



Syncmold Enterprise Corp.

ESG Report

2024 ESG Report

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About the Report

This report was in line with the Sustainability Reporting Standards published by the Global Reporting Initiative (GRI). A CSR report is published voluntarily every year to demonstrate Syncmold Enterprise Corp.'s efforts and outcomes of corporate sustainability development. In the future, Syncmold will continue to disclose relevant information in the aspects of economy, environment and corporate governance, so that our stakeholders can know better the Company's determination and achievements in different ESG aspects.

Scope and Data of Report

The information disclosed in this report covers the period of 2024 (from January 1, 2024 to December 31, 2024). The Company's reporting cycle is once a year.

Current version: Published in August 2025. Last version: Published in August 2024. Next version: August 2026.

This report covers Syncmold's head office in Taiwan and all factories in Taiwan; domestic and overseas subsidiaries are not included.

Operational locations:

1. 9F, No. 168, Jiankang Rd., Zhonghe Dist., New Taipei City (head office).
2. No. 6, Ln. 403, Min'an Rd., Xinzhuang Dist., New Taipei City (factory).

The financial data disclosed in the report are from the individual financial statements and annual reports certified by CPAs; some of the statistical data are derived from the information publicly released by government agencies and relevant websites.

Basis of Preparation

This report was prepared based on the core option of the Sustainability Reporting Standards published by the Global Reporting Initiative (GRI) in 2021 and in accordance with the "Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies."

Feedback and Contact Information

If you have any questions or suggestions about this report, please feel free to contact us.

Syncmold Enterprise Corp.

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Message from the Operator

Syncmold has undergone major transformations since the establishment in July 1979, such as being listed on OTC in 2007, being merged with Fulfil Tech. Co., Ltd. in 2008, being listed on TSE in 2009, and employing the merger and acquisition strategy at the end of 2019 in the hope of pushing the Group's business to a new level. Profitability is a corporate responsibility. Only when a company makes profits is it able to give back to its shareholders, take care of its employees, and care for the society. However, Syncmold does not only look at short-term profits. With a further focus on sustainable corporate development, we make use of our existing capabilities to promote horizontal/vertical expansion, predict and adapt to changing trends, and meet customer needs with high-quality products and services, growing together with our customers.

Regarding our customers, we are grateful for their long-term support. Meanwhile, we know full well that "customer trust" is a critical intangible asset of the Company. To create a win-win situation under the trust-based cooperation model, we serve not only as a party of a business contract, but also as a strategic partner that helps enhance mutual competitive advantages.

Regarding our employees, we strive for the goal of effectively increase the human capital via the selection/education/appointment/retention of talents. The competency development of employees is oriented to the reinforcement of corporate competitiveness, and our strengths are constantly enhanced as reflected by the management indicators in terms of technology/costs/accuracy/timeliness/efficiency. Also, we enable the employees to achieve the ideal balance among personal growth, family care, and organizational goals through "human-oriented" communication and timely incentives, rewards and punishments.

Syncmold has been supported by institutionalized and systematic regulations, learning-based growth, expansion of capital, and development of high-quality manpower. In the future, we will continue to fulfill our corporate social responsibility, adding value to products and services as well as laying the foundation for the Company's sustainable development.

Chairman and President



Stakeholders



1.1 Stakeholder Identification and Communication

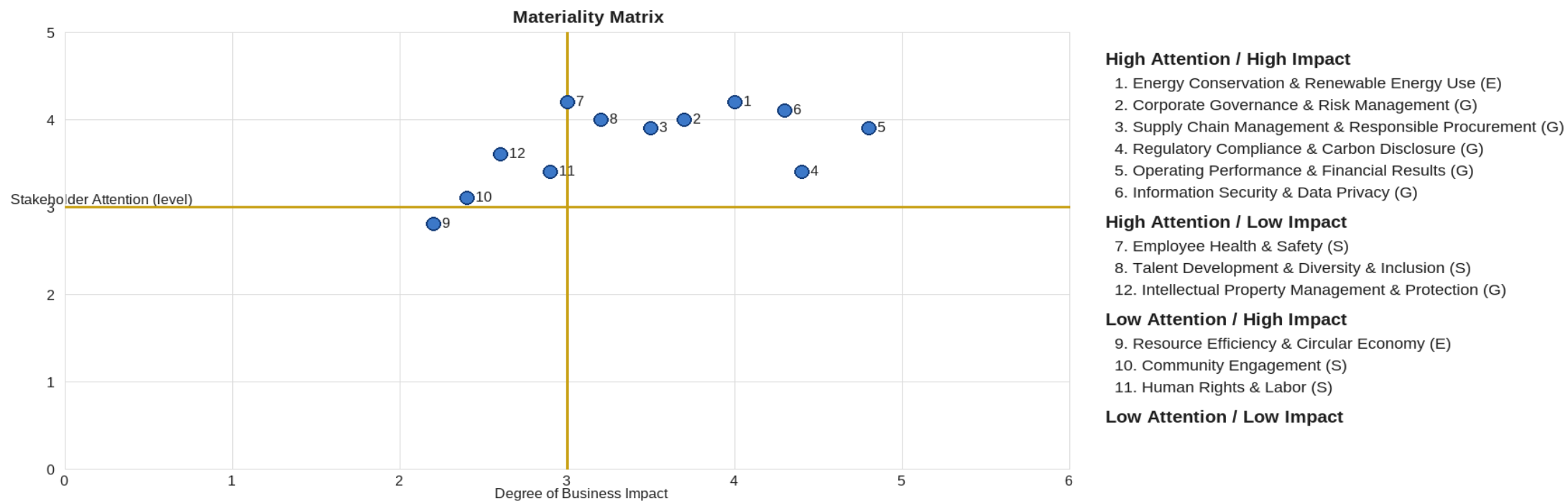
Based on the 5 identification principles of “responsibility,” “influence,” “tension,” “dependency,” and “diverse perspectives” of the AA00 Stakeholder Engagement Standard, Syncmold identified 6 major categories of stakeholders: customers, employees, shareholders/investors, suppliers, government agencies, and community groups.

To fulfill our commitments to the stakeholders and understand their opinions thereof, the Company has established comprehensive communication channels on the official website to provide all stakeholders with contact points for responses and problem handling. The communication channels, frequencies and concerned issues between the Company and the stakeholders are listed in the following table.

Stakeholders	Importance to Syncmold	Communication Channel and Frequency	Concerned Issues	Chapter of Response
Customers	Customer satisfaction on our products and services is the key to our sustainable operation.	<ul style="list-style-type: none"> Maintain contact (instant) via e-mail or communication software Customer satisfaction survey and improvement (annually) Sales perform review and inquire matters requiring improvement (irregularly) with main customers 	<ul style="list-style-type: none"> Product quality Product liability Delivery management Environmental friendliness Customer relationship management 	1.1 Current Status and Development 2.1 Environmental Policy
Employees	Employees are the most important asset of the Company and one of the stakeholders we care the most. The creativity and stable job retention are key foundation for Syncmold’s continuous leading position in the industry.	<ul style="list-style-type: none"> Convene employee welfare committee meetings (quarterly) New employee educational training (irregular) Internal employee complaint channel (instant) 	<ul style="list-style-type: none"> Employee welfare Occupational health and safety Talent cultivation Employee career planning 	3.1 Friendly workplace 3.2 Protection of rights and interests
Shareholders/investors	Fund investments represent the trust and support of shareholders / investors on the Company and also allow Syncmold to continue excel further with innovation with respect to corporate sustainable operation.	<ul style="list-style-type: none"> Shareholders’ meetings (regular) Investor conferences (irregular) Announcement at Market Observation Post System or Company website 	<ul style="list-style-type: none"> Corporate governance Business operation performance Sustainable operation policy 	1.1 Current Status and Development 1.3 Corporate governance
Suppliers	Suppliers refer to the upstream raw material and service providers of Syncmold, and are the backing and essential cooperating partners of Syncmold.	<ul style="list-style-type: none"> Supplier assessment and visit (annually) Supplier guidance (irregular) Exchange meeting (irregular) 	<ul style="list-style-type: none"> Quality, price, delivery date Environmental protection Supplier management Integrity and credibility 	2.2 Supplier relationship
Government agencies	We strictly comply with the government laws and regulations, and also actively cooperate with the national policies in order to plan the corporate sustainable strategies prospectively in a greater extent.	<ul style="list-style-type: none"> Market Observation Post System disclosure and declaration (instant) Irregular participation in policy seminars and symposiums held by competent authorities Maintenance of good interaction with competent authorities 	<ul style="list-style-type: none"> Legal compliance Corporate governance 	1.3 Corporate governance 3.2 Protection of rights and interests
Community groups	Based on the understanding of the local area through local community groups, our return and feedback action are able to actually satisfy the local needs and to create a fortune environment suitable for living and co-existence.	<ul style="list-style-type: none"> Sponsorship to community activities (irregular) Participation in public welfare and charity activities (irregular) 	<ul style="list-style-type: none"> Community care Contribution to society Corporate image 	4.1 Social care and contribution 4.2 Local participation

1.2 Material Topics Identification

The Company compiled a materiality matrix to explain priority topics for the coming year and to serve as the basis of this report. The matrix also presents each topic's management approach and performance, and links to our 2024 sustainable development goals.



1.2 Identification of Material Issues

Taking into account both business impact and stakeholder significance, we identified six material topics. These topics were mapped to the GRI Standards for data collection, and we describe how Syncmold manages the associated governance, environmental, and social (GES) impacts. We also defined the internal and external reporting boundaries to ensure the transparency and completeness of our disclosures.

Aspect of Issues	Material Issue	Impact on Stakeholders	Within the Organization	Outside the Organization				
				Shareholders/ investors	Suppliers	Customers	Community groups	Government agencies
Economic aspect	Economic performance	Economic performance is the common goal of corporate operations, while patent R&D is a key element for Syncmold to maintain market competitiveness and operational performance. Both are the primary conditions affecting investors' decision-making.	•	•		•		
	Patent R&D							
	Legal compliance	Compliance with laws and regulations is the most fundamental condition for business operations, and is linked to our market reputation and brand image. The media and government agencies pay attention to it, and the customers even decide whether or not to cooperate with us according thereto.	•	•		•		•
Environmental aspect	Hazardous substance management	We comply with international hazardous substance legislation including RoHS, etc. to meet the expectations of customers and the international market. By incorporating the introduction and evaluation of suppliers into the scope of relevant hazardous substance regulations, we play a role in the industry and work in tandem with the suppliers to create a green and sustainable supply chain.	•		•	•		
	Customer health and safety	Customers are the most important business partners of an enterprise. As the customers' decisions on purchases and partnership rely on product safety and environmental legality, we have our products pass safety tests and keep in line with international environmental regulations to avoid any negative impacts on the customers' health and safety.	•			•		
Social aspect	Employee welfare	Salary level and welfare policies are indicators that influence the stability of employee retention. Since employees are the most important stakeholders of a company, we have established a diversified welfare system that surpasses regulatory standards, in order to create a balance between life and work, increase our employees' sense of belonging, and build a happy enterprise.	•					
	Occupational health and safety	Occupational health and safety is a common concern of employees and government agencies. Therefore, with a comprehensive self-management system for occupational safety and health, we minimize the operational risks of employees to ensure safe workplace.	•					•
	Social care and contribution	The Company actively participates in various public welfare activities to care for the society and reflect our corporate value, hoping that such contributive actions are helpful to shape a happy and harmonious society.	•				•	

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Corporate governance

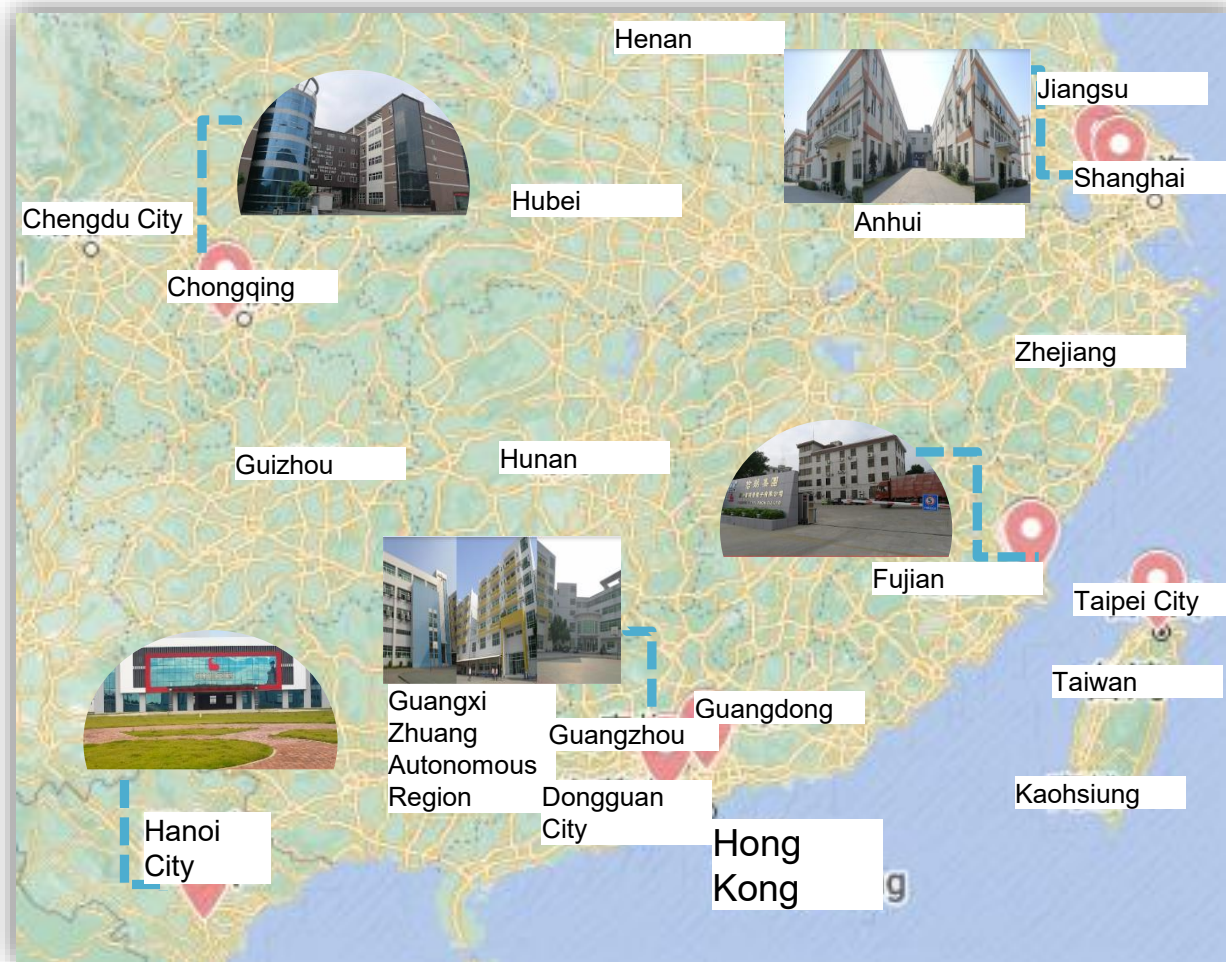
2.1 Company Overview

Company Profile	
Company	Syncmold Enterprise Corp.
Date of establishment	1979/07/07
Paid-in capital	NT\$1.43 billion
No. of employees of the Group	4,644 employees
Industry	Electronic parts and components
Main businesses	Manufacturing and trading of display hinges and stands, and processing, manufacturing, and trading of various molds
Chairman and President	Chen, Chiu-Lang
Regions of operation	Taiwan, China, Vietnam, Singapore, Malaysia, Thailand
Head office of operation	9F, No. 168, Jiankang Rd., Zhonghe Dist., New Taipei City
Brand customers	International brands such as DELL, HP, ACER, ASUS, SONY, AOC, and NEC

Shareholder Structure and Shareholding Ratio

Composition of Shareholders	No. of people	Quantity	Shareholding ratio
Government agencies	-	-	-
Financial institutions	5	1,655,000	1.15%
Other corporations	266	19,735,831	13.68%
Foreign institutions & foreigners	139	25,784,678	17.87%
Individuals	45,347	97,093,095	67.30%
Total	45,757	144,268,604	100.00%

Distribution of the Group's production sites



Main Products and Services

The Company's main services include the design and manufacturing of stands for LCD monitors, LCD TVs and AIO computers, as well as the modeling/mechanism design of plastic injection molding molds, prototype manufacturing, mold manufacturing, plastic injection, aluminum/magnesium alloy die casting products and precision stamping products, etc. In terms of product development, the Company proactively researches and manufactures small precision bearings and will apply them to folding tablets and notebook computers, among other electronic products, as 360-degree bearings.

Products (Services)	Description
Design and manufacturing of stands for LCD monitors, LCD TVs and AIO computers	This includes LCD monitor stands, LCD TV stands and AIO computer stands, and design of stands and hinges with multiaxial or other special functions that meet customer needs. Services such as mass production, yield rate enhancement and introduction of automated production processes are available at our production sites based on customer needs.
Mold modeling/mechanism design	An integrated development process ranging from product appearance design, mechanism design and mold manufacturing to the mass production of plastic injection products are in place for customers. Improvement suggestions on new product designs are also provided for customers to reduce the costs of mold and production.
Prototype manufacturing	Manufacturing of a small quantity of product prototypes is acceptable in response to new product development, which helps avoid moldmaking risks. Such prototypes can also be used as products for marketing purposes.
Mold manufacturing	Precision molds are manufactured with automated CNC and electrical discharge machining equipment based on the 2D and 3D drawings provided by customers and the programs designed via professional design software.
Manufacturing of aluminum alloy and magnesium alloy parts	This covers aluminum alloy and magnesium alloy die casting products, which are mainly vehicle parts, bicycle parts, optical parts, motor valves and DIY tools.
Manufacturing of metal stamping parts	Precision stamping products primarily include 360-degree rotational bearings, keypad frames, cooling products, power supply enclosures, etc.

- Small precision bearing



- Monitor stand

- Bearing/hinge structure of the head of monitor stand



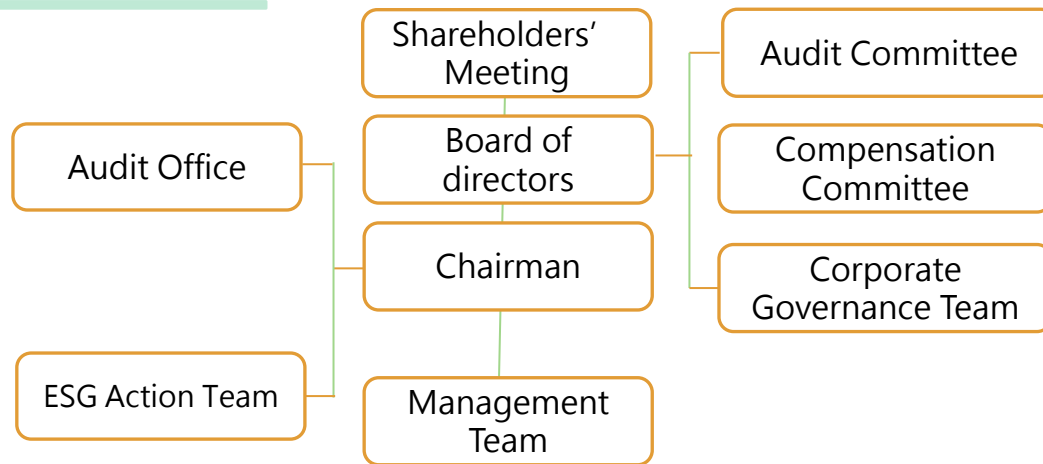
Business Overview

In 2024, the global economy gradually stabilized. Interest-rate cuts and easing inflation improved market liquidity and consumer confidence, lifting demand for monitors. Boosted by international events such as the Paris Olympics and the UEFA European Championship, the global TV market ended years of decline, while gaming monitors posted strong growth in China, driving overall shipment growth. Through product-mix optimization, new model launches, expanded automation, and tighter cost control, the Company enhanced operating efficiency and competitiveness, successfully scaling its high value-added product business. As a result, revenue and profitability in 2024 rose significantly versus 2023. Net profit increased by 65% year over year in 2024, and earnings per share were NT\$7.13, up 39% from 2023.

Future Deployment

Looking ahead to 2025, as PCs purchased during the pandemic enter the replacement cycle—and with Windows 10 support ending in Q4 2025—market replacement demand is expected to increase. In addition, the rapid advancement of AI is boosting demand for high-end monitors. Despite the high base in 2024, monitor shipments are still expected to post modest growth. The Company will continue to closely track market developments, stay aligned with customer needs, and strengthen R&D capabilities and market deployment to ensure steady operational growth while enhancing competitiveness and revenue momentum.

2.2 Organizational Structure



Board of directors

Position	Name	Background
Chairman	Chen, Chiu-Lang	He is the Chairman of the Company, and has the professional background in manufacturing and design of plastic injection molds, as well as business management.
Director	Chuang, Shu-Yen	She is one of the Company's founding shareholders, and is familiar with the plastic injection mold industry.
Director	Fu Yan Investment Corporation; representative: Chen, Chien-Yuan	He used to work for Deloitte & Touche and Concord Securities, and has financial expertise.
Independent Director	Tsai, Yong-Lu	He received his MBA degree from the University of Missouri (USA), and served as the Vice President of the Underwriting Department of Fubon Securities. With a deep understanding of the electronic industry and electronic parts/components, he provides opinions to be considered for business decision-making.
Independent Director	Tsai, Shi-Kuang	He is a CPA of T.K. Tsai & Co., CPAs, and has expertise in finance and accounting.
Independent Director	Yen, Ta-He	He used to be the prosecutor general of the Supreme Prosecutors Office, and has legal expertise.
Independent Director	Chiu, Hui-Qin	He was the prior CEO of Lite-On Technology, and is currently the director/CEO of Ju Teng International Holdings Limited. With his knowledge of the electronic industry's development trend, he provides suggestions to be considered for business decision-making.

Responsibilities of the Board of Directors

The Board of Directors is the Company’ s highest governance unit and the major business decision-making center; its responsibilities include devising a good Board governance system, appointing/supervising/directing the Company’ s management, strengthening the management, overseeing the business performance, preventing conflicts of interest, ensuring the Company’ s compliance with relevant laws and regulations, Articles of Incorporation or the resolution of the shareholders’ meeting during the exercising of its authority, and striving to maximize shareholders’ equity. Responsible for the Company’ s overall operations, it sets clear goals and makes efforts to fulfil them. The Board of Directors is accountable to the shareholders’ meeting, to which the remuneration of directors is reported after being approved by the Compensation Committee and the Board of Directors. The measurement of director performance by the Compensation Committee helps improve the quality and efficiency of the Board’ s decision-making, and helps achieve the purpose of effective management and supervision of the Company. Further, in accordance with the Securities and Exchange Act and other relevant laws, 2 functional committees, the Audit Committee and the Compensation Committee, have been established to strengthen the functions of the Board of Directors and the supervision thereof, protect shareholders’ equity, and implement corporate governance.

Board of Directors Attendance Status

Position	Name	Gender	2024 Attendance Rate
Chairman	Chen, Chiu-Lang	Male	0%
Director	Chuang, Shu-Yen	Female	0%
Director	Fu Yan Investment Corporation; representative: Chen, Chien-Yuan	Male	0%
Independent Director	Tsai, Yong-Lu	Male	0%
Independent Director	Tsai, Shi-Kuang	Male	0%
Independent Director	Yen, Ta-He	Male	0%
Independent Director	Chiu, Hui-Qin	Male	0%

Diversification Policy of the Board of Directors

With a view to promoting the comprehensive development of the composition and structure of the Board of Directors, Article 20 of the “Corporate Governance Best Practice Principles” established by the Company stipulates that diversity shall be taken into account for the composition of the Board of Directors, and that an appropriate diversification policy shall be formulated based on the Board’s operation, business model and development needs to, for example, cover the basic criteria and values (e.g. gender, nationality, age, etc.), professional background (e.g. law, accounting, industry, finance, marketing, technology, etc.) and industrial experience.

The Company’s Board of Directors currently consists of 7 directors, including 3 directors and 4 independent directors. Its members have experience and expertise in finance, business management, and industry knowledge. Moreover, in consideration of the diversity of the Board, the percentage of female directors in our Board is 14%, and the percentage of independent directors in the Board is 57%. More than half of the current independents have served for less than 3 consecutive terms, and the age distribution of directors ranges from 40 to 70 years old.

Board of Directors Performance Evaluation

Evaluation Period	Evaluated Subject	Evaluation Method	Evaluation Items
2024.01.01 ~ 2024.12.31	Board of directors	Self-evaluation	<ul style="list-style-type: none"> ➤ Involvement in the Company’ s operation ➤ Improvement of the quality of the Board’ s decision-making ➤ Composition and structure of the Board of Directors ➤ Election and continuing education of directors ➤ Internal control
	Individual Board members	Self-evaluation	<ul style="list-style-type: none"> ➤ Understanding of the goals and missions of the Company ➤ Awareness of the duties of a director ➤ Involvement in the Company’ s operation ➤ Internal relationship management and communication ➤ The director’ s professionalism and continuing education

Audit Committee

In 2020, the Company established the Audit Committee composed of 4 independent directors in accordance with pertinent laws, and developed the "Audit Committee Organic Rules" for the Audit Committee to follow. The main purposes include supervising the fair presentation of the Company's financial statements, the appointment (dismissal) of CPAs and evaluation of their independence and performance, effectively implementing internal control within the Company, ensuring the Company's compliance with laws and rules, and controlling the Company's existing or potential risks, in order to make sure that the Company's operations are in line with relevant laws and regulations.

Audit Committee Attendance Status

Position	Name	No. of Meetings Attended in Person	Attendance Rate
Independent Director	Tsai, Yong-Lu (Convener)	5	0%
Independent Director	Tsai, Shi-Kuang	5	0%
Independent Director	Yen, Ta-He	5	0%
Independent Director	Chiu, Hui-Qin	5	0%

Performance Evaluation of Functional Committees

Evaluation Period	Evaluated Subject	Evaluation Method	Evaluation Items
2024.01.01 ~ 2024.12.31	Audit Committee	Self-evaluation	<ul style="list-style-type: none"> ➤ Involvement in the Company's operation ➤ Awareness of the duties of the functional committee ➤ Improvement of the quality of the functional committee's decision-making ➤ Composition of the functional committee and election of its members ➤ Internal control
	Compensation Committee	Self-evaluation	

Compensation Committee

The Company established the Compensation Committee in December 2011, and had the Board of Directors formulate the "Organic Rules of the Compensation and Remuneration Committee" according to relevant laws for the Compensation Committee to follow. The Company's Compensation Committee, consisting of 3 independent directors, has the following main duties:

Duties of the Compensation Committee:

1. Formulation and regular review of the policies, systems, standards and structures regarding the performance evaluation and compensation of directors and managers.
2. Regular evaluation and determination of the compensation of directors and managers.

Compensation Committee Attendance Status

Position	Name	No. of Meetings Attended in Person	Attendance Rate
Independent Director	Yen, Ta-He (Convener)	3	0%
Independent Director	Tsai, Shi-Kuang	3	0%
Independent Director	Tsai, Yong-Lu	3	0%

2.3 Operational Performance

In 2024, the global economy gradually stabilized. Central banks began cutting interest rates, boosting market liquidity; global inflationary pressures eased and consumer confidence recovered, leading to an improvement in operating performance. The Company's gross margin in 2024 was 29.12%, up 7.02 percentage points from 22.10% in 2023. Operating income was approximately NT\$1.37 billion, with an operating margin of 14.6%, up 5.7 percentage points from 8.9% in 2023, and earnings per share (EPS) were NT\$7.13.

Financial Statement Information

Unit: NT\$ thousand

Item	2023	2024
Operating income	8,769,537	9,404,071
Operating cost	6,831,797	6,666,063
Operating expenditure	1,157,368	1,364,419
Net operating profit	780,372	1,373,589
Current Period Net Profit	637,567	1,053,644
Earnings per share (NTD)	5.12	7.13

Profitability Analysis

Item		2022	2023	2024
Financial structure	Debt to assets ratio (%)	48.62	41.59	38.73
	Ratio of long-term capital to property, plant and equipment (%)	351.18	361.94	433.78
Solvency	Current ratio (%)	208.08	196.69	224.77
	Quick ratio (%)	177.28	177.04	200.92
	Interest protection multiples	1273.73	1895.83	3654.45
Profitability	Return on assets (%)	3.53	5.73	8.59
	Return on shareholders' equity (%)	6.37	9.87	13.94
	Ratio of net income before tax to paid-in capital (%)	49.	71.78	114.54
	Net profit ratio (%)	3.85	7.27	11.20

2.4 Risk Management

In response to the increasingly complex sustainability risks faced by enterprises, the Company will develop the “Risk Management Best Practice Principles” to help identify the challenges that might occur in the future and make timely responses. The Company’s risk identification is based on the 3 major aspects of economy, environment and society. After the risks that are likely to impact the Company’s sustainable development are identified, we adopt risk control measures to reduce, avoid or transfer such risks to minimize them or even transform them into business opportunities.

Aspect	Risk Identification	Risk Description	Control Measure
Economic aspect	Financial risks	There are financial risks of various profit losses as the Company’s value changes due to the fluctuations of market risk factors.	Risk of changes in interest rate: The Company will apply to banks for short-term financing according to the overall capital and operating conditions. We also intend to adopt floating interest rates with the bank for interest calculation. Risk of changes in exchange rate: a. We actively collect information on exchange rate fluctuations to be fully aware of the trend of exchange rate changes; b. We appropriately keep the foreign currency positions of the sales revenue to cover the expenditures of purchases in foreign currencies; c. We properly engage in the pre-sale of foreign exchange forwards within the range of sales revenue in foreign currencies for risk hedging.
	Operational risks	Such risks include product market saturation, sales/purchase concentration, product obsolescence, and industry changes.	1. We set up overseas production sites and domestic factories to reduce the risk of concentration. 2. We continuously develop new technologies to prevent products from being eliminated from the market. 3. We integrate resources through strategic mergers and acquisitions, and develop diversified products to boost the momentum of revenue.
	Supply chain risks	These refer to the risks of being impacted by the quality, delivery time, price or stock-out of suppliers.	We establish multiple overseas production sites and increase the number of suppliers so as to diversify the supply sources of raw materials and avoid the risk of incoming material concentration.
	Legal risks	Risk that changes in import/export tariff rates, trade policies, or retaliatory tariff measures will raise procurement costs, increase pricing pressure, compress profit margins, or disrupt the supply chain.	1. Diversified supplier footprint:** Develop multi-country or regional sourcing to mitigate exposure to tariff volatility in any single market. 2. Country-of-origin strategy:** Establish manufacturing or assembly bases in low-tariff jurisdictions via subsidiaries or joint ventures. 3. Inventory optimization:** Pre-build inventory or adjust safety-stock levels in anticipation of potential tariff increases.
Environmental aspect	Climate change risks	These include the risks associated with climate change and natural disasters.	The Company is dedicated to environmental protection, continuing to reduce the Group’s environmental impact through green R&D, introduction of eco-friendly materials, running of green factories, enhancement of energy and water saving, reduction of production energy consumption, and disclosure of environmental information.
Social aspect	Human resource risks	These include the risks related to the issues of human rights and employee development/management, etc.	1. Each year, we make regular plans for employee education, training and development, and implement such plans. 2. A reasonable compensation policy and comprehensive employee benefit measures are in place.
	Occupational safety risks	These are the risks resulting from the management of employees’ occupational health and safety.	1. We appreciate the internationally recognized basic human rights, protect all our employees, and fulfill corporate social responsibility. 2. The Company observes labor laws and regulations, and establishes reasonable working rules in accordance with the Labor Standards Act.

2.5 Implementation of Ethical Corporate Management

Ethical Management

To foster the corporate culture of ethical management and robust development, the Company actively ensures the ethical management of the Board of Directors and the management. The Ethical Corporate Management Best-Practice Principles, Ethical Code of Conduct, and Regulations Governing the Processing of Reports of Illegal and Unethical or Dishonest Conduct have been established to explicitly set forth the policies and practices of ethical management, prohibit unethical behaviors, and provide prevention programs against unethical conducts. These are disclosed on the Company' s intranet for all the employees to observe. In addition, the Company promotes the awareness of ethics or the ethical education and training of the employees by letter or other means at least once a year, and encourages the employees to report any violations of relevant laws and regulations to the head of internal audit, Audit Committee or other appropriate individuals. The Company is duty bound to protect the confidentiality and personal safety of the whistleblowers, so that they won' t suffer reprisals.

Implementation Status of Insider Trading Prevention

The Company provides awareness-raising education about the "Management Procedures for Major Internal Information Processing and Insider Trading Prevention" and related legislation at least once a year for the directors, managers and employees, and even in a timely manner for the new directors, managers and employees.

In 2024, the awareness-raising education was given to the incumbent directors and managers on November 8, 2024, with the course focusing on how enterprises can prevent insider trading, along with case analysis. The education, totaling 60 hours, was received by participants in total, and the briefing files of the course were sent to all the incumbent directors, managers and employees.

Legal compliance

Legal compliance is a never-ending topic to public companies; it is necessary to always make timely adjustment in response to the instructions of competent authorities. With an eye to avoiding the legal risks of fines, etc. resulting from the ignorance of laws, Syncmold pays constant attention to any policies and laws that might have a significant impact on the Company' s financial status and business. Also, we have set up a Legal Affairs and Intellectual Property Rights Office to assist the Company in meeting regulatory requirements, and an Audit Office to ensure that corresponding internal control procedures have been formulated and aligned with current legislation. By these measures, we aim to create an overall image of a legally compliant company, and further achieve the goal of sustainable operations.





Sustainable Supply Chain

3.1 Supply Chain Management Policy

New Supplier Evaluation

The Company has formulated the Supplier Management Procedures to assist new suppliers in following the process. All the new suppliers must pass the review and evaluation as the process stated below to become qualified suppliers. The evaluation is conducted by the procurement unit and the audit unit according to the following procedures.

Supplier Follow-up Evaluation

The quality control unit carries out a comprehensive evaluation (in writing) for each supplier in the aspects of technology, quality, continuous supply ability and price leadership on a quarterly basis. The evaluation results decide which suppliers are prioritized for the needs, and the suppliers that fail the evaluation will be disqualified.

Besides the quarterly evaluation, the quality control unit also schedules annual evaluation (on-site) every year based on the supplier risk level and audit frequency in the "Roster of Qualified Suppliers," in order to ensure the stability of incoming material quality and encourage our suppliers to jointly enhance the performance of corporate social responsibility.

Supplier inspection	Item	Materials to be Provided
↓	1	Supplier Integrity and Credit Contract
Supplier' s provision of materials	2	Confidentiality Agreement
↓	3	Quality Agreement
Review of materials	4	Environmental Restricted Substance Warranty
↓	5	Business registration documents
Data filing	6	Supplier Environmental Agreement
↓	7	Declaration of Non-use of Conflict Minerals
Initial supplier evaluation	8	ISO certifications
↓	9	Hazardous Substance Test Report
On-site evaluation		
↓		
Correction of deficiencies		
↓		
Supplier qualification		
Evaluation Score (%)	Level	Note
91-0	A	Directly included in the roster of qualified suppliers
81-90	B	Included in the qualified supplier roster after the deficiencies identified during the audit have been corrected
71-80	C	Included in the roster only after the supplier has corrected the deficiencies identified during the audit and been qualified through re-evaluation
Below 70	D	Unqualified supplier

3.2 Sustainable Supply Chain

Sustainable Supply Chain

The Company has developed the Supplier Management Procedures with the aim of fulfilling the corporate social responsibility between our suppliers and us. The supplier evaluation mechanism therein requires suppliers to not only provide competitive quality, delivery time, and technology, but also carry out their social responsibilities towards the environment, labor, and ethical norms. With such mechanism, we enable the suppliers to understand and follow our steps and philosophy, and to pay joint attention to social issues concerning environmental protection, labor, health and safety, etc.

During the inspection for supplier selection, the Company specifically requests suppliers to provide certifications of ISO 14001 (environmental management), ISO 45001 (occupational health and safety management), ISO 9001 (quality management), and IECQ QC 080000 (hazardous substance management), etc. These certifications are included in the supplier evaluation and reviewed as scoring items, so that suppliers are encouraged to keep their products and environmental management aligned with such certifications. Suppliers must pass the review and evaluation to be qualified as the suppliers for the Company. Meanwhile, we engage in closer collaboration with our suppliers to maintain the environment, save energy and reduce carbon emissions together. In addition, each qualified supplier has to sign an environmental agreement which requires it to comply with regulatory requirements related to environment, safety, occupational health, fire, labor, and ethical standards. A supplier in violation of the agreement will be required to make improvements right away, or be disqualified if no substantial improvements are found during the follow-up.

Local Procurement

The Company's production sites are distributed all over the world. To cut the transportation costs as well as the carbon emissions and energy consumption increased by long-distance transportation, we develop our procurement plans based on proximity whenever possible, which not only helps save energy and reduce carbon emissions, but also creates more job opportunities for the locals.

Requirements of the Environmental Agreement

1. The raw materials provided must meet the regulatory requirements of environmental protection.
2. Priority shall be given to the processes or equipment causing no or low pollution.
3. Recyclable packaging materials shall be prioritized.
4. The supplier shall provide necessary education and training on environmental protection and occupational safety for its production personnel, so that the relevant personnel know how to take emergency measures in the event of accidents and thereby reduce the impact.

Annual Statistics on Certifications Provided by the Suppliers

Certification	ISO 14001	ISO 45001	ISO 9001	QC 080000
2023 Suppliers quantity	158	43	299	35
2024 Suppliers quantity	162	46	303	37

Local Procurement & Conflict Minerals Management

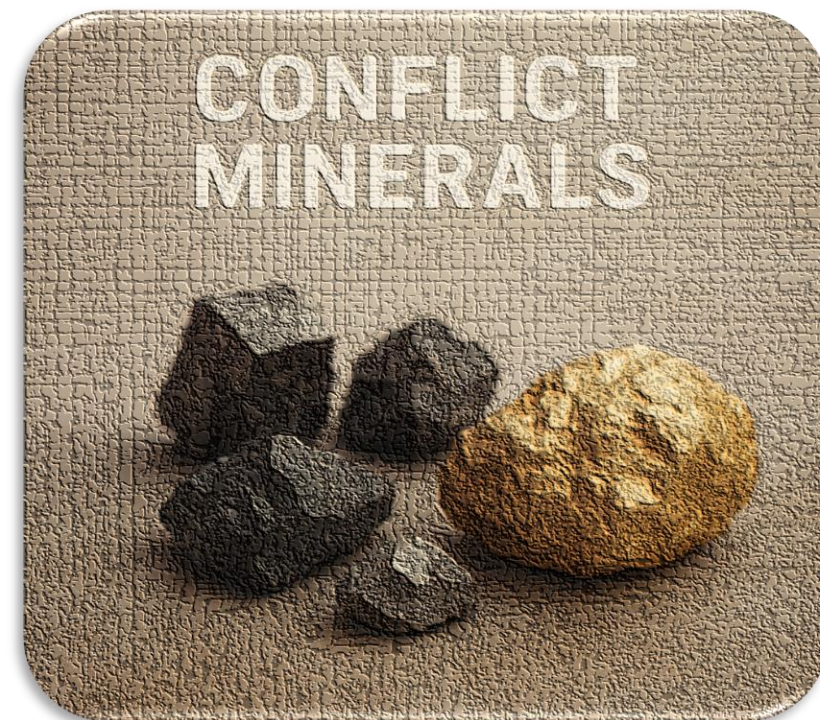
Local Procurement

Given our production bases are distributed across the world, the Company prioritizes local sourcing to reduce transportation distance, logistics costs and the associated increases in carbon emissions and energy use. Where feasible, procurement plans favor nearby suppliers and local purchasing. In addition to lowering energy consumption and emissions, local procurement also supports job opportunities in host communities.

Conflict Minerals Management

The U.S. Congress passed the Dodd-Frank Act in 2010. Pursuant to Section 1502 of the Act, the U.S. Securities and Exchange Commission (SEC) issued the Conflict Minerals Rule (Rule 13p-1 under the Securities Exchange Act of 1934) in August 2012. The rule addresses minerals originating from the Democratic Republic of the Congo (DRC) and adjoining countries that may be linked to serious human rights abuses. The covered minerals—collectively referred to as 3TG—are tin (Sn), tungsten (W), tantalum (Ta) and gold (Au).

The Company requires suppliers to sign a declaration stating that metals used in their products do not originate from conflict regions, and to disclose the smelters/refiners involved. We also conduct supplier surveys annually. If any non-conformance is identified, suppliers are required to propose corrective actions and report progress. The Company performs due diligence on conflict minerals and tracks results on an ongoing basis. We will continue to strengthen management and make annual declarations to achieve our conflict-minerals management objectives.



The image features a large, white, stylized number '04' centered over a background of solar panels and a sunset sky. The solar panels are in the foreground, angled towards the viewer, and the sunset is in the background, with the sun low on the horizon. The number '04' is the most prominent element, with the text 'Sustainable Environmental Protection' overlaid on it.

04

Sustainable Environmental Protection

4.1 Environmental Policy and Management

Environmental Policy

As climate change caused by global warming has become a top focus for global climate change management, countries around the world have progressively adopted increasingly stringent environmental laws and regulations. In response to this global trend, Synemold has continually taken a variety of energy saving and carbon reduction measures, communicated the concept of environmental protection in a greater extent, and encouraged all the employees to take practical actions. We hope to gradually reduce office GHG emissions, effectively use and manage energy, and thereby reduce the impact on the environment, for we have only one Earth.

Legal compliance

The Company has obtained the system certifications of ISO 14001 (2025/3/27~2028/3/27), IECQ QC 080000 (hazardous substance management), etc. in accordance with various domestic and international environmental protection regulations. Furthermore, based on the plan of "Sustainable Development Roadmap," the Company is expected to acquire the ISO 14064-1 certification by 2028 (acquire the said by 2024 Q2). To ensure the quality of sustainable operations and meet the requirements for environmental protection, we have properly complied with relevant environmental protection legislation, created a pollution-free working environment, and kept our products under green management and control.

Environmental Management

The Company's GHG emissions in Taiwan are all indirect emissions, mostly from the power consumption required for indoor air conditioning and office lighting. Accordingly, policies on energy saving methods have been formulated to achieve the goal of GHG emission reduction. The management policies of the Company are as follows:

- A. Pollution prevention:
The Company improves the employees' awareness of the harmful impact of environmental pollution, and encourages all of them to accept and fulfill their environmental protection responsibilities such as waste reduction, energy saving, carbon reduction and resource reuse, in order to cut the emissions of greenhouse gases like CO₂ and further mitigate the environmental impact.
- B. Environmental sustainability
We carry out our corporate environmental responsibility by actively arranging and promoting environmental education as well as activities/measures related to environmental protection and energy conservation. Also, the concepts of sustainable development and environmental protection have been communicated to all employees and incorporated in their life as we raise their environmental awareness by having them practically engaged in energy saving and carbon reduction actions (i.e. using reusable cups and foodware, printing on both sides or reuse the paper that has been used on one side, etc.). Moreover, we constantly perform energy saving and carbon reduction tasks, set reduction targets, and manage the performance based on specific and quantified data.
- C. Energy management
The Company actively promotes multiple energy-reduction measures, prioritizing high-efficiency and energy-saving equipment and designs to reduce energy consumption across operations and products. We also continue to increase the share of renewable energy to optimize overall energy-use efficiency. In line with our Science Based Targets initiative (SBTi) commitment, the Company targets a 42% reduction in Scope 2 greenhouse gas emissions by 2030. To achieve this goal, we have installed rooftop solar photovoltaic systems for self-generation and self-consumption on idle plant roofs, increasing the share of renewables year by year. In addition, beginning in 2024 we established and implemented an ISO 50001 energy management system, and in November 2024 successfully passed third-party certification. The certificate is valid from November 28, 2024 to November 27, 2027. Through systematic energy management, the Company continues to enhance energy-use efficiency, strengthen the effectiveness of our green operations policy, and demonstrate a firm commitment to sustainable development.

Climate Change

According to the Global Risks Reports released by the World Economic Forum (WEF) in recent years, the 5 major long-term risks have gradually changed from "economic problems" to "environmental problems" over these 15 years. The top 5 possible risks for the next decade are even predicted to be all environmental risks, including "extreme weather events," "climate action failure," "natural disasters," and "man-made environmental disasters." Hence, to cope with the possible impact of climate change on the Company's future operations, we keep the Board of Directors and the management regularly informed of how climate change could impact the Company, and make efforts regarding the governance and strategies for related risks and opportunities, risk management, indicators and targets of climate change in accordance with the TCFD framework. We no longer have to respond passively; through the aforementioned approaches, we become more resilient under climate change and are able to enhance our competitive advantages.

4.2 Greenhouse Gas Management

1. Strategies in response to climate change or GHG management

In 2022, the Company began to plan and implement the Group's GHG emission inventory in accordance with the "Sustainable Development Roadmap," and set carbon reduction targets in cooperation with the customers. The emissions were all indirect emissions, primarily from the power consumption of air conditioning and office lighting. As a result, policies on energy saving methods have been formulated to achieve the goal of GHG emission reduction.

2. Strategies in response to climate change or GHG management

The domestic greenhouse gas emission of the Company refers to the indirect emission type, and the emission source mainly comes from the power consumption demanded by the air conditioning and office lighting. Accordingly, energy saving method is adopted for the establishment of relevant policies in order to achieve the goal of reduction of greenhouse gas emission.

3. Management targets and measures for GHG emission reduction

Since the emission source mainly comes from the power consumption demanded by the air conditioning and office lighting, the greenhouse gas emission reduction of the Company is divided into two parts of the air conditioning and office supply for implementation. With regard to the air conditioning aspect, the Company has installed circulating fans at the ceiling in order to increase the air circulation and to achieve the effect of reducing the indoor temperature, thereby reducing the loading of the air compression and saving power. In terms of the office lighting, the Company has replaced traditional light tubes (bulbs) with LED light tubes (bulbs) in order to reduce the power consumption demand. In addition, the Company also actively promotes and cooperates with various environmental protection policies of the government in order to reduce unnecessary waste. The Company hopes to cut greenhouse gas emissions by more than 1% every year, so that the goal of year-by-year GHG emission reduction can be achieved.

4. Actual emissions

Based on our self-assessment, the Company's greenhouse gas (GHG) emissions were as follows: in 2023 and 2024, Scope 1 emissions were approximately 46,782 kg and 57,068 kg, respectively; Scope 2 emissions were approximately 316,924 kg and 219,078 kg of carbon dioxide equivalent (CO₂e), respectively. The Company will continue to work toward reducing GHG emissions. In addition, the Company's water consumption was approximately 1,455 metric tons and 1,368 metric tons in 2023 and 2024, respectively; and total waste generated was approximately 4,519 kg and 3,303 kg in 2023 and 2024, respectively (no hazardous waste was generated).

Water and Waste Management Policy

I. Policy Objectives

To promote the sustainable use of resources, the Company has established the following quantitative targets for reducing water consumption and waste, aiming to achieve tangible results in the coming years:

- Water reduction target: Starting in 2025, achieve a 2% annual reduction in total water consumption, reaching a cumulative 10% reduction by 2030.
- Waste reduction target: Starting in 2025, implement waste reduction measures to cut total waste generation by 3% per year, achieving a cumulative 15% reduction by 2030.

II. Implementation Measures

1. Water management measures

- Conduct annual analyses of water consumption to identify anomalies.
- Provide employee training on water conservation; perform routine maintenance and inspections to prevent leaks.
- Promote water saving awareness through periodic training and outreach activities.

2. Waste management measures

- Implement waste sorting and recycling to raise the recycling rate and reduce landfilling.
- Optimize processes to lower scrap rates and reduce the use of packaging materials.
- Collaborate with suppliers to minimize packaging waste and promote eco friendly packaging.
- Encourage employees to reduce the use of paper and single use products.

III. Results to Date

- Total water consumption decreased by 2% compared with 2023.
- The waste sorting and recycling rate improved, and total waste decreased by 2% versus 2023.
- Continued to strengthen education and training, with higher employee participation in conservation and waste reduction initiatives.

4.3 Climate-Related Risk Identification, Opportunities and Response Measures

Aligned with the Task Force on Climate-related Financial Disclosures (TCFD), the Company discloses governance, strategy, risk management, and metrics & targets for climate-related risks an

Aspect	TCFD Recommended Disclosures	Response Measures
Governance	Board oversight of climate-related risks and opportunities	The Board (or Sustainability Committee) oversees climate-related matters; topics are regularly discussed in Board meetings to ensure integration into the enterprise risk-management framework.
	Management's role in assessing and managing climate-related risks and opportunities	Designated executives implement the climate strategy and monitor progress; responsibilities are assigned across departments to strengthen execution and accountability.
Strategy	Identify short/medium/long-term climate risks & opportunities	<p>Short term (1–3 yrs): transition risks (carbon pricing & emissions limits; higher energy costs); physical risks—acute events (typhoons/heavy rain & flooding) and chronic trends (heat, water stress) affecting production/logistics/facilities; opportunities—efficiency upgrades, renewable procurement/self-generation, eco-design; subsidies lower transition costs.</p> <p>Medium term (3–10 yrs): tighter regulations and standards drive operational and supply-chain transformation; demand for low-carbon products rises; power stability and renewable availability are critical; invest in electrification, process optimization and low-carbon technologies.</p> <p>Long term (10+ yrs): rapid tech shifts and carbon-management requirements; falling behind risks loss of orders and share; green-market growth creates new product opportunities; adaptation engineering reduces disruption risks.</p>
	Impacts of climate-related risks and opportunities on businesses, strategy and financial planning	<p>Business impacts: acute/chronic hazards may interrupt production, delay deliveries, damage equipment and raise insurance premia; energy/material price volatility; low-carbon requirements; need for BCP & scenario analysis.</p> <p>Strategic impacts: strengthen energy management; increase renewables; complete inventories & SBTi targets; promote eco-design/R&D; electrify equipment; engage suppliers and implement green procurement; factor carbon cost into pricing; integrate climate risk into capacity/geographic planning.</p> <p>Financial impacts: carbon pricing and compliance costs; capex for energy-saving/renewable projects; operating-cost changes (energy, materials, logistics, insurance); potential revenue growth from green/low-carbon products; access to sustainability-linked finance and subsidies.</p>

TCFD—Climate-Related Risks, Opportunities and Response Measures

English version recreated from the original table; 16:9 layout.

Aspect	TCFD Recommended Disclosures	Response Measures
Strategy	Use of different climate scenarios (e.g., 2°C) to assess potential impacts of climate risks and opportunities on the business	The Company applies multiple climate scenario analyses, including a 2°C temperature control scenario, to model the operational impacts of climate change. The results inform SBTi-aligned decarbonization targets and forward estimates of emission reductions, serving as inputs for business strategy adjustments.
Risk Management	Processes for identifying and assessing climate-related risks	A cross-functional mechanism identifies climate risks by regularly reviewing global trends, policies and regulations, scientific reports and market dynamics. Potential impacts on operations, the supply chain and financial position are evaluated with input from internal teams and external advisors.
	Processes for managing climate-related risks	For identified risks, qualitative and quantitative methods are used to assess likelihood and impact. Risk matrices, scenario simulations and financial impact analyses are applied to design response strategies that are incorporated into existing risk management procedures, including risk registers and monitoring.
	Integration of climate-related risks into overall risk management	Climate risks are integrated into the corporate risk management framework. A Risk Management Committee or designated unit consolidates and reports results regularly; key indicators and effectiveness are reported to senior management and the Board. Internal and external audits are performed periodically for continuous improvement.
Metrics & Targets	Metrics used to assess and manage climate-related risks and opportunities	We disclose environmental performance indicators, including GHG emissions, energy use, water use efficiency and waste management. Inventories cover Scopes 1 and 2 and are being expanded to Scope 3; data integrity and reliability are assured through verification.
	Disclosure of Scope 1 (direct), Scope 2 (purchased electricity) and relevant Scope 3 emissions	Since 2022, the Company has conducted GHG inventories for Scopes 1, 2 and 3 and obtained ISO verification statements. In 2024, parent company emissions (tCO ₂ e) were: Scope 1: 57.0679; Scope 2: 218.078; Scope 3: 6,509.11.
	Targets (e.g., decarbonization) and progress tracking	We have committed to the Science Based Targets initiative (SBTi) for operational and supply chain emissions. Short-, medium- and long-term targets have been set (e.g., 42% reduction in Scope 2 by 2030; increasing the share of renewable energy each year). Progress is reported to the Board/Sustainability Committee. Internal decarbonization projects and incentives reinforce execution; externally we promote energy savings and supply chain decarbonization through green procurement and supplier assessments. We will further expand Scope 3 target setting and inventories in line with SBTi to ensure achievement.

A group of people in a modern office with large arched windows, raising their hands in a celebratory gesture. The scene is bright and airy, with natural light streaming in from the windows. The people are diverse in age and appearance, and they are all smiling and looking towards the center of the room. The office has a clean, minimalist design with white walls and desks. The overall mood is one of success and teamwork.

05

Occupational Health and Safety

5.1 Personnel Structure

Employees are the most important partners and assets for corporate operations. The Company respects and advocates the “Universal Declaration of Human Rights,” and has established the “Labor Safety and Health Work Rules,” “Safety and Health Management Procedures” and “Corporate Social Responsibility Best Practice Principles” in accordance with the laws and regulations of the places where our business operations are located, for the purpose of ensuring the physical and mental health and safety of the employees. We are committed to creating a friendly workplace, providing the employees with a stable working environment, diversified education and training systems and multiple employee benefits, so that all employees are happy at work and able to take care of their career and family life at the same time. The Company employs people based on the principles of ability and competence, and adopts a culture of full empowerment. We assign the right people to the right positions so that the employees have the opportunities to leverage their strengths, and estimate the manpower needs based on the capacity utilization rate and the turnover rate. In addition, we provide education and training for supervisors at all levels, enhancing the management skills of the leading executives while promoting the retention of outstanding talents.

The statistics on the Company’ s employees in 2022, 2023 and the most recent years, including the data of new hires and resigned employees, average years of service, average age, gender ratio and degree distribution ratio, is presented below:

Item \ Year		2023	2024	Up to March 31, 2024
No. of employees	Direct labor	27	0	24
	Indirect labor	123	119	125
	R&D personnel	71	69	70
	Total	221	188	219
Average age (years old)		41.89	42.32	42.16
Average years of service (years)		7.58	9.00	7.83
Degree distribution ratio (%)	Master’ s degree or above	9.50%	11.17%	9.59%
	Bachelor’ s degree	71.04%	82.45%	71.69%
	High school or lower	19.46%	6.38%	18.72%

Type	2023		2024	
	No. of people	Percentage	No. of people	Percentage
Male manager	39	84.78%	36	81.82%
Female manager	7	15.22.%	8	18.18.%

5.2 Employee Welfare

Syncmold is dedicated to creating a working environment where the employees can work without any worries. We make efforts to improve various systems and provides a variety of comprehensive welfare measures, so that all employees and their families can enjoy a comfortable and pleasant life and feel how the Group cares for and places importance on the employees. We have the self-expectation and goal to become a happy enterprise.

In 2004, the Company established the Employee Welfare Committee consisting of members from different departments therein. The members of the Employee Welfare Committee, who are the representatives recommended or elected in proportion to the number of personnel of the respective departments, hold regular meetings on a quarterly basis to exercise relevant authorities based on the opinions of the employees, such as determining employee welfare measures, planning a diversity of employee activities, and implementing welfare measures according to the resolutions. The following welfare measures have been implemented for the employees:

- 1) Purchasing group insurance for all the employees with the premiums covered by the Company, and providing the employees with accident insurance and medical insurance.
- 2) Offering emergency allowance for the employees who face hardships in their life due to accidents or other emergencies.
- 3) Granting various allowances for marriage, birthday, bereavement of a family member within the second degree of kinship, etc.
- 4) Organizing different outdoor activities (trips at home and abroad, travel subsidies, and departmental gatherings). In 2022 and 2021, as the trips at home and abroad were cancelled due to the COVID-19 pandemic, NT\$6,000 was given to each employee as the pandemic prevention and support allowance instead.
- 5) Arranging regular health checkups for employees.
- 6) Giving gifts for the 3 major festivals (cash or item).
- 7) Granting a subsidy for employee childcare and a scholarship for children's education (21 employees applied for the childcare subsidy in 2024; a total of NT\$156,000 was given for 26 young children, which eased the employees' childcare burden).
- 8) Offering discounts for hotels, restaurants, and contract manufacturers of daily necessities.
- 9) Seizing the chances of product discounts from the suppliers on an irregular basis, and displaying/selling such products at the Company.
- 10) Holding financial investment seminars so that the employees are aware of the market trends.
- 11) Regularly distributing pandemic prevention supplies to the employees in response to the COVID-19 pandemic in recent years.

Employee Remuneration

The Company believes that employee wage is not just part of the costs; it is even a tool to demonstrate competitive advantages. By adjusting the wage, an enterprise motivates its employees to bring their potential into play, contribute to work, create high added value, display greater willingness to work, have higher team morale, and increase the productivity of the organization.

According to the Market Observation Post System' s "Information on the Wage of Non-managerial Full-time Employees," the average wage of non-managerial employees in the industry of electronic parts and components was NT\$1,000 thousand, while the wage of the Company' s non-managerial employees was NT\$1,009 thousand, higher than the aforementioned industrial wage and making us rank among the top 20% of all listed companies. The wage level better than that of the market shows how we value our employees.

Information on the Wage of Non-managerial Employees			Information on the Peers
Year	2023	2024	2024
Average Wage of Employees	1,091 (NT\$ thousand)	1,225(NT\$ thousand)	994 (NT\$ thousand)
Average Starting Wage of New Hires		Wage Increase for Non-managerial Employees (%)	
NT\$38,000		2.0%~5.0%	

Retirement System

The Company has, in accordance with the Labor Standards Act, established the Regulations on Employee Retirement under which the pension payment shall be calculated based on the employee' s years of service and the average wage of the 6 months prior to the employee' s retirement. We allocate the pension reserve on a monthly basis according to the regulations; such pension reserve is managed by the Labor Pension Reserve Supervisory Committee and deposited in the CTC in the name of the said committee. After the "Labor Pension Act" came into effect on July 1, 2005, 6% of the wage is accordingly allocated for the employees who have chosen the system of the Act.

5.3 Friendly Workplace

Workplace Safety

Syncmold has not only complied with relevant laws and regulations of the government such as the "Occupational Safety and Health Act" and "Labor Safety and Health Act," but also formulated and introduced the "Labor Safety and Health Work Rules" and "Safety and Health Management Procedures" based on the ISO 45001 (occupational health and safety management systems) in consideration of the employees' safety and welfare. Handling personnel for labor safety and health matters have been appointed as per the procedures to take care of the planning of each department's safety and health education/training, regular supervision and inspection of the operating environment, and implementation and arrangement of employee health checkups, etc.

Additionally, to effectively reduce occupational hazards and protect the health of our employees, the company periodically invites doctors to conduct health seminars and regularly arranges for physicians or nurses to provide free one-on-one consultations at the office. In 2024, approximately 60 employees participated in the one-on-one consultation services, and around 195 employees were involved in abnormal health check follow-ups and health guidance. The company also issued a total of 10 health newsletters to promote workplace safety and health awareness among all employees.

Gender Equality

Our company has long been committed to fostering a supportive workplace environment for employees. As of 2024, women account for 32% of our total workforce, and 18% of management positions are held by women. To ensure employee rights are protected, we have established internal policies such as the "Employee Handbook," "Work Regulations," "Sexual Harassment Prevention," and "Grievance Channels," which explicitly address protections related to age, working hours, leave, gender, and other factors. These measures ensure that our employees are well cared for. For pregnant employees, we have set up lactation rooms and provide comprehensive care throughout their pregnancy. Our company is dedicated to creating a gender-friendly workplace, promoting diversity and inclusion, and empowering women to fully realize their potential. This commitment sets a positive leadership example within the industry. In 2024, there were no reported incidents of discrimination within our company.



Human Rights Policy and Practices

Syncmold Group is committed to building a workplace that respects human rights and upholds dignity, and regards human rights as a core corporate value and management principle. In conducting all business activities, we strictly comply with international human rights conventions and labor-related laws and regulations, following the International Bill of Human Rights, the UN Global Compact, the UN Guiding Principles on Business and Human Rights (UNGPs), the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Responsible Business Alliance (RBA) Code of Conduct. We act with integrity and accountability to ensure every employee is treated fairly and with dignity.

Human Rights Policy Implementation

Through regular training and internal communications, we raise employees' awareness of human rights and have established grievance and protection mechanisms to safeguard employees from discrimination, harassment, and improper treatment. We also require our suppliers to comply with the RBA Code, to prohibit child labor, forced labor, and any behavior that violates human rights, and we conduct ongoing audits and assessments.

Human Rights Practices

- **Prohibition of Child and Forced Labor:** Ensure all employees are employed at or above the legal minimum age and are free to choose their occupation and to resign in accordance with the law.
- **Gender Equality and Non-Discrimination:** Ensure equal treatment in career development, compensation, and promotion for all employees.
- **Safe and Healthy Working Environment:** Continually improve workplace facilities and conduct regular occupational safety training.
- **Freedom of Association and Communication Mechanisms:** Support employees' lawful right to form or join unions and maintain sound labor-management communication.
- **Grievance and Protection Mechanisms:** Provide dedicated, confidential channels for reporting human-rights violations or improper treatment and protect reporters from retaliation.

Human Rights Practices

The Company strictly prohibits any form of sexual harassment and has established the following preventive measures:

- Conduct regular education and training on gender equality and the prevention of sexual harassment; the "Prevention of Sexual Harassment" course is a mandatory program for all employees.
- Establish complaint channels and investigation procedures to ensure cases are handled fairly and in accordance with due process.
- Provide counseling and necessary support resources to protect the physical and mental well-being of victims.



OC

Social Care



6.1 Social Care

SyncMold Enterprise has been established in New Taipei City for over 40 years. As environmental and social issues gain increasing importance, the company's goals have expanded beyond mere profitability to include contributions to the local community. Therefore, each year, we are committed to upholding the spirit of corporate social responsibility (CSR) by actively giving back to our community. We harness company resources and encourage employees to participate in fulfilling these social responsibilities. Every year, just before the Lunar New Year, our company distributes winter assistance funds to residents who meet the criteria provided by local district offices. These funds are distributed at Xisheng Fude Temple in Xinzhuang and Shenqiu Fude Temple in Banqiao. Our goal is to bring warmth, blessings, and festive joy to economically disadvantaged residents. Over the past years, more than 3,200 local residents have received these assistance funds, totaling NT\$17,924,000. In 2024, we provided consolation funds to 369 low-income households at Shenqiu Fude Temple in Banqiao and Xisheng Fude Temple in Xinzhuang, amounting to a total of NT\$3,452,000. In addition to these funds, we also donate NT\$1,000,000 annually to Shenqiu Fude Temple in Banqiao as an emergency relief fund, ensuring that those in urgent need can receive timely help.



Taiwan Reading Culture Foundation – Nantou Shared Reading Center

To support local education and narrow the urban–rural gap in reading resources, the Company (信錦企業) has, since 2011, donated to the “愛的書庫 (Love Library)” initiative organized by the Taiwan Reading Culture Foundation, ensuring that reading materials are distributed to communities in need. From 2011 through 2023, the Company donated a total of **NT\$11,000,000**, sponsoring more than **25 schools** across **9 counties/municipalities**.

In 2024, to serve students in remote areas and at the invitation of Mr. Liao Lu-li, Chairman of the Taiwan Reading Culture Foundation, the Company donated **NT\$500,000** to support the construction of the Nantou **“愛的書庫共讀館 (Love Library Co-Reading Center)”**, which will offer a wider and more diverse range of reading activities going forward.



Equipment for the Special Search and Rescue Team, National Fire Agency, Ministry of the Interior

In response to the major Hualien earthquake on **3 April 2024** and to assist the government in strengthening overall disaster-response capacity, the Company donated **NT\$5,000,000** to purchase and distribute the following critical equipment to the **Special Search and Rescue Team, National Fire Agency**, in support of its domestic and international search-and-rescue missions:

Search-and-rescue command tents — 3 sets

Portable modular shower system — 1 set

Rescue training mannequins — 10 units

Emergency portable toilet seats — 5 sets

Emergency human-waste containment / disposal bags — 10 sets

Through this donation, the Company aims to:

Enhance disaster-response efficiency — shorten command deployment and logistics support times and improve the operational effectiveness of rescue teams.

Safeguard rescuers' welfare — provide basic living and sanitation facilities in harsh environments to care for the physical and mental wellbeing of frontline personnel.

Demonstrate corporate social responsibility — continue to contribute tangible resources and stand alongside the government and local communities to build a more resilient society.

Going forward, the Company will continue to monitor disaster-preparedness needs and actively provide material and technical support to safeguard national security and protect people's lives and property.



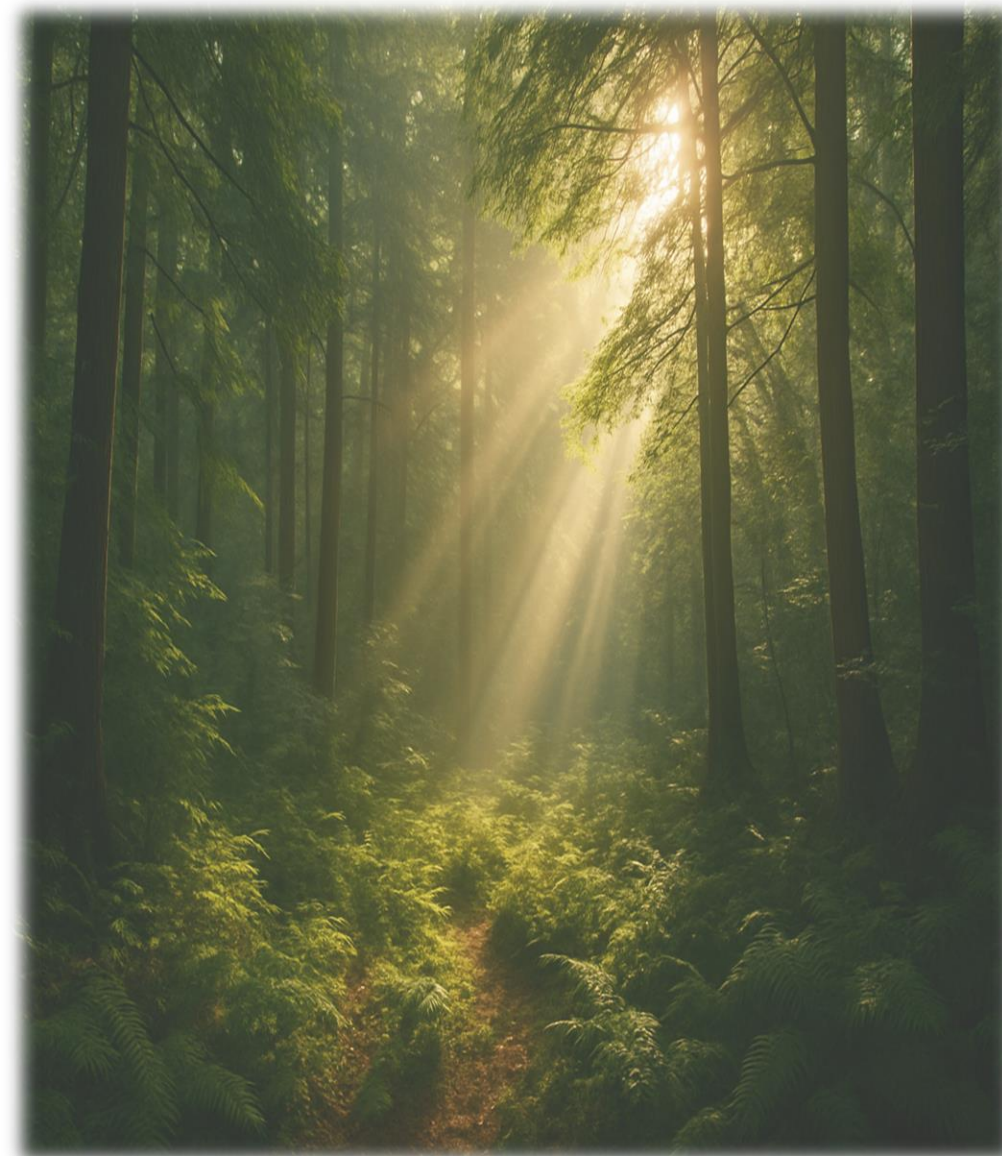
6.1 Environmental Protection

Alishan Forest Restoration Project

To support the government's environmental protection policies and advance global sustainable development, the Company has donated funds to adopt **Forest Compartment No. 73 in the Alishan Management Area**, covering **2.95 hectares** of reforestation. The Company plans to invest **NT\$1,373,622 (New Taiwan Dollars)** in the reforestation project between **2025 and 2027**. The selected native tree species will revitalize the forest ecosystem, promote sustainable forest management, and deliver the following functions:

- Watershed conservation and land protection:** Enhance soil carbon sequestration, reduce soil erosion, and stabilize hillside terrain.
- Biodiversity enhancement:** Create habitats that attract local bird and insect species and help restore natural ecological networks.
- Development of eco-tourism:** Integrate forest trails and interpretive education programs to provide recreational opportunities and sustainable environmental education.
- Reduction of riverborne dust and sediment:** Through canopy interception effects, effectively limit the spread of soil particles and contribute to improved river water quality.

Through this reforestation initiative, the Company not only fulfills its social responsibility but also helps lay a solid foundation for the long-term sustainable management and ecological conservation of Taiwan's mountain forests.



6.2 Other Community and Philanthropic Initiatives

Here are polished, report-ready English translations of each donation item — suitable for use in an annual report or CSR disclosure. I kept the original organization names in parentheses where a literal English name may be unfamiliar, and formatted amounts clearly in New Taiwan Dollars (NT\$) or Japanese Yen (JPY).

1. In 2024, the Company donated **NT\$100,000** for emergency relief to Min' an Elementary School (Xinzhuang).
2. The Company donated **NT\$1,990,000** to provide air-conditioning and projection equipment for the activity center at Liren Elementary School (Yunlin).
3. The Company donated **JPY 30,000,000** to support earthquake relief efforts on the Noto Peninsula, Japan.
4. The Company donated **NT\$500,000** for ceremonial robes and headdresses for the deity at the local Earth-God Temple in Banqiao (板橋地方土地公廟).
5. For the Dragon Boat Festival, the Company donated **13,500 zongzi (rice dumplings)** to prisons under the Agency of Corrections, Ministry of Justice, at a total cost of **NT\$676,750**.
6. The Company donated **NT\$500,000** to the Shuilin Township Elderly Care Promotion Association, Yunlin County (雲林縣水林鄉關懷老人促進協會).
7. The Company sponsored and supported the 7th **LLB Challenger Cup Charity Baseball Tournament for Children with Disabilities**, donating **NT\$200,000** and encouraging employees to volunteer at the event.
8. The Company sponsored a local community Mid-Autumn Festival celebration with a donation of **NT\$500,000**.
9. The Company provided living-allowance support totaling **NT\$190,000** for young children of female inmates at Taoyuan Women' s Prison and the Yilan Women' s Detention Center.
10. The Company donated **NT\$300,000** to the Paper Windmill Culture & Education Foundation (財團法人紙風車文教基金會).
11. The Company donated **NT\$280,000** to the Qiongbu Mazu Cultural Development Association, Yunlin (雲林瓊埔媽祖文化發展協會).
12. The Company donated **NT\$200,000** to the Taiwan Liver Research and Education Foundation (財團法人台灣肝臟研究暨教育基金會).
13. The Company donated **NT\$800,000** to the Wanbei Community Development Association, Chiayi (嘉義灣北社區發展協會) to support its senior dining program.



7. GRI Index

Statement of Use: The Company has prepared this report in accordance with the GRI Standards for the reporting period 1 January 2024 – 31 December 2024.

GRI standard(s) used: GRI 1: Foundation 2021.

Applicable GRI Sector Standards: None.

Disclosure Item			Corresponding Chapter	Page No.
GRI 2 : General Disclosures - 2021				
Organizational and reporting practices	2-1	Organizational details	About this Report; Organizational Structure	9
	2-2	Entities included in the organization' s sustainability reporting	About this Report; Company Overview	
	2-3	Reporting period, frequency and contact point	About this Report	9
	2-4	Restatements of information	No restatements of information in the current reporting period	9
	2-5	External assurance	No external assurance by an independent third party	9
Activities and workers	2-6	Activities, value chain and business relationships	Organizational Structure; Business Overview; Sustainable Supply Chain	9
	2-7	Employees	Workforce Profile	9
	2-8	Workers who are not employees	Workforce Profile	25
Governance	2-9	Governance structure and composition	Organizational Structure; Board Operations; Board Committees	18
	2-10	Nomination and selection of the highest governance body	Board Diversity Policy; Performance Evaluation of Board Committees	-

		Disclosure Item	Corresponding Chapter	Page No.
Governance	2-11	Chair of the highest governance body	Organizational Structure	12
	2-12	Role of the highest governance body in overseeing the management of impacts	Stakeholder Engagement	6
	2-13	Delegation of responsibility for managing impacts	Board of Directors	11
	2-14	Role of the highest governance body in sustainability reporting	About this Report; Materiality Assessment	3・7
	2-15	Conflicts of interest	Board diversity policy and performance evaluation	13
	2-16	Communication of critical concerns	Board diversity policy and performance evaluation	13
	2-17	Collective knowledge of the highest governance body	Board diversity policy and performance evaluation	13
	2-18	Evaluation of the performance of the highest governance body	Board diversity policy and performance evaluation	13
	2-19	Remuneration policies	Remuneration Committee; Performance evaluation of functional committees	14
	2-20	Process to determine remuneration	Remuneration Committee; Performance evaluation of functional committees	14
	2-21	Annual total compensation ratio	Employee compensation	31
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	About this Report; Message from Management	3~4
	2-23	Policy commitments	Integrity management; Compliance with laws and regulations	17
	2-24	Embedding policy commitments	Materiality assessment; Integrity management	7・17
	2-25	Processes to remediate negative impacts	Stakeholder engagement & communication; Employee-friendly workplace	6・32

Disclosure Item			Corresponding Chapter	Page No.
Strategy, Policies and Practices	2-26	Mechanisms for seeking advice and raising concerns	Stakeholder engagement & communication; Employee-friendly workplace	6 、 32
	2-27	Compliance with laws and regulations	Compliance with laws and regulations	17
	2-28	Membership of associations	No participation in associations or advocacy this year	-
Stakeholder Engagement & Labour Relations	2-29	Approach to stakeholder engagement	Stakeholder engagement & communication	6
	2-30	Collective bargaining agreements	The Company has no collective bargaining agreements	-
GRI 3 : Material Topics- 2021				
Material Topics	3-1	Process to determine material topics	Material Topics Identification	7
	3-2	List of material topics	Material Topics Identification	7
	3-3	Management of material topics	Material Topics Identification	7
GRI 200 : Economic Performance				
GRI 201: Economic Performance (2016)	201-1	Direct economic value generated and distribute	Operational Performance	14
	201-2	Financial implications and other risks and opportunities due to climate change	Climate Change Risk Management	23
	201-3	Defined benefit plan obligations and other retirement plans	Retirement schemes	28
GRI 202: Market Presence (2016)	202-1	Ratios of standard entry-level wage by gender compared to local minimum wage	Employee compensation; employee benefits	-

Disclosure Item			Corresponding Chapter	Page No.
GRI 203: Indirect Economic Impacts (2016)	203-1	Infrastructure investments and services supported	Environmental Policy and Management	27
	203-2	Significant indirect economic impacts	Greenhouse Gas Management	7,16
GRI 204: Procurement Practices (2016)	204-1	Proportion of spending on local suppliers	Sustainable Supply Chain	20
GRI 205: Anti-corruption (2016)	205-2	Communication and training about anti-corruption policies and procedures	Integrity Management	17
	205-3	Confirmed incidents of corruption and actions taken	Integrity Management	17
GRI 206: Anti-competitive Behaviour (2016)	206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	(No cases/summary for the reporting period)	-
GRI 300: Environmental Topics				
GRI 302: Energy (2018)	302-1	Benefits provided to full-time employees	Environmental management	23
	302-3	Parental leave	Environmental management	23
GRI 303: Water and Effluents (2018)	303-3	Water withdrawal	Greenhouse gas management; Water and waste management policies	24-25
GRI 305: Emissions (2016)	305-1	Direct (Scope 1) greenhouse gas (GHG) emissions	Greenhouse gas management	24
	305-2	Energy indirect (Scope 2) greenhouse gas (GHG) emissions	Greenhouse gas management	24
	305-3	Other indirect (Scope 3) greenhouse gas (GHG) emissions	Greenhouse gas management	24

Disclosure Item			Corresponding Chapter	Page No.
GRI 306: Waste (2020)	306-3	Waste generated	Greenhouse gas management; Water and waste management policies	24-25
GRI 308: Supplier Environmental Assessment (2016)	308-2	Negative environmental impacts in the supply chain and actions taken	Sustainable supply chain; Conflict minerals	20-21
GRI 400: Social Topics				
GRI 401: Employment (2016)	401-1	New employee hires and employee turnover	Workforce composition	29
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee benefits	30
	401-3	Parental leave	Employee benefits	30
GRI 403: Occupational Health and Safety (2018)	403-2	Hazard identification, risk assessment, and incident investigation	Risk Management; Employee-friendly Workplace	16, 32
	403-3	Occupational health services	Employee-friendly Workplace	32
	403-5	Worker training on occupational health and safety	Employee-friendly Workplace	32
	403-6	Promotion of worker health	Employee-friendly Workplace	32
	403-9	Work-related injuries	Employee-friendly Workplace	32
GRI 404 : Training and Education (2016)	404-1	Average hours of training per year per employee	Employee benefits; Employee compensation	30-31
	404-2	Programs for upgrading employee skills and transition assistance programs	Employee benefits; Employee compensation	30-31

Disclosure Item			Corresponding Chapter	Page No.
GRI 403: Occupational Health and Safety (2018)	404-3	Percentage of employees receiving regular performance and career development reviews	Employee benefits; Employee compensation	30-31
GRI 405 : Diversity and Equal Opportunity (2016)	405-1	Diversity of governance bodies and employees	Board Diversity Policy; Workforce Composition	13, 29
GRI 406: Nondiscrimination (2016)	406-1	Incidents of discrimination and corrective actions taken	(No incidents of discrimination reported this year)	-
GRI 407: Freedom of Association and Collective Bargaining (2016)	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supply Chain Management Policy	19
GRI 408 : Child Labor (2016)	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights Protection	-
GRI 409 : Forced or Compulsory Labor (2016)	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights Protection	-
GRI 411: Rights of Indigenous Peoples (2016)	411-1	Incidents of violations involving the rights of Indigenous peoples	Disclosure: No incidents of violations involving the rights of Indigenous peoples were recorded in 2024.	-
GRI 415: Public Policy (2016)	415-1	Political contributions	Disclosure: No political contributions were made in 2024.	-

Disclosure Item			Corresponding Chapter	Page No.
GRI 416: Customer Health and Safety (2016)	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Disclosure: No incidents of non-compliance with health and safety regulations for products and services were recorded in 2024.	-
GRI 417: Marketing and Labelling (2016)	417-2	Incidents of non-compliance concerning product and service information and labeling	Disclosure: No incidents of non-compliance with laws and regulations on product and service information and labelling were recorded in 2024.	-
	417-3	Incidents of non-compliance concerning marketing communications	Disclosure: No incidents of non-compliance with laws and regulations on marketing communications were recorded in 2024.	-
GRI 418: Substantiated complaints concerning breaches of customer privacy and losses of customer data (2016)	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Disclosure: No substantiated complaints concerning breaches of customer privacy or loss of customer data were recorded in 2024.	-

7.2 SASBS standards Index

This Company has disclosed the SASB metrics applicable to the industry mapped under the SASB Materiality Map :

Industry category : Technology & Communications

Industry group : Electronic Manufacturing Services & Original Design Manufacturing

SASB Code	SASB disclosure	Corresponding report section / notes	頁碼
TC-ES-140a.1	(1) Total water withdrawn; (2) Total water consumed, and percentage in regions with high or extremely high baseline water stress	Greenhouse gas management; Water and waste management policies	24~25
TC-ES-150a.1	Amount of hazardous waste generated and percentage recycled	Greenhouse gas management; Water and waste management policies	24~25
TC-ES-310a.1	(1) Number of work stoppages; (2) Total days idle due to work stoppages	No work stoppages occurred in 2024	-
TC-ES-320a.1	(1) Total recordable incident rate (TRIR) and (2) Near miss frequency rate (NMFR), disaggregated for (a) direct employees and (b) contract employees	Workforce composition	29
TC-ES-320a.2	Proportion of (a) all facilities and (b) high-risk facilities subject to RBA VAP or equivalent audits; proportion of first-tier suppliers audited		-
TC-ES-320a.3	For (i) company-owned manufacturing facilities and (ii) first-tier suppliers: classification of (a) major findings and (b) other findings from RBA VAP or equivalent audits, percentage remediated, and corrective actions taken		-
TC-ES-410a.1	Weight of end-of-life products and e-waste recovered and percentage recycled	Not applicable (products are not end-consumer products; therefore no end-of-life e-waste applies)	-
TC-ES-440a.1	Description of how risks associated with the use of critical materials are managed	Sustainable supply chain	20