

FIT Hon Teng Limited

鴻騰六零八八精密科技股份有限公司

(Incorporated in the Cayman Islands with limited liability under the name
Foxconn Interconnect Technology Limited and carrying on business in
Hong Kong as FIT Hon Teng Limited)

Stock Code : 6088

2022

ESG Insight Report



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ESG Milestones



2023 Submitted:
Climate Change & Water
Security Questionnaire



2022
Start to disclose climate-
related issues with reference
TCFD recommendations.



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

2023 Parent Company Hon Hai
Technology Group (Foxconn) GHG
Reduction Targets Validated by SBTi

FIT is included in the Group's SBT.

Application submitted: 2022
Validated: 2023

Group commitment: reduce
GHG emissions by 42% by 2030
compared to base year 2020.



Board of Directors

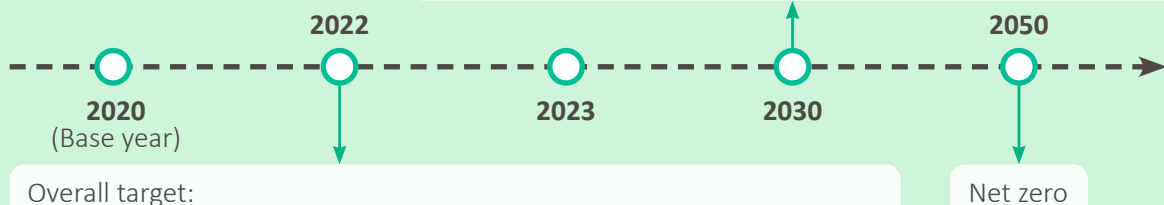
Appointment of Female Non-Executive
Director.

Every FIT site has joined RBA and needs to comply with their
Code of Conduct and pass regular validation.

Environmental

2022 FIT Energy Saving and Emission Reduction Initiative - Step toward Net Zero

- Carbon peak
- At least 50% of electricity be renewable energy
- Reduce GHG emissions by 42% comparing to base year (1.5°C-aligned absolute emission reduction target)



Overall target:

• Energy density

By the end of 2022, energy density: energy consumption per unit of
output value will be at least 1% lower than the previous year.

• Greenhouse Gas (Carbon Emission) density

By the end of 2022, the carbon emission density: carbon emissions per unit of
output value will be at least 1% lower than the previous year.

Belkin strives to achieve Scope 2 greenhouse gas neutrality in 2025.

Scope entities covered in 2022 are FIT's operating entities in Mainland China, Taiwan, Vietnam, USA, Sound Solutions International Ltd. and its subsidiaries, Belkin International, Inc. and its subsidiaries. For details of reporting scope, please refer to 2022 FIT ESG Report p91.

Summary	2022 Goal (Base year 2021)	Achievement
Energy Density	At least 1% lower	✓ Decreased by 3.81%
Water Use	Decrease by 10%	Decreased by 3.46%
Emissions	Reduce by 10%	Increased due to increase in leased vehicles in Vietnam
Wastewater Discharge Density	Decrease by 5%	✓ Industrial reduced by 39.06% Domestic reduced by 14.95%
Waste Discharge Density	Decrease by 5%	✓ General reduced by 21.84% Hazardous reduced by 14.77%
Greenhouse Gas (Carbon Emission)	At least 1% lower	✓ Reduced by 46.8%

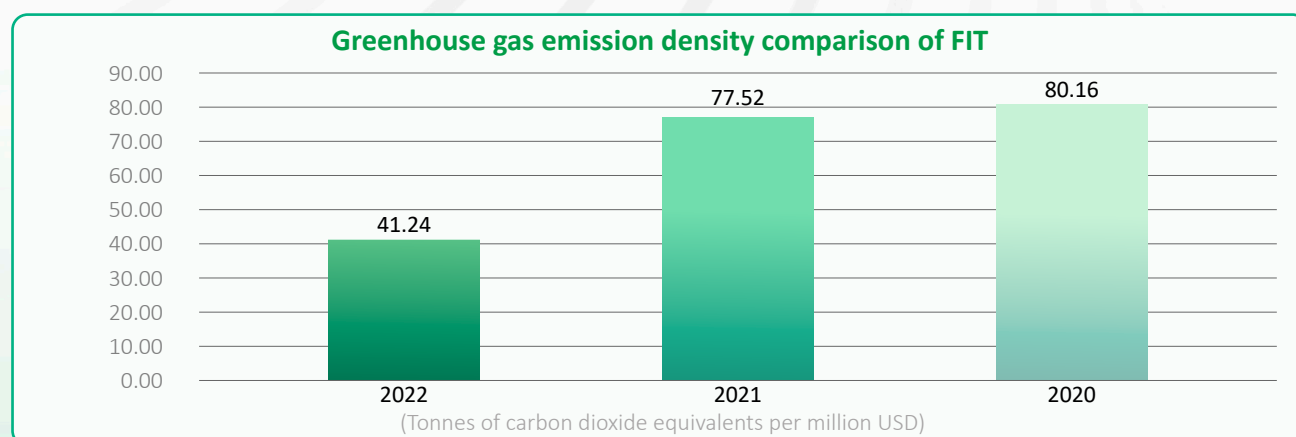
FIT Certifications

Certification	Content	Mainland China	Taiwan	Vietnam
ISO14001	Environmental Management System	✓	✓	✓
ISO14064-1	Standards and guidelines for the quantification and reporting of greenhouse gas emissions and removal at the organizational level	✓		
ISO50001	Energy Management System	✓		

GHG Emissions

GHG	Units	2022	2021	2020
Scope 1		14,873.20	8,679.81	7,512.86
Scope 2	tCO ₂ e	171,974.78 [•]	339,403.44	338,332.34
Total		186,847.98	348,083.25	345,845.21
Density				
Scope 1		3.28	1.93	1.74
Scope 2	tCO ₂ e/million USD	37.96	75.59	78.41
Total		41.24	77.52	80.16

[•]Renewable energy and non-renewable energy began to be collected separately in 2022, and since the emission factor of renewable energy is 0, the Scope 2 emissions has significant reduction as compared with 2021.





Scope 1 Emissions ↑

FIT Vietnam factory increased the use of leased vehicles due to operational needs resulting in a significant increase in scope 1 emissions. To help offset the GHG emissions produced, FIT implemented carbon compensation measures and planted 13,825 trees in 2022 which helped remove 318 tons of CO₂e.

Scope 2 Emissions ↓

Purchasing and self-generating renewable energy are key measures of FIT's carbon reduction roadmap. With purchased and self-generated renewable energy (e.g solar power), FIT's **renewable electricity represents 49.8% of the total electricity**, which significantly reduced the overall scope 2 emissions in 2022.

FIT acknowledges the importance of including scope 3 data. Further work on screening material categories will be considered in the future.

Exhaust Emissions

Air emissions is mainly from the FIT's production factories in mainland China.

Exhaust Gas Emissions	Units	2022	2021	2020
Hydrogen cyanide	Kg	156.56	199.06	164.06
Ammonia		334.84	195.21	566.15
Sulphuric acid mist		2,150.25	1,936.56	3,527.35
Hydrogen chloride		4,150.57	3,805.27	4,681.52
Chromic acid mist		5.90	6.42	6.90
Nitrogen oxide		7,602.73 [•]	1,306.62	978.26

[•]Increase of Nitrogen oxide is due to emissions data from vehicles.

Energy Management

2022 electricity density decreased by 3.81% compared to the previous year.

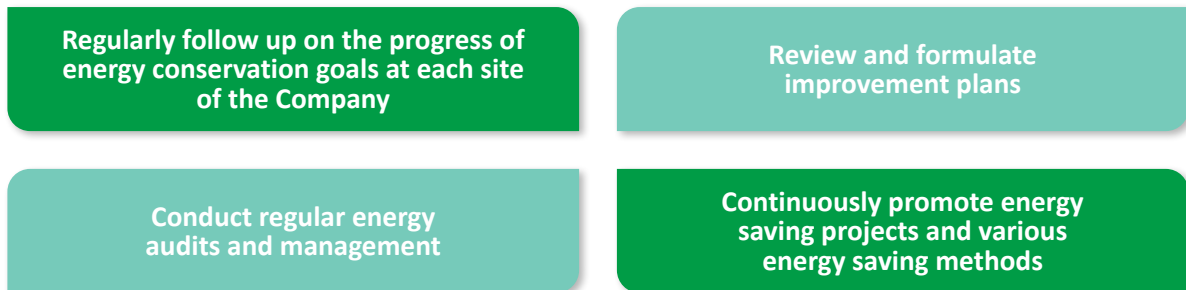
Energy Consumption Density

Density	Units	2022	2021	2020
Electricity	Thousand KWH/ million USD	120.25	125.01	123.77
Diesel (fixed combustion source)	Ton/ million USD	0.0008	0.0027	0.0053
Diesel (mobile combustion source)		0.04	0.0067	0.01
Gasoline (mobile combustion source)		0.05	0.03	0.02
Acetylene	Kg/ million USD	0.05	NA	NA
Natural Gas	Cubic meter/ million USD	975.94	778.34	385.99
Steam	Ton/ million USD	35.26	32.19	39.54



Energy Saving Management

FIT Mainland China and Vietnam factories have set up an Energy Conservation Technology Development Committee (the "Energy Conservation Committee") and Belkin's Sustainability Department to effectively promote energy management.

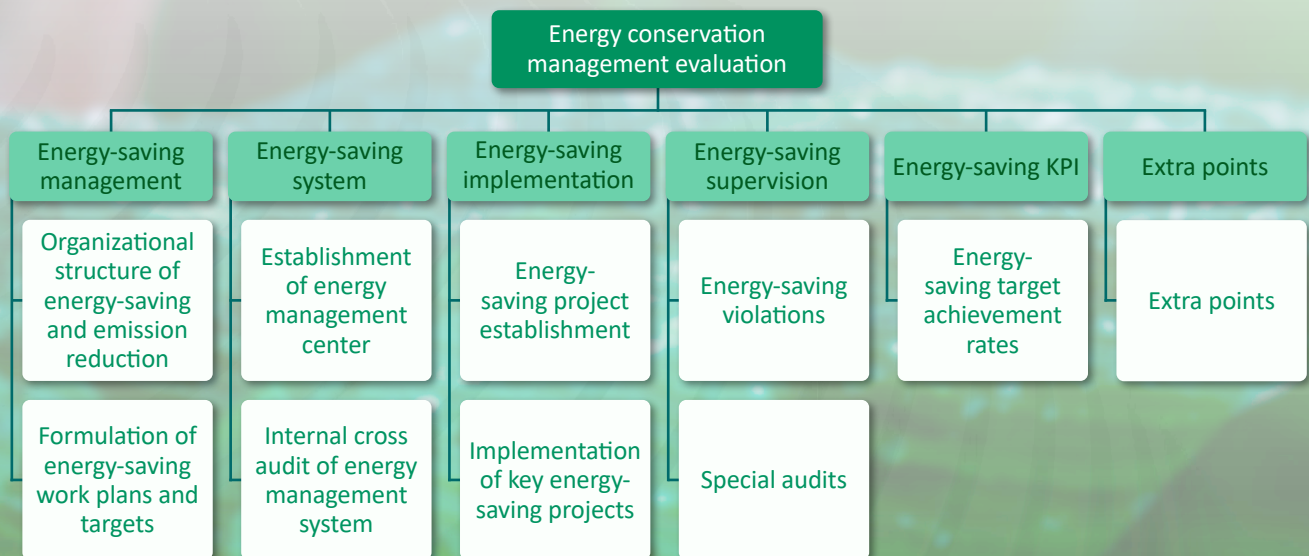


The energy-saving and emission reduction teams at each site conducts monthly audits on the progress of energy-saving work. Audit results are reported to the site's Sub-Committee and the Energy Conservation Committee for further review.

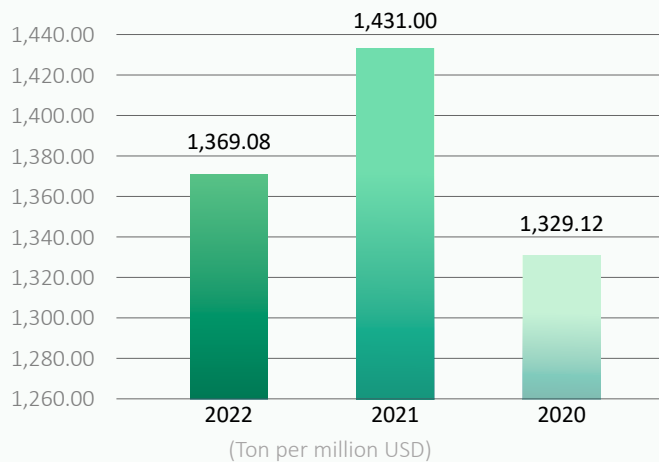
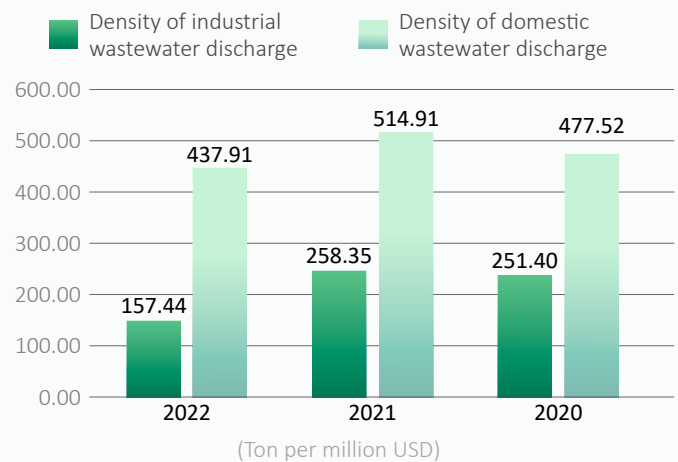
Each of FIT's Mainland China factories has achieved 5% energy savings during 2022.

Review and Improvement

To comprehensively assess the implementation of energy-saving management and the achievement of energy-saving targets, FIT has carried out regular energy management evaluation covering multiple dimensions and indicators. The Company offers different awards for better performing production sites to encourage employees to step up efforts in energy saving.



Water Management

Water consumption density comparison of FIT

Wastewater discharge density comparison of FIT


Waste Management

Solid Waste	Units	2022	2021	2020
Hazardous waste	Ton	3,408.38	3,945.26	3,423.90
Non-hazardous waste		22,681.98	28,781.37	27,541.04
Total waste		26,090.36	35,688.63	30,964.94
Density				
Hazardous waste	Ton/million USD	0.75	0.88	0.79
Non-hazardous waste		5.01	6.41	6.38

FIT Mainland China Zero Waste Project

In line with Apple's waste management policy, FIT participated in Zero Waste Project. To attain the Zero Waste-to-Landfill certification through Underwriters Laboratories (UL) and be rated as Platinum, 100% diversion of waste from landfill, with a maximum of 10% sent to a waste-to-energy facility is required.. Currently, Shenzhen and Kunshan factories have passed the annual validation this year and obtained UL2799 platinum certification. FIT targets to extend the UL certification to other factories in Mainland China and Vietnam.

Packaging Material

Packaging materials	Units	2022	2021	2020
Packaging materials total	Ton	27,842.78	35,116.59	50,715.13
Packaging materials density	Ton/million USD	6.15	7.82	11.75

Climate Change

Our climate-related disclosures are in reference to the requirements of the TCFD recommendations.

Governance

"Major Climate Response Management Group" was established to effectively address climate-related issues across the factories in Mainland China. General Supervisor, as the highest governance body of the aforesaid group, is responsible for consolidating and reporting progress made with respect to climate change to top management, while top management reports to the Board to facilitate their further planning of climate works for FIT.

To enhance the knowledge and awareness of management on climate-related issues, TCFD workshops were organized in 2022. Participants include our major internal stakeholders, representatives of major departments and factories as well as Belkin and the FIT international sales team. The workshops facilitated management representatives to brainstorm on the climate risks and opportunities that are exposed to FIT and initiate discussions on how to prioritize and mitigate these risks.

Furthermore, The Environmental Protection Committee is one of the sub-committees of SER Committee, which is responsible for tracking environmental performance of factories to ensure achievement of the targets set by FIT.

Strategy

Businesses, strategy, and financial planning to address climate change include:

- Application and usage of renewable energy (see chart below)
- Development of electric vehicles ("EV") business
- Understanding of our customers' expectations towards sustainability and environmental issues

Use of Renewable Energy

- The carbon emission calculation has taken into consideration the difference emission factor of RE and non-RE for 2022 ESG Annual Report.
- FIT started the data collection on usage of renewable energy for year 2020 onward, and we see a rise on the percentage of renewable energy takes. Up until end of 2022, the source of renewable energy includes electricity generated from solar panels and bundled RECs.
- By end of 2022
Sites that self-generate renewable electricity:
 Baoke, Kunshan (Diancha and Dianfa), Huai'an
Sites that purchase bundled RECs:
 Kunshan (Diancha and Dianfa)
- Going forward, FIT plans to procure and secure more RECs, including bundled RECs and iRECs.



Scenario Analysis

A comprehensive climate risk assessment covering physical and transition risks was conducted in 2022 by a third-party consultant.

A total of 13 climate-related risks and opportunities ("CRO") were concluded, with at least half of identified CRO (top 6) being considered as material:

Risks	Extreme weather events, Carbon pricing, Energy price change, Temperature changes
Opportunities	Renewable energy, Market demand change

For further details, see overview table in section 9.4 of FIT ESG Report.

Risk Management

We regard risk identification as our first step and upon completion of the climate risk assessment in 2023, FIT will explore adaptation and mitigating actions on managing the risks that have been identified.

Existing measures on managing physical risks

While a more comprehensive assessment on mitigation actions as a result of the climate risk assessment will be explored further, emergency response measures are already in place to reduce climate physical risk impacts from typhoons, floodings and drainage blockages.

Social

Labor Relations

During the Reporting Period, the Company did not significantly violate labor laws and regulations.

Employees are the cornerstone of FIT's long-term development, and FIT believes in building a people-oriented work environment, such as providing equal opportunities and adequate resources to help employees develop in the long run.

Labor Policy and Compliance

Company policies formulated for the protection of employees include regulations for:

- Employee Recruitment Operations
- Basic Manpower Recruitment Operations
- Labor Protection of Female Employees
- Prohibition of the Use of Involuntary Labor
- Protection for Juvenile/Young workers
- Prohibition of Child Labor
- Working Hour and Overtime Management



Labor Unions

FIT has established labor unions in various factories in Mainland China and Vietnam, complying with relevant laws and regulations including "Trade Union Law of the People's Republic of China", the "China Trade Union Regulations", and the "Labor Law of the People's Republic of China". Trade unions can be divided into following groups:



Activities of FIT Trade Union

Every year, the FIT trade unions conduct activities for its employees, such as cultural events, company open days, festivals and birthday celebrations, to enhance the sense of belonging of its employees to the Company. At the same time, the employee's leisure life is enriched, allowing the employees to achieve work-life balance.

Employee Care and Support Program (Mainland China)

FIT trade union supports employees facing financial challenges. The assistance programs include employee assistance, family disaster assistance, funeral condolences, material illness condolences, and care for disabled employees.

2022: approx. RMB 2 million

2023: target RMB 2.5 million

Diversity

To promote employee diversity, FIT has introduced various initiatives, including the establishment of employee affinity groups, social groups and diversity committees. The initiatives also target recruitment, training and guidance programs. The Company also introduces new responsibilities at the management and Board level. FIT plans to further increase the number of employees at all levels and the number of female Board representatives in the coming years.

Working Hours

FIT places great emphasis on the employee's work life balance. For example, the FIT Vietnam factory has developed the "Working Hours Management Measures" and "Overtime Management Operation Measures" to regulate reasonable work and rest time. FIT operates an 8-hour work system, with appropriate shifts and breaks to ensure that the working hours meet the requirements of local laws and regulations. For employees who need to work overtime, they are entitled to overtime pay or the right to rest overtime to protect the employee's willingness and right to take leave.

Development and Training

FIT attaches great importance to the professional development of employees, the training system includes:

- New employee training
- Cadre training
- Incumbent employee training
- Epidemic training
- Special job training: training and self-learning, professional qualification certification
- Lecture series: external and internal lecturers
- Language training

In addition, FIT helps upgrade the qualifications of its employees. For example, the factories of Mainland China cooperate with local universities (Henan University, Tianjin University, Wuhan University, etc.) to offer undergraduate and postgraduate programs.

Total training time in 2022 is 1,697,881 hours, average 35.77 hours of training per employee.

Staff Training (Hours/Person)	2022	2021	2020
Senior Management	35.78	31.55	24.92
Middle Level Management	19.95	18.02	17.93
Grassroot Staff	36.51	29.71	29.57

Employee Structure and Turnover Rate

Employee Structure		2022		2021		2020	
Total		54,121		56,457		53,060	
Employment Type	Full-Time	54,118		56,453		53,053	
	Part-Time	3		4		7	
Employee Breakdown and Turnover Rate		Persons	Turnover Rate (%)	Persons	Turnover Rate (%)	Persons	Turnover Rate (%)
Gender	Female	29,099	18.19	29,382	17.77	27,973	15.92
	Male	25,022	20.58	27,075	21.39	25,087	20.29
Regional Distribution	Mainland China	25,816	26.12	27,471	32.00	29,389	27.38
	Taiwan	1,020	14.57	970	13.00	933	11.06
	Vietnam	26,292	38.73	27,004	34.71	21,613	36.08
	United States	993	12.20	1,012	13.14	795	8.83
	Others	0	/	0	/	330	19.12

QMS Certification

Certification	Content	Mainland China	Taiwan	Vietnam
ISO9001	Quality Assurance System	✓	✓	✓
ISO45001	Occupational Safety and Health Management System	✓		✓
QC080000	Hazardous Substance Process Management System	✓		✓
IATF16949	Quality Management System of Automobiles	✓	✓	✓
ISO26262	Road Vehicles – Functional Safety		✓	

Production Safety

No material non-compliant cases against occupational health and safety regulations in 2022.

Safety Committee

Safety committees were established in Mainland China, Vietnam and Belkin factories.

Our Mainland China, Vietnam, and Belkin factories have established Safety Committees to coordinate, guide, manage, and supervise safe production within our facilities based on operational needs. The Safety Committee meets regularly and we have an established reporting mechanism in place to strengthen the monitoring of safety performance. Safety Departments, responsible for the daily implementation of health and safety work, are also established at each of our operating site.

Audits

Regular safety audits conducted at all factories including chemical safety, fire safety, and equipment safety.

Hazardous chemicals

Management systems standardize the safe transport, handling, usage, storage and security management of hazardous chemicals.

Fire safety

Inspections, drills and corrective actions.

Safety Training

FIT's factories conduct safety education and training to ensure that employees have the necessary knowledge and skills in safe production. Safety education and training include special training for new employees, personnel changing job types, personnel doing special work, personnel doing dangerous work, and key personnel in-charge, as well as regular safety education programs. In addition, the Company organizes annual training for all employees.

Occupational Health and Safety

	2022	2021	2020
Work-related fatalities	0	2	2
Rate of work-related fatalities (%)	0	0.0035	0.0027
Proportion of work-related death(%) [•]	0	1.92	2.35
Work-related injuries	112	104	85
Workdays lost due to work-related injuries	4,691.00	4,645.50	3,244.50

[•]Proportion of work-related death = Work-related fatalities/ work-related injuries

Occupational Hazard

Monthly

Site-wide inspections to strengthen occupational safety control.

Semi-annual

Evaluations in workplaces with high risks.

Annually

Occupational hazards in labor environment for industrial dust, chemical toxicants and physical hazards.

Every 3 years

Assessment on occupational hazards status.

Intellectual Property Protection

The Company maintains a high level of attention to legally protected intellectual property rights and similar products in the market and regularly conducts information security risk assessments.

No disputes concerning intellectual property rights in 2022.

Supply Chain Management

FIT

Supplier Regions	2022	2021	2020
Mainland China	2,127	1,286	1,237
HK, Macau and Taiwan	241	320	383
Overseas	108	397	336
Total	2,476	2,003	1,956

Comprehensive Supplier Management System

FIT in Mainland China, Taiwan and Vietnam regulates the working criteria for supplier selection, daily management and evaluation, supplier elimination and withdrawal, and requires every staff member in-charge to strictly implement the supplier management system, based on but not limited to:

- Operating System for Procurement Quality Control
- Operating System for Vendor Quality Control
- Measures for Control of Green Supplier Selection and Assessment

Supplier Termination Management

FIT regularly identifies suppliers with poor competitiveness and high risks, such as those with excessive environmental management substances, rated as unqualified and reconfirmed as unqualified, and violating quality and procurement contractual terms, etc. According to the evaluation results, FIT begins a freezing process for these suppliers and sets a deadline for them to make improvements and implements elimination control.

Belkin

Belkin carries out internal social responsibility audits to measure a supplier's work on human rights, labour laws, and employee health and safety.

Supplier guidelines	Labor practice	Health and safety	Environmental protection
<ul style="list-style-type: none"> • Supplier commitment • Management accountability • Risk assesment and management • Goals and plans • Training • Audit and evaluation • File and record 	<ul style="list-style-type: none"> • Child labor • Youth employment • Forced labor • Discrimination • Operating hours • Salary and benefits 	<ul style="list-style-type: none"> • Fire safety • Equipment safety • First aid and medical services • Chemical safety • Working conditions • Personal protective equipment • Food preparation and services 	<ul style="list-style-type: none"> • Environmental laws and regulations • Environmental impact assessment • Whether the waste discharge meets the standards • Storage of hazardous waste

Promote Supplier Growth

In order to enhance the quality and skills of suppliers, the Company maintains constant communication with suppliers by regularly conducting training and coaching for suppliers to achieve quality goals. Using factories in Mainland China as an example, the Company organizes annual supplier exchange conferences and recognizes outstanding suppliers as an encouragement for them.

Supplier Admission

List of qualified suppliers selected in terms of audit status, compliance with the corresponding system, effectiveness of risk management, and environmental management substance control.

Daily Management

Newly added suppliers:

- enter into agreements of cooperation
- on-site inspections in accordance with internal standard processes.

Supplier Evaluation

- monthly performance audit
- annual audit
- environmental risk evaluation
- environmental substance investigation
- supplier social and environmental responsibility risk assessment
- supplier conflict mineral investigation

Governance

Board of Directors

During 2022, the Board held 6 Board meetings and 2 general meetings. The Board of Directors composition as of August 7, 2023:

Director	Name	Gender	Age	Position	Appointed	Board Meeting Attendance	General Meeting Attendance
Chairman Executive	LU Sung-Ching Sidney	M	64	FIT CEO	2013	66.7%	50%
Executive	LU Pochin Chris	M	64	FIT COO, CFO	2015	100%	100%
Executive	PIPKIN Chester John	M	62	Belkin Executive Chairman	2019	100%	50%
Non-Executive	TRAINOR-DEGIROLAMO Sheldon	M	59		2019	100%	100%
Non-Executive	HUANG Pi-Chun [•]	F	51		2023	N/A	N/A
Independent Non-Executive	CURWEN Peter D	M	65		2016	100%	50%
Independent Non-Executive	TANG Kwai Chang	M	70		2016	100%	100%
Independent Non-Executive	CHAN Wing Yuen Hubert	M	65		2016	100%	100%

[•]HUANG Pi-Chun has been newly appointed as non-executive director of the Company on August 7, 2023.

Chairman and CEO:

Pursuant to the code provision C.2.1 of the Corporate Governance Code, the roles of chairman of the Board and chief executive should be separated and should not be performed by the same individual.

In view of the current status of the Group's development, the Board considers that the same individual who performs the two positions of chairman and chief executive officer can provide strong and consistent leadership to the Company and be conducive to the implementation and execution of the Group's business strategy. Also, the Board considers that this situation will not impair the balance of power and authority between the Board and the management of the Company because the balance of power and authority is governed by the operations of the Board which comprises experienced and high calibre individuals with demonstrated integrity. Furthermore, decisions of the Board are made by way of majority votes. Nevertheless, we will review the structure from time to time based on changing circumstances. The Board will continue to evaluate the situation and consider the separation of the roles of chairman and chief executive officer when appropriate, taking into account the then general conditions of the Group.

Functional Committees

Audit Committee

4 audit committee meetings were held in 2022.

Position	Name	Attendance	Board
Chairman	TANG Kwai Chang	100%	Independent Non-executive Director
Member	CURWEN Peter D	100%	Independent Non-executive Director
Member	CHAN Wing Yuen Hubert	100%	Independent Non-executive Director

Nomination Committee

1 meeting was during 2022.

Position	Name	Attendance	Board
Chairman	LU Sung-Ching	- ●	Executive Director
Member	CURWEN Peter D	100%	Independent Non-executive Director
Member (2021/1-2021/3, re-appointed 2022/3) ●	CHAN Wing Yuen Hubert	NA	Independent Non-executive Director
Member (2021/3- 2022/3) ●	TRAINOR-DEGIROLAMO Sheldon	100%	Non-executive Director

● As the CEO, LU Sung-Ching did not attend the Nomination Committee meeting.

● With effect from March 17, 2022, Mr. TRAINOR-DEGIROLAMO Sheldon was replaced by Mr. CHAN Wing Yuen Hubert as a member of the Nomination Committee.

Board Diversity Policy

The Company believes that board diversity will have substantial benefits in improving its performance. Therefore, the Company has adopted a board diversity policy to ensure that the diversity of Board members be considered from a number of perspectives. All Board appointments will be based on meritocracy, and candidates will be considered against objective criteria, having due regard for the benefits of diversity on the Board.

The Board has complied with the plan to appoint at least one female Director by December 31, 2024. The Company values gender diversity and will continue to take steps to promote gender diversity at all levels of the Company, in particular at the Board level.

Remuneration Committee

2 meetings were held in 2022.

Position	Name	Attendance	Board
Chairman	CHAN Wing Yuen Hubert	100%	Independent Non-executive Director
Member	TANG Kwai Chang	100%	Independent Non-executive Director
Member	TRAINOR-DEGIROLAMO Sheldon	100%	Non-executive Director

ESG Committee

2 ESG committee meetings were held in 2022.

Position	Name	Attendance	Board
Chairman	CURWEN Peter D	100%	Independent Non-executive Director
Member	PIPKIN Chester John	100%	Executive Director
Member [•]	TRAINOR-DEGIROLAMO Sheldon	100%	Non-executive Director
Member [•]	CHAN Wing Yuen Hubert	100%	Independent Non-executive

[•]With effect from March 17, 2022, Mr. CHAN Wing Yuen Hubert was replaced by Mr. TRAINOR-DEGIROLAMO Sheldon as a member of the ESG Committee.

To ensure that the Board of Directors has full responsibility on ESG matters, including strategies and reporting, the Company established the ESG Committee in 2020 which has been authorized by the Board to manage ESG-related matters. The main duties of the ESG Committee are as follows:

1. receive regular reports from the social & environmental responsibility committee (the “SER Committee”);
2. monitor how the Company communicates with its stakeholders and ensure that there is an appropriate communications policy that effectively promotes the relationship between the Company and its stakeholders;
3. review the work of the SER Committee regularly; and
4. review important ESG initiatives and suggest to the Board for approval, including but not limited to:

① ESG-related risk assessment

③ strategic plan

⑤ ESG-related targets

⑦ annual budget

② material ESG-related risks and issues

④ policies

⑥ annual ESG report

⑧ incident responses

SER Committee

Under the leadership of the SER Committee, the Company established environmental goals for different environmental indicators such as energy use, waste, water resources and greenhouse gases. For the environmental goals. The SER Committee’s responsibilities include:

- Develop ESG policies and goals related to the Sub-Committees and ensure effective implementation to the executive leaders
- Conduct ESG Risk Assessment
- Hold monthly meetings to review ESG performance
- Report to the ESG Committee on a regular basis

Senior leaders attend the monthly meetings of the SER Committee and review the regular reports from the SER Committee.



Compliance and Anti-Corruption Policies

FIT adheres to the principles of compliance and integrity, ensuring strict compliance with relevant legal regulations.

Publicity and training in fighting corruption and promoting a culture of integrity		
New employee training	The "Employee Handbook" defines anti-corruption behaviour, compliance practice and penalties for violation.	
"Xiangxin" APP	Employees can obtain anti-corruption information through the "Xiangxin" APP to enhance the awareness of compliance with relevant laws.	It covers topics such as common fraud cases, procedures of handling corruption, integrity-related regulations, role of internal control in preventing fraud, reporting channels, etc.
Online courses	The Mainland China, Taiwan, and Vietnam factories provide anti-corruption awareness training for all key positions.	

In 2022, FIT has 0 anti-corruption related case.

Anti-Corruption	2022	2021	2020	2019
Number of closed cases	0	0	0	2

Whistleblowing

Internal Reporting:

Internal reporting channels	Offer internal whistleblowing channels: written mail, telephone hotline, e-mail, QQ, Wechat, etc.
Report to file	The Internal Audit Department and the Legal Department will set up an investigation team after receiving the reported information.
Verify	Collect actual relevant data and information through investigation.
Transfer to Legal Department	Cases involving litigation are transferred to the Legal Department for handling.

FIT accepts anonymous reports from employees and will ensure that the identity of the whistleblower is kept confidential at all times and that the whistleblower will not be discriminated against.

External Reporting:

FIT also has strict requirements for business partners. The Company requires suppliers to sign a commitment (including anti-corruption provisions) and conducts regular social responsibility assessments on suppliers.

In response to corruption, the company also offers corresponding reporting channels, including e-mail, telephone hotline, QQ, WeChat, etc. for reporting irregularities in the course of operation to safeguard the interests of both parties.



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