

2024 Sustainability Report

FUNward to Sustainable Future



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About the Report

Time Range

The statistical data in this report covers the period from January 1 to December 31, 2024. 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 Intretech 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 Intretech Inc. (referred to as "Intretech", "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)"
- Shenzhen Stock Exchange "Self-regulatory Guidelines for Listed Companies No. 3 - Preparation of Sustainability Reports"

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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Chairman's Speech

“ Against the backdrop of profound changes in the global industrial chain and the booming green economy, Intretech Technology has always taken the ESG concept as the strategic core of its corporate development. We are well aware that only by integrating responsibility into the heart of innovation and responding to the proposition of the times with the power of science and technology can we anchor our direction and move forward steadily in the green wave.

”

Mr Linden Lin, Chairman of Xiamen Intretech Inc.

● Leading low-carbon transformation with green smart manufacturing and reshaping the industrial ecology

Facing the global challenge of climate change, Intretech Technology regards low-carbon transformation as a must-answer question. Guided by scientific carbon targets, we have systematically developed the carbon reduction path for the entire life cycle from our own operations to the value chain, and officially obtained the verification and approval of the Science Based Target Initiative (SBTi) in November 2024. By using renewable, low-impact and environmentally friendly materials, technological innovation and process innovation, we are orderly advancing the design emission reduction work. At the same time, we rely on smart energy consumption control systems to build digital green factories, and build photovoltaic facilities in smart manufacturing bases at home and abroad, purchase green power trading certificates, and other methods to significantly increase the share of renewable energy use and enhance our energy mix. In the field of green product innovation, we have launched the environmentally friendly design product BE Water in collaboration with international partners. Its lightweight and recyclable design significantly reduces the product's lifecycle carbon footprint and brought a green and healthy lifestyle to consumers. This series of measures demonstrates Intretech Technology's determination and action to lead the industry's green transformation.

● Drive sustainable development with innovative R&D and create value competition

Innovative R&D is the cornerstone of Intretech Technology to achieve sustainable development. In 2024, we upgraded the Global R&D Capability Map 2.0, introduced AI tools, and created a knowledge recommendation system, which significantly improved R&D efficiency and collaboration capabilities. We seize the opportunities brought by AI advancements by establishing a dedicated unit to drive its research and application, fully empowering intelligent manufacturing. We have developed a digital and automated platform for quality monitoring and management, integrating lean practices and information technologies. We uphold the core value of "customer first", through a strong global matrix collaboration model, proactive marketing, and rapid responsiveness, to deliver smarter, safer, and greener products along with high-value services that exceed expectations. In the field of supply chain responsibility, we use digital tools to enable transparent supply chain management to ensure that each link meets environmental and ethical standards, while promoting supplier ESG capacity building and technical collaboration to achieve sustainable development of the entire chain.

● Create diverse values with a responsible ecology and build a better future together

"People-oriented" is the core of Intretech Technology's corporate culture. We are committed to ensuring employee well-being by providing a diverse, equitable, safe, and supportive working environment, along with a comprehensive development platform. Through effective incentive mechanisms and generous welfare guarantees, we will create a harmonious Intretech home that is "healthy, happy and prosperous". The value of an enterprise lies not only in its business achievements, but also in its contribution to social welfare. We actively engage in school-enterprise cooperation and, through resource sharing and complementary strengths, have established a two-way empowerment mechanism — encompassing R&D, achievement transformation, and talent cultivation — with Tianjin University, Fuzhou University, Xiamen University of Technology, and others. Meanwhile, the Xiamen Chunshui Love Foundation, initiated by Intretech Technology, continues to contribute to education, scientific research, rural revitalization, and disaster relief. In 2024, we donated a total of RMB 14.87 million, benefiting 7,123 individuals, and helped foster a responsible ecosystem in education, research, and community development.

● Build a solid foundation for development with governance innovation and drive sustainable growth

Excellent governance capabilities are the cornerstone of a company's long-term success. We have built a three-tier governance system covering strategic decision-making, risk control, and compliance operations, and deeply integrated the ESG concept into the management framework. The Board of Directors strictly adheres to regulatory requirements, has established a diverse governance structure with clear responsibilities and effective checks and balances, and has significantly enhanced the strategic decision-making process. We uphold a philosophy of integrity in business operations and enforce a zero-tolerance policy toward violations, continue to improve the anti-corruption mechanism, and create a fair and transparent business environment. At the same time, we continue to optimize the information security and privacy management system to build a reliable security barrier for partners, customers, employees and other stakeholders.

● Moving towards the future: the warmth of technology and the deep resonance of responsibility

At this pivotal moment, Intretech Technology recognizes that ESG is not an endpoint, but a bridge to a sustainable future. We remain committed to our mission of "creating a fun life!", and will further strengthen green technology collaboration, explore the research and development and application of artificial intelligence and clean energy; build a more inclusive responsibility ecosystem, ensuring innovations benefit everyday life; invigorate the organization through governance innovation and generate long-term value for our six key stakeholders.

While mountains and seas have borders, our sense of responsibility knows no bounds. Intretech Technology is committed to working with partners from all sectors, navigating with innovation and steering with responsibility, and draw a grand blueprint for sustainable development!

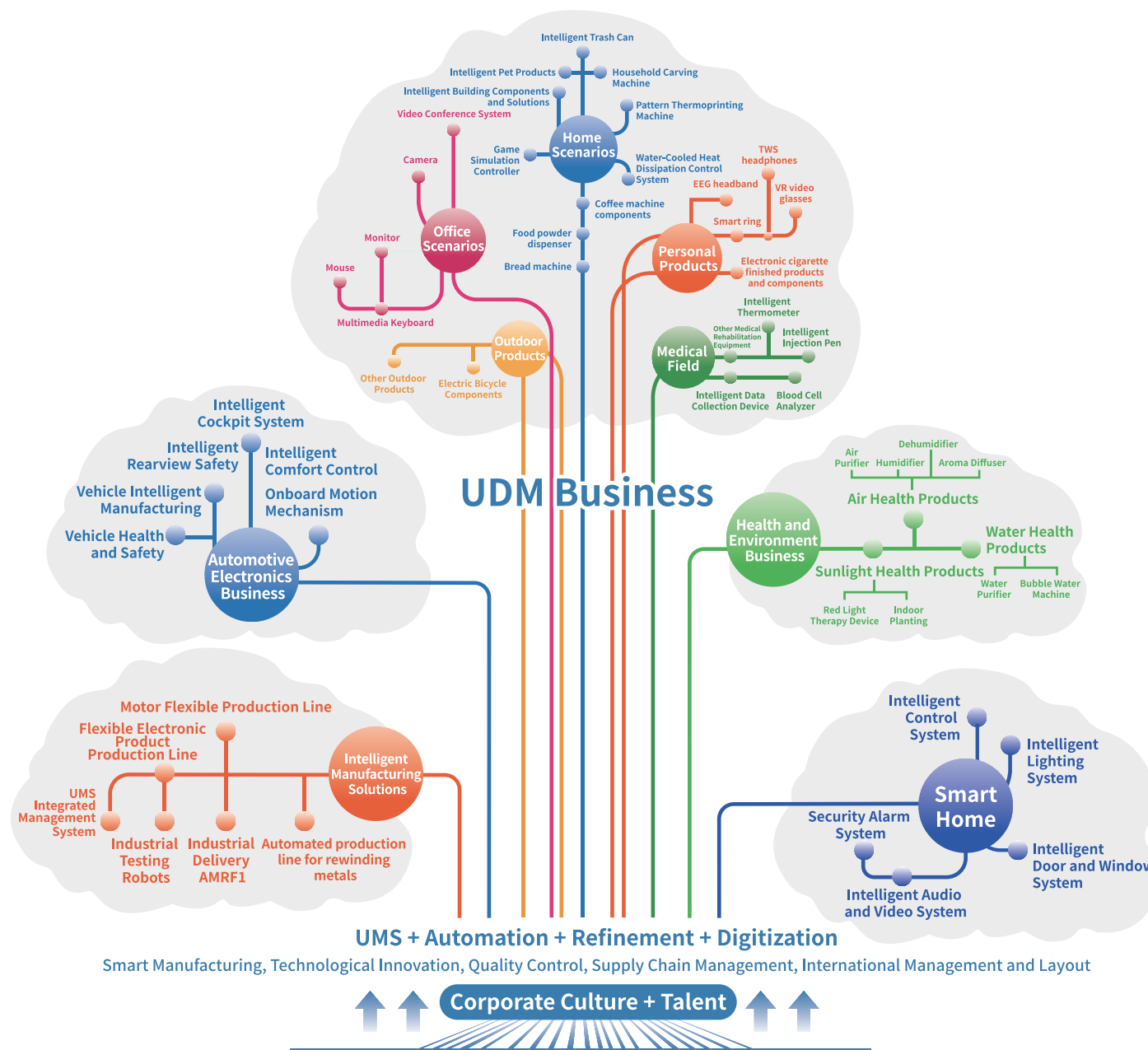
About the Company

Company profile

Xiamen Intretech Inc. was established in 2011 and successfully listed on the Shenzhen Stock Exchange in 2018 (stock abbreviation: 盈趣科技, stock code: 002925). The company's headquarters is located in Xiamen, Fujian Province, China. It has more than 60 subsidiaries domestically and internationally, primarily in Fujian, Guangdong, Shanghai, Zhejiang, and Jiangsu provinces, as well as in Malaysia, Hungary, Mexico, the United States, the United Kingdom, Switzerland, and other countries.

Main business

Based on its independently developed UDM model (also known as the ODM intelligent manufacturing model), the company has established a highly informatized and automated intelligent manufacturing system that meets comprehensive service demands such as collaborative development, customized services, flexible production, and information interconnectivity. It offers customers R&D and production of intelligent control components, innovative consumer electronics, healthy-environment products, and automotive electronics. In addition, the company is actively cultivating its own branded businesses, including overall solutions for intelligent manufacturing, smart home solutions, and standalone smart products. For more information about the company's industry and business, please refer to Section 3 of the 2024 Annual Report: Management Discussion and Analysis.

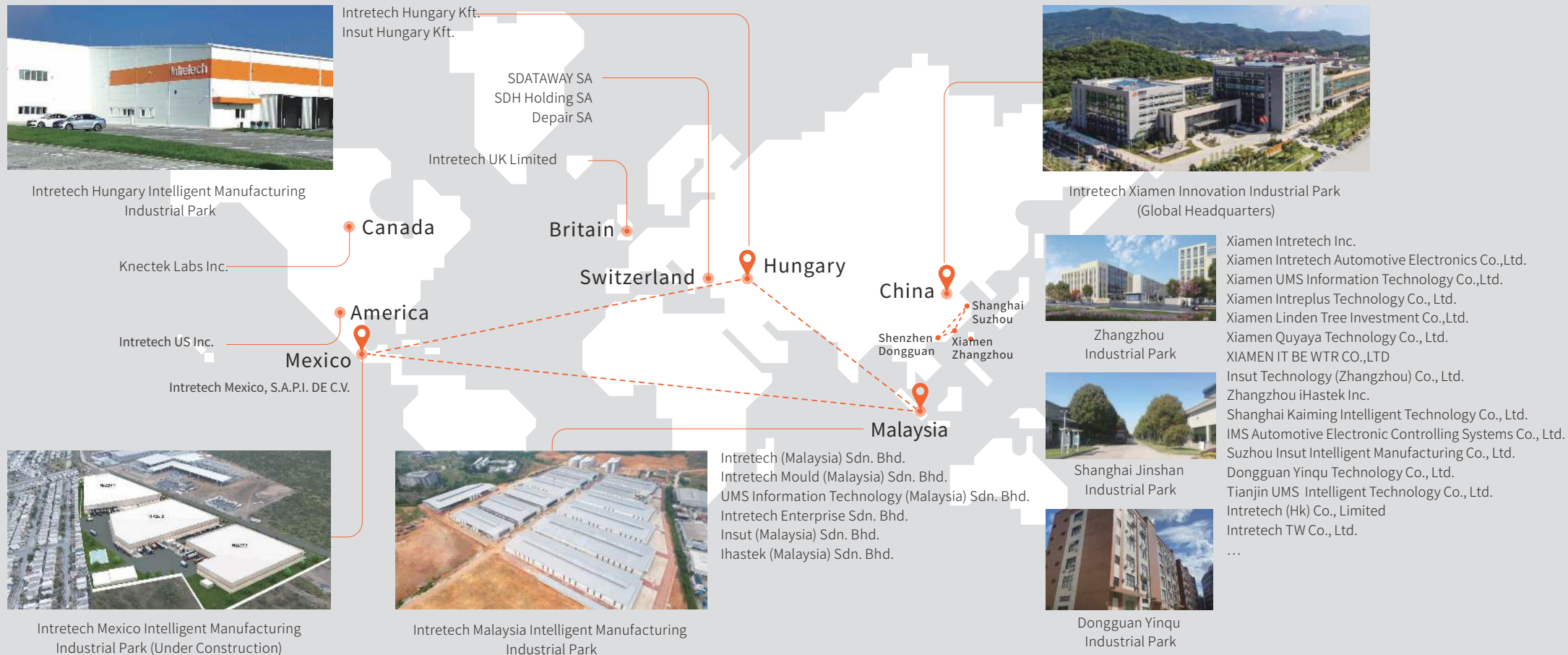


Business Area

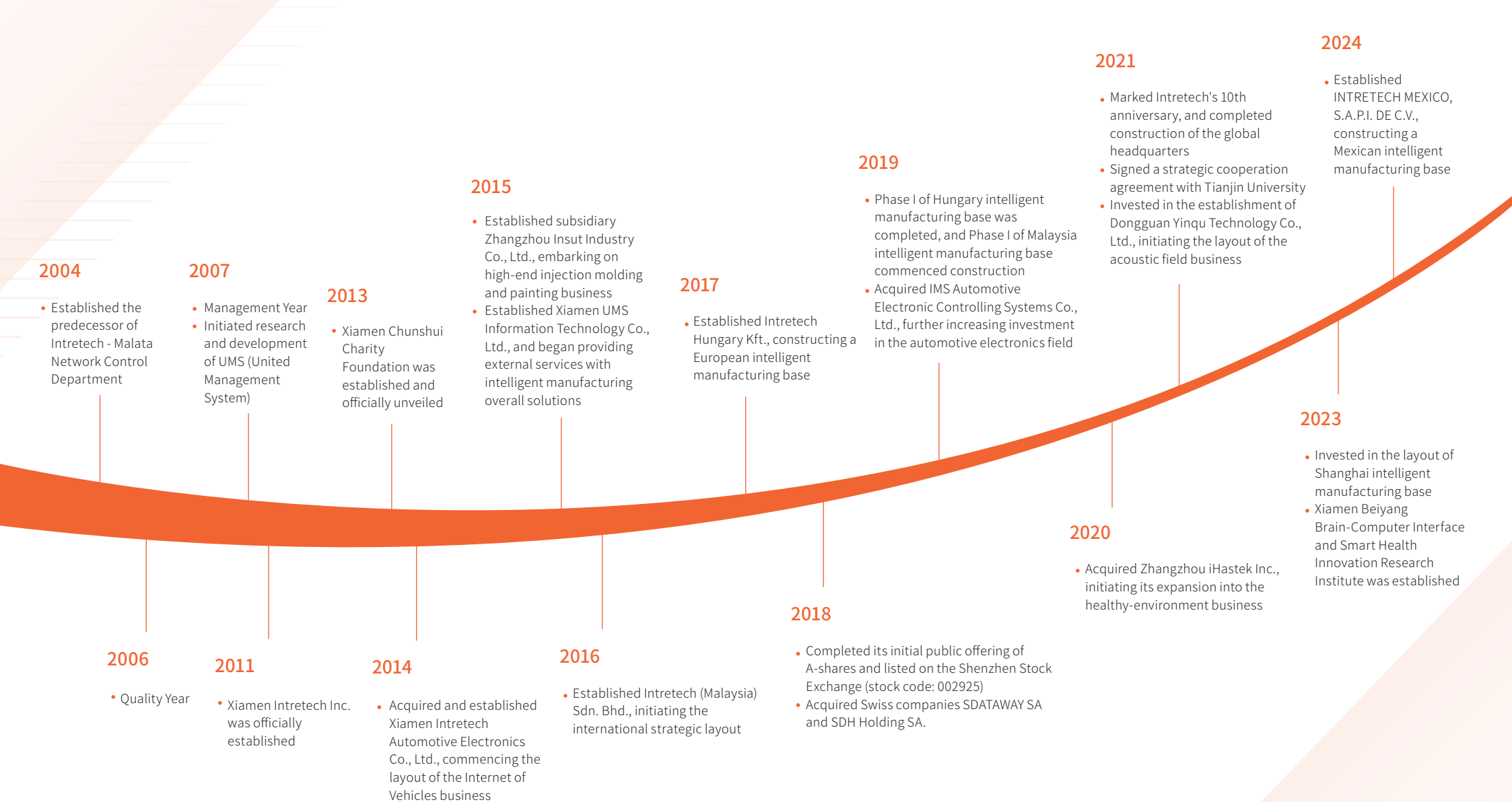
Since Xiamen Intretech Inc. initiated its international strategic layout in 2016, it has established an operational framework featuring simultaneous operations, collaborative production divisions, shared system infrastructure, and mutual management systems across its smart manufacturing bases in China, Southeast Asia, and Europe. Additionally, the company's smart manufacturing base in Mexico officially commenced construction in September 2024 to bolster its market penetration in North America. Concurrently, the company has strategically established R&D and marketing hubs across China, Europe, and North America, thereby fostering a global R&D and market expansion capability that transcends time zones, geographical boundaries, and industry domains. As a result, Intretech's competitive edge in the international market has been significantly enhanced.

Intretech Global Intelligent Manufacturing Bases: International Big Triangle and Domestic Small Triangle

It boasts over 60 wholly-owned or holding subsidiaries both domestically and internationally, and operates high-end intelligent manufacturing industrial parks in China, Malaysia, Hungary, and Mexico (under construction).



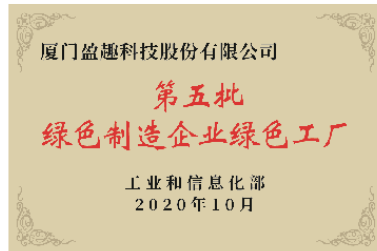
Corporate Development History



2024 Major Events

January	<ul style="list-style-type: none"> Brain science research received support from the National Key R&D Fund of the Ministry of Science and Technology 	August	<ul style="list-style-type: none"> Released the first Sustainability Report Launched the second share-repurchase program of 2024, with a proposed repurchase amount of RMB 80-130 million (in progress) Selected into the Hurun China Metaverse Potential Enterprise Top 50 list for two consecutive years
February	<ul style="list-style-type: none"> Successfully obtained AEO certification from customs Launched the first share repurchase program of 2024, with a repurchase amount of RMB 100 million (completed) 	September	<ul style="list-style-type: none"> Intretech Mexico Industrial Park officially commenced construction
March	<ul style="list-style-type: none"> Established INTRETECH MEXICO, S.A.P.I. DE C.V., and commenced construction of its Mexican intelligent manufacturing base Marked the 20th anniversary of Intretech's predecessor, the Malata Network Control Department 	October	<ul style="list-style-type: none"> Implemented the 2024 interim equity distribution, distributing cash dividends of RMB 98 million
April	<ul style="list-style-type: none"> The Tianjin University-Intretech Industry-Education Integration Joint Training Base was unveiled, and the Tianjin University Chunshui Library was officially inaugurated 	November	<ul style="list-style-type: none"> The SBTi science-based carbon target was approved Passed the review for a high-tech enterprise The medical workshop was successfully established and obtained the first medical device production license
May	<ul style="list-style-type: none"> Implemented the 2023 annual equity distribution, distributing cash dividends of RMB 351 million 		<ul style="list-style-type: none"> The 2024 Intretech Xiamen Haicang Half Marathon was held
June	<ul style="list-style-type: none"> The 13th anniversary of Intretech 		
July	<ul style="list-style-type: none"> Acquired Xiamen Zhongzhi Youwei Health Technology Co., Ltd., expanding the business scope in the health-technology field 	December	 <ul style="list-style-type: none"> Established XIAMEN IT BE WTR CO.,LTD, entering the water-health field. The company's "Consumer Electronics Whole Life Cycle Digital and Intelligent Management Smart Factory" was listed among the first batch of Excellent Level Smart Factories announced by the Ministry of Industry and Information Technology Passed the acceptance of the National Intelligent Manufacturing Demonstration Factory

Corporate Honors & Awards



Fifth Batch Green Manufacturing Enterprise – Green Factory



Ministry of Industry and Information Technology Core Enterprise in Green Supply Chain Management



National-Level Green Factory



Provincial-Level Green Supply Chain Enterprise



National Demonstration Enterprise for Technological Innovation



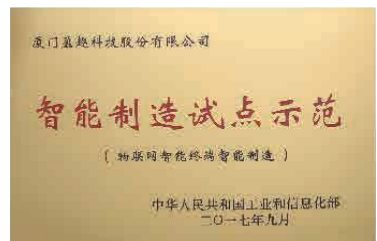
National Enterprise Technology Center



National-Level Industrial Design Center



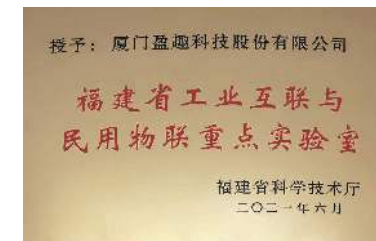
Postdoctoral Research Station



Pilot Demonstration Project for Intelligent Manufacturing



National Intellectual Property Advantage Enterprise



Fujian Provincial Key Laboratory of Industrial Internet and Civil IoT



Xiamen Key Laboratory of Industrial Metaverse Intelligent Scenario Technology

Corporate Honors & Awards



Second Prize, Fujian Provincial Science and Technology Progress Award (2022)



Xiamen Municipal Science and Technology Progress Award



Hurun China Top 50 Metaverse Potential Enterprises (2024)



AEO Advanced Certification for Enterprises



MIIT Excellence-Level Intelligent Factory



MIIT Demonstration Factory for Intelligent Manufacturing



Xiamen Youxin Intelligent Manufacturing System R&D Center



High-Tech Enterprise Certificate



Fujian Provincial May 1st Labor Award



Top Taxpayer of the Year, Haicang District, Xiamen (2023)



Green Pioneer Enterprise of the Year, Tinglin Town (2023)



Medical Device Manufacturing License

Company Culture

Core of corporate culture - 3POS culture

The first level of meaning:

3 — Means many and good

3P — People

Promptness

Prosperity

O — Oriented (Customer / Shareholder / Supplier / Partner / Society / Intretech)

S — Sibling

The second level of meaning:

Intretech staff has good future, Intretech has good future and sustained profitability, every Sibling of Intretech can get relatively satisfied paid.

Mission

Make life interesting!

Vision

To be the leader of Chinese " Three Networks "; To be the window to the world!

Core Values

Customer first, Quality first; Honest administration, Profit-profit cooperation; Agile Team, Prosperous Sibling.

Core competence

Team work — Mission Oriented, Work as Sibling

Rapid reaction — Exceed customer expectation

Product quality — Achieve or even exceed Apple level from the beginning of design

Smart Manufacturing — UMS, Lean and digitization Production



The definition of a harmonious home of health, happiness and rich

Healthy home: I exercise, I am healthy;

Happy home: If you enjoy your work, you will enjoy your life, and you will be a happy person;

Rich home: Siblings of Intretech achieve a relatively satisfactory income.

The purpose of the love fund

1. Through offering love fund to progress little by little everyday.
2. Through offering love fund to change some of our bad habits to good habits.
3. Through offering love fund, help Sibling in need and have the society donation.
4. Through offering love fund to cultivate Intretech to a love team with professional attitude.

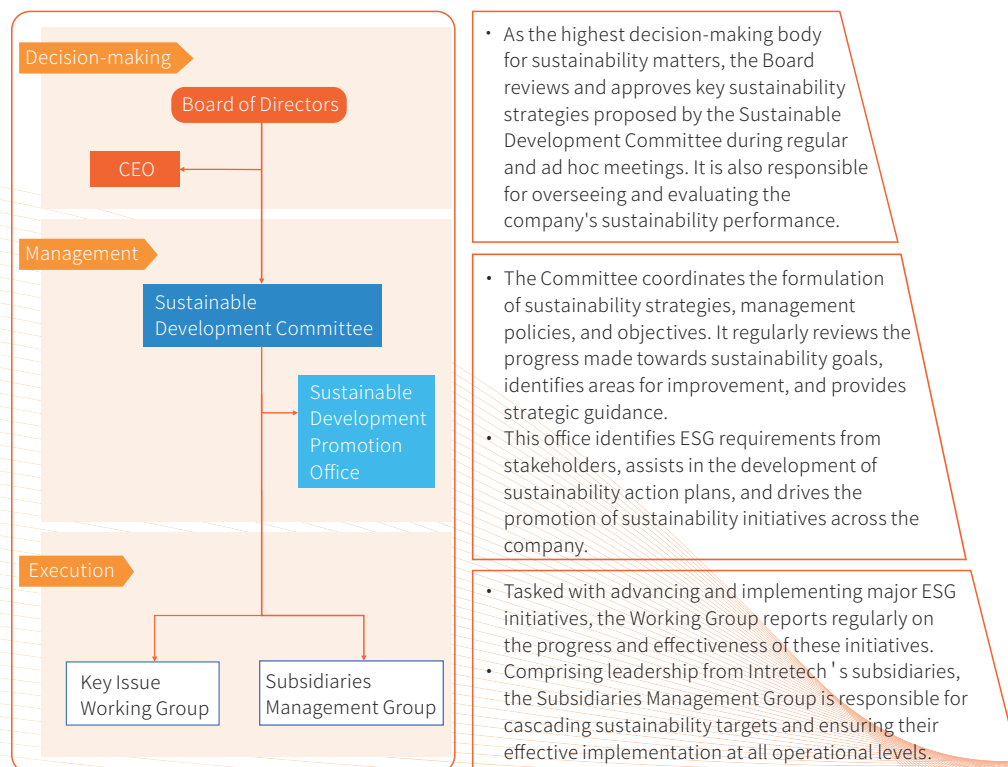
Sustainability Management

Robust and effective sustainability management constitutes the cornerstone of Intretech's pursuit of its sustainability objectives.

We regard sustainability as a primary driver of green transformation and high-quality development, deeply embedding it within our overall corporate strategy. Through the continuous refinement of our sustainability governance frameworks and the cultivation of mutually beneficial partnerships with stakeholders, we are committed to jointly shaping a more prosperous and sustainable future.

Sustainability Governance Framework

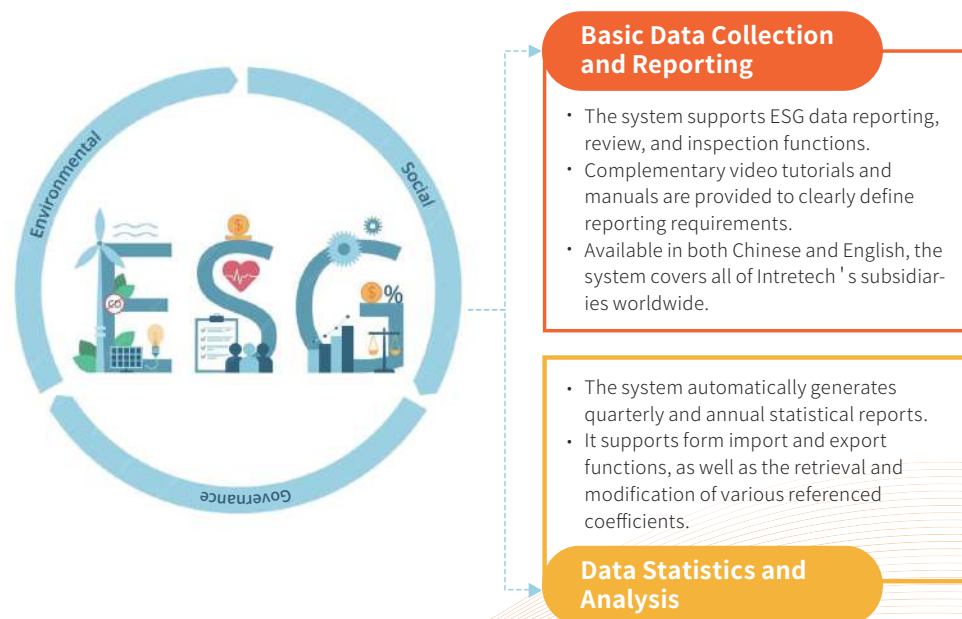
Intretech has established a comprehensive, top-down sustainability governance framework that systematically integrates sustainability into corporate strategy and operations. The framework consists of three tiers—decision-making, management, and execution—ensuring effective oversight and implementation across the organization.



Sustainability Data Management

Intretech enhances its sustainability management through digitalization by independently developing an intelligent ESG data management system. This system enables online, intelligent management, monitoring, and traceability of sustainability-related data.

Since its deployment in 2024, the system has significantly improved the efficiency of data collection, review, calculation, and statistical analysis for ESG matters, effectively strengthening oversight of ESG indicators and providing reliable support for sustainability-related decision-making. Currently, the system covers all major ESG-related data across the company and enables integrated ESG data management among its domestic and international subsidiaries.



Stakeholder Communication

Intretech remains steadfast in its commitment to the philosophy of "cooperation for mutual benefit" and places great importance on stakeholder expectations. The company has established regular communication mechanisms to understand the demands and expectations of various stakeholders and to build efficient and diverse channels for engagement.

Stakeholders	Government and Regulatory Authorities 	Shareholders and Investors 	Suppliers and Partners 	Customers 	Employees 	Communities and the Public 
Key Concerns	<ul style="list-style-type: none"> Compliance management Tax compliance Research and innovation Resource management Energy management Greenhouse gas emissions Pollutant management Social participation 	<ul style="list-style-type: none"> Transparent information disclosure Protection of shareholder rights Steady performance growth Risk management Business ethics Sustainability management 	<ul style="list-style-type: none"> Transparent procurement practices Business ethics Responsible supply chain management Mutually beneficial cooperation Conflict minerals management 	<ul style="list-style-type: none"> Product quality Customer relationship management Research and innovation Information security and privacy protection Business ethics Green design and products 	<ul style="list-style-type: none"> Human rights and labor rights Talent training and development Talent attraction and retention Compensation, benefits, and employee care Occupational health and safety Employee diversity and equality 	<ul style="list-style-type: none"> Community development Community environmental protection Corporate philanthropy
Communication and Engagement	<ul style="list-style-type: none"> Routine supervision Reporting and communication Meetings and exchanges Site visits and inspections On-site visits 	<ul style="list-style-type: none"> Convening shareholder meetings Regular and ad-hoc information disclosures Performance briefings Investor research Investor interaction platforms Investor hotlines 	<ul style="list-style-type: none"> Supplier management and audits Supplier training and empowerment Supplier collaboration platforms Ongoing supplier communication Regular and ad-hoc supplier visits Industry seminars and exchanges 	<ul style="list-style-type: none"> Customer satisfaction surveys Customer visits Customer service platforms After-sales service Regular customer audits 	<ul style="list-style-type: none"> Labor union Employee forums President's mailbox Employee satisfaction surveys Employee activities and training 	<ul style="list-style-type: none"> Facility tours Charity fund initiatives Public welfare activities Participation in exhibitions

Identification of Material Issues

To ensure that the disclosures in this report align with stakeholder expectations and to enhance the scientific rigor and relevance of ESG issue analysis, Intretech continuously advances the management of key ESG issues. The company conducts research on domestic and international industry developments, integrates its annual operational priorities, and evaluates both impact materiality and financial materiality. Based on this assessment, ESG issues of high concern to internal and external stakeholders are identified and prioritized for disclosure in this report.

● 2024 Double Materiality Assessment Process

01

Background Analysis and Issue Identification

Through understanding the company's activities and business relationship context, and referencing national macro-policy directions as well as domestic and international CSR standards research, Intretech identifies material issues by analyzing annual hotspot topics and industry trend monitoring. A preliminary list of material issues is compiled accordingly.

02

2.1 Impact Materiality Assessment

Through stakeholder engagement activities such as surveys, email communication, telephone interviews, and on-site visits, Intretech conducts evaluations of material issues with both internal and external ESG experts.

2.2 Financial Materiality Assessment

Based on stakeholder surveys and expert evaluations, material issues are assessed for their financial materiality. Multiple departments are involved in review and validation.

03

Double Materiality Evaluation and Analysis

Based on the results of both impact materiality and financial materiality assessments, Intretech formulates the 2024 materiality issue matrix and determines the key material issues and their prioritization for the year.

04

Disclosure and Response to Material Issues

Following review and approval by the Sustainable Development Committee, the finalized materiality issue matrix is confirmed. Intretech discloses and responds to key material issues in a targeted manner within the report.

● Materiality Issue Matrix

Sustainability Issues	
Environmental Issues <ul style="list-style-type: none"> Greenhouse gas emissions Pollutant management Resource management 	<ul style="list-style-type: none"> Energy management Chemicals and hazardous substances management Green design and products
Social Issues <ul style="list-style-type: none"> Product quality Customer relationship management Research and innovation Occupational health and safety Supply chain management Intelligent manufacturing and digitalization Human rights and labor rights 	<ul style="list-style-type: none"> Talent training and development Talent attraction and retention Compensation, benefits, and employee care Employee diversity and equality Social participation Conflict minerals procurement
Governance Issues <ul style="list-style-type: none"> Business ethics Sustainability management Information security and privacy protection Risk management 	<ul style="list-style-type: none"> Information disclosure Governance structure Protection of shareholder rights Tax compliance

Intretech Double Materiality Matrix

Impact Materiality	Core	Business Ethics	Sustainability Management Talent Attraction and Retention Human Rights and Labor Rights Occupational Health and Safety	Product Quality Research and Innovation Customer Relationship Management Intelligent Manufacturing and Digitalization Greenhouse Gas Emissions
	Important	Chemicals and Hazardous Substances Management Conflict Minerals Procurement Energy Management Pollutant Management Social Participation	Governance Structure Information Disclosure Risk Management Information Security and Privacy Protection Talent Training and Development Employee Diversity and Equality Tax Compliance	Protection of Shareholder Rights Compensation, Benefits, and Employee Care Green Design and Products Supply Chain Management
	Relevant	Resource Management		
		Relevant	Important	Core
		Financial Materiality		

01

Green Development

Intretech is committed to advancing green development, actively responding to the national call for ecological civilization, and fully supporting the realization of the "Dual Carbon" goals. Through continuous improvement of production processes, upgrading of manufacturing equipment, adoption of recycled materials, optimization of the energy mix, and enhancement of production efficiency, the Company actively promotes green and low-carbon practices. By driving sustainable corporate development and delivering more high-quality sustainable products, Intretech is contributing to a greener future.



Climate Management Framework



Low-Carbon and Green Operations



Green Design and Products

Climate Management Framework

Intretech is committed to establishing a comprehensive risk management system to systematically analyze the opportunities and challenges posed by climate change, and to formulate practical risk mitigation measures and emission reduction targets, demonstrating its firm commitment to address climate change.

In 2024, the Company successfully established and implemented a climate disclosure framework, refining its climate management strategies across four dimensions: governance, strategy, risk management, and metrics and targets. Through this systematic enhancement, Intretech has not only strengthened its resilience to climate-related risks but also laid a solid foundation for long-term sustainable development.

Climate Disclosure Framework

Governance	<p>The Sustainability Committee, under the Board of Directors, is responsible for overseeing matters related to climate change, including communication with internal and external stakeholders, assessment of the materiality and urgency of climate issues, risk identification and management, the formulation of carbon neutrality targets, and the design of response strategies.</p> <p>Through regular meetings and dedicated studies, the Committee provides strategic guidance and policy support for the Company's climate initiatives, ensuring the effective advancement and implementation of its sustainability strategy.</p> <p>In parallel, management teams at subsidiary companies have been established to actively drive carbon reduction efforts.</p>
Strategy	<p>To accurately identify the impact of climate-related risk factors on its business, strategy, and financial planning, and to formulate response strategies across the short, medium, and long term, the Company has assessed both a low-carbon scenario where global temperature rise is limited to within 1.5°C and a high-emission scenario where temperatures exceed a 2°C increase.</p> <p>Based on these assessments, Intretech has set corresponding emission reduction targets to better define and manage potential risks, while also seizing strategic opportunities arising from the transition to a low-carbon economy.</p>
Risk Management	<p>The Company conducts a comprehensive assessment of climate risks across technological, market, reputational, financial, and strategic dimensions, and prioritizes identified risks based on the likelihood of occurrence and the magnitude of potential impact.</p> <p>The risk management team works closely with the Sustainability Committee to regularly conduct dynamic evaluations and adjustments of climate-related risks. For each identified risk, the Company has developed corresponding response measures, effectively advancing the depth and effectiveness of its risk management practices.</p>
Metrics and Targets	<p>By 2033, the Company aims to achieve a 54.60% reduction in absolute Scope 1 and Scope 2 greenhouse gas emissions compared to the 2022 baseline year, and a 61.07% reduction in Scope 3 greenhouse gas emissions intensity per RMB 10,000 of value added.</p>



Greenhouse Gas Emission Management

Intretech fully aligns with China's "30·60" dual carbon targets and actively pioneers low-carbon practices within the industry, contributing to global climate governance. The Company has established clear climate-related indicators and corresponding measures, covering greenhouse gas emissions, energy consumption, and related areas. In advancing its low-carbon transition, Intretech continuously conducts Scope 1, Scope 2, and Scope 3 carbon emissions inventories to gain a comprehensive understanding of its emissions profile, and enhances management effectiveness through systematic tracking and ongoing review of target implementation. As of now, the Company has completed carbon emissions inventories for the 2022–2024 period across multiple global subsidiaries, including those in Xiamen, Malaysia, Hungary, Zhangzhou, Suzhou, Shanghai, Ningbo, and Dongguan. Additionally, Intretech has trained 25 internal greenhouse gas auditors and established a comprehensive carbon management system.

Type	Unit	2022 SBT Boundary	2023 SBT Boundary	2024 SBT Boundary
Scope 1	tCO ₂ e	1,164.27	1,070.25	6,746.83
Scope 2	tCO ₂ e	33,487.22	31,392.87	27,612.45
Scope 3	tCO ₂ e	1,404,887.00	1,295,406.22	980,865.16
Scope 3 Emissions Intensity	tCO ₂ e per RMB 10,000	10.41	11.21	9.68
Total Emissions (Scope 1, 2, and 3)	tCO ₂ e	1,439,538.49	1,327,869.34	1,015,224.44

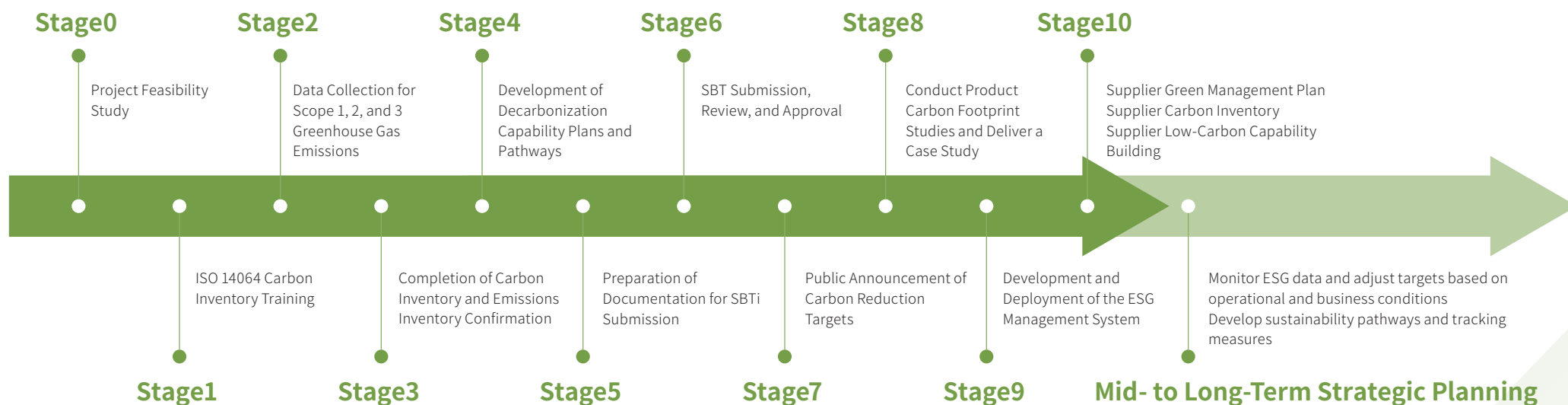
Note: This data covers all subsidiaries within Intretech's SBT boundary.



Climate Action Roadmap

In response to the challenges posed by climate change, Intretech is driving its green transition through the adoption of science-based targets. The Company has proactively set decarbonization targets for its own operations (Scope 1 and Scope 2) as well as for key segments of its value chain (Scope 3) in accordance with SBTi requirements, and is expected to formally obtain SBTi approval in November 2024. At the same time, Intretech is progressively advancing its sustainability strategy by developing a climate action roadmap, covering initiatives such as carbon inventories, carbon footprint assessments, and emission reduction measures, to ensure the effective implementation of its sustainable development strategy.

Climate Action Roadmap



Low-Carbon and Green Operations

Environmental Management System

Intretech strictly complies with national environmental laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Air Pollution Prevention and Control Law, and the Water Pollution Prevention and Control Law, ensuring that all operational activities meet environmental standards. At the institutional level, the Company has established a series of management procedures, including the Environmental Management Procedure, Greenhouse Gas Control Procedure, and Hazardous Substances Management Procedure, to standardize its environmental management practices.

In terms of organizational structure, an Environmental Management Taskforce, led by the Sustainability Committee, has been established, encompassing departments such as Administration, Engineering, Procurement, Technology, Manufacturing, and Process Management, to promote the comprehensive implementation of environmental initiatives. Intretech has been recognized as a National Green Supply Chain Core Enterprise and a National Green Factory. As of the end of 2024, the Company and its subsidiaries have collectively obtained 14 ISO 14001 Environmental Management System certifications.

Energy Management

Intretech strictly complies with national laws and regulations such as the Energy Law of the People's Republic of China and the Energy Conservation Law of the People's Republic of China, and has established management procedures including the Energy Conservation Measures and the Water and Electricity Conservation Management Procedure to standardize its energy management practices. The Company sets clear annual targets for energy conservation and consumption reduction as part of its corporate planning to ensure the effective implementation of energy-saving initiatives. Leveraging its proprietary UMS technology, Intretech integrates energy management with smart park operations, enabling real-time monitoring of energy use. Through the UMS intelligent control system, the Company achieves comprehensive energy consumption management, which not only reduces operational costs but also significantly enhances energy efficiency.





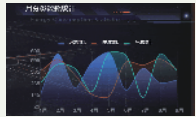

Key Area Monitoring		<ul style="list-style-type: none"> • Implement area-based energy consumption monitoring. • Monitor the operational status of equipment. • Conduct real-time energy consumption analysis. 		<ul style="list-style-type: none"> • Implement energy consumption monitoring for key areas within the park. • Identify abnormal energy consumption patterns. 	<p>Based on big data technology, energy consumption monitoring and management are implemented for key areas and critical equipment within Intretech's campus:</p> <ul style="list-style-type: none"> ✓ Real-time statistics of energy consumption data ✓ Monitoring of abnormal electricity usage ✓ Provision of optimization and improvement measures
Key Load Monitoring		<ul style="list-style-type: none"> • Real-time monitoring of load energy consumption • Load management and control • Real-time energy consumption analysis 		<ul style="list-style-type: none"> • Implement energy consumption monitoring for key equipment within the campus • Peak demand protection during high-load periods 	<p>The server room clusters are equipped with a digital twin-based energy consumption control system and capabilities, enabling precise management of electricity usage related to R&D, production, and management processes.</p>
Energy Consumption Early Warning System		<ul style="list-style-type: none"> • Pre-set energy consumption warning thresholds • Automatic issuance of alert notifications 		<ul style="list-style-type: none"> • Timely updates on energy consumption status • Identification and adjustment of electricity usage structure 	<p>Through the intelligent energy monitoring system, real-time statistics are collected for key industrial and office areas, as well as critical electrical loads and zones, providing early warnings and establishing a digital foundation for identifying and optimizing abnormal electricity usage behaviors.</p>

Figure: Intelligent Energy Control Enabling the Development of a Digital Green Factory

● Low-Carbon and Energy-Efficient Upgrades

As a smart manufacturing enterprise, Intretech positions green energy conservation and low-carbon efficiency at the core of its sustainable development strategy. In 2024, the Company continued to implement energy-saving and consumption-reduction measures, effectively reducing energy use and contributing to a greener way of life.

Key initiatives included:

Energy Conservation Projects	Energy Conservation Measures and Achievements
Adoption of clean energy sources	<ol style="list-style-type: none"> 1. Intretech and its subsidiaries, along with suppliers, have promoted the adoption of photovoltaic (PV) power generation. 2. Upgraded lighting systems at smart manufacturing bases by replacing high-energy-consuming equipment with solar-powered streetlights: <ol style="list-style-type: none"> 2.1 In Xiamen Intretech Inc., 80 streetlights were replaced, resulting in annual electricity savings of 9,033.75 kWh. 2.2 In Yishui Hengjing Electronics Co., Ltd., five 300-watt lamps were replaced, achieving annual electricity savings of 5,475 kWh.
Intelligent temperature control system for central air conditioning	<ol style="list-style-type: none"> 1. Adoption of high-efficiency central air conditioning systems, incorporating linked and intelligent variable-frequency control: 2. When indoor temperatures approach or reach the set target, the air conditioning system automatically stops the cooling cycle; when temperatures rise above the preset range, the cooling function automatically restarts, avoiding prolonged operation and saving electricity.
Deployment of energy-saving variable-frequency air compressors	Output power is precisely matched to actual demand to avoid high-voltage energy waste. Through soft-start control, the startup current is significantly reduced, mitigating voltage impacts on equipment, protecting compressors, and extending service life.
Energy savings through waste heat recovery from air compressors	Waste heat recovery from air compressors, supplying hot water to cafeterias and dormitories, resulting in savings of RMB 114,900 and 215.63 MWh of electricity in 2024.
Electricity savings in offices, workshops, and dormitories through UMS intelligent control systems	<ol style="list-style-type: none"> 1. Installation of energy-saving LED lighting fixtures: 2. Integration of the UMS intelligent control system to automatically shut off lighting and other equipment during designated times (e.g., lunch breaks, evenings, after meetings), minimizing electricity waste due to human oversight.
Energy consumption monitoring upgrades for production lines	<ol style="list-style-type: none"> 1. Planned construction of the uESG system, covering six major functional modules: online energy consumption monitoring, analytics center, energy-saving assessments, report management, monitoring dashboards, and carbon trading management. 2. Preliminary implementation of sustainable equipment upgrades: <ol style="list-style-type: none"> 2.1 Installation of 28 energy consumption monitoring devices. 2.2 Establishment of a demonstration production line for energy consumption monitoring.



In 2024, Intretech's production sites reduced electricity consumption by **877,440 kWh** through energy-efficient equipment upgrades. Total electricity use declined by **1.64%** year-on-year.

● Renewable Energy Use

In 2024, Intretech conducted an in-depth assessment of renewable energy options and further explored ways to increase green power adoption. The Company launched photovoltaic projects at its smart manufacturing sites in Malaysia, Hungary, Zhangzhou, Shanghai, and Dongguan to expand renewable energy use. Meanwhile, Intretech actively participated in the green power trading market, offsetting energy-related carbon emissions by purchasing green power certificates.

During the reporting period, the use of renewable energy reduced total carbon emissions by 7,289.47 tCO₂e.

Category	2024 Initiatives	Results
Photovoltaic Facilities	<ul style="list-style-type: none"> Annual photovoltaic power generation at Shanghai Hengjing Electronics Co., Ltd.: 3,920.38 MWh Annual photovoltaic power generation at Xiamen Intretech Inc.: 2,084.58 MWh Annual photovoltaic power generation at Malata JinFeng Industrial Park: 320.99 MWh 	Total photovoltaic power generation for the year: 6,325.95 MWh, an increase of 3,804.91 MWh year-on-year
Green Power Certificates	<ul style="list-style-type: none"> Green power procurement (I-REC) by Yishui Hengjing Electronics Co., Ltd.: 2,116 MWh Green power procurement (I-REC) by Xiamen Intretech Inc.: 1,459 MWh Green power procurement (I-REC) by Shanghai Hengjing Electronics Co., Ltd.: 586 MWh 	Total green power purchased for the year: 4,161 MWh, an increase of 2,116 MWh year-on-year



During the reporting period, the use of renewable energy reduced total carbon emissions by **7,289.47 tCO₂e**.



Photovoltaic Facilities at Shanghai Hengjing Smart Manufacturing Base



Figure: I-REC Green Power Certificate Purchased by Xiamen Intretech Inc.

● Promotion of Low-Carbon and Energy Conservation Culture

Intretech actively advances its energy-saving and emission-reduction goals, implements environmental initiatives, and integrates green values into corporate culture and the broader supply chain, promoting collective commitment to sustainable development.

➔ Establishment of Sports Days:

Every Tuesday and Friday, employees are encouraged to take the stairs instead of elevators, promoting a healthy and green lifestyle.

➔ Promotion of Green Travel:

Employees are encouraged to use new energy vehicles, with the Company supporting this shift by installing EV charging stations across the campus.

➔ Optimization of Business Vehicle Management:

Routes are coordinated to minimize redundant trips and reduce energy consumption.

➔ Implementation of Low-Carbon Logistics:

Transportation routes are optimized to lower empty load rates, while the use of new energy vehicles and local supply chains is promoted to reduce transportation-related emissions.

➔ Replacement of Hospitality Water Bottles:

Beginning in 2025, meeting rooms will replace single-use plastic bottled water with reusable glass bottled water to reduce plastic waste and emissions.



Replacement of Hospitality Water with Recyclable Packaging



Low-Carbon and Energy Conservation Awareness Campaigns in Offices



Installation of New Energy Vehicle Charging Stations on Campus

Water Resource Management

Water resource management is a critical component of Intretech's sustainable development strategy. The Company's water usage mainly consists of domestic water and firefighting water. Intretech strictly complies with applicable laws and regulations, including the Water Law of the People's Republic of China and the Soil and Water Conservation Law of the People's Republic of China. Internal policies such as the Water, Electricity, and Office Supplies Conservation Management Procedure and the Wastewater, Exhaust Emissions, and Noise Control Management Procedure have been established to standardize water management practices. Through a series of water conservation initiatives—including optimizing water use structures, replacing water-saving fixtures, and promoting water-saving awareness—Intretech actively promotes water stewardship and reduces waste.



Installation of Sensor-Activated Faucets



Promotion of Water Conservation through Signage Campaigns



Pollutant Management

Intretech strictly complies with relevant laws and regulations, including the Environmental Protection Law of the People's Republic of China, the Air Pollution Prevention and Control Law, the Solid Waste Pollution Prevention and Control Law, the Water Pollution Prevention and Control Law, and the Environmental Noise Pollution Prevention and Control Law.

The Company has established and implemented internal procedures such as the Wastewater, Exhaust Emissions, and Noise Control Management Procedure and the Solid Waste Classification, Disposal, and Packaging Recycling Management Procedure to standardize pollutant management practices.

● Exhaust Emissions Management

Intretech's primary exhaust emissions include kitchen fume emissions, welding fumes from solder paste, and vehicle exhaust. The Company adopts a source-process-endpoint approach to minimize exhaust emissions.

Category	Control Measures
Vehicle Exhaust Emissions	Reduce exhaust emissions by using electric forklifts and replacing business vehicles with new energy vehicles.
Welding Fume Emissions	Install welding fume collection systems at relevant workstations, channel emissions to the rooftop, and apply multiple dust removal technologies with a removal efficiency exceeding 90%.
Kitchen Fume Emissions	Use environmentally friendly electric heating systems; kitchen fumes are treated through purifiers before being discharged via chimneys to minimize environmental impact.
Endpoint Monitoring	Require each smart manufacturing base to undergo at least one third-party exhaust emissions audit annually to ensure compliant emissions of nitrogen oxides, sulfur oxides, and particulate matter.

● Waste Management

Intretech has established clear management procedures and departmental responsibilities for various types of waste. A comprehensive system for waste classification, collection, storage, transfer, and disposal has been implemented to ensure proper handling based on waste categories. All general solid waste, such as discarded packaging and plastics, is 100% recycled, while hazardous waste is managed in compliance with internal procedures and 100% transferred to qualified disposal vendors.

Waste Categories and Corresponding Disposal Methods		
Category		Disposal Methods
General Waste		Collect centrally, classify, and transfer to qualified third parties for recycling and reuse.
Hazardous Waste		Transfer hazardous waste in accordance with the Administrative Measures for Hazardous Waste Transfer and the Pollution Control Standards for Hazardous Waste Storage. Hazardous waste must be collected in designated containers, properly classified, labeled, stored, and handed over to qualified third parties for transfer and disposal.
Domestic Waste	Recyclable	Collect centrally after classification and coordinate with recyclers for recovery and treatment.
	Non-Recyclable	Collect centrally after classification and transfer to local municipal treatment companies for disposal.
	Kitchen Waste	Collect centrally and transfer to local municipal treatment companies for disposal.
	Hazardous Household Waste	Collect centrally in compliance with legal requirements and transfer to qualified third parties for recycling and disposal.

In 2024, Intretech continued to advance sustainable design initiatives, optimizing development and manufacturing processes to reduce waste generation at the source. Key initiatives included the production of halogen-free PCB materials, application of low-carbon aluminum, use of post-consumer recycled (PCR) plastics, and replacement of PE bags with pulp paper bags, promoting waste minimization, resource recovery, and harmless treatment.

● Wastewater Management

Intretech does not discharge industrial wastewater during its operations; only domestic wastewater is generated and treated. The Company strictly complies with local laws and regulations. The Administration and Engineering Departments are responsible for the routine monitoring and maintenance of domestic wastewater treatment and control systems to ensure optimal performance and regulatory compliance. After septic tank treatment, domestic wastewater meeting the required standards is discharged into the municipal sewage network for further treatment at municipal wastewater treatment plants. Additionally, each facility is required to undergo at least one third-party wastewater monitoring audit annually to ensure compliance with discharge standards.

● Noise Management

Intretech strictly adheres to noise management laws and regulations, including the Environmental Noise Pollution Prevention and Control Law of the People's Republic of China, and complies with national and local standards such as the Emission Standard for Industrial Enterprises Noise at Boundary. The Company ensures that boundary noise levels meet environmental standards by rationally arranging noise sources and implementing measures such as isolation, vibration control, and noise reduction at critical points. Each facility is also required to undergo at least one third-party noise monitoring audit annually.

Chemical Management and Hazardous Substance Control

● Chemical Management

Intretech regulates the compliant management of hazardous chemicals across procurement, transportation, storage, use, and disposal through its Hazardous Chemicals Management Procedure. The Company conducts regular inspections focused on hazardous chemicals to promptly identify potential safety risks, ensures timely rectification and tracking, and builds a long-term risk mitigation mechanism. An emergency response structure and contingency plans for hazardous chemicals have been established, supported by sufficient emergency supplies. Regular emergency drills and related training are conducted to ensure that employees at all levels are equipped with the necessary emergency response capabilities to effectively handle chemical-related incidents.

01

Hazardous Chemicals Procurement

- Conduct regular supplier audits to ensure hazardous chemical suppliers have the necessary production licenses and qualification certificates.
- Inspect and verify that the Material Safety Data Sheets (MSDS) provided with each batch of hazardous chemicals are valid.

02

Hazardous Chemicals Management

- Establish a hazardous chemicals control list, specifying all hazardous chemicals and their management processes, including procurement, transportation, inspection, labeling, storage, usage, and disposal.
- Conduct regular safety risk assessments for hazardous chemicals and their associated warehouses.

03

Hazardous Chemicals Inspection and Disposal

- Hazardous chemical management personnel conduct regular inspections and inventories. For expired or unusable hazardous chemicals, immediate classification and compliant disposal are required.
- Implement hazardous chemical disposal procedures, strictly managing the handover, temporary storage, and disposal process to minimize environmental impact.

● Hazardous Substance Control

Intretech has established a Hazardous Substance Management Procedure based on local environmental laws and regulations, industry standards, and customer requirements. A detailed hazardous substance control list has been developed to evaluate all products for hazardous materials. The Company ensures compliance with standards such as RoHS and REACH across critical stages, including design and development, procurement, incoming material inspection, manufacturing, and finished goods shipment. When material changes occur, the department responsible must submit a change application according to the defined process. Relevant departments are required to review and confirm the technical reliability of the products, components, and materials, and verify that hazardous substance information meets the requirements of the control list before approval for use. All change review results must be documented in writing and properly archived.



Green Design and Products

Intretech actively embraces sustainability by integrating green design principles into every stage of the product lifecycle, aiming to minimize environmental impact. Through technological innovation, the use of sustainable materials, and product structure optimization, the Company designs products that are easier to disassemble, recycle, and reuse. At the same time, products are engineered for high energy efficiency during use to reduce their carbon footprint, offering consumers environmentally friendly and high-performance green product choices, and contributing to a greener future.

Green Design

In product design, Intretech significantly reduces environmental impact by advancing innovations in chemical materials, low-carbon production processes, sustainable product optimization, low-energy consumption designs, and the use of recyclable materials.



Innovative Chemical Design

Use source-substitution technology to screen high-VOC solvents and replace them with water-based or high-boiling-point alternatives, thereby cutting VOC emissions.



Production Process Design

Enhance equipment performance and apply advanced manufacturing processes—such as high-solid-content formulations, water-based coatings, and green additives—to further reduce VOC emissions.



End-of-Pipe Control

Implement integrated end-of-pipe solutions (filtration, thermal oxidation, condensation) and strengthen online monitoring to ensure VOC emissions comply with national standards.



Sustainable Optimization Design

Simplify assemblies, modularize designs, reduce part counts, choose recyclable or sustainable materials, and extend product lifespan to boost overall green performance.



Low-Energy-Consumption Design

Prioritize low energy use in product design, optimize operation and structure, and cut energy costs.



Eco-Friendly Material Innovation

Introduce PCR materials, low-carbon packaging, and bio-based materials to enhance both material performance and environmental friendliness.

Case

Lightweight Materials Innovation — Application of Low-Carbon Aluminum

The Company has applied low-carbon aluminum in certain products. This material offers high strength, lightweight properties, and environmental benefits. Widely used in automotive and electronic sectors, low-carbon aluminum improves product performance and sustainability by reducing both emissions and weight.

Case

Green Packaging — Application of Pulp Paper Bags

Intretech has replaced PE bags with pulp paper bags made from wood fibers. The fibers are extracted through chemical or mechanical pulping processes, enabling the bags to be naturally degradable, reducing plastic pollution. The production process emits no harmful substances, ensuring safety and environmental friendliness.

Case

Innovative Halogen-Free Process — Application of PCB Materials

The halogen-free PCB production process enables the manufacturing of high-performance electronic components with minimal generation of hazardous substances, showcasing the innovation potential of green technologies. This material meets sustainability requirements and provides consumers with safer, more environmentally friendly product options. Currently, Intretech has achieved mass production using halogen-free PCBs.

Case

Sustainable Design Optimization — Low-Power Consumption Testing Technology

In 2024, Intretech completed the framework design for low-power consumption testing. By adopting the latest IEC 62301 testing methodology and utilizing Yokogawa precision power meters, the Company ensures compliance with energy regulations from the design phase, reducing off-mode and standby energy consumption, and minimizing carbon emissions.



Green Products

While delivering on its commitment to "Creating a Life Full of Fun!", Intretech is equally dedicated to promoting a green lifestyle for consumers. In 2024, the Company established a joint venture with BE WTR, a Swiss sustainable premium water brand, launching Xiamen Intretech BE WTR Beverage Co., Ltd. to introduce reusable glass bottled water products. This initiative not only provides consumers with high-quality water but also reduces plastic usage, saves energy, and lowers carbon emissions.

Sustainability from Source to Bottle — Commitment to the "3R Principle"

The product design follows the "3R" principle — Reduce, Reuse, Recycle — by using reusable glass bottles and minimizing transportation distances while ensuring premium product quality.

A unique aluminum cap design further reduces material consumption, and recyclable glass materials are used to minimize the product's carbon footprint across its lifecycle. Each liter of water generates only 15g CO₂e, significantly lower than the 200–300g CO₂e typically associated with conventional bottled water.



02

Value Creation

Intretech champions its Intelligent Manufacturing & Digitalization strategy through continuous innovation in technological research, lean quality management, and customer relationship management. We have also built a sustainable supply chain system to strengthen our core competitiveness across multiple dimensions and drive value-chain sustainability.



Technological Research



Quality Management



Customer Relationship Management



Intelligent Manufacturing & Digitalization



Sustainable Supply Chain Management

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11 SUSTAINABLE CITIES
AND COMMUNITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



17 PARTNERSHIPS
FOR THE GOALS



Technological Research

Since adopting its internationalization strategy, Intretech has enhanced technology reuse and accelerated R&D efficiency through a global R&D network, earning multiple national awards as it stepped up investment in technology and reinforced its intellectual property protection. We regard technological innovation as our primary engine, uphold scientific ethics to sustain R&D activities, and chart future technology roadmaps to establish industry barriers—thereby delivering systematic technical support and pioneering demonstrations for industrial transformation and upgrading.

Innovative R&D Layout

Leveraging our global presence, Intretech operates R&D centers in Xiamen, Shenzhen, Shanghai, Taiwan, and Switzerland, continuously strengthening our research foundation. Our core technical team—experts in simulation, optical-thermal modeling, AI algorithms, intelligent interaction, wireless communications, and high-density multi-layer circuit architectures—integrates circuit, software, hardware, industrial design, structural, and producibility engineering to align cutting-edge technologies with sustainable development goals. We also optimize compensation and incentive systems to attract and retain top talent, ensuring we remain highly competitive internationally and drive innovations for green manufacturing.

The company continues to promote the construction of "Submarine Technical Middle Platform" and "Global R&D Capability Map System". During the reporting period, the company's technology "Submarine Technical Middle Platform" has completed the construction of organizational structure and work mode, especially in the accumulation of perception interaction and sustainable development technology experience. In the future, it will combine the areas of strategic focus and take new technologies related to market and business needs as the pre-research direction for integrated development ; in addition, Intretech has also upgraded the Global R&D Capability Map 2.0, and introduced AI tools to create a knowledge recommendation system, which effectively assists the company's management decision-making and improves R&D efficiency and collaboration capabilities.



Global R&D Capability Map

R&D Investment

Intretech has always taken innovation-driven development as its core development strategy, and has built a unique dual-track R&D system based on the UDM business innovation platform: on the one hand, it builds independent R&D capabilities around basic manufacturing and independent technology, and on the other hand, it optimizes product performance and improves production feasibility through industrial chain collaboration. After long-term technological accumulation, the company has formed differentiated competitiveness in key technical fields such as system integration, software and hardware development, wireless communication technology application, Internet of Things technology application, precision mold design, surface treatment, automated process design, AI intelligent application and simulation technology, and has formed a relatively stable R&D team in the fields of smart home, automotive electronics, and healthy environment product development, and has accumulated certain practical experience to promote the effective transformation of innovative achievements into actual productivity.



Since its listing, the cumulative amount of R&D investment has been RMB **2.228** billion. In 2024, the company's R&D investment was RMB **342** million, and the ratio of R&D investment to operating income was **9.58%**.

● Main R&D projects in 2024

NO.	Project Application Name
1	Development of modular multi-circuit board joint control module and its mutual recognition mechanism
2	Multi-camera split live broadcast system
3	Real-time compliance monitoring system for production line operations
4	Personalized custom patterned special-shaped water-cooling pump head
5	Chord Generating Hardware Synthesizer
6	Research and development of next generation brain-computer interface devices based on fNIRS sensors
7	Dental cleaning system for 3D printing nozzles
8	Near infrared light therapy emitter
9	Lightweight blood cell analysis equipment for clinic application
10	Enterprise-level voice interactive knowledge base intelligent question-answering system
11	Height-adjustable milk powder dispensing equipment
12	Optical identity recognition module
13	Interactive thermal printing device
14	BDS PIN needle assembly and cover automatic assembly machine
15	A new type of intelligent milkshake making machine
16	Packaging material image and text intelligent positioning and OCR quality inspection system
17	Wave-shaped control panel
18	Grooved touch control knob
19	No flicker single fire smart panel
20	Offline Voice Smart Screen Control Center
21	Low-power infrared human presence smart sensor with temperature and humidity sensing
22	Miniaturized 0-10V dimming controller
23	Intelligent extended infrared home appliance controller

Intellectual Property Protection

Intretech has built a systematic intellectual property management system, forming full-process specifications covering R&D innovation, patent operation, and technology protection. By setting up an intellectual property office and a legal department, a patent risk warning and prevention mechanism has been established to prevent infringement risks and protect independent innovation results. The company has signed non-competition agreements and confidentiality agreements with core technical positions to ensure the security of the company's core technology through legal means. In addition, the company has a supporting long-term incentive mechanism for innovative talents to effectively maintain technical security and team stability.

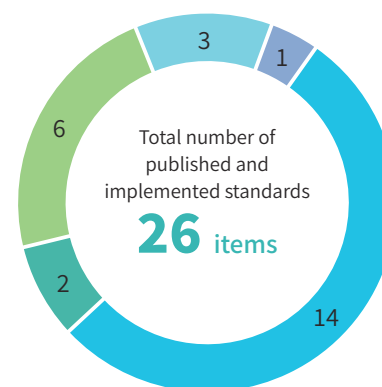
Based on a global strategic perspective, the company dynamically optimizes its domestic and international intellectual property layout, responds promptly to changes in policies and regulations, and builds a good innovation culture ecology through a normalized intellectual property training and publicity system.

Number of intellectual property rights of the company



■ Invention patents
 ■ Utility model patents
 ■ Design patents
 ■ Computer software copyrights
 ■ Trademarks

The company has issued a total of implementation standards



■ National standards
 ■ Industry standards
 ■ Group standards
 ■ Enterprise standards
 ■ Local standards



Honors related to innovation and research and development

During the reporting period, a total of 3 innovation platforms and qualifications were approved or re-evaluated, including national high-tech enterprises, national smart factories, and national excellence-level smart factories. In addition, the company's "Scientific Research and Portable Multimodal Brain-Computer Interface Equipment" project won the Huanao-2024 China Brain-Computer Interface Highlights; "Industrial Metaverse Scenario Technology and Industrialization Based on 5G Digital Twin Flexible Production Line" was approved for the 2022 Fujian Science and Technology Progress Award Second Prize; "Key Technology Research and Application of Personalized Customized Intelligent Manufacturing Based on 5G Heterogeneous Multi-Access Edge Computing" was approved for the 2023 Xiamen Science and Technology Award Third Prize.

Subsidiaries Xiamen UMS Information Technology Co., Ltd. and IMS Automotive Electronic Controlling Systems Co., Ltd. were approved as national and municipal specialized and innovative enterprises respectively. The successful construction of this series of scientific research platforms has effectively strengthened the ability to tackle technical problems and the efficiency of achievement transformation, which not only improved the company's R&D strength and innovation capabilities, but also attracted many high-end talents to join with its first-class equipment and technical advantages, laying a solid foundation for the company's long-term development.



UMS Information Technology— National-level specialized and innovative "little giant" enterprise



IMS Automotive Electronic— Shanghai's "specialized, sophisticated and innovative" small and medium-sized enterprises

Research and application of artificial intelligence

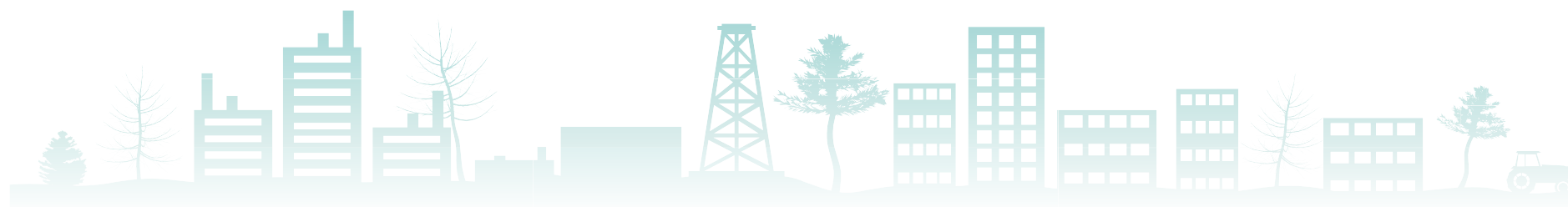
Intretech places strong emphasis on artificial intelligence (AI) technology, having established a dedicated AI research unit within its Innovation Institute to drive company-wide AI advancement. During the reporting period, the company applied AI technology to fully empower Intretech Technology. In the field of intelligent manufacturing, the "AI visual anti-fool" system and The "Humidifier Floating Layer Detection" system ensures product quality through intelligent technology; the enterprise knowledge base question and answer system based on retrieval augmented generation (RAG) and large language model (LLM) provides employees with convenient and efficient knowledge query and problem-solving channels. This series of measures has significantly enhanced the company's innovation capabilities, achieved quality improvement, cost reduction and efficiency improvement, and created higher value for the company.

Intretech has also vigorously promoted brain science research projects and has invested in research and development of brain-computer interfaces for more than 12 years. The head-mounted EEG monitoring products developed in cooperation with its customer InteraXon have received a good response in the European and American markets. In addition, the company has also initiated the establishment of the Xiamen Beiyang Brain-Computer Interface and Smart Health Innovation Institute to promote the application of brain-computer interface technology, brain-like intelligence technology, and cutting-edge technologies in various smart health scenarios in experiments, research, office and industry incubation.

In recent years, Intretech has won more than **5** major national, provincial and municipal brain-computer interface projects and projects. During the reporting period, the brain science research projects promoted by the company received strong support from the National Key R&D Fund of the Ministry of Science and Technology, and focused on frontier research on brain-like intelligence, biological BT+IT integration and brain-computer interface, providing industrial experience and resources for technological exploration in the fields of brain-like intelligence, artificial intelligence and intelligent manufacturing, and providing pilot demonstrations for cutting-edge technologies in feasible scenarios.

Case

In June 2024, the brain-controlled Intre Smart Home jointly created by Intretech Intelligence and Beiyang Ruiheng was released at the Guangzhou International Building Electrical Technology and Smart Home Exhibition. The Muse EEG device launched there will be used in medical, consumer electronics, education and other fields, giving full play to Intretech Technology's technological advantages in the field of brain-computer interface.



Quality Management

Intretech has established a comprehensive quality management system, with dedicated Quality Management System leaders assigned to each business unit. These leaders are responsible for formulating product quality policies and objectives, while ensuring proper resource allocation to support quality management activities. The company has developed an integrated, automated, lean, and digitalized quality monitoring and management platform, which provides robust assurance for full lifecycle product quality control. Furthermore, through cultivating our core value of "Quality First", we have enhanced all employees' sense of responsibility and commitment to product quality, enabling us to create first-class products and high-value services for customers.

Excellence in Quality Management System

Intretech consistently upholds its quality and environmental policy of "Systematic Management, Pursuit of Excellence," rigorously complying with all relevant laws and regulations from development through delivery. Our Performance Excellence Framework encompasses IATF 16949, ISO 9001, and ISO 14001, along with RoHS, REACH, the SER social responsibility system, Intelligent Manufacturing Integration Management System, Food Safety Management System, ISO 27001, ISO 13485, AEO, and BRC certifications.

In addition, we also extend its strict quality standards and requirements to its value chain partners. We have formulated "Supplier Development and Management Program" and "Supplier PPAP Management Program" for our suppliers to carry out quality management of products throughout the supply chain, including raw material intake and supply chain auditing. We also communicate product quality standards and requirements to the supply chain through daily communication, audits, and annual meetings.

Product Lifecycle Traceability Quality Management

Intretech Technology emphasizes proactive quality planning and early-stage controls while cultivating a company-wide quality culture and close supplier partnerships. We are building a globally consistent quality control system that leverages automation, digitalization, and information technologies to drive continuous product quality improvement.

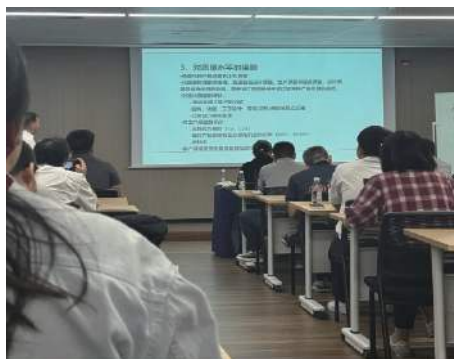
Design Quality Collaboration	Supply Chain Quality Collaboration	Process Quality Control Collaboration	Quality Improvement Collaboration
<ul style="list-style-type: none"> Implemented a PLM system (Product Lifecycle Management) to establish a multi-regional collaborative design and development platform, standardize R&D project management, and enable efficient collaborative R&D. 	<ul style="list-style-type: none"> Developed the uSCM Platform, enabling end-to-end digital control over procurement, delivery, and quality management processes across the supply chain, thereby enhancing overall supply chain competitiveness. 	<ul style="list-style-type: none"> Developed the uMES to create transparent workshop operations, integrated with ITTS to achieve: automated data collection, full production traceability, real-time alerts, intelligent error-proofing, continuous quality improvement, and it enables role-based access for suppliers, customers and employees to obtain real-time production data. The uMES implements comprehensive quality control through: SPC analysis, IQC inspection, OQC sampling, PQC monitoring, etc. 	<ul style="list-style-type: none"> Implemented 6Sigma and CIP methodologies to achieve "Zero Defect" quality standards. Developed proprietary u8D Quality Cloud Platform for feedback, tracking, statistics and analysis of quality issues.

Quality Culture with Full Employee Participation

Intrettech embeds quality culture at the heart of its strategy. We begin by mapping the quality expectations of all stakeholders—customers, suppliers, and the company itself—and aligning them with our Quality Management System, applicable standards, and regulations. Based on this, we offer comprehensive training in quality management, engineering tools, standards competency, inspection techniques, and process auditing. To further strengthen capabilities, we also provide external programs such as TUV-certified FCM sensory inspection, SGS carbon emissions auditing, RBA auditor training, and lean management courses.



Quality Management System Training



Digital & Intelligent-Total Quality Management Training

The company actively carries out diversified quality improvement initiatives, such as Inspection Efficiency Enhancement Projects, Artisan Skills Competitions, Benchmark Lean Competitions, Quality Enhancement Month, Management by Walking Around (MBWA), and Quality Culture Training. These activities effectively enhance quality assurance capabilities while improving efficiency, thereby driving continuous product quality improvement. Additionally, the company has established incentive mechanisms including the "Quality Evaluation Program" and "Employee Improvement Proposal Management Guidelines", encouraging employees to submit quality enhancement suggestions through positive reinforcement. This cultivates a sense of quality responsibility among employees and fosters a company-wide quality culture with full participation.

Case

Establish a project to improve inspection efficiency in 2024

By optimizing the quality inspection system and introducing information systems and automated tools, IQC material inspection efficiency increased by 36.8%, and FQC inspection efficiency increased by 31.2%. The annual quality inspection accuracy rate reached 99.998%, achieving the goal of improving quality and increasing efficiency of quality control.



Application of new CMM programming measurement technology to improve dimensional inspection efficiency and accuracy

Case
The "Xinzhì Cup" Xiamen Digital Craftsman Skills Competition and Circuit Board Surface Mount Technology Skills Competition

The competition attracted 45 participants who underwent three weeks of pre-competition training, written tests, and hands-on assessments, ultimately selecting 6 winners—including 3 employees from Intretech. The event embodied the philosophy of "enhancing skills through competition, boosting production through competition," demonstrating the company's strong capabilities in SMT and contributing to the development of new quality productive forces.


Case
Hosted the 8th Intretech Cup Cross-Strait Benchmark Lean Improvement Competition

Intretech's lean improvement project "Continuous Transformation of Controller Production Methods" won first prize and advanced to the national finals, accumulating valuable experience for quality lean improvement.



Customer Relationship Management

"Customer First" is the core value that Intretech consistently upholds. Through in-depth understanding of customer needs, we continuously improve our end-to-end customer service and satisfaction management mechanisms. Emphasizing rapid response capabilities, we aim to deliver services that exceed customer expectations, creating first-class products and high-value solutions to build mutually trusted customer relationships.

Strong Matrix Collaboration Model with Customer Insight

Leveraging years of deep international cooperation experience, Intretech has established an agile-response strong matrix project management framework. Building on our intelligent manufacturing advantages, we have developed a full product lifecycle management platform.

Product development

- Collaborating with customers to provide multi-dimensional R&D services, we undertake greater shared responsibilities throughout the technical development process, committed to delivering value-added services in product technology R&D.

Product production

- The four-module system based on smart manufacturing achieves informatization, transparency, and predictability in production processes. It provides customers with synchronized access to production progress and quality control data, enabling real-time information sharing and monitoring.

After-sales service

- Provide customers with traceability services throughout the product lifecycle, quick response to customer feedback processing procedures.

To maintain close partnerships with customers, in April 2024 the company conducted detailed research on each major client's requirements, issued the "Customer Specific Requirements" document, and organized internal training. By systematically compiling clients' specific demands regarding product quality, service standards, and delivery efficiency, we ensure all employees thoroughly understand and effectively implement these requirements. This initiative continuously enhances customer satisfaction while solidifying client relationships and securing business development.

Proactive marketing, wanting to be together

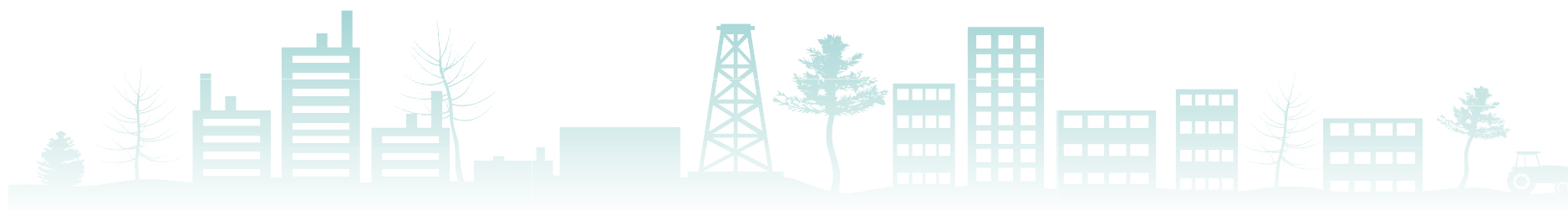
Intretech continues to build the "Intretech" brand reputation in intelligent manufacturing through word-of-mouth marketing. With a customer-first service approach, we propose the "Wanting to be together, Mutual Commitment" strategy to establish comprehensive strategic partnerships with clients. Simultaneously, the company advances the implementation of its global GMP program, proactively integrating worldwide resources to capture collaboration opportunities. Focusing on the "(4+N) x AI" market, we cultivate emerging market clients and progressively establish connections with Tier-1 customers. This enriches the UDM 3.0 client portfolio and product matrix while strategically expanding into high-potential markets including smart control components, health-environment products, and automotive electronics—achieving diversified growth.

Additionally, the company adopts an innovative service model of "Word-of-Mouth Marketing + Proactive Marketing" to deeply cultivate Tier-1 customer business while driving growth-oriented operations. With leading NPI capabilities, intelligent manufacturing capabilities, innovative core component technologies, and sustainability research, we create greater value for customers.

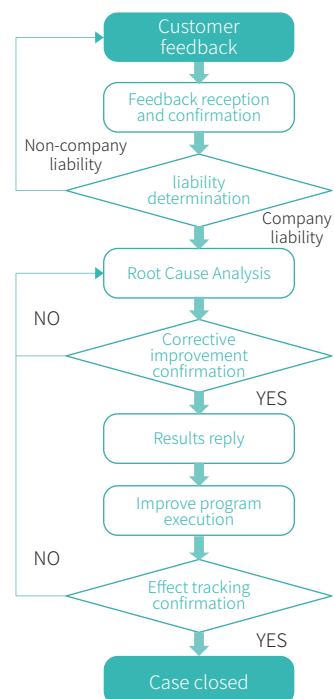
To rapidly respond to customer needs, the company has established an international presence with three high-end smart manufacturing bases and seven R&D centers worldwide. During this reporting period, to better serve European and American markets, Intretech invested in establishing INTRETECH MEXICO, successfully completing a critical leg of the "global triangle" strategy. The company continues enhancing division-of-labor coordination and flexible deployment capabilities across its global intelligent manufacturing bases. Through project-based "series-sharing-closed-loop" operations, it has successfully executed over ten overseas transfer projects, building multiple highly efficient international collaborative teams.



In September 2024, INTRETECH MEXICO Industrial Park officially commenced construction in Monterrey, Nuevo León



Customer Service and Satisfaction



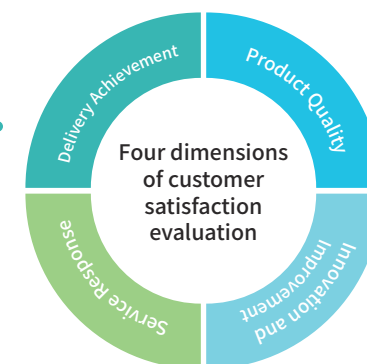
Intretech is dedicated to delivering efficient and professional services, consistently adhering to the customer-first philosophy of "HUMILITY." We optimize processes and conduct regular employee training to enhance service quality while refining our CRM system to enable personalized service. Additionally, the company has established comprehensive protocols including the "Customer Service Feedback, Evaluation, and Complaint Management Procedure" and the "After-Sales Service Management Procedure" to ensure prompt response to client feedback. These systematic approaches strengthen quality management, and we commit to addressing customer complaints swiftly and effectively—fulfilling requirements while continuously elevating service standards.

Customer feedback processing time	
Within 4 hours	Establish an investigation team and identify the responsible persons
Within 24 hours	Proposal and implementation of interim measures
Within 48 hours	Root Cause Analysis
Within 72 hours	Proposing corrective and preventive measures
In principle within one month	Case closed

Customer feedback (complaint) processing process and timeliness



During this reporting period, the company conducted its annual customer satisfaction survey, achieving a comprehensive satisfaction score of **89.06** points.



The company has established a comprehensive customer satisfaction measurement system, evaluating performance across four dimensions: product quality, innovation improvement, delivery fulfillment, and service responsiveness. Each business unit has also set annual customer satisfaction targets, with continuous monitoring and regular feedback on achievement levels.

Upon receiving customer feedback regarding satisfaction, we promptly communicate it to relevant internal departments and management for analysis and implementation of corrective actions. This process enhances mutual communication and interaction to improve customer satisfaction. Additionally, we systematically collect customer feedback and suggestions through regular surveys to gain deeper insight into their perceptions of our products and services, as well as potential issues and improvement recommendations. For any issues or suggestions raised by customers, each business division assigns dedicated personnel to analyze the feedback in accordance with the Corrective and Preventive Actions Procedure, providing targeted improvement measures and action plans. This ensures we meet customer expectations and demands to the greatest extent possible.

Intelligent Manufacturing & Digitalization

Intretech actively responds to the national call for accelerating the development of new quality productive forces, committing to transformations in industrial informatization, automation, efficiency, digitalization, intelligence, and green development. This aligns with our core competitive advantages in "Smart Manufacturing" (automation, informatization, lean production, and digitalization). The company has established a highly integrated smart manufacturing system that meets customers' comprehensive service needs in collaborative development, customized services, flexible production, digital sharing, and information interconnection. This system optimizes production management and operational processes, significantly enhances production efficiency and product quality, and strengthens the company's overall manufacturing capabilities.

Highly integrated intelligent manufacturing system

Intretech delivers comprehensive smart manufacturing upgrade services—from production to logistics—through its full-chain deployment of "automated equipment + intelligent systems + flexible logistics." With proprietary technologies at its core, the company develops new quality productive forces to empower high-quality enterprise development for both itself and its customers.

Case

Smart logistics solutions

In the field of intra-factory logistics, we have introduced an intelligent logistics solution based on multi-sensor fusion navigation integrating LSLAM and VSLAM. Leveraging AIoT technology, this solution achieves decentralized distributed coordination through near-field multi-vehicle communication, while incorporating AI algorithms for intelligent path planning and minimalistic operations - significantly enhancing logistics efficiency and scenario adaptability.



Workshop delivery
autonomous collaboration



Self charging



Flexible application
and diverse scenarios

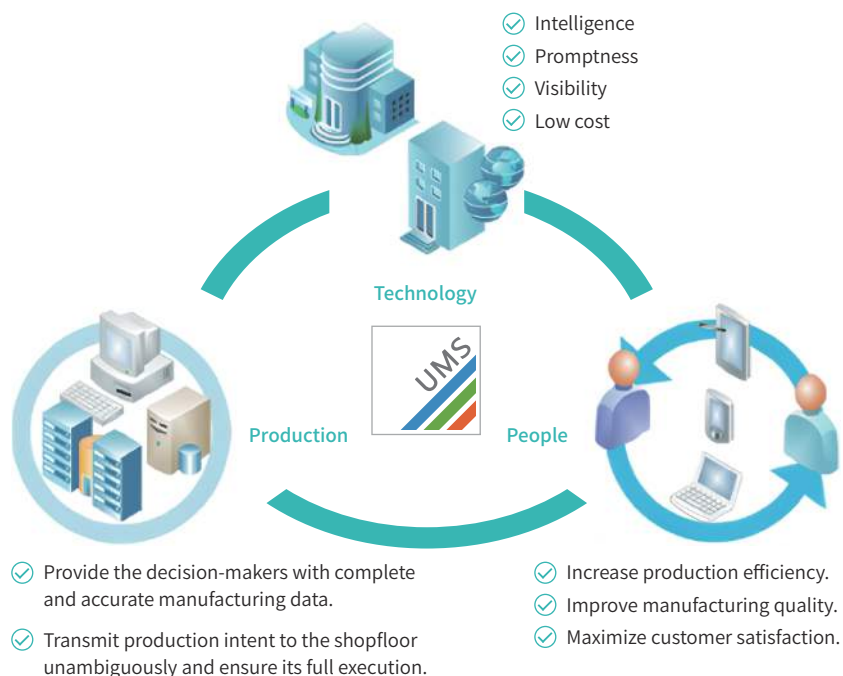


Tablet interaction



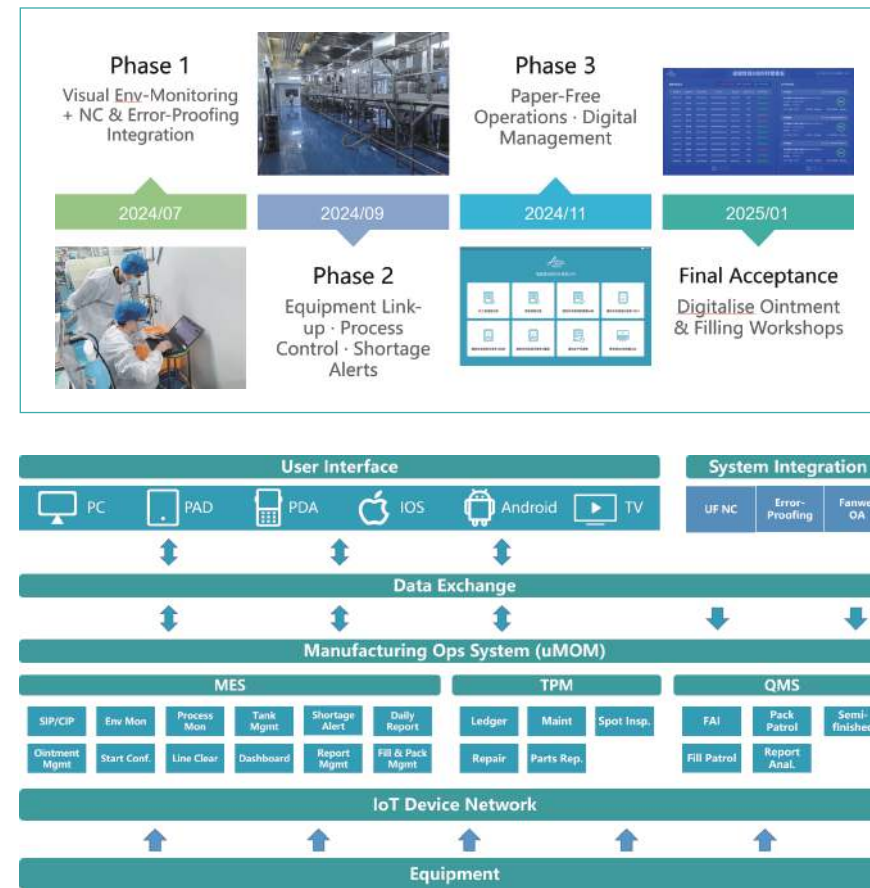
Case uMES Manufacturing Execution System

Through deep integration of industrial IoT technologies and digital operation capabilities in uMES, the company has established an intelligent execution system covering the entire production process. Leveraging remote monitoring platforms and fault early-warning mechanisms, it drives the upgrade of production management towards visualization, controllability, and intelligence. In the field of quality control, the system integrates quality data across the entire industrial chain to build an end-to-end traceability system. Automated analysis through data collection and quality monitoring ensures effective quality supervision, while mistake-proofing mechanisms guarantee standardized production workflows. On the production floor, uMES utilizes Andon systems for real-time anomaly response, with electronic dashboards dynamically displaying equipment status, process parameters, and quality data. Comprehensive traceability is achieved through operator logs, equipment operation trajectories, and full-dimensional data tracking. This creates a closed-loop smart manufacturing system encompassing all elements of "Man, Machine, Material, Method, and Environment" (4M1E), enabling continuous optimization of operational costs and enhancement of core competitiveness.



Case uMOM Manufacturing Operations Management Digital System

The company has independently developed the uMOM digital manufacturing operations system, achieving visualization of environmental monitoring, integration of NC & Error-Proof System, and establishing production control features like material shortage warnings. Incorporated with paperless operation management, it enables comprehensive digital transformation in production workshops.

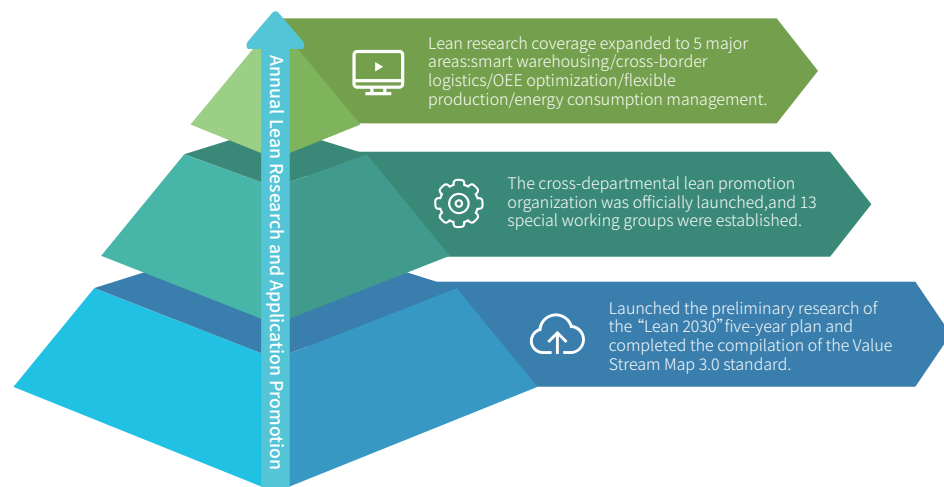


Lean production system

Intretech upholds the philosophy of lean manufacturing, employing refined management to identify and eliminate non-value-added processes such as overproduction, waiting time, and excess inventory. This approach streamlines and optimizes production processes, effectively enhancing operational efficiency and product delivery quality. During this reporting period, the company newly established 8 lean production lines and implemented 4 digital applications, achieving 100% informatization and automation coverage in key processes.

Key Lean Breakthroughs for 2024:

- Released version 2.0 of the "Lean Improvement Target Dimensions White Paper".
- Successfully transplanted the lean system from Xiamen Smart Manufacturing Base to Malaysia Smart Manufacturing Base after its establishment in Xiamen, providing 92 training hours for local engineers.
- Developed a bilingual (Chinese-English) lean knowledge database, incorporating 158 standardized cases.
- Incorporated carbon emission metrics into the IE improvement evaluation system, achieving a 15% reduction in transportation energy consumption through lean logistics optimization.



Sustainable Supply Chain Management

As strategic partners of Intretech, we highly value our cooperative relationship with suppliers to achieve "mutual success". To meet the sustainable supply chain requirements of customers, partners, and other stakeholders, the company has established a secure and robust supply chain system. We have implemented management protocols including the Supplier Management Procedure and Supplier Development Management Procedure, which clearly define supplier screening, risk assessment, audit verification, and continuous improvement. Additionally, we developed the uSCM Supply Chain Collaborative Management Platform to enable intelligent communication and process control. By consistently monitoring the environmental and social impacts of our supply chain, we integrate sustainable development principles throughout the entire supply network.

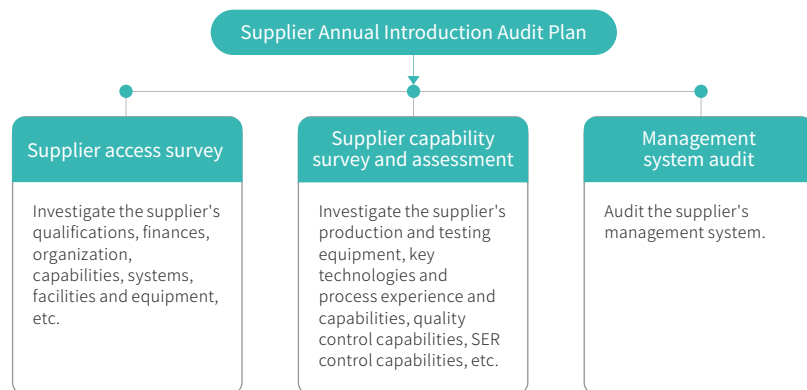
Phase	Implementation Guidelines	Related Measures	System Support
Follow the principles	<ul style="list-style-type: none"> • RBA guidelines. • ISO14001, ISO45001 and other system requirements. • Regional regulatory requirements • "Supplier Code of Conduct". • "Supplier Management Procedure" and other management procedures. 	<ul style="list-style-type: none"> • Signing of the "Purchase Agreement", "Supplier Code of Conduct", "Supplier Integrity Agreement", "Confidentiality Agreement", "Statement on Non-use of Conflict Minerals" and other agreements. 	uSCM Supply Chain Collaborative Management Platform
Access qualification management	<ul style="list-style-type: none"> • "Supplier Development Management Procedure". • "Intretech Supplier Qualification System Technical Requirements". 	<ul style="list-style-type: none"> • Related training and promotion: Supplier Conference, ESG, Carbon Inventory Survey and RBA Requirements. 	
Risk assessment and audit	<ul style="list-style-type: none"> • "Supplier SER Audit Procedure". • "Supplier SER Management Procedure". • "SER Risk Assessment and Control Management Procedure". • "Supplier Hazardous Substance Management Procedure Specification". • "Conflict Mineral Management Procedure". 	<ul style="list-style-type: none"> • Supply chain SER risk assessment • Regular and irregular supplier audits. • Audit reports. • Correction reports. • Supplier conflict minerals policy. 	
Grading management and continuous improvement	<ul style="list-style-type: none"> • "Supplier Scorecard and Business Review Guide". 	<ul style="list-style-type: none"> • Supplier scorecard. • Supplier KPI performance evaluation form. 	

Responsible Supply Chain Management

The company has established the Supplier Management Procedure to regulate supply chain operations. In compliance with the RBA Code of Conduct and international standards including ISO 14001 and ISO 45001, we have issued bilingual (Chinese-English) Supplier Code of Conduct, disseminated through corporate channels such as our official website and the uSCM Supply Chain Collaborative Management Platform. All suppliers must sign the Supplier Code of Conduct, committing to compliance across six key areas: management systems, health & safety, environmental stewardship, labor rights, confidentiality security, and business ethics. Furthermore, procurement and SQE personnel are required to undergo ESG and RBA training to ensure precise understanding and effective communication of these requirements.

● Development access qualification management

Intretech formulates annual supplier development and audit plans, conducting qualification assessments and reviews in accordance with procedural documents including the Supplier Development Management Procedure and Intretech Supplier Qualification System Technical Requirements.



Intretech collaborates with multiple departments including Procurement, SQE, Technical, and Management to evaluate suppliers' performance in areas such as social responsibility systems, quality management systems, production processes, hazardous substances, and information security through document reviews and on-site audits. Throughout the investigation and audit process, we continuously communicate our requirements to suppliers. Prior to formal cooperation, suppliers are required to sign the Procurement Agreement, Supplier Code of Conduct, Supplier Integrity Agreement, Non-Disclosure Agreement, and Conflict Minerals Statement to regulate their conduct and ensure their commitment to fulfilling social responsibilities.

● Risk assessment

The company conducts risk-oriented SER assessments for suppliers. In accordance with internal documents including the Supplier SER Management Procedure, SER Risk Assessment and Control Management Procedure, and SER Risk Identification, Evaluation and Management Procedure, we evaluate SER risks across the supply chain and classify risk levels based on probability and severity.

Supplier SER Risk Assessment and Control Standard		
D value (D value = Probability of occurrence × Severity of consequences)	Risk level	Risk control measures
>9	High	Work may only commence after risk reduction, when risks affect ongoing operations, emergency measures shall be implemented.
6-9	Medium	Control measures shall be established, prioritizing cost-effective solutions, monitoring shall be conducted to ensure sustained effectiveness of controls.
<6	Low	No action or documentation retention is required.

● Grading management and regular audits

After onboarding new suppliers, the company implements tiered management through monthly/quarterly KPI performance evaluations to ensure product/service quality and supply chain stability. Based on the Supplier Scorecard and Business Review Guidelines, comprehensive assessments are conducted across multiple dimensions including quality, delivery, cost leadership, cooperation, environmental protection, and business ethics, grading suppliers into four tiers (A/B/C/D).

Furthermore, in accordance with documents such as the Supplier CSR Audit Procedure, we conduct regular audits covering quality systems, CSR compliance, and process capabilities for qualified suppliers. Underperforming suppliers face purchase quantity reductions and are mandated to implement corrective actions within specified timelines, during which we provide guidance and training while tracking improvement progress. Suppliers demonstrating insufficient improvement will face procurement suspension. Those seriously violating requirements and refusing corrective actions will be disqualified from the supply chain.

Supplier Grading Management Criteria	
Supplier Classification Grade	Control Measures
A(90-100 points)	Increase procurement volume and Prioritize future cooperation.
B(70-89 points)	Maintain normal procurement volume.
A(90-100 points)	Reduce procurement volume, require the supplier to submit an improvement report, track and verify the improvement results, provide relevant guidance, conduct on-site audits when necessary, and suspend procurement if the improvement results are unsatisfactory.
D(Below 60 points)	Stop procurement and remove from Supplier List.

● Green Supply Chain

Intretech actively formulates green procurement policies, clearly awarding additional points during supplier onboarding to those with zero-carbon or low-carbon production, thereby expanding green supply chain collaborations and enhancing competitiveness. During this reporting period, the company promoted low-carbon and energy-saving measures across **25** suppliers.

Furthermore, the company requires suppliers to sign the Green Environmental Agreement and utilizes its self-developed uMSDS hazardous substance management system to review and manage supplier-submitted environmental documentation (MSDS, RoHS, SVHC, etc.), ensuring the use of low-environmental-impact and compliant products, components, and materials.

Phase	Project Application Name
Project Initiation Phase	<ul style="list-style-type: none"> Identify the environmental regulations of the product exporting countries, and propose the OA process of "environmental protection and safety audit form" based on the technical design of key parts list, explosion diagram and other materials, confirm the environmental requirements that the materials should meet with the company's environmental protection responsible person, and make it clear in the product specification. Material selection, process selection, and supplier development must focus on environmental compliance.
Product Development Phase	<ul style="list-style-type: none"> The technical department specifies our environmental management requirements in the drawings, specifications and other technical documents output to suppliers.
Sample Approval Phase	<p>Review compliance with hazardous substance standards:</p> <ul style="list-style-type: none"> After receiving the OA "sample confirmation process", the personnel responsible for hazardous substance management and procurement should confirm whether the supplier's environmental protection information is complete and compliant, such as "Material Safety Data Sheet" (MSDS), third-party RoHS test report, etc. The delivery information required by the supplier can be uploaded, maintained, and reviewed through the uMSDS platform.
Routine Hazardous Substance Management for Mass Production Projects	<ul style="list-style-type: none"> Incoming material inspection: IQC confirms the environmental label of the outer packaging box of incoming materials, and performs X-RAY testing and analysis on incoming materials according to the material risk level. The above results are recorded in the "Incoming Material Inspection Report". Production process: Any possible contaminants are prohibited on the production line. When suspicious materials are found, they must be sent to the RoHS X-RAY tester for testing in a timely manner; for materials to be recycled and auxiliary materials that may be in direct contact with the product, there must be environmental protection compliance certificates, and cross contamination is prohibited. Finished product control: X-RAY RoHS testing is performed on samples of shipped finished products. Abnormal handling: If harmful substances exceed the standard during testing, they will be immediately marked and isolated, and the environmental protection person in charge will be immediately reported to investigate the cause and the scope of abnormal impact, notify relevant units to hold a review meeting, and take emergency measures. The specific implementation is in accordance with the "Non-conforming Product Control Procedure".
"Zero Defect" Control	<ul style="list-style-type: none"> If the RoHS content is found to be excessive or there are major environmental complaints, the supplier will be notified immediately to stop production and rectify, adopt emergency mechanisms, and the quality and environmental protection scores will be 0 points in the supplier assessment for the month, quarter, and year.

During this reporting period, the company recorded **no incidents** of hazardous substance exceedances, with environmental risks in the supply chain effectively controlled.

● Supplier Communication and Sustainable Empowerment

Case

Intretech Supplier Guide Released

During the reporting period, the company released the first edition of supplier requirements and business guidance document "Intretech Supplier Guide" to help suppliers better understand and support Intretech's requirements while familiarizing themselves with relevant business processes. The guide contributed intellectual resources to enhance mutual collaboration effectiveness and received widespread recognition from suppliers.



Case

Supplier Measurement Training and Technical Exchange Activities

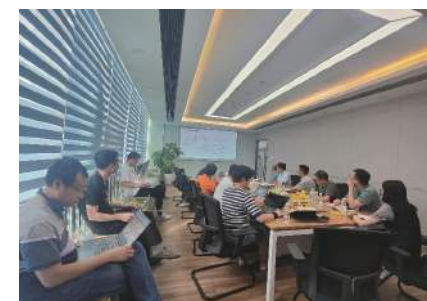
During the reporting period, Intretech invited 20 key supplier partners to participate in measurement training and on-site technical exchange activities. These initiatives helped to align quality standards between both parties and played a positive role in improving suppliers' delivery quality and reducing quality costs.



Case

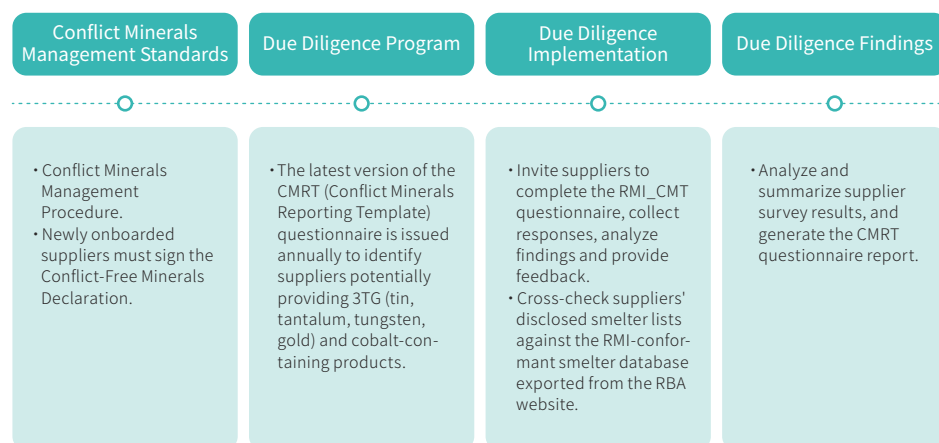
ESG training for strategic suppliers

During this reporting period, Intretech organized offline ESG training for 6 strategic suppliers, introducing requirements and expectations covering environmental, social, and corporate governance aspects. The training shared solutions for green supply chain transformation to help suppliers identify and assess their ESG-related risks and develop response strategies in advance.



Conflict Minerals Due Diligence

The company actively responds to the commitment of the joint working group of EICC and GeSI (Global e-Sustainability Initiative) to improve conditions in the electronics supply chain, and is committed to promoting responsible sourcing of mineral materials such as tin, tantalum, tungsten, gold, cobalt, mica, lithium, and nickel used in production. The company strictly implements the Conflict Minerals Management Procedure, incorporating responsible minerals as a key component of supplier sustainability management into supplier certification and audit requirements. All suppliers are required to sign the Conflict-Free Minerals Declaration and complete the Conflict-Free Metals Reporting Template questionnaire. This ensures the supply chain sources from approved (verified by the Conflict-Free Smelter Program or other equivalent independent third-party audit programs) conflict-free smelters and refiners, avoiding minerals from conflict or high-risk areas.



Intretech Conflict Minerals Management Process



During the reporting period, the company completed **166** conflict minerals supply chain surveys.

Transparent Procurement Practices

The company implements a Transparent Procurement Practices, which ensures transparent supplier qualifications and pricing through open, fair, and impartial procurement processes. When signing contracts with suppliers, the company explicitly includes anti-commercial bribery clauses and requires the signing of a "Supplier Integrity Agreement." The procurement process incorporates necessary oversight and audits, with multiple whistleblowing channels available to prevent improper benefits and unfair competition. Transparent Procurement Practices not only enhance procurement transparency but also effectively controls costs, optimizes resource allocation, and fosters long-term, stable collaboration between suppliers and the company.



Intretech has published its Supply Chain Integrity Requirements on the uSCM Supply Chain Collaboration Management Platform



During the reporting period, **576** suppliers signed the Supplier Integrity Agreement, with **zero** supply chain corruption incidents occurring at Intretech.

03

Social Responsibility

Xiamen Intretech Inc. consistently upholds the core philosophy of "people-oriented" development, prioritizing talent growth as a strategic priority. The company is committed to fostering an equal, diverse, and inclusive organizational culture. Through comprehensive training systems and career development pathways, we empower employees to grow. Additionally, the company has established competitive compensation incentives and comprehensive welfare systems, continuously optimizing safe and healthy working environments to achieve synergistic development between employees and the enterprise.



**Human Rights
and Labor Rights**



**Employee Compensation,
Benefits, and Care**



**Talent Attraction
and Retention**



**Talent Learning
and Development**



**Occupational Health
and Safety**



**Industry Development
and Social Welfare**



Human Rights and Labor Rights

Xiamen Intretech Inc. strictly adheres to human rights and labor standards set by the International Labour Organization (ILO), the United Nations Global Compact, and the Responsible Business Alliance (RBA). We support and respect applicable laws and regulations in all operational regions globally. The company continuously safeguards employees' fundamental rights, adhering to principles of fairness and justice to build a diverse, integrated, safe, and open workplace. This platform enables employees and the company to grow together.

Human Rights and Labor Risk Management

Xiamen Intretech Inc. has established a Social, Environmental, and Responsibility (SER) governance framework led by the Board of Directors, with collaboration from the Sustainability Department and subsidiary general managers. We have developed an SER management system, localized management procedures, and guidelines that integrate human rights and labor standards into internal processes. Regular risk assessments and due diligence measures are implemented to minimize potential human rights and labor risks.

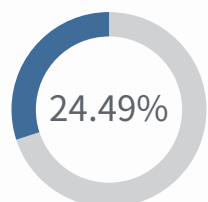
During the reporting period, none of Xiamen Intretech Inc.'s manufacturing bases or operational locations violated regulations related to forced labor, child labor, or obstructing freedom of association or collective bargaining.

Theme	Policies & Objectives	Mitigation & Management
Free Employment	"Free Employment & Labor Management Procedures""Recruitment & Employment Policies" <ul style="list-style-type: none"> •We do not engage in or utilize any form of forced labor or bonded labor. All work must be conducted on a voluntary basis. The collection of deposits or any form of fees during recruitment processes is strictly prohibited. Employees' identity documents shall not be withheld, and employees retain the freedom to terminate their employment relationship at will 	<ol style="list-style-type: none"> 1. Develop recruitment and resignation standards 2. It is strictly prohibited to collect any fees during the recruitment process, and the retention of employees' personal identity documents is expressly forbidden 3. Employees are entitled to freely terminate their employment in accordance with established procedures, provided that reasonable prior notice is given
Child & Minor Labor Protection	"Child and Minor Labor Management Procedures" <ul style="list-style-type: none"> •The use of any form of child labor is strictly prohibited at all stages. Effective verification mechanisms must be implemented during recruitment to authenticate the age of all employees. Juvenile workers shall be ensured protection from engaging in work that may jeopardize their health or safety 	<ol style="list-style-type: none"> 1. Verify age via identity documents during interviews 2. Facial recognition verification shall be conducted on candidates using identity verification devices 3. Background verification checks shall be lawfully conducted to confirm the authenticity of candidate information 4. Quarterly audits shall be conducted on the workstation environments of juvenile workers
Working Hours	"Working Hours Management Procedures" <ul style="list-style-type: none"> •All applicable laws and regulations pertaining to working hours shall be strictly complied with, ensuring that employees are provided with adequate rest periods 	<ol style="list-style-type: none"> 1. Plan reasonable production schedules and rest periods 2. A work-hour surveillance and early-warning system shall be developed, which will automatically trigger alerts when working hours approach predefined overtime thresholds 3. Monitor the working hours of key departments and send reports to the top management of each department on a weekly basis to remind them to manage work intensity. Assess the labor intensity based on ergonomics and principles of motion economy. Continuously optimize job intensity using automated programs. Provide rational standing arrangements, online rest chairs, and comfortable rest areas. Install emergency stop ropes and stoppers
Wages & Benefits	"Wage and Benefits Management Procedures" <ul style="list-style-type: none"> •Compensation provided to employees shall fully comply with all applicable legal provisions and regulatory requirements, encompassing but not limited to statutory mandates governing minimum wage standards, overtime remuneration, and legally prescribed benefits 	<ol style="list-style-type: none"> 1. Ensure the legal leave and statutory benefits of employees 2. Provide fair and lawful wages and make timely payments
Humane Treatment	"Humane Treatment Management Procedures" <ul style="list-style-type: none"> •The use of corporal punishment, coercion, or any disciplinary measures involving verbal, physical, psychological, or gender-based elements shall be strictly prohibited. Under no circumstances shall such practices be permitted 	Strengthen training and communication across all channels to inform employees and managers of relevant disciplinary policies and procedures, thereby preventing the occurrence of inhumane actions
Non-Discrimination and Anti-Harassment	"Non-Discrimination and Anti-Harassment Management Program" <ul style="list-style-type: none"> •Promote equality in employment and strictly prohibit any form of discrimination based on race, ethnicity, skin color, religion, sexual orientation, gender, age, disability status, political opinion, organizational affiliation, marital status, or any other protected characteristic 	<ol style="list-style-type: none"> 1. Strengthen multi-channel training programs to communicate relevant disciplinary policies and procedures to employees and managers, preventing inhumane practices 2. Standardize and strictly enforce the reward and disciplinary system 3. Provide accessible channels for reporting and lodging complaints 4. Establish dedicated time slots for religious activities within the company, as well as spaces for religious activities such as meditation rooms and prayer rooms
Freedom of Association	"Freedom of Association Management Procedures" <ul style="list-style-type: none"> •Respect employees' right to freely associate and engage in collective bargaining through legal and peaceful means. Ensure employees can communicate with management regarding work-related matters, compensation, and benefits without fear of retaliation, threats, or harassment 	<ol style="list-style-type: none"> 1. Employees have the right to freely choose whether to join a trade union 2. Conduct regular elections for worker representatives and union committee members, and organize workers' congresses 3. Host various union-organized activities

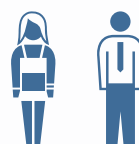
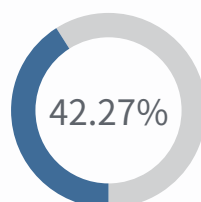
Employee Diversity and Equality

Xiamen Intretech Inc. is committed to building a diverse and inclusive workplace that provides fair, equitable, and reasonable employment opportunities. The company explicitly prohibits any form of discrimination based on gender, age, race, religious belief, geographical origin, cultural background, or other factors in its Recruitment and Employment Management Policy, institutionalizing gender equality as a core principle and ensuring the fairness and standardization of its talent selection system. Furthermore, Xiamen Intretech Inc. proactively fulfills social responsibilities by offering equal career development opportunities to individuals with disabilities, military veterans, ethnic minorities, and over-aged workers, actively supporting the cultivation of a diverse and international workforce to safeguard equitable opportunities for all employees.

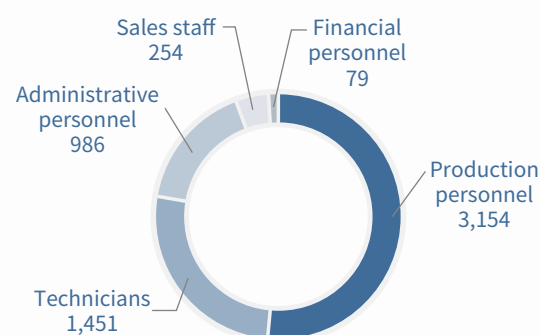
R&D personnel proportion



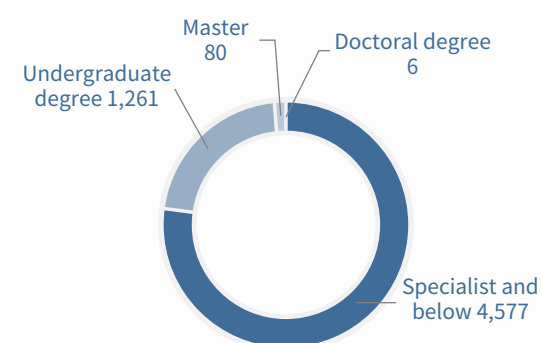
Female proportion



Number of employees divided by professional composition category



Number of employees divided by education level



In 2024,
The number of employees
of the company reached

5,924 persons

Hire,
International employees

2,010 persons

Hire,
Ethnic minority employees

166 persons

Hire,
Rehire employees over the age

122 persons

Hire,
Staff with disabilities

20 persons



Employee Compensation, Benefits, and Care

Compensation and Benefits

Xiamen Intretech Inc. has established a fair and competitive compensation system, implementing scientific management mechanisms and comprehensive incentive measures to effectively enhance employee motivation and loyalty, while fostering mutual growth between the company and its workforce. Regarding compensation and benefits, the company has developed a distinctive remuneration framework that ensures internal and external pay equity, maintaining salary levels above industry averages. For performance evaluation, a comprehensive assessment system has been instituted, integrating Personal Business Commitment (PBC) with monthly performance-based incentives to drive proactive and diligent work behaviors. Additionally, the company prioritizes talent pipeline development through combined long-term and short-term incentive programs, conducting regular evaluations and optimizations to ensure alignment with evolving organizational and employee needs.

● Long-Term Incentives: Uniting Talent for Sustainable Growth

Xiamen Intretech Inc. 's long-term incentive mechanisms primarily include equity incentive plans, position-based promotion allowances, and talent signing bonuses. The company launched equity incentive plans in 2018 and 2021, benefiting 864 employees in total, accounting for 9.39% of the average workforce during the corresponding periods. These initiatives have significantly enhanced talent attraction and retention, strengthened employee cohesion, and improved corporate competitiveness.

For specialized technical professionals and long-serving employees in the smart manufacturing sector, the company has established promotion allowances and smart manufacturing talent signing bonuses. The former provides a clear career advancement pathway for skilled workers, where passing competency assessments qualifies employees for corresponding allowances. The latter offers one-time rewards to incentivize sustained excellence in smart manufacturing roles. During the reporting period, **108** professionals earned promotion allowances through exceptional skills, while **242** smart manufacturing personnel received signing bonuses, advancing their professional development.

● Short-term Incentives: Immediate Recognition and Motivation for Efficient Execution

Xiamen Intretech Inc. steadfastly upholds principles of fairness and equity, providing timely and impartial rewards for every employee effort through competitive compensation packages and short-term incentives including performance bonuses, project bonuses, efficiency bonuses, and internal recognition programs. This ensures visible acknowledgment of employee contributions.

● Employee Benefits: Creating a Fully-Fledged Happy Workplace

The company has established a diverse welfare system with Xiamen Intretech Inc.'s characteristics, including health insurance, job security, diversified vacations, festival greetings, employee care, employee activities, recognition and awards, and career development training. These welfare programs provide employees with a work environment full of a sense of home, and are committed to enhancing employees' sense of belonging, happiness, and the company's sustainable development.

Health Insurance



- Social Insurance
- Housing Provident Fund
- Commercial Insurance

Workplace Benefits



- Staff Meal
- High-Temperature Allowance
- Industrial Park Dormitory
- Relocation Benefits Package

Flexible Leave Policies



- Flexible Leave Policies
- Flexible Working Arrangements

Holiday Benefits Package



- Festive Celebrations
- Mid-Autumn Festival Activities
- Year-End Recognition Ceremony
- Employee Birthday Gift
- Wedding & Newborn Congratulations Allowance

Employee Well-being Initiatives



- Annual Company Outing
- Health Screening Benefits
- Summer Childcare Program
- Company Open Day
- Housing & School Enrollment Support

Employee Engagement Activities



- "Sibling Orange Day"
- Orange Run Storython
- Fun-Olympics
- Holiday-Themed Experiences

Honors and Recognition



- Rookie of the Year/Advanced Individual
- Outstanding Employee/Model Worker
- Long Service Award (10+ Years)
- Sports Culture Advocate Award
- Confucius Award/Golden Horse Award

Professional Development Training



- New Employee Orientation
- Engage Internal and External Trainers
- Attend External Training Programs

Employee Care

Xiamen Intretech Inc. demonstrates genuine care for every employee by prioritizing staff welfare initiatives. We organize diverse annual activities for employees and their families, aiming to build a warm and harmonious corporate community. Through fostering a sense of belonging and enhancing employee well-being, we drive sustainable corporate development.

Case Tailored Corporate Festivity Experiences

During the reporting period, the company carried out a variety of rich activities in multiple factory areas. These activities included themed events for International Women's Day, the activity of presenting gifts to employees' children on Children's Day (June 1st), Mid-Autumn Festival, and making dumplings on the Winter Solstice, etc., aiming to enrich employees' lives and create a festive atmosphere. In addition, the company also held monthly employees' birthday parties and organized annual trips to enhance team cohesion.



International Women's Day



Children's Day Employee Care Event



Mid-Autumn Festival



Making Dumplings On The Winter Solstice



Employees' Birthday Parties



Annual Trips

Case Organize Company Open Days and Summer Childcare Programs Across Multiple Sites

Xiamen Intretech Inc. assists employees in addressing childcare challenges and fosters a harmonious family-enterprise atmosphere by providing holiday childcare services, organizing company open days, and hosting various children's activities. During the reporting period, the company arranged a Xiamen Intretech Inc. Second Generation company Open Day event for **100** employee families totaling **161** participants, enhancing family members' understanding of the company. Additionally, to effectively resolve employees' childcare difficulties during holidays, Xiamen Intretech Inc. successfully operated a summer childcare program in 2024, providing attentive care for **53** employees' children.



Company Open Day



Xiamen Intretech Inc.'s Summer Childcare Programs



iHastec's Summer Childcare Programs

Case Run Without Limits, Youth Sparks Joy

Xiamen Intretech Inc. actively promotes a sports culture centered on "I Active, I Healthy." To reinforce this commitment, the company has specially established the Sports Culture Practice Award during its annual year-end recognition ceremony to encourage employees' healthy lifestyles. Simultaneously, we organize diverse team-building initiatives including annual sports meets, the 13th Anniversary Run, and the Xiamen Haicang Half Marathon. Innovatively introducing emerging sports like pickleball, we consistently cultivate an energetic workplace atmosphere that fosters mutual growth between employees and the enterprise.



Xiamen Intretech Inc. 13th Annual Sports Games



Xiamen Haicang Half Marathon



The 13th Anniversary Run



Annual Year-End Recognition Ceremony

Case

WBU 20th Anniversary Innovation Activity

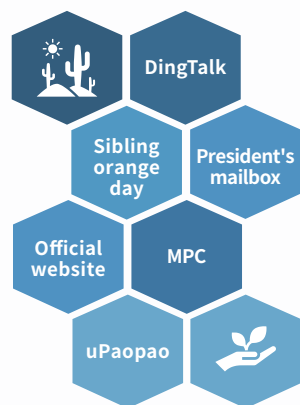
Marking the 20th anniversary of the establishment of its predecessor, WBU, the company launched a creative workspace design campaign featuring. Employees contributed professional insights on spatial configuration optimization, chromatic coordination schemes, and biophilic design implementation, resulting in an environment that enhances workplace well-being while stimulating creative thinking.



WBU 20th Anniversary Innovation Activity

Employee Communication

Xiamen Intretech Inc. is committed to building a harmonious workplace environment and attaches importance to employee satisfaction and enthusiasm. The company has established a variety of communication models including the president's mailbox, Xiamen Intretech Inc. parents' listening to you, round-table discussion, Kaizen Proposal, and the uPaopao communication platform, aiming to listen to employees' voices and solve employees' demands in a timely manner. The company understands employees' views through multiple channels, formulates improvement plans, effectively solves the difficulties in employees' lives and work, and creates a better and positive working and life atmosphere for employees.



Employee Communication Channels

Talent Attraction and Retention

In 2024, Xiamen Intretech Inc. will continue to make efforts in employee development. Recruitment strictly follows the system, adheres to the principles of fairness, justice and openness through various channels such as the Internet, campus, school-enterprise cooperation, internal recommendation, selects talents based on their abilities and potential, provides equal employment opportunities for people with different backgrounds, and promotes innovation and cultural exchanges.

In the construction of career development paths, the company has created a clear promotion system and a fair promotion mechanism, and established a two-way channel for management and technology. By hosting professional events such as the 8th Xiamen Intretech Inc. Cup Cross-Strait Benchmark Lean Improvement Competition and the "New Quality Cup" Xiamen Digital Craftsman Skills Competition, we respond to the country's call to develop new quality productivity and strengthen the construction of a skilled talent team, and provide employees with a platform for technical exchanges and cooperation to help employees develop. At the same time, through a comprehensive talent inventory, the company regularly organizes professional examinations in accordance with the "Job Level Promotion System", objectively evaluates employee level, ensures equality and fairness in employee career development, improves employee satisfaction and loyalty, and promotes the long-term development of the company.

Case

Position Grade Accelerated Advancement Program

In September 2024, Xiamen Intretech Inc. conducted its Position Grade Promotion Evaluation, comprising a rigorous four-stage process: online application, internal selection, knowledge and skills examination, and on-site defense, designed to comprehensively evaluate employee competency and performance. During the reporting period, **141** employees applied, with **108** successfully passing the assessment, achieving a **76.6%** qualification rate.



Talent Learning and Development

Guided by its core philosophy of talent cultivation and sustainable development, Xiamen Intretech Inc. has strategically built a multi-dimensional learning ecosystem through its proprietary uStudy Training Platform. This system integrates online and offline channels with internal and external training resources, featuring continuously optimized curriculum modules that holistically empower employee growth.

Tailored to individual skill enhancement needs and career progression goals, the company designs customized learning portfolios comprising specialized courses, skill-building workshops, and seminars. These initiatives accelerate professional advancement while establishing a robust talent pipeline that fuels Xiamen Intretech Inc.'s sustained innovation and long-term strategic evolution.

Employee Education and Training Guarantee Management System

● Work with AI to Carry Out Content Output

Committed to fostering multidimensional skill development and continuous professional growth, Xiamen Intretech Inc. has strategically cultivated a dynamic workplace environment centered on perpetual learning. During the reporting period, the company advanced the modernization of its training infrastructure, rigorously implementing annual development plans to ensure training resources demonstrate industry relevance, practical applicability, and content currency.

Through a hybrid online-offline delivery model and the integration of internal expertise with external partnerships, Xiamen Intretech Inc.'s programs encompass foundational competencies while proactively integrating emerging technological advancements and sectoral trends. This dual-focused approach empowers employees to maintain strategic alignment with industrial evolution, systematically enhancing their competitive edge through future-ready capabilities.

Case Training Resources Continue to Accumulate and Innovate

Through the internal training system-uStudy Platform, Xiamen Intretech Inc. continues to update and iterate content, and is committed to outputting a series of high-quality and high-quality course resources. These courses cover three core areas: general knowledge, professional skills and efficient management, and aim to provide employees with a comprehensive and systematic learning platform to help them improve their comprehensive literacy and professional abilities. During this reporting period, Xiamen Intretech Inc. integrated AI technology and developed a total of 328 online courses in practical training, and students can study online at any time according to their personal improvement needs. At the same time, in order to help employees quickly master the company's independently developed information system operation skills, a total of 79 related courses have been developed, covering basic system operations, functional applications and common problem solving aspects, and comprehensively improving employees' operational proficiency and work efficiency.



● Improvement and Guarantee of Faculty Skills

Xiamen Intretech Inc. focuses on the career development planning, professional training and teaching ability of the internal trainer team, and is committed to building a high-quality and professional internal trainer team. The internal trainer micro-class creation challenge specially set up a reward mechanism to encourage internal trainers to improve their teaching level and professional qualities. At the same time, the company regularly organizes internal trainers' experience exchange and sharing activities to promote knowledge sharing and mutual learning of skills, and create a positive learning atmosphere.

Case

Internal Trainer Micro Class Creation Challenge

In September 2024, the company launched a micro-course creation challenge for internal trainers with the theme of "Smart Relay and a Total of Creative Paintings", aiming to cultivate and improve the curriculum research and development and design capabilities of internal trainers teams, and stimulate the innovative potential of internal trainers teams through practical exploration. The company has established a reward mechanism to commend internal trainers who performed outstandingly in the competition to further stimulate the vitality and creativity of the team and jointly promote the company's internal knowledge inheritance and wisdom relay to a new level.



● Multi-Channel and Diversified Training

Xiamen Intretech Inc. continues to build a diversified learning platform to help employees develop in all aspects. During this reporting period, the company continued to increase efforts and continued to promote diversified training projects such as English skills improvement learning classes, AI tool application series training, AED first aid skills training, and reading clubs to further broaden the knowledge boundaries and breadth of employees. In addition, the company has created a "Big Name in Your Eyes" workshop and invited internal big names, industry experts, well-known authors to give lectures and exchanges, providing employees with opportunities to learn and communicate face-to-face with industry leaders, broaden their horizons and inspire inspiration.

Case English Skills Improvement Learning Class

In order to continue the remarkable achievements made in the first English "Open Speaking" learning activity, in 2024, Xiamen Intretech Inc. actively promoted the second English "Open Speaking" project. Through incentive activities such as "20-day continuous check-in challenge", "end check-in sprint competition" and "collection assessment", combined with scenario application, personalized guidance and salon activities, employees can help them establish oral confidence and improve their communication skills and efficiency in international communication. During this reporting period, the average monthly study time of the person is 811 minutes, and the clock in is 20 days/month, with an overall pass rate of 82%.



Case AI Tool Application Series Training

In combination with the widespread popularization and rapid development of AI artificial intelligence technology, in 2024, Xiamen Intretech Inc. actively responded to the trend of the times and carried out a series of training activities on the application of AI tools, covering AI tool function introduction, functional coverage, efficiency improvement scenarios, large language models and prompt words, prompt word construction strategies and practices, and the use of clipping and editing tools, covering 327 people participating in the training. The AI tool application series training fully demonstrates the company's high attention to technological innovation and talent cultivation, and injects new impetus into intelligent transformation.



Case AED First Aid Skills Training

Xiamen Intretech Inc. always attaches great importance to caring for the physical and mental health of its employees and fulfills its social responsibility and responsibilities as responsible corporate citizens. During this reporting period, Tianjin University will cooperate with Tianjin to carry out AED first aid skills training. The training is divided into three modules: theoretical knowledge, on-site exercises and assessment, aiming to improve employees' first aid skills and emergency response capabilities and create a safe and healthy working environment. A total of 89 employees of this AED first aid skills training have obtained the "CPR Certificate of the Chinese Medical Rescue Association".



Case
Reading Club

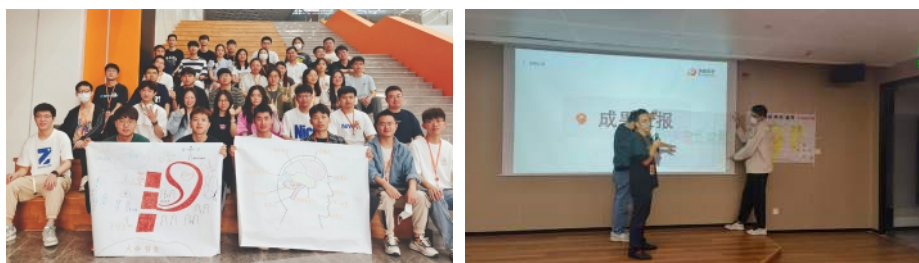
Xiamen Intretech Inc. continues to advocate employees to broaden their industry and professional horizons, stimulate and cultivate employees' deep thinking and innovative capabilities. In 2024, the company organized 14 reading clubs for management cadres, and each center was organized by itself and carried out quarterly. Through reading, sharing, and discussion improvement plans, we promote in-depth thinking and collaboration among teams, and promote the collision and integration of knowledge and inspiration among team members.


Case
Forum Collection

Xiamen Intretech Inc. attaches great importance to and actively participates in the creation of a learning organization atmosphere. To this end, we invite senior lecturers from both inside and outside the industry and top experts in various fields to regularly conduct a series of knowledge sharing and technology exchange meetings with rich content and diverse forms within the company, in order to continuously improve employees' professional qualities and innovation capabilities.


Case
"Big Name" Workshop

In order to create an atmosphere where everyone strives to become big names, everyone can become big names, and those close to big names become big names, Xiamen Intretech Inc. adheres to the forward-looking management concept, uses the team co-creation method, and carries out a series of themed workshops around "Teams and Creation of Big Names". Through in-depth exchanges and discussions, we explore and extract the key characteristics and standards of several Xiamen Intretech Inc. big names, actively find big names in the company, create big names, and explore innovative talent training models and team building.


Case
Summary and Planning Seminar

Faced with the ever-changing market environment and the continuous upgrading of technical challenges, Xiamen Intretech Inc. continues to examine itself and optimize its layout. A seminar was held for the 2024 summary and the 2025 plan, and management cadres were organized to participate in the discussion and exchange. Through in-depth exchanges, sharing and results reports, we brainstormed to help the company formulate a comprehensive, scientific and feasible overall plan, which also improved the strategic thinking of management cadres.



Safety & Occupational Health

Xiamen Intretech Inc. strictly abides by the "Production Safety Law of the People's Republic of China", "Occupational Disease Prevention and Control Law of the People's Republic of China" and other relevant laws and regulations, and continues to improve the company's environmental, occupational health and safety management system in accordance with the "ISO14001 Environmental Management System Requirements and Use Guidelines" and "ISO45001 Occupational Health and Safety Management System Requirements and Use Guidelines". The company has established a safety work group, responsible for identifying the occupational health hazard sources involved in all company activities, conducting scientific risk assessments and formulating management plans for control; at the same time, strictly implementing safety awareness education, carrying out regular inspections, irregular inspections and continuous improvement mechanisms, and in accordance with the principle of "refine the hazard sources to the point and manage responsibilities to the person", we will work together to prevent and eliminate occupational health and safety risks in a timely manner.

As of the end of 2024, there were 3 entities in the company and its subsidiaries that had passed the ISO45001 system certification, and no major production safety accidents occurred in 2024.



Risk Prevention Management and Emergency Response

Xiamen Intretech Inc. attaches great importance to occupational health and safety risk management and formulates the "SER Risk Identification, Evaluation and Management Procedures" to identify and control risks; at the same time, the company has established an emergency management mechanism for emergencies, formulated a number of emergency plans, and organized drills regularly.

Major Risks	System Construction	Preventive Management
Mechanical damage	"Special Equipment Management System"	<ul style="list-style-type: none"> Strictly implement the three-level maintenance system for daily, monthly (quarterly) and year Preventive monitoring and maintenance of equipment
Chemicals	"Chemical Hazardous Products Management Procedure"	<ul style="list-style-type: none"> Select harmless and low-harm chemicals for production process design Annual occupational hazard factor testing On-site hazard warning signs Employees equipped with personal protective facilities
Noise and dust	"Occupational Health Monitoring Management Procedure"	<ul style="list-style-type: none"> Supporting exhaust system Annual occupational hazard factor testing On-site hazard warning signs Employees equipped with personal protective facilities
X-RAY	"Radiation Safety Protection Management Regulations" "Radiation Accident (Case) Emergency Plan"	<ul style="list-style-type: none"> Select the device to configure protection and leak warning devices Annual occupational hazard factor testing On-site hazard warning signs Employees equipped with personal protective facilities Equipped with personal dose monitoring instruments



Case

Organize Emergency Drills to Strengthen Employees' Response Capabilities

In 2024, in order to better ensure the safety and health of employees and reduce personal injuries caused by fires, typhoons, etc., the company strictly implements relevant systems and conducts **11** emergency drills for employees, including fires, natural disasters and chemical leakage, to improve the resilience and self-rescue capabilities of all personnel. All the drill staff participated, fully verified the effectiveness of the emergency plan and ensured the company's stable and efficient production safety.



Fire Drill



Anti-Terrorism and Violence Elimination Exercise



Natural Disaster Exercises



Safety Training and Care

Xiamen Intretech Inc. actively builds a safety culture and strengthens the safety awareness of all employees through workshop safety officer training, fire training competitions, safety knowledge competitions, road traffic safety publicity and other activities. During this reporting period, the company held **12** regular safety meetings for production safety, organized **34** safety trainings such as fire safety, natural disaster emergency response, and counter-terrorism. It received **11** government inspections, and no major hidden dangers were found, ensuring full coverage of third-level safety education for new employees.



Hazardous Waste Emergency Treatment Training

• Safety Officer Certificate, Certificate to Work

The company attaches great importance to safety management, and identifies 15 special occupations, including forklift drivers, electricians, X-ray flaw detection radiation safety and protection, production safety management personnel, production safety main person in charge, hazardous chemicals practitioners, fire protection facility operators, and organizes employees in special occupations to carry out training, and after passing the qualification, they are certified to work.



● Road Traffic Safety Video Publicity

In order to ensure the safety of employees on the way to and from get off work and improve their safety awareness, the company continues to promote road traffic safety requirements every month, requiring employees to wear safety helmets and reflective vests when using bicycles, electric vehicles, and motorcycles to and from work. At the same time, road traffic safety promotion videos are continuously played through TV in the canteen and employee lounge.

● Safety Production Month Every Year

In order to improve employees' safety awareness, the company sets June as the safety production month every year. The theme of the 2024 Production Safety Month is "Everyone talks about safety, everyone can respond to emergencies-open up life channels", and the first firefighting competition was held, with a total of 130 people participating.



Industry development and social welfare

Industry development

Intretech Technology is committed to actively engaging in industry exchanges and associations, integrating into the broader industrial ecosystem, and enhancing its brand visibility and influence through professional exhibitions. The company also prioritizes collaboration with universities and research institutes to advance school-enterprise partnerships and accelerate the commercialization of scientific and technological achievements. Upholding the principles of open collaboration and innovation-driven growth, the company has actively contributed to the industry's collective advancement.

● Industry associations

Intretech Technology, with an open and inclusive attitude, has joined industry associations in multiple fields related to smart manufacturing, consumer electronics, industrial Internet and civil Internet of Things. The company actively participates in exchanges and interactions within the industry, and is committed to strengthening information sharing and resource integration among peers to jointly promote the healthy development of the industry. Through these efforts, Intretech shares its expertise and practical experience, while actively participating in the development of industry standards. During the reporting period, the company actively contributed to the development of various technical and group standards, including: "5G Industry Gateway Test Requirements," "5G Lightweight General Module Technical Requirements," "Terminal Slicing Technical Requirements Based on Terminal Routing Selection Strategy," "uRLLC Terminal Equipment Technical Requirements and Test Methods," as well as guidelines on the Industrial Metaverse, Brain-Computer Interface Rehabilitation Services, Unstructured Data Anonymization, High-Reliability Anti-Glare Rearview Mirrors, and UV-Based Surface Disinfection Devices. These efforts supported the creation of a more standardized and orderly industry ecosystem.

As of the end of 2024, the company has joined the following domestic and foreign industry associations:

International

KNX Alliance	IEEE (Institute of Electrical and Electronics Engineers)	CSA Alliance (ex-Zigbee Alliance)	GTI Intl Industry Platform
ITU-T.621 Mobile Animation Std Alliance			

National

KNX China	Std WG, China Sci-Tech Ind. Assoc.	Natl IoT Sub-TC (SAC)	China Comms Std Assoc (CCSA)
CSHIA Smart-Home Co-Innov Platform	China Smart-Mfg Solution Alliance	China Ind. Internet Alliance	China IC-Vehicle Innov Alliance
Natl Digital-Industry Edu-Ind Consortium	China Inspect. & Test. Society – Elec. Appliance Div.	China Electrical Industry Assoc. – Home Appliance Div.	

Industry

BCI Industry Alliance (Member)	China Air-Purifier Alliance (Group Member)
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Provincial

Fujian IoT Assoc.	Fujian Ind-Edu Integration Assoc.	Fujian Quality Mgmt Assoc.	Fujian Ind. Design Assoc.
Fujian Quality Inspection Assoc.	Fujian AI Tech-Innov Strat Alliance	5G Tech Alliance	Fujian Auto Components Assoc.










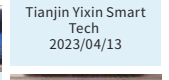

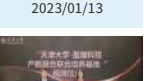



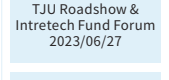


Municipal

Xiamen Metaverse Alliance	Computer Vision IP Alliance	Xiamen BRICS New-Industry Training Alliance	Xiamen AI Industry Assoc.
Zhongguancun Digital-Media Alliance	Xiamen ResourcePlanning Society	Xiamen Quality Assoc.	Xiamen Ind. Design Assoc.
Xiamen Tech Innov Assoc.	Xiamen High-Tech Assoc.	Xiamen Elec-Info Chamber	Xiamen IoT Assoc.
Xiamen Listed-Co. Assoc.	China Ind. Software Alliance	Xiamen Torch Hi-Tech Zone Fed.	Xiamen Smart-Mfg Assoc.
Zhangzhou Electronics Assoc.	Zhangzhou High-Tech Assoc.	Zhangzhou Adv-Tech Co-Innov Assoc.	Xiamen Auto Parts Assoc.
Zhangzhou Xiangcheng Young Entrepreneurs Fed.	Zhangzhou Xiangcheng Enterprise Fed.	Zhangzhou Import-Export Chamber	Zhangzhou Int'l Chamber of Commerce

School-enterprise cooperation

Intretech Technology recognizes that the integration of education and industry is essential for advancing social progress and driving innovation. To this end, the company actively builds long-term, stable partnerships with leading universities. As a member of the Fujian Industry-Education Integration Promotion Association, Intretech collaborates with universities through resource sharing and complementary strengths to cultivate talent with social responsibility, innovation, and practical skills. It also conducts joint research with institutions including Tianjin University, Zhejiang University, Xiamen University, Fuzhou University, Tsinghua University, Huaqiao University, and Xiamen Institute of Technology, supporting the application of academic findings and advancing sustainable development.

Since 2021, Intretech Technology has gradually established a two-way empowerment mechanism of **"technology research and development-achievement transformation-talent co-cultivation"** with Tianjin University and other institutions. In 2024, the company established a joint training base with Tianjin University and launched brain-computer interface training programs in collaboration with Tianjin University, Xiamen University of Science, and other institutions. The company also established scholarships and teaching awards, creating a tripartite support system consisting of scholarships, teaching incentives, and research funding to promote technological innovation and talent cultivation.

Innov. Platform	R&D	Innov. Output	Innov. Venture	Int'l Exchange	Talent Dev.
 AIoT Joint Lab 2021/06/13	 Vision-Heritage Collab 2021	 9th Internet+ Gold 2023	 Xiamen Haitang Tech Transfer 2023/01/09	 Hungary Higher-Ed & INV Forum 2021/11/12	 MY Students Internship at Intretech 2023/01/13
 Metaverse Consortium (Chief Sci. Li Xixin) 2022/12/09	 Synthetic Tech Collab 2022	 TJU Smart Classroom 2023/08/01	 Tianjin Yixin Smart Tech 2023/04/13	 Sec. Yang at Intretech 2023/09/28	 TJU-Intretech Edu Base 2024/04/12
 Smart Cockpit Joint Lab 2024/04/12	 Xiamen BCI & e-Health Inst. 2023/03/29	 Brain-Sci Nat'l Key Grant 2023/12	 TJU Roadshow & Intretech Fund Forum 2023/06/27	 Global BCI Strategic Pact 2024/04/12	 TJU Intretech Professorship 2024/04/13

Intretech Technology "Technology Research and Development - Achievement Transformation - Talent Cultivation"

Case

Innovative practice of industry-education integration

In 2024, Intretech Technology successfully held the Smart Home Industry-Education Integration Innovation Forum and established the Tianjin Smart Home Vocational Education Alliance, with the goal of enhancing collaboration among universities, enterprises, and other stakeholders, and promoting the coordinated development of smart home vocational training.



Exhibition exchanges

Exhibitions have become a key platform for showcasing innovative products and facilitating communication between enterprises and the broader industry. Intretech Technology and its many subsidiaries actively participate in relevant industry exhibitions and forums at home and abroad, to stay aligned with market needs, respond swiftly, and continuously optimize products, and drive industrial technology advancement through technical exchange, deep collaboration, and cross-sector dialogue. By participating in exhibitions, we stay informed about the latest technologies and R&D trends across domestic and international industries while showcasing our flagship products and R&D achievements to attract partners and explore new business opportunities.



Intre Smart Home participated in the Guangzhou International Building Electrical Technology and Smart Home Exhibition



Beiyang Ruiheng attended the First Shanghai International Digital Medical Innovation and Application Development Conference



Zhangzhou iHastek Inc. will participate in the 2024 Chicago International Home Products Show



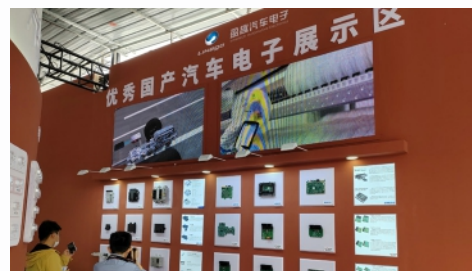
Zhangzhou iHastek Inc. participated in the International Consumer Electronics and Home Electronics Products Exhibition in Berlin, Germany



Intre Smart Home participated in the Guangzhou International Lighting Exhibition



UMS Information Technology participated in the 120th CEIA - Conductive High Reliability and Intelligent Manufacturing & Advanced Packaging and System Integration Innovation Development Forum



Intretech Automotive Electronics will participate in the 2024 Beijing International Automotive Exhibition



Social welfare

As a responsible corporate citizen, Intretech Technology has always embraced its social responsibilities, guided by the belief that "love and responsibility go hand in hand". Since initiating its "culture of love" in 2007 and founding the Xiamen Chunshui Love Foundation in 2013, the company has supported schools, organizations, and individuals in need through donations, subsidies, and various aid programs. The company is committed to corporate social responsibility, with efforts extending from environmental protection—by reducing energy use and emissions—to poverty alleviation and public welfare. It has worked to consolidate and expand poverty alleviation outcomes, support rural revitalization, promote education, and strengthen public welfare initiatives—thereby enhancing corporate value and contributing to shared social development.

During the reporting period, Xiamen Chunshui Charity Foundation's annual donation expenditure totaled RMB 14.8656 million, including RMB 13.6848 million for school aid projects, RMB 932,100 for assistance projects for needy households, and RMB 248,800 for other donations.

Case

Donation to Chunshui Library of Tianjin University

In April 2024, the Chunshui Library—donated by the Xiamen Chunshui Charity Foundation—was officially inaugurated at Tianjin University, embodying the foundation's commitment to advancing education and fulfilling its mission of "promoting education and strengthening the country"!



Case

Revitalizing education and donating to support education



In June 2024, Xiamen Chunshui Charity Foundation donated RMB 8,000 to Jianou Damiao Primary School for scholarships.



In October 2024, Xiamen Chunshui Charity Foundation donated RMB 50,000 to Tongan No. 1 Middle School in Fujian Province for scholarships.



In 2024, the Xiamen Chunshui Charity Foundation awarded the Intretech Technology Scholarship and Teaching Award to teachers and students of Xiamen University of Technology.

Case

Supporting the training of young scientific research talents

In July 2024, the foundation sponsored the TJUSLS-China team from Tianjin University's School of Life Sciences to attend the International Genetic Engineering Machine Competition Global Finals, which hosted over 400 teams worldwide. The university's participants achieved outstanding results, earning two gold medals, one silver, and an individual award nomination—highlighting their excellence in research and innovation.



Support the participating teams

Case

Supporting biological research innovation and enabling green agricultural development

In August 2024, the foundation donated RMB 150,000 to the Chinese Society of Plant Physiology and Plant Molecular Biology to support research in plant molecular breeding. The funding was allocated to the 2024 Golden Harvest Awards and related R&D initiatives, linking 256 research institutions and 41 corporate representatives to accelerate the translation of scientific breakthroughs into sustainable agricultural practices and biodiversity conservation.



Donated RMB 150,000 as a recognition for the 2024 Golden Harvest Award.



Lin Songhua, Chairman of Intretech Technology, attended the Golden Harvest Award recognition meeting

Case

Donating rice to help needy workers in the community

In April 2024, the foundation collaborated with the Municipal Federation of Trade Unions to host the "Workers' Blessing Activity" at Siming District Employee Service Center, distributing 160 bags of eco-friendly rice to underprivileged workers as a demonstration of targeted aid and tangible corporate responsibility.



Charity donation ceremony



Donating organic rice to needy workers

Case

Chongyang Festival Donation Campaign

In October 2024, the foundation donated RMB 50,000 to Lotus Village in Xiamen's Tongan District to host a Chongyang Festival event honoring the elderly. The initiative fostered traditional virtues of respect for seniors while strengthening community cohesion and improving the well-being of elderly residents.



Organize activities to respect the elderly and visit the elderly in rural areas



Case

Mexico Intretech donated relief supplies to support the local disaster area

In July 2024, Mexico Intretech promptly responded to Hurricane Alberto by donating relief supplies to the Nuevo León state government, supporting post-disaster relief and reconstruction efforts.



Mexico Intretech donated water, medical supplies and other relief materials to the local government

04

Standardized Governance

Intretech adheres to the core value of "integrity management" and firmly believes that standardized governance, reliable process safeguards, and robust management practices are the foundation for sustainable corporate development. The company prioritizes compliance obligations, actively adhering to laws, regulations, and business standards in all operational regions. To ensure standardized operations across its business processes, Intretech has established a comprehensive governance framework and a transparent, fair, and efficient decision-making and oversight mechanism. Through multiple channels, it safeguards investor rights, providing critical support for stable corporate growth. Additionally, the company continuously strengthens ethical business conduct, emphasizes information security and privacy protection, and maintains a holistic risk management system to ensure lawful and compliant operations. By fostering an image of integrity and accountability, Intretech strives to achieve long-term, steady development.



The Operation of The Three Governance Bodies



Protection of Investors' Rights and Interests



Risk Management



Business Ethics



Information Security and Privacy Protection

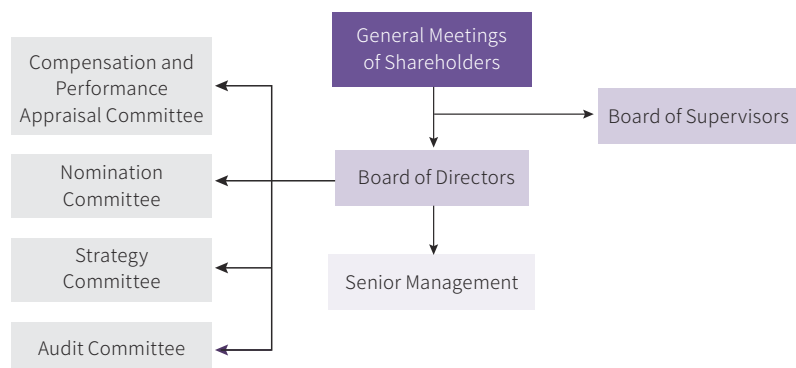


Tax Strategy

The Operation of the Three Governance Bodies

Corporate Governance Structure

Intretech has established a modern corporate system and standardized its operations in accordance with the Company Law of the People's Republic of China, the Securities Law of the People's Republic of China, the Shenzhen Stock Exchange Stock Listing Rules, the Shenzhen Stock Exchange Standards for Listed Companies on Self-Regulatory Governance No. 1 - Standards for Main Board Listed Companies, and the Articles of Association, among other relevant regulations. The Company has formed a corporate governance structure comprising the General Shareholders' Meeting, the Board of Directors and its specialized committees, the Board of Supervisors, and senior management, thereby enhancing corporate governance standards and safeguarding the interests of investors and the Company. For comprehensive details regarding the corporate governance structure, please refer to Section IV "Corporate Governance" of the 2024 Annual Report.



Corporate Governance Structure

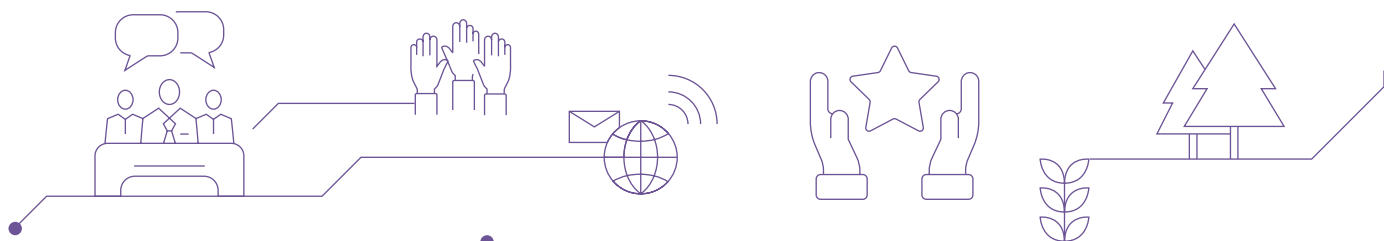
The Responsibilities of the Board of Directors and the Board of Supervisors

In accordance with relevant laws, regulations, and the Articles of Association, the Company has formulated corresponding rules of procedure and work systems, such as the Rules of Procedure for the Board of Directors, the Rules of Procedure for the Board of Supervisors, and the Independent Director System, to enhance corporate governance standards. These documents clarify the deliberation methods and voting procedures of the three governance bodies (the General Shareholders' Meeting, the Board of Directors, and the Board of Supervisors), ensuring their operational efficiency and facilitating scientific decision-making.

The Board of Directors, as the Company's supreme governing body, is responsible for convening the General Shareholders' Meeting, reporting on its work to the Meeting, executing resolutions adopted by the Meeting, determining the Company's business plans and investment proposals, deciding on the establishment of internal management structures, and formulating fundamental corporate management systems, among other significant matters. The Board of Supervisors is tasked with overseeing the Company's compliance with laws and regulations, monitoring the lawful performance of duties by the Board of Directors and senior management, and safeguarding the legitimate rights and interests of the Company and its shareholders.

2024 Meeting Convening and Proposal Deliberation of the Three Governance Bodies

Meeting Name	General Meetings of Shareholders	Board of Directors	Board of Supervisors
The Number of Meetings Held	3	7	6
The Number of Passed Proposals	15	37	30



Structure of the Board of Directors Members

The Company strictly complies with the Company Law of the People's Republic of China, Shenzhen Stock Exchange Listing Rules, and other relevant laws, regulations, normative documents, as well as the provisions of the Articles of Association. The election of Board members is conducted in accordance with relevant legal procedures. The number and composition of the Board of Directors meet the requirements of laws, regulations, and the Articles of Association, effectively preventing and mitigating potential conflicts of interest. Furthermore, the Company adheres to the principles of talent orientation and diversity, comprehensively evaluating candidates based on factors such as gender, age, cultural background, educational background, professional expertise, skills, and main experiences, to ensure the scientific operation and decision-making of the Board of Directors.

The Company strictly complies with regulatory requirements such as the Measures for the Administration of Independent Directors of Listed Companies and the provisions of the Company's Independent Director System. The Company continuously improves the mechanism for safeguarding the performance of independent directors' duties, giving full play to their supervisory and decision-making functions, and effectively enhancing the scientific nature and transparency of the Board's decision-making process. Meanwhile, relying on working mechanisms such as the Special Committees of the Board of Directors and the Independent Director Special Meetings, the Company strengthens the independent review role of independent directors in important matters such as related-party transactions, effectively safeguarding the overall interests of the Company and the legitimate rights and interests of all shareholders, and ensuring the standardization and effectiveness of corporate governance.

During the reporting period, the three independent directors did not hold any positions in the Company other than as independent directors, nor did they hold any positions in the Company's major shareholders or their affiliates. There were no conflicts of interest or other relationships that might impede their ability to make independent and objective judgments, and no circumstances that compromised the independence of the independent directors. For detailed information on the performance of independent directors in 2024, please refer to the work reports of independent directors published by the Company.

At the end of the Reporting Period,



The number of directors of the Board of Directors was

9



The number of independent directors was

3 (33%)



The number of female directors reached

1 (11%)

Structure of the Board of Directors Members

Name	Posts	Director Tenure	Gender	Professional Expertise and Career Background		Age	Employee Status
				Corporate Management, Industry Experts or Technical Personnel	Legal, Financial or Accounting		
Lin Songhua	Chairman of the Board	Above 10 years	Male	√		53	√
Wu Kaiting	Director	Above 10 years	Male	√		56	
Yang Ming	Director, President	Above 10 years	Male	√		45	√
Lin Xianfeng	Director, Executive Vice President	Above 10 years	Male	√		48	√
Hu Hairong	Director, Vice President	0-3 years	Male	√		55	√
Wu Xuefen	Director	Above 10 years	Female	√		46	
Lin Zhiyang	Independent Director	0-3 years	Male		√	69	
Cai Qinghui	Independent Director	0-3 years	Male		√	51	
Gao Shaofu	Independent Director	0-3 years	Male		√	57	

For detailed biographies of each director, please refer to Section IV "Corporate Governance" of the 2024 Annual Report.

The Responsibilities of Specialized Committees under the Board of Directors

The Board of Directors has established four specialized committees: the Audit Committee, the Strategy Committee, the Nomination Committee, and the Compensation and Performance Appraisal Committee. All members of these committees are directors, with independent directors constituting a majority and serving as conveners in the Audit Committee, Nomination Committee, and Compensation and Performance Appraisal Committee. These specialized committees are accountable to the Board of Directors, assisting it in corporate governance by performing their duties to supervise and deliberate on various governance matters in accordance with the law. They regularly report to the Board of Directors and provide scientific and professional advice and references for the Board's decision-making.

Specialized Committee under the Board of Directors	Responsibilities
Audit Committee	Responsible for reviewing the Company's financial information and its disclosure, as well as supervising and assessing internal and external audit work and internal controls.
Strategy Committee	Responsible for conducting feasibility studies on the Company's long-term strategic development plans and major strategic investments, reporting to the Board of Directors, and being accountable to it.
Nomination Committee	Responsible for formulating selection criteria and procedures for directors and senior management personnel, as well as selecting, vetting, and approving candidates and their qualifications for these positions.
Compensation and Performance Appraisal Committee	Responsible for establishing appraisal criteria for directors and senior management personnel, conducting appraisals, and formulating and reviewing remuneration policies and plans for them.



Conflict of Interest

To ensure the standardization and effectiveness of the Board of Directors' operations, the Articles of Association explicitly stipulate that if a director has an affiliation with an enterprise involved in the resolution of a Board meeting, such director shall not exercise voting rights on the resolution, nor shall they exercise voting rights on behalf of other directors. The Company has formulated the Related Party Transaction Management System to clarify the decision-making authority and procedures for related party transactions, standardize such transactions, enhance the Company's standardized operations, and protect the lawful rights and interests of the Company and all shareholders, particularly minority shareholders. When the Company enters into a related party transaction with an amount exceeding RMB 30 million and accounting for more than 5% of the absolute value of the Company's latest audited net assets, such transaction must first be reviewed and approved by the Board of Directors before being submitted to the General Shareholders' Meeting for deliberation. Additionally, the Company discloses an annual forecast of routine related party transactions each year, which includes information on the counterparties to the transactions, the estimated transaction amounts, and the reasons for the affiliation with the counterparties.

To safeguard the lawful interests of the Company, all shareholders, and the Company's creditors, and to prevent the occupation of the Company's funds by controlling shareholders and related parties, the Company has established the System for Preventing the Occupation of the Company's Funds by Major Shareholders and Related Parties. In its operating fund transactions with controlling shareholders and related parties, the Company strictly restricts the occupation of its funds. It does not directly or indirectly provide funds, assets, or resources to controlling shareholders and related parties through means such as advancing wages, benefits, insurance, advertising, or other periodic expenses, or prepaying investment amounts. Furthermore, the Company does not mutually bear costs and other expenses on behalf of controlling shareholders and related parties.

Remuneration Policy for Directors, Supervisors, and Senior Management

In terms of the remuneration management and appraisal of directors, supervisors, and senior management personnel, the Company has formulated the Remuneration Management System for Directors, Supervisors, and Senior Management Personnel. Meanwhile, a Remuneration and Appraisal Committee has been set up under the Board of Directors, which is responsible for drafting remuneration or allowance plans. An allowance system is implemented for independent directors, external non-independent directors, and external supervisors. For internal directors, supervisors, and senior management personnel, an annual salary system is adopted, consisting of a basic salary and a performance-based salary. The Remuneration and Appraisal Committee conducts an annual performance appraisal and proposes an annual performance bonus plan, which is implemented after approval by the Board of Directors. During this reporting period, detailed information on the remuneration received by directors, supervisors, and senior management personnel can be found in Section IV "Corporate Governance" of the 2024 Annual Report.

Protection of Investors' Rights and Interests

Information Disclosure

To safeguard the legitimate rights and interests of investors, the company strictly complies with relevant laws, regulations, and regulatory documents, including the Administrative Measures for Information Disclosure of Listed Companies and the Shenzhen Stock Exchange Self-Regulatory Guidelines for Listed Companies No. 1 – Standardized Operations of Main Board Listed Companies, as well as the provisions of the Information Disclosure Management System. It ensures truthful, accurate, complete, fair, and timely disclosure of information on the CNINFO platform and designates Securities Times as the official newspaper for periodic report disclosures, guaranteeing equal access to information for all investors. The company has established and rigorously implemented the Information Disclosure Management System. During the reporting period, no violations of information disclosure rules occurred among the company or its executives.

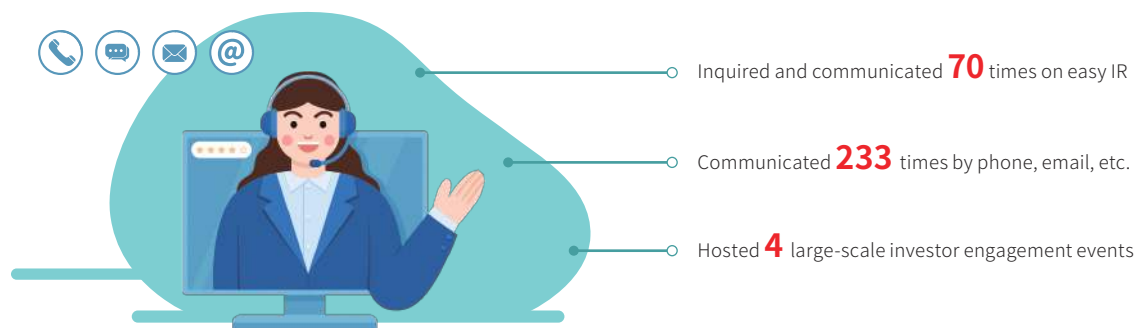
During the reporting period, the company disclosed **4** periodic reports and **121** interim announcements.

Shareholder Rights Protection

Intretech strictly adheres to the Company Law of the People's Republic of China, the Articles of Association, and the Rules of Procedure for Shareholders' General Meetings, standardizing the procedures for convening, holding, and voting at shareholders' general meetings. It combines in-person voting with online voting mechanisms to protect and facilitate the exercise of voting rights by minority shareholders. All shareholders are treated equally, and matters affecting the interests of minority shareholders are subject to separate voting counts. Dedicated dialogue sessions between participating shareholders and the company's directors, supervisors, and senior management are organized to facilitate shareholders' exercise of rights, ensuring the voice of minority shareholders is fully respected.

Investor Engagement

Intretech prioritizes the maintenance of investor relations, strengthens the shareholder rights protection system, and maintains diverse communication channels to safeguard investors' legitimate rights and long-term returns. Through multiple channels—including a dedicated investor relations section on the corporate website, investor hotlines, a dedicated email address for investor communication, online earnings briefings, in-person meetings, and platforms such as easy IR—the company promptly shares its latest operational results, development trends, and strategic plans. It addresses investor concerns regarding business performance, financial status, and industrial layout planning.



Case



On May 16, 2024, the company hosted an online briefing for its 2023 Annual Report, during which Independent Director Lin Zhiyang engaged in discussions with individual investors via online platforms.



On May 22, 2024, the company held its 2023 Annual General Meeting, with some individual shareholders attending in person and exchanging views on the company's operational performance with the Directors, Supervisors, and Senior Management.

Proactively Rewarding Investors

Consistently Implementing High-Proportion Cash Dividends

The company has always prioritized shareholder returns, adhering to a long-term commitment to reward shareholders through high-proportion cash dividends and sharing the operational achievements of corporate growth. The company's 2023 annual profit distribution plan was fully executed on May 31, 2024, distributing a total of RMB **351** million in cash dividends.

In response to regulatory guidance urging enterprises to "increase dividend frequency, elevate dividend payout ratios, and focus on enhancing investor returns," the company proactively introduced an interim dividend plan for 2024. This plan was successfully implemented on October 25, 2024, distributing RMB **98** million in cash dividends. During the reporting period, the company's total cash dividends actually distributed to shareholders amounted to RMB **449** million.

The company's 2023 annual profit distribution plan



The company's 2024 interim profit distribution plan



The company's 2024 annual profit distribution plan



According to 2024 annual profit distribution plan, the company shall distribute cash dividends of RMB **225** million in compliance with relevant regulations.

Since its IPO, the company has returned a cumulative RMB **3.583** billion to shareholders through cash dividends, with an average annual payout ratio of **60.48%**.

Proactively Implementing Share Repurchases

Driven by confidence in the company's future growth prospects and strong endorsement of its intrinsic value, the Board of Directors approved two share repurchase programs in February 2024 and August 2024, respectively.

February 2024 Repurchase Program (Completed)

As of the disclosure date of this report, the February 2024 program has been fully executed. The company repurchased a total of 7,858,292 shares through concentrated bidding transactions via its dedicated share repurchase account, accounting for 1.0070% of the then-outstanding total share capital. The aggregate transaction value amounted to approximately RMB **100** million (excluding trading fees).

August 2024 Repurchase Program (Ongoing)

The August 2024 program remains in progress. As of the disclosure date, the company has repurchased 4,745,640 shares via concentrated bidding, representing 0.6104% of the current total share capital, with a cumulative transaction value of approximately RMB **64** million (excluding trading fees).

As of the end of the reporting period, the company has initiated five share repurchase programs since its listing, with total repurchase expenditures exceeding RMB **535** million.

Share Repurchase Year	No.	Total Repurchase Amount (RMB Million)	Intended Use	Status
2019	First Program	101	For ESOPs or equity incentives	Completed
2022	Second Program	200	For ESOPs or equity incentives	Completed
2023	Third Program	70	For ESOPs or equity incentives	Completed
2024	Fourth Program	100	For ESOPs or equity incentives	Completed
2024	Fifth Program	64	For share cancellation and reduction of registered capital	Ongoing
Total		535		

Risk Management

The company formulates the Risk and Opportunity Response Management Procedure in accordance with relevant laws and regulations, stipulates the corresponding crisis handling plans under different applicable scopes, and builds an internal risk management system to enhance the ability of risk prevention and opportunity seizing. The risk management system includes key links such as the establishment of the internal control framework for risk management, the planning of risk management plans, the identification and assessment of risks and the establishment of risk response plans, as well as risk supervision and improvement, to ensure that all kinds of risks faced by the company can be identified and effectively managed in a timely manner.

Risk management internal control framework

The company has established a three-layer risk control and defense system and clearly defined the responsibilities and boundaries of each layer.



Risk Management Plan

Intretech conducts a comprehensive assessment of its risk appetite in light of the internal and external environments it operates within, explicitly defining strategic risk management objectives to achieve a balanced approach between risk-taking and opportunity-capturing, thereby ensuring sustainable corporate growth. Additionally, the company has formulated a holistic risk management plan that employs a systematic framework to proactively mitigate latent risks and safeguard long-term shareholder value.



Risk Identification and Response Measures

Based on the actual operational circumstances of the company, various risks currently faced have been identified, specifically including: strategic risks, operational risks, compliance risks, information security risks, financial risks, etc. At the same time, the company conducts risk coefficient ratings for the identified risks and adopts corresponding risk prevention and control measures according to the risk coefficients to ensure that all types of risks are effectively controlled.

Risk Category	Risk Project	Response Measures
Strategic Risk	Corporate Governance Risk	<ul style="list-style-type: none"> Improve the corporate governance structure, establish and refine the internal control system to ensure the independence and effectiveness of the board of directors and the board of supervisors Focus on the protection of shareholders' rights and interests and investor relations management
	Risk of Products Mainly Exported	<ul style="list-style-type: none"> Monitor the political and economic situations, trade policies, and tariff policies of the exporting countries and regions Internationalize the layout to meet the regional, diversified, and localized needs of customers' supply chains, strive for more business opportunities, and diversify operational risks Complete the quality, environmental control, environmental protection, and social responsibility system certifications required by the exporting countries for the company's products to ensure compliance with export requirements Expand the domestic market, strive for UDM business from domestic customers, and promote product development and market expansion in various fields such as automotive electronics, intelligent manufacturing solutions, smart homes, molds, and parts manufacturing to increase the domestic sales ratio
Operational Risk	Market Competition Risk	<ul style="list-style-type: none"> Adhere to the business strategy of high-end demand, high-end technology, and high-end service, continuously strengthen the advantages of UDM intelligent manufacturing, and maintain a leading position in technological innovation Internationalize the layout, build vertical integration capabilities of "components + parts + complete machines", promote the construction of "four modernizations", and create a global integrated supply chain system and a differentiated customer service system Implement a global GMP plan to continuously attract new customers Continuously build the "Intretech Manufacturing" brand, expand brand awareness and international influence
	Raw Material Price Fluctuation Risk	<ul style="list-style-type: none"> Build a global integrated supply chain system, create a safer, more flexible, efficient, and transparent supply chain system; strengthen the localization of supply chains at overseas manufacturing bases Establish strategic partnerships with suppliers to form a scientific and reasonable material preparation mechanism Reduce the impact of rising raw material prices on the company's performance through joint procurement, increasing the production and sales of new products, improving the yield rate throughout the entire process, improving the technology of old products, and replacing components
	Climate Change Risk	<ul style="list-style-type: none"> Identify key environmental factors and establish control mechanisms Strictly monitor energy consumption at all company operational sites, especially high-energy-consuming sites Calculate and monitor carbon emissions, plan carbon reduction projects Provide employees with training on environmental management knowledge, energy conservation, and carbon emission reduction
	Labor Relations Risk	<ul style="list-style-type: none"> Ensure that every new employee participates in the company's labor rights policy training, which includes interpretations of salary, benefits, and attendance policies Improve the labor management system, standardize employment mechanisms, and ensure legal and compliant employment Build harmonious labor relations and actively maintain good communication with employees through multiple channels
Compliance Risk	Business Ethics Risk	<ul style="list-style-type: none"> Establish an anti-corruption management system, clarify job responsibilities and power boundaries, and standardize work processes Strengthen employees' awareness of business ethics through integrity training Strengthen the supervision and post-event review of business ethics management
Information Security Risk	Security and Confidentiality Risk	<ul style="list-style-type: none"> Upgrade the information security system and establish a comprehensive information security monitoring system Conduct regular information security audits and reports to proactively assess potential security risks Provide employees with security and confidentiality training to enhance their awareness
Financial Risk	Exchange Rate Fluctuation Risk	<ul style="list-style-type: none"> Research and analyze exchange rate trends, establish a currency risk management team to closely monitor international foreign exchange market changes, and reasonably conduct foreign exchange hedging Reduce and mitigate foreign exchange risks through global layout, international procurement, and repricing of new products Conduct foreign exchange hedging business based on actual operational needs and exchange rate fluctuations
	Overseas Investment Risk	<ul style="list-style-type: none"> Monitor the political and economic policies, foreign investment policies, and exchange rate fluctuations of the countries or regions where overseas investments are located, and utilize favorable conditions in those locations to carry out investments Strengthen internal control management, financial management, and information construction of overseas subsidiaries, clearly define their business decision-making authority, improve employee incentive mechanisms, and dispatch excellent technical and management personnel to subsidiaries to integrate the parent company's excellent management experience and culture into the operation and management of overseas subsidiaries

Risk Monitoring and Improvement

The company has established comprehensive information communication channels that span the entire lifecycle of risk management, ensuring efficient and precise risk oversight and a continuous improvement cycle across all tiers of the risk architecture. During the reporting period, the company's Internal Audit Department, in collaboration with internal control, risk management, and internal audit functions, effectively fulfilled its independent oversight responsibilities. Focusing on critical risk areas such as social responsibility, financial activities, asset management, contract management, sales operations, procurement operations, and information security management, the department conducted in-depth analyses of operational conditions and potential risks in each domain. Targeted risk alerts and improvement recommendations were issued to enhance value creation, optimize organizational operations, and elevate the effectiveness of risk management, control, and governance processes, thereby supporting the achievement of organizational objectives.

Business Ethics

Business Ethics Code Requirements

The company explicitly defines business ethics standards in its Business Ethics Management Procedure, adhering to the highest ethical standards in all commercial activities. Acts such as corruption, bribery, extortion, and unfair competition are expressly prohibited. The company collaborates with all employees and partners to foster an open, transparent, and ethical corporate ecosystem. Any violation of business ethics standards will be met with a "zero-tolerance" approach, leading to the termination of cooperation with the individuals involved and, if necessary, legal action.

Anti-Corruption Measures and Complaint Reporting

The company places significant emphasis on integrity commitments and reviews in internal management and business interactions. It has formulated the Integrity Management System and the Fraud Prevention, Inspection, and Reporting System, requiring employees and suppliers to sign the Employee Integrity Self-Discipline Pledge and the Partner Integrity Pledge, respectively. Regular internal fraud risk assessments are conducted to identify potential corruption risks across business units and functional departments, including but not limited to supply chain management, procurement processes, sales activities, and financial reporting. A dual mechanism of internal control reviews and interviews with employees and partners is employed to prevent and control fraud risks.

The Audit Department provides transparent reporting channels to all employees, customers, partners, and suppliers. All reported information is duly registered and handled in accordance with the principles of "independence, objectivity, and fairness". Whistleblowers who make significant contributions to case investigations are appropriately rewarded. The company strictly safeguards the confidentiality of whistleblowers' information, and all reported cases are handled confidentially by dedicated auditors. The company maintains a "zero-tolerance" stance against any discrimination or retaliation against whistleblowers.

- 1** Information Reception and Registration
Receive and register whistleblower information, confirm the completeness of the reported content, and verify compliance with acceptance conditions.
- 2** Preliminary Investigation and Case Locking
Conduct a preliminary investigation to lock relevant departments and personnel within the scope of the reported content for further review and verification.
- 3** Comprehensive Investigation and Reporting
Carry out a comprehensive investigation, ensure the authenticity and accuracy of the reported content, and prepare an investigation report based on the collected evidence.
- 4** Evidence Collection and Conclusion
Collect evidence, conclude the investigation results, and determine the severity of the case to decide whether to transfer it to the public security organs.
- 5** Reporting to Audit Committee and Reward/Penalty System
Report investigation results to the audit committee and whistleblower, implement a reward and penalty system based on the investigation outcome.

Company Whistleblower Handling Process

During the reporting period, the company did not experience any fraud cases confirmed by internal audit, nor did it have any litigation cases involving corruption of the company or its employees.

Integrity Culture Development

We actively carry out integrity promotion activities targeting management, sensitive positions, new employees, and suppliers. Through various means such as signing integrity pledges, conducting integrity training, and organizing integrity booths, we comprehensively promote and communicate the requirements of our corporate integrity culture.

- Tailored integrity training and questionnaire tests are designed for management, sensitive positions, and new employees;
- Integrity booths are set up to provide interactive integrity learning and experiences, promoting the requirements of our corporate integrity culture;
- Daily integrity culture promotion is conducted through posters and bulletin boards in the factory area;
- Regular supplier visits are conducted for integrity interviews and promotion;
- Integrity promotion conferences are held for suppliers to communicate integrity requirements;
- During festivals, integrity promotion is released to all employees, reinforced at management meetings, and extended to suppliers through the company's self-developed supplier management platform;
- Fraud cases are reported to warn employees and urge them to learn from mistakes;
- The official public account "Sunshine Intretech" is created to promote the company's integrity requirements and improve reporting channels.

During the reporting period, the company organized **12** integrity training sessions for internal employees and suppliers, and issued **12** integrity promotions. Additionally, **6** special anti-fraud audit training sessions were conducted by the Audit Department.



Company's Mid-Autumn Festival Anti-Corruption Poster



The "Sunshine Intretech" Anti-Corruption Official Public Account Platform

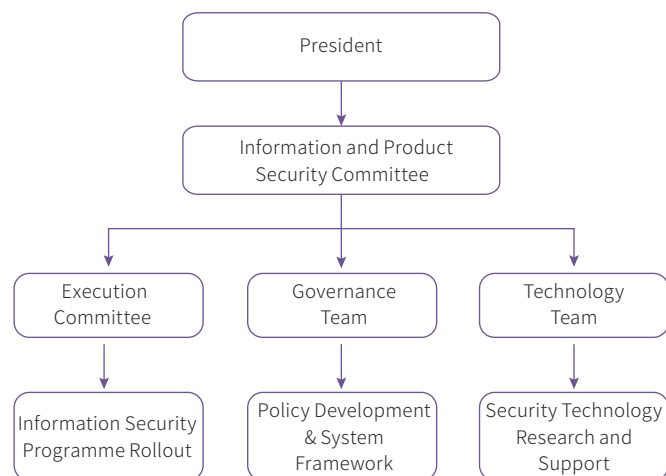
Information Security and Privacy Protection

Robust information security and privacy protection are the foundations of trust and long-term collaboration between Intretech and our partners, customers, and employees. We strictly comply with the Cybersecurity Law of the People's Republic of China, the Data Security Law of the People's Republic of China, and all other applicable regulations.

To further elevate our management maturity, we continuously optimise our information-security and privacy-management system, reinforce employee competencies and requirements through targeted training, and strengthen our security-operations framework. These actions standardise information usage, secure information assets, and fortify our network infrastructure—collectively enhancing the Company's overall capability to safeguard data and privacy.

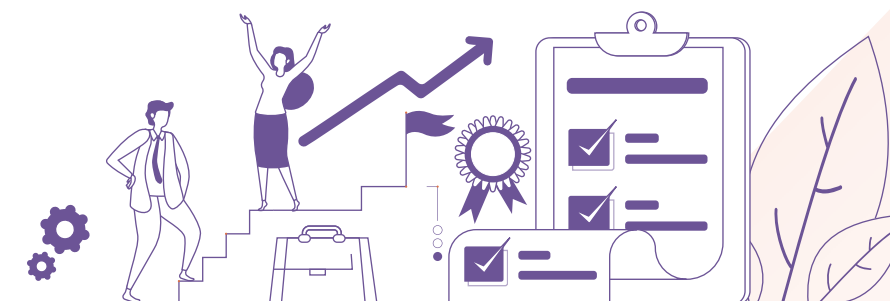
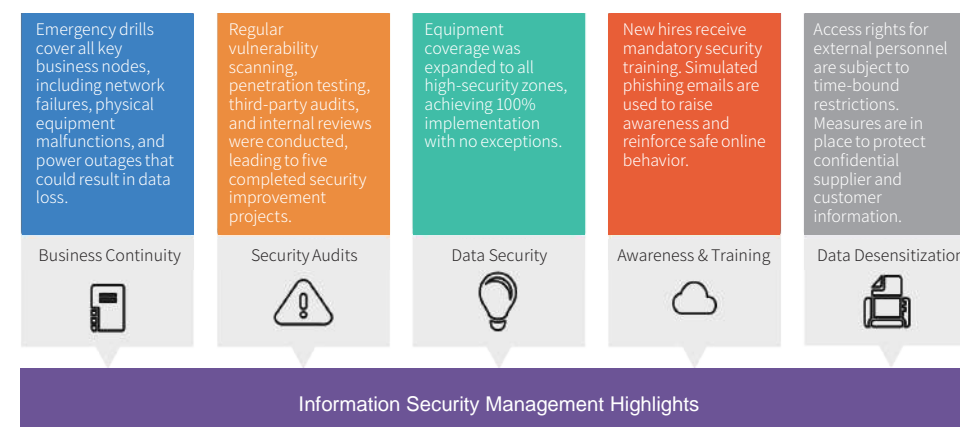
Information Security Management System

At the Group level, Intretech has established a robust governance structure that assigns clear supervision, control, and implementation responsibilities for information-security and privacy protection. The President serves as the Chief Information Security Officer, while the Corporate Information Security Taskforce drives strategy execution, technology research, and application support.



Intretech Information Security Governance Organizational Chart

As of 2024, three Intretech entities have achieved ISO 27001 certification. Through continual enhancement of our management system, we have built a comprehensive policy framework covering security strategy, organisational controls, risk prevention, workforce management, and emergency response. This multi-layered protection architecture safeguards the information assets of the Company, our customers, and partners. Performance data (reporting period): Zero information-leakage incidents recorded.



Information Security Training

Intretech is committed to cultivating a culture of security awareness. During the reporting period we delivered a Company-wide information-security curriculum and a series of awareness campaigns spanning our security & confidentiality framework, product information security, secure system operation, and network security. These initiatives deepen employee knowledge, mitigate risk, embed a confidentiality mindset, and strengthen the specialist capabilities required to protect information assets.

Performance data (reporting period):

- 25 training sessions
- 56.8 total training hours
- 1,287 employees trained



Information Security Management System Training



Online Confidentiality Course for New Hires

Privacy Protection

Intretech rigorously protects customers' commercial information and personal data. We comply with customers' Confidentiality Agreements and China's Personal Information Protection Law, and we enforce our internal Information & Data Security Specification and Privacy Protection Management Procedure to ensure all activities meet stringent security and confidentiality requirements. Customer privacy and project data are managed in a standardised manner to prevent leakage, loss, or unauthorised access.

Supply chain controls – All suppliers must sign a Confidentiality Agreement and comply with the Supplier Code of Conduct regarding information confidentiality.

Internal controls – We maintain privacy protection through four dimensions:

- 1.Policy & governance
- 2.Process controls
- 3.Technical safeguards
- 4.Continuous monitoring & improvement

Information Classification and Differentiated Protection

Information is categorized based on sensitivity, and corresponding protection mechanisms are applied accordingly. Encryption is adopted for data transmission and storage. Targeted protective controls are enforced for critical assets and core business systems.

Asset Inventory and Classification

Comprehensive asset management is conducted, covering hardware, software, and sensitive business data. Assets are regularly inventoried, labelled, and categorized by risk level to prevent data breaches and unauthorized disclosures.

Personnel Management

Clear responsibilities are assigned for information security and personal data protection. Employees are required to sign confidentiality agreements and undergo background checks to ensure responsible handling of sensitive information.

Access Control

Access is granted based on the principle of least privilege, with time-bound restrictions applied to third parties. Role-based access is implemented to manage internal personnel rights. Access is reviewed periodically to minimize unauthorized access risks.

Performance data (reporting period):

Zero substantiated complaints relating to breaches of customer privacy or loss/disclosure of customer data.

Tax Strategy

In the current volatile international landscape, marked by political shifts, global market fluctuations, and a more complex macroeconomic environment, economic regulations across countries are continuously evolving. Intretech Technology remains committed to its globalization development strategy. We pledge full compliance with the tax laws, regulations, and rules of the jurisdictions where we operate, submitting all necessary tax returns, disclosing relevant information in a timely manner, strictly fulfilling our taxpayer obligations, accepting oversight from local authorities, and actively assuming our corporate social responsibilities.




The company has established a dedicated tax department to continuously strengthen the management of the entire taxation process. We place great emphasis on accumulating and cultivating tax professionals, leveraging the pivotal role of tax management in our global layout and international operations. Each year, we engage audit firms to conduct tax audits. When confronted with major or complex tax-related matters, we collaborate with internal company resources to conduct comprehensive tax analyses. Where necessary, we engage external professional institutions for advice, upholding principles of transparency and trust by proactively maintaining good communication with tax authorities, thereby establishing and sustaining an equal, harmonious, and stable relationship.





In July 2024, the company was honored with the title of "Top Taxpayer" by the People's Government of Haicang District, Xiamen City.

Appendix

Key Performance Data

	Key ESG Issues		Metrics	Unit	2023	2024
 Governance	Board of Directors	Total Number of Board Members		Person	9	9
		Number of Independent Directors		Person	3	3
	Three-Tier Governance Operations	Number of Shareholders' Meetings		Session	4	3
		Number of Board Meetings		Session	10	7
		Number of Board of Supervisors Meetings		Session	10	6
	Information Disclosure	Number of Reports Disclosed		Report	156	125
 Business Ethics and Sustainable Supply Chain	Key ESG Issues		Metrics	Unit	2023	2024
	Business Ethics	Bribery, Corruption, and Fraud Incidents		Case	2	0
		Employees Who Signed Integrity Agreements		Person	1,217	1,343
		Suppliers Signing the Supplier Integrity Agreement		Entity	405	576
		Integrity Training Sessions Conducted		Session	5	12
		Integrity Awareness Campaigns Conducted		Session	12	12
	Information Security	Major Information Security Incidents		Case	0	0
		Employee Confidentiality Agreement Signing Rate		%	100	100
	Sustainable Supply Chain	New Suppliers Developed/Registered		Entity	95	107
		Conflict Minerals Surveys Conducted		Survey	126	166
		Percentage of Suppliers Signing the Supplier Code of Conduct		%	100	100
 Other ESG Topics	Key ESG Issues		Metrics	Unit	2023	2024
	Intellectual Property Management	Cumulative Number of Published and Valid Patents		Item	1,380	1,374
		Cumulative Number of Published and Valid Invention Patents		Item	118	188
		Cumulative Number of Authorized Software Copyrights		Item	255	291
		Cumulative Number of Authorized Trademarks		Item	337	347
	Research and Development (R&D) Management	R&D Investment		100 million CNY	3.62	3.42
		R&D Personnel		Person	1,368	1,451
	Corporate Philanthropy	Donation by Xiamen Chunshui Love Foundation		10,000 CNY	7,594.94	1,486.56

	Key ESG Issues		Metrics	Unit	2023	2024
 Environment	Greenhouse Gas (GHG) Emissions	Scope 1, 2		tCO ₂ e	32,463.12	34,359.29
		Scope 3		tCO ₂ e	1,295,406.22	980,865.16
		Total emissions (Scope 1, 2, 3)		tCO ₂ e	1,327,869.34	1,015,224.44
	Environmental Incidents	Number of Environmental Incidents		Case	0	0
	Energy Management	Total Energy Consumption		MWh	58,741.64	53,655.62
		Gasoline		L	54,423.56	85,018.77
		Diesel		L	10,553.91	17,204.36
		Natural Gas		m ³	17,674.00	1,210.00
		Liquefied Petroleum Gas (LPG)		kg	-	14,853.00
		Purchased Non-Renewable Electricity		MWh	53,393.40	52,515.96
		Photovoltaic (PV) Power Generation		MWh	2,521.03	6,325.95
		Purchased Green Electricity		MWh	2,045.00	4,161.00
	Water Resource Management	Total Water Consumption		m ³	312,356.28	323,237.02
 Labor Right	Key ESG Issues		Metrics	Unit	2023	2024
	Diversity and Equality	Total Number of Employees		Person	5,461	5,924
		Number of Male Employees		Person	3,227	3,420
		Number of Female Employees		Person	2,234	2,504
		Number of International Employees		Person	1,598	2,010
		Number of Employees from Ethnic Minorities		Person	202	166
		Number of Rehired Employees Beyond Retirement Age		Person	88	122
		Number of Employees with Disabilities		Person	13	20
		Labor Contract Signing Coverage Rate		%	100	100
	Labor Rights and Welfare	Social Insurance Coverage Rate		%	100	100
		Supplemental Commercial Insurance Coverage Rate		%	71.12	85.3
		Number of Labor Rights Violations (e.g., Child Labor, Forced Labor)		Case	0	0
	Employee Development	Total Investment in Employee Training		CNY	752,727.96	441,000
		Average Training Hours per Employee		Hour	21.53	21.80
	Safety & Occupational Health	Investment in Employee Health and Safety (Physical Examinations)		CNY	137,161	147,143
		Work-Related Injury Incidents		Case	8	6

Metrics Index

GRI Content Index			
Statements	Xiamen Intretech Inc. has prepared this report with reference to the GRI Standards, covering the period from January 1, 2024 to December 31, 2024. The reported information corresponds to the disclosures listed in this GRI Content Index.		
GRI 1 Used	GRI 1: Foundation 2021		
GRI Disclosure	Disclosure		Report Reference
GRI 2: General Disclosure 2021	GRI 2-1	Organizational details	About the Company
	GRI 2-2	Entities included in the organization's sustainability reporting	About this Report
	GRI 2-3	Reporting period, frequency, and contact point	About this Report
	GRI 2-4	Information on restatements	No restatements
	GRI 2-6	GRI 2-6 Activities, value chain, and other business relationships	Sustainable Supply Chain Management , Quality Management, Customer Relationship Management
	GRI 2-7	Employees	Human Rights and Labour Rights, Compensation, Benefits and Employee Care, Talent Attraction and Retention, Talent Training and Development Occupational Health and Safety
	GRI 2-9	Governance structure and composition	Governance Structure, Sustainability Management Organisation Structure (See 2024 Annual Report)
	GRI 2-10	Nomination and selection of the highest governance body	The Operation of the Three Governance Bodies (See 2024 Annual Report)
	GRI 2-11	Chair of the highest governance body	The Operation of the Three Governance Bodies (See 2024 Annual Report)
	GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Management, The Operation of the Three Governance Bodies
	GRI 2-13	Delegation of responsibility for managing impacts	Governance Structure, Sustainability Management Organisation Structure
	GRI 2-14	Role of the highest governance body in sustainability reporting	Sustainability Management
	GRI 2-15	Conflicts of interest	Conflicts of Interest, Stakeholder Communication
	GRI 2-16	Communication of critical concerns	Materiality Assessment, Stakeholder Communication
	GRI 2-17	Knowledge of the highest governance body	The Operation of the Three Governance Bodies (See 2024 Annual Report)
	GRI 2-18	Evaluation of the performance of the highest governance body	The Operation of the Three Governance Bodies (See 2024 Annual Report)
	GRI 2-19	Remuneration policies	The Operation of the Three Governance Bodies (See 2024 Annual Report)
	GRI 2-20	Process for determining remuneration	The Operation of the Three Governance Bodies (See 2024 Annual Report)
	GRI 2-22	Statement on sustainable development strategy	Sustainability Management, Climate Management Framework
	GRI 2-23	Policy commitments	Sustainability Management, Climate Management Framework, Sustainable Supply Chain Management, Human Rights and Labour Rights
	GRI 2-24	Embedding policy commitments	Sustainability Management, Low-Carbon and Green Operations, Sustainable Supply Chain Management, Human Rights and Labour Rights

GRI Disclosure		Disclosure	Report Reference
GRI 2: General Disclosure 2021	GRI 2-25	Processes to remediate negative impacts	Risk Management, Sustainable Supply Chain Management, Climate Management Framework, Low-Carbon and Green Operations, Occupational Health and Safety
	GRI 2-27	Compliance with laws and regulations	Regulatory Governance
	GRI 2-28	Membership associations	Industry Development
	GRI 2-29	Approach to stakeholder engagement	Materiality Assessment
	GRI 2-30	Collective bargaining agreements	Human Rights and Labour Rights
GRI 3: Material Topics 2021	GRI 3-1	Process to determine material topics	Materiality Assessment
	GRI 3-2	List of material topics	Materiality Assessment
	GRI 3-3	Management of material topics	Materiality Assessment
GRI 201: Economic Performance 2016	G201-1	Direct economic value generated and distributed	See 2024 Annual Report
	G201-2	Financial implications and other risks and opportunities due to climate change	Climate Management Framework, Low-Carbon and Green Operations, Green Design and Products
	G201-3	Defined benefit plan obligations and other retirement plans	Compensation, Benefits and Employee Care, Talent Attraction and Retention
	G201-4	Financial assistance received from government	See 2024 Annual Report
GRI 203: Indirect Economic Impacts 2016	G203-1	Infrastructure investments and services supported	Industry Development • Social Philanthropy
GRI 205: Anti-corruption 2016	G205-1	Operations assessed for risks related to corruption	Business Ethics
	G205-2	Communication and training about anti-corruption policies and procedures	Business Ethics
	G205-3	Confirmed incidents of corruption and actions taken	Business Ethics, Sunshine Procurement
GRI 207: Tax 2019	G207-1	Tax policy	Tax Strategy
	G207-2	Tax governance, control, and risk management	Tax Strategy
	G207-3	Stakeholder engagement and management of concerns related to tax	Tax Strategy
	G207-4	Country-by-country reporting	Intretech audit and supervision framework, with multiple measures including regular external/third-party oversight
GRI 301: Materials 2016	G301-2	Materials used that are recycled input materials	Green Design and Products
	G301-3	Reclaimed products and their packaging materials	Green Design and Products
GRI 302: Energy 2016	G302-1	Energy consumption within the organisation	Energy Management, KPI Table
	G302-4	Reduction of energy consumption	Energy Management, KPI Table
	G302-5	Reductions in energy requirements of products and services	Energy Management

GRI Disclosure		Disclosure	Report Reference
GRI 303: Water and Effluents 2018	G303-1	Interactions with water as a shared resource	Water Resource Management, Pollutant Management
	G303-2	Management of water discharge-related impacts	Water Resource Management, Pollutant Management
	G303-4	Water discharge	Water Resource Management, Pollutant Management
	G303-5	Water consumption	Water Resource Management
GRI 305: Emissions 2016	G305-1	Direct (Scope 1) GHG emissions	GHG Emissions Management, KPI Table
	G305-2	Energy indirect (Scope 2) GHG emissions	GHG Emissions Management, KPI Table
	G305-3	Other indirect (Scope 3) GHG emissions	GHG Emissions Management, KPI Table
	G305-4	GHG emissions intensity	GHG Emissions Management • Climate Action Roadmap • KPI Table
	G305-5	Reduction of GHG emissions	GHG Emissions Management • Climate Action Roadmap • KPI Table
GRI 306: Waste 2020	G306-1	Waste generation and significant waste-related impacts	Pollutant Management
	G306-2	Management of significant waste-related impacts	Pollutant Management
GRI 308: Supplier Environmental Assessment 2016	G308-1	New suppliers that were screened using environmental criteria	Sustainable Supply Chain Management
	G308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable Supply Chain Management
GRI 401: Employment 2016	G401-2	Benefits provided to full-time employees	Compensation, Benefits and Employee Care
GRI 403: Occupational Health and Safety 2018	G403-1	Occupational health & safety management system	Occupational Health and Safety
	G403-2	Hazard identification, risk assessment, and incident investigation	Occupational Health and Safety
	G403-3	Occupational health services	Occupational Health and Safety
	G403-4	Worker participation, consultation, and communication on OHS	Occupational Health and Safety
	G403-5	Worker training on OHS	Occupational Health and Safety
	G403-6	Promotion of worker health	Occupational Health and Safety, Employee Care
	G403-7	Prevention and mitigation of OHS impacts linked to business relationships	Occupational Health and Safety
	G403-8	Workers covered by an OHS management system	Occupational Health and Safety
	G403-9	Work-related injuries	Occupational Health and Safety, KPI Table
	G403-10	Work-related ill-health	Occupational Health and Safety

GRI Disclosure		Disclosure	Report Reference
GRI 404: Training and Education 2016	G404-1	Average hours of training per employee	Talent Training and Development, KPI Table
	G404-2	Programs for upgrading employee skills and transition assistance	Talent Attraction and Retention, Talent Training and Development
	G404-3	Percentage of employees receiving performance and career reviews	Talent Training and Development
GRI 405: Diversity and Equal Opportunity 2016	G405-1	Diversity of governance bodies and employees	Employee Diversity and Equality
GRI 406: Non-discrimination 2016	G406-1	Incidents of discrimination and corrective actions taken	Human Rights and Labour Rights
GRI 407: Freedom of Association and Collective Bargaining 2016	G407-1	Freedom of association and collective bargaining	Human Rights and Labour Rights
GRI 408: Child Labor 2016	G408-1	Operations at risk for child labour	Human Rights and Labour Rights
GRI 409: Forced or Compulsory Labor 2016	G409-1	Operations at risk for forced or compulsory labour	Human Rights and Labour Rights, Sustainable Supply Chain Management
GRI 413: Local Communities 2016	G413-1	Local community engagement, impact assessments, and development programs	Social Philanthropy
GRI 414: Supplier Social Assessment 2016	G414-1	New suppliers screened using social criteria	Sustainable Supply Chain Management
	G414-2	Negative social impacts in the supply chain and actions taken	Sustainable Supply Chain Management
GRI 416: Customer Health and Safety 2016	G416-1	Assessment of health & safety impacts of products	Quality Management, Customer Relationship Management
GRI 417: Marketing and Labeling 2016	G417-1	Requirements for product and service information and labelling	Intellectual Property Protection
GRI 418: Customer Privacy 2016	G418-1	Substantiated complaints regarding customer privacy	Information Security and Privacy Protection

SZSE Index of Sustainability Reporting Indicators

Instructions			
This indicator index has been compiled with reference to the Topic Index Tables in the Shenzhen Stock Exchange Corporate Self-Regulation Guideline No. 17—Sustainability Reporting (Trial) and Corporate Self-Regulation Guideline No. 3—Preparation of Sustainability Reports.			
Dimension	NO.	Topic	Related Section
Environment	1	Addressing Climate Change	Climate Management Framework
	2	Pollutant Emissions	Pollutant Management
	3	Waste Treatment	Pollutant Management
	4	Ecosystem and Biodiversity Protection	Social Philanthropy
	5	Environmental Compliance Management	Low-Carbon and Green Operations
	6	Energy Use	Energy Management
	7	Water Resource Use	Water Resource Management Pollutant Management
	8	Circular Economy	Green Design and Products
Social	9	Rural Revitalisation	Industry Development and Social Philanthropy
	10	Social Contribution	Industry Development and Social Philanthropy
	11	Innovation-Driven	Technological Research
	12	Technology Ethics	Technological Research
	13	Supply Chain Security	Sustainable Supply Chain Management
	14	Equal Treatment of SMEs	During the reporting period, as required, the Company publicly disclosed information on overdue payments to SMEs through the National Enterprise Credit Information Publicity System; the Company had no overdue payments to SMEs.
	15	Product and Service Safety & Quality	Quality Management, Customer Relationship Management
	16	Data Security & Customer Privacy Protection	Information Security and Privacy Protection
	17	Employees	Human Rights and Labour Rights, Compensation, Benefits and Employee Care, Talent Attraction and Retention, Talent Training and Development, Occupational Health and Safety
Governance	18	Due Diligence	Risk Management, Sustainable Supply Chain Management
	19	Stakeholder Communication	Stakeholder Communication
	20	Anti-Bribery and Anti-Corruption	Business Ethics
	21	Fair Competition	Business Ethics