

精材公司秉持「誠信、創新、客戶導向」的精神追求企業永續發展，除專注於本業經營外，更堅持落實公司治理與員工、股東、客戶、供應商/承攬商及利害關係人建立良好互動管道，善盡企業公民責任。

為達成永續發展之目標，本公司將 2016 年訂為永續發展元年，由 ESG Committee 針對營運活動所產生之經濟、環境及社會議題，訂定各項永續發展之具體計畫。

本公司以晶圓級封裝技術為核心業務，身為半導體產業之一，將遵循下列行為準則（Code of Conduct）。

本公司承諾：

1. 尊重員工選擇職業之自由，禁止任何形式的強迫勞動。
2. 不使用童工。
3. 提供合理的薪資福利。
4. 尊重員工之基本人權，禁止任何形式之騷擾、歧視或侮辱之行為。
5. 尊重員工根據當地法律自由結社。
6. 減少對社區、環境和自然資源的影響。
7. 遵守法律法規、誠信經營與資訊透明，滿足客戶要求。
8. 保護客戶、供應商和員工的機密資訊和隱私。
9. 持續採取無衝突礦產採購政策。
10. 強化綠色環保責任、提供綠色產品及建構綠色供應鏈，共同因應氣候變遷的嚴峻挑戰。

董事長： 陳永祥 日期： 3/18, 2022



Environmental, Social, and Governance Policy

Xintec Inc. pursues sustainable enterprise development based on the principal of "integrity, innovation, and customer focus." In addition to focusing on our business operations, we also strive to implement corporate governance and establish a good relationship with employees, shareholders, customers, suppliers/contractors, and stakeholders to fulfill our corporate citizenship responsibilities. We have set 2016 as the beginning and first year for the Corporate Sustainable Development project and have formally established our ESG Committee. This committee shall formulate specific plans for sustainable development based on economic, environmental, and social topics arising from our operational activities.

Our core business is wafer level packaging. As a member of the semiconductor industry, we shall follow the code of conduct as set forth below:

We are committed to:

1. Respect employees' right to choose his or her employment and forbid any and all forms of forced labor.
2. Refuse any underage labor.
3. Offer reasonable salary and benefits package.
4. Respect employees' basic human rights and restrict any form or acts of harassment, discrimination, or humiliation.
5. Respect applicable local laws relating to employees' freedom of association and collective bargaining.
6. Reduce the impact on our community, environment, and natural resources.
7. Comply with laws and regulations, practice business ethics code of conduct, ensure information transparency, and meet customer needs.
8. Protect customers', suppliers', and employees' personal information and privacy.
9. Continue the policy of avoiding conflict minerals.
10. Strengthen green environmental responsibility, provide green products, and build green supply chains to meet the serious challenges of climate change.

President : CH Chen Date : 3/18, 2022