

Intumit, Inc.

Corporate Social Responsibility Policy

Article 1 In order to implement corporate social responsibility and promote economic, environmental and social progress, and to achieve the goal of sustainable development, the company refers to the joint formulation of the Taiwan Stock Exchange Co., Ltd. and the Republic of China Securities Counter Trading Center The Code of Practice for Corporate Social Responsibility of Listed OTC Companies, and this Code is formulated based on the actual operating conditions of the company.

This code is the company's corporate social responsibility management policy to manage its economic, environmental and social risks and impacts.

Article 2 This Code applies to the company's overall operating activities. While engaged in business operations, the company actively implements corporate social responsibility to comply with international development trends, and through corporate citizenship, enhance national economic contribution, improve the quality of life of employees, communities, and society, and promote competition based on corporate responsibility Advantage.

Article 3 In fulfilling corporate social responsibilities, the company shall pay attention to the rights and interests of interested parties. While pursuing sustainable operation and profitability, it shall attach importance to environmental, social and corporate governance factors and incorporate them into the company's management policies and operating activities.

The company shall, in accordance with the principle of materiality, conduct risk assessment of environmental, social and corporate governance issues related to company operations, and formulate relevant risk management policies or strategies.

Article 4 The company's practice of corporate social responsibility may follow the following principles:

1. Implement corporate governance.
2. Develop a sustainable environment.
3. Maintain social welfare.
4. Strengthen the disclosure of corporate social responsibility information.

Article 5 The company shall consider the relationship between the development trend of corporate social responsibility at home and abroad and the core business of the company, the impact of the company's overall operating activities on stakeholders, etc., and formulate corporate social responsibility policies, systems or related management policies and specific promotion plan.

When a shareholder proposes a proposal involving corporate social responsibility, the company's board of directors may consider it as a shareholder meeting proposal.

Article 6 The company may refer to the Code of Practice for Corporate Governance of Listed OTC Companies, the Code of Integrity Management of Listed OTC Companies and the Code of Ethical Conduct of Listed OTC Companies as examples to establish an effective governance structure and related ethical standards to improve corporate governance .

Article 7 The directors of the company shall perform the duty of care as a good manager, supervise and urge the company to practice social responsibility, and review its implementation effectiveness and continuous improvement at any time to ensure the implementation of the corporate social responsibility policy. When the company's board of directors fulfills its corporate social responsibilities, it is advisable to fully consider the interests of stakeholders, including the following:

1. Propose a corporate social responsibility mission or vision, and approve corporate social responsibility policies, systems or related management guidelines.
2. Incorporate corporate social responsibility into the company's operational activities and development direction, and approve the specific promotion plan for corporate social responsibility.
3. Regularly disclose corporate social responsibility related information and ensure its accuracy.

The company's economic, environmental and social issues arising from operating activities should be dealt with by the board of directors authorized by high-level management, and the situation should be reported to the board of directors. The operation and processing procedures and relevant personnel should be specific and clear.

Article 8 The company may regularly organize education and training on the performance of corporate social responsibilities, including publicizing the second item of the preceding article.

Article 9 In order to improve the management of corporate social responsibility, the company may set up a full-time (part-time) unit to promote corporate social responsibility, responsible for the proposal and implementation of corporate social responsibility policies, systems or related management guidelines and specific promotion plans, and regularly Report to the board of directors.

The company may formulate a reasonable salary and remuneration policy to ensure that the remuneration plan can meet the organizational strategic goals and the interests of stakeholders.

The employee performance appraisal system must be integrated with the corporate social responsibility policy, and a clear and effective reward and punishment system should be established.

Article 10 The company shall respect the rights and interests of interested parties, identify the company's interested parties, and set up a special area for interested parties on the company's website to understand the reasonable expectations and needs of the interested parties through appropriate communication methods, and respond appropriately Important corporate social responsibility issues of concern.

Article 11 The company shall comply with relevant environmental laws and regulations and relevant international standards, appropriately protect the natural environment, and shall strive to achieve the goal of environmental sustainability when performing operational activities and internal management.

Article 12 The company shall strive to improve the utilization efficiency of various resources, and use recycled materials with low impact on the environment, so that the earth's resources can be used continuously.

Article 13 The company may establish an appropriate environmental management system according to its industrial characteristics, which shall include the following items:

1. Collect and evaluate information on the impact of operating activities on the natural environment.
2. Establish a measurable environmental sustainability goal, and regularly review the sustainability and relevance of its development.
3. Formulate implementation measures such as specific plans or action plans, and regularly review the effectiveness of their operations.

Article 14 The company may set up special units or personnel for environmental management to formulate, promote and maintain relevant environmental management systems and specific action plans, and regularly hold environmental education courses for management and employees.

Article 15 The company may consider the impact of operations on ecological benefits, promote and promote the concept of sustainable consumption, and engage in R&D, procurement, operations and services in accordance with the following principles to reduce the impact of company operations on the natural environment and humans. The impact:

1. Reduce the resource and energy consumption of products and services.
2. Reduce pollutants and properly handle waste.
3. Improve the recyclability and reuse of raw materials or products.
4. To maximize the sustainable use of renewable resources.
5. Extend the durability of the product.
6. Increase the effectiveness of products and services.

Article 16 In order to improve the use efficiency of water resources, the company shall properly and sustainably use water resources and formulate relevant management measures.

The company shall do its utmost to reduce the adverse effects on human health and the environment, and adopt the best possible pollution prevention and control technology measures.

Article 17 The company should assess the current and future potential risks and opportunities of climate change to the company, and take measures to respond to climate-related issues.

The company should adopt standards or guidelines commonly used at home and abroad to conduct corporate greenhouse gas inventories and disclose them. The scope should include:

1. Direct greenhouse gas emissions: The source of greenhouse gas emissions is owned or controlled by the company.
2. Indirect greenhouse gas emissions: those generated by the use of purchased electricity, heat or steam.

The company should make statistics on greenhouse gas emissions, water consumption and total waste weight, and formulate policies for energy conservation and carbon reduction, greenhouse gas reduction, water reduction or other waste management, and incorporate the acquisition of carbon rights into the company's carbon reduction strategy plan , And to promote it to reduce the impact of the company's operating activities on climate change.

Article 18 The company shall abide by labor-related laws and regulations and comply with international human rights conventions, such as gender equality, right to work, and the prohibition of discrimination.

The company shall abide by internationally recognized labor human rights, such as freedom of association, collective bargaining rights, care for disadvantaged groups, prohibition of child labor, elimination of various forms of forced labor, elimination of employment and employment discrimination, etc., and confirm that its human resources use policies are free of gender or race , Socioeconomic class, age, marriage and family status, etc.

Equality and fairness of actual employment, employment conditions, salary, benefits, training, assessment and promotion opportunities.

The company shall provide an effective and appropriate grievance mechanism for matters that endanger labor rights and interests to ensure the equality and transparency of the grievance process. The grievance channel shall be concise, convenient and unobstructed, and the grievance of employees shall be appropriately responded.

Article 19 The company shall provide employees with information to enable them to understand the labor laws of the country where they operate and their rights.

Article 20 The company may provide employees with a safe and healthy working environment, including providing necessary health and first aid facilities, and is committed to reducing the hazards to the safety and health of employees to prevent occupational disasters. The company shall regularly implement safety and health education and training for employees.

Article 21 The company should create a good environment for the career development of employees and establish an effective career ability development training program.

The company shall formulate and implement reasonable employee welfare measures (including salary, vacation and other benefits, etc.), and appropriately reflect operating performance or

results in employee compensation to ensure the recruitment, retention and encouragement of human resources to achieve sustainable operations aims.

Article 22 The company shall establish channels for regular communication and dialogue among employees, so that employees have the right to obtain information and express opinions regarding the company's business management activities and decisions.

The company shall respect the power of employee representatives to negotiate working conditions, and provide employees with necessary information and hardware facilities to promote negotiation and cooperation between employers and employees and employee representatives.

The company shall notify employees of operational changes that may have a significant impact on employees in a reasonable manner.

Article 23 The company should treat customers or consumers in a fair and reasonable manner, including contract fairness and integrity, duty of care and loyalty, truth in advertising solicitation, suitability of goods or services, notification and disclosure, and remuneration Deal with the principles of performance balance, appeal protection, and professionalism of business personnel.

Article 24 The company shall be responsible for products and services and value marketing ethics. Its R&D, procurement, operation and service processes should ensure the transparency and security of product and service information, formulate and disclose its consumer rights policies, and implement them in operational activities to prevent products or services from harming consumer rights.

Article 25 The company shall ensure the quality of products and services in accordance with government regulations and relevant industry standards.

The company shall abide by relevant laws and international standards regarding customer health and safety, customer privacy, marketing and labeling of products and services, and shall not deceive, mislead, deceive or any other behavior that undermines consumer trust and harms consumer rights.

Article 26 The company may evaluate and manage various risks that may cause interruption of operations to reduce the impact on consumers and society.

The company may provide transparent and effective consumer complaint procedures for products and services, handle consumer complaints in a fair and immediate manner, and shall abide by the Personal Data Protection Law and other relevant regulations, truly respect the privacy of consumers, and protect consumers' personal information.

Article 27 The company may evaluate the environmental and social impact of the procurement behavior on the supply source community, and urge suppliers to work together to implement corporate social responsibility.

The company should formulate a supplier management policy, requiring suppliers to follow relevant regulations on issues such as environmental protection, occupational safety and health,

or labor human rights. Prior to business dealings, it should assess whether their suppliers have a record of affecting the environment and society, and avoid contact with the company. Those who violate the social responsibility policy will conduct transactions.

When the company signs a contract with a major supplier, the content may include compliance with the corporate social responsibility policies of both parties, and if the supplier violates the policy and has a significant impact on the environment and society of the source community or the circumstances are serious, it may request termination or Term of termination of contract.

Article 28 The company shall assess the impact of the company's operations on the community, and appropriately employ manpower from the place where the company operates to enhance community recognition.

The company may use equity investment, business activities, donations, corporate volunteer services or other public welfare professional services, etc., to invest resources in organizations that solve social or environmental problems through business models, or participate in community development and community education, and charity organizations. Related activities of groups and government agencies to promote community development.

Article 29 The company shall conduct information disclosure in accordance with relevant laws and regulations and codes of practice for corporate governance of listed companies, and shall fully disclose relevant and reliable corporate social responsibility-related information to enhance information transparency.

The company's disclosure of corporate social responsibility information is as follows:

1. Corporate social responsibility policies, systems or related management guidelines and specific promotion plans approved by the board of directors.
2. The risks and impacts of the implementation of corporate governance, the development of a sustainable environment, and the maintenance of social welfare on the company's operations and financial status.
3. The performance goals, measures and performance of the company formulated for corporate social responsibility.
4. The main stakeholders and their concerns.
5. Disclosure of management and performance information on major environmental and social issues by major suppliers.
6. Other corporate social responsibility related information.

Article 30 The company shall adopt internationally recognized standards or guidelines in the preparation of corporate social responsibility reports to expose the promotion of corporate social responsibility, and obtain third-party assurance or guarantee to improve the reliability of information. Its content should include:

1. Implement corporate social responsibility policies, systems or related management guidelines and specific promotion plans.

2. The main stakeholders and their concerns.

3. The company's performance and review in implementing corporate governance, developing a sustainable environment, maintaining social welfare and promoting economic development.

4. The direction and goal of future improvement.

Article 31 The company shall always pay attention to the development of relevant corporate social responsibility standards at home and abroad and the changes in the corporate environment, so as to review and improve the corporate social responsibility system established by the company to enhance the performance of corporate social responsibility.

Article 32 This method shall be announced for implementation after approval by the board of directors, and the same shall apply when it is revised or abolished.