



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