objectives and supports employees' career progression.
- Regular reviews of training effectiveness also help identify emerging skills or competencies that may need to be incorporated into the training curriculum.

Outcomes and Impact

- The comprehensive evaluation process leads to improved training programs that better meet the needs of both the company and its employees.
- By continuously optimising the training system, Intretech enhances employee satisfaction, engagement, and retention, ultimately contributing to a more skilled and capable workforce.
- The proactive approach to evaluation and improvement reinforces Intretech's commitment to employee development, fostering a culture of lifelong learning within the organization.

4 | Diversified theme training

Through a series of carefully designed training programs, Intretech empowers every employee in all aspects and accelerates the overall development of their careers, from English communication skills to multi-dimensional improvement of workplace soft skills. In 2023, the company will launch English skills improvement classes, reading clubs, job analysis workshops, and corporate soft organisation atmosphere building training, and is committed to creating an environment for all-round growth



Case Study: Diversified Theme Training – English Skills Improvement Class

Intretech has implemented a Reading Club initiative aimed at fostering a culture of continuous learning and knowledge sharing among its employees. This initiative emphasises the importance of reading both classic and contemporary literature from various fields to stimulate innovative thinking and promote teamwork.

Overview of the Reading Club Initiative



Encouragement of Diverse
Reading

- Each month, employees are encouraged to explore selected books that span a range of topics, including management, personal development, and industry-specific knowledge.
- The Reading Club features a curated list of classic and cutting-edge books that challenge employees to think critically and creatively.

Interactive Sharing and Discussion

- The Reading Club organises sessions where employees can come together to share insights, discuss key themes, and reflect on the material read.
- These discussions are designed to stimulate innovative thinking and allow employees to apply lessons learned to their work and team dynamics.



Focus on Teamwork and Deep Thinking

- By engaging in collaborative discussions, employees enhance their teamwork skills and develop deeper connections with their colleagues.
- The relaxed atmosphere of the Reading Club fosters open dialogue, encouraging participants to express their ideas and thoughts freely.

Management Cadre Involvement

- In 2023, Intretech organised 13 Reading Club sessions specifically for management cadres.
- These sessions aimed to explore improvement plans, enhance team-building efforts, and boost management effectiveness.

Promotion of Common Growth

- The Reading Club initiative is designed to promote the collective growth of individuals and the organisation as a whole.
- By encouraging employees to think deeply about their roles and the broader organisational context, Intretech fosters a culture of learning that benefits both personal and professional development.

Outcomes and Impact

- **Enhanced Innovative Thinking:** The Reading Club has successfully stimulated innovative ideas among employees, leading to improved problem-solving and creativity within teams.
- **Stronger Team Dynamics:** Participation in the Reading Club has fostered stronger relationships and collaboration among employees, contributing to a more cohesive work environment.
- **Leadership Development:** The involvement of management cadres in the Reading Club has enhanced their leadership skills, enabling them to implement effective improvement plans and drive team performance.



Case Study: Intretech's Job Analysis Workshop

Intretech is committed to value creation and enhancing organisational effectiveness through targeted employee development initiatives. In June 2023, the company organised a Job Analysis Workshop focused on optimising job competencies and reshaping work effectiveness.

Overview of the Job Analysis Workshop



Objective and Purpose

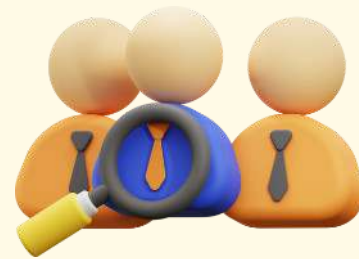
- The primary goal of the workshop was to improve employees' job competencies while aligning individual performance with organisational objectives.
- The workshop aimed to analyse work processes across various centres within the organisation, ensuring that each role contributes effectively to overall value creation.

Value-Oriented Focus

- The seminar emphasised a value-oriented approach, exploring how each employee's role fits within the broader value network of the organisation.
- Participants were encouraged to identify key performance indicators (KPIs) relevant to their roles and consider how they could contribute to enhancing organisational value.

Collaborative Analysis

- The workshop facilitated in-depth discussions and analyses of job roles, encouraging employees to share insights about their work processes and challenges.
- By engaging in collaborative discussions, employees were able to collectively identify areas for improvement and best practices.



Job Competency Improvement

- The workshop provided a framework for evaluating and enhancing job competencies, enabling employees to recognise their strengths and areas for development.
- Practical exercises and real-world scenarios were incorporated to help participants apply their learning to their roles effectively.



Win-Win Outcome

- By aligning individual competencies with organisational goals, the workshop promoted a win-win situation where employees could grow personally while contributing to the company's value creation efforts.
- This alignment fosters a sense of ownership and accountability among employees, leading to improved job satisfaction and performance.

Outcomes and Impact

- **Enhanced Job Competencies:** The workshop successfully improved employees' understanding of their roles and competencies, enabling them to perform more effectively.
- **Increased Organisational Effectiveness:** By optimising work processes and aligning them with value creation objectives, Intretech enhanced overall organisational effectiveness.
- **Employee Engagement and Empowerment:** Participants felt more engaged and empowered to contribute to the company's success, fostering a culture of continuous improvement and innovation.



Achieve Strategy Alignment

Streamline tasks, work closely with employees to prioritise tasks according to importance, strengthen team alignment, and foster core value creation.



Clarify Position Boundaries

Eliminate grey areas, remove ambiguity in responsibilities between roles, reduce overlap, and prevent safety risks caused by unclear roles.



Improve process efficiency

Simplify communication to clarify the relationships between upstream and downstream tasks, provide necessary checkpoints, and improve efficiency.



Achieve Rights and Responsibilities Balance

Establish agreements to enable role-based responsibility allocation, ensuring consistency between responsibilities and authority



Strengthen Standardised Management

Set up a system to clearly define organisational behaviour and responsibilities, providing guidance for employees to develop within an organised framework.

Case Study: Building a Soft Organisational Atmosphere at Intretech

Intretech is committed to fostering a diverse and inclusive corporate culture that enhances employee collaboration, mutual trust, and overall workplace satisfaction. By implementing team-building initiatives and leadership training, the company aims to create a positive working environment that drives sustainable development. A notable example of this commitment is the World Coffee Salon held in May 2023.

Overview of the World Coffee Salon

Event Theme and Purpose

- The World Coffee Salon was organised under the theme "Efficiently Create the Future, Share Value Together."
- The event aimed to engage employees in discussions around improving efficiency and fostering collaboration among different departments.

Focus on Current Topics

- The salon highlighted contemporary issues, such as the impact of technologies like ChatGPT on workplace efficiency and productivity.
- By integrating these relevant topics, Intretech ensured that discussions were not only meaningful but also aligned with the latest industry trends.

Action-Oriented Outcomes

- Participants collaborated to develop actionable plans, resulting in 10 company-level and 147 department-level action programs.
- These action programs were designed to enhance operational efficiency and encourage interdepartmental support.



World Coffee Discussion Method

- Intretech promoted the World Coffee Discussion Method during the event, a structured approach to facilitate open dialogue and brainstorming among participants.
- This method encouraged creativity and innovation, allowing employees to share insights and propose solutions in a relaxed setting.



Strengthening Workplace Relationships

- The event aimed to strengthen relationships among employees, fostering a culture of trust and support.
- By creating opportunities for informal interaction, Intretech helped build a more cohesive and collaborative workforce.

Outcomes and Impact

- **Enhanced Collaboration:** The event encouraged cross-departmental collaboration, leading to the development of actionable programs that could be implemented to improve efficiency.
- **Positive Work Environment:** By focusing on team building and open dialogue, Intretech cultivated a positive organisational atmosphere where employees felt valued and supported.
- **Increased Employee Engagement:** The engaging nature of the salon helped boost employee morale and foster a sense of community within the company.



Case Study: Occupational Health and Safety at Intretech

Intretech prioritises occupational health and safety (OHS) by strictly adhering to national laws and international standards. The company has developed a robust management system to ensure a safe working environment for all employees. This commitment is demonstrated through its compliance with relevant regulations, the establishment of a dedicated safety working group, and continuous improvement initiatives.

Overview of Occupational Health and Safety Management

Legal Compliance

- Intretech strictly follows the "Work Safety Law of the People's Republic of China" and the "Occupational Disease Prevention and Control Law of the People's Republic of China."
- The company ensures that its operations meet the requirements set forth in ISO14001 (Environmental Management) and ISO45001 (Occupational Health and Safety Management).

Establishment of Safety Working Group

- A dedicated work safety working group has been established to oversee OHS initiatives.
- This group is responsible for identifying occupational health hazards in all company activities, conducting scientific risk assessments, and developing management plans to control identified risks.

Risk Assessment and Management Plans

- The company conducts thorough risk assessments to evaluate potential hazards associated with its operations.
- Management plans are formulated based on these assessments, outlining specific actions to mitigate identified risks and ensure employee safety.

Safety Awareness and Education

- Intretech places significant emphasis on safety awareness education for all employees.
- Regular training sessions are conducted to inform staff about safety protocols, hazard recognition, and emergency procedures.

Inspection and Continuous Improvement

- The company implements a system of regular and irregular safety inspections to monitor compliance with safety standards.
- A continuous improvement mechanism is in place, allowing the company to refine its safety practices based on inspection findings and employee feedback.

Responsibility Assignment

- Intretech follows the principle of "refining the hazard source to the point and assigning management responsibilities to individuals."
- This approach ensures that every employee understands their role in maintaining a safe work environment, promoting accountability at all levels.



By the end of 2023, Intretech and its subsidiaries achieved ISO45001 certification for three entities, demonstrating their dedication to high occupational health and safety management standards and best practices.



Risk prevention management and emergency response



Intretech attaches great importance to risk management and has formulated the "SERRisk Identification, Evaluation and Management Procedure" to identify and control risks. The company's main risk points include mechanical injuries, chemicals, noise and X-RAY, and accordingly issued 13 risk control documents such as "Special Equipment Management System", "Occupational Health Monitoring Management Procedure", "Radiation Safety Protection Management Regulations", and "Chemical Hazardous Materials Management Procedure". At the same time, the company has established an emergency management mechanism for emergencies, formulated a number of emergency plans, and regularly organises drills.

Case Study: Risk Prevention Management and Emergency Response at Intretech

Intretech emphasises the importance of risk management and has developed a comprehensive framework to identify, evaluate, and control potential risks within the organisation. The company's proactive measures include the formulation of various safety procedures and regular emergency drills to ensure employee safety and preparedness.

Risk Management Framework

SERRisk Identification, Evaluation, and Management Procedure:

- Intretech has established the "SERRisk Identification, Evaluation and Management Procedure," which serves as a systematic approach to risk management.

This procedure enables the company to identify key risk points and implement appropriate control measures to mitigate them.

Main Risk Points:

- The identified main risk areas include:
 - Mechanical Injuries: Risks related to machinery and equipment usage.
 - Chemical Hazards: Risks associated with handling hazardous chemicals.
 - Noise Exposure: Risks stemming from high noise levels in the workplace.

- Radiation Risks: Hazards related to X-ray equipment and other sources of radiation.

Risk Control Documents:

- To address these risks, Intretech has issued 13 critical risk control documents, including:
 - Special Equipment Management System: Guidelines for safe operation and maintenance of specialised equipment.
 - Occupational Health Monitoring Management Procedure: Protocols for monitoring employee health concerning occupational exposures.
 - Radiation Safety Protection Management Regulations: Measures to safeguard employees from radiation exposure.
 - Chemical Hazardous Materials Management Procedure: Standards for the safe handling, storage, and disposal of hazardous materials.

Emergency Management Mechanism

Emergency Plans and Drills:

- Intretech has implemented a robust emergency management mechanism to prepare for potential emergencies such as fires, natural disasters, and chemical spills.
- The company has formulated multiple emergency plans tailored to specific scenarios and regularly conducts drills to ensure readiness.

Case Example: Organising Emergency Drills

In 2023, Intretech conducted a series of emergency drills designed to enhance the safety and health of employees and minimise risks associated with potential hazards. Key details include:

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Drill Frequency and Types:
The company organised 13 emergency drills covering various scenarios, including fires, natural disasters, and chemical leaks.

Participation and Engagement:
All personnel actively participated in the drills, which provided hands-on experience and reinforced the importance of safety protocols.

Effectiveness Testing:
The drills served to test the effectiveness of the emergency plans, ensuring that employees were familiar with the procedures and could respond swiftly and effectively to emergencies.

Outcomes:
The successful execution of these drills contributed to enhancing employees' response and self-rescue capabilities, ultimately ensuring the stability and efficiency of safe production processes at Intretech.



We prioritise safety and resilience through proactive risk assessments, robust contingency plans, and a culture of preparedness.

Safety Training and Occupational Health Management at Intretech

Intretech is dedicated to fostering a robust safety culture and ensuring the occupational health of its employees. Through a comprehensive approach that includes safety training, awareness programs, and effective management of occupational health risks, the company aims to create a safe and healthy working environment for all employees.



Safety Training Initiatives

Building Safety Awareness:
Intretech actively promotes safety culture through various training and awareness programs, including:

Safety Officer Training:
Conducted workshops to enhance the skills and knowledge of safety officers, ensuring they can effectively manage workplace safety.

Fire Training Competitions:
Engaged employees in competitive fire safety drills to reinforce their ability to respond to emergencies.

Safety Knowledge Competitions:
Organised competitions to enhance employees' understanding of safety protocols and regulations.

Road Traffic Safety Promotion:
Promoted road safety measures during monthly meetings, emphasising the importance of wearing helmets and reflective vests for employees commuting via bicycles, electric vehicles, and motorcycles.

Regular Safety Meetings and Trainings:
During the reporting period, Intretech conducted:

- 12 Regular Safety Production Meetings:
 - These meetings provide a platform to discuss safety concerns and updates.
- 25 Safety Trainings:
 - Topics included fire safety, natural disaster emergency response, and anti-terrorism, ensuring comprehensive training for employees.

Government Inspections:

- The company successfully passed 8 government inspections without identifying major hidden dangers, demonstrating its commitment to safety compliance.

Safety Officer Certification:

- Intretech recognises 15 special occupations, such as forklift drivers and electricians, that require certification. Employees in these roles undergo specialised training and can only assume their positions after successfully passing certification.

Occupational Health Management

Compliance and Hazard Identification: Intretech adheres to the occupational health and safety management system and conducts regular hazard identification in line with national standards, such as:

- GBZ 2.1-2019: Occupational Exposure Limits for Hazardous Factors.
- GBZ 188-2014: Technical Specifications for Occupational Health Monitoring.
- GB/T 13861-2022: Classification and Code of Hazards and Harmful Factors.

The company formulates response measures for identified occupational hazards to prevent, control, and eliminate risks, ensuring employees can exercise their health rights and interests.

Special Management Measures: To mitigate occupational health risks, Intretech implements the following measures:

- Pre-Employment Hazard Communication:
 - Clearly informs job applicants about potential occupational hazards and requires them to sign an occupational hazard notification letter.
- Risk Factor Identification:
 - Posts notices in areas with identified risk sources to remind employees of necessary safety precautions.
- First Aid Kit Management:
 - Maintains first aid kit areas in workshops, ensuring they are stocked with necessary medical supplies. The safety working group conducts monthly inventory checks to ensure readiness.

Health Monitoring and Physical Examinations: Intretech conducts regular occupational disease physical examinations, including pre-job, mid-job, and post-job assessments. Additionally, the company has developed a diversified annual routine physical examination program to monitor and identify changes in employees' health.

Safety Month Initiative

In June each year, Intretech designates Safety Production Month to enhance safety awareness among employees. The theme for 2023 was "Everyone Talks About Safety, and Everyone Knows How to Respond to Emergencies."

- Safety Knowledge Contest:
 - Organised a contest with participation from 230 employees, covering various safety topics, including traffic and production safety.
- Recognition:
 - The company rewarded the winning team to encourage ongoing commitment to safety awareness.



Intretech operates on the following principles:

- providing comprehensive training
- promoting workplace wellbeing
- implementing rigorous health and safety standards to protect our employees.

Industry Development and Social Welfare at Intretech

Intretech is deeply committed to advancing industry development and contributing to social welfare through active participation in industry associations, collaboration with educational institutions, and a focus on innovation-driven growth. This commitment not only enhances the company's influence within the industry but also promotes the overall progress and sustainability of the sectors in which it operates.



Market Research Opportunities

Understanding Industry Dynamics: Exhibitions provide Intretech with valuable insights into current market trends and consumer preferences. This understanding is essential for adjusting business strategies and aligning product offerings with market demand.

Informing Product Development: The feedback and interactions gained during exhibitions serve as strong support for the company's product research and development initiatives. By accurately grasping market needs, Intretech can innovate and enhance its product lineup effectively.

Industry Development

Integration into Industry Ecology: Intretech prioritises the integration of its operations into the broader industry ecosystem. The company engages in various initiatives to enhance its brand exposure and influence, including:

- **Participation in Industry Exchange Activities:** Actively involved in industry conferences and professional exhibitions, Intretech enhances its visibility and networking opportunities.
- **Collaboration with Universities and Research Institutions:** The company emphasises the importance of school-enterprise cooperation, working closely with academic institutions to facilitate the transformation and application of scientific and technological achievements. This collaboration fosters innovation and accelerates the development of new technologies.
- **Commitment to Open Cooperation and Innovation:** Intretech adheres to the principle of "open cooperation, innovation-driven," ensuring that it contributes positively to the collective advancement of the industry.

Participation in Industry Associations

Intretech has adopted an open and inclusive approach by joining multiple industry associations across various fields, including:

- Smart Manufacturing
- Consumer Electronics
- Industrial Internet
- Civil Internet of Things

Active Engagement and Collaboration:

The company engages in exchanges and interactions within these associations, strengthening information sharing and resource integration among peers. This collaborative effort is essential for promoting the healthy development of the industry.

Contribution to Industry Standards:

Intretech not only shares its professional insights and practical experience but also plays an active role in formulating relevant industry standards. During the reporting period, the company contributed to the development of several key standards, including:

- 5G Industry Gateway General Test Method
- General Requirements for Digital Twins of Information Technology Equipment
- Terminal Slicing Technical Requirements Based on Terminal Routing Selection Strategy

These contributions are vital for constructing a more standardised and orderly industry ecology, ensuring that all players adhere to best practices and guidelines.

Exhibition Exchanges

Role of Exhibitions: Exhibitions provide a unique environment where businesses can engage with potential customers, industry leaders, and other stakeholders. Intretech leverages these events to achieve multiple objectives:

Showcasing Achievements: Exhibitions allow Intretech to display its latest technological innovations and capabilities, demonstrating its strength and expertise within the industry.

Market Expansion: By actively participating in exhibitions, the company attracts the attention of potential customers, facilitating the acquisition of new business opportunities.

Building Partnerships: Intretech has successfully established close cooperative relationships with various industry leaders through its exhibition participation. These partnerships are crucial for collaborative projects and future growth.

Market Research Opportunities

Understanding Industry Dynamics: Exhibitions provide Intretech with valuable insights into current market trends and consumer preferences. This understanding is essential for adjusting business strategies and aligning product offerings with market demand.

Informing Product Development: The feedback and interactions gained during exhibitions serve as strong support for the company's product research and development initiatives. By accurately grasping market needs, Intretech can innovate and enhance its product lineup effectively.



As of the end of this reporting period, the company has joined the following domestic and foreign industry associations :



International

- KNX Association
- IEEE(Institute of Electrical and Electronics Engineers
- CSA alliance (Zigbee Alliance member)
- GTI Cooperation Platform
- ITU-T6.21 Working group on communication protocols for smart lighting



National

- KNX China
- China Smart home industry alliance standardisation of smart home systems
- National technical committee for standardisation of smart home systems
- CCSA Internet of things communication standardisation association
- CSHA (China smart home association)
- China Industry and information technology consumer electronics branch
- China association of lighting industry intelligent lighting committee
- National Industry and Information Technology Public Service Platform
- National Electrical Industry Standardisation Working Group



Industry

- Member of Excitation machine interface industry alliance
- Air purifier(china) industry Joint group | Experienced member

Provincial

- Fujian Province Intelligent Manufacturing Industry Association
- Fujian Province Industrial Design Association
- Fujian province internet of things industry association
- Fujian Province Artificial Intelligence Industry Technology Innovation Strategic Alliance
- Fujian Province Semiconductor Industry Association
- Fujian Province Software Industry Association
- 5G Industry Application Alliance

Municipal(Xiamen)

- Xiamen Industrial Internet Association
- Xiamen Software Industry Association
- Xiamen IoT Industry Association
- Xiamen Artificial Intelligence Industry Association
- Xiamen Industrial Design Association
- Xiamen Digital Economy Association
- Xiamen Big Data Industry Association
- Xiamen Semiconductor Industry Association
- Xiamen Digital Content Industry Association
- Xiamen Intelligent Manufacturing Industry Association
- Xiamen Biomedical Industry Association
- Xiamen New Energy Industry Association
- Xiamen Automation and Control Systems Industry Association
- Xiamen Intelligent Building Technology Industry Association
- Xiamen Lighting Industry Association
- Xiamen Optoelectric Industry Association
- Xiamen Electrical Engineering Association
- Xiamen Robotics and Automation Association

School-Enterprise Cooperation at Intretech

Intretech acknowledges the importance of integrating education and industry to foster social progress and innovation. The company actively collaborates with prestigious domestic and international universities to cultivate a new generation of talent equipped with social responsibility, innovative thinking, and practical skills



Establishing Cooperative Relationships

Intretech has formed long-term partnerships with renowned universities, leveraging their strengths to promote resource sharing and complementary advantages. As a member of the Fujian Industry-Education Integration Promotion Association, Intretech emphasises the significance of aligning educational outcomes with industry needs.

Talent Development

Through collaboration with universities such as Tianjin University, Zhejiang University, Xiamen University, Fuzhou University, Tsinghua University, Huaqiao University, and Xiamen Institute of Technology, Intretech focuses on nurturing talent that embodies social responsibility and an innovative spirit. These partnerships aim to enhance students' practical abilities, ensuring they are well-prepared for the workforce.

Scientific Research Collaboration

Intretech engages in various scientific research projects, promoting the transformation and application of research results. The company was approved for:

- 2 National Key R&D Projects: One as the lead project, highlighting its leadership role in research and development.
- 1 Municipal Science and Technology Project
- 1 District Science and Technology Project

These projects facilitate technological exploration in areas like brain-like intelligence, artificial intelligence, and intelligent manufacturing, while providing pilot demonstrations for cutting-edge technologies in practical scenarios.

Innovative Research Institute

As an initiator, Intretech established the Xiamen Beiyang Brain-Computer Interface and Smart Health Innovation Research Institute in collaboration with the Haihe Laboratory for Brain-Computer Interaction and Human-Computer Integration, along with the Xiamen Science and Technology Bureau. This comprehensive research platform spans over 3,000 square meters and promotes the application of:

- Brain-Computer Interface Technology
- Brain-like Intelligence Technology

Charity Fund at Intretech



Philosophy and Mission

Intretech views social welfare as a fundamental aspect of its corporate responsibility. The management promotes a culture of compassion among employees, fostering a team that embodies vision, mission, responsibility, and professionalism.

The Xiamen Chunshui Love Foundation was initiated to facilitate public welfare activities, with the guiding purpose of "helping enterprises, schools, and people in need in society through rewards, subsidies, and assistance."

Public Welfare Activities

The foundation actively engages in various charitable initiatives, focusing on:

- Education Support: Contributing to educational development and providing scholarships.
- Poverty Alleviation: Supporting needy households and helping them achieve self-sufficiency.

Financial Contributions

During the reporting period, the Xiamen Chunshui Love Foundation's annual donation expenditure amounted to RMB 75.9494 million, allocated as follows:

- RMB 75.1143 million for school aid projects.
- RMB 747,800 for assistance projects for needy households.
- RMB 80,000 for donations to other charitable organizations.
- RMB 7,300 for miscellaneous donations.

Case: Revitalising Education and Supporting Learning Institutions

Significant Donations:

- Beginning in 2021, the Xiamen Chunshui Love Foundation made substantial contributions to educational institutions:
 - RMB 313 million donated to Tianjin University.
 - RMB 1.2 million donated to Xiamen University of Technology.

Impact of Donations:

- These donations are aimed at fully supporting the development of education at both Tianjin University and Xiamen University of Technology. The funding assists in enhancing educational resources, fostering academic research, and contributing to the overall growth of China's education industry.

Case Study: Supporting Dreams through Education and Growth

In December 2023, the Xiamen Chunshui Love Foundation collaborated with Guang'an Xixian School in Guang'an City, Sichuan Province, to launch the "Intretech Dream Cup" Youth Speech Contest. This initiative aims to empower young individuals by providing them a platform to express their dreams and aspirations, fostering a culture of ambition and passion for personal and professional growth.



Event Objectives

- The "Intretech Dream Cup" was designed to:
- Encourage students to articulate their dreams, aspirations, and the values that drive them.
- Inspire participants to pursue their passions and ambitions, reinforcing the importance of education and personal development.
- Create a supportive environment for youth to share their experiences and challenges, fostering community engagement and mutual encouragement.

Event Highlights

- The speech contest featured students from Guang'an Xixian School, showcasing their talents and creativity.
- Participants delivered speeches on various topics related to their dreams, life goals, and the importance of education in achieving success.
- The event included mentorship opportunities, where experienced speakers and educators provided guidance and feedback to participants.

Impact of the Event

- The contest not only boosted the confidence of the young participants but also promoted public speaking skills, critical thinking, and self-expression.
- It fostered a sense of community and connection among students, parents, and educators, emphasizing the shared commitment to supporting youth development.
- The initiative contributed to the larger mission of the Xiamen Chunshui Love Foundation by enhancing educational opportunities and inspiring the next generation to pursue their dreams with determination.



Case Study: Subsidiary Love Blooming Month

Zhangzhou iHastek Inc. dedicates April each year as the "Love Blooming Month," a time for fostering community spirit and encouraging employees to engage in meaningful charitable activities. This initiative not only strengthens internal bonds among employees but also extends compassion and support to those in need within the broader community.

Case: Subsidiary Love Blooming Month

Purpose of the Initiative

- The "Love Blooming Month" aims to:
- Enhance employee cohesion and unity through collective participation in charitable activities.
- Promote a culture of social responsibility within the company, encouraging employees to contribute to the welfare of the community.
- Spread love and kindness to those in need, ensuring that the company's values resonate beyond its organisational boundaries.

Activities Organised:

Charity Sales for Employees:

- A series of charity sales where employees can purchase goods, with proceeds directed toward local charitable organisations and community support initiatives.
- This activity not only raises funds but also promotes teamwork as employees collaborate on organising and participating in sales.



Free Blood Donation Activities:

- Zhangzhou iHastek Inc. partners with local health organisations to organise voluntary blood donation drives.
- This initiative encourages employees to contribute to public health and support local hospitals in meeting blood supply needs.

Warm Visits to Nursing Homes:

- Employees participate in organised visits to local nursing homes, where they engage with residents through activities, conversations, and companionship.
- These visits foster intergenerational connections and provide emotional support to the elderly.

Care Plans for Sanitation Workers:

- The company develops special care plans to recognise and support local sanitation workers who play a crucial role in maintaining public health and safety.
- This may include providing essential supplies, organising appreciation events, or offering incentives for their hard work and dedication.

Impact of the Initiative

- The "Love Blooming Month" significantly enhances the sense of community within Zhangzhou iHastek Inc., as employees work together for a common cause.
- The activities not only spread warmth and love to those in need but also instil a sense of pride and fulfilment among employees, reinforcing the company's values of compassion and social responsibility.
- The initiative contributes positively to the company's public image, showcasing its commitment to community welfare and corporate social responsibility.



A celebration of memories, community-building, goodwill and pride.






Appendix

Key Performance Data

Index of Indicators

Shenzhen Stock Exchange Sustainable
Development Report Index

Key performance data




Corporate Governance

Issue	Indicator Name	Unit	2023
Board of Directors	Total number of board members	people	9
	Number of independent directors	people	3
Three Meetings Operation	Number of shareholders' meetings	Second Rate	4
	Number of Board meetings	Scond Rate	10
	Number of meetings of the Board of Supervisors	Second Rate	10
Disclosure of Informaiton	Number of disclosure reports	Share	156



Environment


Issue	Indicator Name	Unit	2023
Greenhouse gas emissions	Range 1,2	tCO ₂ e	32,463.12
	Range 3	tCO ₂ e	1,295,406.22
	Total emisisions (scope 1,2,3)	tCO ₂ e	1,327,869.34
Negative environmental events	Environmental Incidents	rise	0
Energy Management	Total energy consumption	MWh	58,741.64
	Gasoline	L	54,423.56
	Diesel fuel	L	10,553.91
	Natural gas	m ³	17,674.00
	Purchase of non-renewable energy	MWh	53,393.40
	Photovoltaic power generation	MWh	2521.03



Labor Rights

Issue	Indicator Name	Unit	2023
Diversity and Equality	Total number of employees	people	5,461
	male	people	3,227
	female	people	2,234
	International staff	people	1,598
	Minority employees	people	202
	Rehiring employees who are over the age limit	people	88
	Disabled workers	people	13
Rights and benefits	Coverage rate of company employees' labor contracts	%	100
	Social security coverage rate of company employees	%	100
	Coverage rate of supplementary commercial insurance for company employees	%	71.12
	Violations of labor rights such as child labor and forced labor	rise	0
Staff Development	Total training investment	Yuan	752,727.96
	Average skill training time per person	hours/person	21.53

Issue	Indicator Name	Unit	2023
Occupational Health and Safety	Employee health and safety (physical examination) investment	Yuan	137,161
	Work-related injuries	rise	8



Business ethics and sustainable supply chains

Issue	Indicator Name	Unit	2023
Business Ethics	Bribery, corruption and bribery	rise	2
	Employee Integrity Agreement Signed	people	1,217
	signed " Supplier Integrity Agreements "	Home	405
	Integrity Training	Second-rate	5
	Integrity Promotion	Second-rate	12
Information Security	Major information security incidents	rise	0
	Employee confidentiality agreement signing rate	%	95
Sustainable supply chain	New supplier development /reserve quantity	Home	95
	Number of conflict minerals surveys	share	126
	Percentage of signatories to the Supplier Code of Conduct	%	100



Other ESG Issues

Issue	Indicator Name	Unit	2023
Intellectual Property Management	Accumulated number of published and valid patents	item	1,380
	Cumulative number of published and valid invention patents	item	118
	The total number of authorized software copyrights	item	255
	Cumulative number of authorized trademarks	item	337
R&D Management	R&D Management	10,000 Yuan	36,184.05
	Research and Development Staff	people	1,368
Social Welfare	Xiamen Chunshui Love Foundation Donation Amount	10,000 Yuan	7,594.94

Index of Indicators

GRI Index

- Intretech reported the information cited in this GRI Content Index with reference to the GRI Standards from January 1, 2023 to December 31, 2023
- GRI used : GRI 1: Foundation 2021

GRI Indicators	Disclosures	Related Chapters	
GRI2: General Disclosures 2021	GRI2-1	Organizational Details	Company Profile
	GRI2-2	Entities included in the organization's sustainability report	About this report
	GRI2-3	Reporting period, reporting frequency and contact person	About this report
	GRI2-4	Restatement of Information	Not applicable, no content needs to be restated
	GRI2-6	Activities, value chain and other business relationships	Sustainable supply chain management, quality management, customer relationship management
	GRI2-7	Staff	Employee Rights, Protection
	GRI2-9	Governance Structure and Composition	Governance structure, sustainable development management organizational structure, see 2023 annual report
	GRI2-10	Nomination and selection of the highest governance body	The operation of the three meetings is shown in the 2023 annual report
	GRI2-11	Chair of the highest governance body	The operation of the three meetings is shown in the 2023 annual report

GRI Indicators	Disclosures	Related Chapters	
GRI2: General Disclosures 2021	GRI 2-12	The highest governance body's oversight role in managing influence	Sustainable development management, three-council operation
	GRI 2-13	Delegating responsibility for managing impacts	Governance structure, sustainable development management organizational structure
	GRI 2-14	The role of the highest governance body in sustainability reporting	Sustainability Management
	GRI 2-15	Conflict of Interest	Conflict of interest and communication with stakeholders
	GRI 2-16	Communication of key concerns	Identification of important issues and communication with stakeholders
	GRI 2-17	Highest governance body's shared knowledge	For the operation of the three committees, please refer to the 2023 Annual Report
	GRI 2-18	Performance evaluation of the highest governance body	For the operation of the three committees, please refer to the 2023 Annual Report
	GRI 2-19	Remuneration Policy	For the operation of the three committees, please refer to the 2023 Annual Report
	GRI 2-20	Procedure for determining salary	For the operation of the three committees, please refer to the 2023 Annual Report
	GRI 2-22	Statement on Sustainable Development Strategy	Sustainable development management, green and low-carbon management
	GRI 2-23	Policy commitment	Sustainable development management, green and low-carbon management, sustainable supply chain management, employee rights protection
	GRI 2-24	Integration policy commitment	Sustainable development management, green and low-carbon management, sustainable supply chain management, employee rights protection

GRI Indicators	Disclosures	Related Chapters	
GRI2: General Disclosures 2021	GRI 2-25	Procedures for remediating adverse effects	Risk management, sustainable supply chain management, environmental risk response, occupational health and safety
	GRI 2-27	Comply with laws and regulations	Standardised governance
	GRI 2-28	Membership of the Association	Industry Development
	GRI 2-29	Methods for stakeholder engagement	Identification of important issues
	GRI 2-30	Collective Bargaining Agreement	Employee Rights Protection
	GRI2: General Disclosures 2021	GRI 3-1	Process for Identifying Substantive Issues
GRI 3-2		List of substantive issues	Identification of important issues
GRI 3-3		Management of substantive issues	Identification of important issues
GRI 201: Economic Performance 2016	G201-1	Directly generated and distributed economic value	See 2023 Annual Report
	G201-2	Financial impacts and other risks and opportunities of climate change	Green and low-carbon management, green products
	G201-3	Defined benefit plan obligations and other retirement plans	Employee compensation and benefits, employee care, talent attraction and retention
	G201-4	Financial subsidies from the government	See 2023 Annual Report
GRI 203: Indirect Economic Impacts 2016	G203-1	Infrastructure investment and supporting services	School-enterprise cooperation, charity fund
GRI 205: Anti-corruption 2016	G205-1	Operations that have undergone corruption risk assessments	Business Ethics

GRI Indicators	Disclosures	Related Chapters
GRI205: Anti-corruption 2016	G205-2	and training on anti-corruption policies and procedures
	G205-3	Confirmed incidents of corruption and actions taken
GRI207: Tax 2019	G207-1	Tax Policy
	G207-2	Tax governance, control and risk management
	G207-3	Stakeholder engagement and management related to tax concerns
	G207-4	Country Report
GRI301: Materials 2016	G301-2	Recycled feed used
	G301-3	Recycled products and packaging materials
GRI302: Energy 2016	G302-1	Energy consumption within the organisation
	G302-4	Reduce energy consumption
	G302-5	Reduce the energy requirements of products and services
GRI303: Water and Wastewater 2018	G303-1	Interactions between organisations and water as a shared resource
	G303-2	Managing impacts associated with drainage
	G303-4	drain
	G303-5	Water consumption

GRI Indicators	Disclosures	Related Chapters
GRI305: Emissions 2016	G305-1	Direct (Scope 1) GHG emissions
	G305-2	Energy indirect (scope 2) GHG emissions
	G305-3	Other indirect (scope 3) greenhouse gas emissions
	G305-4	Greenhouse gas emission intensity
	G305-5	Greenhouse gas emissions reduction
GRI306: Waste 2020	G306-1	Waste generation and significant waste-related impacts
	G306-2	Management of significant waste-related impacts
GRI308: Supplier Environmental Assessment 2016	G308-1	New suppliers screened using environmental assessment dimensions
	G308-2	Negative environmental impacts of the supply chain and taking action
GRI401: Employment 2016	G401-2	Benefits provided to full-time employees (not including temporary or part-time employees)
GRI403: Occupational Health and Safety 2018	G403-1	Occupational Health and Safety Management System
	G403-2	Hazard identification, risk assessment and incident investigation
	G403-3	Occupational Health Services

GRI Indicators	Disclosures	Related Chapters
GRI205: Anti-corruption 2016	G403-4	Occupational health and safety matters: worker participation, consultation and communication
	G403-5	Worker occupational health and safety training
	G403-6	Promoting worker health
	G403-7	Prevent and mitigate occupational health and safety impacts directly related to business relationships
	G403-8	Workers covered by the occupational health and safety management system
	G403-9	Work Injury
	G403-10	Work-related health problems
GRI404: Training and Education 2016	G404-1	Average hours of training per employee per year
	G404-2	Employee skills upgrading and transition assistance programs
	G404-3	Percentage of employees receiving regular performance and career development reviews
GRI405: Diversity and Equal Opportunity 2016	G405-1	Diversity of governance bodies and staff
GRI406: Anti-discrimination 2016	G406-1	Incidents of discrimination and corrective actions taken
GRI407: Freedom of Association and Collective Bargaining 2016	G303-4	Operations and suppliers where freedom of association and collective bargaining rights may be at risk

GRI Indicators	Disclosures	Related Chapters
GRI408: Child Labor 2016	G408-1	Operations and suppliers with significant risk of child labor
GRI409: Forced or compulsory labor 2016	G409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor
GRI413: Local Communities 2016	G413-1	Operations with local community engagement, impact assessments and development plans
GRI414: Supplier Social Assessment 2016	G414-1	New suppliers screened using social ratings
	G414-2	Negative social impacts in the supply chain and actions taken
GRI416: Customer Health and Safety 2016	G416-1	Assess the health and safety impacts of product and service categories
GRI417: Marketing and Identity 2016	G417-1	Requirements for product and service information and labeling
	G418-1	Substantiated complaints involving breaches of customer privacy and loss of customer data

Shenzhen Stock Exchange Sustainable Development Report Index

iNstruction: This index is compiled with reference to the topic index table in the Shenzhen Stock Exchange Listed Company Self-regulatory Guidelines No. 17 - Sustainable Development Report (Trial)

Dimension	Serial number	issue	Related Chapters
environment	1	Combating climate change	Greenhouse gas emissions and energy management
	2	Pollutant Emissions	Pollutant Management
	3	Waste Disposal	Waste Management
	4	Environmental Compliance Management	Green and low-carbon management
	5	Energy Utilization	Greenhouse gas emissions and energy management
	6	Water resource utilization	Water and Wastewater Management
	7	Circular Economy	Green Products
society	8	Rural Revitalization	Industry Development and Social Welfare
	9	Social Contribution	Industry Development and Social Welfare
	10	Innovation Driven	Innovation

Dimension	Serial number	issue	Related Chapters
Society	11	Science and Technology Ethics	Innovation
	12	Supply Chain Security	Sustainable supply chain management
	13	Quality Management	Greenhouse gas emissions and energy management
	14	Data security and customer privacy protection	Pollutant Management
	15	Staff	Employee rights protection, employee compensation and benefits, employee care, talent attraction and retention, talent learning and development, occupational health and safety
Sustainable development related governance	16	Due Diligence	Risk management, sustainable supply chain management
	17	Stakeholder Communication	Stakeholder Communication
	18	Anti-commercial bribery and anti-corruption	Business Ethics

