

Human Resources Policy

Intricon Corporation is committed to creating an inclusive work environment where all team members demonstrate respect for each other and participate in a community of integrity, trust and collaboration. Team members are integral to fulfilling our mission to improve, extend and save lives by advancing innovative micromedical technologies through joint development and manufacturing partnerships with industry leading medical device companies.

Intricon's Values

Intricon is committed to maintaining our history as an ethical and moral leader in our business operations and everyday interactions. Intricon remains true the following values that guide us in how we define ourselves and how we behave.

- Integrity and Humility
- Discipline and Accountability
- Collaboration and Inclusiveness
- Agility and Innovation

Our Commitment to a Diverse and Respectful Workplace

It is Intricon's goal is to foster a diverse and vibrant workforce and support and reflect the communities in which we live and work. We believe that innovative ideas come from having diverse and unique perspectives, and that different ideas, backgrounds, experiences and knowledge contribute to a better outcome for all. Intricon is committed to creating an environment where all team members are free to express their opinions and ideas in a productive and respectful manner.

Intricon team members are expected to be inclusive in all work relationships and initiatives. This includes conduct during work, at work functions on or off work sites, and at all company-sponsored events. Any team member found to violate this policy or exhibit inappropriate behavior may be subject to disciplinary action.

Our hiring, retention and development activities serve to promote a diverse and more equitable team member community. We value and embrace diversity across the spectrum of backgrounds and experiences, including but not limited to race, ethnicity, gender, gender identity and expression, sexual orientation, disability and religion.

Our Commitment to Discrimination Prevention and Equal Employment Opportunities

Intricon is committed to providing equal employment opportunities and has established policies to support that commitment. All qualified applicants and employees will be considered for employment and advancement without regard to race, creed, religion, color, national, ethnic or social origin, sex, marital or family status, disability, sexual orientation, gender identity and expression, age, pregnancy, genetic information or any other protected class under applicable federal, state or local law. This policy applies to all employment practices and terms and conditions of employment, including but not limited to

promotions, transfers, compensation, discipline, terminations, training and participation in Company sponsored benefits or programs.

Intricon prohibits discrimination and harassment based on the above stated categories. Any team member who engages in discrimination or harassment; who permits team members to engage in such conduct; or who retaliates or permits retaliation against a team member who reports such conduct is in violation of this policy and will be subject to disciplinary action, up to and including termination of employment.

Intricon has implemented policies, procedures and training to ensure any potential discrimination or harassment is reported and appropriately investigated and corrected, if appropriate. Team members have been instructed and have acknowledged their duty to immediately report any non-compliance with our policy and our commitment to a respectful workplace free of discrimination or harassment. Team members have been made aware of the appropriate reporting channels.

Our Commitment to Violence Prevention

Intricon is committed to providing a respectful, peaceful and nonviolent workplace and we do not tolerate violence or threats of violence. Team members have been advised of their duties and have acknowledged their role in preventing violence at Intricon including the necessary reporting procedures regarding suspicious or violent activity.

In accordance with our commitment to violence prevention, Intricon does not allow team members to bring any weapons, such as knives or firearms on company property, including parking lots except where specifically permitted by applicable law. Additionally, team members may not possess weapons while engaged in Company-business.

Freedom of Association and Freedom of the Individual at Intricon

Intricon is committed to fair and equitable employment practices for all team members. In providing equal access and fair treatment based on demonstrated skills, talent and initiative, we believe that we create the strong foundation for success for individuals and the organization. Intricon respects employee rights, and does not limit the right to discuss the terms and conditions of employment and the right to engage in concerted protected activity for the purposes of mutual aid and/or protection. Intricon, and this policy, intend to fully comply with all legal rights available to employees, including rights under Section 7 of the National Labor Relations Act.

Intricon believes in the freedom of individuals to manage and have control over their own career and professional engagements. Intricon is an at-will employer and believes all team members, and the Company, have the ability to end their employment relationship with the Company at any time and for any reason.

Our Commitment to Human Rights

As one of Intricon's core values, we respect the human rights and dignity of all people in our operations and in our partnerships. As an organization, we comply with laws that promote safe working conditions and individual security as well as laws that ensure freedom of association and the right to form and join worker organizations. We believe all people have indelible rights to be treated fairly, humanely and with great regard for safety.

Intricon is also committed to ensuring all our team members receive not just fair or living wages, but competitive pay that is commensurate with their role, performance and level of contribution regardless of any protected category.

Intricon's Open Door Policy

Intricon is an organization that values feedback and dialogue and we welcome ideas, concerns, suggestions, or questions that team members may have about their jobs or about the organization. Intricon's employee handbook references the process and the resources that team members may contact such as an immediate supervisor, a department manager, another manager and any member of Human Resources.

While Intricon may not be able to remedy every problem or concern, we value each and every team member's observations and are committed to maintaining an environment of discussion and openness, without fear of retaliation.

Reporting Mechanisms at Intricon

Intricon is committed to fair, ethical, legal, and moral business practices. If for any reason, a team member believes the Company or individuals within the Company including directors, customers or suppliers are not complying with our standards for conduct or any policy, they are encouraged to report concerns or complaints to Human Resources, a supervisor or manager or an officer of the Company as described in the Company's Code of Ethics.

Team members may also submit a good faith complaint regarding accounting, internal accounting controls or auditing matters to the Audit Committee of the Intricon Board of Directors as described in Intricon's Whistleblower Policy and Code of Ethics.

While we recognize that some good faith complaints and reports may be made anonymously, we encourage team members to share their identity when making a report because it often facilitates a more thorough investigation. All reports, whether identified or anonymous, will be treated as confidentially as possible, consistent with applicable law and business needs to properly investigate.

Appropriate disciplinary and/or corrective action, if any, will be taken in accordance with Intricon's judgment and applicable law. It is against Intricon's policy to retaliate in any manner against any person who has in good faith reported a suspected violation of law or Intricon's Code of Ethics or any person who has participated in good faith in an investigation. However, bad faith reporting may result in disciplinary action, up to and including dismissal.

Our complete employment related policies including those mentioned here are memorialized in the Intricon Employee Handbook.