盈趣科技
Intretech

厦门盈趣科技股份有限公司

2019 年社会责任报告

Xiamen Intretech Inc.

2019 Social Responsibility Report

2020 年 03 月

cninf 巨潮资讯 www.cninfo.com.cn

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一、公司概况 Company brief

1、 公司简介 Company profile

厦门盈趣科技股份有限公司成立于 2011 年 5 月，拥有厦门盈趣汽车电子有限公司、厦门攸信信息技术有限公司、漳州盈塑工业有限公司、厦门盈点科技有限公司、盈趣科技（马来西亚）有限公司、盈趣科技（匈牙利）有限公司等境内外 30 家全资或控股子公司。公司现有员工 2000 余名，高素质的技术研发工程师、管理者 300 多名，拥有企业技术中心、重点实验室、机器人研究中心，并在福州大学等高校设立产学研孵化基地。

适应工业制造智能化、“互联网+”的发展趋势，公司以自主创新的 UDM 模式（也称为 ODM 智能制造模式）为基础，形成了高度信息化、自动化的智能制造体系，满足协同开发、定制服务、柔性生产、信息互联等综合服务需求，为客户提供智能控制部件、创新消费电子等产品的研发、生产，并为中小型企业提供智能制造整体解决方案。

Xiamen Intretech Inc. was founded in May.2011, with 30 wholly owned or holding subsidiaries, such as Xiamen Intretech Automotive Electronics Co. Ltd., Xiamen UMS Information Technology Co. Ltd, Zhangzhou Insut Industry Co. Ltd., Xiamen Intreplus Co.Ltd., Intretech (Malaysia) Sdn.Bhd., Intretech Hungary Kft. The company now employs over 2000 staff members, including highly-qualified engineers and over 3000 managers, equipped with enterprise technology center, research labs, robotic research center, meanwhile has also set up industry-university-research cooperation with several universities, such as Fuzhou University.

With the advent of “intelligent manufacturing” and "Internet plus", Intretech has developed an intelligent manufacturing system based on high informatization and automation using its own innovative UDM model (also

known as ODM intelligent manufacturing model), to meet the needs of collaborative development, customization service, flexible production and information interconnection. The system provides customers quick and centralized services from design to mass production of intelligent control components and Innovative consumer electronic products as well as intelligent manufacturing solutions for SMEs.

- ✧ 盈趣使命:为客户、股东、供应商、社会和自己创造价值，建设和谐盈趣家园
- ✧ 企业愿景: 致力于成为“民用物联网”和“工业互联网”产品开发、制造、服务的国内领导者
- ✧ 盈趣核心价值观：客户至上，质量第一；诚信经营 ，合作共盈
- ✧ 盈趣核心理念：团队、敏捷、繁荣、家园
- ✧ Mission: to create value for customers, shareholders, suppliers, society and themselves, building a harmonious and Intretech home
- ✧ Enterprise Vision: Committed to becoming a domestic leader in the development, manufacturing and service of "Civil Internet of Things" and "Industrial Internet"
- ✧ Core Values: Customer first, Quality first; Honest administration, Profit-profit cooperation.
- ✧ Core Concept: People, Promptness, Prosperity, Sibling.

Intretech 经营理念

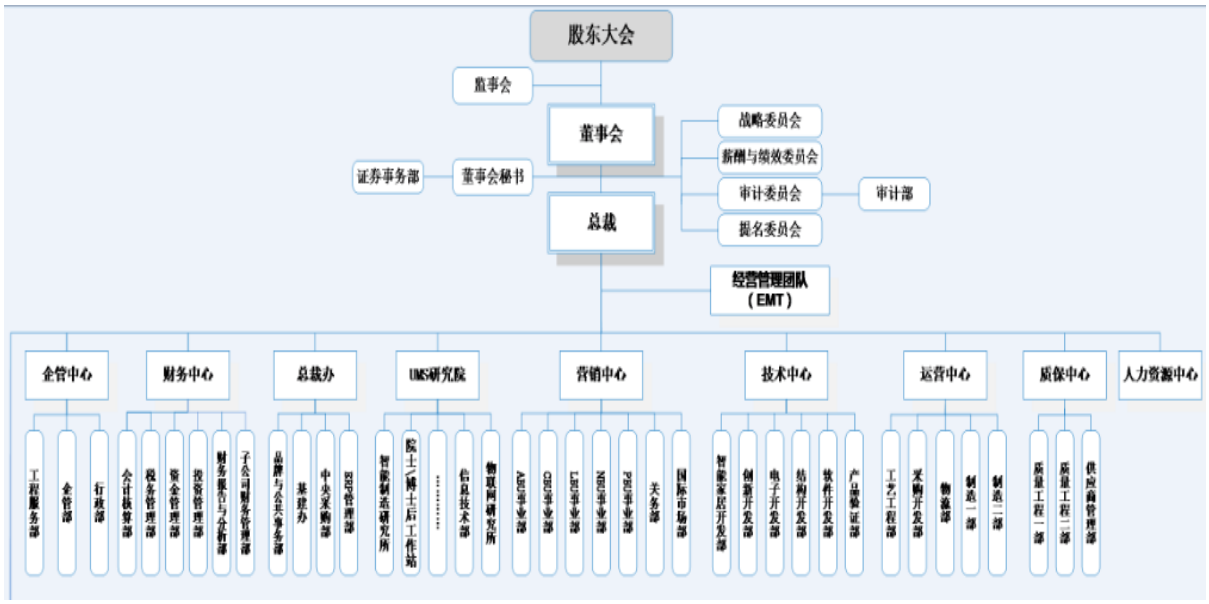
Intretech	盈趣
In my heart	在我心中
Nothing is impossible	没有不可能
To be No. 1	要成为第一
Responsibility and	责任心和
Execution are very important	执行力非常重要
To be professional	要有专业度的
Enjoy the work	享受工作
Create 1st class product and	为客户提供一流的产品和
High value for customer	创造高价值

二、公司治理 Corporate governance

1、组织架构 Organizational structure

公司股东大会为最高权力机构，股东大会选举产生董事会和监事会；董事会选举产生董事长，聘任总经理。公司高管由总经理提名，董事会聘任；总经理组建生产经营管理班子负责公司的经营，从而实现所有权、经营权和监督权的分离和制衡。

The general meeting of shareholders of the company is the highest authority, and the general meeting of shareholders shall elect the board of directors and the board of supervisors; The senior executives of the company shall be nominated by the general manager and appointed by the board of directors, and the general manager shall form a production and management team to be responsible for the operation of the company, so as to realize the separation and checks and balances of ownership, management and supervision rights.



2、内控体系 Internal control system

近年来，公司持续推进内控规范建设工作，通过对核心业务相关键营控流程的梳理，发布并优化了《内部控制手册》，进一步完善了《资金运营管控制度》、《内部审计制度》、《内部审计督导制度》、《合同授权批准制度》等制度规范。同时，建立了以总裁办、董秘办、财务部、审计部为核心的风险管控部门。

In recent years, the company has continuously promoted the construction of internal control norms, issued and optimized the Internal Control Manual through the combing of the key business control process of the core business, and further improved the system norms such as the Capital Operation Control System, the Internal Audit System, the Internal Audit Supervision System, the Contract Authorization and Approval System. At the same time, the establishment of the President's Office, the Office of the Secretary, the Finance Department, the Audit Department as the core of the risk control department.

2019 年，公司继续加强风险的日常管理、定期评估和持续监督改进工作，风险管控机构通过组织业务部门自查、审计部实施评价、聘请会计师事务所实施内控

审计等多种方式，对各单位的内控体系完善及实际情况进行持续监督，及时发现不足并加以改进，保证内部控制的高效性，切实提高公司 的风险防范能力，为稳健经营保驾伊航。

In 2019, the company will continue to strengthen the day-to-day management of risks, regular assessment and continuous supervision and improvement of the work, risk control institutions through the organization of business units self-examination, audit department to implement evaluation, the hiring of accounting firms to carry out internal audit and other ways to continuously supervise the internal control system of each unit and the actual situation, detect the deficiencies and improvement in time, to ensure the efficiency of internal control, and effectively improve the company's risk prevention capabilities, for the sound operation of the carrier.

3、正道经营 The right way to operate

1）员工行为准则 Employee Code of Conduct

公司愿景的实现，离不开每一个盈趣人的廉洁高效的工作。坚定贯彻公司战略，严格执行公司制度，严守公司秘密，廉洁高效执业，与合作伙伴共创共赢，维护公司利益是每一个京东方人发自内心的职业操守宣言。

盈趣的新入职员工，都会培训《企业经营道德规范》，恪守员工的基本伦理，廉洁高效工作，接受广泛的监督。

The realization of the company's vision, cannot be separated from the integrity and efficient work of every interesting person. Firmly implement the company's strategy, strictly implement the company system, strictly abide by the company's secrets, clean and efficient practice, and partners to create a win-win situation, to safeguard the interests of the company is every Beijing Oriental from the heart of the declaration of professional ethics.

The new employees will be trained in the *Code of Ethics*, abide by the basic ethics of employees, work with integrity and efficiency, and receive extensive supervision.

2）知识产权、专利保护 Intellectual property rights, patent protection

盈趣科技通过多年在智能制造领域的经验，2011 年全面开展工业互联网和民用物联网领域知识产权布局，公司运用互联网的思维和手段，自主创新研发了以 UMS 联合管理系统和自动化测试工业机器人为核心的独特的智能制造业务模式，用创新思维驱动制造业的互联网转型，推动信息技术与制造技术的深度融合发展，把智能制造作为主攻方向，促进装备和产品的智能化，从而提高劳动生产效率和经济效益，全面提升企业研发、生产、管理和服务的智能化综合水平。通过多年来对 UMS 联合管理系统的

不断优化升级，盈趣科技已率先在国内打造先进的工业 4.0 实践示范智造工厂，推广普及“互联网+制造”，加快智能制造与传统工业制造的全面融合。

Through years of experience in the field of intelligent manufacturing, the company in 2011 to fully carry out the industrial Internet and civil Internet of Things intellectual property layout, the company used the Internet thinking and means, independent innovation and development of UMS joint management system and automated testing industrial robots as the core of the unique intelligent manufacturing business model, Driving the transformation of the Internet in manufacturing with innovative thinking, promoting the deep integration and development of information technology and manufacturing technology, taking intelligent manufacturing as the main direction, promoting the intelligence of equipment and products, so as to improve labor production efficiency and economic efficiency, and comprehensively enhance the intelligent and comprehensive level of research and development, production, management and service of enterprises. Through years of continuous optimization and upgrading of the UMS joint management system, Intretech has taken the lead in building advanced industrial 4.0 practice demonstration smart manufacturing plant in China, popularizing the "Internet plus manufacturing", and accelerating the full integration of intelligent manufacturing and traditional industrial manufacturing.

知识产权成果

截止 2020 年 3 月，盈趣科技共申请专利 998 件，其中发明专利 294 件，已授权专利 624 件；拥有境内注册商标 94 件，境外商标 24 件，涵盖英、美、俄、瑞士、新加坡、波兰、意大利、瑞士、捷克、法国、德国等国家。

盈趣科技共参与了 7 项国家标准与 1 项行业标准，涵盖了智能电自动控制器系统、信息技术服务、车载音视频系统、绿色印刷等多个技术领域。

除了专利量的积累，质也在不断提升，盈趣科技积极参与各类奖项和荣誉评定，如“国家知识产权优势企业”、“厦门市知识产权示范企业”、“福建省知识产权优势企业”、“厦门市专利奖三等奖（自动点胶组装机）”、“福建省（晋江）海峡杯工业设计大赛金奖”等，公司的 logo 也获得了“福建省著名商标”、“厦门市著名商标”、厦门优质品牌等荣誉，公司更是获得了“国家企业技术中心”、“国家工业设计中心”、“国家高新技术企业”、 “厦门市质量奖”等多项荣誉。

Intellectual property results

As of March 2020, Intretech has applied for 998 patents, of which 294 patents have been applied for, 624 patents have been granted, 94 registered trademarks in China, 24 overseas trademarks, covering the United Kingdom, the United States, Russia, Switzerland, Singapore, Poland, Italy, Switzerland, the Czech Republic, France, Germany and other countries.

Intretech participated in a total of 7 national standards and 1 industry standard, covering intelligent automatic controller system, information technology services, automotive audio and video systems, green printing and other technical fields.

In addition to the accumulation of patent volume, quality is also constantly improving, Intretech actively participate in various awards and honor assessment, such as "National Intellectual Property Advantage Enterprise," "Xiamen Intellectual Property Demonstration Enterprise," "Fujian Intellectual Property Advantage Enterprise," Xiamen City Patent Award Third Prize (Automatic Dispensing Assembly Machine)," Fujian (Jinjiang) Straits Cup Industrial Design Competition Gold Award" and so on, the company's logo also won the "Fujian Province famous trademark", "Xiamen City famous trademark", Xiamen high-quality brand and other honors, the company has won the "National Enterprise Technology Center", "National Industrial Design Center", "National High-tech Enterprise", "Xiamen City Quality Award" and many other honors.

知识产权保护

经过前期调研与贯标辅导工作，公司在 2017 年 12 月开始知识产权管理体系的试运行，在 2018 年 3 月末进行了初次的认证审核，5 月份取得了贯标证书。体系的建设对知识产权的管理上将实现规范化、系统化、程序化和精细化，并且能够在企业创新与市场竞争中，合理有效的运用知识产权知识，有力的保护知识产权，并防范知识产权风险，从而提高企业自身的竞争力，保证企业稳定发展。

Intellectual property protection

After pre-research and standard-scoring work, the company in December 2017 began the trial operation of the intellectual property management system, in late March 2018 for the initial certification audit, in May obtained the standard certificate. The construction of the system will realize the standardization, systematization, procedure and refinement of intellectual property rights management, and can use intellectual property knowledge reasonably and effectively in the enterprise innovation and market competition, protect intellectual property rights vigorously, and

prevent intellectual property risks, so as to improve the competitiveness of enterprises themselves and ensure the stable development of enterprises.

知识产权管理体系认证证书

证书号码：165TP18174760L

兹证明

厦门盈趣科技股份有限公司

福建省厦门市湖里区岑兜社区岑兜1号104单元之一（注册地址：无活动）

福建省厦门市大学城湖里区大学城嘉禾路888号第四、五、七层（361006）

知识产权管理体系符合标准：

GB/T29490-2013

通过认证的范围如下：

详见证书附页1

注：认证证书附页1仅对未获得有效的国家版权局软件著作权证书的软件产品/服务范围

初次发证日期：2018年05月04日　本期期至：2021年05月03日

证书的有效性须经年度监督审核合格后方可继续有效。

签发：

中知（北京）认证有限公司

地址：北京市海淀区花园路甲13号7号楼1502室（100088）

http://www.zzbjrz.com

内部的培训及宣传，在公司内部刊物《盈趣家园》中定期分享知识产权相关知识、内部网络上有固定的知识产权栏目，在公司 Wiki 平台上进行信息分享，法律法规、最新案例等。已连续三年开展知识知识产权周宣传活动，包含有奖知识产权答题活动，评选“创新达人”等。

Internal training and publicity, in the company's internal publication "Intretech Home" regularly share intellectual property-related knowledge, internal network has a fixed intellectual property column, information sharing on the company's Wiki platform, laws and regulations, the latest cases and so on. For three consecutive years, we have launched a knowledge and intellectual property week campaign, including award-winning IP question-answering activities, the selection of "innovators" and so on.

导入专利管理系统，提高专利管理信息化

企业引进了深圳唯德的《IPeasy 知识产权管理系统》，该系统的成功引进，实现了从专利的提案申请、受理申请、审查、授权、年费、放弃等贯穿专利生命周期的流程管理，以快速传递信息、提高工作效率;跟踪案件的处理期限，自动提醒用户近期任务，确保不遗漏任何一个期限；专利申请的各种文件按阶段集中在服务器上进行统一管理，在保证数据安全的条件下进行数据共享;年费维护评价、费用、奖励金、统计分析等管理功能。

Import patent management system to improve patent management informatization

Enterprises introduced Shenzhen Weide's "IPeasy Intellectual Property Management System", the successful introduction of the system, from the patent proposal application, acceptance of applications, examination, authorization, annual fee, waiver and other process management throughout the patent life cycle, in order to quickly transmit information, improve

work efficiency; Automatically remind users of their near-term tasks to ensure that no one term is missed, that the various documents of patent applications are centralized on the server for unified management by stage, and that data sharing is carried out under conditions of data security, and that annual fee maintenance and evaluation, fees, incentives, statistical analysis and other management functions are carried out.

三、责任管理 Responsibility management

1、责任理念 The concept of responsibility

公司自成立以来，一直积极履行企业社会责任，践行“客户至上、质量第一；诚信经营、合作共盈；敏捷团队、繁荣家园”为核心价值观，推动以艰苦奋斗、爱心和运动为核心的 3POS 企业文化建设。公司经营管理层勤勉务实，重视“经营绩效、合规守法、产品品质、员工发展、安全生产、绿色环保、员工权益、职业健康、公益慈善、社区发展”等社会责任重大议题的管理，带领全体员工艰苦奋斗、锐意进取，推动公司各主营业务快速发展，并创造了优良的经营业绩，积极回馈客户、员工、股东、供应商、政府、社会等利益相关方。

Since establishment, the company has been actively fulfilling corporate social responsibility, practice the core value ″ Customer first, Quality first; Honest administration, Profit-profit cooperation; Promptness, People, Prosperity, Sibling ″ ; compliance product quality, employee development, safe production, green environmental protection, employee rights and interests, occupational health, charity, community development″ and other major social responsibility issues of management, leading all staff hard work, forge ahead, promote the rapid development of the company's main business, And to create an excellent business performance, and actively give back to customers, employees, shareholders, suppliers, government, society and other stakeholders.

公司始终将依法经营作为公司运行的基本原则，注重企业经济效益与社会效益的同步共赢。严格遵守 国家法律、法规、政策的规定，始终依法经营，积极纳税，发展就业岗位，支持地方经济的发展。

The company has always operate according to the law as the basic principle of the company's operation, pay attention to the economic and social benefits of the enterprise synchronous win-win situation. We strictly abide by the provisions of national laws, regulations and policies, and always operate in accordance with the law, actively pay taxes, develop jobs and support the development of local economy.

2、责任体系 The responsibility system

公司在生产经营过程中，除了做好生产和服务质量的同时，积极履行相关的社会责任，包括公司应该承担的社会公共责任，以及形成公司的道德伦理，倡导良好的道德行为，对社会积极进行公益支持，帮扶那些最需要帮助的人群和集体。

In the process of production and operation, in addition to doing a good job in production and quality of service at the same time, actively fulfill the relevant social responsibilities, including the company should assume social and public responsibilities, as well as the formation of the company's ethics, advocate good ethical behavior, active public welfare support to society, to help those who need help and collective.

公司在产品生产和运营过程中，识别和评估了对质量安全、环境保护、能源节约和资源综合利用、安全生产以及公共卫生等方面的影响，把产品质量安全视为企业生命，建立了产品质量安全追溯体系，确保产品质量安全得到控制。同时，企业通过质量管理体系（ISO9001）、环境管理体系（ISO14001），建立了预防和控制措施，使相应社会影响和风险降低到最低水平。

In the process of product production and operation, the company identifies and evaluates the impact on quality and safety, environmental protection, energy conservation and comprehensive utilization of resources, safe production and public health, regards product quality and safety as the life of the enterprise, establishes the product quality and safety traceability system, and ensures that product quality and safety are controlled. At the same time, through the quality management system (ISO9001), the environmental management system (ISO14001), the establishment of prevention and control measures, so that the corresponding social impact and risk to a minimum.

3、利益相关方沟通 Stakeholder communication

盈趣科技倡导和谐发展，高度重视相关方关系管理，包括与政府部门的监督关系、与顾客的互信关系、与员工的共生关系、与供应商的互惠关系、与合作伙伴的互补关系，以及与社会的互动关系，目标与主要举措见下表：

Intretech advocates harmonious development and attaches great importance to the management of relevant party relations, including supervision relations with government departments, trust with customers, symbiosis with employees, mutually beneficial relationships with suppliers, complementary relationships with partners and interaction with society, the objectives and major initiatives are shown in the table below:

相关方关系目标及主要举措

相关方	共同提高发展的关系目标	主要举措
供应商	扶持其发展 战略合作伙伴	政策扶持 技能培训与辅导改进（含质量管理与保证等） 示范带动 提供技术与管理支持
政府	为其创造效益 获取政策支持	依法纳税 与政府及主管部门互动 积极完成政府下达的各种任务

		参加政府倡导的活动
社会	和谐发展	设立厦门春水爱心基金会 社区环境的保护、美化与基础建设 赞助或支持社会活动，丰富社区文化
科研院所	研讨行业/产品发展方向	产学联合开发，建设合作基地 校园宣讲，人才孵化与实习基地
行业协会	研讨行业发展方向	成为理事或会员，参加行业协会年会 赞助或参加行业展会、订阅行业杂志
银行	获得良好的金融服务 共同发展	良好的信用 稳定长期的合作

Stakeholder Relationship Objectives and Key Initiatives

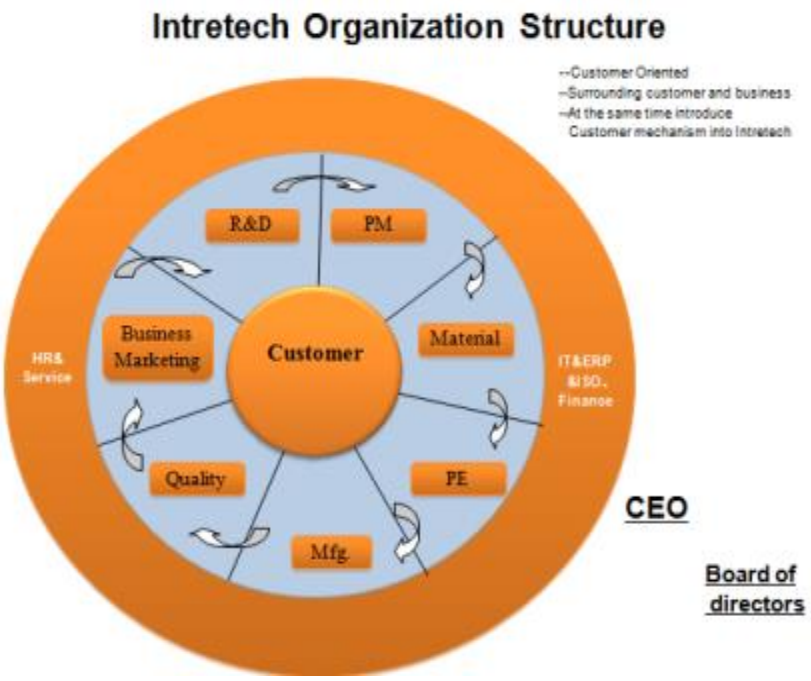
Stakeholders	Common improvement and development goals for relationship objectives	Key initiatives
Suppliers	Support their developments Become strategic partners	Policy support Skills training and coaching improvements (including quality management and assurance, etc.) Demonstration and drive Provide technical and management support
Government	Create benefits for the government Get policy support	Pay taxes in accordance with the requirements Interacting with governments and authorities Actively complete the various tasks assigned by the government Participation in government-sponsored activities
Society	Harmonious development	Xiamen Spring Water Love Fund Protection, beautification and infrastructure of community environment Sponsor or support social activities to enrich community culture
Research institutes	Discuss the direction of industry/product development	Joint development of production and learning, construction of cooperative base Campus Lecture, Talent Incubation and Internship Base
Trade associations	Discuss the direction of industry development	Become a member of council or a member and attend the annual meeting of the trade association Sponsoring or participating in trade shows, subscribing to industry magazines
Banks	Obtain good financial services Jointly development	Good credit Stable long-term cooperation

四、盈趣与客户 Inretech and customers

1、客户导向 Customer oriented

盈趣科技在组织架构设置过程中，坚持以客户为中心的理念，强调公司内部客户关系，以及支持部门的服务作用。

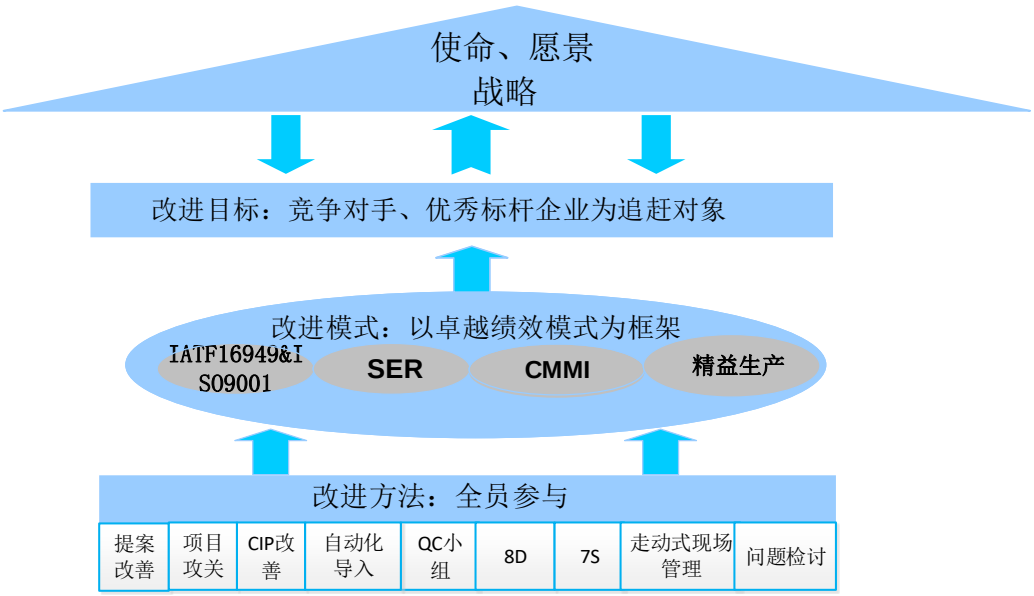
In the process of setting up the organizational structure, Intretech adheres to the concept of customer-centered, and emphasizes the customer relationship within the company and the service role of supporting departments.



2、卓越质量管理 Excellent quality management

公司以卓越绩效模式为框架，全员参与，通过提案改善、CIP、QC 小组等手段，从组织结构、流程与制度、基础工作等多个方面进行改进与创新，并及时进行评价和总结，建立了改进目标、改进模式和改进方法三位一体的公司、部门、岗位的三级改进和创新活动体系的管理体系，并运用信息化手段，将先进的管理方法及科学的分析工具运用于公司改进和创新的各个方面，持续为公司增添发展动力，公司的持续改进模式：

Company in the framework of performance excellence mode, full participation, through the improvement proposal, CIP, QC team, from the organizational structure, processes and system, and basic work in many ways, such as improvement and innovation, and timely evaluation and summary, established improvement goals, improve the mode and the improvement method of the trinity company, department, system of triple improvement and innovation of management system, and by means of information technology, the advanced methods of management and scientific analysis tools used in all aspects of the improvement and innovation, sustainable development for the company to add power, the company's continuous improvement mode:



3、优质服务 High quality service

客户至上

盈趣秉承“客户至上，质量第一”的核心价值观，通过自主创新 UDM 业务模式，与客户，供应商开展网络化协同，实现产品制造过程的实时质量监测与全生命周期的质量追溯、售后和维修服务。

Customer First

Adhering to the core values of "customer first, quality first", Intretech carries out network cooperation with customers and suppliers through independent innovation of UDM business model to realize real-time quality monitoring of product manufacturing process and quality traceability, after-sales and maintenance services throughout the life cycle.

智能制造基地建设：盈趣根据客户需求，进行定制化生产，并积极推进盈趣马来西亚，盈趣匈牙利智能制造基地建设，服务全球客户，并为中小型企业提供智能制造解决方案。

客户服务时效要求：针对客户投诉，24H 小时完成初步回复，72 小时内完成问题分析并回复改善报告。

Intelligent manufacturing base construction: according to the needs of customers, Intretech conducts customized production, and actively promotes the construction of Intretech intelligent manufacturing bases in Malaysia and Intretech Hungary to serve global customers and provide intelligent manufacturing solutions for small and medium-sized enterprises.

Customer service time limit: for customer complaints, complete the initial response within 24 hours, complete the problem analysis and reply to the improvement report within 72 hours.

全面保障

在自主品牌领域，盈趣严格贯彻执行国家规定的商品“三包”政策，全方位维护消费者的合法权益。同时，盈趣已建立客户、项目信息保密制度，保障项目信息、客户隐私与相关权益。

Full-scope safeguards

In the field of self-owned brands, Intretech strictly implements the "three guarantees" policy stipulated by the state to safeguard the legitimate rights and interests of consumers. At the same time, Intretech has established the confidentiality system of customer and project information to protect project information, customer privacy and related rights and interests.

对于普通消费者，盈趣设立了 400 消费者服务热线，并通过公众号，电商平台及时解答消费者问题，提供技术支持及售后服务。

For ordinary consumers, Intretech has set up a 400 customer service hotline, and through the public number, e-commerce platform timely answer consumer questions, provide technical support and after-sales service.

高效沟通

盈趣拥有完整的客户沟通机制，针对自主品牌客户，盈趣设立了 400 消费者服务热线，并通过公众号，电商平台及时解答消费者问题，提供技术支持及售后服务。针对 ODM 客户，通过视频会议，现场接待，安排人员驻厂等方式，定期与客户检讨品质异常，了解客户需求，改进管理流程，提升客户满意度。

Efficient communication

Intretech has a complete customer communication mechanism. Aiming at its own brand customers, Intretech has set up a 400 customer service hotline, and timely answered customers’ questions through official accounts and e-commerce platforms, and provided technical support and after-sales service.For ODM customers, regularly review quality anomalies with customers by means of video conference, on-site reception, and in-plant arrangement, so as to understand customer needs, improve management process and improve customer satisfaction.

五、盈趣与投资者 Intretech and investors

1、投资者服务 Investor services

盈趣设有专业的投资者关系管理团队，致力于向投资者高效传递公司价值，促进公司与资本市场的长期协调发展；同时不断健全沟通交流体系，以“公平、公开、透明、高效”为宗旨，打造多元化、信息化的多层次沟通渠道。

Intretech has a professional investor relationship management team, which is committed to efficiently transmitting company value to investors and promoting the long-term coordinated development of the company and the capital market. At the same time, it continuously improves the communication system. The purpose is to create a multi-level, information-based, multi-level communication channel.

2、信息披露 Information disclosure

作为一家负责任的上市公司，盈趣科技严格按照上市公司的相关规定，真实、准确、完整、及时 地披露信息，确保没有虚假记载、误导性陈述或者重大遗漏。此外，坚持对投资者一视同仁，同时 向所有投资者公开披露信息，确保一切陈述和行为接受投资者和公众的广泛监督。

As a responsible listed company, Intretech strictly follows the relevant regulations of listed companies to disclose information in a true, accurate, complete and timely manner to ensure that there are no false records, misleading statements or major omissions. In addition, it insists on treating investors equally and disclosing information publicly to all investors to ensure that all statements and actions are subject to broad oversight by investors and the public

报告期内接待调研、沟通、采访等活动登记表：

Registration form of reception, investigation, communication, interview and other activities during the report period:

接待时间 Time	接待方式	接待对象类型	调研的基本情况索引
2019 年01 月22 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 01 月 22 日 投资者关系活动记录表》（编号：2019-001）
2019 年02 月27 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 02 月 27 日 投资者关系活动记录表》（编号：2019-002）
2019 年05 月07 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 05 月 07 日 投资者关系活动记录表》（编号：2019-003）
2019 年05 月09 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 05 月 09 日 投资者关系活动记录表》（编号：2019-004）
2019 年05 月15 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 05 月 15 日 投资者关系活动记录表》（编号：2019-005）
2019 年05 月29 日	电话沟通	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 05 月 29 日 投资者关系活动记录表》（编号：2019-006）
2019 年07 月16 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 07 月 16 日 投资者关系活动记录表》（编号：2019-007）

2019 年07 月17 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 07 月 17 日 投资者关系活动记录表》（编号：2019-008）
2019 年08 月27 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 08 月 27 日 投资者关系活动记录表》（编号：2019-009）
2019 年09 月11 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 09 月 11 日 投资者关系活动记录表》（编号：2019-010）
2019 年10 月29 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 10 月 29 日 投资者关系活动记录表》（编号：2019-011）
2019 年11 月21 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 11 月 21 日 投资者关系活动记录表》（编号：2019-012）
2019 年11 月27 日	实地调研	机构	详见巨潮资讯网（www.cninfo.com.cn）《2019 年 11 月 27 日 投资者关系活动记录表》（编号：2019-013）

六、盈趣与供应商Intretech and the suppliers

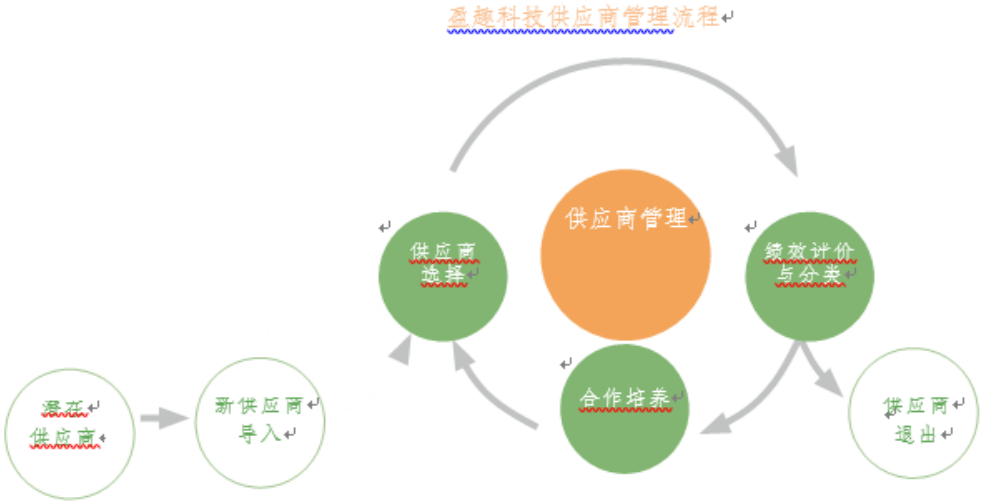
构建健康、安全、可持续的供应链是企业稳固发展的基础，也是企业履行社会责任的重要一环。盈趣科技深知，供应链的可持续发展不仅需要企业自身发 挥主导作用，更需要产业上下游伙伴的通力合作。多年来，盈趣科技以“客户至上，质量第一，诚信经营，合作共盈，敏捷团队，繁荣家园”为核心价值观，在履行自身责任的同时，积极带动产业伙伴不断 完善供应链管理体系，提升供应链的品质管理水平和可持续发展能力，与供应商伙伴携手，共同应对来自经济、环境、社会可持续发展的调整，共创和谐共盈、具有持续竞争力的供应链。

Building a healthy, safe and sustainable supply chain is the foundation of the steady development of enterprises, but also an important part of their social responsibility. Intretech is well aware that the sustainable development of the supply chain not only needs the enterprise itself to play a leading role, but also needs the industry upstream and downstream partners to work together. Over the years, Intretech considers "customer first, quality first, integrity management, cooperation, agile team, prosperity home" as the core values, in the performance of their responsibilities at the same time, actively drive industry partners to continuously improve the supply chain management system, improve the quality management level of the supply chain and sustainable development capabilities, and supplier partners hand in hand, We will jointly deal with adjustments from economic, environmental and social sustainable development to create a harmonious and profitable supply chain with sustained competitiveness.

多年来，盈趣科技不断完善供应链管理流程，对供应商进行严格的细分化管理，有针对性地制定 合作策略，以保证供应链的健康、稳定、高效，提升供应链的竞争力。

Over the years, Intretech has continuously improved the supply chain management process, distinguish the suppliers, strictly managed, and targeted development of cooperation strategies to ensure the health,

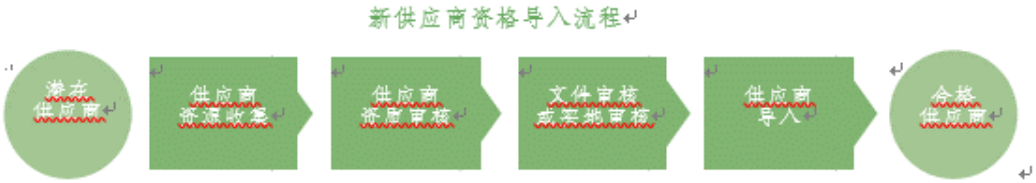
stability and efficiency of the supply chain, and enhance the competitiveness of the supply chain.



1、新应商导入 New supplier import

盈趣科技在全球拥有约 500 家供应商，主要分布在中国深圳、厦门、海外等地区。本着公平采购与机会均等理念，盈趣科技以技术、品质、服务、供应、成本、环境、社会责任、信息安全综合最优为原则选择供应商，以严格的管理确保所有交易均在诚信、规范、透明、负责的前提下进行。

Intretech has about 500 suppliers in the world, mainly in Shenzhen, Xiamen, overseas and other regions. In line with the concept of fair procurement and equal opportunity, Intretech selects the most appropriate suppliers based on technology, quality, service, supply, cost, environment, social responsibility, information security comprehensive optimal principles, with strict management to ensure that all transactions are carried out under the premise of integrity, standard, transparent and responsible.



盈趣科技对于供应商的认证和审核主要分为体系审核和产品审核两部分。体系认证包括国际体系认证（如 ISO90001、ISO14001 等）和盈趣科技质量审核[如 QSA（质量体系审核）、 QPA（质量过程管理）、Rohs2.0 审核等。对于新项目产品审核，盈趣科技针对新项目供应商现场审核，并输出关键材料评估报告，并对供应商有害物质进行前期检测和审核。

The certification and audit of suppliers by Intretech is mainly divided into two parts: system audit and product audit. System certification includes international system certification (e.g. ISO90001, ISO14001, etc.) and Intretech quality audit (e.g. QSA (quality system audit), QPA (quality process audit), RoHS 2.0 audit, etc. For the new project product audit, Intretech for the new project supplier on-site audit, and output key material assessment reports, and suppliers of hazardous substances for pre-testing and audit.

为确保供应商评估体系合理、有效，公司供应商管理部协同开发、采购等部门共同制定和更新供应商评估标准。新供应商导入时，供应链管理部邀请相关部门组建专门的评估小组，对供应商的一般经营管理、技术研发、生产情况、品质管控、环境安全、有害物质管控等进行审核，审核通 过后方可成为合格供应商。2019 年，公司新导入供应商 33 家。

In order to ensure that the supplier evaluation system is reasonable and effective, the company's supplier management department in collaboration with the development, procurement and other departments to develop and update the supplier evaluation standards. When the new supplier is imported, the supply chain management department invites the relevant departments to form a special evaluation team to audit the supplier's general management, technology research and development, production situation, quality control, environmental safety, hazardous substances control, etc., and then become a qualified supplier. In 2019, the company imported 33 new suppliers.

2、供应商绩效评价 Supplier performance evaluation

评估和审核可以帮助供应商不断发现问题，及时制定解决方案。盈趣科技非常重视日常的评估、审核，以持续改进、优化供应链管理。公司供应链管理部门针对供应商的品质、供应、成本等内容分月度、季度和年度对供应商进行绩效评价。公司将绩效评价结果 分为 A、B、C、三个等级，根据定期评价结果，盈趣科技对供应商予以激励、改善辅导或取消供应 资格的措施。针对年度绩效评价等级为 C 的供应商，限期整改并进行辅导其改善；针度监查不合格，没有任何改善效果且配合度差，没有继续交易意愿的予以淘汰。

Assessments and audits help suppliers constantly identify problems and develop solutions in a timely manner. Intretech attaches great importance to daily assessment and auditing to continuously improve and optimize supply chain management. The company's supply chain management department evaluates suppliers' performance on a monthly, quarterly and annual basis for their quality, supply and cost. The company will be divided into A, B, C, three levels of performance evaluation results, according to the results of regular evaluation, the company to encourage suppliers, improve coaching or disqualification measures. For the annual performance evaluation grade C suppliers, the company sets deadlines for rectification and guidance to improve it; for the supervision of non-conforming, if there is no improvement effect and poor coordination, and there is no intention to continue trading, the supplier will be eliminated.

3、风险管理 Risk management

为了与供应商共同承担责任与风险，公司与部分核心材料供应商建立了战略合作关系，进行优 先共享发展规划信息、联合开发、新项目优先合作，并给予物量倾斜等；此外，公司充分考虑供应 商的开发、采购、生产及交付周期，设置合理的采购前置期，使管理更加科学。

In order to share responsibility and risk with suppliers, the company has established a strategic partnership with some core material suppliers to share development planning information, joint development, priority cooperation on new projects, and give material skew, etc., in addition, the company fully consider the development, procurement, production and delivery cycle of the suppliers, set a reasonable procurement lead period to make management more scientific.

4、责任供应链管理 Responsible supply chain management

环境管理

作为对环境和社会高度负责的企业公民，盈趣在追求供应商的技术、品质、服务、供应、成本表现的同时，对供应商在环境和社会影响方面制定了严格的标准。公司严格采用低环境负荷的产品、零部件和材料，要求供应商必须签署《绿色环保协议》，我司应用 U-MSDS 有害物质管理系统对供应商提供的 MSDS & ROHS & SVHC 等环保进行管理，采购及企管部门会对 U-MSDS 有害物质管理系统上的报告进行审核，确认是否满足盈趣的有害物质管控标准；对于入厂原材料，公司质量部门会根据材料风险等级对来料进行 X-RAY 测试分析。2019 年，公司未发生有害物质超标事故，供应链环境风险得到有效控制。

Environmental management

As a highly environmentally and socially responsible corporate citizen, Intretech sets strict standards for the environmental and social impacts of suppliers while pursuing their technology, quality, service, supply and cost performance. The company strictly adopts low environmental load products, components and materials, requires suppliers must sign the Green Environmental Agreement, We use U-MSDS hazardous substances management system to provide suppliers with MSDS and ROHS SVHC and other environmental protection management, The procurement and enterprise management department will review the report on the U-MSDS hazardous substances management system to confirm whether it meets the toxic substances control standards, and for raw materials entering the plant, the company's quality department will conduct X-RAY test analysis of the incoming materials according to the material risk level. In 2019, the company did not have hazardous substances over-standard accidents, supply chain environmental risks have been effectively controlled.

合法用工

盈趣根据电子行业行为规范-RBA 标准、以及 ISO14001 等国际标准，在采购协议中规定了供应商就实施社会/环境/责任(SER)体系做出承诺与声明，对供应商在管理体系、健康与安全管理、环境管理，劳工、保密安全与商业道德管理五个方面提出明确的管理标准。

Legal employment

In accordance with international standards such as the Electronic Industry Code of Conduct - RBA Standards and ISO14001, the company provides in the procurement agreement for the commitment and statement of the supplier regarding the implementation of the Social/Environmental/Responsibility (SER) system, and sets out clear management standards for suppliers in the five areas of management system, health and safety management, environmental management, labor, confidentiality and business ethics management.

盈趣努力确保供应商用工的各项权利得到尊重，并享受有尊严的待遇。《盈趣供应商资质系统技术要求》对供应商在人权、童工/未成年工/女工、强迫或强制性劳动、工时与休息、基本工资等方面提出了明确的管理要求。

Intretech strives to ensure that the rights of suppliers are respected and treated with dignity. The Technical Requirements for the Supplier Qualification System set out clear management requirements for suppliers in the areas of human rights, child/underage workers/women workers, forced or compulsory labour, working hours and rest, and basic wages.

此外，盈趣对供应商工作场所的健康安全提出了明确的规定，包括：

- 供应商应鉴别、评估并控制由化学、生物及物理因素给员工带来的影响，必须采取工程技术或管理手段来控制危险源过度暴露。无法通过这些方式有效控制危险源时，应提供适当的、保养良好的个人防护装备，保护员工健康。
- 供应商应确认并评估可能出现的紧急情况和意外事件，通过实施应急预案和响应程序，将影 响降到最低，该过程包括：紧急情况报告、员工通知和疏散程序、应急培训和演练、火灾报警和灭火装置、安全出口和恢复计划等。
- 供应商须对生产设备和其他机械进行安全危害评估，应为可能导致员工受伤的机械提供物理防护装置、连锁装置及屏障，并正确进行维护等。

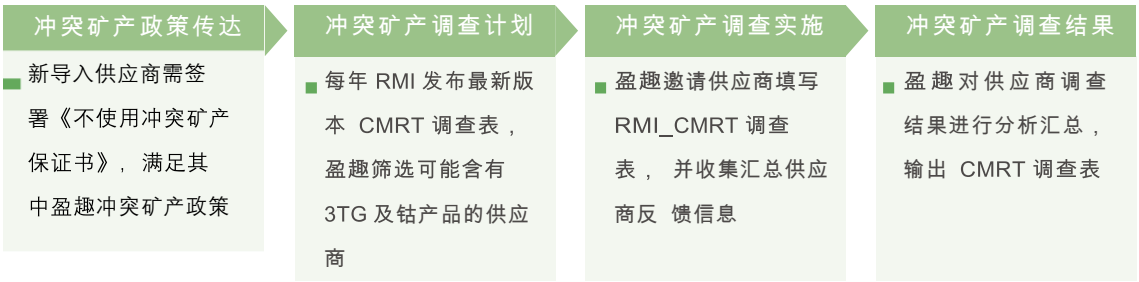
责任矿产

In addition, the company has clear rules for the health and safety of suppliers in the workplace, including:

- Suppliers shall identify, assess and control the impact of chemical, biological and physical factors on employees and must use engineering or management measures to control overexposure of hazardous sources. When the source of danger cannot be effectively controlled in these ways, appropriate and well-maintained personal protective equipment should be provided to protect the health of employees.
- Suppliers should identify and assess possible emergencies and accidents and minimize impact by implementing emergency response procedures, including emergency reports, employee notification and evacuation procedures, emergency training and drills, fire alarms and fire suppression devices, safe exit and recovery plans, etc.
- Suppliers shall conduct safety hazard assessments of the production

equipment and other machinery, provide physical protective devices, chain devices and barriers for machinery that may cause injury to employees, and carry out proper maintenance.

盈趣冲突矿产管理流程



Intretech Conflict Minerals Management Procedure

Conflict mineral policy delivery	Conflict minerals survey program	Conflict minerals investigation implementation	Conflict minerals survey results
New imported suppliers are required to sign the *Conflict Minerals Not Applicable Guarantee* to meet *Intretech Conflict Minerals Policy*.	Release the latest version of the CMRT questionnaire every year, Intretech select the suppliers who may contain 3TG and cobalt products.	Intretech invites the suppliers to fill in the RMI_CMRT questionnaires and collect the information filled by the suppliers, summarizes and provides feedback.	Intretech analyzes and summarizes the supplier survey results, outputs the CMRT questionnaire.

盈趣致力于加强风险识别，同供应商携手推动供应链责任建设，开展责任矿产采购。为防止刚果民主共和国及其毗邻地区的冲突矿产用于我司的原材料上，执行公司对冲突矿产的政策，及改善电子供应链的条件，支持区域采购计划，不采购且不支持使用任何直接 或者间接资助或支持受武装冲突影响的地区的冲突矿产，确保所有供应商采购矿物时采用负责任的做法，尊重受冲突地区的人权和环境。

Intretech is committed to strengthening risk identification, working with suppliers to promote the construction of supply chain responsibility, responsible mineral procurement. In order to prevent the democratic republic of Congo (DRC) and its adjacent areas of conflict minerals used in our raw materials, implement company policy on conflict minerals, and improve the conditions of electronic supply chain, support regional purchasing plan, purchasing and not support the use of any direct or indirect financing or support affected by armed conflict in the conflict minerals, ensure that all suppliers are used when purchasing mineral responsible practices, respect for human rights and the environment by the conflict.

盈趣冲突矿产管理政策 Intretech Conflict Mineral Management Policy

对冲突矿产的政策：不支持、不使用來自武装冲突、非法采矿与低劣工作环境中采矿而來的金属，即所谓“冲突矿产”。供应商应调查其产品中含金(Au)、钽(Ta)、锡(Sn)、钨(W)、钴（Co）等金属，并确认这些金属来源。

Policy towards conflict minerals: Metals that do not support and do not use from armed conflict, illegal mining and mining in poor working environments, so-called "conflict minerals". Suppliers should investigate metals such as gold (Au), tantalum (Ta), tin (Sn), tungsten (W), cobalt (Co) and identify the source of these metals.

5、共创共赢 Create a win-win situation

盈趣科技非常重视与合作伙伴的沟通与交流，建立各层面的定期交流机制，包括战略合作层面的 年度/半年度高层互动，技术创新方面的技术研讨、创新日活动，商务方面的季/ 月度商务检讨，还有品质方面的品质探讨等。盈趣科技通过全球供应商大会，与供应合作伙伴共同探讨深度 合作、协同开发、价值共创。2019 年 5 月 11 日，“2019 盈趣科技供应商大会暨智能制造研讨会” 在厦门召开。大会以“诚信经营，合作共盈”为主题，全球 100 余家供应商代表共襄盛会。 会上，盈趣科技同广大供应合作伙伴回顾了合作成果，分享了未来规划及面临的挑战，探讨了合作方向，并提出在产品、技术、管理等方面继续加强协同创新，构建共创、共赢、共发展的产业生态链的期望。

Intretech pays serious attention to communication with partners, the establishment of regular communication mechanisms at all levels, including strategic cooperation level of annual / semi-annual high-level interaction, technical research on technological innovation, innovation day activities, business quarterly / monthly business review, as well as quality discussion. Through the Global Supplier Conference, Intretech and supply partners to explore in-depth cooperation, collaborative development, value-creating. On May 11, 2019, the "2019 Smart Technology Supplier Conference and Smart Manufacturing Seminar" was held in Xiamen. The conference to "good faith management, cooperation and profit" as the theme, more than 100 suppliers around the world representatives of the event. At the meeting, Intretech and the vast number of supply partners reviewed the results of cooperation, shared the future planning and challenges, discussed the direction of cooperation, and put forward in products, technology, management and other aspects to continue to strengthen collaborative innovation, build a co-creation, win-win, common development of the industrial ecological chain expectations.

七、盈趣与环境 Intretech and environment

盈趣致力于成为绿色经营的领先企业，2019 年被评为“厦门市工信部绿色制造企业”，公司将环境保护、绿色生产和可持续发展作为企业重点关注目标，不断完善与更新公司的环境管理体系，从产品的设计开发、材料选择到原材料供应商的开发、样品测试，层层把关，努力将产品全生命周期内对环境的影响降到最低。 同时，积极应对气候变化，依托公司技术优势，科学提升能源与资源利用率； 尽量选用清洁能源，降低废弃物的产生和温室气体的排放；努力将绿色环生产的理念融入到生产与生活，携手供应链和客户共同打造高效、 清洁、可持续的生态环境。

Intretech is committed to being a leader in green operations. In 2019, it was named "xiamen ministry of industry and information technology green manufacturing enterprise". Our company take to protect the environment, green production and sustainable development as enterprises focus on the goal, constantly improve and update the company's environmental management system, from product design and development, material selection to the raw material supplier development, sample test, cengcengbaguan, efforts within the whole life cycle of the product to minimize the impact on the environment. At the same time, we will actively respond to climate change and scientifically improve energy and resource utilization based on the company's technological advantages.Use clean energy as much as possible to reduce waste generation and greenhouse gas emissions;We strive to integrate the concept of green ring production into production and life, and work together with the supply chain and customers to create an efficient, clean and sustainable ecological environment.

1、 全面管理 Overall management

1）环境管理体系

1) Environmental management system

绿色发展原则 Green development principle

- 承担改善环境的责任；
- 确保产品与服务全生命周期的环境影响最低；
- 推动合作伙伴关注并降低产品与经营活动的环境影响；
- 建立环境风险预防与应急管理体系，避免发生并 及时处置环境污染事件；
- 以客观、公开的方式提供经营活动有关的环境影 响信息；
- 企业最高管理者负责制定并实施基于以上原则的行动方案。
- To assume responsibility for improving the environment;
- to ensure minimum environmental impact throughout the life cycle of products and services;
- drive partners to focus on and reduce the environmental impact of products and operations;
- Establish environmental risk prevention and emergency management system to avoid and promptly deal with environmental pollution incidents;
- provide environmental impact information related to business activities in an objective and open manner;
- the top management is responsible for formulating and implementing action plans based on the above principles.

绿色发展目标 Green development goal

- 成为值得客户信赖的绿色供应商；
- 降低单位产品能耗/水耗、直接/间接 温室气体排放强度；
- 优化产品的绿色设计和开发；
- 建立以节约资源、环境友好为导向的绿色供应链；
- 不断完善绿色环保管理体系，定期对绿色环保绩效指标进行统计和管控；
- 成为行业绿色发展的典范
- Become a trustworthy green supplier;
- Reduce energy consumption/water consumption per unit product, direct/indirect greenhouse gas emission intensity;
- Optimize the green design and development of products;
- Establish a resource-saving and environment-friendly green supply chain;
- Continuously improve the green environmental management system, regular statistics and control of green environmental performance indicators;
- Become the industry green development model

盈趣秉持绿色经营理念，不断完善环境管理架构。公司设置 SER 小组，负责制定相应环境保护管理标准并监督各部门落实、推动提升绿色 环保绩效。

Intretech continues to improve its environmental management architecture with a green business philosophy.The company sets up a SER team, which is responsible for formulating relevant environmental protection management standards, supervising the implementation of various departments and promoting the performance of green environmental protection.

盈趣严格遵守各项环保法律法规,制定了严格的企业环境管理标准,邀请第三方 SGS 进行 ISO14001 环境管理体系认证，涉及有害物质管控的均按有害物质过程管理体系进行管控，以实现国际化、标准化、全链条的绿色管理。公司通过系统科学的培训体系，不断提升员工和重要环境岗位人员的环保意识和业务能力。 2019 年，环保相关培训包

括环保相关体系培训、有害物质管控培训、供应链管理等内容，共 14 场次。全年环境目标及相应量化指标完成率 100%，环境管理成效显著。

Intretech strictly complies with various environmental laws and regulations, establishes strict enterprise environmental management standards, invites third-party SGS to conduct ISO14001 environmental management system certification, and controls all hazardous substances related to hazardous substances process management system, so as to achieve international, standardized and whole-chain green management. Through the systematic and scientific training system, the company continuously improves the environmental protection awareness and business ability of the staff and important environmental personnel. In 2019, there were 14 training sessions on environmental protection, including training on systems related to environmental protection, training on the control of hazardous substances, and training on supply chain management.The completion rate of the annual environmental goals and corresponding quantitative indicators was 100%, and the environmental management achieved remarkable results.

2019 年环境目标方向 Direction of environmental objectives in 2019	分解目标 Decomposition of the target	量化指标 Quantitative indicators	完成情况
事故隐患发现与改善 Accident hidden trouble discovery and improvement	环境事故 Environmental accidents	0	0
环境指标控制及减排 Environmental target control and emission reduction	废水、废气、噪声各环境监测指标达标排放 Waste water, waste gas, noise	100%	100%
	危险废物收集处置合规率 Compliance rate of hazardous waste	100%	100%
	材料的环保法规符合性审核 100%，0 事故，0 污染 Environmental compliance audit of materials 100%, 0 accidents, 0 pollution	100%	100%
SER（社会环境责任）的 宣传及培训 SER (social environmental responsibility) publicity and training	新员工入职 SER 培训率 SER training rate for new employees	100%	100%

2）能源与资源管理 Energy and resource management

为了有效利用资源，减少对环境的影响，公司制定了《节约用水用电办公用品管理程序》、等一系列内部管理办法，加强资源管理，全面推进节能降耗工作。在产品方面，采取节能措施，提高能效使用率；在设计方面，优先选用环保材料和可回收材料，减少废物产生；在运营层面，采用盈趣 UMS 针对各工序设计相应的辅助工装、设备和工业化机器人，提升员工的工作效率，降低员工的工作强度，节约了人力、物力和财力；在资源使用方面，通过科学规划、严格管理，对能源、水资源、废气排放和固废处理进行层层管控，有效减少资源消耗和废物的产生。 2019 年，盈趣总用电量约 571 万千瓦时，用水量为 6.7 万立方米。

In order to make effective use of resources and reduce the impact on the environment, the company has formulated a series of internal management measures, such as "management procedures for office supplies of water and electricity saving", to strengthen resource management and comprehensively promote energy conservation and consumption reduction. In terms of products, adopt energy-saving measures to improve the utilization rate of energy efficiency;In terms of design, environmental friendly materials and recyclable materials are preferred to reduce waste generation.At the operation level, UMS is used to design corresponding auxiliary tooling, equipment and industrial robots for each process to improve the work efficiency of employees, reduce the work intensity of employees, and save human, material and financial resources.In terms of resource use, through scientific planning and strict management, energy, water resources, exhaust gas emissions and solid waste treatment are controlled layer by layer to effectively reduce resource consumption and waste generation. In 2019, Intretech used about 5.71 million kilowatt-hours of electricity and 67,000 cubic meters of water.

3）温室气体排放管理 Greenhouse gas emission management

《联合国千年发展目标》和《巴黎协定》提出了建设低碳经济社会的迫切需求。近年来，全球 二氧化碳排放量持续上升，给人类赖以生存的环境带来了前所未有的挑战。作为应对气候变化的积 极响应者与行动者，盈趣通过减少生产、运营过程中的碳排放，降低对环境的负面影响，为低碳 经济做出贡献。

The <UN millennium development goals> and the <Paris agreement> address the urgent need to build a low-carbon economy.In recent years, the global carbon dioxide emissions continue to rise, to human survival environment has brought unprecedented challenges. As an active responder and actor in addressing climate change, Intretech contributes to low-carbon economy by reducing carbon emissions in production and operation and reducing negative impacts on the environment.

公司制定了《温室气体控制管理制度》等标准，通过科学的碳排放追踪和管理，识别公司的温室气体排放来源，并采取有效的节能减排行动，持续监测和改进温室气体管理绩效，有效减少二氧化碳排放。此外，盈趣在产品设计阶段全面导入绿色环保理念，设计开发过程中采用绿色环保材料，降低产品的碳排放。同时，通过制订绿色、安全的采购策略，降低供应链环节的温室气体影响。

The company has developed the greenhouse gas control and management system and other standards, through scientific carbon emission tracking and management, to identify the source of the company's greenhouse gas emissions, and take effective energy-saving and emission reduction actions, continue to

monitor and improve the greenhouse gas management performance, effectively reduce carbon dioxide emissions. In addition, Intretech has fully embraced the concept of green environmental protection in the product design stage, and adopted green environmental materials in the design and development process to reduce the carbon emission of the product. At the same time, through the formulation of green, safe procurement strategy, reduce the greenhouse gas impact in the supply chain.

盈趣通过多种渠道及时向有关部门及广大公众公布环境数据，接受社会各界的监督和建议。

Intretech timely releases environmental data to relevant authorities and the general public through a variety of channels, and accepts supervision and Suggestions from various sectors of the community

盈趣环境信息公示情况：

■盈趣依照当地环保部门要求，每年进行环境监测数据；

■盈趣依照当地环保局要求，每年进行危险废物申报登记、危险废物管理计划申报，并上报环 境污染物监测计划。

Intretech environment information disclosure:

■Intretech conducts annual environmental monitoring data in accordance with the requirements of the local environmental protection department;

■Intretech conducts annual hazardous waste registration, hazardous waste management plan declaration, and environmental pollutant monitoring program reporting in accordance with local environmental protection bureau requirements.

2、清洁生产 Clean production

1）环保设计 Environmental design

盈趣在产品设计阶段考虑产品材料的可回收、可再生设计，关注产品全生命周期的环境绩效，从制造、使用、回收、运输等各项环节对产品进行全流程环境管理。对原材料、能 源和水资源消耗、温室气体排放和有害物质生成等环境指标进行严格监控，降低对环境的影响，为 客户提供具有更高能源利用效率、更低功耗的环境友好型产品。

In the product design phase, Intretech considers the recyclable and renewable design of product materials, focuses on the environmental performance of the product throughout its life cycle, and manages the entire process of the product environment from the aspects of manufacturing, use, recycling, and transportation.Strict monitoring of environmental indicators, such as raw materials, energy and water consumption, greenhouse gas emissions and harmful substances generation, reduces the impact on the environment, and provides customers with environmentally friendly products with higher energy efficiency and lower power consumption.

2）有害物质管控 Control of hazardous substances

盈趣对有害物质进行严格管控，公司采用低环境负荷的产品、零部件和材料，要求供应商必须签署《绿色环保协议》，我司应用 U-MSDS 有害物质管理系统对供应商提供的 MSDS & ROHS & SVHC 等环保进行管理，采购及企管部门会对 U-MSDS 有害物质管理系统上的报告进行审核，确认是否满足盈趣的有害物质管控标准；对于入厂原材料，公司质量部门会根据材料风险等级对来料进行 X-RAY 测试分析。2019 年，公司未发生有害物质超标事故，供应链环境风险得到有效控制。

Intretech strictly controls harmful substances. The company adopts products, parts and materials with low environmental load, and requires suppliers to sign the "green environmental protection agreement". Our company applies U-MSDS (Hazardous substances management system) to manage the environmental reports provided by suppliers such as MSDS & ROHS & SVHC. Reports on U-MSDS (Hazardous substances management system) will be reviewed by the purchasing and business administration departments to confirm compliance with Intretech's hazardous substances control standards. For incoming raw materials, the quality department of the company will conduct X-ray test and analysis on incoming materials according to the risk level of materials. In 2019, the company had no accidents of hazardous substances exceeding the standard, and the environmental risks of the supply chain were effectively controlled.

3）回收利用 Recycling

盈趣充分认识到企业在回收利用方面应承担的社会责任，委托具有专业资质的机构，积极回 收生产过程中产生的电子废物。使电子废物能够得到环保处理和资源循环再生利用，确保不浪费一切可以利用的资源。

Intretech is fully aware of the corporate social responsibility for recycling and has commissioned a professional body to actively recycle e-waste generated during production. To ensure that e-waste can be environmentally treated and recycled, and that all available resources are not wasted.

盈趣通过具有资质的第三方专业机构，对危险废物进行 100%回收。按照规定程序，处理危险废物及一般废物，并对第三方机构进行监督管理。

Intretech recycles 100% of hazardous waste through a qualified third party specialist. To handle hazardous and general wastes in accordance with prescribed procedures, and to supervise and manage third party organizations.

八、盈趣与员工Intretech and employees

员工是企业创新的智慧源泉，是企业实现基业长青的不竭力量。长期以来，在公司人才战略的指引下，盈趣科技搭建广阔平台，为员工积极拓展发展空间， 规划职业生涯发展路径。立足于先进完善的企业管理制度与科学系统的培训 体系，帮助员工不断

挖掘无限可能，使员工在基于个人兴趣与专长的基础上 更好的实现自身价值与公司价值的结合，实现员工与公司的共同成长。

Employees are the source of wisdom for enterprise innovation and the inexhaustible power for enterprises to achieve a lasting foundation.Guided by the company's talent strategy, Intretech has long built a broad platform for employees to explore their career paths. Based on advanced and perfect enterprise management system and scientific and systematic training system, it helps employees to continuously explore infinite possibilities, so that employees can better realize the combination of their own value and the company's value based on their personal interests and expertise, and realize the common growth of employees and the company.

1、用人之道 Selection of employees

“努力学习，诚积向上”是盈趣科技的人才价值观（努力：艰苦奋斗；学习：学习力；诚：诚信；积：积极）。我们持续引进拼搏进取、正直诚信，具备专业素养、创新精神和学习力的优秀人才加入盈趣科技，助力企业快速发展。为适应企业战略发展需要，公司着力打造多通道职业发展路径。根据人才九宫格及对管理团队的要求，加强对人员的选拔任用及评估、关键岗位盘点等，提升团队竞争力，以更好地应对新挑战。

"Work hard, work hard" is the talent value of Intretech. (Learning: learning ability;Honesty: good faith;Product: positive).We continue to bring in enterprising, honest, professional, innovative and learning talents to join Intretech to help the company grow rapidly.In order to meet the needs of corporate strategic development, the company strives to create a multi-channel career development path.According to the requirements of the talents and the management team, we should strengthen the selection, appointment and evaluation of the personnel and the inventory of the key positions,so as to enhance the competitiveness of the team and better deal with the new challenges.

为满足公司快速发展所需的大量人才，通过多种渠道开展社会招聘及校园招聘，努力搭建较为科学合理的人才梯队。

In order to meet the needs of the company's rapid development of a large number of talents, through a variety of channels to carry out social recruitment and campus recruitment, efforts to build a more scientific and reasonable talent echelon.

2、多元人才 Diverse talents

随着公司战略转型的推进，盈趣科技对高素质人才的需求日益增长，员工人才结构呈现专业化的趋势。2019 年，大学本科以上学历员工占全体员工的 20.8%，专业技术和研发人员占全体员工的 21.8%。

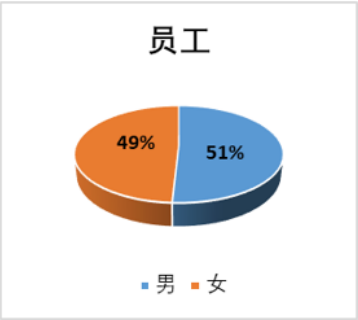
As the company's strategic transformation continues, Intretech's demand for highly qualified people is growing, and the staffing structure is becoming more specialized. In 2019, employees with a bachelor's degree or above accounted for 20.8 percent of all employees, and professional technical and research personnel accounted for 21.8 percent of all employees.

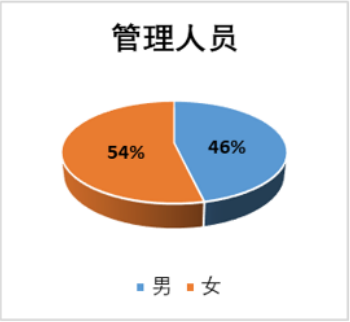
盈趣科技员工地域分布广泛，公司充分尊重各国、各地区文化的多样性，倡导不同文化背景的 员工之间相互交流，让不同文化、背景的员工都能得到公平的学习和晋升机会。公司积极助力运营地发展，大力支持当地经济、文化和人才建设本地化率平均为68% 。

Intretech employees are geographically distributed, and the company fully respects the cultural diversity of the various regions, and encourages employees from different cultural backgrounds to communicate with each other, so that employees from different cultures and backgrounds can get equal opportunities for learning and promotion. The company actively promotes the development of operations, and strongly supports the construction of local economy, culture and talents with an average localization rate of 68%.

公司注重男女平权，坚决杜绝在雇佣中对女性的歧视，男女性员工、管理人员比例均衡。

The company attaches great importance to gender equality and resolutely prevents discrimination against women in employment. The proportion of male and female employees and managers is balanced.





3、 全面保障 Comprehensive guarantee

1）劳工权益 Labor rights

盈趣科技严格遵守《劳动合同法》及相关法律法规，并将法规内容落实到集体合同、劳动合同以及各项管理规定和制度中，不断完善公平、合法的雇佣环境以及健康、安全的工作环境，保障员工权益。公司在员工招聘、晋升、发展、处分、福利发放和劳动合同终止等各环节禁止任何因为人种、 肤色、国籍、语言、财富、社会出身、社会地位、年龄、性别、性倾向、种族、残疾、怀孕、信 仰、政治派别、参与社团或婚姻状况等产生的歧视行为。在运营过程中，严禁使用童工，杜绝强迫性劳动，不允许以暴力、威胁或非法限制人身自由的手段强迫员工劳动、限制员工（工作、辞职） 自由，严格禁止体

罚、恐吓、骚扰、虐待和任何歧视员工的行为。在制度保障的同时，通过建立有效的申诉渠道防止有损员工权益和歧视事件发生。员工可通过职工代表或以书面形式投至“意见箱”进行举报、申诉，由专业部门负责调查、处理。2019 年，公司未发生有关人权方面的申诉及使用童工、强制劳动事件。

Intretech strictly complies with the labor contract law and related laws and regulations, and adds the content of regulations to collective contracts, labor contracts, and various management rules and regulations to continuously improve the fair and legal employment environment and healthy and safe working environment to protect the rights and interests of employees. Company in hiring, promotion, development and disposition, welfare and labor contract termination and so on each link to ban any because of race, color, nationality, language, wealth, social origin, social status, age, gender, sexual orientation, race, disability, pregnancy, letter back, political parties, participate in clubs or marital status discrimination.In the operation process, the use of child labor is strictly prohibited, no forced labor is allowed, the means of force, threat or illegal restriction of personal freedom is not allowed to force employees to work, restrict the freedom of employees (work, resignation), corporal punishment, intimidation, harassment, abuse and any discrimination against employees are strictly prohibited.At the same time, an effective complaint channel should be established to prevent the occurrence of incidents of prejudice to the rights and interests of employees and discrimination.The staff can report and complain through the staff representative or in written form to the "suggestion box", which will be investigated and dealt with by the professional department.In 2019, there were no human rights complaints or cases of child labor or forced labor.

2）福利待遇 Welfare benefits

盈趣科技建立了完善的福利保障体系，包括：基本社会保障、补偿商业保险、长期激励计划及其他福利保障。公司严格遵循国家社会保障相关制度，对于符合参保条件的员工，社会保险参保比例为 100%。除基本社会保险外，盈趣还为员工提供人身意外伤害险、重大疾病险、医疗住院险等补偿商业保险。盈趣科技实施有效的长期激励政策，如员工持股计划、签约奖、金手铐计划，且作为上市公司配套的分期股权激励措施。此外，盈趣科技专门设立了硅谷级的“盈趣专属幼儿园”，推行免息购房贷款计划、人才公寓、工业园宿舍等，重点落实员工住房、子女入学等工作，减少员工的后顾之忧，契合盈趣科技的企业文化理念“敏捷、团队、繁荣、家园”。

Intretech has established a comprehensive welfare system that includes basic social security, compensated business insurance, long-term incentive plans, and other benefits.The company strictly follows the relevant national social security system. For the qualified employees, the proportion of

social insurance participation is 100%.In addition to basic social insurance, Intretech also provides employees with compensated commercial insurance for personal accident insurance, major illness insurance, and medical and hospitalization insurance.Intretech implements effective long-term incentive policies such as employee stock ownership plans, signing awards, golden handcuffs, and phased equity incentives as a complement to public companies.In addition, Intretech has set up a silicon valle-level "Intretech exclusive kindergarten", which offers interest-free house purchase loan program, talent apartment, industrial park dormitory, etc., and focuses on the implementation of employee housing, children's enrollment and other work, so as to reduce the staff's worries, which is in line with Intretech's corporate culture concept of "agile, team, prosperity, home".

3)薪酬激励 Salary incentive

盈趣科技建立公平公正的薪酬与激励机制，薪酬代表了公司最重要的成本之一，人力资本的“成本”。因而，如何确定薪酬战略及薪酬架构，直接影响到人力资本的运作效率。公司使用的薪酬模型是 3P 薪酬模型。为“职位”付薪：根据岗位制定基本保障；为“个人”付薪：根据个人的工作能力为依据来制定股权激励、岗位晋升及年度调薪比例；为“绩效”付薪：结合公司、部门、个人的业绩情况，制定浮动奖金。根据 3P 模型，为员工制定了个人薪酬计划，并定期审核同市场比较，以保证内部公平性与外部竞争性。

Intretech establishes fair and equitable compensation and incentives, and compensation represents one of the company's most important costs, the "cost" of human capital.Therefore, how to determine the compensation strategy and compensation structure directly affects the operation efficiency of human capital.The compensation model used by the company is the 3P compensation model.Pay for the "position" : set the basic security according to the position;Pay for "individuals" : set the proportion of equity incentive, post promotion and annual salary adjustment according to the individual's working ability;Pay for "performance" : variable bonuses based on the performance of the company, department or individual.According to the 3P model, the individual compensation plan is developed for employees, and the comparison with the market is reviewed regularly to ensure the internal fairness and external competitiveness.

4)职业安全 Occupational safety

公司设立 SER（社会-环境-责任）推行及审核委员会，充分识别所有区域所有作业活动涉及的危险源，进行科学的风险评价并制定管理方案进行控制，并严格执行安全意识教育、定期检查与不定期巡查、持续改进等机制，按照“危险源细化到点，管理责任到人”的原则划分危险区域确定职责人和监督负责人，群策群防，及时排除安全隐患。

Company set up the SER (social and environment responsibility) to implement and audit committee, fully identify all activities involved in all areas of hazards, scientific risk assessment and management plan formulation to control, and strict enforcement of safety consciousness education, regular check, and don't regularly patrol, continuous improvement, such as mechanism, in accordance with the "hazards refinement to point, management responsibilities to the people" the principle of divided into dangerous areas to determine the responsibility and supervision, group of policy control, eliminate safety hidden danger in time.

为提高处置突发事件的能力，保障员工利益，建设和谐企业，公司建立突发事件应急管理机制，对各种突发事件（含火灾、触电等）进行了充分的识别并制定应急预案，且每项应急预案都经过严格的评估和预演，确保应急预案得到演练和有效果。

In order to improve the ability of responding to emergencies, protect the interests of employees and building a harmonious enterprise, the company set up the mechanism of emergency management, for a variety of emergency (including fire, electric shock, etc.) sufficient to identify and formulate emergency plans, and every contingency plans have been strict assessment and rehearsal, ensure contingency plans to get exercise and have the effect.

应急疏散演练

消防演练

4、员工沟通 Employee communication

通过总裁信箱、提案改善、家委会、wiki 平台等积极听取并吸收员工意见和建议，并通过导师制、课程开发、应用竞赛、读书会、盈趣家园等形式促进横纵向的有效沟通和技能共享，并将成功经验形成规章制度和技术文件以固化，建成全覆盖的交流与共享长效机制。

By CEO mailbox, proposal improvement, some pta, wiki platform and actively listen to and absorb the staff opinions and Suggestions, and through the tutorial system, curriculum development, the application form of competition, symposiums, Intretech home promote horizontal longitudinal effective communication and sharing skills, successful experience and the formation of

rules and regulations and technical documents to solidify, built for the whole communication and sharing a long-term mechanism.

员工满意度调查

盈趣科技建立员工满意度调查制度及管理管理机制，应用 UMS 与“问卷星”调查平台、总经理信箱、OA、座谈与走访等渠道，分层（高中基三层）、分职能（研发、生产、销售等）细化调查、收集和确定影响各类员工权益、满意度和积极性的因素。

Employee satisfaction survey

Intretech building employee satisfaction survey system and the management management mechanism, application UMS and "questionnaire star" survey platform, general manager email, OA, discussion and visit the channel such as, layered (high school three layers), function (research and development, production, marketing, etc.) detailed investigation, collection and to determine the influence of various rights and interests of employees, satisfaction and motivation factors.

M57

	驱动因素	调研问题	经理	权重1	主管	权重2	一般员	权重3	DL
	员工忠诚度以及归属感（内在激励）	在公司的产品于服务中看到自己的工作成果；	√	2	√	2		0	
	员工忠诚度以及归属感（内在激励）	我能够在公司的产品和服务中看到自己的工作成果	√	2	√	2		0	
4	福利	总体来说，我的福利计划能够满足我的需求	√	2		0	√	2	√
5	福利	我清楚理解公司为我提供的福利项目	√	2	√	2	√	2	√
6	工作/环境/氛围	你对自己目前的岗位和岗位的职责内容感到		0		0		0	√
7	工作/环境/氛围	你对本岗位的工作职责和目标的合理性感到		0		0		0	
8	工作/环境/氛围	公司目前提供给你的工作与自己的期望相比		0	√	2	√	2	√
9	工作/环境/氛围	公司的工作环境适合我所从事的工作类型		0		0		0	√
0	工作/环境/氛围	公司的工作环境能帮助我发挥最大的工作效率		0		0		0	
1	工作/环境/氛围	我认为公司注重工作安全与保障		0		0		0	
2	工作/环境/氛围	公司的工作地点对我来说比较方便		0		0	√	2	√
3	工作/环境/氛围	你对公司在关注员工的职业健康、安全方面所做的改善和努力感到		0		0	√	2	
4	工作/环境/氛围	在员工出现困难时，公司对员工的关怀和帮助，你感到		0		0	√	2	√
5	工作/环境/氛围	你对公司当前的工作环境和生产环境总体感到如何		0		0		0	√
6	工作/环境/氛围	对公司的食堂是否满意	√	2	√	2	√	2	√
7	工作/环境/氛围	对公司的福利社（小超市）是否满意		0		0		0	√
8	工作/环境/氛围	因公外出办事是否便捷		0		0	√	2	
9	制度	我觉得公司的管理体系和制度能帮助我有效地工作	√	2	√	2		0	√
0	制度	对于公司各方面制度，我能够获得自己需要的信息		0	√	2		0	√
1	制度	公司有清楚的规章制度指导我们日常工作		0		0	√	2	√
2	制度	公司的规章制度能够被贯彻执行		0	√	2	√	2	√
3	制度	公司部门之间的职责清晰，出现问题时不存在互相推诿的情况	√	2	√	2		0	√
4	制度	你对公司做出的重大决策通过内网、内部刊物、各种会议等形式能够及时向员工传达并关注员工的意见和建议感到		0		0	√	2	√
5	制度	你对公司目前的各项管理制度的执行力、公平性感到		0		0	√	2	
6	认可	对于我的工作成就，我能够获得适当的肯定（除薪酬以外）	√	2	√	2		0	√
7	认可	公司的认可和褒奖员工做出推助公司成功的行为和工作成果	√	2	√	2	√	2	
8	认可	我的上司能够认可我所付出的努力和所取得的成果	√	2	√	2		0	
9	认可	对于我所从事的工作，我有足够的成就感	√	2	√	2		0	
0	资源	公司现有的资源有助于我发挥工作效率	√	2	√	2		0	
1	资源	我能够获得必要的资源，如人员、工具、技术和信息等以有效地完成工作	√	2		0		0	√

员工满意度管理—员工满意度调查、分析与改进

Employee satisfaction management - survey, analysis and improvement of employee satisfaction

公司制定员工满意度调查制度，通过“问卷星”调查平台、总经理信箱、OA、座谈与走访等渠道调查、收集并确定影响员工权益、满意度和积极性的因素，从工作上和生活上了解员工意见和建议，及时指定相关部门做出积极的反馈和处理，并在汇总分析的基础上实施相应改进，并发布于“年度重大利好公告”中，如增加培训经费投入，增设调休机制，为员工交纳补充商业保险等，实施了住房无息贷款、子女上学问题解决方案。

Company for employee satisfaction survey system, through the "questionnaire star" survey platform, general manager email, OA, discussion and visit the channel such as investigation, collection and identify factors that influence the rights and interests of employees, satisfaction and motivation from the understanding of employees' opinions and Suggestions on work and life, make a positive feedback, and specify the related department timely treatment, and on the basis of the summary analysis to implement the corresponding improvement, and significant positive announcement of the year, such as increasing training funds investment, increasing the number of paid leave mechanism, pay the supplementary commercial insurance for employees, etc., and implementation of the housing loan, children go to school solutions to problems.

5、职业发展 Career development

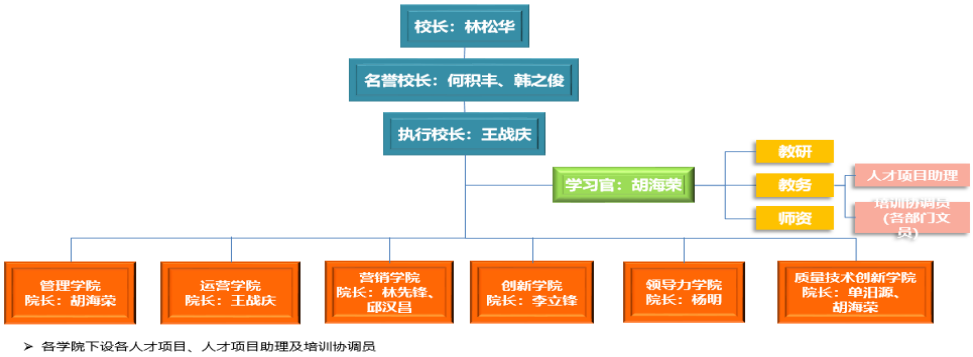
1）培训与教育系统 Training and education system

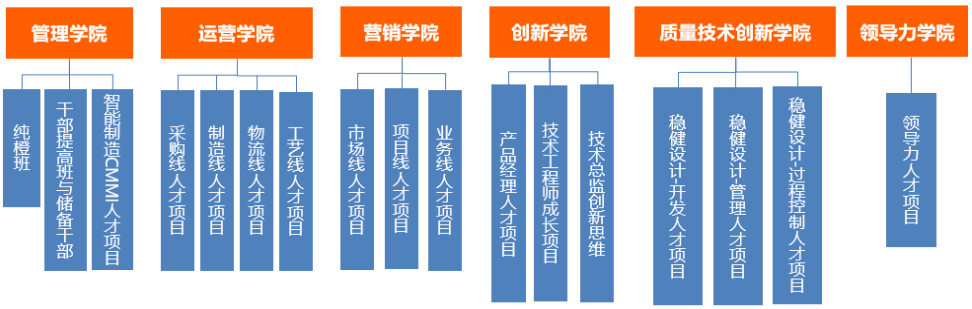
2018 年，公司携手外部机构，持续提升员工学习与发展，打造盈趣大学，旨在培养智能制造人才，推动实业强国。

In 2018, the company will work with external organizations to continuously improve the learning and development of employees and build Intretech university, aiming to train intelligent manufacturing talents and promote industrial power.

盈趣大学下设 6 个学院，各学院下制定专业人才项目以满足员工的培训需求。

Intretech university has six schools that develop professional talent programs to meet the training needs of employees.





2）培训教育系统—资源保障 Training and education system -- resource guarantee

公司通过组织课程需求调研、课程研发、实效内训师 TTT 培训等活动，评选出了一批优秀讲师，为培养智能制造人才奠定基础。

Intretech has selected a number of excellent lecturers by organizing activities such as curriculum demand survey, curriculum research and development, TTT training for practical internal trainers, etc., laying a foundation for cultivating intelligent manufacturing talents.

同时，公司积极结合内、外部资源，致力打造品牌大学。公司邀请中国科学院院士、上海华科智谷人工智能产业技术研究院院长何积丰院士任盈趣大学名誉校长；邀请（原）南京理工大学经济管理学院院长、教授、博士生导师韩之俊教授任盈趣大学名誉校长兼专家讲师。

At the same time, the company actively combines internal and external resources, to build a brand university. The company invites Jifeng He, academician of Chinese academy of sciences and President of Shanghai Huakezhigu artificial intelligence industrial technology research institute, to be the honorary President of Intretech university. Prof. Zhijun Han, dean, professor and doctoral supervisor of school of economics and management, Nanjing University of science and technology, was invited to be the honorary President and expert lecturer of Intretech university.

邀请专家讲师：英国标准协会国际主任审核员邹超刚、SGS 管理学院金牌讲师董华荣、中科大软件工程硕士李传林、行动教育企业大学研究中心资深咨询专家熊启明、马妍。

Invited expert lecturers: British standards institute international lead auditor Chaogang Zou, SGS management school gold medal lecturer Huarong Dong, University of Science and Technology of China software engineering master Chuanlin Li, action education enterprise university research center senior consulting experts Qiming Xiong, Yan Ma.

3）培训与教育的全面实施与效果评价——培训管理系统

Comprehensive implementation and effect evaluation of training and education -- training management system

由公司自主开发的攸学在线学习系统，将工作场景和与学习内容相结合，旨在通过碎片化应用，承载现代学习的趋势，提升员工的有效学习。

The online learning system of “U-learning”, developed independently by the company, combines work scenarios and learning content, aiming to carry the trend of modern learning and enhance the effective learning of employees through fragmented applications.

6、员工关爱 Care for employees

1）提供个性化的员工服务和福利，丰富职工文化娱乐生活—3POS 文化

Provide personalized employee services and benefits to enrich employees' cultural and recreational life -- 3POS culture

注重加强职工文化娱乐建设，以“激情文化、运动文化”为主题，依托工会开展丰富多彩的团队活动及娱乐晚会，营造激情、健康的文化氛围，增加团队合作精神，用先进的文化基础来凝心聚力，打造和谐工厂。

With the theme of "passion culture, sports culture", we will carry out colorful team activities and entertainment parties by relying on the labor union to create a passionate and healthy cultural atmosphere, increase the spirit of teamwork, and build a harmonious factory with advanced cultural foundation.

2）提供个性化的员工服务和福利，丰富职工文化娱乐生活—亲橙节

Provide personalized employee services and benefits to enrich employees' cultural and recreational life -- pro-orange festival

3）提供个性化的员工服务和福利，丰富职工文化娱乐生活-工会福利

Provide personalized employee services and benefits to enrich employees' cultural and recreational life -- labor union benefits

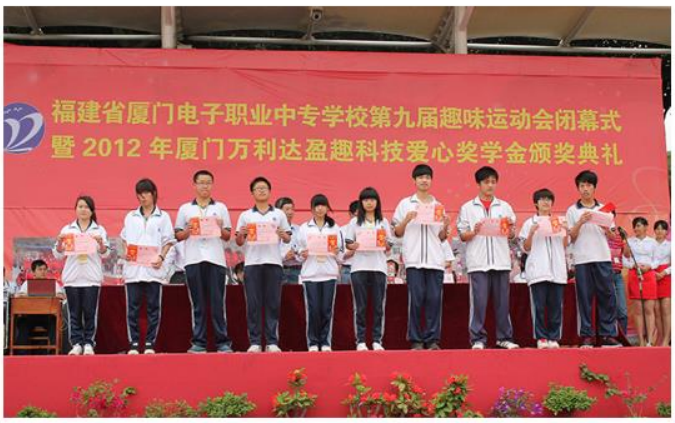
4）提供个性化的员工服务和福利，丰富职工文化娱乐生活—年度旅游

Provide personalized employee services and benefits to enrich employees' cultural and recreational life -- annual tourism

九、盈趣与社会 Intretech and society

责任让爱心同行，做优秀的企业公民是盈趣科技的战略选择，也是盈趣科技的价值理念之一。多年来，盈趣科技视社会民生为己任，积极参与并大力支持各项公益事业。由盈趣科技及管理层共同发起设立的厦门春水爱心基金会成立于 2013 年 5 月，是厦门第一家发起、第二家正式获批的非公募基金。主要通过奖励、资助、帮扶等方式，帮助企业、学校及社会上需要帮助的人。成立至今，春水基金共帮扶过 2917 人次，共计 709.87 万元，其中 2019 年共帮扶 1094 人次，合计 282.39 万元。

The responsibility to love your peers and be a good corporate citizen is a strategic choice for Intretech and one of its values. Over the years, Intretech has been actively involved in and supportive of social causes with a focus on the well-being of society. Founded in May 2013, Xiamen Spring Water Love Foundation, jointly sponsored by Intretech and management, is the first non-public fund initiated and the second officially approved in xiamen. To help enterprises, schools and people in need of help in the society mainly by means of reward, subsidy and assistance. Since its establishment, chunshui fund has helped a total of 2,917 people with a total of 7,098,700 yuan, of which 1,094 people with a total of 2,823,900 yuan in 2019.



爱心助学/ Charity education

为特殊学校建设图书管

Building libraries for special schools

基金会取名"春水"，就是希望能像春天的雨水一样去浇灌禾苗，滋润大地。盈趣科技以爱心为杠杆，撬动和培育了一支有愿景、有使命、有责任感和有专业度的爱心团队。从点到线、由线及面，每一个盈趣人都在为建设美好和谐的社会贡献力量。通过爱心走向世界，是盈趣科技一路前进的理念。

The foundation, named "Spring Water", hopes to water the seedlings and moisten the earth just like the rain in spring. Intretech leverages love to leverage and nurture a caring team with vision, mission, responsibility, and professionalism. From point to line, from line to plane, every Intretech person is contributing to building a beautiful and harmonious society. Going global through love is the philosophy of Intretech all the way.