SYNCMOLD ENTERPRISE CORP.

2025

SUSTAINABILITY REPORT

2025 ESG REPORT



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ABOUT THIS REPORT

Syncmold monitors global sustainability trends and incorporates environmental, social and governance considerations into operations and risk management. This report communicates to shareholders and investors, customers, employees, suppliers, government agencies, communities and other stakeholders the Company's management and performance in sustainability governance, operations, responsible supply chains, low-carbon transition, talent development, occupational safety and health, and social participation.

REPORT PROFILE

Item	Description
Report Title	Reporting Period
1 January to 31 December 2025	1 January to31 December 2025
Annual	Previous Edition
2024 Sustainability Report, issued August 2025	CurrentEdition
Scheduled for August 2026	Next Edition
Scheduled for August 2027	Scheduled forAugust2027

Reporting-period note | Material events, policy actions or subsequent results outside the reporting period are identified in the relevant sections to ensure completeness.

CONTACT

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FRAMEWORKS

Framework	Application
GRI	Prepared in accordance with GRI Standards2021.
AA1000 SES	References stakeholder-engagement principles.
TCFD	References the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).
SASB	References applicable industry metrics.
Other	References the Rules Governing the Preparation and Filing of Sustainability Reports by TWSE Listed Companies and the Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies.

REPORTING BOUNDARY AND SCOPE

The report primarily covers Syncmold Enterprise Corp. and, according to management responsibility, data availability and materiality, includes the Taiwan headquarters, Taiwan plants and relevant Group information where necessary. Financial information is based mainly on audited financial statements and the annual report; non-financial information is disclosed according to each topic's management boundary and data maturity.

Operating sites and principal activities | Major operating sites are located in Taiwan, China, Vietnam, Singapore, Malaysia and Thailand. Principal activities include the manufacture and sale of display hinges and stands and the processing, manufacture and sale of molds.

DATA SOURCES ANDQUALITY MANAGEMENT

Data sources | Information is drawn from internal management data, statistical records, management systems, public information, financial statements, annual reports and supporting documents. Financial data is based primarily on audited financial statements and the annual report; non-financial data is compiled by responsible units under established procedures and collection forms.

mates and restatements | Whereestimates, conversions or specific factors are used, the relevant section explains the method, source and assumptions. Any restatement of prior-period information due to methodology, organizational boundary, errors, factor updates or other causes identifies the reason, item and impact.

rnal control over sustainability information | The Company has adopted procedures for preparing and assuring sustainability reports, organizational rules for the Sustainability Committee and sustainability information management rules as the institutional foundation for information management, report preparation and verification.

EXTERNAL ASSURANCE

Financial information is based on audited financial statements and the annual report. Greenhouse gas information is disclosed based on the GHG Protocolinventory and third-party verification statements.

CHAPTER

01

SUSTAINABILITY MANAGEMENT

Responding to global sustainability transformation through precision manufacturing and creating shared value.

Sustainability Strategy | Governance Structure | Reporting

1.1 Sustainability Strategy
1.2 Sustainability Governance Structure
1.3 Sustainability Information Management and Report Preparation Process



SUSTAINABILITY MANAGEMENT

SUSTAINABILITY MANAGEMENT

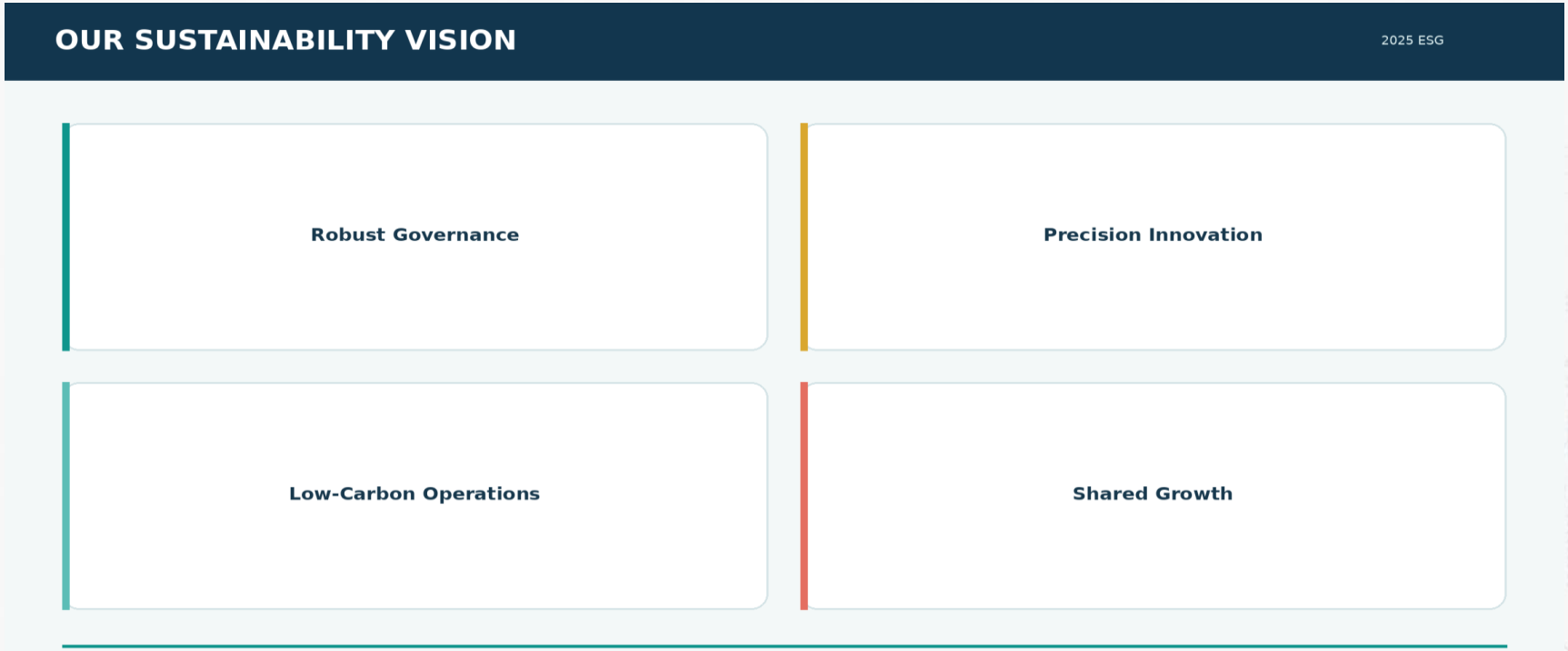
1.1 Sustainability Strategy

1.1.1 Sustainability Vision

Rooted in precision manufacturing, we embed sustainability into governance, innovation, operations, and stakeholder relationships.

Syncmold Enterprise Corp. has built deep expertise in electronic components and precision mechanical components. Its principal products and services include display hinges and stands, molds, aluminum-magnesium alloy components, and metal stampings. The Company operates across Taiwan, China, Vietnam, Singapore,Malaysia, and Thailand, serving brand customers including Dell, HP, Samsung, Acer, ASUS, Sony, ViewSonic,AOC, and NEC.

In response to global supply-chain restructuring, climate change, the low-carbontransition, global customers' ESG requirements and regulatory sustainability-disclosure rules, the Company centers sustainability management on sound governance, precision innovation, low-carbon operations and shared growth, balancing operating performance, environmental protection, employee care, responsible supply chains and social inclusion.



Together with customers, employees, shareholders and investors, suppliers, government authorities, and community organizations, we create long-term value.

SUSTAINABILITY MANAGEMENT

1.1.2 Sustainability Strategy

Governance as the foundation, innovation as the driver, low carbon as the direction, and shared prosperity as the goal.

The Company formulates its sustainability strategy basedon industry positioning, business model, international customer requirements, stakeholder concerns and its material-topic framework. Governance priorities include corporate governance, ethical management, risk management, internal control and transparency; innovation focuses on precision mechanical components, mold design, automated production and high-value-added products.

Our principal services include the design and manufacture of stands for LCD monitors, LCD televisions, and all-in-one computers, as well as mold manufacturing, aluminum-magnesium alloy die casting, precision stamping, and the development and manufacture of miniature precision bearings. Environmentally, we advance greenhouse gas, energy, energy-conservation and carbon-reduction, and climate-risk management. Socially, we foster shared prosperity through talent development, employee benefits, occupational safety and health, and community investment.



The four strategic pillars connect the governance, product, supply chain, environmental, talent, and social management initiatives presented in subsequent chapters.

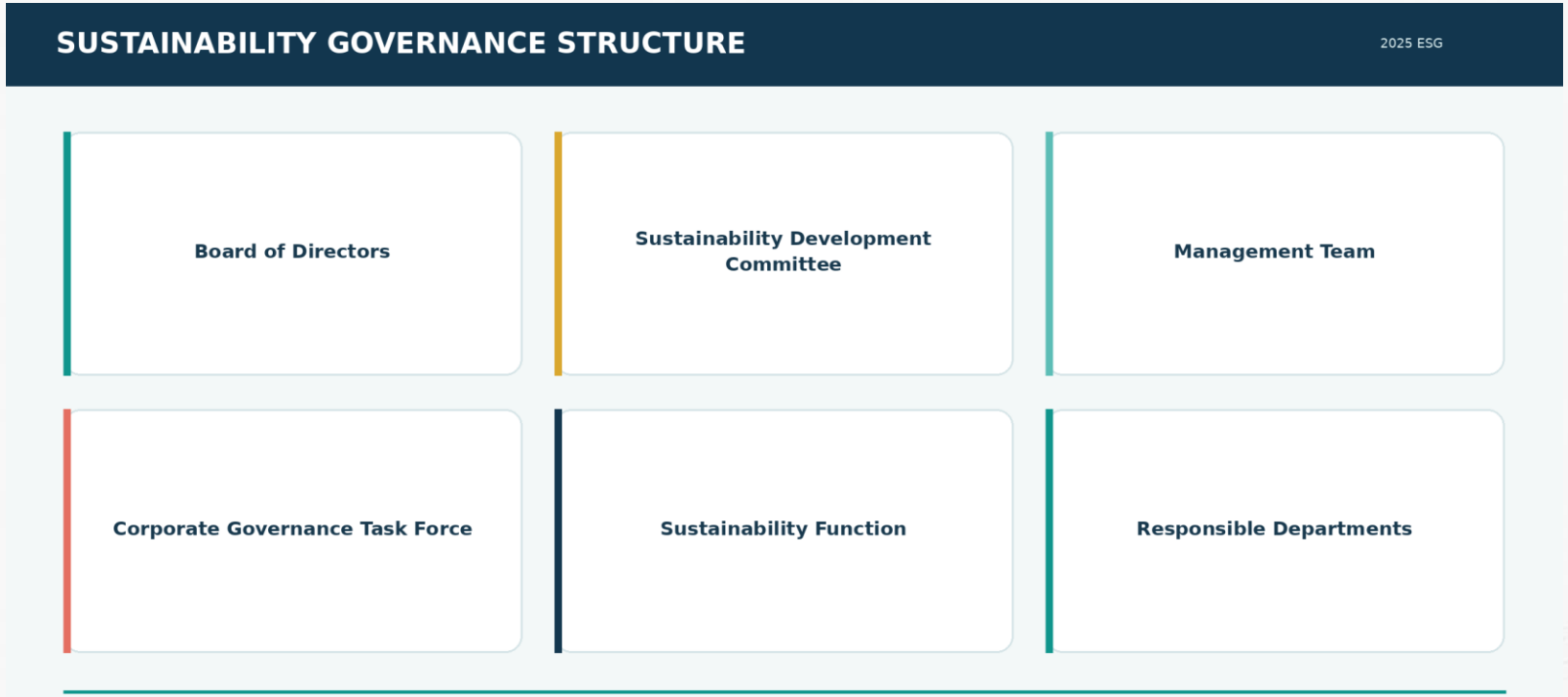
SUSTAINABILITY MANAGEMENT

1.2 SustainabilityGovernance Structure

With the Board of Directors as the highest governing body, sustainability management is implemented through a board-level committee, management collaboration, and responsible departments.

On December 26, 2024, the Company established a board-levelSustainability Development Committee. The current Committee has three members, with a director serving as convenerand managerial officers serving as members. It formulates the Company's sustainability strategy and vision, advances sustainability initiatives and management, and periodically reports implementation progress—including climate-change matters—to the Board.

The Corporate Governance Task Force is a concurrent-function unit responsible for proposing and implementing sustainability policies, systems, management approaches, and action plans. The sustainability function plans and guides responsible departments in identifying and managing climate-related risks and opportunities. The Audit Committee, Compensation Committee, and Internal Audit Office jointly support governance, internal control, and oversight.



For the full composition, responsibilities, and operations of the functional committees, see Chapter 6.

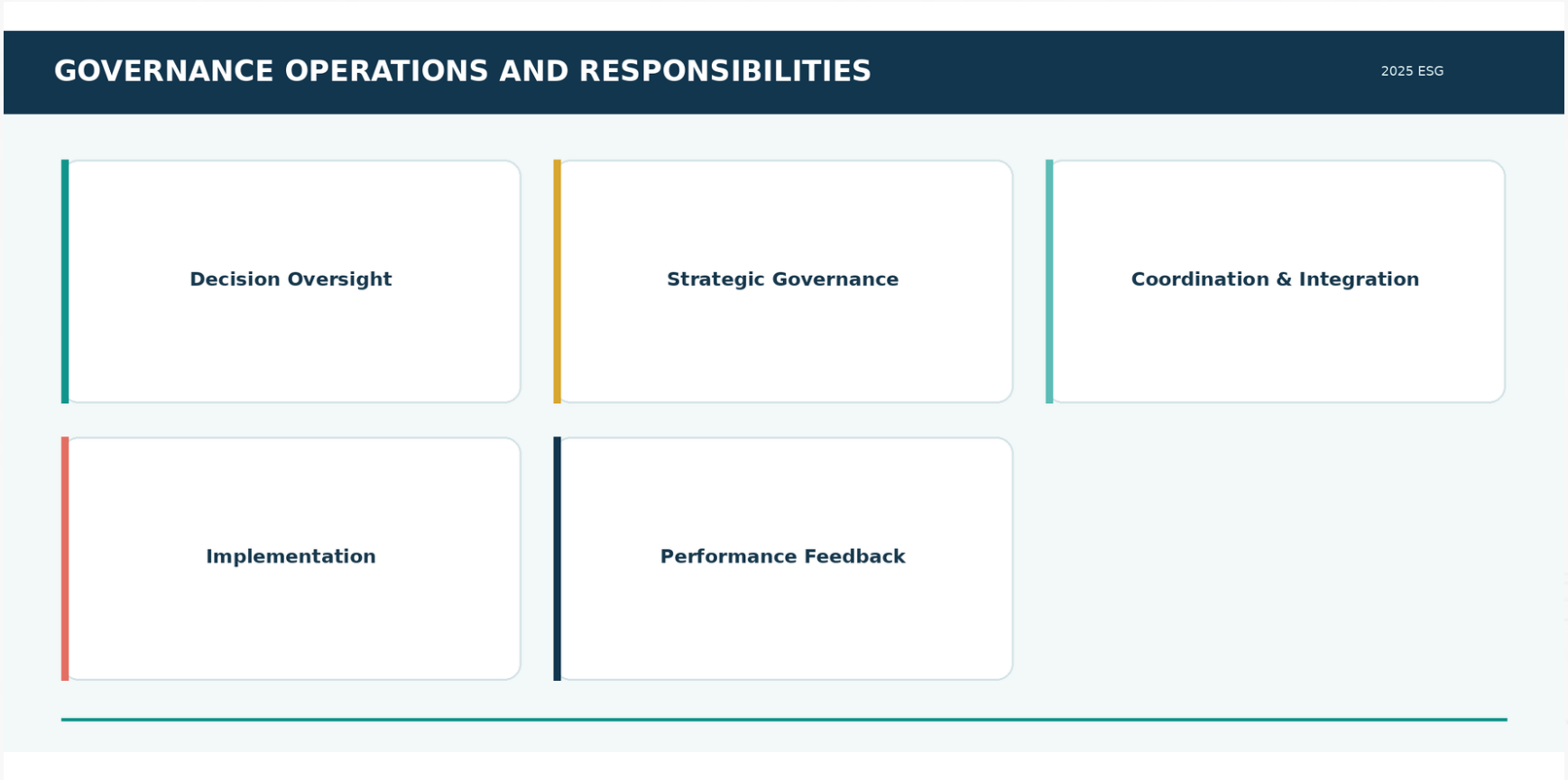
SUSTAINABILITY MANAGEMENT

1.2.1 Sustainability Governance Operations and Responsibilities

Decision oversight, strategic governance, coordination and integration, and implementation form a closed-loop sustainability management system.

The Board oversees the Company's overall direction, major decisions, risk management, and governance systems. The Sustainability Development Committee formulates strategy and vision. The management team, Corporate Governance Task Force, and sustainability function integrate management information covering governance, the environment, supply chains, talent, occupational safety and health, information security, and social participation.

Each responsible department implements management measures within its remit, provides annual performance data and supporting documentation, and feeds material issues, risks and opportunities, and implementation results into management review. Through cross-functional collaboration, the Company continually improves the quality of sustainability information and connects sustainability matters with business strategy, risk management, and day-to-day management.



Sustainability governance is not the work of a single department; it is a management mechanism coordinated by governance units and jointly owned by all responsible departments.

SUSTAINABILITY MANAGEMENT

1.2.2Board Oversight of Sustainability

Diverse expertise and independent oversight enable the Board to identify sustainability risks, capture opportunities, and review management performance.

The Board comprises seven directors, including four independent directors (57%); women account for 14% of directors.Board membersbring diverse expertise in business management, finance and accounting, law, the electronics industry, international markets, and risk management, supporting varied perspectives on industry competition, regulatory compliance, climate risk, and sustainability governance.

The Board regularly reviews and tracks progress on ESG-related matters. At least once a year, the Corporate Governance Task Force reports on sustainability performance targets and the results of specific projects. Management implements Board-approved strategies and policies and strengthens decision-making and accountability through internal control, risk management, and sustainability governance mechanisms.



The Company continues to integrate sustainability matters into its governance processes as an essential foundation for long-term operational resilience and competitiveness.

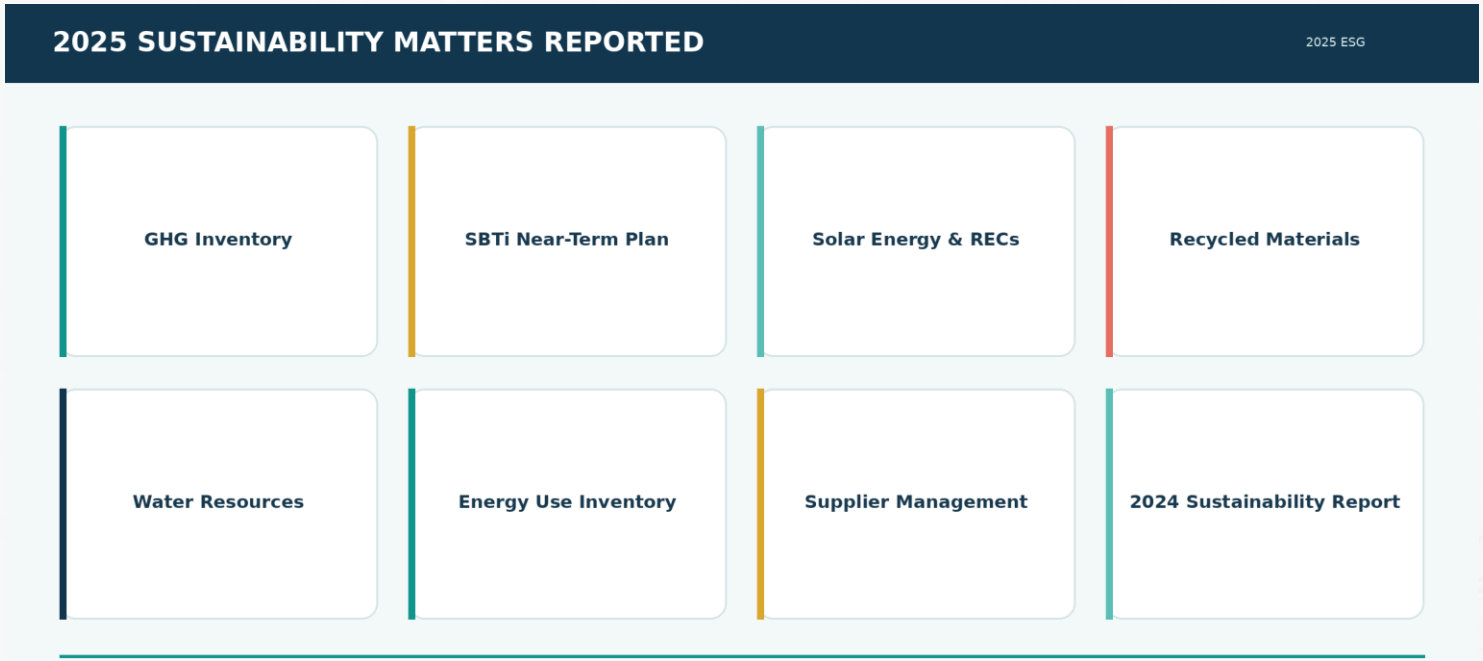
SUSTAINABILITY MANAGEMENT

1.2.3 Sustainability Matters Reported in 2025

On July 24, 2025, the Sustainability Development Committee reviewed nine proposals covering carbon management, resource efficiency, the supply chain, and preparation of the Sustainability Report.

The matters reported included a comparison of greenhouse gas inventory results; the SBTi near-term emissions-reduction plan and submission schedule; solar energy and renewable energy certificates; recycled-material content; water resources; an electricity-consumption inventory for equipment and appliances;supplier management; and preparation of the 113 Sustainability Report.

Committee members raised no comments on the first eight proposals. The proposal toprepare the 113 Sustainability Report was approved unanimously by all directors present and subsequently submitted to and approved by the Board. Through regular reporting, the Company continues to strengthen governance-level oversight and cross-functional implementation of material sustainability matters.



The reporting outcomes provide a governance basis for subsequent management measures, target tracking, and information disclosure.

SUSTAINABILITY MANAGEMENT

1.3 Sustainability Information Management and Report Preparation Process

Cross-functional data collection, managerial confirmation, standards alignment, and management review enhance the completeness, accuracy, and traceability of sustainability information.

The Company prepares its Sustainability Report in accordance with the GRI Standards 2021 and with reference to SASB, TCFD, and regulatory sustainability disclosure requirements. Financial data are based on the parent-company-only financial statements audited by independent accountants and the annual report. Other statistical information is compiled from the management records of responsible units and, where necessary, publicly available external information.

Each responsible unit provides annual data, policies, measures, performance results, and supporting evidence using standardized data-collection forms. Department heads confirm the reporting basis and completeness. The Corporate Governance Task Force and sustainability-related units consolidate information,map disclosures toGRI requirements, confirm material-topic content, prepare drafts, conduct internal reviews, and finalize the report.



At every stage, data sources, responsible units, and supporting documentation are retained to support subsequent management review and information assurance.

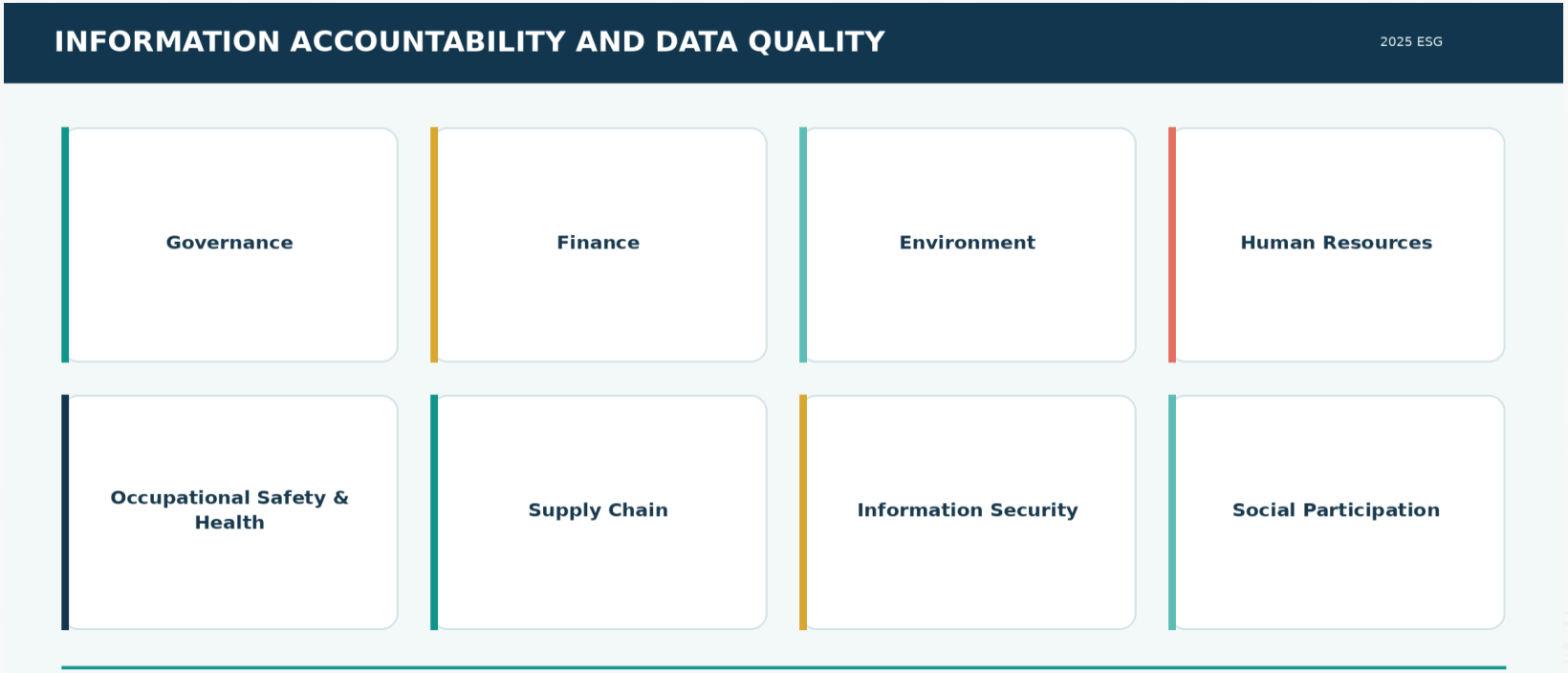
SUSTAINABILITY MANAGEMENT

1.3.1 Sustainability Information Accountability and Data Quality

Clear data ownership and consistent reporting methodologies are central to improving the quality and comparability of annual disclosures.

Sustainability information covers eight categories: governance, finance, environment, human resources, occupational safety and health, supply chain, information security, and social participation. Each responsible unit retains source records under its routine management systems, while department heads review data accuracy, reporting periods and boundaries, calculation methods, and the completeness of supporting evidence.

The Corporate Governance Task Force and sustainability-related units perform consistency checks across data categories to ensure that management approaches, quantitative performance, and narrative disclosures correspond. When reporting methodologies or organizational boundaries change, the reasons are disclosed, continually improving information transparency and traceability.



Data collection, managerial confirmation, and cross-functional consistency checks together form the safeguards for sustainability information quality.

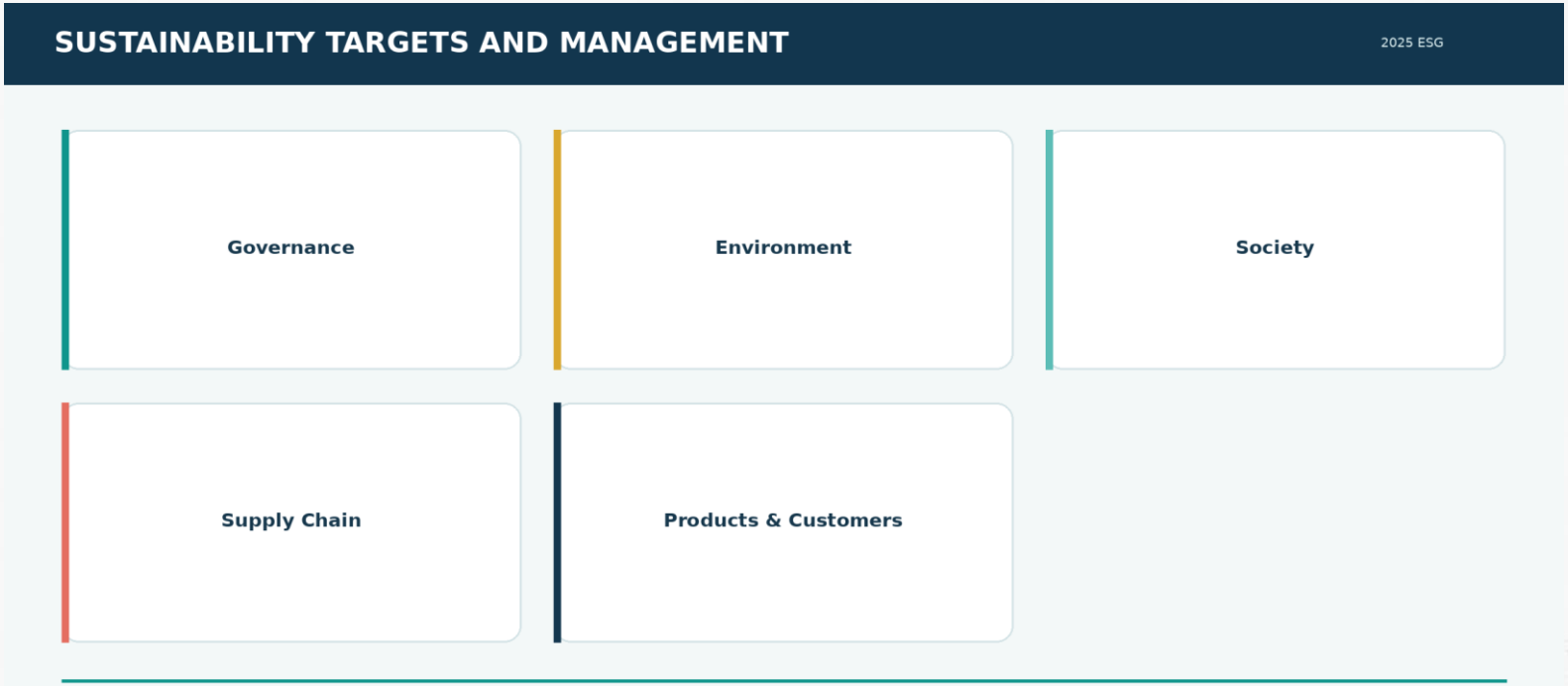
SUSTAINABILITY MANAGEMENT

1.3.2 Sustainability Targets and Management Direction

Performance-tracking mechanisms are established based on material topics and departmental management priorities, progressively enhancing the maturity of target setting and management.

On governance, the Company maintains sound Board operations, implements ethical management, and strengthens risk and information-security management. Environmentally, it advances greenhouse gas inventories, energy management, energy-efficiency improvements, and climate-risk responses. Socially, it strengthens talent development, employee benefits, occupational safety and health, and employee communication.

Across the supply chain, the Company deepens supplier assessment, sustainable procurement, and ESGrequirements. For products and customers, it continually improves quality, delivery, R&D innovation, and customer responsiveness. Representative indicators are used to track annual performance in each dimension, providing the basis for management review, improvement actions, and subsequent disclosure.



Tracking indicators are continually refined in line with data maturity and business needs, enabling progressively more measurable and forward-looking sustainability targets.

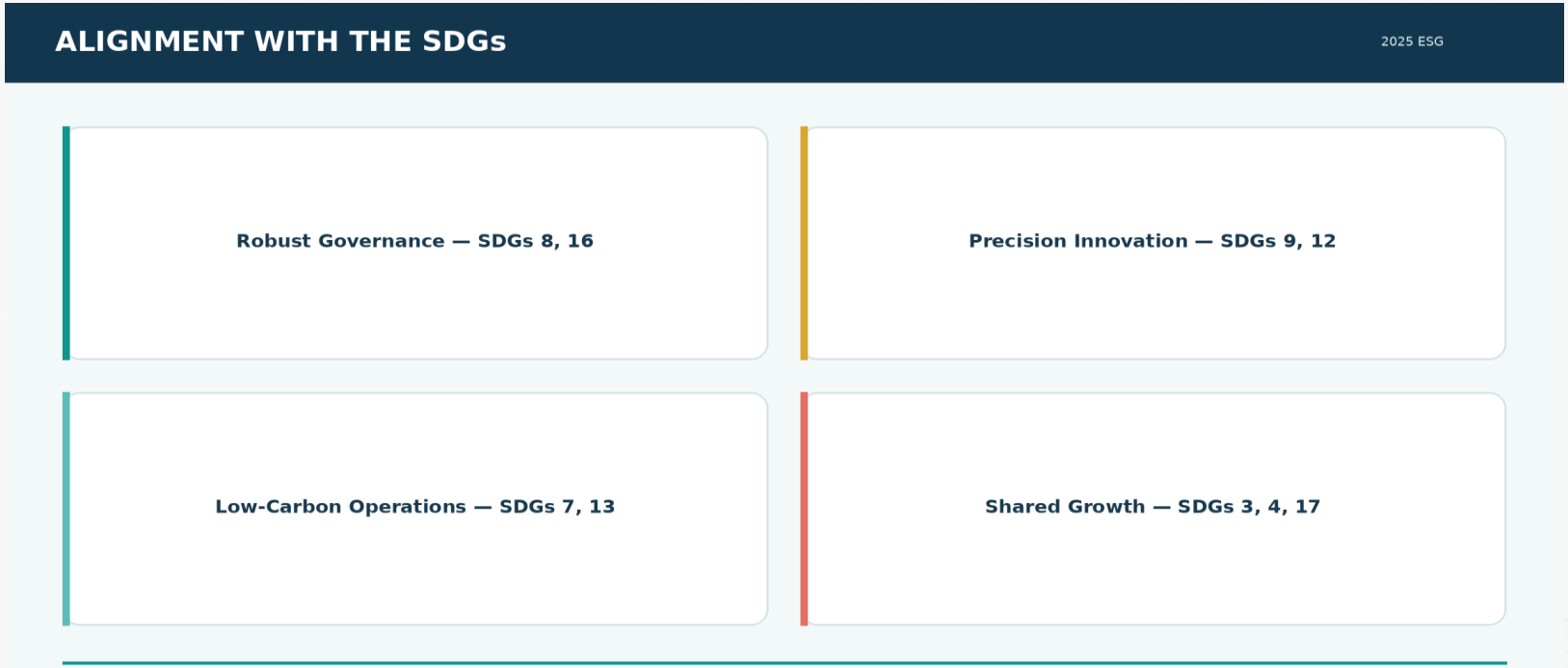
SUSTAINABILITY MANAGEMENT

1.3.3 Alignment with the SDGs

Based on industry characteristics and actual management practices, the Company prioritizes the global goals most relevant to precision manufacturing, low-carbon operations, talent care, and a responsible supply chain.

Robust Governancealigns with SDG 8,“Decent Work and Economic Growth,” and SDG 16, “Peace, Justice and Strong Institutions.” Precision Innovation alignswith SDG 9, “Industry, Innovation and Infrastructure,” and SDG 12, “Responsible Consumption and Production.”

Low-Carbon Operations aligns with SDG 7,“Affordable and Clean Energy,” and SDG 13, “Climate Action.” Shared Growth aligns with SDG 3, “Good Health and Well-Being,” SDG 4, “Quality Education,” and SDG 17, “Partnerships for the Goals.” By aligning its strategy with the SDGs, the Company demonstrates the substantive contribution of its core-business management actions to sustainable development.



SDG alignment is grounded in actual management actions; the number of goals does not substitute for concrete performance and impact management.

SUSTAINABILITY MANAGEMENT

1.3.4 Linking Material Topics with Sustainability Management

Material topics are the common thread connecting sustainability governance, resource allocation, performance management, and report disclosure.

In 2025, the Company continued to use six material topics as the basis for management and disclosure: energy conservation, carbon reduction, and renewable energy use; corporate governance and risk management; supply chain management and sustainable procurement; regulatory compliance and carbon emissions reporting; operating and financial performance; and information security and data privacy.

The Company reviews the relevance of these topics in light of annual operations, external trends, customer requirements, regulatory changes, and internal management information. See Chapter 2 for the material-topic identification and review process. The management approaches, actions, performance results, and future directions for each material topic are fully presented in the principal disclosure chapters, with management linkages to related chapters.



The principal disclosures and related chapters together present the complete management context of material topics across governance, the value chain, products, the environment, and society.

SUSTAINABILITY MANAGEMENT

1.3.5Sustainability Management Outlook

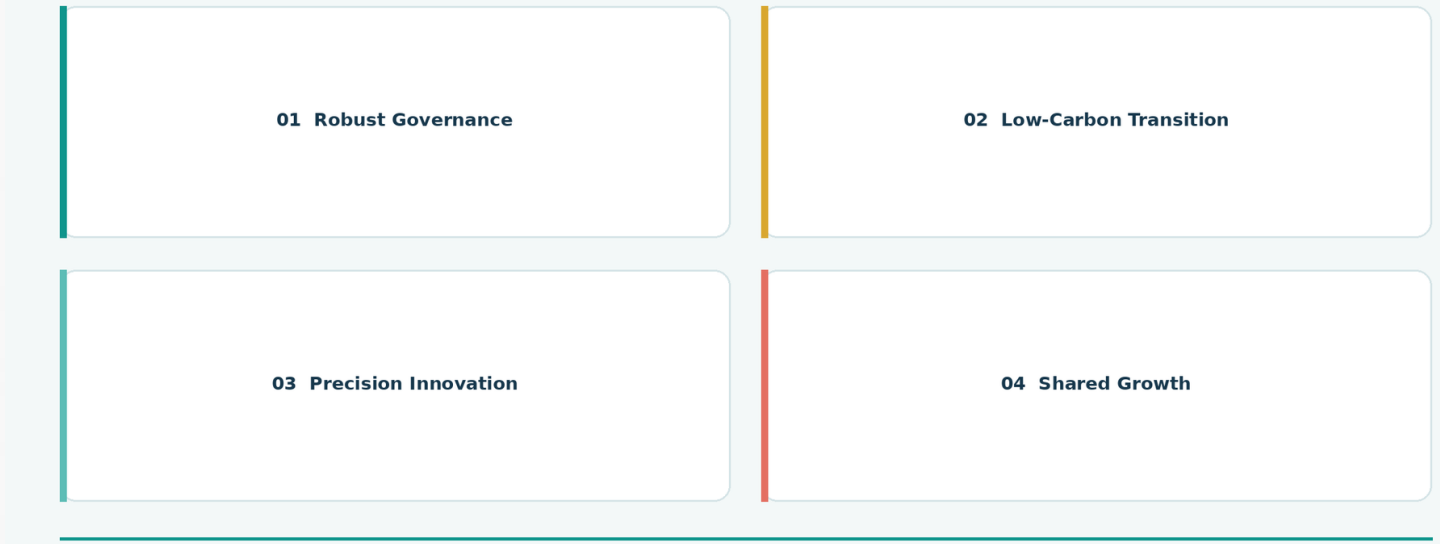
We continue to strengthen corporate resilience through more robust governance systems, more reliable sustainability information, and more forward-looking transformation initiatives.

In response to international market demand, low-carbon supply chains, customer ESG requirements, and sustainability disclosure rules for listed companies, the Company will continue to deepenESG governance, data management, carbon management, supply chain management, and talent development. The Board and management will continue to oversee strategy implementation, while the Corporate Governance Task Force, sustainability function, and responsible units jointly improve data quality and management effectiveness.

The Company will enhance product and process competitiveness through low-carbon operations and precision innovation, amplify positive impact through talent care and shared prosperity across the supply chain, and respond to stakeholder expectations through transparent disclosure—advancing steadily within the global precision-manufacturing supply chain.

SUSTAINABILITY MANAGEMENT OUTLOOK

2025 ESG



Syncmold will continue to create long-term value in which business, the environment, and society prosper together.

CHAPTER

02

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

Ongoing stakeholder engagement and material-topic management enhance the quality of sustainability disclosures.

Stakeholder Engagement | Material Topics | Management Response

2.1 Stakeholder Engagement Philosophy

2.2 Stakeholder Identification

2.3 Stakeholder Communication Mechanisms

2.4 Material Topic Determination Process

2.5 Material Topic Identification Results

2.6 Material Topics and Value Chain Boundaries

2.7 Alignment of Material Topics with GRI Standards

2.8 Summary of Management Approaches

2.9 Material Topic Response and Follow-up Management



STAKEHOLDER ENGAGEMENT
& MATERIAL TOPICS

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

2.1 Stakeholder Engagement Philosophy

Supporting sustainable decision-making and accountable governance through two-way communication

Syncmold Enterprise Corp. (hereinafter “Syncmold” or “the Company”) believes that sustainable development is built on continuous, two-way, and responsive stakeholder engagement. Through routine business interactions, regular communication, public disclosures, and grievance mechanisms, the Company understands stakeholder expectations regarding its operations and sustainability matters and incorporates significant feedback into management decisions, risk assessments, and information disclosures.

With reference tothe AA1000 Stakeholder Engagement Standard, the Company applies five principles—responsibility, influence, attention, dependency, and diverse perspectives—to identify stakeholders closely connected with its operations, products and services, supply chain, and sustainable development. In 2025, the Company continued to engage its six established key stakeholder groups and reviewed the relevance of their concerns and the material topics in light of annual operations, customer requirements, regulatory trends, and feedback from responsible units.

Governance Linkage Responsible units consolidate stakeholder communication outcomes, which are regularly reported to the Board through corporate governance and sustainability governance mechanisms.

2.2 Stakeholder Identification

Based on the operating scope covered by this Report and key value chain interactions, responsible units identify individuals or organizations related to the Company’s operations, products and services, business relationships, and sustainable development. The assessment considers both those potentially affected by the Company’s activities and those able to influence its decisions, access to resources, operating stability, or long-term development. It consolidates information from routine business interactions, legal and contractual responsibilities, customer requirements, employee feedback, investor concerns, supplier cooperation, regulatory requirements, and community interaction.

After the initial assessment, each unit cross-checks the identified parties against the five principles of responsibility, influence, attention, dependency, and diverse perspectives; similar parties are consolidated and key stakeholders confirmed. Identification results are not static. Each year, the Company reviews their relevance based on organizational boundaries, operational footprint, regulatory and market trends, changes in risk, and significant events, adjusting engagement targets, communication methods, and priorities when necessary.

01	02	03	04	05
Define Scope	**Unit-level Assessment**	**Principle-based Review**	**Classification and Confirmation**	**Annual Update**
Confirm reporting boundaries, operating activities, and key value chain relationships	Compile actual interactions, responsibilities, and potentially affected parties	Cross-check relevance and significance against the five principles	Consolidate similar parties and confirm the six key stakeholder groups	Review periodically based on changes in operations, regulations, risks, and significant events

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

2.2.1 Stakeholder Identification Methods and Principles

Using a consistent process to confirm engagement targets and relationship characteristics

Under the identification process described above, the Company first reviews the relationship between each group and Syncmold against the five principles, then classifies and consolidates groups with similar characteristics. The principles support cross-functional discussion and completeness checks, avoiding judgments based solely on one department or communication channel.

01	02	03	04	05
Responsibility The Company has legal, contractual, operational, or ethical responsibilities toward the stakeholder.	**Influence** The stakeholder may influence operating decisions, reputation, supply chain stability, or sustainability performance.	**Attention** The stakeholder has a high level of concern regarding governance, quality, environmental, employee, or social responsibility matters.	**Dependency** The stakeholder's rights, employment, procurement, investment, or cooperation are closely linked to the Company's performance.	**Diverse Perspectives** The stakeholder can provide different perspectives on sustainability risks, opportunities, and improvements.

Key Stakeholders Confirmed through Identification

01 Customers	02 Employees	03 Shareholders/ Investors	04 Suppliers	05 Government Authorities	06 Community Organizations

Sources of Identification Information

01 Internal Operating Information	02 Value Chain Interaction Information	03 External Environment Information
Employee feedback, training, grievance records, risk management, and feedback from responsible units	Customer requirements and audits, supplier assessments, procurement cooperation, and product and service interactions	Regulations and policies, industry trends, investor concerns, community interaction, and significant events

Confirmation Method Responsible units submit assessment results based on actual interactions and influence relationships, followed by cross-checking against the five principles. If operating boundaries or stakeholder relationships change materially, classifications and engagement priorities are reassessed.

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

2.2.2 Key Stakeholder Identification Results

Establishing communication and response approaches based on relationship characteristics

Following identification, Syncmold's key stakeholders comprise customers, employees, shareholders/investors, suppliers, government authorities, and community organizations. Their relationships with the Company, principal communication methods, and key concerns are set out below.

Stakeholder	Importance to Syncmold	Principal Communication Methods	Key Concerns
Customers	Customer trust and satisfaction are the foundation of sustainable operations and cooperation with international brands.	Business communications, customer satisfaction surveys, customer audits, andcustomer ESG questionnaires	Product quality, delivery management, product responsibility, environmental friendliness, and customer relationships

Stakeholder	Importance to Syncmold	Principal Communication Methods	Key Concerns
Employees	Employees are a vital asset; workforce stability and competency development are critical to operating competitiveness.	Employee Welfare Committee, training, grievance channels, and internal communication	Employee benefits, occupational health and safety, talent development, and career development
Shareholders / Investors	Capital investment and investor confidence support the Company's long-term growth and sound governance.	Annual general meetings, investor conferences, Market Observation Post System, and corporate website	Corporate governance, operating performance, risk management, and sustainable operations
Suppliers	Suppliers are important partners in the provision of raw materials, components, and services.	Supplier assessments, supplier visits, exchange meetings, and supplier guidance	Quality, price, delivery, environmental protection, and supplier management
Government Authorities	Regulatory compliance and policy cooperation form the basis of sound operations.	Regulatory filings, communication with competent authorities, and policy briefings or seminars	Regulatory compliance, corporate governance, environmental management, and carbon emissions disclosure
Community Organizations	Local interaction and social participation help expand the Company's positive impact.	Charitable activities, community sponsorships, and social participation	Social care, giving back to society, and corporate image

Use of Identification Results Based on each stakeholder group's relationship with Syncmold and key concerns, the Company plans appropriate communication channels, frequencies, and response methods and uses the results as input for material topic reviews.

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

2.3 Stakeholder Communication Mechanisms

Communication, response, and follow-up by responsible units according to their functions

Through customer communication, supplier assessments, employee meetings, training, annual general meetings, investor conferences, Market Observation Post System announcements, regulatory filings, and social welfare activities, Syncmold continually monitors stakeholder expectations regarding its operations and sustainability matters. A stakeholder section on the corporate website serves as a communication channel for external feedback and grievances. Implementation results are regularly consolidated and reported to the Board.

Stakeholder	Communication Channels	Communication Frequency	2025 Response Direction
Customers	Business communications, customer satisfaction surveys, customer audits, and ESG questionnaires	Real-time / Regular / As needed	Strengthen product quality, delivery management, environmental management, and responses to customer ESG requirements.

Stakeholder	Communication Channels	Communication Frequency	2025 Response Direction
Employees	Employee Welfare Committee, training, grievance channels, and internal announcements	Regular / Real-time	Strengthen employee benefits, occupational safety management, talent development, and internal communication.
Shareholders / Investors	Annual general meetings, investor conferences, Market Observation Post System, and corporate website	Annual / As needed / Real-time	Enhance information transparency and disclose operating performance, corporate governance, and risk management practices.
Suppliers	Supplier assessments, visits, exchange meetings, and guidance	Annual / As needed	Advance supplier management, sustainable procurement, and supply chain ESG requirements.
Government Authorities	Regulatory filings, policy briefings, and communication with competent authorities	Real-time / As needed	Implement regulatory compliance, environmental management, greenhouse gas inventories, and carbon disclosure requirements.
Community Organizations	Charitable activities, community sponsorships, and social participation	As needed	Continue investing in social care and local community initiatives.

Note: Actual communication frequency depends on the operation of each channel and the nature of the event.

Management Approach Responsible units respond to communication matters and conduct follow-up. Issues involving multiple functions, material risks, or sustainability strategy are incorporated into internal coordination and governance mechanisms for ongoing management.

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

2.4 Material Topic Determination Process

Focusing on material impacts while considering the operating context and stakeholder concerns

With reference to GRI 3: Material Topics 2021, Syncmold defines materialtopics as those concerning significant actual or potential impacts on the economy, environment, and people arising through its own activities or business relationships. In addition to stakeholder concerns, the review considers business strategy, industry trends, regulatory requirements, customer needs, and internal management conditions.

01
Compile Topic Sources
Reference the GRI Standards, AA1000, SASB, TCFD, regulatory requirements, customer requirements, peer trends, and business strategy.

02
Compile Stakeholder Concerns
Summarize key points from routine communication with customers, employees, shareholders/investors, suppliers, government authorities, and community organizations.

03
Assess Material Impacts
Assess actual or potential, positive or negative impacts of operating activities and business relationships on the economy, environment, and people.

04
Assess Risks and Opportunities
Combine operating data, regulatory compliance, risk management, supply chain, and ESG information to evaluate each topic's strategic relevance.

05
Confirmation by Sustainability Governance Units
The sustainability function consolidates the review results and submits them to the Sustainability Development Committee for confirmation as the basis for report disclosure.

06
Disclosure and Ongoing Tracking
Disclose policies, actions, and performance in the relevant chapters and review them regularly through annual management and engagement mechanisms.

2025 Review Conclusion The six existingmaterialtopics remain highly relevant to business strategy, brand customer requirements, supply chain resilience, the low-carbon transition, information security, and regulatory compliance. The existing material-topic framework was therefore retained in 2025.

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

2.5 Material Topic Assessment Results

Six material topics remain central to sustainability management and disclosure in 2025

After reviewing annual operations, external regulatory trends, brand customerrequirements, andstakeholder concerns, Syncmold confirmed that the following topics continue to reflect the Company's principal sustainability impacts and management priorities. They therefore remain included in this Report, with management approaches and implementation results disclosed in the corresponding chapters.

01Governance / Economic
Operating and Financial Performance
Maintain stable profitability and a sound financial structure to support R&D, capacity deployment, automation investment, and sustainability management.
Primary Disclosure | Chapter 6 Related Chapters |Chapters 3,4, and 5

02 Governance
Corporate Governance and Risk Management
Strengthen Board functions, internal control, risk identification, ethical management, and operational resilience.
Primary Disclosure | Chapter 6 Related Chapters |Chapters 1 and 4

03 Governance
Information Security and Data Privacy
Protect customer data, trade secrets, and the stability of operating systems while respondingto brand customerrequirements.
Primary Disclosure | Chapter 6 Related Chapter | Chapter5

04Supply Chain / Governance
Supply Chain Management and Sustainable Procurement
Ensure quality, delivery, cost control, and responsible procurement while enhancing supply chain ESG risk management capabilities.
Primary Disclosure | Chapter 7 Related Chapters |Chapters 3,4, and 5

05Environment
Energy Conservation, Carbon Reduction, and Renewable Energy Use
Respond to climate change, energy costs, customer requirements for low-carbon supply chains, and sustainability disclosure trends.
Primary Disclosure | Chapter 8 Related Chapters |Chapters 4 and 7

06 Environment / Governance
Regulatory Compliance and Carbon Emissions Reporting
Address greenhouse gas inventories, carbon disclosure, CBAM,regulatory filings, and customer carbon-data requirements.
Primary Disclosure | Chapter 8 Related Chapters |Chapters 4,6, and 7

Management Linkage The six material topics connect management dimensions including governance, product and customer value, responsible supply chains, and the low-carbon transition. Responsible units will continue tracking them in the corresponding chapters.

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

2.6 Material Topics and Value Chain Boundaries

Identifying where impacts occur and connecting own operations with business relationships

The impacts of material topics may arise within Syncmold's own operations or extend to the supply chain, customers, or other business relationships. Based on management responsibility, actual operational relevance, and effects on stakeholders, this Report describes the principal value chain boundaries for each topic.

Material Topic	Boundary within the Organization (Own Operations)	Boundary outside the Organization (Business Relationships)
Operating and Financial Performance	Syncmold Enterprise Corp.; financial information follows the scope of the consolidated financial statements	Shareholders/investors, financial institutions, and customers
Corporate Governance and Risk Management	Board of Directors, management team, and responsible departments	Shareholders/investors, competent authorities, and customers
Information Security and Data Privacy	Information function, business units, and internal users	Customers, suppliers, and business partners
Supply Chain Management and Sustainable Procurement	Procurement, quality assurance, R&D, and related management units	Suppliers, contractors, and customers
Energy Conservation, Carbon Reduction, and Renewable Energy Use	Taiwan headquarters and Taiwan facilities within the reporting boundary	Customers, suppliers, and energy providers
Regulatory Compliance and Carbon Emissions Reporting	Environmental, health and safety; facilities; finance and accounting; corporate governance; and related departments	Competent authorities, customers, assurance/verification bodies, and the supply chain

Boundary Note **The actual** scope, calculation methods, and limitations of each quantitative performance metric are explained separately in the corresponding chapters and performance tables.

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

2.7 MaterialTopics andGRI StandardsAlignment

Using GRI 3-3 as a common management framework and linking relevant Topic Standards

Based on the nature of each material topic, Syncmold maps it to the General Disclosures, Topic Standards, or custom topics under the GRI Standards 2021. Subsequent chapters explain policies, commitments, management actions, performance, and improvement directions. The disclosures actually cited are listed in the GRI Content Index in the Appendix.

Material Topic	Corresponding GRI Standards	Principal Disclosure Focus
Operating and Financial Performance	GRI 3-3; GRI201 Economic Performance	Revenue, profitability, financial performance, and operating results
Corporate Governance and Risk Management	GRI 3-3; GRI 2General Disclosures; GRI 205 Anti-corruption	Board of Directors, ethical management, risk management, internal control, and regulatory compliance
Information Security and Data Privacy	GRI 3-3; GRI418 Customer Privacy	Information security governance, customer data protection, and incident handling
Supply Chain Management and Sustainable Procurement	GRI 3-3; GRI 204Procurement Practices; GRI 308 Supplier Environmental Assessment;GRI 414 Supplier Social Assessment	Supplier assessment, ESG requirements, sustainable procurement, and supply chain risks
Energy Conservation, Carbon Reduction, and Renewable Energy Use	GRI 3-3; GRI 302 Energy; GRI305 Emissions	Energy use, greenhouse gas emissions, and energy-conservation and carbon-reduction measures
Regulatory Compliance and Carbon Emissions Reporting	GRI 3-3;GRI 2-27; GRI305 Emissions	Regulatory compliance, greenhouse gas inventories, carbon disclosure, and management systems

Index Note This section presents the management linkages between material topics and key standards. Complete disclosures, corresponding chapters, and page numbers are provided in the GRI Content Index in the Appendix.

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

2.8 Summary of Management Approaches for Material Topics

Translating material topics into policies, actions, performance, and continuous improvement

In line with GRI 3-3, Syncmold establishes amanagement direction for each material topic. The corresponding chapters further disclose policies and commitments, responsibilities, management actions, performance results, and future improvement directions.

Material Topic	Management Direction	2025 Disclosure Focus
Operating and Financial Performance	Maintain sound operations, strengthen cost control, and improve the product mix and high-value-added businesses.	Revenue, profit, earnings per share, and financial performance

Material Topic	Management Direction	2025 Disclosure Focus
Corporate Governance and Risk Management	Strengthen Board oversight, internal control and audits, ethical management, and risk identification.	Board composition and operations, risk management, and regulatory compliance
Information Security and Data Privacy	Establish information security protection, data protection, and incident response mechanisms.	Information security incidents, training, and customer privacy complaints
Supply Chain Management and Sustainable Procurement	Advance supplier assessments,ESG requirements, sustainable procurement, and supply chain risk management.	Supplier assessments,ESG questionnaires, and local procurement
Energy Conservation, Carbon Reduction, and Renewable Energy Use	Advance energy efficiency, greenhouse gas inventories, energy-conservation measures, and renewable energy planning.	Energy use, greenhouse gas emissions, and carbon-reduction measures
Regulatory Compliance and Carbon Emissions Reporting	Respond to regulatory and customer carbon disclosure requirements and continually improve the carbon management system.	ISO 14064-1, greenhouse gas inventories, and environmental regulatory compliance

Continuous Improvement Responsible units implement management actions for each material topic according to policies and targets. Improvement directions are reviewed through annual performance consolidation, stakeholder feedback, and governance mechanisms.

STAKEHOLDER ENGAGEMENT & MATERIAL TOPICS

2.9 Responses to Material Topics and Follow-up Management

Creating a continuous-improvement cycle through engagement, review, action, and disclosure

Stakeholder engagement and material topic reviews form an essential foundation for Syncmold's sustainability management and disclosure. Through established communication channels, the Company continually monitors stakeholder concerns regarding operating performance, corporate governance, supply chain management, information security, energy conservation and carbon reduction, and regulatory compliance. Responsible units plan response measures according to management needs.

The existing material-topic framework was maintained this year and reviewed for continued relevance based on annual operations, external trends, and stakeholder concerns. Subsequent chapters disclose management practices, performance results, and future directions for the corresponding dimensions of each material topic, demonstrating the Company's commitment to continually enhancing sustainability governance, the low-carbon transition, responsible supply chains, and operational resilience.

01	02	03	04
Engagement and Feedback Collection	**Impact and Risk Review**	**Management Actions**	**Performance and Disclosure**
Collect feedback through routine interactions, regular communication, and grievance channels	Assess each issue's relationship with operations, the value chain, and stakeholders	Responsible units establish measures, allocate resources, and track implementation	Consolidate performance, respond to concerns, and incorporate results into the Sustainability Report

Governance Responsibility The sustainability function is responsible for consolidation and implementation. The Sustainability Development Committee oversees sustainability strategy and implementation, and relevant results are regularly reported to the Board.

Key Areas of Annual Review

01 Changes inScope and Relationships	**02 Changes in Impacts and Risks**	**03 Management Effectiveness and Feedback**
Review whether organizational boundaries, the value chain, or key stakeholders have changed.	Review new issues arising from regulations, customer requirements, industry trends, and significant events.	Review whether targets, performance, grievances, and engagement feedback support continuous improvement.

CHAPTER

03

COMPANY PROFILE & VALUE CHAIN

Precision manufacturing is our foundation, connecting global operations, customers and value-chain growth.

Precision Manufacturing | Global Footprint | Value-Chain Resilience

3.1 About Syncmold
3.2 Industry and Value Chain
3.3 Business Strategy and Outlook



COMPANY PROFILE
& VALUE CHAIN

COMPANY PROFILE & VALUE CHAIN

3.1 About Syncmold

Creating customer value through precision manufacturing, vertical integration, and global service capabilities

3.1.1 CompanyInformation

Syncmold Enterprise Corp. (hereinafter “Syncmold” or “the Company”) was established in 1979 and has developed deep expertise in electronic components and precision mechanical components. Its principal operations encompass stands for LCD monitors, LCD televisions, andAIO computers;precision hinges; molds; aluminum-magnesium alloy die casting; and metal stamping products and services.

With precision manufacturing, vertical integration, and global customer service capabilities at its core, the Company integrates product design, mold development, mechanical component manufacturing, assembly, and quality management to provide brand customers with stable and competitive products and solutions.

1979 **Established** Deep Expertise in Precision Mechanical Component Manufacturing	**1582** **Stock Code** Listed on the Taiwan Stock Exchange	**8,679,412** **2025 Net Operating Revenue** NT$ thousand	**95.27%** **2025 Export Sales Ratio** Serving International Markets and Brand Customers

Table 3-1 Company Information

Item	Details	Item	Details
Company Name	Syncmold Enterprise Corp.	English Name	Syncmold Enterprise Corp.
Principal Industry	Manufacturing of electronic components and precision mechanical components	Stock Code	1582
Head Office Address	168F., No. 9, Jiankang Rd., Zhonghe Dist., New Taipei City, Taiwan	Factory Address	No. 403, Ln. 6, Min'an Rd., Xinzhuang Dist., New Taipei City, Taiwan
Principal Businesses	Display / TV / AIO stands, molds, precision hinges, aluminum-magnesium alloy die casting, and metal stamping products	Corporate Website	www.syncmold.com.tw

COMPANY PROFILE & VALUE CHAIN

3.1.2 DevelopmentMilestones

From precision mechanical component manufacturing to a global footprint and diverse applications

Leveraging precision mechanism design, mold development and component manufacturing, Syncmold has established a market position in display stands and related mechanical parts and continues expanding manufacturing scale and its customer-service network through investment, acquisitions and overseas operations.

In recent years, R&D has followed a dual-track strategy of “core product optimization” and “emerging application expansion.” The Company deepens the design of LCD monitor, gamingmonitor, and television stands while expanding into foldable stands, foldable solar-panel deployment mechanisms, and precision components related to solid-state ion thrusters for CubeSats, extending its advanced technology applications.

Table 3-2 Syncmold Development Milestones

Year	Key Development	Year	Key Development
1979.07	Established	2005.05	Acquired 100% of Fuzhou Fu Hong Qi Electronics Co., Ltd., engaged in the manufacture and sale of display hinges
2005.12	Registered on the Emerging Stock Market	2005.12	Acquired 100% of Wuhan Fu Hong Qi Electronic Hardware Co., Ltd., engaged in the manufacture and sale of molds and hinges
2006.04	Acquired 100% of Fuqing FuqunCo., Ltd., engaged in the manufacture and sale of die-cast components	2008.12	Merged with Fu Hong Qi Technology Co., Ltd.
2009.12	Listed on the Taiwan Stock Exchange	2010.03	Acquired 100% of Kunshan Hongjiajun Electronic Technology Co., Ltd., engaged in the manufacture of stand components
2012.06	Acquired 100% of Chongqing Fu Hong Qi Electronics Co., Ltd., engaged in the manufacture and sale of stands and hinges	2016.06	Established Syncmold Enterprise (USA) Inc., engaged in electronic component sales
2019.11	Acquired Jingde Technology	2020.01	Established Syncmold (Vietnam) Co., Ltd.
2020.04	Established Syncmold (Thailand) Co., Ltd.	2020.05	Established Syncmold (Singapore) Pte. Ltd.
2020.06	Established Syncmold (Malaysia) Sdn. Bhd.	2020.12	Acquired Luhe Enterprise

COMPANY PROFILE & VALUE CHAIN

3.1.3 Operating Locations and Global Footprint

Strengthening regional capacity allocation to enhance supply chain flexibility and customer service capabilities

In response to the regionalization and diversification of global supply chains, Syncmold continues to strengthen its global capacity allocation and customer service capabilities. Looking ahead to 2026, the Company will continue expanding capacity at its Vietnam and Thailand sites and flexibly adjust global capacity allocation according to customer demand.

Our global footprint shortens the distance to customers, diversifies geopolitical and tariff risks, and enhances delivery flexibility and operational resilience. With Taiwan serving as the center for operations management, R&D, and strategic coordination, Syncmold combines production sites in China and Southeast Asia to continually strengthen its global manufacturing and service network.

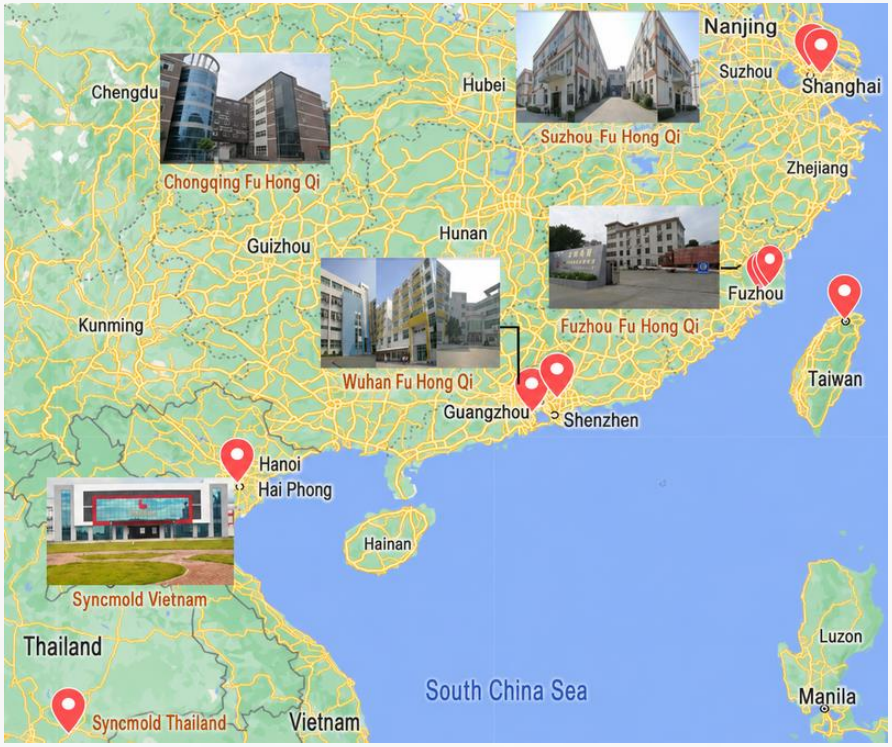


Figure 3-1 Global Operating Locations

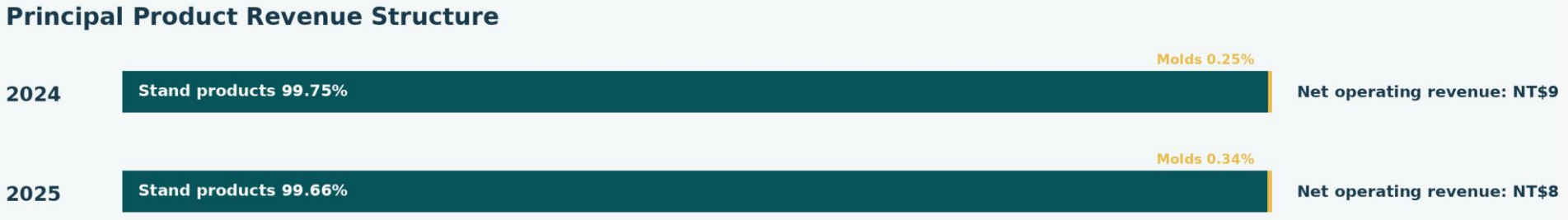
COMPANY PROFILE & VALUE CHAIN

3.1.4 Principal Products and Services

Centering on stand products while integrating mold and precision mechanical component manufacturing capabilities

Stand products are Syncmold's core offering, complemented by mold developmentand precision mechanical component manufacturing services. In 2025, net operating revenue was NT$8,679,412 thousand. Stand products generated NT$8,650,088 thousand, or 99.66%, whilemolds generated NT$29,324 thousand, or 0.34%.

Table 3-3 Principal Products and Revenue Structure



Note: Figures are presented in NT$ thousands.

Table 3-4 Principal Products and Services

LCD Monitor Stands Support height adjustment, swivel, tilt, and other mechanical functions	**LCD Television Stands** Support and structural components for television products	**AIO Computer Stands** Stands and mechanical components for all-in-one computers	**Precision Hinges** Applications in displays, foldable devices, laptops and high-end mechanisms
Mold Design and Manufacturing Plastic injection molds and mechanical design services	**Aluminum-Magnesium Alloy Die Casting** Applications in high-strength, lightweight mechanical components	**Metal Stamping** Applications in precision parts, brackets, and structural components	**Integrated Manufacturing Services** Integrating product design, molds, mass production, automation, and quality management

3.1.5 Brand Customers and Market Positioning

Syncmold has long served international branded electronics customers. With capabilities in precision mechanical component development, process integration, quality management, and global supply chain services, the Company is positioned as a professional supplier of display stands, precision hinges, and advanced mechanical components. Exports accounted for 2025 of net operating revenue in 95.27%. TheCompany continues to extend its precision technologies into space satellites, consumer electronics, and advanced mechanical components, responding to customer requirements for quality, delivery, cost, and sustainability management.



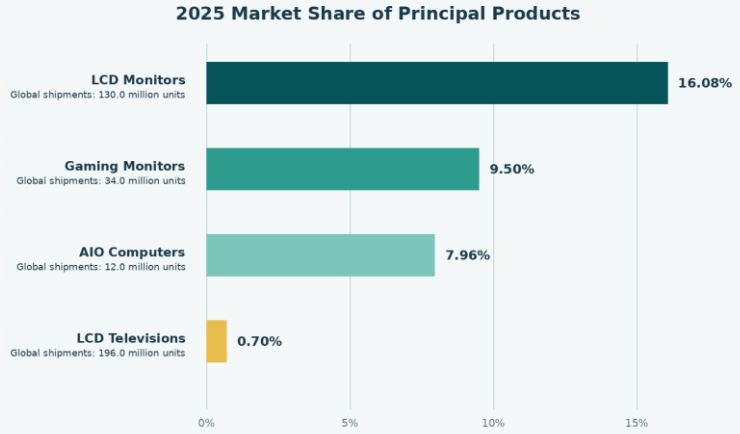


Table 3-5 Principal Customer Types and Market Positioning

Global Display Brand Customers Supporting product differentiation with advanced stands, gaming displays, and multi-axis adjustment mechanisms.	**PC /AIO Brand Customers** Providing development and mass-production capabilities for integrated stands, precision hinges, and structural components.	**Advanced Electronics Customers** Extending die casting, precision bearing, and mechanical design capabilities to diverse high-value-added applications.

COMPANY PROFILE & VALUE CHAIN

3.2 Industryand Value Chain

Capturing industry transformation trends and linking supply, manufacturing, and customer applications through vertical integration

3.2.1 IndustryOverview

Syncmold’s industry is closely connected with globalmarketsfor displays, PCs,AIO computers, televisions, and precision electronic mechanical components. In recent years, inflation, exchange rates, geopolitics, tariff policies, and changes in end-market demand have affected the industry. Supply chains continue to become more regionalized and diversified, while overall competition remains intense.

As demand grows for artificial intelligence,high-performance computing, AI PCs, and advanced displays, the information electronics market presents opportunities for moderate recovery. The global PC monitor market is forecastto grow by 2026in 1%, and Syncmold expects sales volumes ofLCD monitor stands to increase slightly with market demand.

Market Outlook AI applications and high-performance computing are driving demand for information electronics, while supply chain regionalization requires companies to balance capacity flexibility, cost efficiency, and sustainability management.

3.2.2 Upstream and Downstream Value Chain

Syncmold's value chain encompasses upstream raw materials, R&D and mold design, component manufacturing, assembly, quality inspection, shipment and delivery, and brand customer applications. The Company participates in requirements assessment, mechanical design, and process planning from the product development stage, and integrates molding, die casting, stamping, injection molding, assembly, and inspection during mass production.

Figure 3-2 Syncmold Value Chain

01 Upstream Raw Materials	02R&D and Molds	03 Manufacturing and Processing	04 Quality Management	05 Customer Applications
Steel, aluminum/zinc alloys, plastic resins, washers, springs, shafts, screws, and components	Mechanical design, stand design, mold design, and precision hinge development	Molding, die casting, stamping, injection molding, surface treatment, and assembly	Mold trials, in-process inspection, mold acceptance, and mass-production inspection	Displays, televisions, AIO computers, portable devices, and advanced precision applications

3.2.3 Principal Raw Materials and Sources of Supply

Maintaining diversified sources while balancing supply stability, quality, and price management

Stand and hinge products principally use steel sheets, aluminum alloys, zinc alloys, plastic resins, washers, springs, shafts, screws, and other raw materials. Mold products use special steel and related components. Most principal materials for stands and hinges are commodities with relatively transparent market pricing and no special or monopolistic characteristics.

The Company maintains at least two suppliers for each principal raw material to reduce procurement concentration risk while balancing quality and price. Mold materials are selected according to customer mold characteristics, specifications, hardness, and material properties. The Company has no long-term supply contracts with suppliers and ensures adequate, reasonably stable supply through diversified sources.

≥ 2 Suppliers Sources of Principal Raw Materials	Open Market Commodity Price Information	Specification-based Selection Mold Material Management
Reduce single-source supply risk	Supports reasonable price management	Respond to customer characteristics and quality requirements

Table 3-7 Principal Raw Materials and Supply Management

Product Category	Principal Raw Materials	Supply Management Approach
Stand / Hinge Products	Steel sheets, aluminum alloys, zinc alloys, plastic resins, washers, springs, shafts, screws, etc.	Maintain at least two suppliers to reduce concentration risk
Molds	Special steel and mold components	Select materials based on customer requirements and maintain diversified sources
Die Casting / Stamping	Aluminum-magnesium alloys, metals, etc.	Manage suppliers according to product specifications and quality requirements

3.2.4 Customers andApplication Markets

Deepening core display applications while expanding into advanced and cross-sector precision mechanical markets

Syncmold's principal customers are international branded electronics manufacturers. Applications focus onLCD monitors, televisions, AIO computers, and other information electronics. As demand grows for advanced displays, gaming monitors,AI PCs, and diverse portable devices, precision mechanical components must provide support and stability while also meeting requirements for multi-axis adjustment, lightweight design, durability, assembly efficiency, and appearance.

Future R&D will continue focusing onstands for LCD andgaming monitors,AIO computers and TVs, while applying die-casting and precision-bearing capabilities to wearables, automotive applications, notebook bearings and advanced communications equipment.

Table 3-8 Product Application Markets

Application Market	Principal Products	Development Direction
LCD Monitors	Monitor stands and hinge mechanisms	Advanced stands, gaming monitors, and multi-axis adjustment designs
LCD Televisions	Television stands and support structures	Improved appearance, stability, and mass-production efficiency
AIO Computers	AIO stands andstructural components	Lightweight, integrated design
Portable Devices	Foldable stands and precision hinges	Mobile office and foldable-device applications

Application Market	Principal Products	Development Direction
Automotive / Wearables / Advanced Communications	Die-cast components, precisionbearings, and advanced mechanical components	Expansion into emerging applications
Space, Satellite and Defense Applications	Foldable solar-paneldeployment mechanisms and precision components	Extension of advanced precision technologies

Emerging Application Expansion

Functional Upgrades
Extending from support structures to multi-axis adjustment, folding, and highly durable mechanisms.

Materials and Processes
Combining die casting, precision bearings, and lightweight design capabilities.

Market Diversification
Expanding gradually from consumer electronics into automotive, communications, satellite, and defense applications.

COMPANY PROFILE & VALUE CHAIN

3.2.5 Significant Value Chain Changes in 2025

Responding to external changes through regional capacity, diversified applications, and low-carbon management

In 2025, global electronics supply chains continued to be affected by regionalization, diversification, and geopolitical change. Brand customers simultaneously raised their requirements for supply chain configuration, delivery flexibility, cost control, and sustainability management. Syncmold continued to strengthen its Southeast Asian capacity footprint and adjusted global capacity allocation according to customer demand.

The product value chain is also extending from conventional display stand mechanisms into high-value-added applications such as portable devices, automotive products, advanced communications, space satellites, and defense precision components, demonstrating a diversified, high-precision, and cross-market development direction.

Table 3-9 Significant Value Chain Changes in 2025

Dimension of Change	Principal Change	Significance to Syncmold
Supply Chain Footprint	Strengthen capacity at Southeast Asian sites, including Vietnam and Thailand	Diversify regional risks and enhance delivery flexibility
Customer Requirements	International customers place greater emphasis on delivery, cost, carbon management and ESG performance	Strengthen sustainable supply chain and carbon management capabilities
Product Applications	Extend from display stands into foldable devices, automotive, advanced communications, defense, and satellite precision components	Increase product value added and market diversity

Dimension of Change	Principal Change	Significance to Syncmold
Manufacturing Model	Continue introducing automation equipment and optimizing component design	Improve efficiency, mitigate labor shortages, and stabilize quality
Regulations and Sustainability	Increasing international environmental regulations and customer sustainability management requirements	Advance greenhouse gas inventories, energy management, and carbon-reduction measures

Regionalization Global Capacity Allocation Strengthen Southeast Asian sites and deployment flexibility	**High Value Added Product Application Upgrades** Expand into diverse high-precision markets	**Automation Manufacturing Model Transformation** Efficiency, quality, and labor-shortage risk management	**Decarbonization Deepening Sustainability Management** Respond to regulatory and customer supply chain requirements

3.3 Business Strategy and Outlook

Optimizing core products, expanding emerging applications, and improving manufacturing efficiency

3.3.1 Display Mechanical Component Market Trends

Syncmold's core products are closely linked toglobal demand for displays, PCs, AIO computers, and televisions. In response to recovery opportunities created by AI applications, high-performance computing, and the PC replacement cycle, the Company will continue to center on display stand mechanisms and strengthen R&D and mass-production capabilities for advanced stands,gaming monitor stands, AIO stands, and television stands.

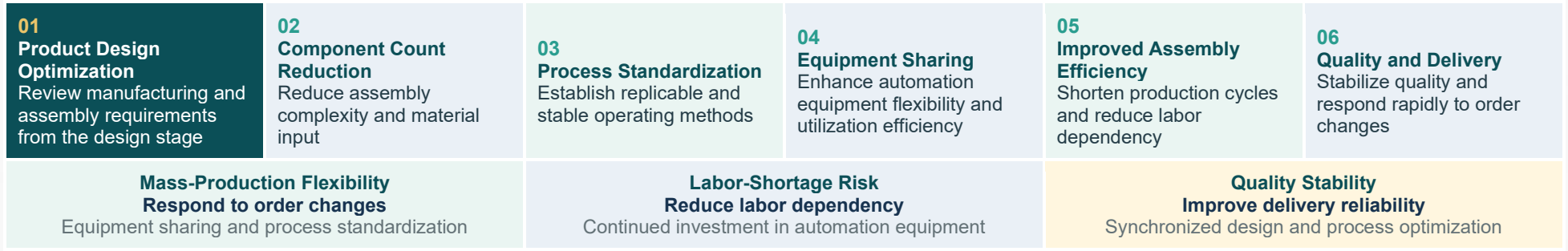
The 2026 operating policy includes optimizing the product mix, developing new product applications, strengthening R&D staffing, expanding automation equipment, increasing Southeast Asian capacity in line with customer needs, and raising the in-house component production ratio to enhance cost and delivery management capabilities.

3.3.2 Automation and Lean Manufacturing Strategy

To improve manufacturing efficiency, mitigate labor shortages, and strengthen quality stability, Syncmold continues to invest in automated production equipment. Beginning at the product design stage, it simplifies the number of components and improves assembly efficiency and equipment sharing to respond to changes in order volumes.

Through component commonality, process standardization, and equipment introduction, the Company can enhance mass-production flexibility, shorten production cycles, reduce labor dependency, and continually strengthen its ability to respond quickly to changes in customer demand.

Figure 3-3 Automation and Lean Manufacturing Directions



COMPANY PROFILE & VALUE CHAIN

3.3.3 Overseas Capacity Footprint and Supply Chain Resilience

Responding to regional delivery and risk-diversification needs through the division of roles across global sites

As electronics supply chains become more regional and diversified, Syncmold will continue expanding capacity in Vietnam and Thailand to meet global customers' needs for flexibility, regional delivery and risk diversification, reducing geopolitical, tariff and single-region production risks. The Company will flexibly adjust global capacity through site specialization, regional allocation and supplier collaboration to control costs, improve efficiency and strengthen value-chain resilience and customer service.

3.3.4 Low-Carbon and High-Value-Added Product Development

In response to international environmental regulations and customer requirements for sustainable supply chain management, Syncmold continues to improve greenhouse gas inventories and management, progressively strengthen energy management and carbon-reduction measures, and enhance low-carbon operating capabilities.

Product development will center on display stand mechanisms and extend into precision applications such as space satellites, consumer electronics, and advanced mechanical components. Through core product optimization, emerging application expansion, automated processes, and high-value-added product development, the Company responds to customer requirements for quality, low-carbon manufacturing, and supply chain responsibility.

Table 3-10 Future Business Strategies and Sustainability Linkages

Strategic Direction	Principal Actions	Sustainability Linkage
Core Product Optimization	Strengthen R&Dfor display, gaming monitor, AIO, and television stands	Enhance product quality and customer value
Expansion into emerging applications	Develop precision components for foldable devices, automotive, advanced communications, satellites, and defense applications	Increase product diversity and value added

Strategic Direction	Principal Actions	Sustainability Linkage
Automated Manufacturing	Introduce automation equipment, simplify component counts, and enhance equipment sharing	Improve efficiency and mitigate labor-shortage risks
Global Capacity Allocation	Strengthen capacity at Southeast Asian sites, including Vietnam and Thailand	Enhance Supply Chain Resilience
Low-Carbon Operations	Improve greenhouse gas inventories, energy management, and carbon-reduction measures	Respond to customer ESG and low-carbon supply chain requirements

CHAPTER

04

SUSTAINABILITY STRATEGY & RISK MANAGEMENT

Identifying and managing operational and sustainability risks to strengthen climate resilience and long-term adaptability.

Sustainability Strategy | Risk Management | Climate Resilience

4.1 Positioning of Sustainability Risk Management
4.2 Climate-Related Financial Disclosures
4.3 Sustainability Targets and Performance



SUSTAINABILITY STRATEGY
& RISK MANAGEMENT

STRATEGY & RISK MANAGEMENT

4.1 Positioning ofSustainability Risk Management

Integrating sustainability topics into enterprise risk governance aligns external uncertainties, internal management capabilities and long-term value creation within a coherent decision-making framework.

In response to regionalization of the global electronics supply chain, geopolitical and tariff changes, the low-carbon transition, international environmental regulations and rising customer sustainability expectations, Syncmold regards sustainable development as a key management foundation for strengthening operational resilience and competitiveness. Under oversight by the governing bodies, coordination by the management team and execution by responsible functions, environmental, social and governance risks and opportunities are incorporated into operating decisions, resource allocation and performance tracking.



Chapter 4 focuses on risk integration, climate-related financial impacts and strategy execution. The systems and quantified performance for individual topics are disclosed in Chapters 5 through 10.

STRATEGY & RISK MANAGEMENT

4.1.1 ESG Risk Management Framework

The Board provides oversight; the Sustainability Committee and management team integrate material topics; and responsible functions implement risk management and information-accountability duties.

Syncmold manages risk in accordance with its Risk Management Policy, internal control system and audit mechanisms. The Board oversees overall policies, material risks and sustainability strategies. The Sustainability Committee, management team, Sustainability Department and Corporate Governance Team coordinate and track implementation. Finance and accounting, EHS, procurement, quality assurance, R&D, manufacturing, IT and operating units identify, assess and control risks according to their respective responsibilities. On December 29,2025, the CorporateGovernance Team reported to the Board on the operation of sustainable development, ethical corporate management, and risk-management policies and procedures.



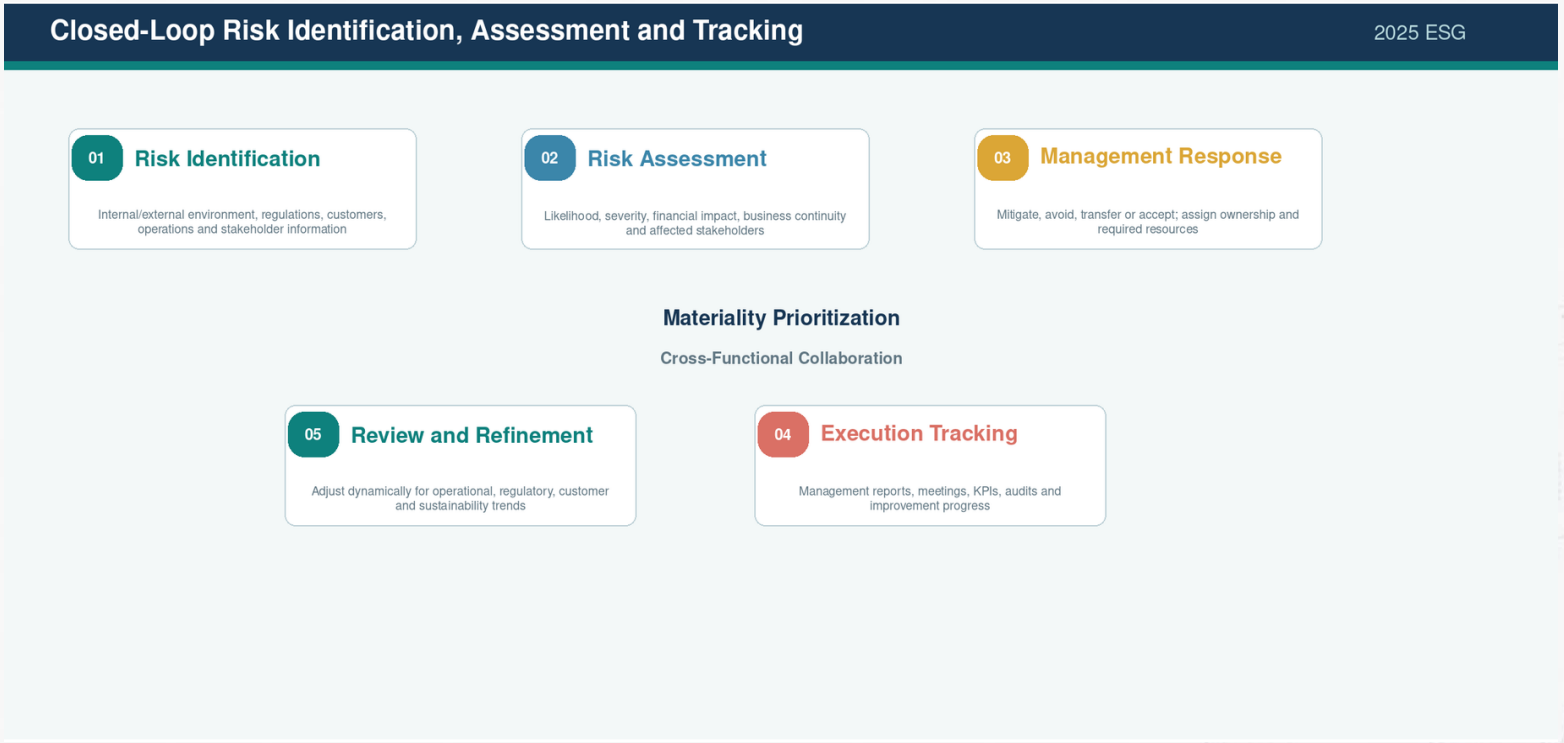
For details of the governance structure and Board operations, see Chapters 1 and 6. This chapter focuses on how each governance level connects risk identification, response and tracking.

STRATEGY & RISK MANAGEMENT

4.1.2 Material Risk Identification and Tracking

Risk management operates as a continuous cycle, with responsibilities, resources and improvement measures assigned according to materiality and management needs.

Responsible functions identify risks based on the internal and external environment, regulatory policies, customer requirements, industry trends, material topics, stakeholder input and operating data. Risks are then assessed by likelihood, severity, financial impact, business continuity and affected stakeholders. Responsible units determine whether to mitigate, avoid, transfer or accept material risks and review them regularly through management meetings, performance indicators, audits and improvement tracking.



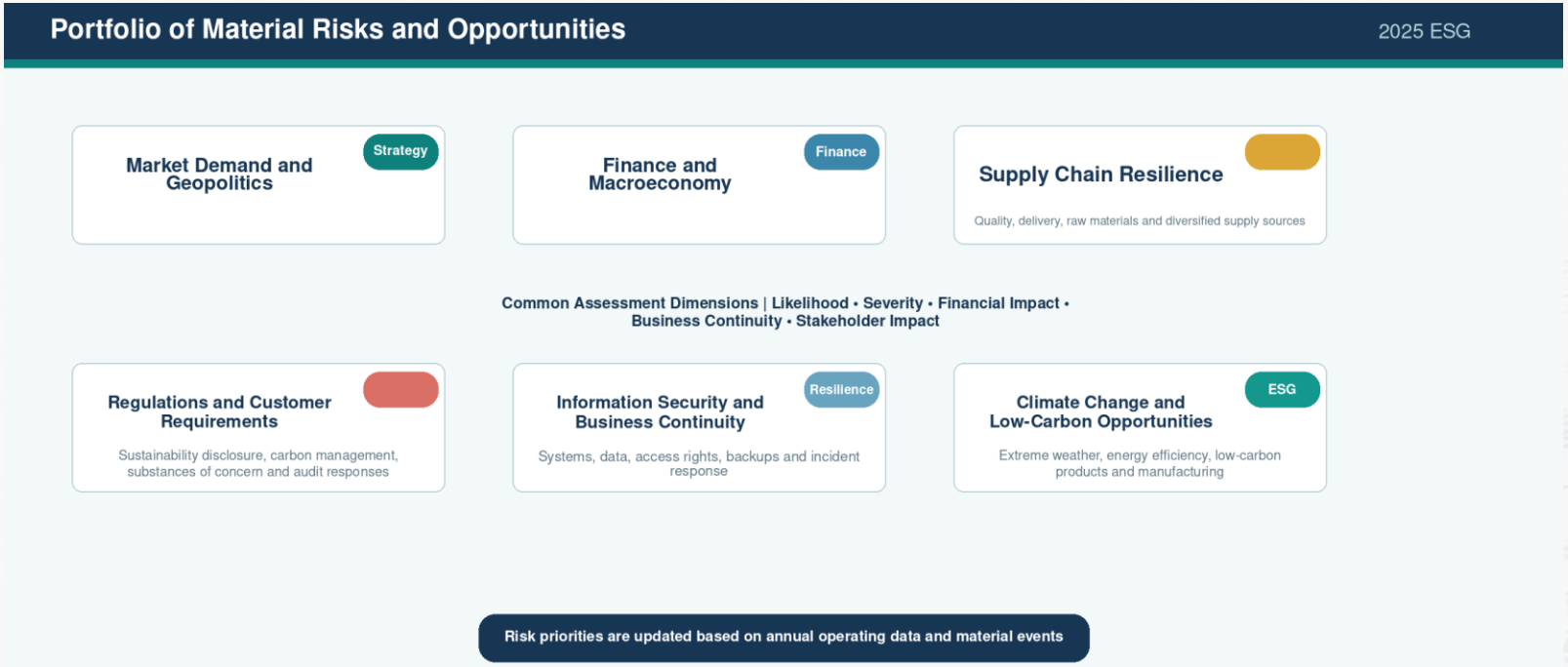
The risk inventory and prioritization are reviewed on a rolling basis in response to operational changes, regulatory updates, customer requirements and material events; one-time assessments do not replace continuous management.

STRATEGY & RISK MANAGEMENT

4.1.3 Material Risks and Opportunities

The Company identifies risks and opportunities that may affect long-term competitiveness from six perspectives: strategy, finance, operations, compliance, resilience and ESG.

Key risk sources in 2025 included market demand and geopolitics, foreign exchange and macroeconomic conditions, supply-chain quality and delivery, domestic and international regulations and customer requirements, information security, and climate change. Corresponding opportunities arose from capacity deployment in Southeast Asia, expansion of technology and product applications, energy efficiency, renewable energy, low-carbon product collaboration and stronger supply-chain resilience. Management measures are established according to the nature of each risk and continuously tracked by the relevant responsible functions.



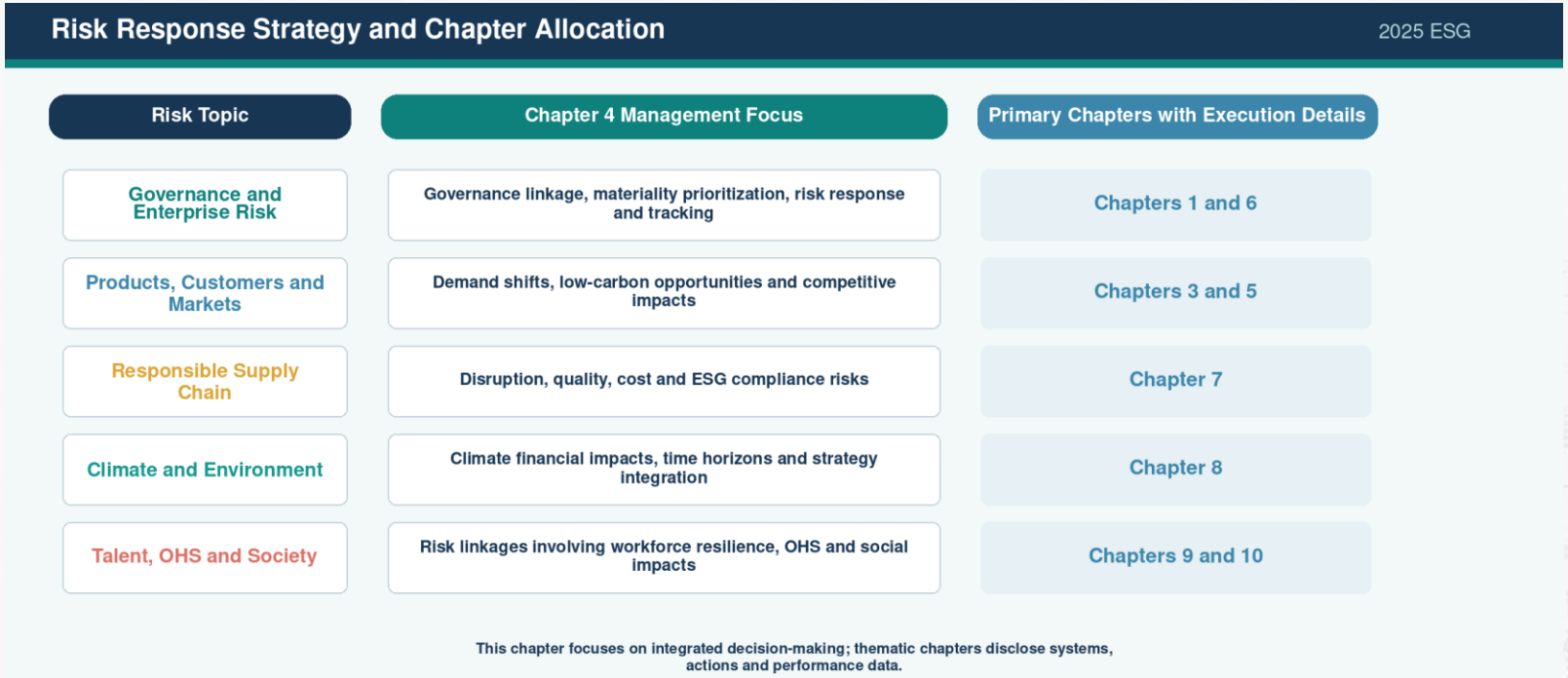
Risks do not exist independently. Markets, supply chains, energy, regulations and customer requirements may interact, and their cascading effects must therefore be considered in management.

STRATEGY & RISK MANAGEMENT

4.1.4 Risk Response and Chapter Allocation

Chapter 4 presents the integrated decision-making logic, while the thematic chapters address systems, actions and performance, reducing duplicated disclosures across chapters.

Governance and enterprise-wide risks are jointly managed through the Board, management, internal controls and audit mechanisms. Product and market risks are linked to R&D, quality and customer value. Supply-chain risks are addressed through sourcing, supplier assessments, quality management and ESG requirements. Climate risks are connected with energy, GHG emissions, environmental management and low-carbon manufacturing measures. Talent, occupational health and safety, and social topics are managed continuously by human resources, EHS and other responsible functions.



This chapter does not repeat details on supplier assessments, emissions, energy, water, waste, employees, occupational health and safety, or public welfare. Related performance is disclosed in full in the chapters indicated in the diagram.

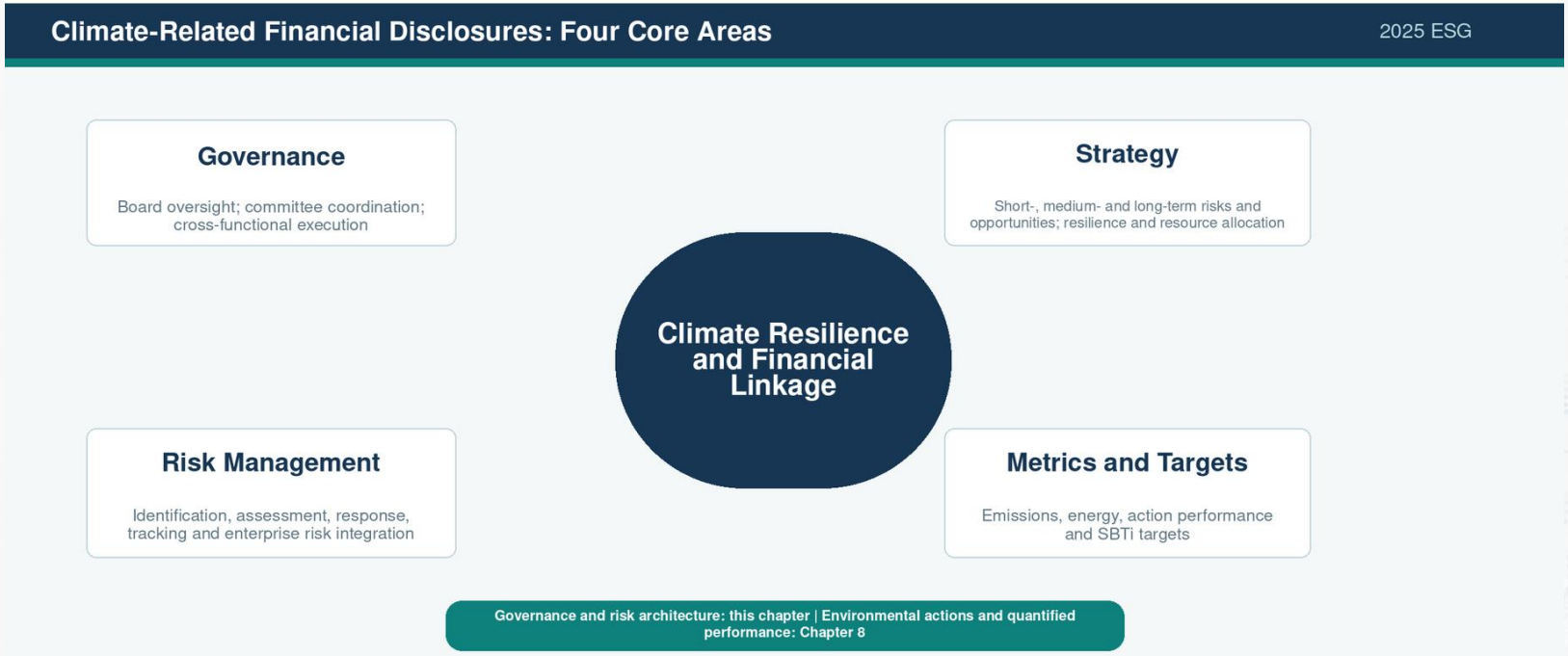
STRATEGY & RISK MANAGEMENT

4.2 Climate-Related Financial Disclosures

4.2.1 Climate Governance and Strategy

In line with the climate-related financial disclosure framework, climate resilience is strengthened through four areas: governance, strategy, risk management, and metrics and targets.

The Board reviews and tracks ESG work at least annually.The Sustainability Committee reports climate topics to the Board on a regular basis, while the Sustainability Department guides responsible functions in identifying and managing risks and opportunities. Management implements the strategy, and EHS, finance and accounting, procurement, quality assurance, R&D, manufacturing and IT jointly integrate information on climate, energy, carbon emissions, supply chains and business continuity.



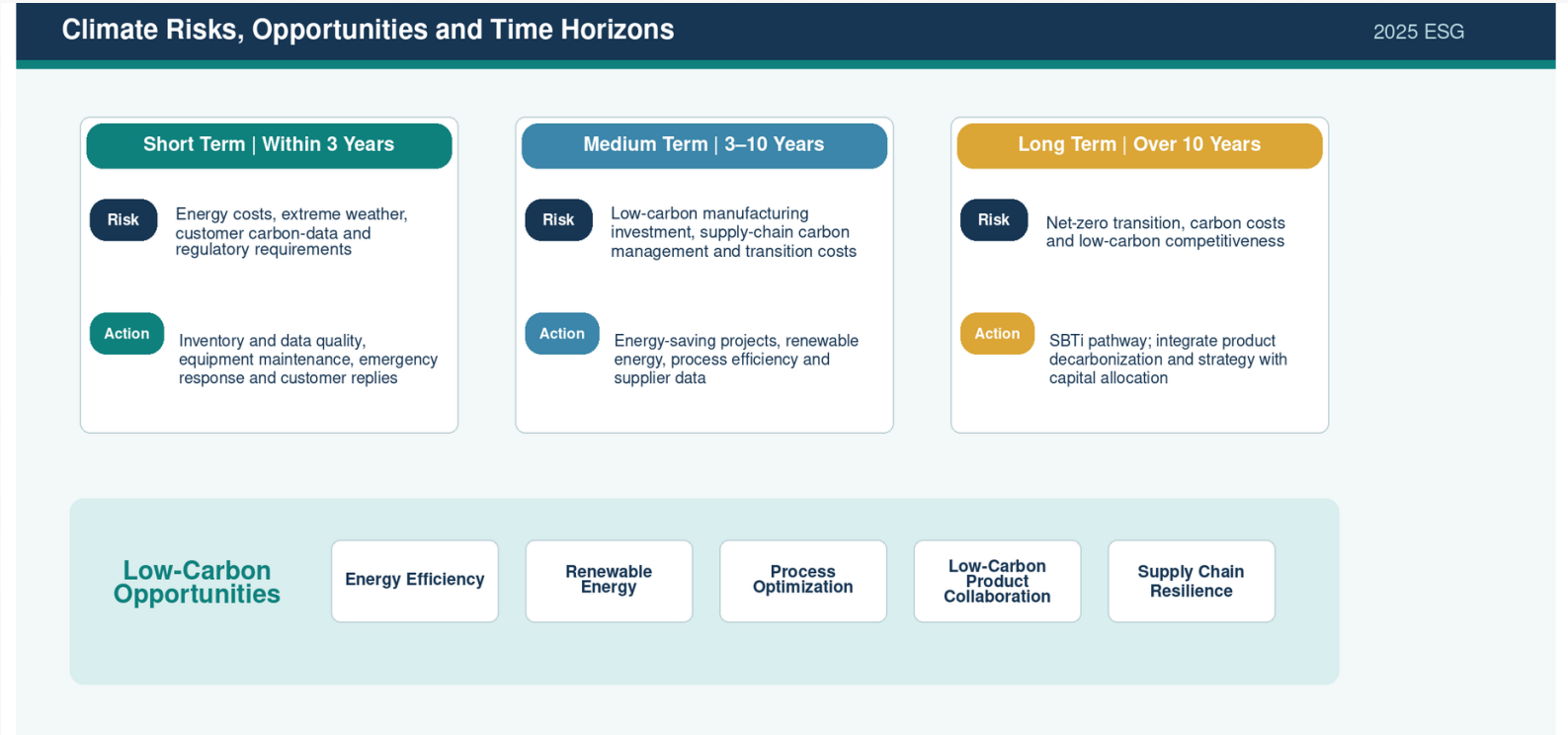
Climate governance and risk decision-making are described in this chapter. For details on GHG emissions, energy, water, waste, low-carbon manufacturing and emissions-reduction actions, see Chapter 8.

STRATEGY & RISK MANAGEMENT

4.2.2 Climate Risks, Opportunities and Time Horizons

Risk occurrence, strategic impact and management priority are assessed across short-term (within three years), medium-term (three to ten years) and long-term (over ten years) horizons.

Physical risks mainly include typhoons, floods, short-duration heavy rainfall, high temperatures and heat waves, which may affect facilities and equipment, personnel, logistics, supply chains and electricity costs. Transition risks include environmental regulations, carbon costs, customer requirements for low-carbon supply chains, energy prices and investment in low-carbon technologies. The Company also identifies opportunities in energy efficiency, renewable energy, process optimization, low-carbon product collaboration and supply-chain resilience, and adjusts its data, investment and management priorities by time horizon.



In 2025, the Company primarily used qualitative identification and existing management data. Scenario analysis will be introduced progressively to strengthen strategic resilience and financial-impact assessment.

STRATEGY & RISK MANAGEMENT

4.2.3 Climate Financial Impacts and Transition Investment

The Company is progressively linking climate risks with operating decisions across four financial dimensions: costs, investments, losses and opportunities.

Physical risks may result in asset damage, shutdowns, logistics delays, and maintenance and insurance costs. Transition risks may increase expenditures on energy, GHG inventories and assurance, management systems, low-carbon materials and equipment improvements. In 2025, energy costs were approximately US$259.94 million; investment in carbon-management consulting and assurance, sustainability reporting and system implementation totaled NT$170 million; and low-carbon improvement projectstotaled NT$36 million. Nomaterial climate-event losses occurred during the year.

Climate Financial Impacts and 2025 Transition Investments 2025 ESG

US$2.60M	NT$1.70M	NT$0.36M	0
Annual Energy Costs	ESG and Carbon Management Investment	Low-Carbon Improvement Projects	Material Climate Losses

Physical Risk	Asset damage, shutdowns, logistics delays, maintenance and insurance costs	Disaster prevention, maintenance, emergency response and business continuity
Transition Risk	Energy, GHG inventory and assurance, management systems and equipment investment	Energy efficiency, renewable energy and institutionalized carbon management
Low-Carbon Opportunity	Efficiency improvement, customer collaboration, product differentiation and trust	R&D, process and supply-chain collaboration

Amounts are based on 2025 management statistics. Energy costs are disclosed in US dollars; other investments are disclosed in New Taiwan dollars.

At this stage, the Company is establishing a foundation based on actual management costs, improvement investments and loss records, and will continue to enhance financial quantification, scenario comparison and investment-benefit analysis.

STRATEGY & RISK MANAGEMENT

4.2.4 Metrics, Targets and Management Tools

Science-based emissions-reduction targets provide the long-term direction, supported by progressive enhancement of scenario analysis, internal carbon pricing and annual performance tracking.

Syncmold uses 2025 as the GHG emissions-reduction base year, plans its decarbonization pathway under a 1.5°C scenario, and has passed validation by the Science Based Targetsinitiative (SBTi). By 2035, the Company has committed to reducing Scope 1 and Scope 2 emissions by 63% and Scope 3 emissions by 37.5%. Internal carbon pricing was not used in 2025 and will be assessed based on operating needs, while scenario analysis will be established progressively. Detailed indicators and results for emissions, energy, renewable energy and reduction actions aredisclosed in Chapter 8.



Progress toward the targets is reviewed on a rolling basis using annual inventories, assurance results and management data, linking decarbonization actions with emissions hotspots, energy improvements and supply-chain management.

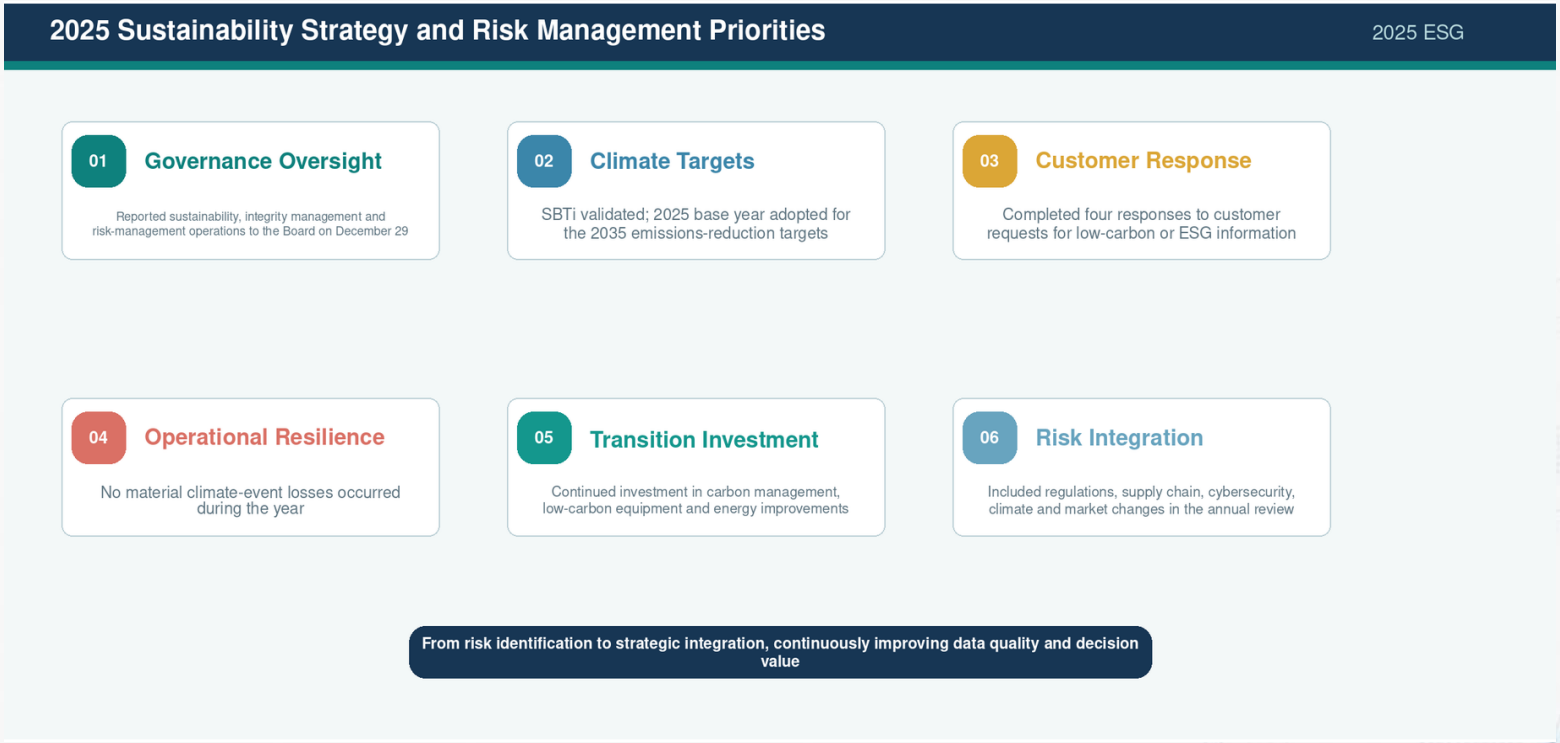
STRATEGY & RISK MANAGEMENT

4.3 Sustainability Targets and Management Performance

4.3.1 2025 Management Priorities

In 2025, sustainability strategy and risk management advanced through system operation, climate targets, customer responses, transition investment and operational resilience.

In 2025, Syncmold completed SBTi validation, respondedto four customer requests for low-carbon or ESG information, and continued investing in carbon management and energy improvements. Regulations, supply chains, information security, climate and market changes were also incorporated into annual management.



Annual results are disclosed using available data that is meaningful for management. Where consistent statistical methodologies have not yet been established, estimates are not used in place of formal records.

STRATEGY & RISK MANAGEMENT

4.3.2 Short-, Medium- and Long-Term Management Directions

Building on data and institutional foundations, Syncmold will progressively deepen climate financial analysis, supply-chain management and low-carbon competitiveness, ultimately integrating ESG into strategy and capital decisions.

In the near term, the Company will continue strengthening the collection, review, retention and traceability of sustainability information and improve consistency across the annual risk inventory, management measures and performance data. The medium-term focus is climate scenarios and financial-impact analysis, supply-chain ESG and carbon data, energy efficiency and low-carbon product capabilities. Over the long term,ESG risks and opportunities will be incorporated into operating strategy, capital allocation and performance management, while low-carbon resilience and long-term competitiveness will continue to improve in line with the SBTi pathway.



Through governance oversight, risk management, climate resilience and performance tracking, Syncmold continues to strengthen its capacity to respond to market transformation, supply-chain restructuring and low-carbon requirements.

CHAPTER

05

INNOVATIVE PRODUCTS & CUSTOMER VALUE

Advancing product value and sustainability through precision R&D, reliable quality and customer co-creation.

Innovative R&D | Quality & Safety | Customer Co-creation | Data Protection

5.1 Innovative R&D
5.2 Product Quality and Safety
5.3 Customer Relationship Management
5.4 Innovation-Driven Customer Value



INNOVATIVE PRODUCTS
& CUSTOMER VALUE

INNOVATIVE PRODUCTS & CUSTOMER VALUE

5.1 Innovative R&D

Strengthening competitiveness through precision design, reliable manufacturing, customer co-creation, and sustainability upgrades

Syncmold Enterprise Corp. (hereinafter “Syncmold” or “the Company”) has long focused on the design, development, and manufacture of display mechanisms, hinges, stands, molds, and precision metal components. Through stable quality, rapid mass production, customized engineering services, and global supply capabilities, the Company has established long-term relationships with brand customers.

In response to diversified display applications, growing demandfor AI PCs and advanced displays, rising low-carbon supply chain requirements, and brand customer expectations for product safety, reliability, and environmental friendliness, the Company places innovative R&D, quality management, and customer value creation at the core of its business strategy and continues advancing its R&D footprint, automated processes, smart manufacturing, and quality systems.

5.1.1 R&D Strategy and Technology Roadmap

Syncmold plans its R&D direction based on customer needs, market trends, product reliability, manufacturing efficiency, and environmental friendliness. By integrating front-end design, mold development, material applications, structural optimization, and mass-production engineering, it provides one-stop services from product appearance and mechanical design through mold fabrication and mass-production introduction.

Structural Performance Strengthen stability in loading, rotation, lifting, tilting, and multi-axis movement.	**Precision and Durability** Develop miniaturized, precise, and highly durable mechanical components.	**Mold Precision** Reduce mold correction costs and shorten mass-production introduction.
Process Optimization Improve the strength, appearance, and material efficiency of die-cast, stamped, and injection-molded products.	**Automation and Digitalization** Improve process stability, product yield, and real-time management.	**Green Design** Assess the feasibility of energy-efficient processes, material reduction, and recyclable design.

R&D Product and Process Scope

Stands and Hinges Monitors, televisions, AIO computers, and multi-axis folding mechanisms	**Molds and Injection Molding** Mold design, fabrication, validation, and plastic injection molding	**Die Casting and Stamping** Aluminum-magnesium alloy die casting and precision metal stamping	**Integrated Mass-Production Engineering** Pilot production, assembly, process, and quality management

2025 Dual-track R&D Policy Core products focuson design and component optimizationfor LCD monitors, gaming monitors, and television stands. Emerging applications include portable folding stands, foldable solar-panel deployment mechanisms, and precision components for CubeSat solid-state ion thrusters.

INNOVATIVE PRODUCTS & CUSTOMER VALUE

5.1.2 Precision Mechanical Component R&D

Supporting advanced applications through structural simulation, material selection, reliability validation, and mass-production engineering

Syncmold has accumulated extensive design and manufacturing experience in display stands, hinges, molds, and precision mechanical components and can provide multi-axis, multi-angle, and special-function mechanism designs based on customer positioning and functional requirements. As displays evolve toward high resolution, larger sizes, gaming, commercial display, AI applications, and ergonomics, requirements for stability, durability, appearance, and ease of use are also rising.

Structural simulation, material selection, durability testing, mass-production feasibility, and quality-risk assessment are incorporated from the product design stage. R&D, quality assurance, manufacturing, and mold functions collaborate to reduce mass-production abnormalities and customer-use risks. For stand and hinge products, the Company continues strengthening torque stability, load-bearing safety, smooth rotation, assembly efficiency, and appearance consistency.

Figure 5-1 Precision Mechanical Component Development and Mass-Production Introduction Process

01	02	03	04	05
Requirements Definition Confirm customer specifications, functions, and use scenarios	**Design Simulation** Evaluate structure, materials, torque, and load bearing	**Sample Validation** Perform durability, appearance, and reliability testing	**Pilot Production Review** Confirm process, assembly, and quality risks	**Mass-Production Introduction** Complete specification confirmation and process stabilization

Representative Applications in 2025

Portable Folding Stands Extend precision hinges and structural design to diverse portable devices.	**Solar-Panel Deployment Mechanisms** Support advanced applications with highly reliable folding and deployment mechanisms.	**CubeSat Precision Components** Develop precision components related to solid-state ion thrusters.

Key Precision Mechanism Design Capabilities

Torque Stability Maintain operating feel and long-term consistency	**Load-Bearing Safety** Ensure structural support and user safety	**Smooth Rotation** Enhance multi-angle adjustment and user experience	**Assembly Efficiency** Balance mass-production feasibility and manufacturing efficiency	**Appearance Consistency** Maintain stable dimensions, surfaces, and visual quality

The Company will continue monitoring markets for displays, notebook computers, foldable devices, automotive components, optical parts, and other high-precision applications. It will leverage mold, die-casting, stamping, and assembly capabilities to expand high-value-added precision mechanical products.

INNOVATIVE PRODUCTS & CUSTOMER VALUE

5.1.3 Automated Processes and Efficiency Improvement

Stabilizing quality and delivery through design optimization, equipment sharing, and standardized operations

Manufacturing efficiency and quality stability are critical to servingbrand customers. The Company continues advancing automated production processes, equipment and fixture improvements, standardized operations, and process-parameter management to shorten production cycles, reduce human error, improve yield and material efficiency, and support rapid new-product introduction and multi-site mass production.

Figure 5-2 Automated Process Implementation Path

01	02	03	04	05
Product Design Simplify component counts and assembly steps	**Equipment Introduction** Improve mold, stamping, die-casting, and injection-molding efficiency	**Process Standardization** Stabilize process parameters and operating quality	**Inspection Optimization** Improve quality determination and traceability efficiency	**Continuous Improvement** Reduce scrap, labor hours, energy use, and material losses

5.1.4 Smart Manufacturing and Digital Transformation

Smart manufacturing includes data collection, process monitoring, quality tracking, anomaly alerts, inventory management, and production-scheduling optimization. Syncmold will progressively strengthen data-driven shop-floor management and track key equipment parameters, production progress, and quality abnormalities to establish a traceable, analyzable, and improvable manufacturing management model.

Improve Efficiency	Reduce Risk	Strengthen Decision-making	Support Sustainability
Understand production bottlenecks and equipment utilization in real time.	Strengthen anomaly alerts, quality tracking, and closed-loop improvement.	Support management decisions with cross-site and cross-process data.	Progressively integrate manufacturing, quality, supply chain, and environmental data.

Smart Manufacturing Management

Data Collection	Process Monitoring	Quality Tracking	Anomaly Alerts	Inventory Management	Scheduling Optimization
Capture key equipment and production information	Track parameters, progress, and equipment status	Link abnormality records with improvement results	Identify quality and delivery risks early	Support visibility of materials and work in process	Improve capacity allocation and delivery efficiency

Sustainability Linkage Automation and digitalization can simultaneously improve process efficiency, scrap rates, energy use, and material losses, supporting customer requirements for low-carbon supply chains, delivery transparency, and process stability.

INNOVATIVE PRODUCTS & CUSTOMER VALUE

5.1.5 R&D Investment and Patent Management

Converting technical achievements into product differentiation and long-term competitiveness

Through R&D project management, engineering design reviews, technical document management, and intellectual property protection mechanisms, Syncmold ensures that R&D outcomes effectively translate into market competitiveness. New products and technologies undergo feasibility assessment, sample development, reliability testing, pilot-production validation, and mass-production introduction, with patent deployment or trade-secret protection adopted according to technical characteristics.

190,093 R&D Expenses NT$ thousand	2.19% R&D Expenses as a Percentage of Revenue Continued investment in technology and product development	41 People R&D Personnel Engineering design and technical talent	298 Projects R&D Projects Projects implemented in 2025	47 Projects New Product Development Projects added in 2025	39/ 36 Patent Applications / Patents Granted 2025 results	169 Patents Valid Patents in Force Continued accumulation of technical achievements

Figure 5-3 R&D Outcome Conversion and Intellectual Property Management Process

01 Feasibility Assessment	02 Sample Development	03 Reliability Testing	04 Pilot-Production Validation	05 Mass Production and Protection
Confirm demand and technical and commercial feasibility	Complete design, molds, and trial production	Validate function, safety, and durability	Review process capability and quality risks	Introduce mass production and manage patents or confidential information

Key R&D and Intellectual Property Management Areas

R&D Data Retention	Design Change Records	Patent Application Management	Trade Secret Protection
Maintain complete technical documents and development evidence.	Track versions, reasons, and approval history.	Assess protection and deployment of technical achievements.	Control according to customer requirements and technical sensitivity.

The Company continues strengthening R&D data retention, design change records, patent applications, and trade-secret protection to reduce technology leakage risks and ensure that R&D activities meet customer confidentiality requirements and the Company's long-term competitive strategy.

Competitiveness Linkage **R&D in**vestment, project execution, technical documents, and intellectual property protection are interconnected to support new-product introduction, customer confidentiality requirements, and product differentiation.

INNOVATIVE PRODUCTS & CUSTOMER VALUE

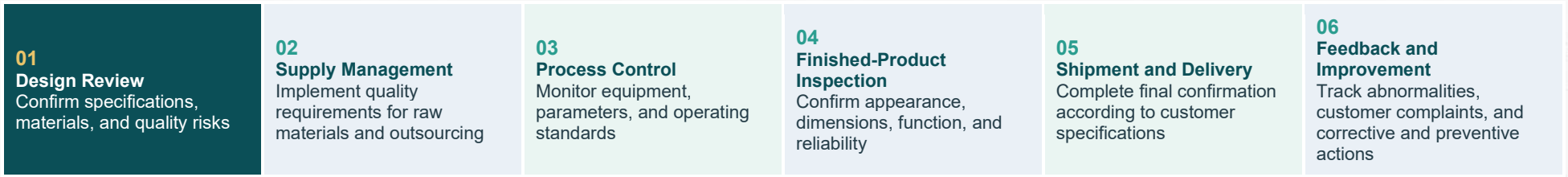
5.2 Product Quality and Safety

Applying preventive quality management throughout design, manufacturing, delivery, and customer service

5.2.1 Quality Management Policy

Quality is the core foundation of Syncmold's long-term relationships with brand customers. Guided by meeting customer needs, maintaining stable quality, continually improving processes, and reducing quality risks, the Company implements quality requirements throughout product design, raw-material procurement, mold development, process management, finished-product inspection, shipment management, and customer service.

Figure 5-4 End-to-End Quality Management Framework



5.2.2 Quality Management Systems

Before mass production, products must complete sample confirmation, mold validation, pilot-production assessment, and quality-risk review. After mass production begins, incoming, in-process, finished-product, and shipment inspections are conducted. These mechanisms integrate five management priorities—supplier quality, process quality, finished-product inspection, abnormality improvement, and continuous improvement—with cross-functional reviews and improvement tracking to ensure stable quality and reduce quality costs.

Table 5-1 Management System Certifications

Certification Standard	Management Aspect	Certificate Validity Period
ISO 9001	Quality Management System	2025/11/12 - 2028/11/12
ISO 14001	Environmental Management System	2025/03/27 - 2028/03/27
ISO 50001	Energy Management System	2024/11/28 - 2027/11/27

INNOVATIVE PRODUCTS & CUSTOMER VALUE

5.2.3 Product Safety and Reliability Management

Ensuring product safety, durability, and stability through testing, validation, and material compliance

Syncmold products are critical components for display equipment and precision mechanical applications. Product safety and reliability directly affect end-user experience and customer brand reputation. Strength, durability, stability, assembly safety, and material compliance requirements are incorporated into product design and mass production, with validation conducted according to customer specifications and product characteristics.

Table 5-2 Principal Reliability and Quality Validation Items

Product / Management Aspect	Validation Focus	Management Objective
Stands / Hinges	Rotational durability, torque stability, load bearing, wear resistance, and structural strength	Confirm long-term movement and load-bearing safety
Molds / Die Casting / Stamping / Injection Molding	Dimensions, materials, appearance, and process capability	Ensure specification consistency and process stability
Packaging and Transportation	Packaging structure and transportation-condition testing	Reduce damage risk during delivery
Material and Environmental Compliance	Hazardous substances, environmentally friendly materials, and customer green requirements	Reduce material and market regulatory risks

0 Cases **Material Product Safety Incidents** 2025	**All Development Stages** **Safety and Reliability Management** From design through mass production	**According to Customer Specifications** **Reliability Validation** Supporting diverse use scenarios	**Ongoing Attention** **Hazardous Substances and Product Responsibility** Responding to international market requirements

The Company continues applying a product life-cycle perspective, incorporating safety, reliability, material efficiency, and environmental friendliness into product design and process improvement and updating management practices in line with international market and customer requirements.

INNOVATIVE PRODUCTS & CUSTOMER VALUE

5.2.4 Customer Complaint Handling and Improvement

Converting customer feedback into quality improvements and recurrence prevention

When customers report issues related to quality, delivery, packaging, specifications, or services, Syncmold follows internal procedures for receipt, classification, responsibility assignment, cause analysis, corrective actions, implementation tracking, and effectiveness confirmation. Material or recurring abnormalities are jointly reviewed by sales, quality assurance, R&D, manufacturing, procurement, and related units. Depending on the cause, actions may include process-parameter adjustments, fixture improvements, training, supplier improvements, inspection-standard revisions, or design changes.

Figure 5-5 Customer Complaint Handling and Continuous Improvement Process

01	02	03	04	05	06
Receipt and Classification Confirm issue details and scope of impact	**Responsibility Assignment** Initiate cross-functional collaboration	**Cause Analysis** Identify direct and root causes	**Improvement Implementation** Implement corrective and preventive actions	**Effectiveness Confirmation** Verify improvement results and respond to the customer	**Lessons Learned** Update standards and prevent recurrence

Customer Complaint Improvement Measures

Process-Parameter Adjustment Revise key conditions according to the cause and confirm effectiveness.	**Fixture and Equipment Improvement** Improve positioning, operation, and error-proofing design.	**Training** Update operating priorities and improve personnel capabilities.
Supplier Improvement Require suppliers to provide causes and improvement evidence.	**Inspection-Standard Revision** Update sampling, determination, and inspection priorities.	**Design Change** When necessary, eliminate recurring causes at the design stage.

Improvement Communication Through regular customer meetings, quality reviews, and improvement-report response mechanisms, the Company communicates improvement progress and effectiveness to ensure timely and effective issue resolution.

Timely Receipt Issue Response Confirm scope of impact and handling priorities	**Cross-functional Collaborative Improvement** Joint participation by sales, quality assurance, R&D, manufacturing, and procurement	**Root Cause Analysis Corrective and Preventive Actions** Eliminate causes and prevent recurrence	**Effectiveness Confirmation Customer Response** Track improvement evidence and case closure

INNOVATIVE PRODUCTS & CUSTOMER VALUE

5.2.5 Product Responsibility and Regulatory Compliance

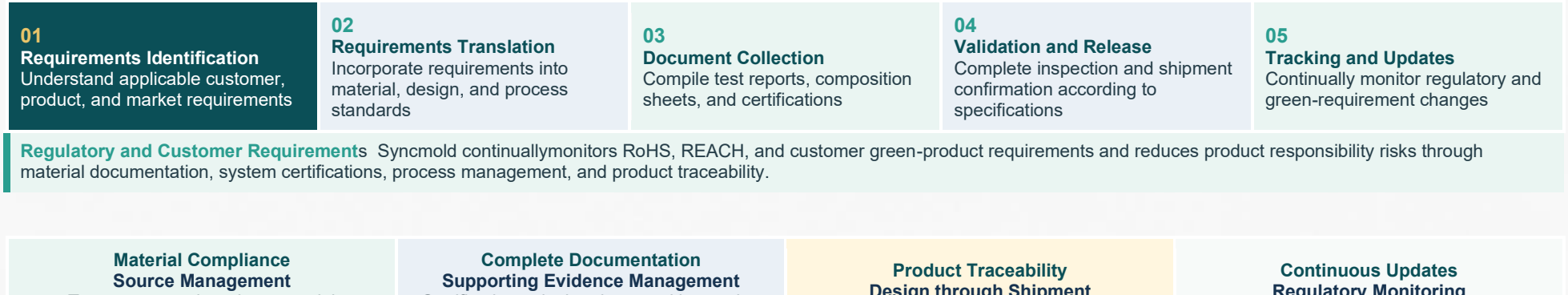
Implementing product responsibility from requirements identification and material management through process validation and document traceability

During product design, material selection, process management, and shipment inspection, Syncmold manages according to customer specifications and applicable requirements and provides product testing, material declarations, restricted-substance management, and supporting documentation. Product responsibility also extends to low-carbon processes, environmentally friendly design, packaging reduction, and product traceability.

As global brand customers continue raising sustainable supply chain requirements, the Company further links function, quality, and safety management with hazardous substances, environmentally friendly materials, and market regulations. Suppliers must proactively provide hazardous-substance test reports and product material composition sheets and submit relevant management-system certification documents as required.

Material Documentation Suppliers proactively provide hazardous-substance test reports and product material composition sheets.	**System Certifications** Provide ISO 14001,ISO 50001, ISO45001, ISO 9001, IECQ QC 080000, and other certifications.	**Design and Processes** Manage materials, processes, inspections, and traceability according to market and customer requirements.	**Continuous Updates** Monitor changes in RoHS, REACH, and customer green-product requirements.

Figure 5-6 Product Responsibility and Regulatory Compliance Process



5.3 Customer Relationship Management

Deepening long-term cooperation through diverse communication, rapid response, and cross-functional collaboration

5.3.1 Customer Communication Mechanisms

Syncmold's principal customers include international brands and electronics supply chain partners. Sales, R&D, quality assurance, manufacturing, supply chain, and other units continually interact with customers to understand product specifications, delivery schedules, quality improvements, environmental requirements, and ESG expectations and convert feedback into product development, process improvement, quality enhancement, and sustainability actions.

Table 5-3 Customer Communication Channels and Response Priorities

Communication Channels	Frequency	Principal Issues	Participating Units
Routine Business Communication	Real-time / As needed	Specifications, orders, delivery, price, and service needs	Sales and responsible units
Project Development Meetings	By project stage	Product design, samples, validation, and mass-production introduction	Sales, R&D, quality assurance, and manufacturing
Quality Review Meetings	Regular / Event-driven	Quality abnormalities, improvement measures, and effectiveness tracking	Quality assurance and cross-functional teams

Communication Channels	Frequency	Principal Issues	Participating Units
Customer Satisfaction Surveys	Annually	Quality, delivery, service, technical support, and cost	Sales, quality assurance, and management units
Customer Auditsand ESG Questionnaires	As required by customers	Environment, labor, occupational safety, governance, information security, and carbon management	Sustainability Development Committee and responsible units
Improvement Tracking	By case	Improvement plans, progress, evidence, and closure confirmation	Responsible case units

Integrity **Foundation for Cooperation** Transparent and trustworthy	**Professionalism** **Technical Support** Cross-functional engineering collaboration	**Efficiency** **Responsiveness** Timely understanding and handling of needs	**Stability** **Long-term Relationships** Reliable quality and delivery

INNOVATIVE PRODUCTS & CUSTOMER VALUE

5.3.2 Customer Satisfaction Surveys

Creating a continuous improvement cycle through assessment, review, improvement, and tracking

Syncmold conducts annual customer satisfaction surveys to understand customer evaluations of product quality, delivery, service attitude, technical support, price competitiveness, issue response, and sustainability requirements. Results serve as the basis for improving sales, quality, and service management and help identify customer expectations for future cooperation.

Principal Customer Satisfaction Assessment Dimensions

Product Quality Specification conformity, quality stability, and reliability.	**Delivery Management** Delivery accuracy and response to changing demand.	**Technical Support** Engineering services and problem-solving capabilities.
Customer Service Communication efficiency, attitude, and response quality.	**Cost Competitiveness** Price, cost, and overall cooperation value.	**ESG Response** Sustainability information, questionnaires, audits, and improvements.

Figure 5-7 Customer Satisfaction Management Cycle

01	02	03	04	05
Survey Collection Obtain customer evaluations according to the annual plan	**Results Analysis** Identify strengths, gaps, and concerns	**Responsible-unit Review** Reviewed by sales, quality assurance, and related units	**Improvement Implementation** Develop delivery, quality, or service improvement plans	**Follow-up Response** Confirm improvement effectiveness in subsequent communication

Converting Feedback into Improvement Actions

Delivery Feedback Review scheduling, capacity, and supply coordination to improve delivery accuracy.	**Quality Feedback** Establish corrective and preventive actions for abnormality causes.	**ESG Information Feedback** Improve data collection, review, and response efficiency.

Future surveys will progressively incorporate environmental friendliness, supply chain management, information security, product carbon information, and sustainability communication to more fully understand customer expectations for sustainable supply chains.

INNOVATIVE PRODUCTS & CUSTOMER VALUE

5.3.3 Responding to Customer ESG Requirements

Supporting customers' sustainable supply chains through cross-functional data integration and improvement tracking

International brand customer requirements for supply chain ESG management cover greenhouse gas inventories, energy management, supply chain management, hazardous substances, information security, labor rights, occupational safety and health, and business ethics. Syncmold regards customer questionnaires, audits, and platform submissions as important drivers of internal sustainability management upgrades.

Principal Customer ESG Concerns

Greenhouse Gases Inventory boundaries, emissions information, and reduction progress	**Energy Management** Energy performance, energy conservation, and renewable energy	**Supply Chain Management** Supplier responsibility, audits, and improvements	**Hazardous Substances** Material compliance and green-product requirements
Information Security System protection and customer data protection	**Labor Rights** Human rights, employment, and working conditions	**Occupational Safety and Health** Risk prevention and safety performance	**Business Ethics** Integrity, compliance, and anti-corruption
8 Responses **Customer ESG Questionnaires** 2025	**Targets and Progress** **Principal Inquiry Content** Focused on sustainability implementation	**Cross-functional** **Data Consolidation Mechanism** Collaborative response by responsible units	**Continuous Improvement** **Deficiency Tracking Principle** Establish plans and track progress

Figure 5-8 Customer ESG RequirementsResponse Process

01	02	03	04	05
Requirements Received Confirm questionnaire, audit, or platform-submission scope	**Responsibility Assignment** Relevant departments provide data and evidence	**Integrated Review** Through the Sustainability Development Committee and cross-functional collaboration	**Formal Response** Ensure consistent, traceable, and timely information	**Improvement Tracking** Establish plans for deficiencies and confirm completion

ESG Data Foundations for ContinuedStrengthening

Supply Chain Carbon Management Establish a foundation for value chain greenhouse gas and emissions-reduction information.	**Product Environmental Information** Improve responsiveness regarding materials, product carbon information, and green requirements.	**Renewable Energy and Carbon Reduction** Integrate energy use, emissions-reduction measures, and performance data.	**Data Traceability** Strengthen consistency and efficiency of questionnaires, audits, and platform submissions.

5.3.4 Customer Privacy and Confidential Business Information Protection

Maintaining the confidentiality, integrity, and availability of customer data

Cooperation with international brand customers involves product design drawings, specifications, mold information, development schedules, quotations, orders, and other confidential business information. Syncmold uses nondisclosure agreements, access controls, document management, information-security measures, and employee confidentiality requirements to reduce risks of customer-data leakage or improper use.

Contracts and Confidentiality Sign nondisclosure agreements according to cooperation needs and fulfill confidentiality obligations.	**Access Permissions** Control access to drawings, specifications, and project information according to job and project needs.	**Document Management** Manage technical documents, test data, and business information according to procedures.
System Protection Perform access reviews, system protection, and abnormality-reporting management.	**Education and Awareness** Continually strengthen employee awareness of information security and customer data protection.	**Incident Response** Establish mechanisms for anomaly detection, reporting, handling, and follow-up.

0 Cases **Customer Privacy Complaints** 2025	**0 Cases** **Customer Data Breaches** 2025	**0 Cases** **Material Cyberattacks or Incidents** 2025 and through the Annual Report publication date	**0 Cases** **Related Legal Cases or Regulatory Investigations** 2025 and through the Annual Report publication date

Figure 5-9 Customer Data Life-Cycle Management

01 **Data Creation** Generate and classify information according to projects and responsibilities	02 **Authorized Use** Grant access according to job and business needs	03 **Secure Transmission** Exchange technical and business data according to procedures	04 **Retention and Maintenance** Control versions, permissions, and system protection	05 **End-of-life Disposal** Retain or securely remove data according to contracts and procedures

During product development and mass production, access to design data, drawings, and project information is controlled according to customer requirements. Technical documents, test data, and business information provided by customers are retained, used, and transmitted according to internal procedures to continually maintain customer trust and cooperative relationships.

5.4 Innovation-driven Customer Value

Creating long-term cooperative value through technology, manufacturing, quality, service, and sustainability capabilities

Centered on precision mechanical component design and manufacturing, Syncmold continually enhances product competitiveness and customer value through innovative R&D, automated processes, smart manufacturing, quality management, and customer relationship management. Facing stringent brand customer requirements for quality, delivery, cost, low-carbon manufacturing, and ESG management, the Company will deepen cross-functional collaboration and data management and convert customer expectations into product innovation, process optimization, and sustainability actions.

Figure 5-10 Innovation-driven Customer Value Framework

Innovative R&D	Automated Manufacturing	Quality and Safety	Customer Co-creation	Sustainability Upgrades
Develop precision mechanisms and emerging applications driven by market and customer needs.	Improve production efficiency, quality consistency, and responsiveness to orders.	Reduce product risks through end-to-end quality management and reliability validation.	Continually improve through project collaboration, satisfaction surveys, and complaint mechanisms.	Integrate low-carbon, material, supply chain, and ESG data response capabilities.

2025 Customer Value Outcomes

298 Projects **R&D Projects** Technology and Product Development	**47 Projects** **New Product Development** Continued product portfolio upgrades	**169 Patents** **Valid Patents in Force** Strengthened protection of technical achievements	**8 Responses** **Customer ESG Questionnaires** Supporting sustainable supply chain needs	**0 Cases** **Material Product Safety Incidents** Maintained product responsibility

Future Improvement Directions

High Value Added	Decarbonization	Smart Manufacturing	Supply Chain Collaboration
Deepen precision mechanical capabilities and expand emerging advanced applications.	Strengthen product environmental information, energy management, and carbon-reduction measures.	Continue integrating manufacturing, quality, supply chain, and environmental data.	Improve customer ESG responses and sustainability data traceability.

Long-term Value Syncmold will support customer needs through stable quality and innovation, advance toward high-value-added, low-carbon, and smart manufacturing, and create long-term sustainable value for customers, shareholders, employees, and supply chain partners.

CHAPTER

06

GOVERNANCE & RESILIENT OPERATIONS

Creating long-term value through transparent governance, integrity and operational resilience.

Corporate Governance | Integrity | Risk Resilience | Information Security

6.1 Corporate Governance Structure
6.2 Board Functions and Performance
6.3 Economic Performance
6.4 Ethical Management and Compliance
6.5 Risk Management and Internal Control
6.6 Information Security and Data Protection
6.7 Governance Resilience and Future Direction



GOVERNANCE
& RESILIENT OPERATIONS

GOVERNANCE & RESILIENT OPERATIONS

6.1 Corporate Governance Framework

Board-centered professional oversight and cross-functional execution form a closed governance loop.

Sound corporate governance provides the foundation for Syncmold's stable operations, risk control and sustainable development. In response to global supply-chain restructuring, the low-carbon transition, cybersecurity threats and rapid changes in market demand, the Company continues strengthening Board functions, internal controls and risk management, with ethical management, regulatory compliance and information transparency at the core of governance.

The Board is the highest governing body. The Audit Committee, Remuneration Committee and Sustainability Committee provide professional review of financial reporting and internal control, remuneration governance, and sustainability strategy, respectively. The Internal Audit Office, Corporate Governance Team, management team and responsible functions oversee, coordinate and execute related activities.



GOVERNANCE & RESILIENT OPERATIONS

6.1.1 Board Composition

Diverse expertise supports major decisions, risk judgment and protection of shareholder rights.

The Board is responsible for major business decisions, review of operating strategies, supervision of management, risk control and protection of shareholder rights. Directors possess diverse expertise in precision manufacturing, business management, finance and accounting, law, capital markets, international markets and the electronics industry, enabling strategic and risk judgments from multiple perspectives.

Board structure: The Board comprises seven directors, including three non-independent directors and four independent directors. Independent directors account for 57% of Board seats.

Title	Name	Gender	Principal Professional Background
Chairman	Chiu-Lang Chen	Male	Plastic injection mold manufacturing and design; business management
Director	Shu-Yen Chuang	Female	Industry knowledge and business management
Director	Representative of Fu-Yan Investment Co., Ltd.: Chien-Yuan Chen	Male	Finance, securities and business management
Independent Director	Yung-Lu Tsai	Male	Electronics industry, international markets, management and crisis response
Independent Director	Shih-Kuang Tsai	Male	Finance, accounting, taxation and corporate governance
Independent Director	Ta-Ho Yen	Male	Law, legal governance and decision-making
Independent Director	Hui-Chin Chiu	Male	Electronics industry, risk management, cross-industry knowledge and management decisions

Table 6-1 Board Members and Professional Backgrounds

GOVERNANCE & RESILIENT OPERATIONS

6.1.2 Board Diversity and Independence

Balancing expertise, experience, gender and independent judgment improves decision quality.

The Company promotes Board diversity in accordance with its Corporate Governance Best Practice Principles. Director selection considers operational judgment, financial analysis, business management, crisis response, industry knowledge, international markets, leadership, decision-making, risk management and corporate governance capabilities. Directors rangefrom 40 to 80 yearsof age, and gender balance continues to be considered in nominations.

All fourindependent directors meet the independence requirements of the competent authorities. No more than two directors have a spousal relationship or are relatives within the second degree of kinship, and none of the circumstances specified in Article 26-3, Paragraphs3 and 4 of the Securities and Exchange Act apply. Directors participate in Board operations objectively.

Board Diversity and Operating Performance



7 directors | 4 independent directors | 1 female director | Ages 40–80

6.1.3 BoardOperations

The Board held five meetings in 2025, with 100% attendance by all directors. Duringthe year, no resolution was opposed or qualified by an independent director in a recorded or written statement, and no director failed to recuse from a matter involving a conflict of interest. The Board regularly reviews operations, finance, investment, risk, internal control and sustainability topics to enhance governance transparency.

GOVERNANCE & RESILIENT OPERATIONS

6.1.4 Functional Committees

Professional review and independent oversight strengthen Board governance effectiveness.

The Board has established an Audit Committee, Remuneration Committee and Sustainability Committee to review and oversee financial reporting and internal control, director and executive remuneration, and sustainability strategy and climate topics, respectively, assisting the Board in monitoring key governance matters.

Functional Committees

Audit Committee

4 independent directors | 5 meetings | 100% attendance
Financial reporting, internal control, audit and independent auditor matters

Remuneration Committee

3 independent directors | 3 meetings | 100% attendance
Director and executive remuneration policies and performance evaluation

Sustainability Committee

Audit Committee members | 3 members Sustainability strategy, climate topics and implementation status

Professional review and independent oversight strengthen Board governance effectiveness.

6.1.5 Corporate Governance Officer and Governance Promotion

The Corporate Governance Team promotes governance, ethical management, risk management and sustainable development, and supports the Board and functional committees. In 2025, the Team reported to the Board on implementation of the Sustainable Development Best Practice Principles, Ethical Corporate Management Best Practice Principles, and Risk Management Policies and Procedures. Sustainability implementation wasreported to the Board on December 29, 2025.

GOVERNANCE & RESILIENT OPERATIONS

6.2 Board Functions and Performance

Oversight, evaluation and continuing education enhance the collective effectiveness of governing bodies.

6.2.1 Board Responsibilities and Attendance

The Board reviews operating strategies, annual plans and major investments; supervises the management team and financial performance; ensures the effectiveness of internal controls; and oversees regulatory compliance, risk management, information security and sustainable development. All seven directors attended all fiveBoard meetings in person in 2025, with no attendance by proxy.

Corporate Governance Promotion and 2025 Focus

Governance and Major Decisions

Board oversight of operations, investment, risk and sustainability

Governance System Execution

Policies, procedures and committee operations

Risk and Integrity Management

Risk management, ethical conduct and compliance

Sustainability Governance

ESG and climate supervision and reporting

Performance Tracking

Internal audit, remediation and disclosure

6.2.2 Performance Evaluation, Continuing Education and Conflict-of-Interest Management

The Company conducts annual internal self-evaluations of the Board, individual directors, Audit Committee and Remuneration Committee. All 2025 results were rated “Excellent.” All directors completed a three-hour course on misrepresentation in sustainability disclosures (greenwashing), strengthening governance knowledge for sustainability reporting. Directors explain and recuse themselves from discussion and voting on matters involving their own interests or those of the entity they represent, safeguarding the interests of the Company and all shareholders.

OVERNANCE & RESILIENT OPERATIONS

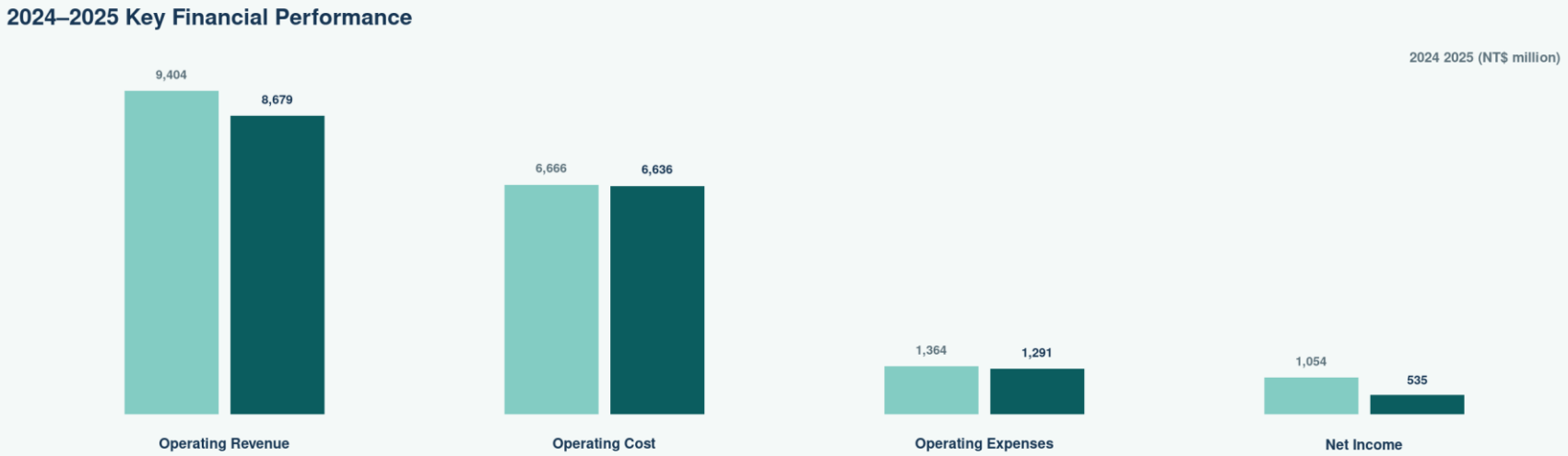
6.3 Economic Performance

Financial soundness and operating efficiency support long-term value creation.

6.3.1 Operating Performance

Syncmold primarily designs andmanufacturesstands for LCD monitors, LCD televisions and all-in-one computers, and provides mold and mechanical design, plastic injection molding, aluminum-magnesium die casting and precision stamping services. In 2025,amid end-market demand, foreign-exchange movements, supply-chain costs and customer low-carbon requirements, the Company continued optimizing its product mix, automated production, cost management and global capacity allocation.

6.3.2 Financial Performance



Item	2024	2025	YoY Change
Operating Revenue	9,404,071	8,679,412	-7.71%
Operating Cost	6,666,063	6,636,034	-0.45%
Operating Expenses	1,364,419	1,291,226	-5.36%
Operating Income	1,373,589	752,152	-45.24%
Net Income	1,053,644	534,584	-49.26%
Earnings per Share	NT$7.13	NT$3.45	-51.61%

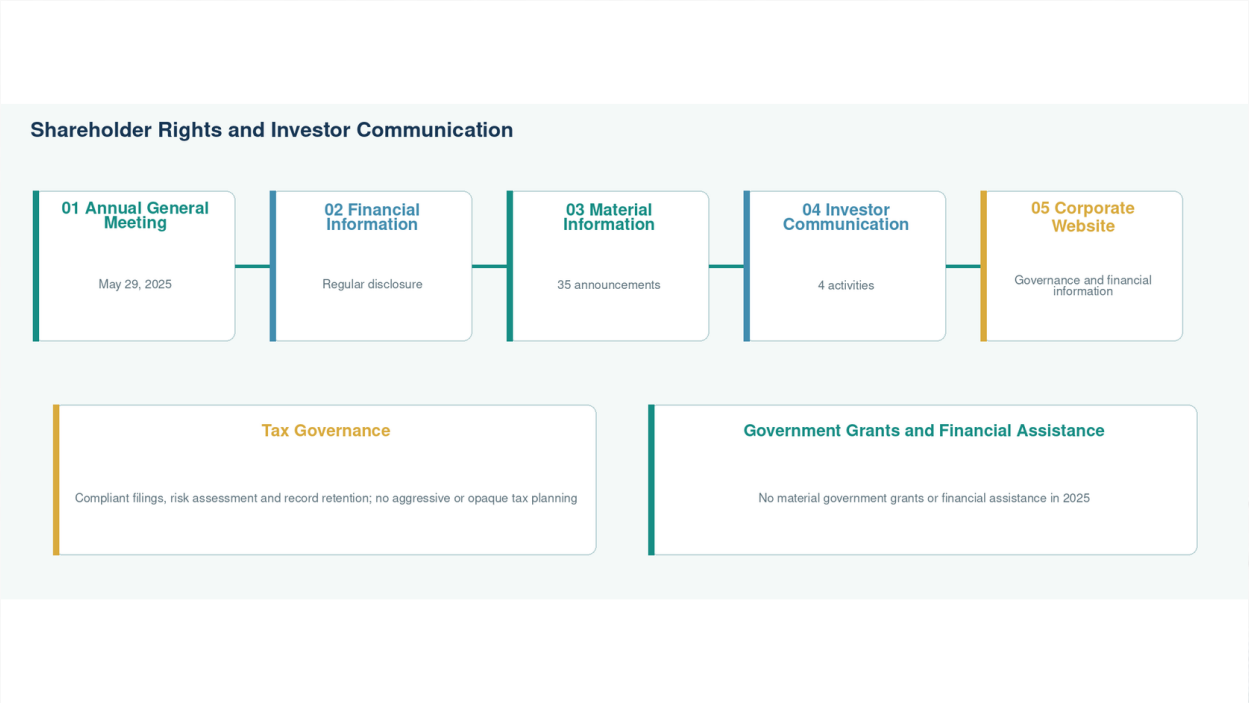
Table 6-2 Financial Performance for the Past Two Years (NT$ thousands, except EPS)

GOVERNANCE & RESILIENT OPERATIONS

6.3.3 Shareholder Rights and Investor Communication

Multiple public channels enhance information transparency and market communication.

The Company convenes shareholder meetings in accordance with law and discloses operating, financial and major decision-making information to shareholders and investors through the Market Observation Post System, corporate website, annual reports, financial statements, material information announcements and investor briefings. In 2025, the Annual General Meeting was held, four investor briefings or communication activities were conducted, and 35 material information announcements were issued.



6.3.4 Tax Governanceand Government Assistance

Finance and accounting units handle tax filings, risk assessment and record retention in accordance with laws in the jurisdictions where the Company operates, consulting external accountants or tax advisers when necessary. The Company does not engage in aggressive or opaquetax planning. No material government grants or financial assistance were received in 2025.

GOVERNANCE & RESILIENT OPERATIONS

6.4 Ethical Management and Regulatory Compliance

Systems, culture and oversight mechanisms prevent unethical conduct.

6.4.1 Ethical Management Policy

Ethical management is fundamental to Syncmold's sustainable operations. The Company complies with the Company Act, Securities and Exchange Act, Business Entity Accounting Act, listed-company governance requirements and applicable laws in its operating locations. Internal regulations, segregation of duties, education and internal controls are used to prevent bribery, improper benefit transfers, asset misappropriation, information leakage and anti-competitive conduct.

Ethical Corporate Management Framework



No material corruption, bribery or unethical conduct incidents in 2025

6.4.2 Anti-Corruption and Prevention of Unethical Conduct

For higher-risk processes such as procurement, sales, finance, investment, asset management and supplier interactions, the Company uses approval authority, transaction review, audits and data traceability to reduce fraud and conflict-of-interest risks. No material corruption, bribery or unethical conduct incidents occurred in 2025.

GOVERNANCE & RESILIENT OPERATIONS

6.4.3 Regulatory Compliance Management

A cross-functional mechanism identifies regulations, performs compliance checks and updates systems.

The Company's operations are subject to requirements concerning governance and securities, finance and taxation, labor and human rights, environment and occupational safety, product responsibility, information security and personal-data protection. Responsible functions monitor regulatory changes according to their activities, perform compliance checks, conduct training and revise systems, with implementation tracked through internal controls and audits.

Key Compliance Domains

01 Governance and Securities

Company governance, disclosures and securities regulations

02 Finance and Tax

Accounting, taxation and financial-reporting requirements

03 Labor and Human Rights

Employment, human rights and workplace requirements

04 Environment and OHS

Environmental, occupational health and safety requirements

05 Product and Customer

Product responsibility, quality and customer requirements

06 Information and Privacy

Cybersecurity and personal-data protection

Information filing: The 2025 annual financial report was not announced within two months after the end of the fiscal year. The first-, second- and third-quarter financial reports and monthly operating information were announced and filed within the prescribed deadlines.

The 2025 financial statements were audited by Deloitte & Touche. The Audit Committee reviewed the business report, financial statements and earnings distribution proposal and identified no nonconformities.

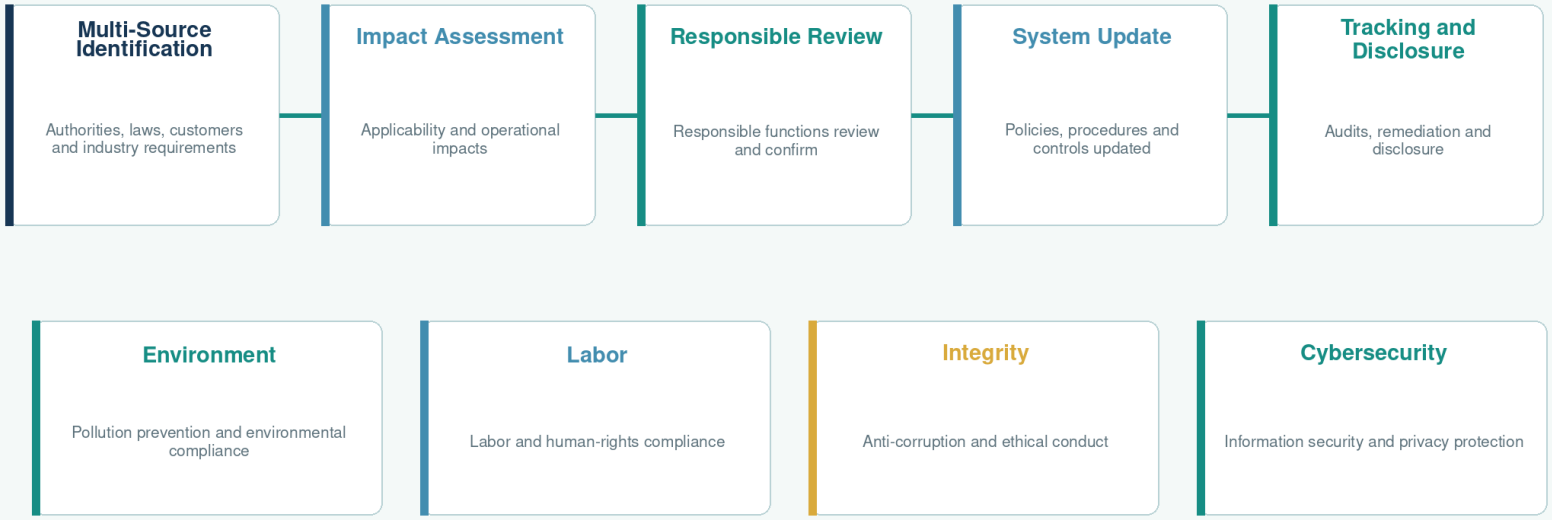
GOVERNANCE & RESILIENT OPERATIONS

6.4.4 Grievance and Whistleblowing System

Confidentiality, impartiality and non-retaliation protect stakeholders' right to speak up.

The Company provides internal and external communication, grievance and whistleblowing channels for employees, customers, suppliers, shareholders and other stakeholders to express views or report misconduct. Cases are received, investigated, responded to and tracked by responsible functions according to their nature. The reporter's identity and report content are kept confidential, and adverse treatment or retaliation is prohibited.

Regulatory Identification and Compliance Management Process



6.4.5 Material Noncompliance Incidents

In 2025, the Companyincurred no losses or penalties related to environmental pollution and no losses from material labor disputes. No material corruption, bribery or unethical conduct incidents occurred, and no material cyberattacks or information-security incidents were identified. The Company continues using regulatory identification, internal controls, grievance channels and audits to prevent and manage compliance risks.

GOVERNANCE & RESILIENT OPERATIONS

6.5 Risk Management and Internal Control

A systematic process identifies, assesses, responds to and tracks operating risks.

6.5.1 Risk Management Policy

The Board, management team, Internal Audit Office and responsible functions share responsibility for managing market, financial, regulatory, information-security, supply-chain, climate-change, occupational-safety and business-interruption risks. Risk management centers on prevention, monitoring, response and improvement, and is linked with internal control, internal audit and remediation tracking.

Grievance and Whistleblowing Process



GOVERNANCE & RESILIENT OPERATIONS

6.5.2 Risk Identification and Assessment

Responsible functions continuously identify risks based on operating characteristics and changes in the external environment, assessing likelihood, severity and existing controls to formulate responsemeasures. Key risksin 2025 focused on markets, supply chains, finance and foreign exchange, regulatory compliance, information security, climate change and occupational safety.

2025 Key Risk Map(1/2)

Market, Supply Chain, Financial and Regulatory Risks

In response to changes in end-market demand and fluctuations in tariffs and foreign exchange rates, the Company uses product portfolio management, diversified sourcing, financial monitoring and institutionalized compliance management to reduce the impact of external changes on operations and financial performance.

2025 Major Risk Map (1/2): Market, Supply Chain, Finance and Compliance

Market Demand Risk

Risk: End-market demand and customer-order volatility Management: Product portfolio and global capacity flexibility

Supply Chain Risk

Risk: Quality, delivery and material availability Management: At least two suppliers for key materials; no supplier over 10%

Financial and FX Risk

Risk: Exchange-rate and macroeconomic volatility Management: Financial monitoring and appropriate hedging

Compliance Risk

Risk: Regulatory changes and customer requirements Management: Regulatory identification, review and system updates

Supply diversification: At least two suppliers are maintained for all major raw materials, and no single supplier accounts for more than 10% of total purchases.

GOVERNANCE & RESILIENT OPERATIONS

2025 KeyRisk Map(2/2)

Information Security, Climate Change and Occupational Safety Risks

Information security, climate change and occupational safety may affect business continuity, customer trust and regulatory responsibilities. The Company strengthens resilience to emerging and long-term risks through technical safeguards, carbon management, science-based reduction targets, hazard identification and health services.

2025 Major Risk Map (2/2): Cybersecurity, Climate and Occupational Safety

Cybersecurity Risk

Risk: System intrusion, information leakage and operational disruption Management: Multi-layer protection, backups, access control and incident response

Climate Change Risk

Risk: Extreme weather, energy costs and low-carbon requirements Management: Carbon management, SBTi targets and energy improvements

Occupational Safety Risk

Risk: Workplace hazards, injuries and health impacts Management: Hazard identification, training and occupational health services

SBTi validated: by 2035, reduce Scopes 1 and 2 by 63% and Scope 3 by 37.5% from the base year.

Science-based targets: Syncmold's SBTi targets have been validated. From the base year, Scope 1 and 2 emissions will be reduced by 63% andScope 3 emissions by 37.5% by 2035.

GOVERNANCE & RESILIENT OPERATIONS

6.5.3 Internal Control System

Five components provide reasonable assurance regarding operations, reporting and compliance objectives.

The Company has established an internal control system in accordance with the Regulations Governing Establishment of Internal Control Systems by Public Companies. The system covers operations, finance, procurement, sales, production, assets, information systems, regulatory compliance and sustainability information management. Departments conduct daily operations in accordance with the system and maintain effectiveness through self-monitoring and deficiency remediation.

Internal Audit and Improvement Cycle



6.5.4 Internal Audit Operations

The Internal Audit Office reports to the Board and prepares the annual audit plan based on risk-assessment results. It audits operating cycles, regulatory compliance and implementation of internal controls, reports regularly to the Audit Committee and Board, and continuously tracks deficiencies and corrective measures. The Audit Committee also evaluates internal-control policies and procedures and confirms that necessary control mechanisms are in place.

GOVERNANCE & RESILIENT OPERATIONS

6.5.5 Business Continuity and Resilience Management

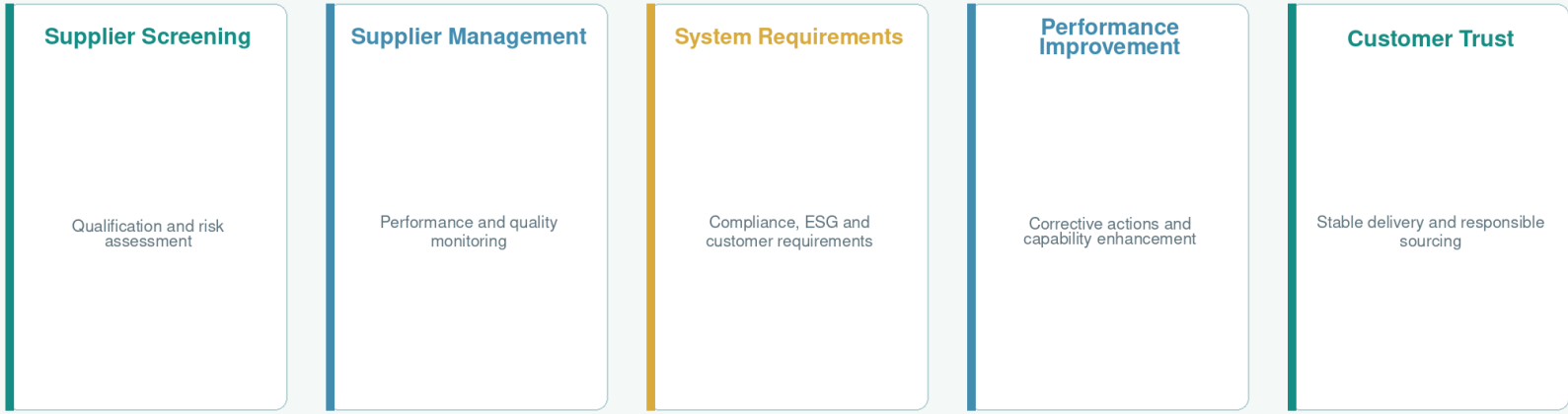
Capacity, supply, information systems, equipment and cross-functional response reduce interruption impacts.

To strengthen operational resilience, the Company continues improving production-site management, supply-chain coordination, information-system redundancy, critical-equipment maintenance and emergency-response capabilities. Cross-functional coordination reduces impacts on personnel, delivery and operations from natural disasters, major equipment failures, supply interruptions, cybersecurity incidents or public-health events.

Business continuity management also addresses internationalcustomer requirements concerning regionalized supply chains, alternative sources, data recovery and low-carbon operations. Flexibility in production sites and supply sources improves delivery stability and rapid recovery capability.

Responsible Supply Chain Management

Risk control, supplier screening, system requirements and continuous monitoring



Management focus: Materialoperating risks, critical resources and recovery needs are reviewed continuously, and review results are incorporated into improvements and resource allocation.

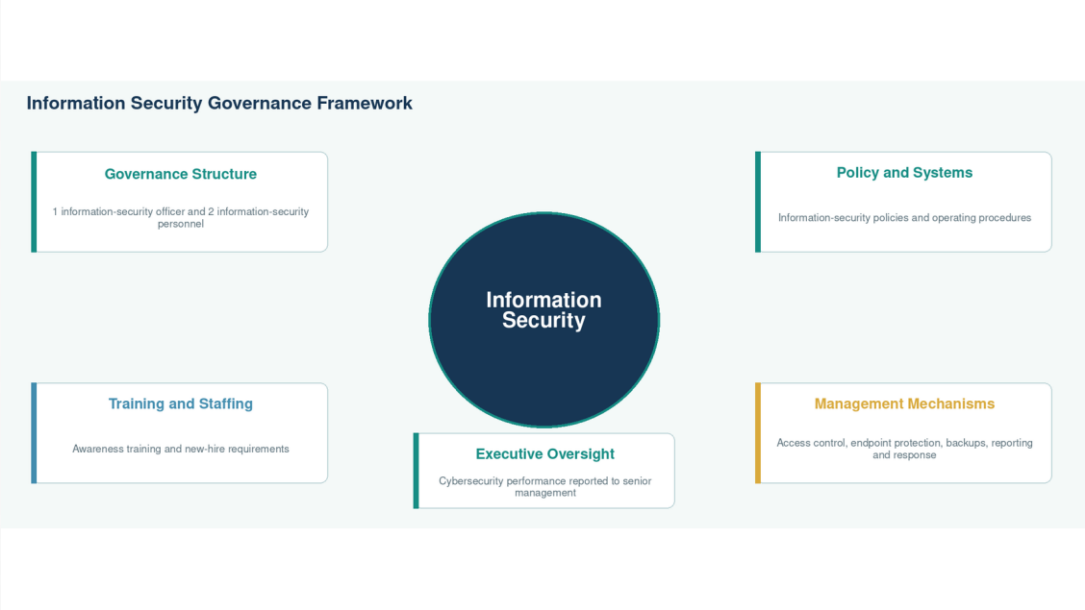
GOVERNANCE & RESILIENT OPERATIONS

6.6 InformationSecurity and Data Protection

Governance, personnel and multi-layer protection safeguard customer trust and operational stability.

6.6.1 Information Security Governance Framework

The Company regards information security and protection of customer confidential information as essential to maintaining trust and operational stability. The Chairman has appointed one information-security officer and two information-security personnel from the IT Department to formulate policies, implement systems, report anomalies and handle incident response.



6.6.2 Information-Security Risk Management

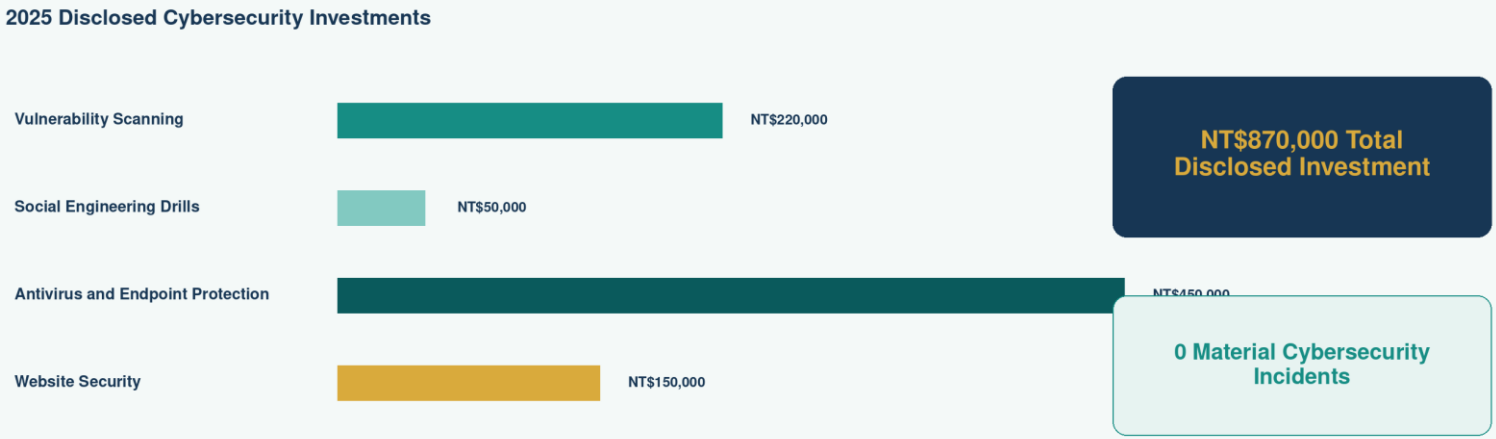
The IT Department regularly reviews risks related to systems, servers, network equipment, account privileges and data backups, implements improvements based on risk levels and reports to management. Measures include access-right reviews, network and endpoint protection, backup and recovery, education and awareness, anomaly reporting, and responses and improvements for customer cybersecurity requirements.

GOVERNANCE & RESILIENT OPERATIONS

6.6.3 Information-Security Protection Measures

Focusing on vulnerabilities, endpoints, personnel and website risks continually strengthens defense in depth.

The Company uses multi-layer measures including network perimeter protection, endpoint protection, access control, data backups, system updates, email security and cybersecurity awareness. In 2025, disclosed investments in vulnerability scanning, social-engineering drills, antivirus and endpoint protection, and websitesecurity totaled NT$87.



6.6.4 Cybersecurity Education and Training

Through training, internal communications and security reminders, the Company strengthens employee awareness of cybersecurity policies, compliant daily operations, identification of social-engineering attacks, and protection of personal data and customer confidential information. New employees receive information-security guidance upon onboarding, while current employees participate in annual training and awareness activities.

6.6.5 Cybersecurity Incidents and Customer Data Protection

No material cyberattacks or incidents were identified in 2025, and no material adverse operational impacts occurred. If an information-security or customer-data anomaly occurs, the Company will report, investigate, address, remediate and track it in accordance with established procedures, continue reviewing systems and technical configurations, and report cybersecurity management performance regularly to senior management.

GOVERNANCE & RESILIENT OPERATIONS

6.7 Governance Resilience and Improvement Directions

Transparent governance, an integrity-based culture and risk management support sustainable competitiveness.

In 2025, Syncmold continued building sustainable operations on sound governance, stable finance, ethical management, risk control and information security. The Board and functional committees operated effectively, while the Corporate Governance Team, Internal Audit Office, management team and responsible functions implemented systems and actions to strengthen decision quality, information transparency and operational oversight.

Facing global market changes, customer sustainability requirements, supply-chain regionalization, climate risks and cybersecurity threats, the Company will continue deepening Board oversight of ESG, risk and operational resilience, enhancing internal control and sustainability information management, and creating long-term value through transparent disclosure and sound financial management.

Governance Resilience and Continuous Improvement Directions



Long-term commitment: Continue improving governance efficiency, information-disclosure quality and risk-response capabilities to create stable and resilient long-term value for shareholders, customers, employees, suppliers and society.

CHAPTER

07

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

Partnering with suppliers to deepen low-carbon transformation and responsible management.

Supply Chain Management | Sustainable Procurement | Carbon Management | Partnership

7.1 Supply Chain Management Policy
7.2 Supplier Evaluation and Review
7.3 Sustainable Procurement
7.4 Supply Chain Carbon Management
7.5 Partnerships and Joint Action



RESPONSIBLE SUPPLY CHAIN
& SHARED VALUE

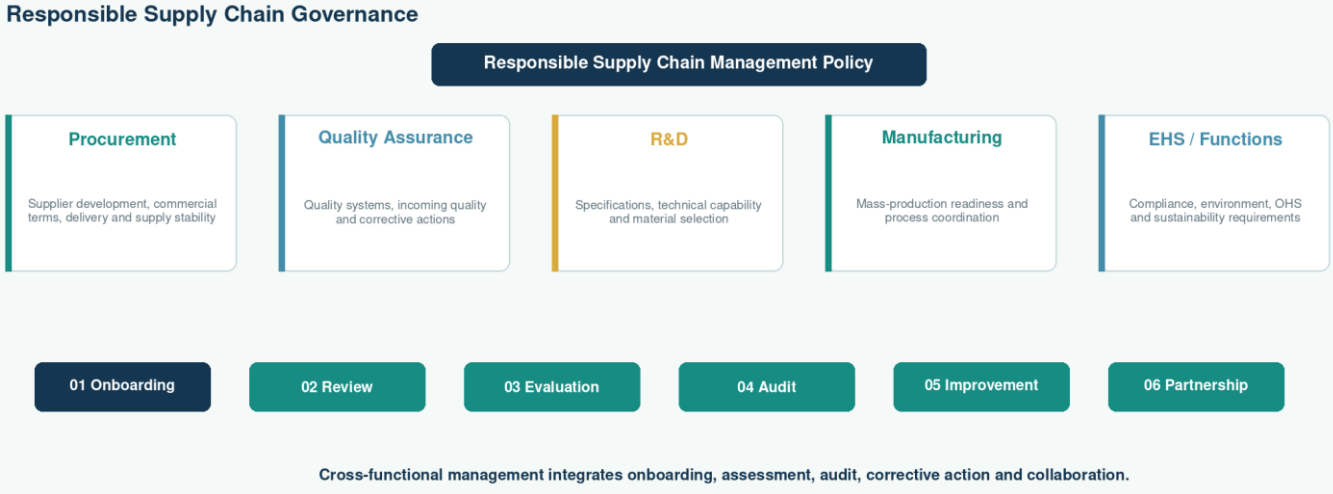
RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.1 SupplyChain Management Policy

7.1.1 Supply Chain Management Framework

Cross-functional collaboration incorporates onboarding, evaluation, audits, improvement and cooperation into standard procedures.

Syncmold recognizes that supply-chain stability, consistent quality, reliable delivery and sustainability-management capabilities are essential to maintaining global customer trust and long-term competitiveness. As international brand customers raise expectations for low-carbon manufacturing, responsible procurement, hazardous-substance management, conflict minerals and supply-chain transparency, the Company incorporates quality, delivery, cost, regulatory compliance, environmental protection, business ethics and sustainability risks into supply-chain management.



Supply-chain management is jointly implemented by procurement, quality assurance, R&D, manufacturing, EHS and other responsible functions. Procurement manages supplier development, purchasing terms, delivery and supply stability. Quality assurance manages quality systems, incoming quality, nonconformance improvement and annual evaluations. R&D and manufacturing jointly confirm technical capability and mass-production readiness based on product design, material specifications and process requirements. Each year, quality control prepares an annual evaluation plan based on the approved-supplier list to maintain stable incoming quality.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.1.2 Major Supplier Categories

A diversified supply network is built around product, material, process and service requirements.

Syncmold's major products include stands for LCDmonitors, LCD televisions and AIO computers, hinge mechanisms, mold design and manufacturing, plastic injection molding, aluminum-magnesium die casting and precision-stamped products. Its supply chain therefore covers five categories: raw materials, components, outsourced processing, packaging materials and services.

Major Supplier Categories and Management Focus



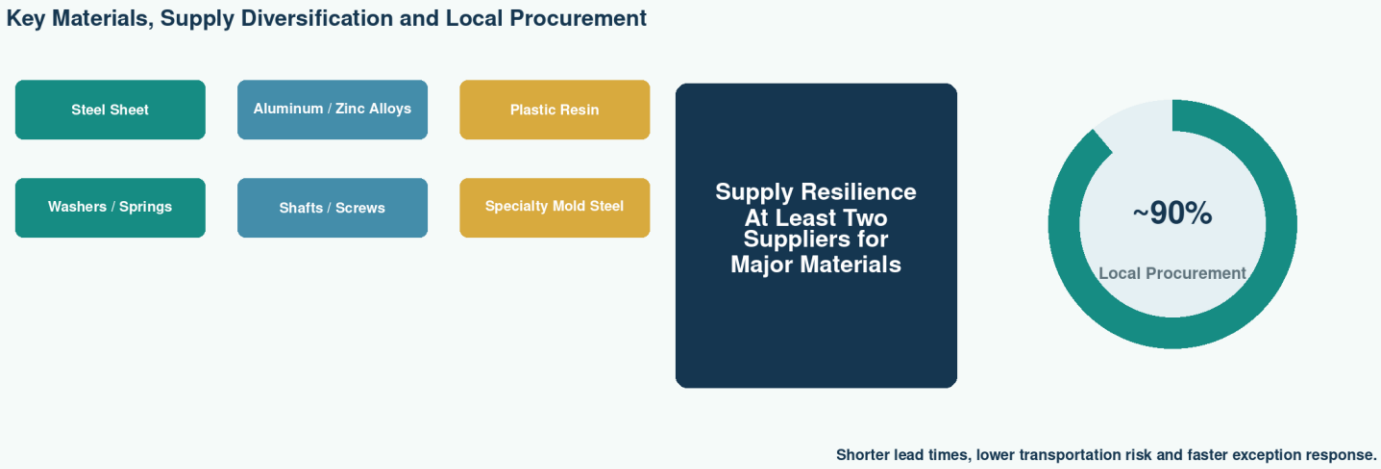
Category management: Suppliers are managed according to their offerings, including material specifications, dimensional accuracy, mass-production capability, process and EHS compliance, packaging reduction, information confidentiality and business continuity.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.1.3 Critical Materials, Procurement Management and Supply Resilience

Diversified sourcing and local procurement improve delivery stability and exception-response speed.

Based on product characteristics and customer specifications, the Company evaluates material specifications, supplier capacity, quality capability, pricing, delivery stability, alternative-material feasibility and customer requirements before purchasing. After purchasing, incoming inspection, quality-nonconformance handling, periodic evaluations and corrective-action tracking ensure that raw materials and components meet mass-production requirements.



Major materials for stand and hinge products include steel sheet, aluminum alloy, zinc alloy, plastic resin, washers, springs, shafts and screws. Plastic injection molds use specialty mold steel and components. At least two suppliers are maintained for each major raw material to reduce supply-concentration risk.

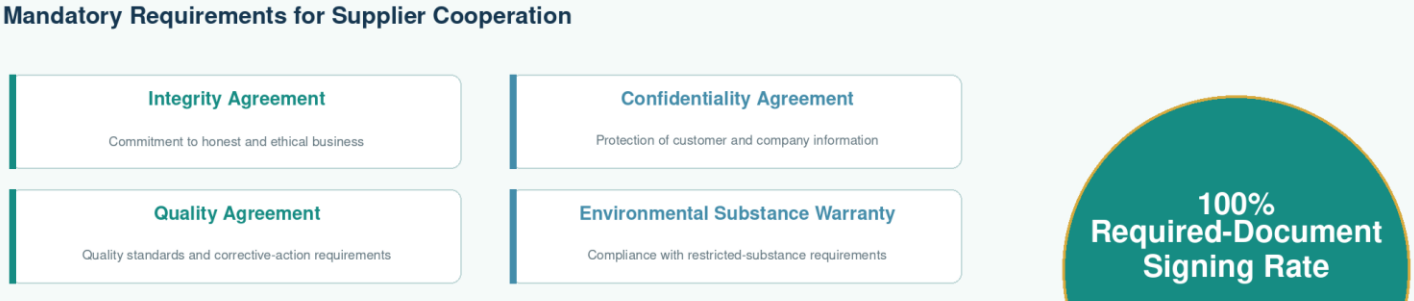
Local procurement: Based on the needs of each operating location, the Company prioritizes local or nearby suppliers that are competitive in quality, delivery, service and cost. Approximately 90% of procurement was local in 2025, helping shorten lead times, reduce transportation risk and accelerate exception response.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.1.4 SupplierCode of Conduct and Admission Requirements

Contracts, declarations, tests and certifications implement quality, integrity and environmental responsibilities.

To ensure that suppliers comply with Syncmold's quality, integrity, environmental and social-responsibility requirements, new and existing suppliers must provide or sign an integrity agreement, confidentiality agreement, quality agreement, environmental-substance warranty, supplier environmental agreement, conflict-minerals declaration, applicable ISO certifications and hazardous-substance test reports.



New suppliers must sign the environmental-substance warranty and integrity agreement and proactively provide hazardous-substance test reports, product material-composition sheets and other information. The required-document signingrate is 100%; suppliers with incomplete documentation cannot become qualified suppliers.

Continued enhancement: The Company continually reviews supplier-conduct requirements and progressively incorporates ESG topics including labor and human rights, occupational health and safety, anti-corruption, environmental management, GHG management and information security.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.2 Supplier Evaluation and Audits

7.2.1 New Supplier Selection Mechanism

Document review, evaluation, on-site verification and deficiency remediation are prerequisites for cooperation.

The Company has established Supplier Management Procedures. All new suppliers must pass the review and evaluation process before becoming qualified suppliers. Selection begins with a supplier survey, submission of required information and document review, followed by initial evaluation, on-site evaluation and deficiency remediation according to the offering and risk.

New Supplier Selection Process



Required information: Selection documents cover integrity, confidentiality, quality, environmental substances, business registration, environmental agreements, conflict minerals, management-system certifications and hazardous-substance testing to confirm compliance with regulatory, quality, environmental and customer requirements at the outset of cooperation.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.2.2 Existing Supplier Evaluation and Tiered Management

A, B, C andDratingsarelinked to improvement requirements and cooperation eligibility.

Syncmold continually evaluates existing suppliers on quality, delivery, service, cooperation and related management performance. Suppliers are classified into A, B, C and Dgradesaccording toevaluation scores, and differentiated management encourages continuous improvement.



Suppliers that fail to meet evaluation standards or experience material quality nonconformities must submit root-cause analyses and corrective and preventive actions. Responsible functions track progress and effectiveness. If requirements remain unmet after discussion and improvement, the Company may adjust procurement allocation, suspend transactions or revoke qualified-supplier status.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.2.3 Supplier ESG Assessment, Auditsand Improvement Tracking

From risk identification through corrective and preventive action, supply-chain management maturity is progressively enhanced.

In addition to quality, delivery, price and service, the Company increasingly considers supplier performance in environmental management, hazardous substances, conflict minerals, regulatory compliance, business integrity, occupational health and safety, and labor and human rights. ESG self-assessments, questionnaires, document reviews or on-site audits are planned according to supplier importance and risk.

Supplier ESG Assessment and High-Risk Management



Audits may cover quality-management systems, process controls, incoming and outgoing inspection, environmental substances, hazardous-substance testing, conflict-minerals declarations, records and nonconformance handling. When deficiencies are identified, suppliers must provide root-cause analysis, corrective action, recurrence-prevention measures and completion deadlines, with responsible functions tracking the case through closure.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.2.4 High-Risk Supplier Management

Risk classification, early warning and differentiated measures reduce supply-interruption and nonconformance risks.

Syncmold applies more intensive management to suppliers with higher supply risk, frequent quality issues, critical-material status, high-environmental-risk processes or customer-requirement nonconformance.



Classification approach: The Company continues integrating quality, delivery, environmental regulations, business continuity, geopolitics, carbon-management capability and ESG performance as the basis for overall supplier risk assessment and early warning.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.3 Sustainable Procurement

7.3.1 Sustainableand Green Procurement

Compliance, quality, environment, responsible business conduct and low-carbon capability are progressively incorporated into procurement decisions.

Syncmold promotes sustainable procurement based on regulatory compliance, customer requirements, stable quality, reduced environmental impact and stronger supply-chain resilience. Beyond price, quality, delivery and service, procurement decisions progressively consider supplier environmental management, responsible business conduct, hazardous substances, conflict minerals, local procurement and carbon-management capability.



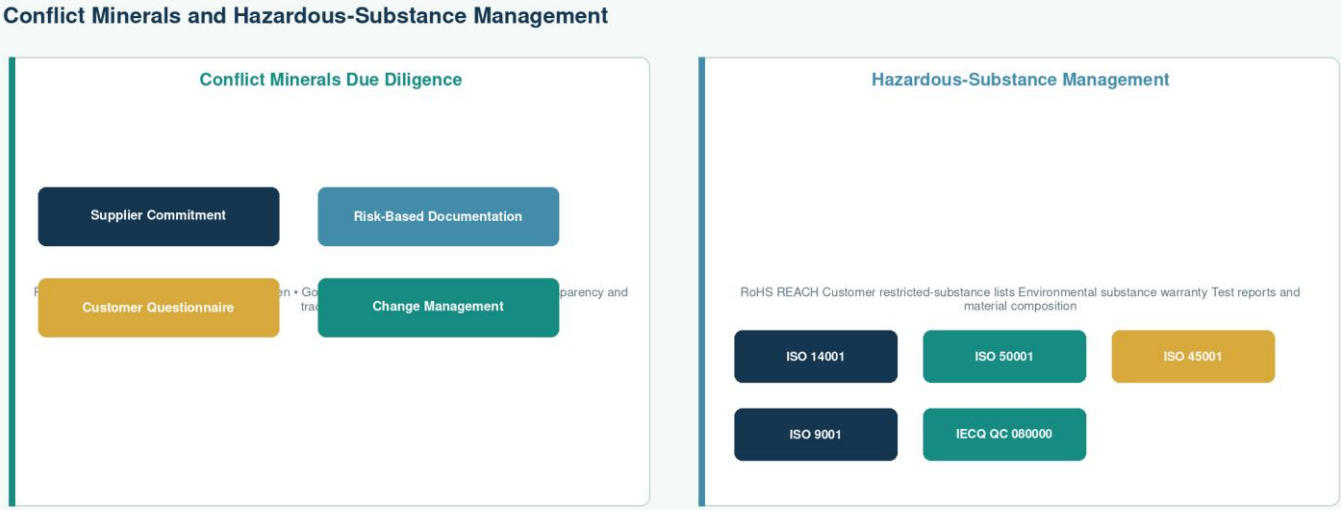
To meet environmental-protection and customer green-product requirements, the Company verifies the environmental compliance of raw materials, components and packaging through environmental-substance warranties, hazardous-substance test reports, supplier declarations and applicable management-system certifications. It also continues evaluating opportunities to introduce recyclable packaging, low-carbon materials, recycled materials and environmentally friendly materials.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.3.2 Conflict Mineralsand Hazardous Substance Management

Source due diligence, document verification and change management maintain responsible materials and product compliance.

The Company includes the Conflict Minerals Declaration among mandatory new-supplier documents. Suppliers must commit that materials and components will not originate from high-risk sources associated with illegal armed groups, human-rights abuses or forced labor. For materials containing tin, tantalum, tungsten, gold or customer-designated minerals, relevant declarations and survey documents are obtained based on customer requirements or risk, progressively improving source transparency and traceability.



For RoHS, REACH, customer restricted-substance lists and other product environmental requirements, suppliers must provide environmental-substance warranties, hazardous-substance test reports and product material-composition data,together with applicable ISO 14001, ISO 50001, ISO45001, ISO 9001 or IECQ QC080000 certifications. Compliance must be reconfirmed when materials or suppliers change or customer requirements are updated.

Nonconformance handling: If a material or component fails requirements, the Company immediately initiates nonconformance handling, requires supply to stop, and requests root-cause analysis and improvement. Normal supply may resume only after compliance is confirmed.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.3.3 Packaging and Logistics Optimization

Product protection, transportation safety, customer specifications and environmental efficiency are balanced.

Packaging and logistics are important sources of supply-chain environmental impact. In line with customer and operating needs, Syncmold reviews packaging design, material use, transportation efficiency and delivery arrangements to reduce packaging waste and logistics emissions while maintaining product protection and transportation safety.



Continuous improvement:The Company continues evaluating packaging reduction, recyclable materials, packaging standardization, pallet and returnable-container efficiency, and optimization of logistics routes and load factors, working with suppliers and customers on improvement solutions.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.4 SupplyChain Carbon Management

7.4.1 Supplier GHG and Scope 3 Data Management

Prioritizing critical and carbon-intensive suppliers progressively establishes the value-chain carbon-data foundation.

In response to the global net-zero transition and brand-customer supply-chain carbon-disclosure requirements, Syncmold is progressively planning a supplier GHG data-collection mechanism. Priority is given to critical suppliers, high procurement value, carbon-intensive materials and customer-designated suppliers, collecting information on GHG inventories, energy use, renewable energy and reduction targets.

Supplier GHG and Scope 3 Data Management



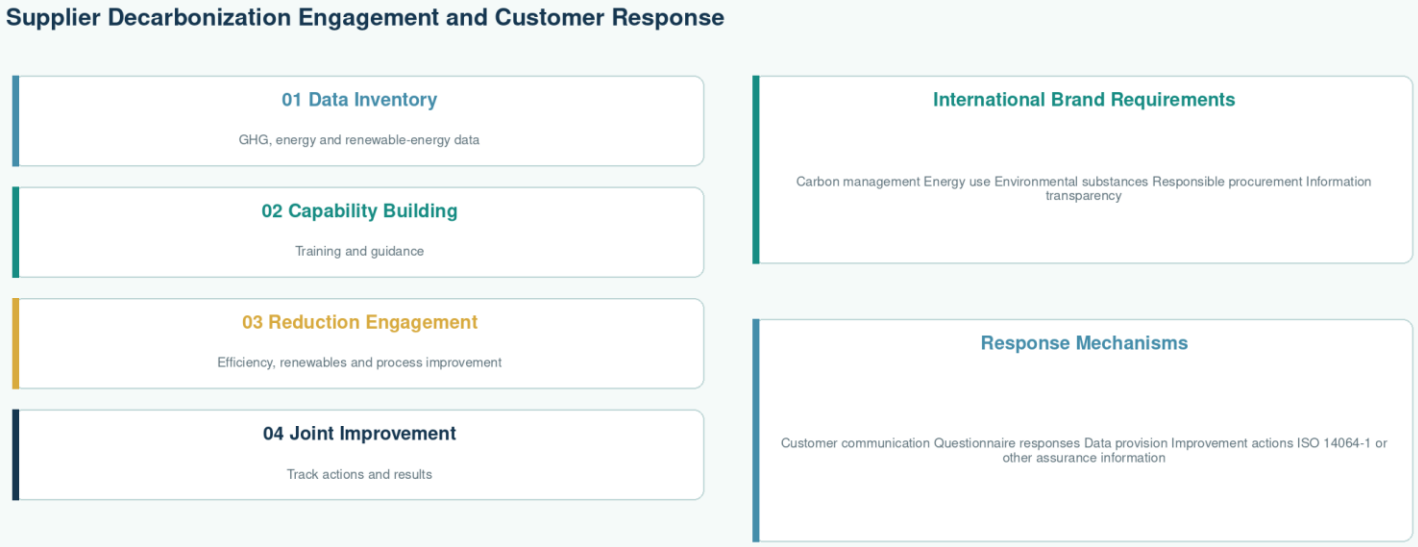
Supply-chain Scope 3 data are managed in phases according to availability, materiality and customer requirements. In the short term, an initial database is built using supplier questionnaires, procurement spend, material weights, logistics data and emission factors. Over the medium and long term, the share of supplier primary data will increase, assured data will be introduced, and product-level carbon information will be developed.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.4.2 SupplierDecarbonization Engagement and Response to Customer Requirements

Data inventory, capability building and joint improvement strengthen responses to international brands' low-carbon supply-chain requirements.

In addition to collecting carbon data, the Company encourages suppliers through meetings, questionnaires, training, individual communication and customer-requirement communication to establish GHG inventory capability, improve energy efficiency, introduce renewable energy, enhance process efficiency and set reduction targets. Decarbonization communication and joint improvement are promoted for critical or higher-emitting suppliers as needed.



Syncmold's major customers are primarily international brands with stringent requirements for carbon management, energy use, environmental substances, responsible procurement and information transparency. The Company responds through customer communication, questionnaires, data provision and improvement actions. Brand customers track progress toward reduction targets annually and require ISO14064-1 or other GHG assurance information.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.4.3 Supply Chain Low-Carbon Transition Plan

Data inventory, risk classification, supplier engagement and improvement tracking are the principal drivers.

Syncmold promotes supply-chain low-carbon transition in phases. In the short term, it will establish supplier carbon-data collection and foundational Scope 3 data. In the medium term, it will engage critical suppliers on decarbonization, energy-saving improvements and renewable-energy surveys. Over the long term, it will work with suppliers to introduce low-carbon materials, low-carbon processes and product carbon-footprint management, enhancing value-chain low-carbon competitiveness.



Science-based target commitment: In 2025, the Company set science-based emissions-reduction targets that passed SBTi validation. Using 2025 as the base year, it commits to reducing Scope 1 and Scope 2 emissions by 63% andScope 3 emissions by 37.5% by 2035.

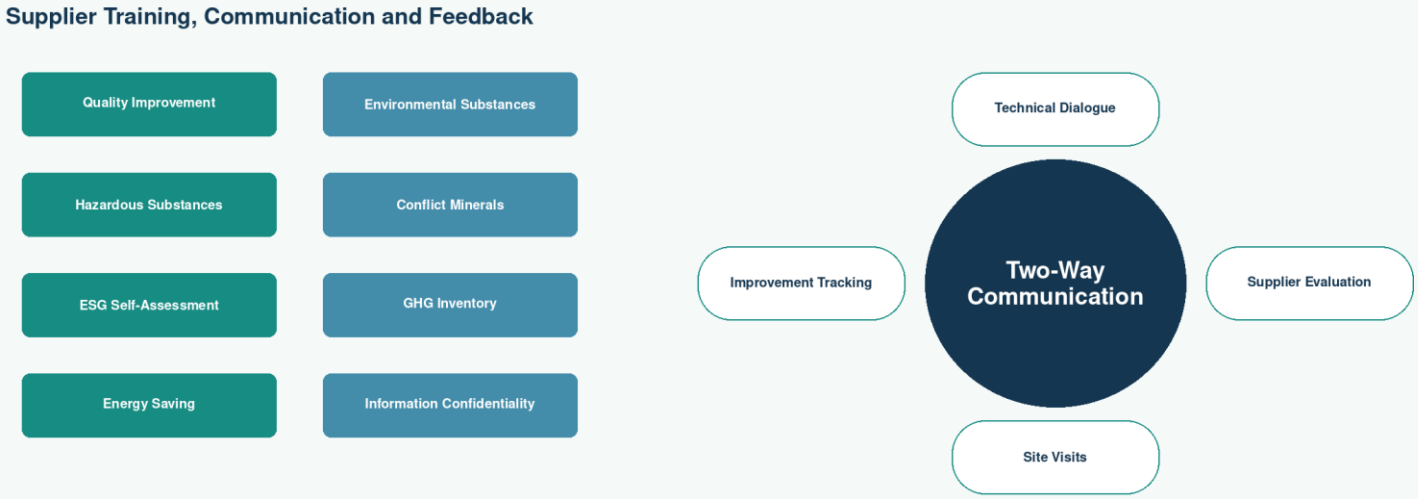
RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.5 Partnerships and Shared-Value Actions

7.5.1 Supplier Training, Exchange and Communication

A common language and two-way feedback mechanism improve cooperation efficiency and management capability.

Syncmold values suppliers' understanding of quality, environmental, integrity and sustainability requirements. Training and communication are planned according to customer and supplier-management needs, covering quality-nonconformance improvement, environmental substances, hazardous substances, conflict minerals, ESG self-assessment, GHGinventories, energy saving and emissions reduction, and information confidentiality.



The Company maintains communication through supplier evaluations, visits, improvement tracking and periodic exchanges. Topics have expanded from quality, price, delivery and service to environmental protection, sustainable procurement, conflict minerals, hazardous substances and low-carbon supply chains. Suppliers may proactively provide feedback on cooperation challenges and improvements. Syncmold enhances supply-chain stability and cooperation efficiency through coordination, technical communication and joint improvement.

RESPONSIBLE SUPPLY CHAIN & SHARED VALUE

7.5.2 Supply ChainSustainability Improvement and Joint Response to Global Brand Requirements

Stronger systems, information, improvement and partner capabilities create long-term value with suppliers.

When evaluations, audits or customer requirements identify deficiencies, suppliers must submit corrective plans; Syncmold provides technical, documentation and management support as needed. Improvements address quality, packaging reduction, environmental-substance documentation, responsible-minerals responses, management systems, energy conservation and decarbonization.



Customer expectations for quality, environmental and social responsibility, information security and low-carbon transition now extend throughout the supply chain. Syncmold works with suppliers through governance, documentation, evaluations, audit follow-up and data collection to meet international-brand ESG standards and drive continual improvement.

Long-term commitment: Build a compliant, transparent, low-carbon and resilient supply chain that creates lasting stakeholder value.

CHAPTER

08

LOW-CARBON TRANSITION & GREEN MANUFACTURING

Advancing energy conservation, resource circularity and green manufacturing through environmental and climate management.

Environmental Management | Climate Action | Resource Circularity | Green Manufacturing

8.1 Environmental Management
8.2 Climate Change Response
8.3 Greenhouse Gas Management
8.4 Energy Management
8.5 Water Resource Management
8.6 Waste and Circular Management
8.7 Green Manufacturing and Process Optimization



LOW-CARBON TRANSITION
& GREEN MANUFACTURING

8.1 Environmental Management

8.1.1 Environmental Policy

Syncmold embeds environmental protection in daily operations and manufacturing through environmental management systems, energy conservation and decarbonization, efficient resource use, waste reduction and employee education. The environmental policy was unchanged in 2025, and related sustainability requirements continued to be implemented through human-resources, environmental, safety and health standards.

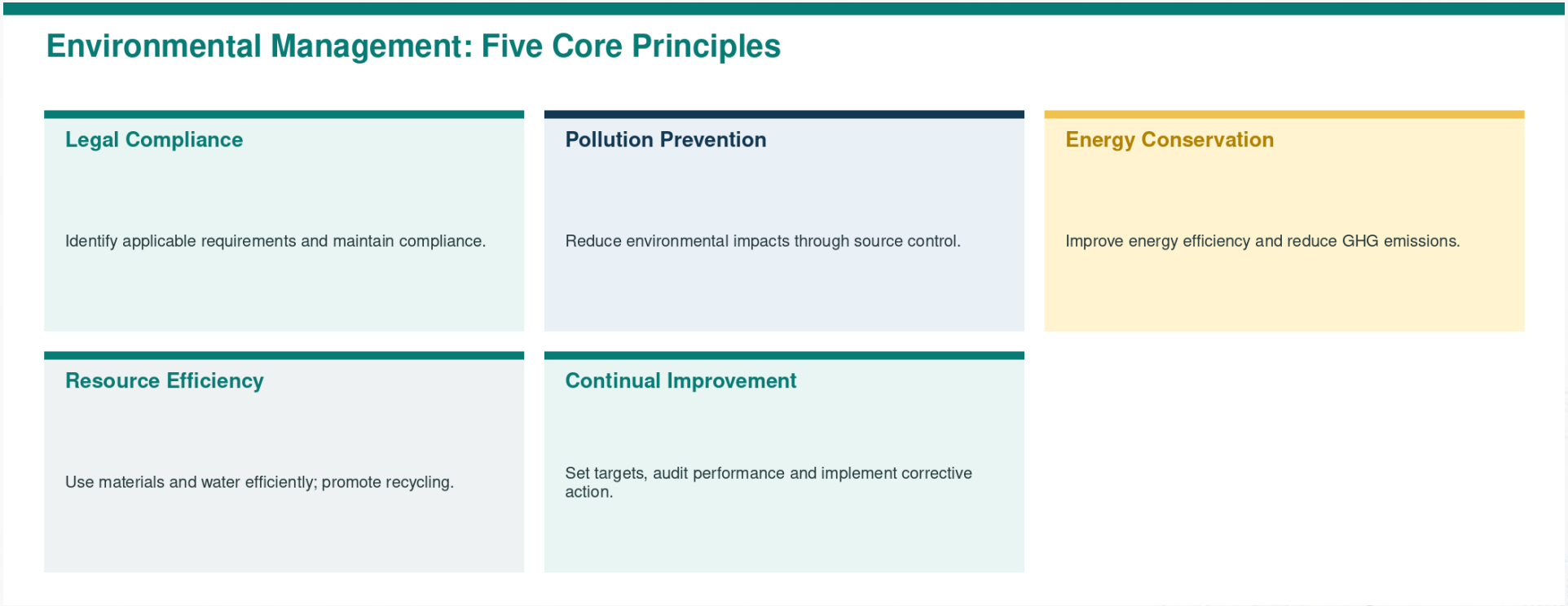


Figure 8-1 Five Core Environmental Management Principles

The Company promotes environmental education, energy-saving awareness, duplex printing, reuse of single-sided paper, waste sorting and recycling, encouraging employees to participate in environmental management.

8.1.2 EnvironmentalManagement Systems

In accordance with environmental regulations and customer requirements, Syncmold maintains systems for environmental, energy and product hazardous-substance management. Risk identification, compliance reviews, target setting, internal audits, corrective action and management review support effective operation across all plants.

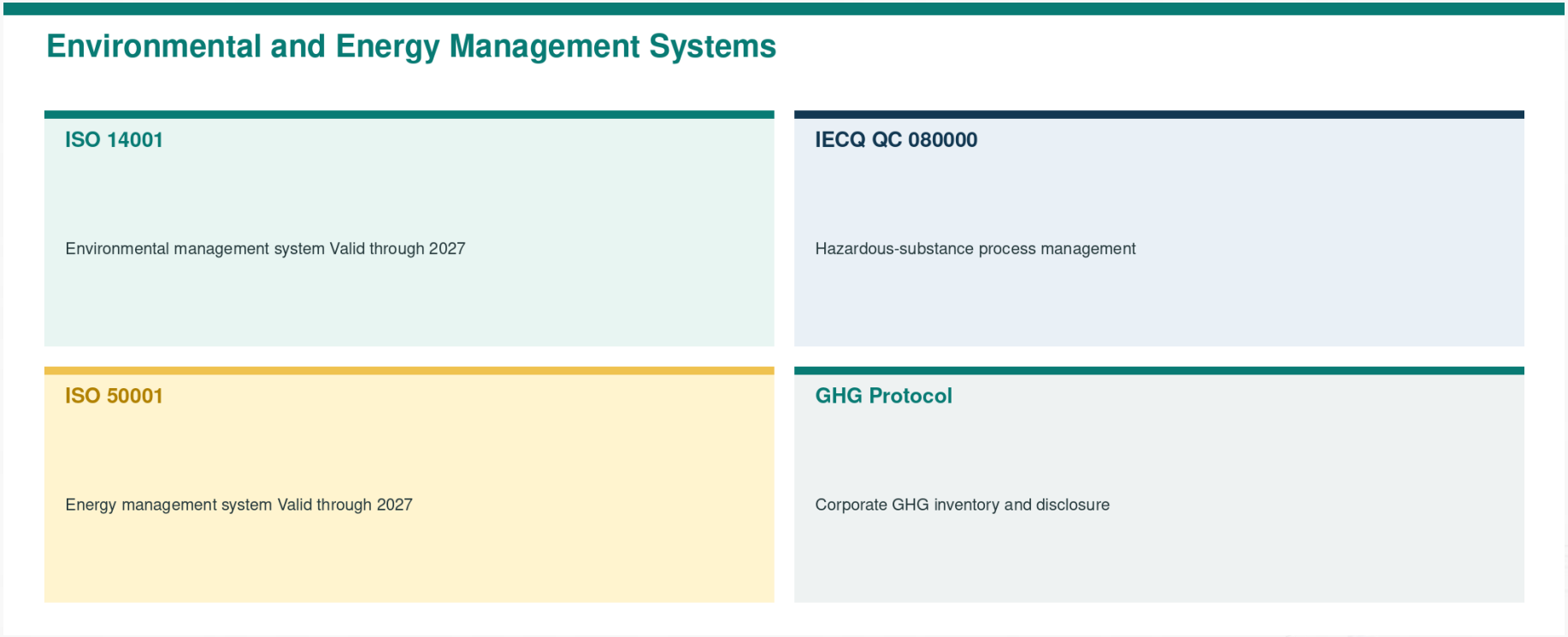


Figure 8-2 Environmental and Energy Management Systems

8.1.3 Environmental Regulatory Compliance

The Company regularly identifies applicable requirements covering environmental protection, energy, GHG emissions, waste, water, air pollution and product environmental substances. Responsible functions manage filings, monitoring, records and corrective follow-up. No environmental compensation loss or regulatory penalty occurred during the latest year or through the annual report publication date.

8.1.4 Environmental Education and Training

Training for new hires, environmental management systems, energy conservation, hazardous-substance management and waste sorting strengthens employee awarenessand execution. ISO 2025 and ISO 9001 internal training continued in 14001. As aggregate session, attendance and hour statistics were not available, performance is disclosed qualitatively.

8.1.5 Environmental Grievance and Incident Management

Environmental comments and grievances may be raised through internal communication, employee grievance channels, stakeholder contacts and site-management mechanisms. Any abnormal event is reported, investigated, corrected and tracked under established procedures. No material environmental grievance or incident occurred in 2025.

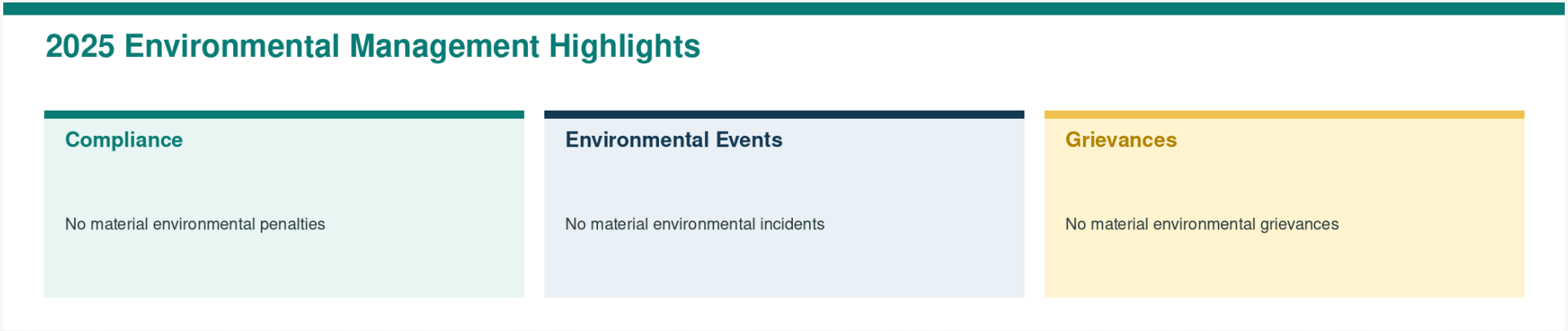


Figure 8-3 2025 Environmental Management Highlights

8.2 ClimateChange Response

8.2.1 Climate Governance

Climate change is integrated into sustainability governance and risk management. The Board and senior management oversee direction, while the Sustainability Committee and responsible functions identify climate risks and opportunities and advance energy management, GHG inventories, decarbonization and renewable-energyplanning. The Board reviews ESG progress at least annually, supported by periodic Sustainability Committee reports.

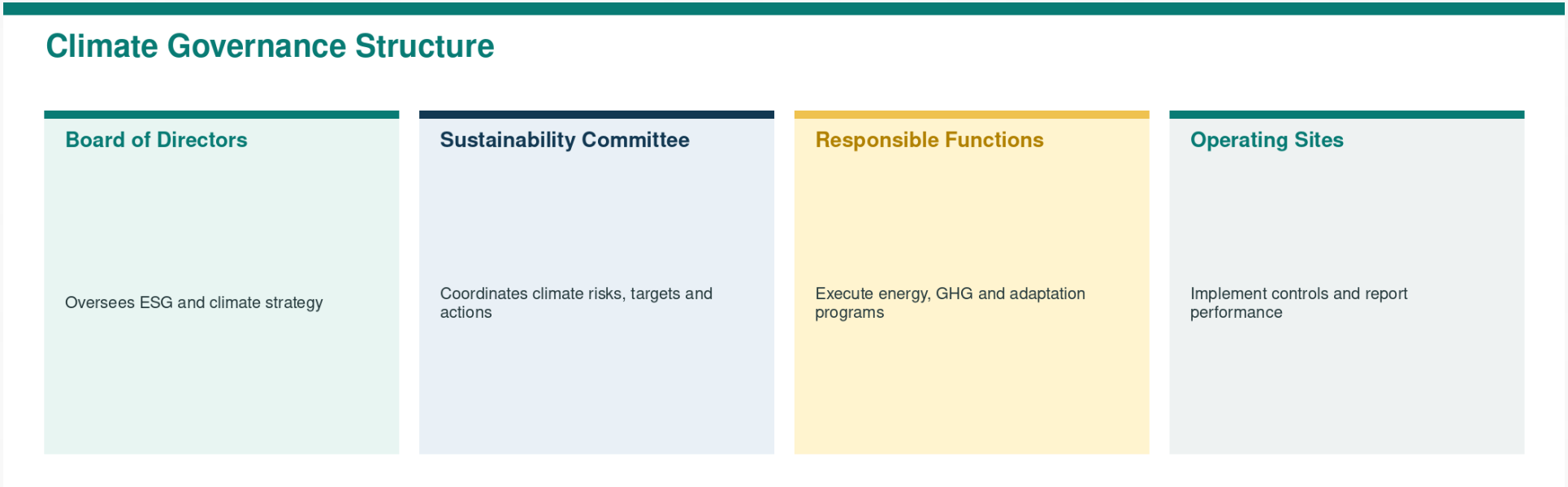


Figure 8-4 Climate Governance Structure

8.2.2 Climate-RelatedRisks and Opportunities

Following the TCFD framework, Syncmold identifies transition risks, physical risks and opportunities. Short term means within three years, medium term three to ten years, and long term more than ten years. Current assessments are qualitative; climate scenario analysisis planned within oneto two years to strengthen prioritization and financial-impact quantification.

Category	Risk / Opportunity	Potential Impact	Management Direction
Transition Risk	Stricter environmental regulations, carbon fees or disclosure requirements	Higher compliance costs and disclosure pressure	Strengthen GHG inventories, energy management and regulatory tracking
Transition Risk	Customer low-carbon supply-chain requirements	Potential impact on customer ratings and order competitiveness	Build carbon-data and low-carbon manufacturing capabilities
Transition Risk	Rising energy prices	Higher production and operating costs	Implement energy-efficiency improvements and renewable energy
Physical Risk	Extreme rainfall, typhoons and flooding	Disruption to operations, logistics and personnel safety	Establish business-continuity and disaster-response mechanisms
Physical Risk	High temperatures and heatwaves	Higher cooling demand and occupational-health risks	Improve the work environment and energy efficiency
Opportunity	Energy conservation, decarbonization and process optimization	Lower energy costs and improve efficiency	Deploy high-efficiency equipment and automated management

Category	Risk / Opportunity	Potential Impact	Management Direction
Opportunity	Low-carbon products and customer collaboration	Enhance market competitiveness	Develop green-manufacturing and low-carbon product solutions

8.2.3 Climate Adaptation and Mitigation Measures

Syncmold pursues climate adaptation and mitigation in parallel. Adaptation includes site maintenance, drainage and disaster prevention, business-continuity planning, supply-chain delivery tracking and emergency response. Mitigation covers GHG inventories, energy management, efficient equipment, renewable energy, process improvements and supplier carbon-data management.

Solar generation was added at Zhongshan Fuhongqi and Fuzhou Fuhongqi in 2025. Under a rooftop-leasing model, partners install the systems and sites use the renewable electricity with fee concessions. The Company is also increasing recycled-material use and replacing equipment to improve energy efficiency.

8.2.4 Climate-Related Targets

In 2025, Syncmold established science-based targets validatedby SBTi and aligned its pathway with a 1.5°Cscenario. By 2035, the Company commits to reducing Scope 1 and 2 emissions by 63% and Scope 3 emissions by 37.5%. Energymanagement, efficient equipment, renewable energy and supply-chain carbon management will be reviewed annually against inventory results.

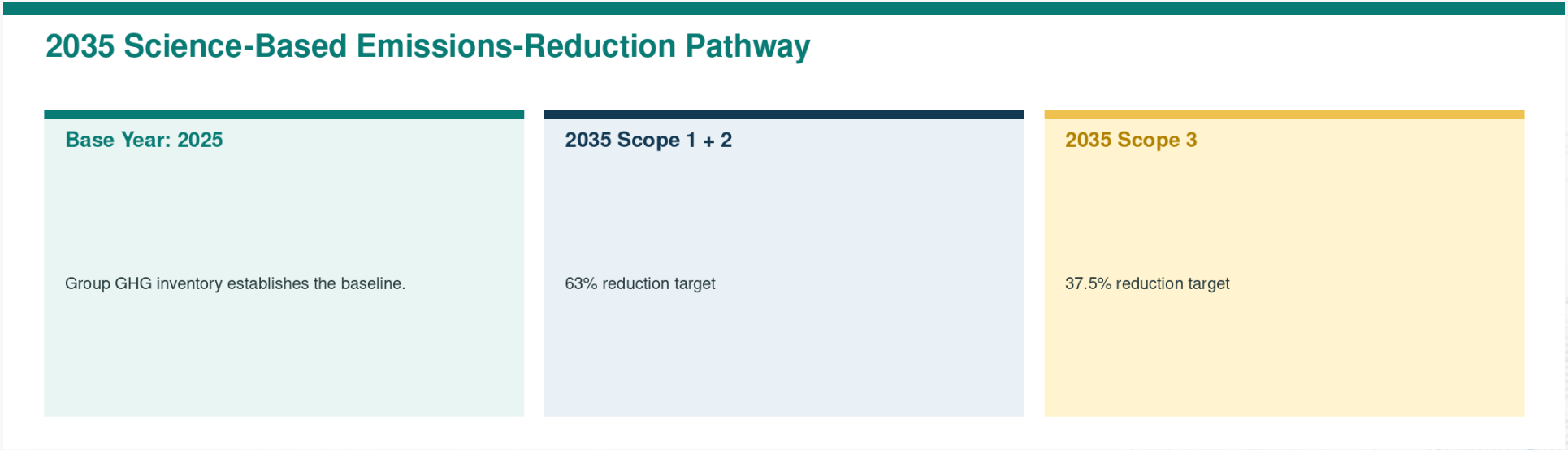


Figure 8-5 2035 Science-Based Emissions-Reduction Pathway

8.2.5 Climate Action Performance

In 2025, GHG inventories, energy management, efficiency improvements, renewable energy and process optimization advanced climate action from stand-alone projects to cross-functional, systematic and measurable management. A specialist planned electricity savings and cloud monitoring for the office building, estimating 30% savings. Annual energy-efficiency investment totaled NT$331,025.

8.3 Greenhouse Gas Management

8.3.1 GHG Inventory Boundary

The organizational GHG inventory follows the GHG Protocol and covers direct, energy-indirect and other indirect emissions. Group management and Taiwan parent statutory reporting boundaries are presented separately to preserve comparability and avoid boundary-related misunderstanding.

Reporting Boundary	2025 Inventory Coverage
Group Management Boundary	Taiwan parent, Taoyuan Sync-Hong, Zhongshan Fuhongqi, Suzhou Fuhongqi, Fuzhou Fuhongqi, Chongqing Fuhongqi, Syncmold Vietnam and Syncmold Thailand
Taiwan Parent Annual-Report Boundary	Taiwan parent company

8.3.2 Scope 1Emissions

Scope 1 comprises direct emissions from sources owned or controlled by the Company, including stationary and mobile combustion, process and fugitiveemissions. Under the group management boundary, 2025 Scope 1 emissions were 52,377.0386 tCO_2e.

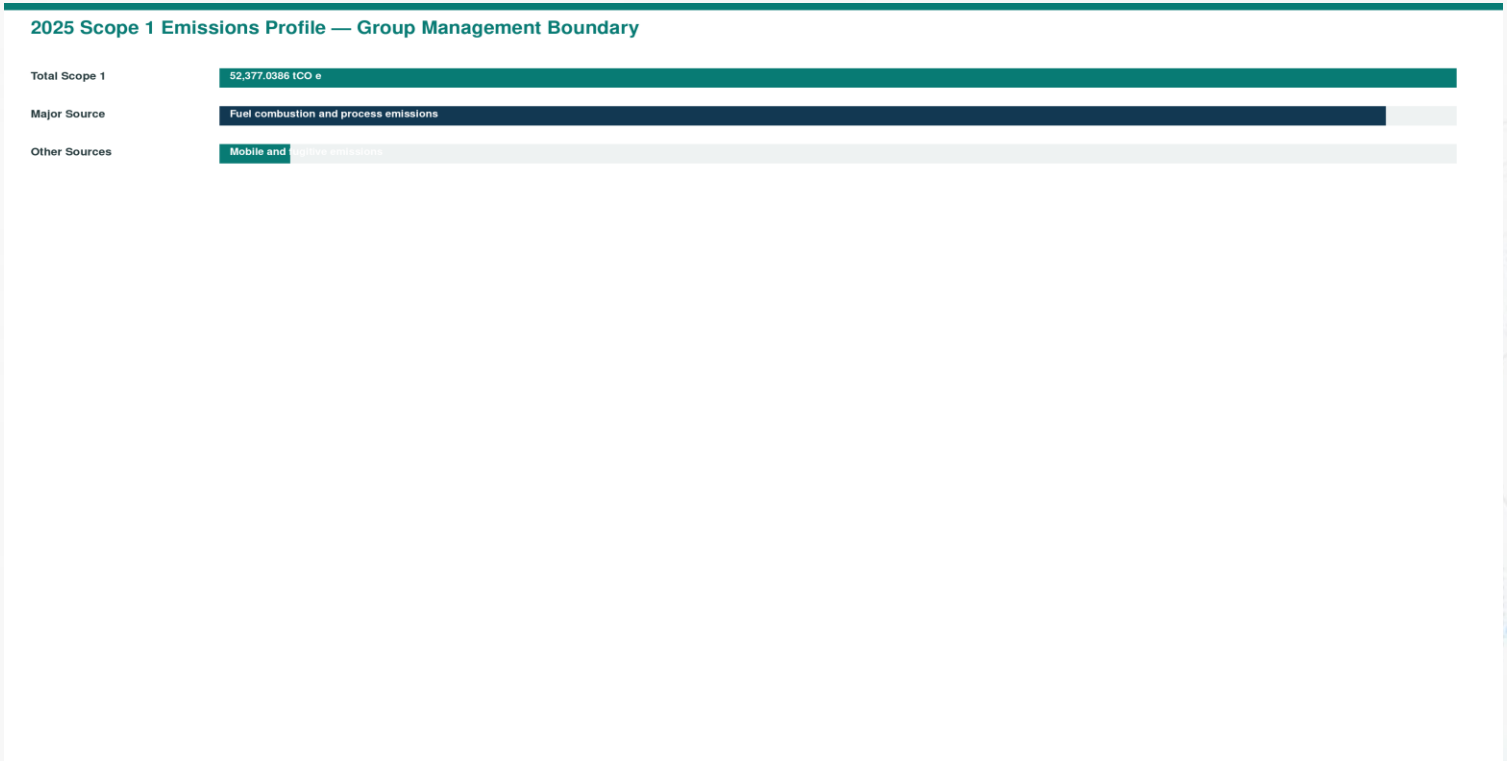


Figure 8-6 2025 Scope 1 Emissions Profile (Group Management Boundary)

8.3.3 Scope 2Emissions

Scope 2 primarily arises from purchased electricity. ISO 50001 energy management, equipment replacement, electricity monitoring and renewable-energy planning reduce energy-indirect emissions. Under thegroup boundary, 2025 Scope 2 emissions were 13,361.8731 tCO_2e location-based and 12,087.6423 tCO_2emarket-based.

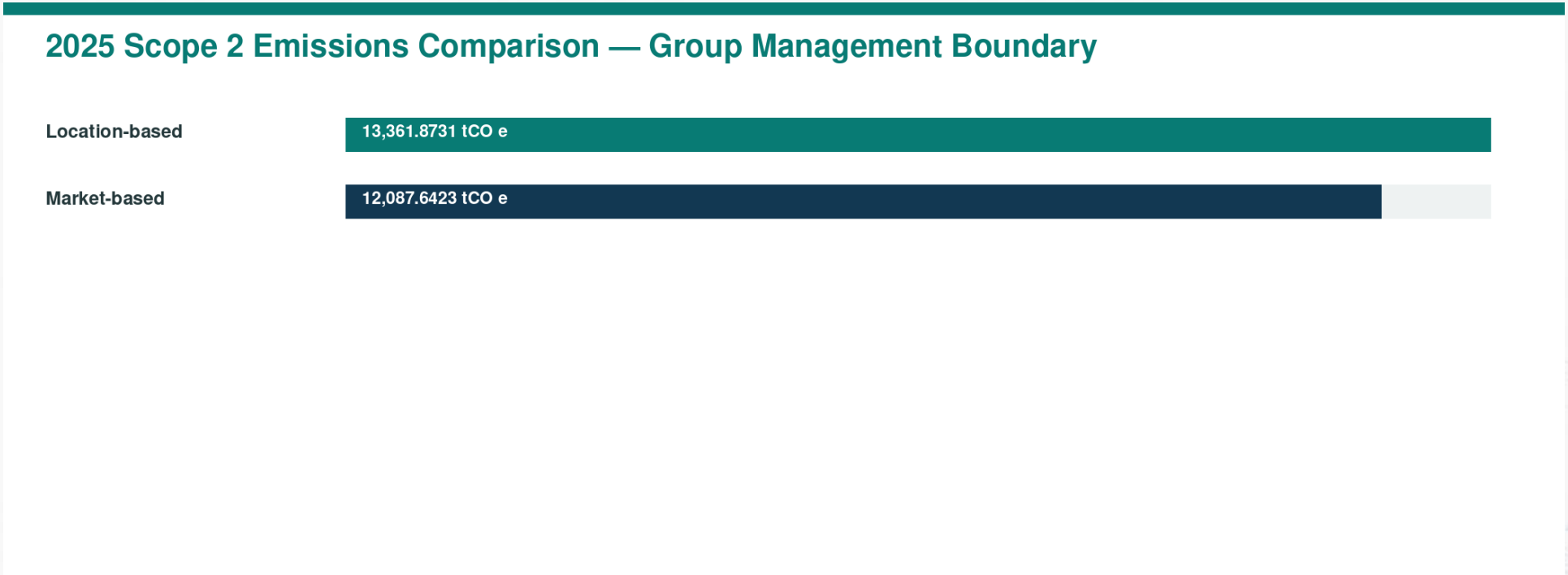


Figure 8-7 2025 Scope 2 Emissions Comparison (Group Management Boundary)

Scope 2 emissions intensity uses2025revenue of US$276,590,567.24 as the denominator.

8.3.4 Scope 3 Emissions Management

Under the group boundary, 2025 Scope 3 emissions were 198,537.9106 tCO_2e,with an intensity of 717.80 tCO_2e per US$ million revenue. Category 1, purchased goods and services, accounted for 89.27%. Category 11, use of sold products, and Category 14, franchises,were not applicable.

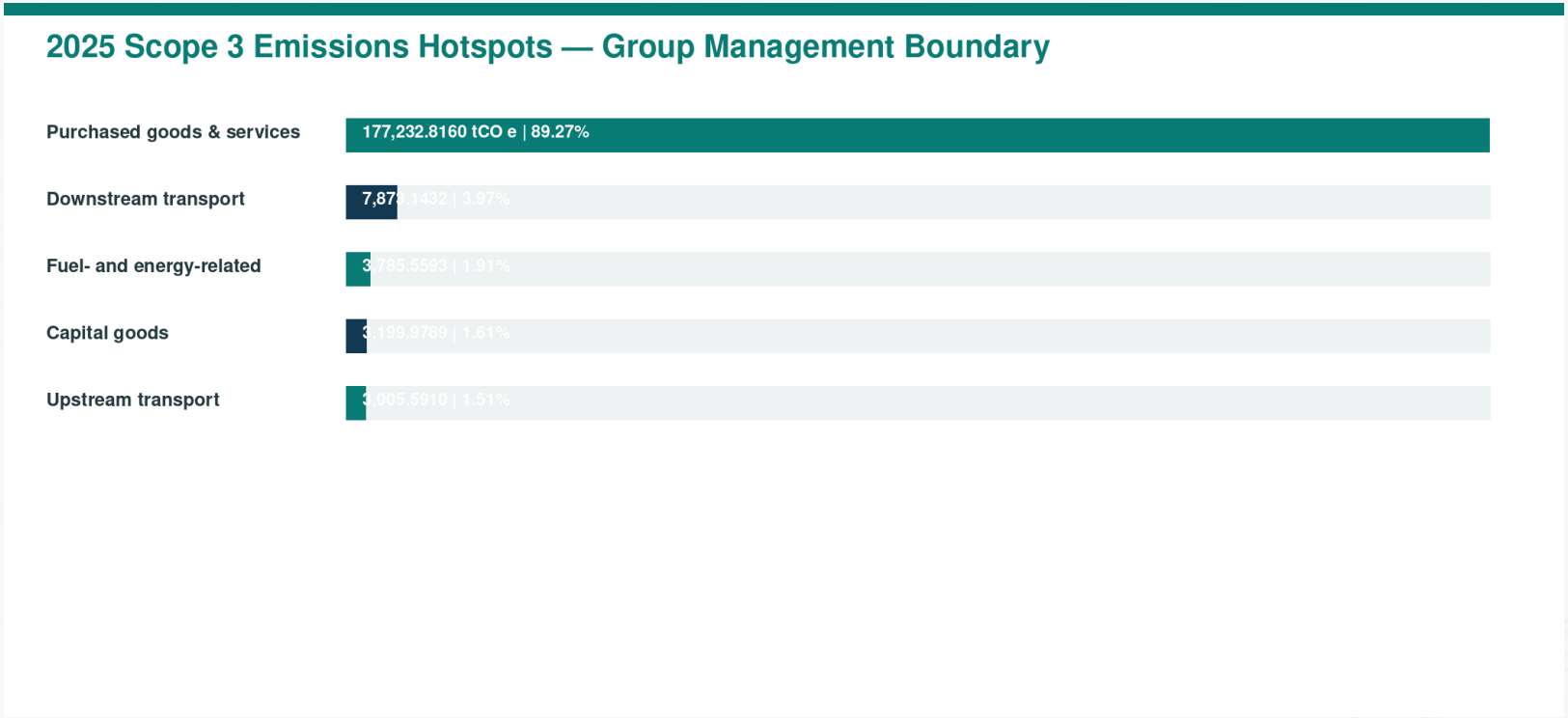


Figure 8-8 2025 Scope 3 Emissions Hotspots (Group Management Boundary)

Category	Emission Source	Emissions (tCO_2e)	Share of Scope 3
1	Purchased goods and services	177,232.8160	89.27%
2	Capital goods	3,199.9789	1.61%
3	Fuel- and energy-related activities	3,785.5593	1.91%
4	Upstream transportation and distribution	3,005.5910	1.51%
5	Waste generated in operations	310.3032	0.16%
6	Business travel	434.8188	0.22%
7	Employee commuting	908.0372	0.46%
8	Upstream leased assets	341.9049	0.17%
9	Downstream transportation and distribution	7,873.1432	3.97%
10	Processing of sold products	580.0592	0.29%

Category	Emission Source	Emissions (tCO_2e)	Share of Scope 3
12	End-of-life treatment of sold products	325.7773	0.16%
13	Downstream leased assets	35.1734	0.02%
15	Investments	504.7481	0.25%
Total	Total Scope 3 Emissions	198,537.9106	100.00%

Under the Taiwan parent annual-reportboundary, 2025 Scope 1, 2 and 3 emissions were 24.5545,196.3235 and 661.1779tCO_2e, respectively. Theseparent-onlyfigures are not directly comparable with the group boundary.

8.3.5 GHG Reduction Measures

GHG reduction is integrated with energy management, process improvement and equipment efficiency through lighting upgrades, efficient HVAC, energy monitoring, renewable energy and process automation.

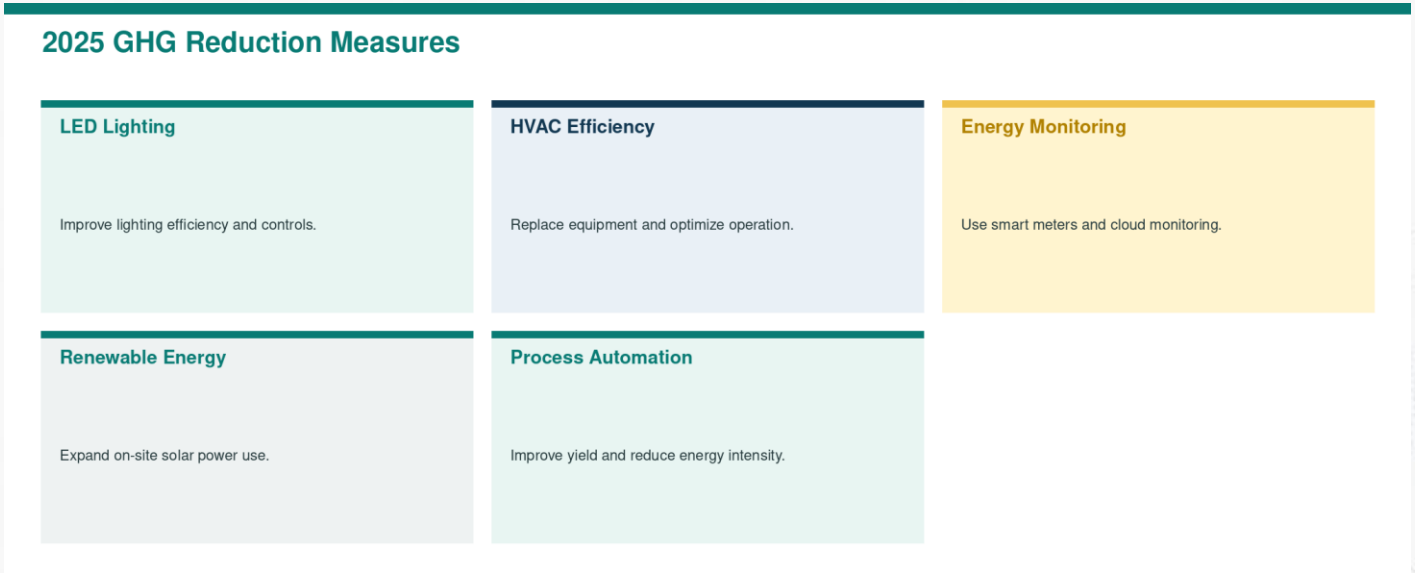


Figure 8-9 2025 GHG Reduction Measures

8.3.6 Third-Party GHG Assurance

The 2025 GHG inventory follows the GHG Protocol and underwent third-party assurance under ISO 14064-3 to enhance consistency, transparency and traceability.

Item	2025 Assurance Status
Inventory / Assurance Standards	GHG Protocol / ISO 14064-3

Item	2025 Assurance Status
Assurance Provider	AFNOR Asia Ltd.
Assurance Scope	Scope 1, 2 and 3 emissions of the Taiwan parent, Taoyuan Sync-Hong, Zhongshan, Suzhou, Fuzhou and Chongqing Fuhongqi, Syncmold Vietnam and Syncmold Thailand
Assurance Period	1 January to31 December 2025
Assurance Status	Assurance completed; certificate expected by10 August 2026

8.4 EnergyManagement

8.4.1 EnergyConsumption

Purchased electricity is the primary energy source, supplemented by solar power, gasoline, diesel, LPG and natural gas. Energy inventories, significant-energy-use equipment management and performance analysis support trend monitoring and efficiency planning.

Energy Source	2025 Consumption	Unit	Primary Use / Coverage
Purchased electricity	22,140,823.29	kWh	Group-wide
Solar / renewable energy	2,412,883.19	kWh	Solar partnership generation
Gasoline	74,084.93	liters	Company vehicles
Diesel	73,071.51	liters	Trucks and forklifts
Liquefied petroleum gas	1,833.60	kg	Gas stoves
Natural gas	889,932.53	m^3	Furnaces

8.4.2 Electricity-Use Intensity

Consolidated operating revenue is the denominator for electricity-use intensity. Total 2025 electricity use was 24,553.706 MWh, down approximately 15.33% from 2024; intensity was 2.83 MWh per NT$ million revenue, down approximately 8.12%.

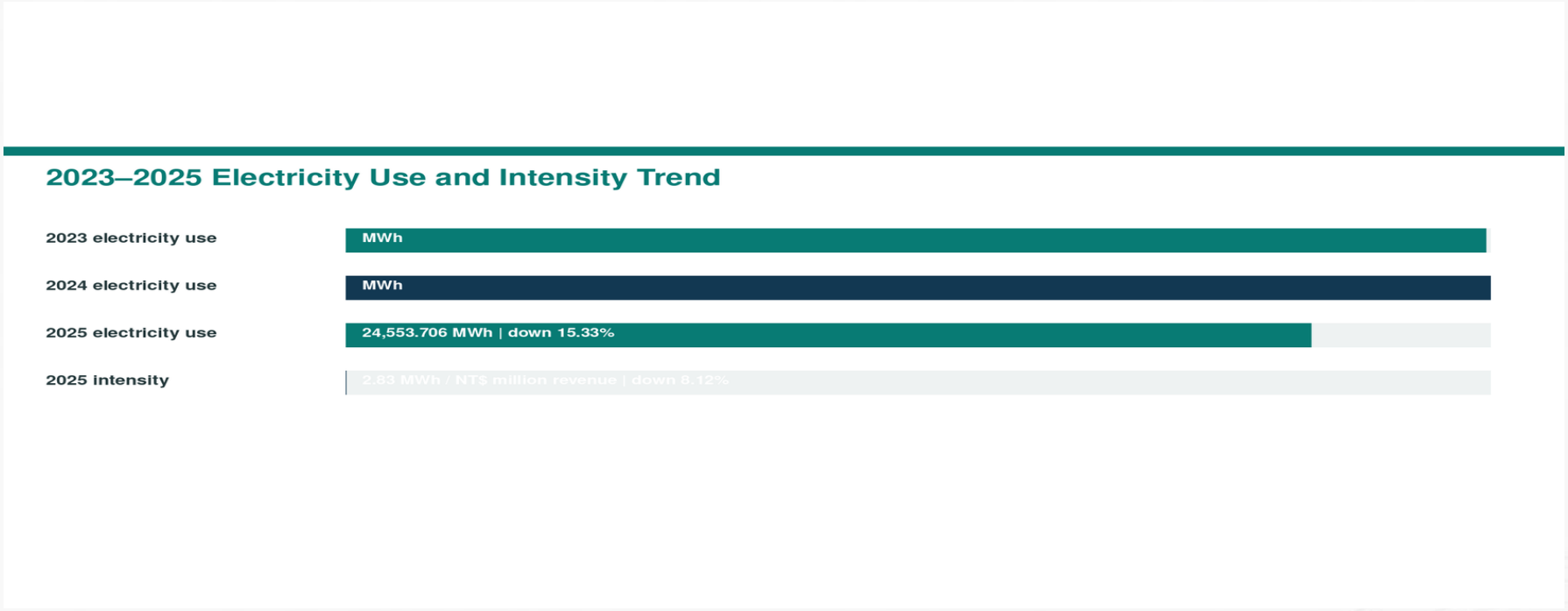


Figure 8-10 2023–2025Electricity Use and Intensity Trend

8.4.3 Energy-Efficiency Improvement Programs

Quantified2025 efficiency projects focused on HVAC replacement and smart meters, with total investment of NT$331,025. The HVAC project is estimated to save 19,728 kWh and reduce emissions by 9.7653 tCO_2e.

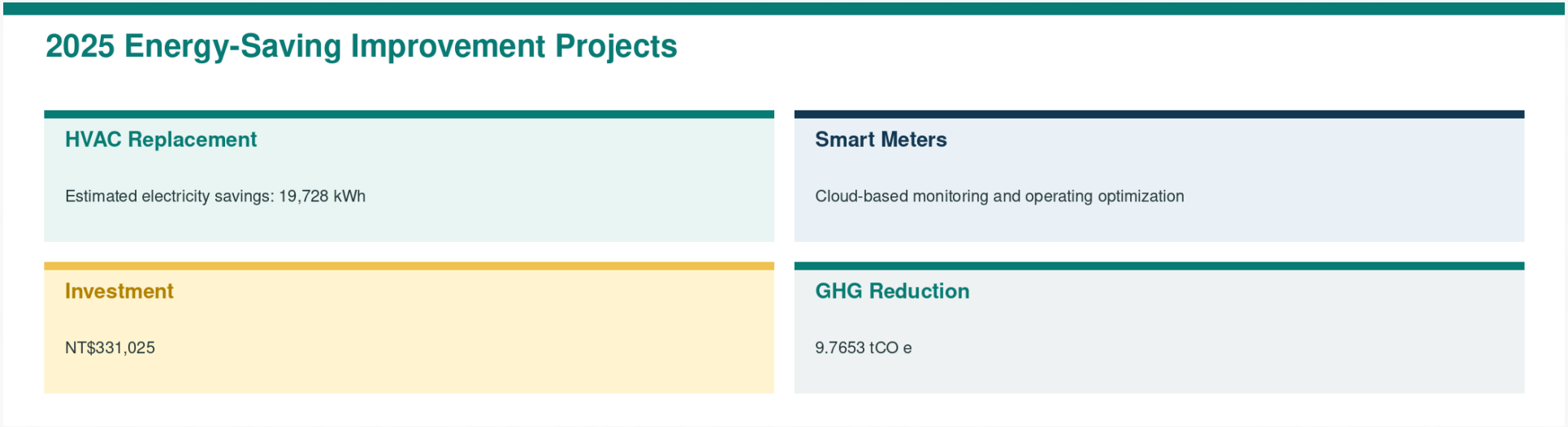


Figure 8-11 2025 Energy-EfficiencyImprovement Projects

8.4.4 Renewable Energy Use

Under a rooftop-leasing partnership, contractors install solar systems and sites use the renewable electricity with fee concessions. Renewable energy use totaled 2025.2,412,883 kWh in 197. No surplus power was sold, and no green electricity or renewable-energy certificates were purchased.

2,412,883.197 kWh Solar / renewable energy used	**2,412,883.197 kWh** Self-consumed electricity	**0 kWh** Surplus electricity sold
0 kWh / 0 certificates Green electricity or renewable-energy certificates used	**11%** Renewable energy share	

8.4.5 Energy Management Performance

Through ISO 50001, Syncmold conducts energy reviews, manages baselines, identifies significant energy uses, tracks performance indicators and manages annual improvement targets linked to GHG reduction. Site-level data consolidation and project quantification will be strengthened to improve comparability.

8.5 Water Resources Management

8.5.1 Water Use

Water is used mainly for employee amenities, facility cleaning and selected processes or equipment cooling, and is sourced primarily from municipal supplies.Group water withdrawal was 2025.296,816 m³ in 54, with no groundwater or recycled water used.

Water Source	2025 Withdrawal (m³)	Share
Municipal water	296,816.54	100.00%
Groundwater	0	0.00%
Recycled water	0	0.00%
Total water withdrawal	296,816.54	100.00%

Under the Taiwan parent annual-report boundary, 2025 water use was 287.9 tonnes.The boundary differs from the group boundary and is not directly comparable.

8.5.2 Water Withdrawal, Discharge and Consumption Management

Water withdrawal and discharge are managed according to site needs and applicable testing, reporting and recordkeeping requirements. Group discharge totaled 2025.237,453 m³ in 23; calculated consumption was 59,363.31 m³. Wastewater testing compliance was 100%.

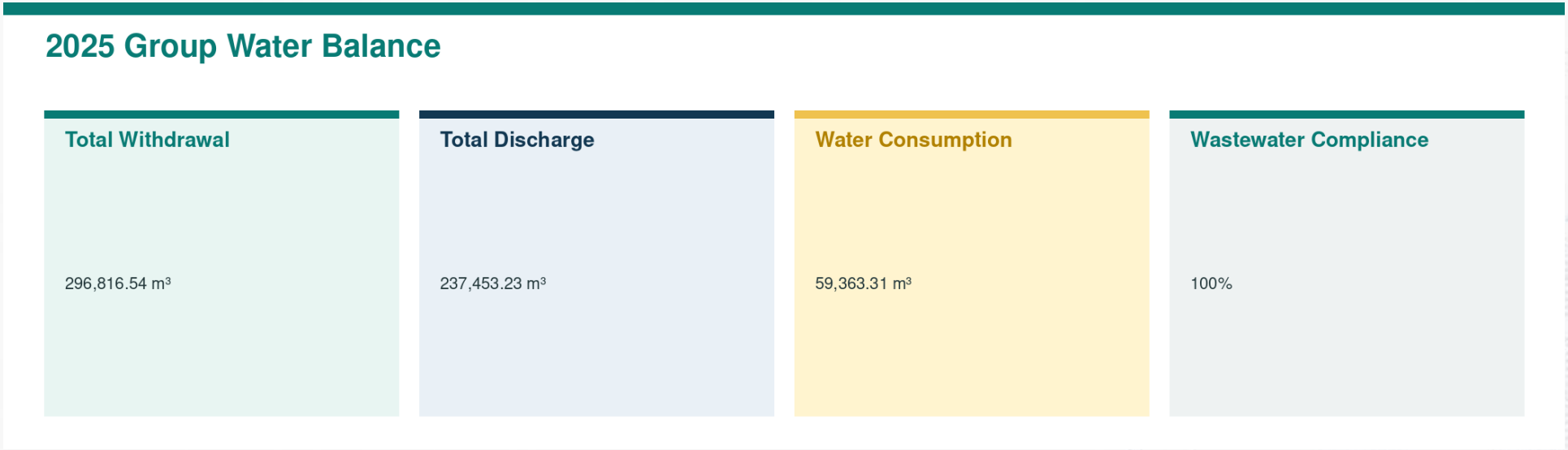


Figure 8-12 2025 Water Balance (Group Management Boundary)

Domestic wastewater tests at Zhongshan Fuhongqi showed that COD, BOD_5, suspended solids, pH and anionic surfactants met reference limits.

Parameter	Test Result	Reference Limit	Unit
Chemical oxygen demand	211	500	mg/L
Five-day biochemical oxygen demand(BOD_5)	120	300	mg/L
Suspended solids	60	400	mg/L
pH	8.2	6–9	dimensionless
Anionic surfactants	1.164	20	mg/L
Ammonia nitrogen	49.2	Not specified	mg/L
Total nitrogen	1.62	Not specified	mg/L

8.5.3 Water Risk Assessment

The Company monitors drought, water scarcity, heavy rainfall, supply reliability and flooding through consumption monitoring, equipment maintenance, leak inspections and government water information. A consistent site- and process-based water-risk assessment method will support conservation, contingency and business-continuity planning.

8.5.4 Water-Conservation Measures and Performance

Pipeline inspections, water-saving fixtures, monitoring and employee awareness improve water efficiency. The feasibility of recycled water, circulating water and process-water reduction continues to be assessed.

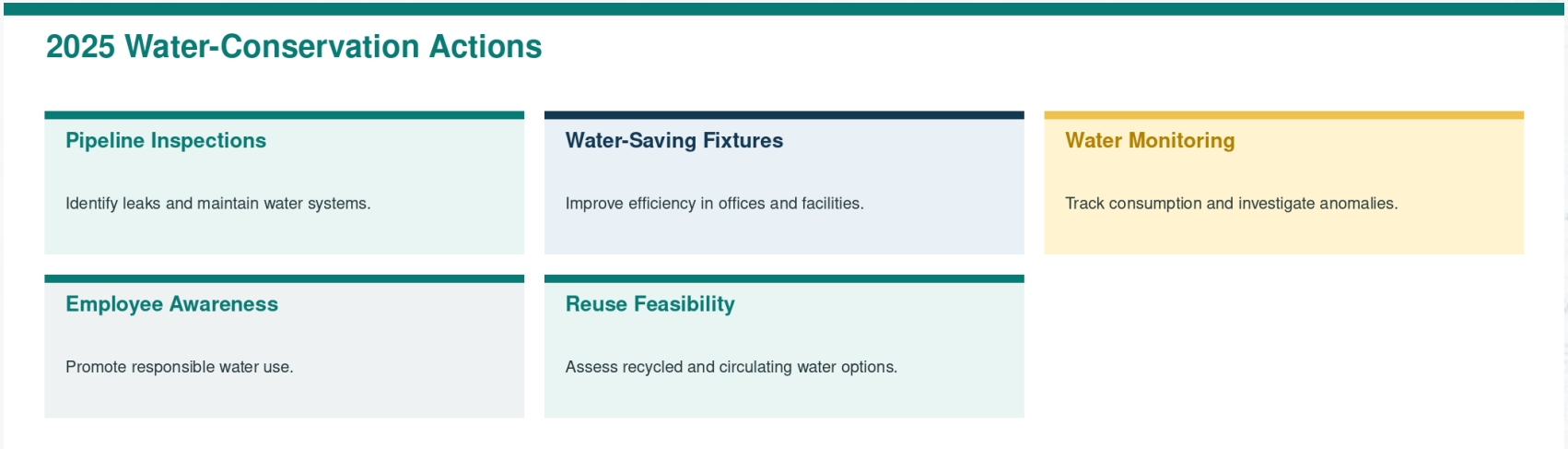


Figure 8-13 2025 Water-Conservation Actions

8.5.5 WastewaterManagement

Domestic and process wastewater is managed according to site characteristics and local laws, discharged through pipelines, and tested and reported as required. No exceedance orrelated material environmental incident occurred in 2025.

8.6 Waste and Circularity Management

8.6.1 Waste Management Policy

Waste management follows source reduction, segregation, lawful transport, recycling and circular use. Waste is classified, labeled, stored and tracked by type, with qualified contractors handling transport and treatment. Process improvements, packaging reduction, paper reduction, recycling and employee awareness improve resource efficiency.

8.6.2 General Industrial Waste Management

Under the group boundary, 2025 tonnes of general waste were incinerated in 873.88; paper, plastic, metal, expanded polystyrene and waste oil were recycled or reused. Under the Taiwan parent boundary, total waste was 2025 tonnes in 52.9 versus 2024 tonnes in 51.3.



Figure 8-14 Waste Management Performance (Boundaries Presented Separately)

8.6.3 HazardousWaste Management

Under the Taiwan parent boundary, no hazardousindustrial waste wasgenerated in 2025. Overseas sites classify, label, store, report and outsource waste treatment under local laws. The group classification and reporting boundary for waste oil will be harmonized against local regulations and transport records before finalization.

8.6.4 Recycling and Reuse

Syncmold promotes recycling and reuse of paper, plastic, metal, expanded polystyrene and waste oil. Group recycling andreuse totaled 2025.2,738tonnes in 72, primarily metals.

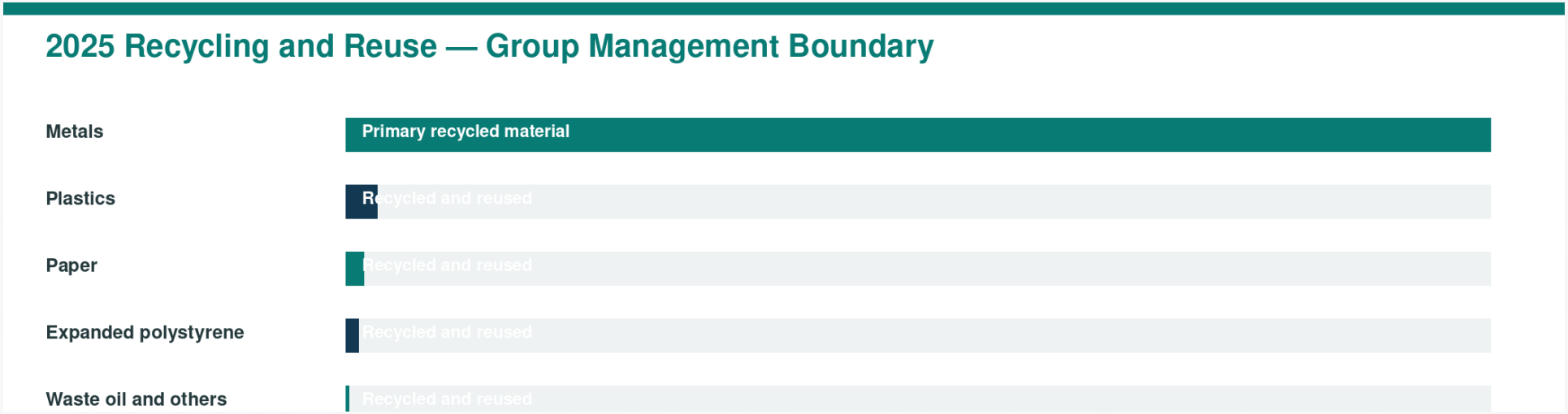


Figure 8-15 2025 Recycling and Reuse (Group Management Boundary)

8.6.5 Source Reduction and Circular Economy

Source reduction is the priority waste strategy. Higher yield and material utilization, optimized packaging, digital documents and reusable items reduce waste. Future actions include packaging circulation, metal-scrap recycling, plastic reuse, process-residue recovery and supplier recycling partnerships.

8.7 Green Manufacturing and Process Optimization

8.7.1 Low-Carbon Process Improvements

Product design, process optimization, automation, equipment efficiency, yield improvement and material utilization reduce energy use and resource waste while improving quality, operating efficiency and responsiveness to customers' low-carbon supply-chain requirements.

8.7.2 Energy-Saving Benefits of Automated Equipment

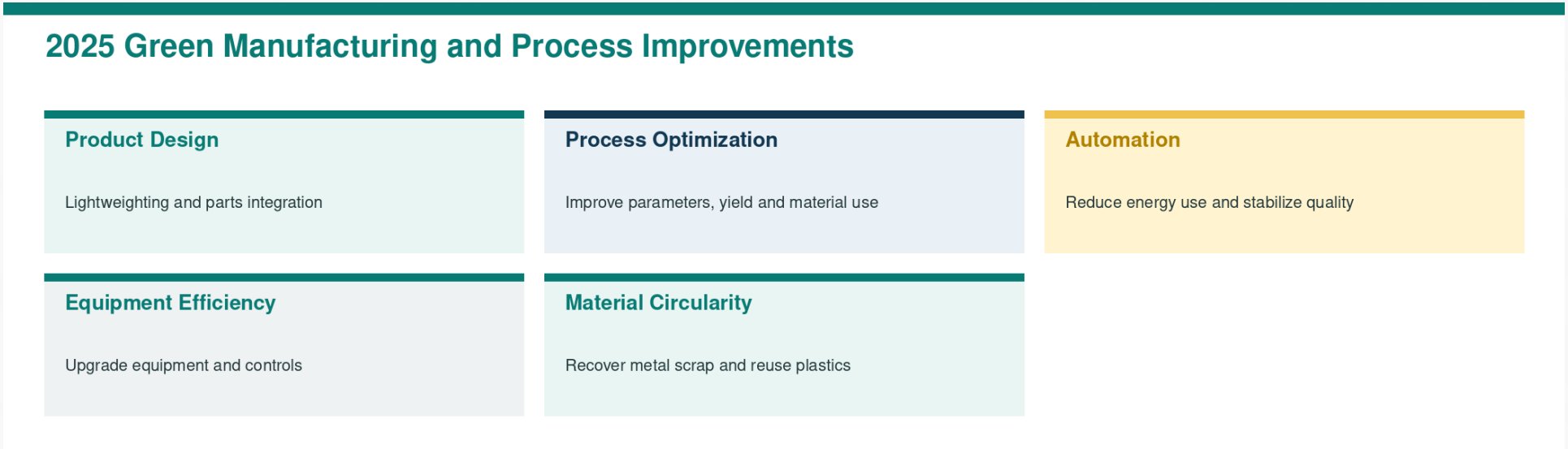


Figure 8-16 2025 Green Manufacturing and Process Improvements

8.7.3 Raw-Material Use Efficiency

Primary inputs include metals, plastics, magnesium, aluminum and zinc alloys, and packaging. Mold-design optimization, process-parameter adjustment, scrap recycling, yield improvement and customer-specification management raise material utilization and reduce scrap.

Raw-Material Type	2025 Consumption	Primary Improvement Direction
Metals	24,978.46	Product lightweighting, parts integration, higher material utilization and less scrap
Plastics	5,714.31	Optimize injection conditions and assess recycled-plastic inputs
Magnesium alloys	537.87	Improve die-casting parameters and reduce runners and scrap
Aluminum alloys	10,372.80	Improve yield, expand scrap recycling and optimize product design
Zinc alloys	171.71	Improve die-casting parameters and mold maintenance
Packaging materials	180.07	Reduce packaging, optimize carton sizes and promote reuse
Other materials	181.72	Strengthen issuance and inventory controls to reduce obsolete and expired materials

8.7.4 Green Products and Customer Requirements

Serving global brands, Syncmolduses theIECQ QC 080000 hazardous-substance process management system, supplier environmental documentation, material test reports, specification reviews and product-development controls to meet quality, safety, reliability and environmental-substance requirements. R&D, procurement, quality, manufacturing and EHS data will be integrated to address product carbon footprints, low-carbon and recycled materials, packaging reduction and supply-chain disclosure.

8.7.5 Future Low-Carbon Manufacturing Plan

Looking ahead, low-carbon transition and green manufacturing will strengthen resilience and competitiveness. Based on GHG inventory results, Syncmold will integrate energy management, efficiency, renewable energy, process optimization, supply-chain carbon management and green-product development into a structured low-carbon manufacturing pathway.

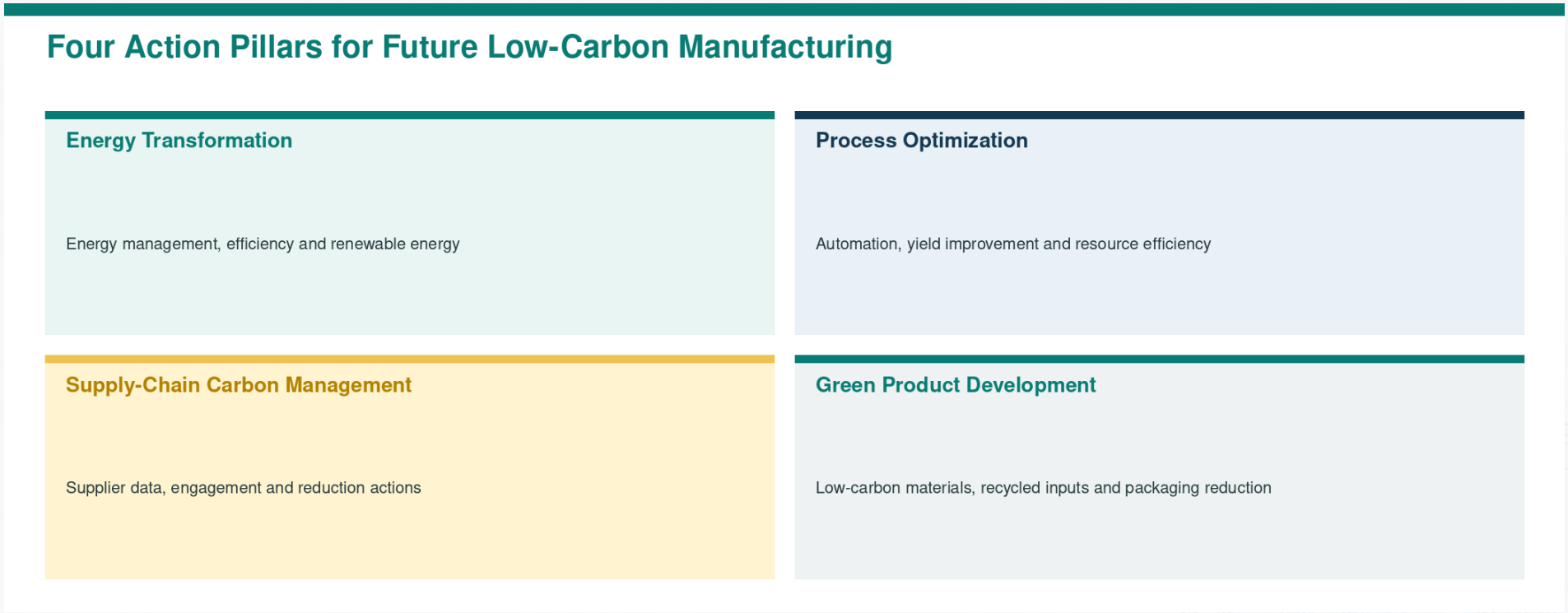


Figure 8-17 Four Action Pillars for Future Low-Carbon Manufacturing

CHAPTER

09

TALENT THRIVING & SAFE WORKPLACE

Building a safe, healthy and growth-oriented workplace with precision-manufacturing talent at its core.

Talent Development | Diversity & Inclusion | Occupational Safety | Health Care

9.1 Talent Management Policy
9.2 Talent Attraction and Retention
9.3 Talent Development and Career Growth
9.4 Employee Rights and Human Rights
9.5 Occupational Health and Safety
9.6 Workplace Well-being and Employee Care



TALENT THRIVING & SAFE WORKPLACE

PEOPLE & WELL-BEING

9.1 TalentManagement Approach

Talent is the core driver of product quality, technological advancement, operational resilience and sustainable transformation.

Amid precision-manufacturing competition, customer quality expectations, automation and the low-carbon transition, Syncmold integrates recruitment, compensation, learning, performance, careers, employee communication, health care and occupational safety and health to support shared growth.



This chapter reflects the disclosure principles of GRI 401, 403, 404, 405, 406, 408 and 409, strengthening the completeness and comparability of human-capital information.

PEOPLE & WELL-BEING

9.1.1 EmployeeOverview

The Company allocates personnel according to operating strategy and the needs of product development, manufacturing, quality management and administrative support.

In 2025, Syncmold had 199 employees, including 128 indirect employees and 71 R&D personnel. Average age was 42.65 and average service was 9.14 years. Annual workforce reviews, recruitment planning and departmental assessments monitor changes and the talent pipeline.



Quantitative workforce information primarily covers the Taiwan headquarters and Taiwan plants.

PEOPLE & WELL-BEING

9.1.2 Diversity, Equity and Job Development

Syncmold bases employment decisions on capability and job requirements and is committed to a diverse, equitable and respectful workplace.

Recruitment, appointment, promotion, compensation and development are free from discrimination based on gender, age, marital status, disability, religion, political position or other non-job-related factors. Women represented 2025 of employees and 29.8%of managers in 18.9%.



The Company monitors women’s development and management diversity to inform future talent and career planning.

PEOPLE & WELL-BEING

9.1.3 Workforce byRegion and Non-Employee Workers

The Group deploys personnel according to market, customer-service, manufacturing and supply-chain needs and is progressively standardizing overseas workforce information.

In addition to employees, sites may host dispatched, contracted, cleaning, security, maintenance or logistics workers. Access control, hazard communication, training, work permits and on-site supervision are applied according to task and risk, bringing all workers within safety and health management.

PEOPLE & WELL-BEING

9.1.3–9.1.4 Workforce by Region and Non-Employee Workers



Controls for non-employee workers are risk-tiered and incorporated into contractor OSH management.

PEOPLE & WELL-BEING

9.2 TalentAttraction and Retention

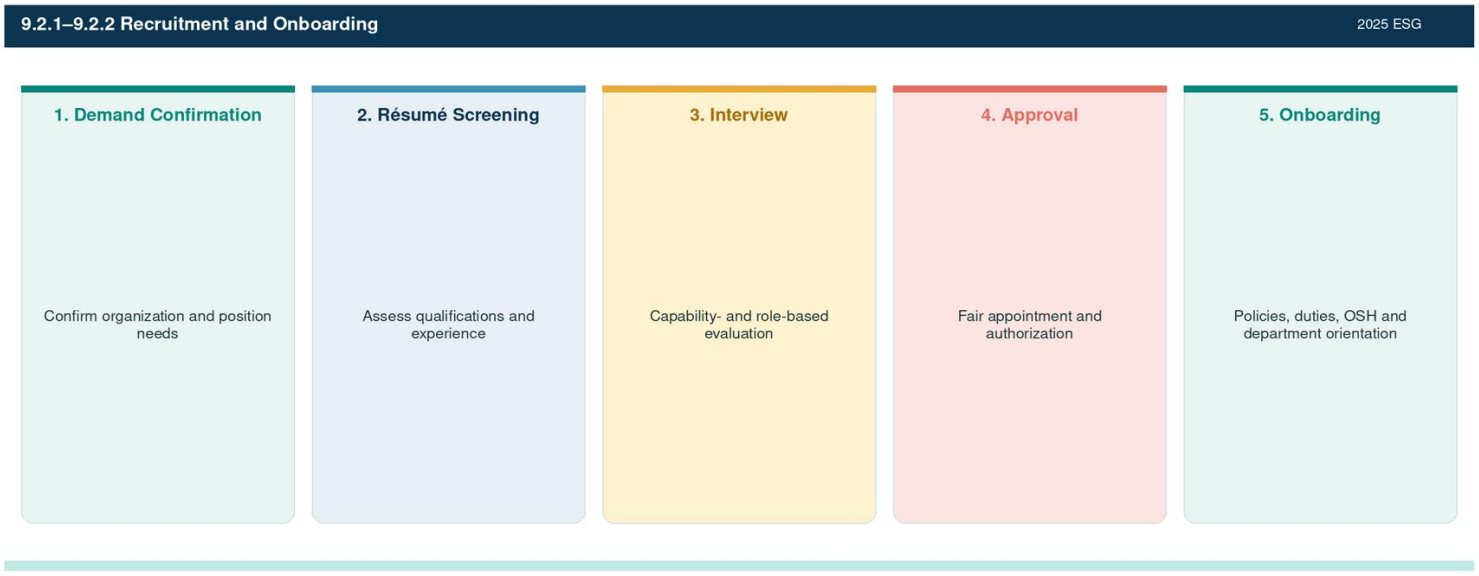
9.2.1 Recruitment Policy and New-Hire Integration

Recruitment emphasizes job fit, fair appointment, capability and long-term development.

Demand confirmation, résumé screening, interviews, appointment approval and onboarding ensure alignment with organizational and position needs. New hires receive orientation on policies, duties, OSH and department operations.

PEOPLE & WELL-BEING

9.2.1–9.2.2 Recruitment and Onboarding



The Company uses employment platforms, campus partnerships, employee referrals and specialist recruitment to strengthen talent acquisition.

PEOPLE & WELL-BEING

9.2.2 New Hires, Turnover and Retention Analysis

Workforce mobility balances organizational renewal with stable transfer of technical experience.

In 2025, 34 employees joined, a 17.0% new-hire rate; 23 departed, an 11.6% turnover rate. Compensation, manager communication, performance feedback, career development and exit analysis support employee experience and retention.

PEOPLE & WELL-BEING

9.2.2–9.2.3 New Hires, Turnover and Retention



New-hire and turnover rates use this chapter’ s annual workforce statistics.

PEOPLE & WELL-BEING

9.2.3 Compensation and Benefits

Compensation balances market competitiveness, internal equity, responsibility and performance.

Fixed and variable compensation reflects job content, expertise, individual performance and market pay. Under the Articles of Incorporation, at least 3% of profitis allocated as employee remuneration, with over 10% for non-managerial employees. In 2025, average and median full-time non-managerial salaries were NT$1,084 thousand and NT$1,019 thousand.



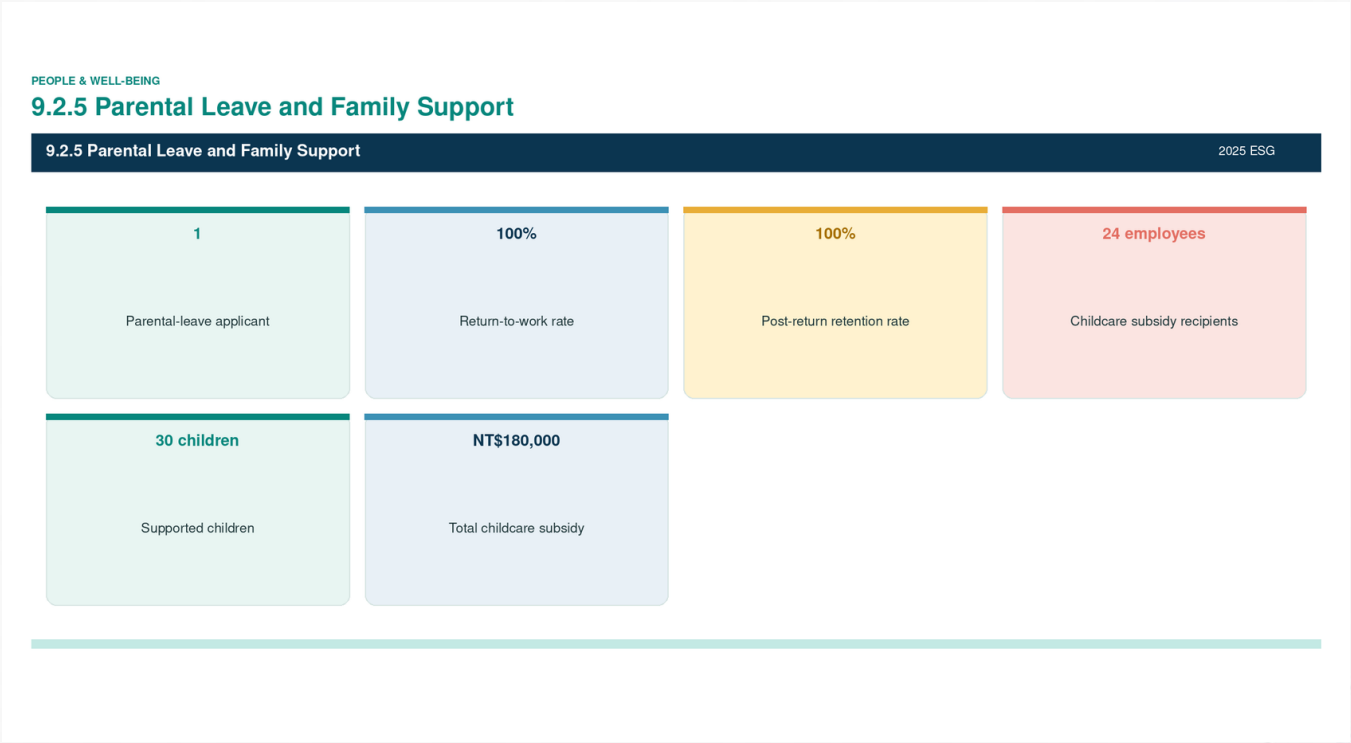
The Compensation Committee reviews policy based on operations, internal and external equity, work objectives and individual performance.

PEOPLE & WELL-BEING

9.2.4 Parental Leave and Family Support

The Company supports career and family responsibilities and protects statutory parental-leave and return-to-work rights.

In 2025, one employee took parental leave and one returned; both return and post-return retention rates were 100%. Childcare subsidies totaling NT$180,000supported 24 employees and 30 children.



Return arrangements emphasize work continuity and updated organizational information, reducing impacts on career continuity.

PEOPLE & WELL-BEING

9.3 Talent Development and Career Growth

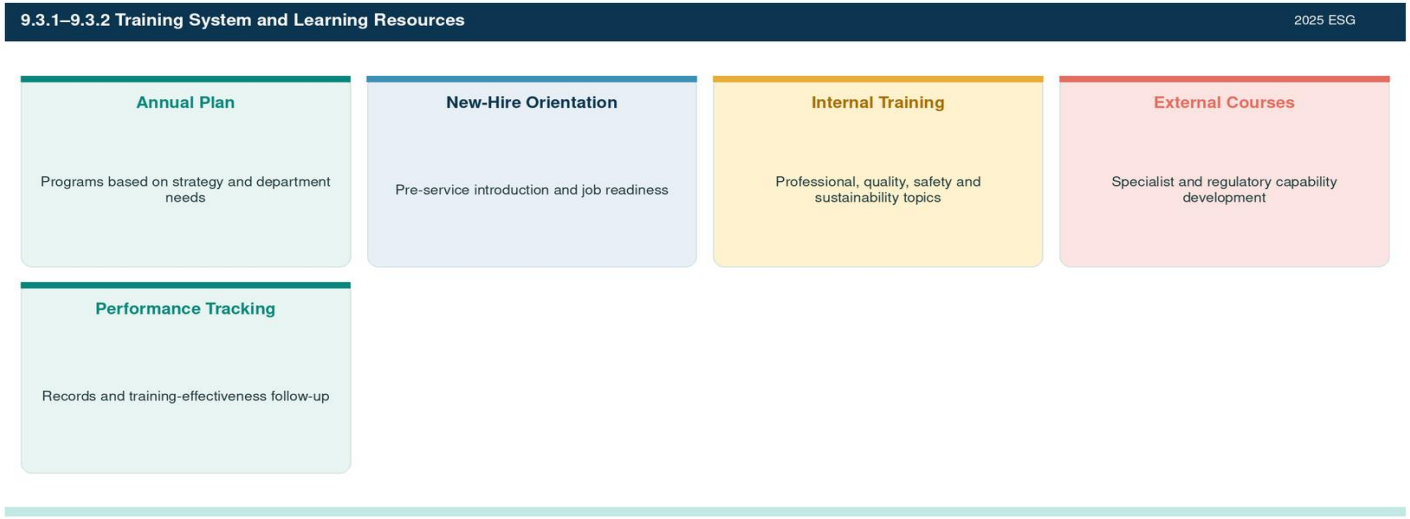
9.3.1 TrainingSystem and Learning Resources

Training is planned according to operating direction, departmental needs, job requirements, regulations and customer standards.

The annual training plan includes seminars, new-hire orientation, internal programs and external courses. Topics cover professional and managerial capabilities, OSH, quality and customer requirements, sustainability and regulations.

PEOPLE & WELL-BEING

9.3.1–9.3.2 Training System and Learning Resources



Training records and effectiveness tracking are being strengthened, with average hours by gender and employee category progressively established.

PEOPLE & WELL-BEING

9.3.2 Professional Capability Development

Professional skills, quality awareness, process capability and problem solving underpin precision-manufacturing competitiveness.

Key 2025 courses covered AI, environmental management systems and programming, supporting digital and sustainability capabilities in IT, document control and audit. Professional development also addressed R&D, tooling, injection molding, die casting, stamping, quality, equipment, cybersecurity, procurement and EHS.

PEOPLE & WELL-BEING

9.3.3 Professional Capability Development



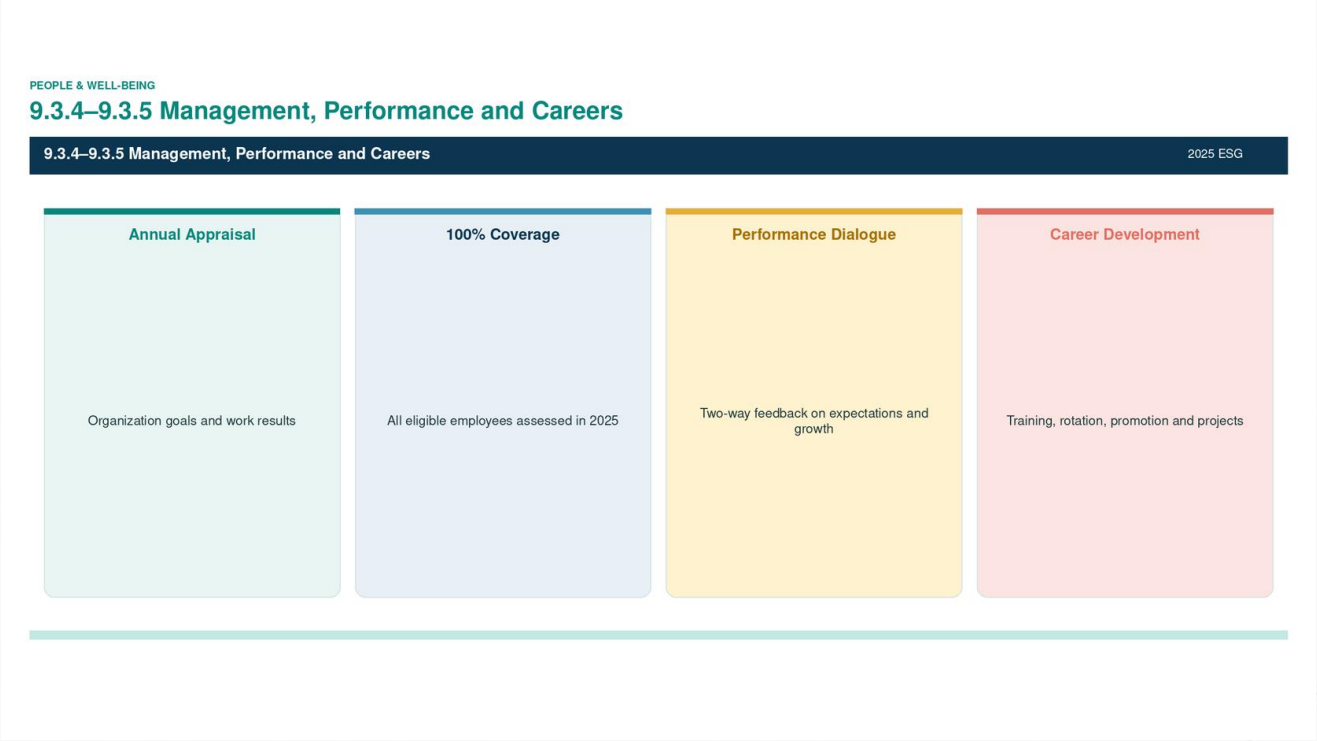
Internal and external training, qualifications and knowledge transfer support product upgrades, automated production and process optimization.

PEOPLE & WELL-BEING

9.3.3 Management Competencies, Performance Appraisal and Career Development

Performance management links organizational goals, work results, capability development and careers.

Performance is reviewed annually, with2025 coverage in 100%. Results inform pay adjustments, bonuses, promotion and training. Management talent is developed through manager training, performance dialogue, cross-functional work, internal transfers and project assignments.



Fair and transparent feedback clarifies expectations and development directions and promotes two-way communication.

PEOPLE & WELL-BEING

9.4 Employee Rights and Human Rights

9.4.1 Human Rights Policy, Prohibition of Child Labor and Non-Discrimination

Syncmold respects internationally recognized human rights and protects the dignity and fundamental rights of all employees and workers.

The Company follows the Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights, complies with local labor laws, prohibits child and forced labor, discrimination, harassment and mistreatment, and values reasonable hours, pay, safety, freedom of association and remedy.

PEOPLE & WELL-BEING

9.4.1–9.4.3 Human Rights, No Child Labor and Non-Discrimination



Age and identity are verified during recruitment. Identity-document retention, restrictions on freedom and other involuntary labor practices are prohibited.

PEOPLE & WELL-BEING

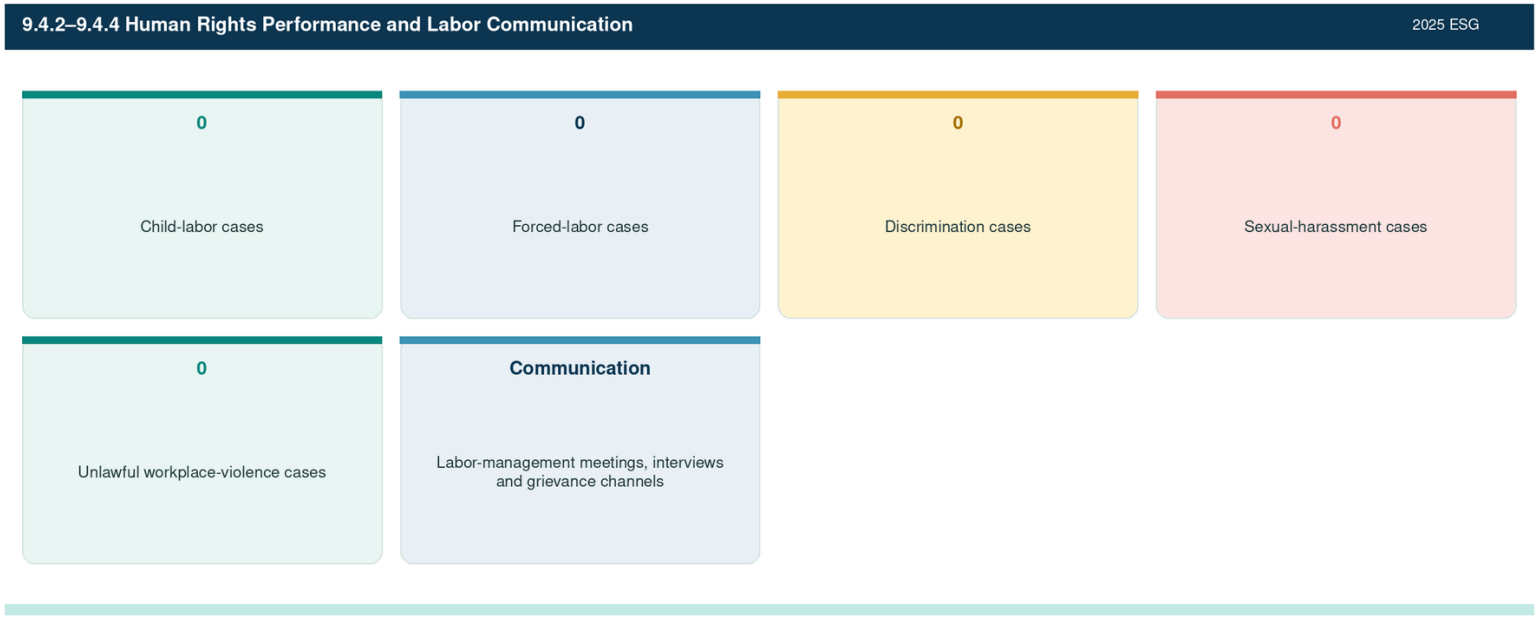
9.4.2 Human Rights Performance and Labor–Management Communication

An equitable, respectful culture rests on effective systems, continuing awareness and accessible communication.

No child labor, forced labor, discrimination, sexual harassment or unlawful workplace violence occurred in 2025. Annual labor-management meetings, the Employee Welfare Committee, manager interviews, grievance channels and electronic bulletins support communication. No material employee issue or labor dispute occurred.

PEOPLE & WELL-BEING

9.4.2–9.4.4 Human Rights Performance and Labor Communication



Material operating, organizational or working-condition changes are communicated or notified under labor laws and internal procedures.

PEOPLE & WELL-BEING

9.4.3 EmployeeGrievance and Remedy Mechanism

Employees may raise comments or grievances regarding the work environment, management systems, workplace safety, labor rights or misconduct.

A responsible unit receives, investigates, handles and responds according to case type and implements corrective, remedial and preventive measures as needed. Grievances and personal data are confidential, and retaliation is prohibited.No employee grievance was received in 2025.

PEOPLE & WELL-BEING

9.4.5 Employee Grievance and Remedy Mechanism



The accessibility, confidentiality and effectiveness of grievance channels are reviewed to safeguard employee rights.

PEOPLE & WELL-BEING

9.5 Occupational Health and Safety

9.5.1 Occupational Safety and Health Management System

The Company implements preventive management under OSH laws and ISO 45001 to protect worker safety and health.

The Administration Department coordinates OSH with a contracted on-site physician, dedicated nurse and responsible functions, covering hazard identification, training, inspections, contractor management, fire inspections andhealth promotion. ISO 45001certification is valid from 3 August 2023 to3 August 2026.

PEOPLE & WELL-BEING

9.5.1 Occupational Safety and Health Management System



Systematic management and regular inspections strengthen safety culture and preventive capability.

PEOPLE & WELL-BEING

9.5.2 Hazard Identification, Risk Assessment and Occupational Injury Management

Task-based hazard identification and tiered controls are central to occupational-accident prevention.

Engineering controls are prioritized for machinery, material handling, chemicals, electricity and contractor work, supported by administrative controls, training, PPE, permits and inspections. Accidents, near misses and equipment abnormalities trigger root-cause analysis and corrective and preventive action. No material occupational injury occurred in 2025.

PEOPLE & WELL-BEING

9.5.2–9.5.3 Hazard Identification, Risk Assessment and Incident Management



Improvement lessons are incorporated into procedures and training to reduce recurrence.

PEOPLE & WELL-BEING

9.5.3 OSH Performance and Training

OSH training is arranged according to job risks, legal requirements and operational needs to strengthen hazard recognition and emergency response.

In 2025, new-hire safety and health training comprised 24sessions, 34attendances and12 hours; in-service OSH training comprised two sessions, 124 attendances and eight hours; and fire and emergency drills comprised two sessions, 124 attendances and eight hours. No dedicated course on special operations, chemical management or contractor safety was held.

PEOPLE & WELL-BEING

9.5.3 & 9.5.5 OSH Performance and Training



Training content is updated according to operational risks and regulatory changes.

PEOPLE & WELL-BEING

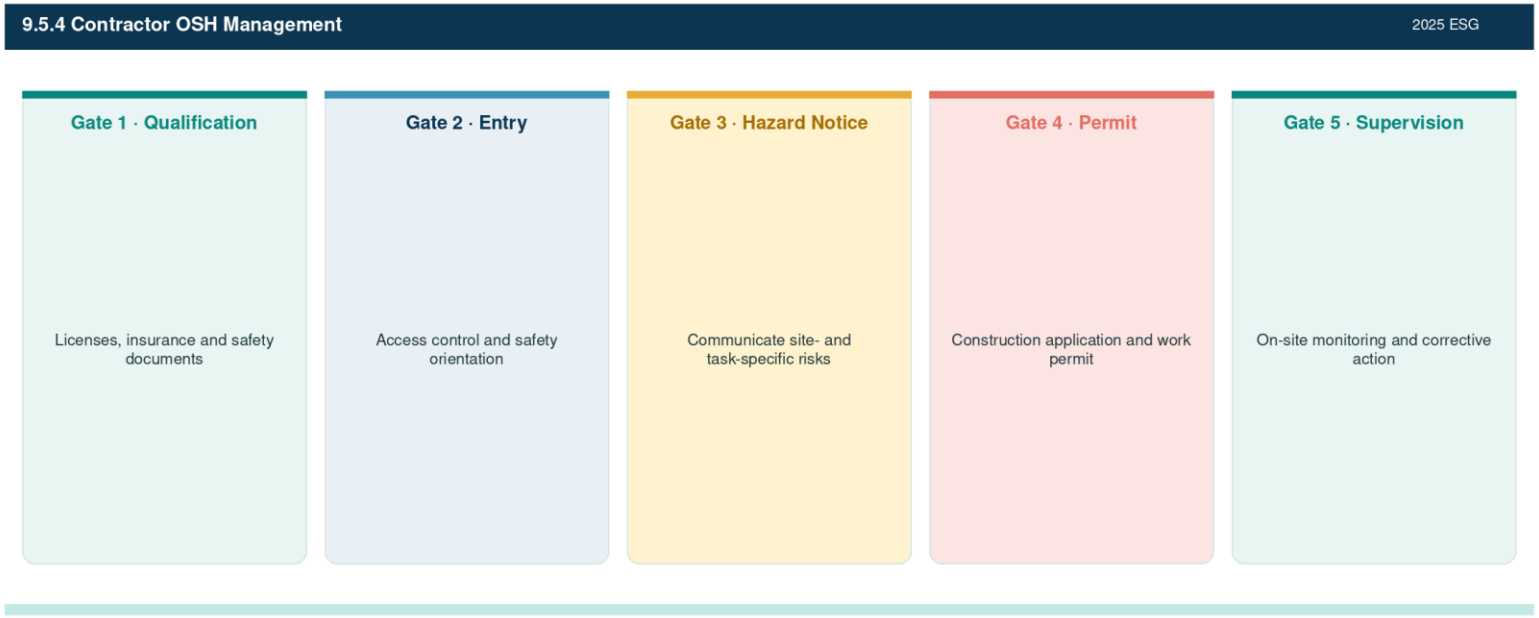
9.5.4 Contractor OSH Management

Contractor work is governed by five risk-based gates: qualification, entry, hazard communication, permits and on-site supervision.

For construction, maintenance, cleaning, security, logistics and other external workers, controls include site entry, safety orientation, hazard communication, applications and permits. High-risk work requires appropriate licenses, insurance or safety documents and on-site supervision.

PEOPLE & WELL-BEING

9.5.4 Contractor OSH Management



Management reduces risks from temporary projects, simultaneous operations and unfamiliarity with site conditions.

PEOPLE & WELL-BEING

9.5.5 Health Promotion and Employee Care

Health management covers medical consultation, health awareness, maternity protection and periodic examinations.

A physician and nurse provide free weekly consultations, and health information is emailed monthly. One health lecture with 30 attendances was held in 2025. No examination was conducted in 2025; the latest was completedin December 2024 with a higher budget and broader items.

PEOPLE & WELL-BEING

9.5.6 Health Promotion and Employee Care



Health risks, workplace stress, ergonomics and maternity protection remain priorities as employee-care mechanisms improve.

PEOPLE & WELL-BEING

9.6 FriendlyWorkplace and Employee Care

9.6.1 Benefits, Work–Life Balance and Employee Care

Diverse benefits and supportive measures help employees balance work, family, health and growth.

Benefits include labor and health insurance, pensions, group insurance, health care, life-event and emergency support, festival gifts, childcare subsidies, travel, activities, flexible hours, a nursing room and training. Attendance, overtime and leave are managed by law, and managers monitor workload and well-being.

PEOPLE & WELL-BEING

9.6.1–9.6.3 Benefits, Work-Life Balance and Employee Care



The Welfare Committee, department activities and health promotion strengthen interaction, cohesion and belonging.

PEOPLE & WELL-BEING

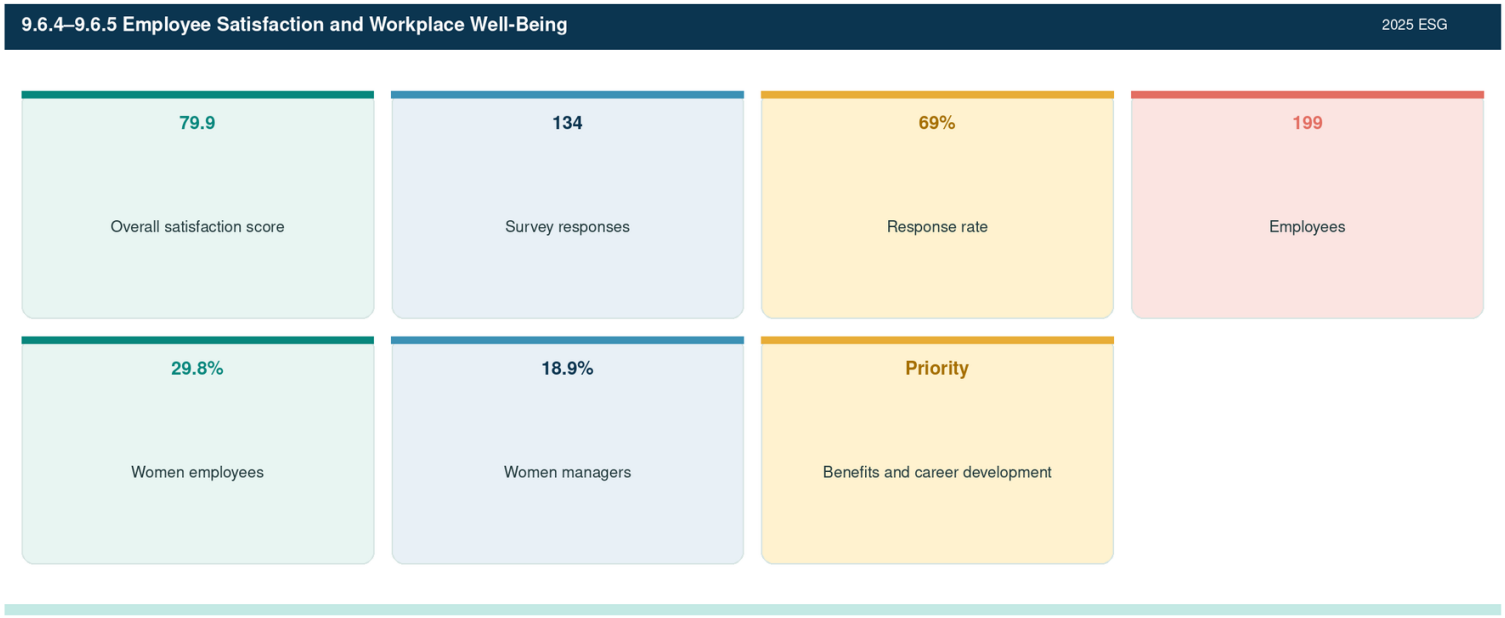
9.6.2 Employee Satisfaction and Workplace Well-Being Outcomes

Employee voice is essential to improving benefits, career development and organizational culture.

The 2025 employee satisfaction survey received 134 responses, a 69% responserate, with an overall score of79.9. Benefits andcareer development were the main concerns. The Company will strengthen pay competitiveness, health and festival benefits, performance, promotion, annual training and professional courses.

PEOPLE & WELL-BEING

9.6.4–9.6.5 Employee Satisfaction and Workplace Well-Being



Based on employee needs and organizational development, Syncmold will strengthen retention, careers, diversity and equity, health and safety, and work-life balance.

CHAPTER

10

COMMUNITY INCLUSION & LOCAL ENGAGEMENT

Connecting industry, employees and communities to create positive social impact through long-term engagement.

Public Welfare | Disaster Relief | Education | Local Engagement

10.1 Community Engagement Management
10.2 2025 Community Engagement Performance
10.3 Community Engagement and the SDGs
10.4 Social Impact Management
10.5 Future Directions



COMMUNITY & SOCIAL IMPACT

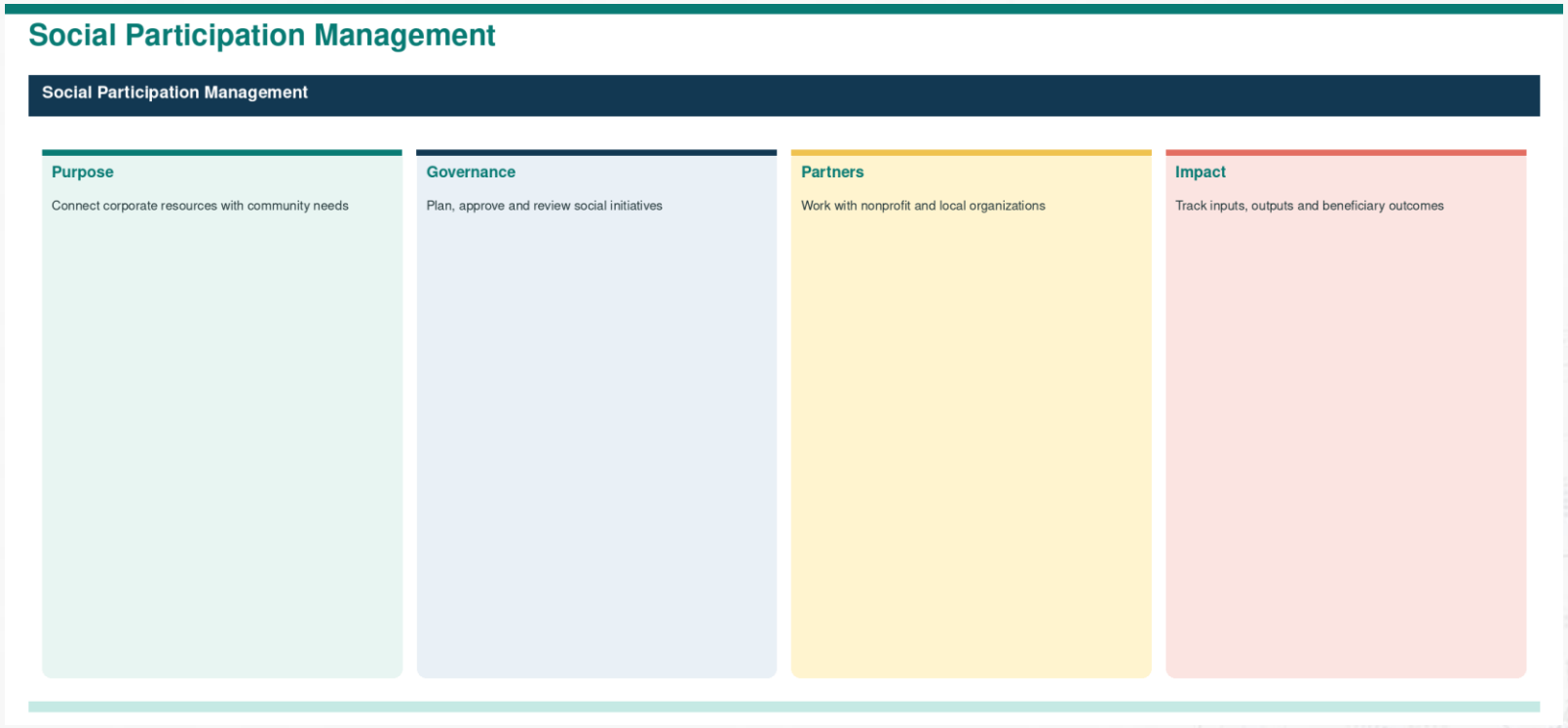
COMMUNITY & SOCIAL IMPACT

10.1 Social Participation Management

10.1.1 Social Participation Philosophy

Corporate sustainability value arises not only from sound operations and innovation, but also from long-term responses to social needs and local communities.

Guided by corporate citizenship, Syncmold responds to community needs, vulnerable groups, educational resources and major disasters through charitable donations, event support, educational resources, assistance and voluntary employee participation, transforming corporate resources into inclusive and resilient social value.



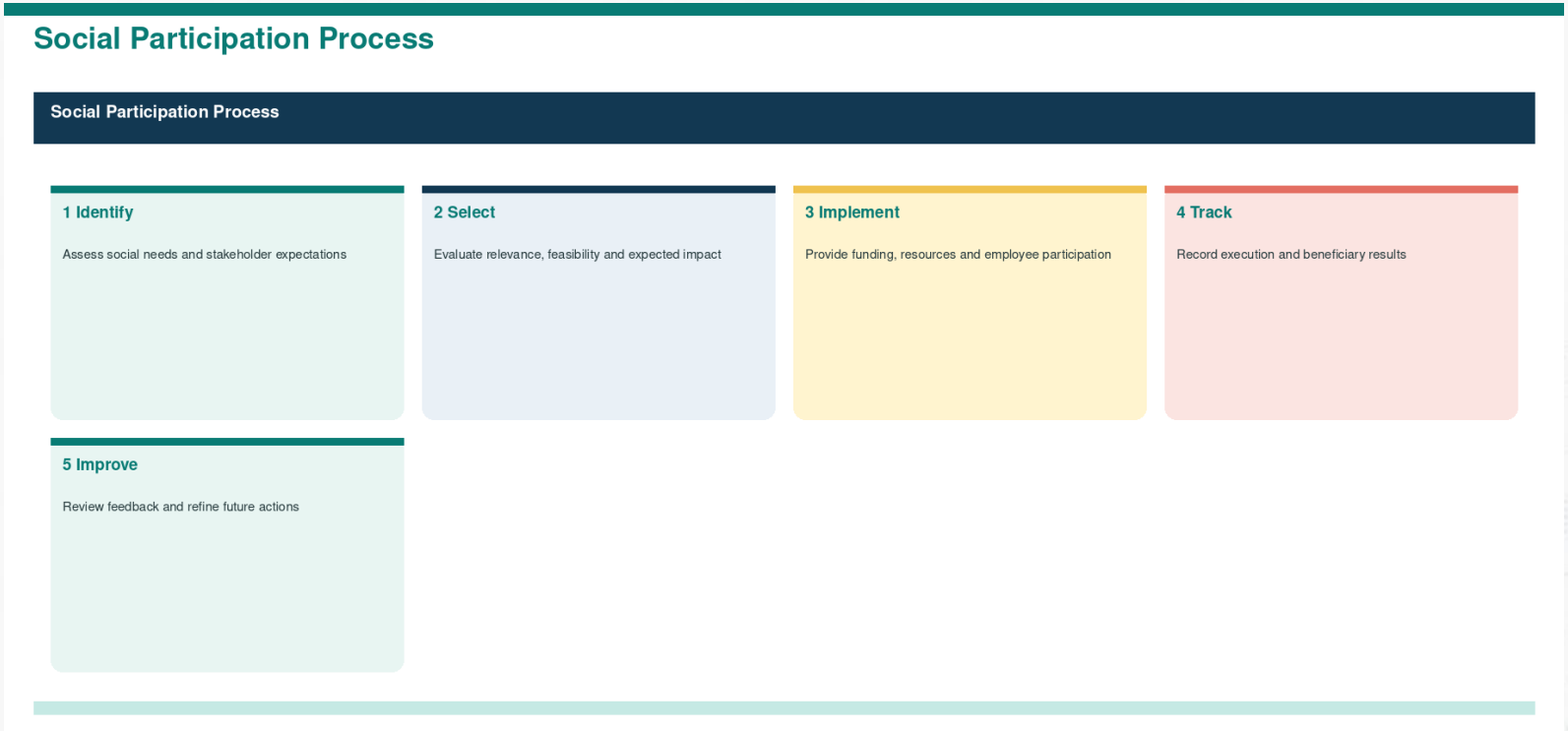
Social participation centers on needs, long-term collaboration and positive impact and aligns with the Company’s sustainability direction.

COMMUNITY & SOCIAL IMPACT

10.1.2 Social Participation Approach

Public-interest investment considers social needs, activity type, partners and resource allocation, progressively developing one-time support into a sustainable management mechanism.

The Company advances participation through needs identification, issue assessment, resource input, implementation and feedback, while building long-term relationships with nonprofit organizations, foundations and local entities. Data on funding, activities, participation, volunteer hours, beneficiaries and partnerships strengthens transparency and continuity.



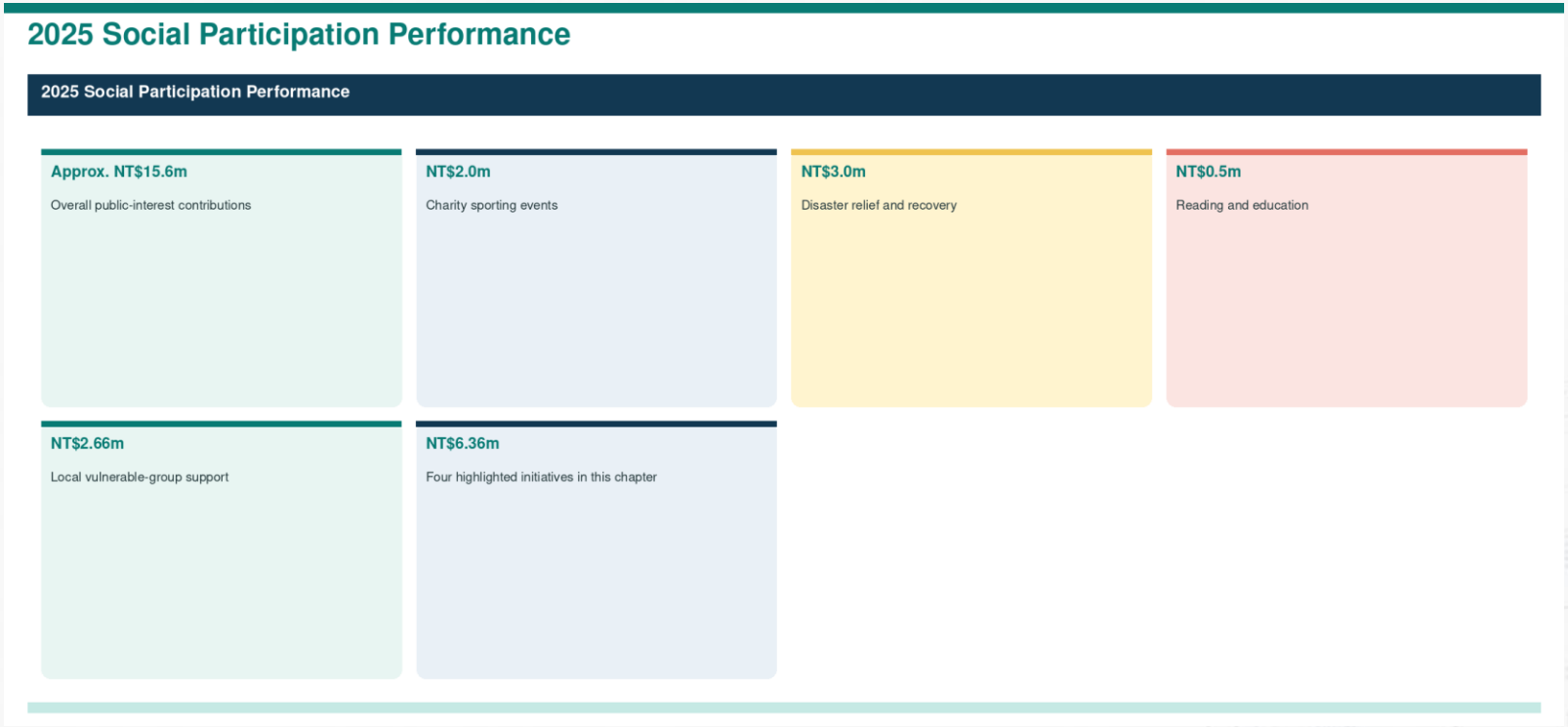
Approaches include charitable donations, event sponsorship, educational support, assistance for vulnerable groups and voluntary employee participation.

COMMUNITY & SOCIAL IMPACT

10.2 2025 Social Participation Performance

Total charitable donations were approximately NT$2025 million in 1,560, supporting charity sports, disaster relief, reading promotion and local vulnerable groups.

The four highlighted actions totaled NT$636 millionand form part of annual charitable giving. They advance social inclusion, community recovery, education equity and support for vulnerable groups.



Annual charitable donations cover all Company initiatives; the four illustrated actions are chapter highlights, not the complete list.

COMMUNITY & SOCIAL IMPACT

10.2.1 Charity Sporting Event Support

Syncmold has supported the LLB Challenger Cup charity baseball event since its first edition in 2018, for eight consecutive editions through 2025.

The Company donates NT$20 per edition, totaling NT$160 million over eight editions, and encourages employees to volunteer. This long-term support expands sports and social-participation opportunities for people with disabilities and special needs and deepens employee understanding of inclusion.





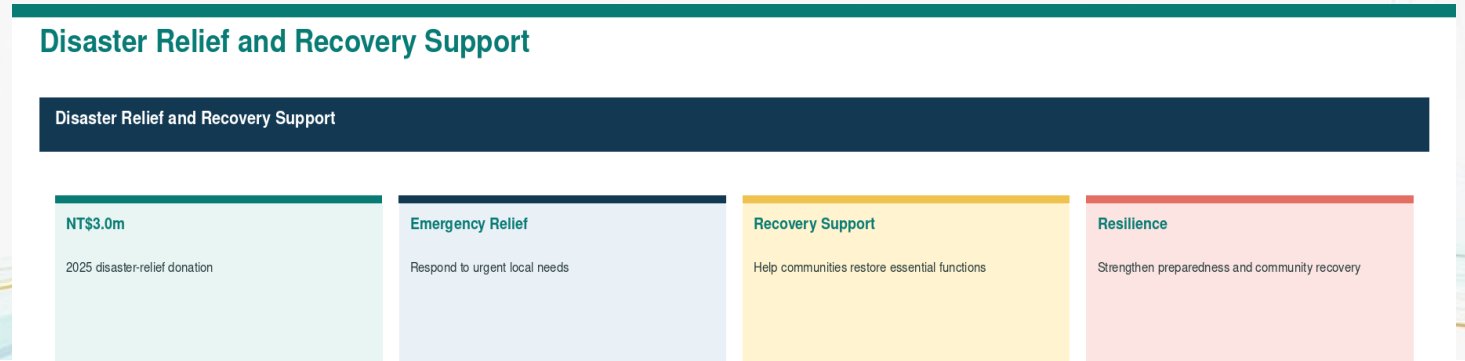
Continuing support enables stable partner planning and embeds a culture of public service through employee participation.

COMMUNITY & SOCIAL IMPACT

10.2.2 Disaster Relief and Recovery Support

When major natural disasters affect communities and residents, Syncmold provides timely resources for emergency response and recovery.

In 2025, the Company donated NT$300 million for emergency response and recovery related to the Matai'an Creek barrier-lake disaster in Hualien, helping restore daily life and community resilience. Syncmold continues monitoring major disasters and urgent social needs and provides practical assistance within its capabilities.





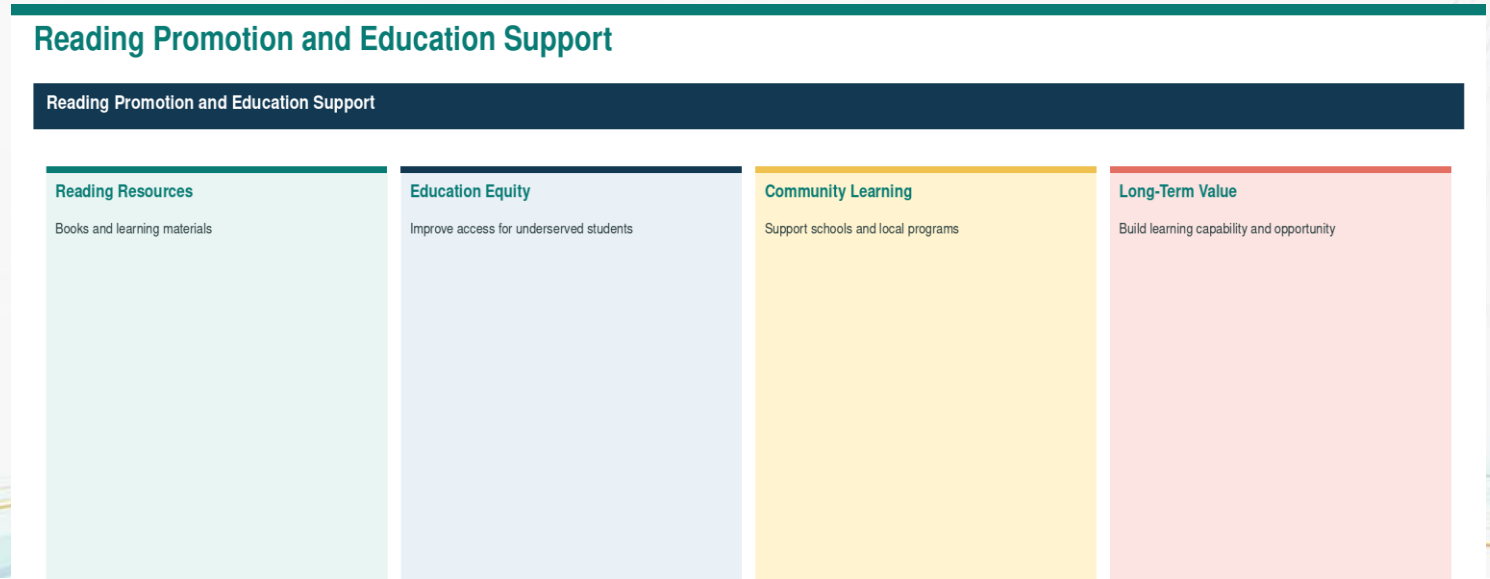
Disaster relief emphasizes timeliness, actual needs and local recovery, directing resources where support is most needed.

COMMUNITY & SOCIAL IMPACT

10.2.3 Reading Promotion and Education Support

Education underpins social mobility and sustainable development, while access to reading resources is the starting point for narrowing learning gaps.

Since 2011, Syncmold has supported the Taiwan Reading Culture Foundation'sBook Bank, donating NT$12 millioncumulatively through 2025 and supporting over 25 schoolsacross nine cities and counties. The 2025 donation was NT$500,000. Long-term investment improves access to reading resources and learning opportunities.





The Company continues supporting education and talent development through stable partnerships with schools, foundations and local organizations.

COMMUNITY & SOCIAL IMPACT

10.2.4 Care for Local Vulnerable Groups

Local care is an important expression of corporate citizenship and a long-term means of strengthening connections between operating sites and communities.

Each year before Lunar New Year, the Company provides winter assistance to economically disadvantaged households near its operations. In 2025, 266 households receivedNT$266 million in total, easing financial pressure before the holiday. Resource support and community interaction respond to local needs and strengthen connections.

Care for Local Vulnerable Groups

Care for Local Vulnerable Groups

266 Households

Households supported in 2025

NT$2.66m

Total local-care contribution

Needs Assessment

Identify families requiring assistance

Resource Delivery

Provide targeted and timely support

Ongoing Care

Connect with community partners



WINTER ASSISTANCE



LOCAL COMMUNITY CARE

Needs assessment and targeted assistance

Continuing attention to needs near operating sites creates a stronger positive cycle between corporate growth and community well-being.

COMMUNITY & SOCIAL IMPACT

10.3 Social Participation and the SDGs

Syncmold links public-interest actions to the UN Sustainable Development Goals, connecting local responses with global sustainability priorities.

Major 2025 actions aligned with SDG 1 No Poverty, SDG 3 Good Health and Well-Being, SDG 4 Quality Education, SDG 10 ReducedInequalities, SDG 11 Sustainable Cities and Communities, and SDG 17 Partnerships, covering vulnerable-group assistance, charity sports, education, disaster recovery, community care and external collaboration.



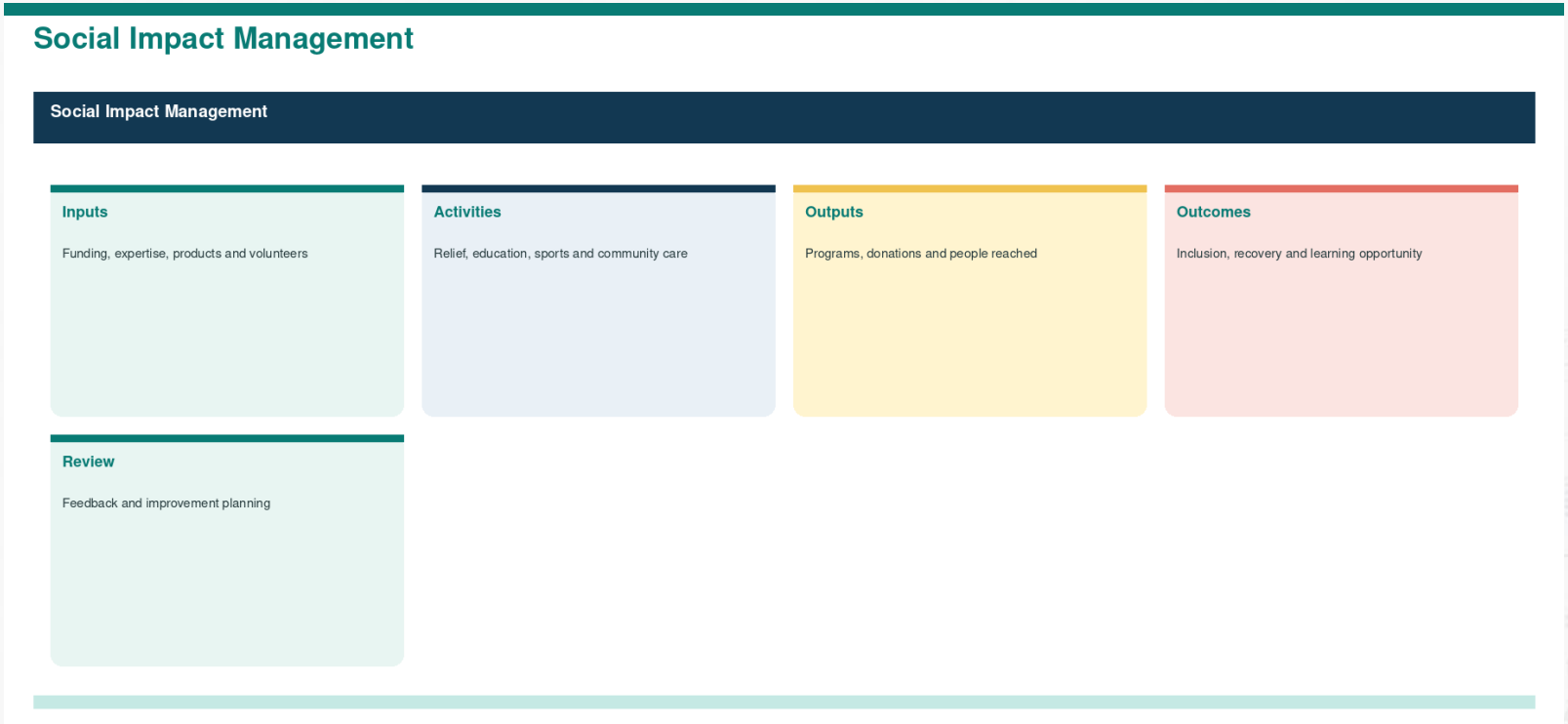
SDG alignment identifies the sustainability value and communication direction of initiatives and informs future collaboration and performance management.

COMMUNITY & SOCIAL IMPACT

10.4 Social Impact Management

Social-investment management considers not only funding but also implementation, beneficiary outcomes, partnership quality and long-term impact.

Using an input–activity–output–outcome–impact logic, the Company tracks donations, activities, partners, employee participation, volunteer hours, beneficiaries and feedback, and retains supporting records for planning, resource allocation and disclosure.



Combining quantitative and qualitative information improves traceability, measurability and decision value.

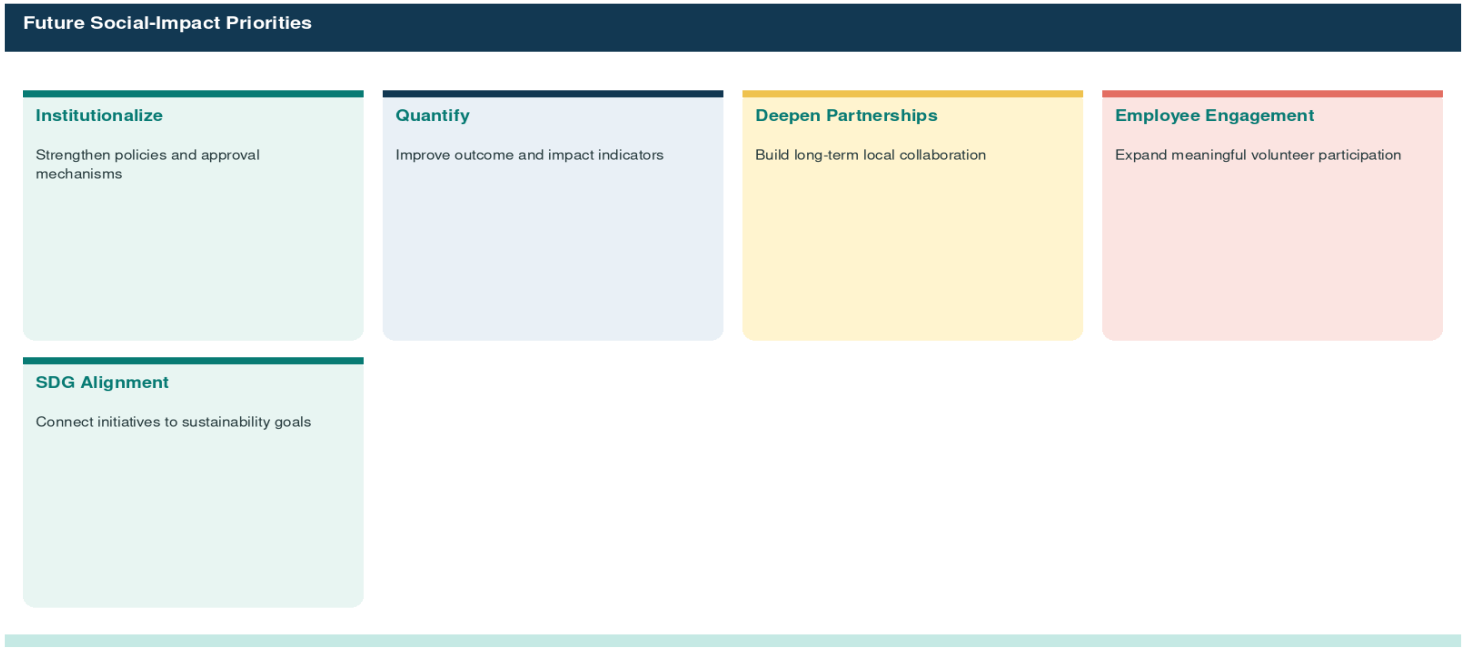
COMMUNITY & SOCIAL IMPACT

10.5 Future Direction

Syncmold will progress from one-time contributions toward strategic, long-term and measurable social-impact management.

Future actions will deepen local engagement and assistance, continue reading and education support, encourage employee participation, establish performance statistics, strengthen nonprofit and local partnerships, and link actions with the SDGs and core values. Institutionalization, deeper collaboration and expanded impact will enhance continuity and social value.

Future Social-Impact Priorities



Starting from needs, leveraging partnerships and grounding decisions in outcomes, the Company will expand positive value co-created with society.

Appendix I: GRI Standards Content Index

This index is based on Chapters 2025–1 of the Syncmold 10 Sustainability Report. The scope and statement of external assurance will be disclosed in the final edition.

Statement of Use	Syncmold Enterprise Corp. has reported the information cited in this GRI content index for 1 January–31 December 2025 with reference to the GRI Standards.
GRI 1 Used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	No GRI Sector Standard currently applies to Syncmold's principal industry.

GRI Standard / Other Source	Disclosure		Location	PAGE	Omission / Remarks
General Disclosures					
GRI 2: General Disclosures 2021	**2-1**	Organizational Details	3.1.1 Company Information; 3.1.3 Operating Locations and Global Footprint	42、44	
	2-2	Entities Included in the Organization's Sustainability Reporting	2.6 Material Topics and Value Chain Boundaries; 8.3.1 GHG Inventory Boundary	36、131	
	2-3	Reporting Period, Frequency and Contact Point		13	
	2-4	Restatements of Information	1.3.1 Sustainability Information Accountability and Data Quality	24	
	2-5	External Assurance	8.3.6 Third-Party GHG Assurance	136	
	2-6	Activities, Value Chain and Other Business Relationships	3.1.4 Principal Products and Services;3.1.5 Brand Customers and Market Positioning; 3.2.2 Upstream and Downstream Value Chain; 3.2.3 PrincipalRaw Materials and Sources of Supply; 3.2.4 Customers and Application Markets; 3.2.5 Significant ValueChain Changes in 2025	45、46、48、49、51	
	2-7	Employees	9.1.1 Employee Overview; 9.1.2 Diversity, Equity and Job Development	152、153	
	2-8	Workers Who Are Not Employees	9.1.3 Workforce by Region and Non-Employee Workers; 9.5.4 Contractor OSH Management	154、168	
	2-9	Governance Structure and Composition	1.2 Sustainability Governance Structure; 6.1.1 Board Composition; 6.1.2 Board Diversity and Independence; 6.1.4 Functional Committees	18、84、85、86	
	2-10	Nomination and Selection of the Highest Governance Body	6.1.1 Board Composition; 6.1.2 Board Diversity and Independence	84、85	
	2-11	Chair of the Highest Governance Body	6.1.1 Board Composition	84	

GRI Standard / Other Source	Disclosure		Location	PAGE	Omission / Remarks
General Disclosures (continued)					
GRI 2: General Disclosures 2021	**2-12**	Role of the Highest Governance Body in Overseeing the Management of Impacts	1.2.2 Board Oversight of Sustainability; 1.2.3 Sustainability MattersReported in 2025; 6.2.1 Board Responsibilities and Attendance	20、21、88	
	2-13	Delegation of Responsibility for Managing Impacts	1.2 Sustainability Governance Structure; 1.2.1 Sustainability Governance Operations and Responsibilities; 4.1.1 ESG Risk Management Framework	18、19、57	
	2-14	Role of the Highest Governance Body in Sustainability Reporting	1.2.3 Sustainability Matters Reported in 2025; 1.3 Sustainability Information Management and Report Preparation Process	21、23	
	2-15	Conflicts of Interest	6.2.2 Performance Evaluation, Continuing Education and Conflict-of-Interest Management	88	
	2-16	Communication of Critical Concerns	1.2.3 Sustainability MattersReported in 2025; 6.4.4 Grievance and Whistleblowing System	21、93	
	2-17	Collective Knowledge of the Highest Governance Body	6.2.2 Performance Evaluation, Continuing Education and Conflict-of-Interest Management	88	
	2-18	Evaluation of the Performance of the Highest Governance Body	6.2.2 Performance Evaluation, Continuing Education and Conflict-of-Interest Management	88	
	2-19	Remuneration Policies	6.1.4 Functional Committees; 9.2.3 Compensation and Benefits	86、157	
	2-20	Process to Determine Remuneration	6.1.4 Functional Committees; 9.2.3 Compensation and Benefits	86、157	
	2-21	Annual Total Compensation Ratio	6.1.4 Functional Committees; 9.2.3 Compensation and Benefits	86、157	
	2-22	Statement on Sustainable Development Strategy	1.1 Sustainability Strategy; 1.3.5 Sustainability Management Outlook	16、28	
	2-23	Policy Commitments	1.1 Sustainability Strategy; 6.4.1 Ethical Management Policy; 8.1.1 Environmental Policy; 9.4.1 Human Rights Policy, Prohibition of Child Labor and Non-Discrimination	16、91、124、162	
	2-24	Embedding Policy Commitments	1.2.1 SustainabilityGovernance Operations and Responsibilities; 6.4 Ethical Management and Regulatory Compliance; 7.1.4 SupplierCode of Conduct and Admission Requirements; 9.4 EmployeeRights and Human Rights	19、91、108、162	
	2-25	Processes to Remediate Negative Impacts	5.2.4 Customer Complaint Handling and Improvement; 6.4.4 Grievance and Whistleblowing System; 7.2.3 Supplier ESGAssessment, Audits and Improvement Tracking; 9.4.3 Employee Grievance and Remedy Mechanism	74、93、111、164	
	2-26	Mechanisms for Seeking Advice and Raising Concerns	6.4.4 Grievance and Whistleblowing System; 9.4.3 Employee Grievance and Remedy Mechanism	93、164	
	2-27	Compliance with Laws and Regulations	6.4.3 Regulatory Compliance Management; 6.4.5 Material Noncompliance Incidents; 8.1.3 Environmental Regulatory Compliance	92、94、126	
	2-28	Membership Associations			

GRI Standard / Other Source	Disclosure		Location	PAGE	Omission / Remarks
	2-29	Approach to Stakeholder Engagement	2.1 Stakeholder Engagement Philosophy; 2.2 Stakeholder Identification; 2.3 Stakeholder Communication Mechanisms	31、34	
	2-30	Collective Bargaining Agreements	9.4.2 Human Rights Performance and Labor–Management Communication	163	

GRI Standard / Other Source	Disclosure		Location	PAGE	Omission / Remarks
Material Topic					
GRI 3: Material Topics 2021	**3-1**	Process to Determine Material Topics	2.4 Material Topic Determination Process	35	
	3-2	List of Material Topics	2.5 MaterialTopic Assessment Results	36	
Material Topic | Operating and Financial Performance					
GRI 3: Material Topics 2021	**3-3**	Management of Material Topics	2.8 Summary of Management Approaches for Material Topics; 3.3 Business Strategy and Outlook; 6.3 Economic Performance	38、52、88	
GRI 201: Economic Performance 2016	**201-1**	Direct Economic Value Generated and Distributed	6.3.1 OperatingPerformance; 6.3.2 Financial Performance; 9.2.3 Compensation and Benefits; 10.2 2025 Social Participation Performance	89、157、175	
	201-2	Financial Implications and Other Risks and Opportunities Due to Climate Change	4.2.2 Climate Risks, Opportunities and Time Horizons; 4.2.3 Climate FinancialImpacts and Transition Investment	62、63	
	201-4	Financial Assistance Received from Government	6.3.4 Tax Governance and Government Assistance	91	
Material Topic | Corporate Governance and Risk Management					
GRI 3: Material Topics 2021	**3-3**	Management of Material Topics	2.8 Summary ofManagement Approaches for Material Topics; 4.1 Positioning of Sustainability Risk Management; 6.1 Corporate Governance Framework; 6.4 Ethical Management and Regulatory Compliance; 6.5 RiskManagement and Internal Control	38、56、83、91、95	
GRI 205: Anti-corruption 2016	**205-1**	Operations Assessed for Risks Related to Corruption	6.4.2 Anti-Corruption and Prevention of Unethical Conduct	92	
	205-2	Communication and Training about Anti-Corruption Policies and Procedures	6.4.1 Ethical Management Policy; 6.4.2Anti-Corruption and Prevention of Unethical Conduct	91、92	
	205-3	Confirmed Incidents of Corruption and Actions Taken	6.4.2 Anti-Corruption and Prevention of Unethical Conduct; 6.4.5 MaterialNoncompliance Incidents	92、94	
Material Topic | Information Security and Data Privacy					
GRI 3: Material Topics 2021	**3-3**	Management of Material Topics	2.8 Summary of Management Approaches for Material Topics; 5.3.4 Customer Privacyand Confidential Business Information Protection; 6.6 Information Security and Data Protection	38、80、100	
GRI 418: Customer Privacy 2016	**418-1**	Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data	5.3.4 Customer Privacyand Confidential Business Information Protection; 6.6.5 Cybersecurity Incidents and Customer Data Protection	80、102	

GRI Standard / Other Source	Disclosure		Location	PAGE	Omission / Remarks
Material Topic | Supply Chain Management and Sustainable Procurement					
GRI 3: Material Topics 2021	**3-3**	Management of Material Topics	2.8 Summary of Management Approaches for Material Topics; 7.1 Supply Chain Management Policy; 7.2 Supplier Evaluation and Audits; 7.3 Sustainable Procurement; 7.4 Supply Chain Carbon Management	38、105、109、113、116	
GRI 204: Procurement Practices 2016	**204-1**	Proportion of Spending on Local Suppliers	7.1.3 Critical Materials, Procurement Management and Supply Resilience	107	
GRI 308: Supplier Environmental Assessment 2016	**308-1**	New Suppliers Screened Using Environmental Criteria	7.1.4 Supplier Code of Conduct and Admission Requirements; 7.2.1 New Supplier Selection Mechanism	108、109	
	308-2	Negative Environmental Impacts in the Supply Chain and Actions Taken	7.2.3 Supplier ESG Assessment, Audits and Improvement Tracking; 7.2.4 High-RiskSupplier Management	111、112	
GRI 414: Supplier Social Assessment 2016	**414-1**	New Suppliers Screened Using Social Criteria	7.1.4 Supplier Code of Conduct and Admission Requirements; 7.2.1 New Supplier Selection Mechanism; 7.2.3 Supplier ESG Assessment, Audits and Improvement Tracking	108、109、111	
	414-2	Negative Social Impacts in the Supply Chain and Actions Taken	7.2.3 Supplier ESG Assessment, Audits and Improvement Tracking; 7.2.4 High-RiskSupplier Management	111、112	
Material Topic | Energy Conservation, Carbon Reduction and Renewable Energy					
GRI 3: Material Topics 2021	**3-3**	Management of Material Topics	2.8 Summary of Management Approaches for Material Topics; 4.2 Climate Governance and Strategy; 8.2 Climate Change Response; 8.3 Greenhouse Gas Management; 8.4 Energy Management	38、61、127、131、137	
GRI 302:Energy 2016	**302-1**	Energy Consumption within the Organization	8.4.1 EnergyConsumption; 8.4.4 Renewable Energy Use	137、139	
	302-3	Energy Intensity	8.4.2 Electricity-Use Intensity	137	
	302-4	Reduction of Energy Consumption	8.4.3 Energy-Efficiency Improvement Programs	138	
GRI 305: Emissions 2016	**305-1**	Direct (Scope 1) GHG Emissions	8.3.1 GHG Inventory Boundary; 8.3.2 Scope 1Emissions	131	
	305-2	Energy Indirect (Scope 2) GHG Emissions	8.3.1 GHG Inventory Boundary; 8.3.3 Scope 2Emissions	131、132	
	305-3	Other Indirect (Scope 3) GHG Emissions	8.3.1 GHG Inventory Boundary; 8.3.4 Scope 3 Emissions Management	131、133	
	305-4	GHG Emissions Intensity	8.3.3 Scope 2 Emissions; 8.3.4 Scope 3 Emissions Management	132、133	
	305-5	Reduction of GHG Emissions	8.3.5 GHG Reduction Measures; 8.4.3 Energy-Efficiency Improvement Programs	135、138	

GRI Standard / Other Source	Disclosure		Location	PAGE	Omission / Remarks
Material Topic | Regulatory Compliance and Carbon Reporting					
GRI 3: Material Topics 2021	**3-3**	Management of Material Topics	2.8 Summary of Management Approaches for Material Topics; 4.2 Climate Governance and Strategy; 6.4.3 Regulatory Compliance Management; 8.1.3 Environmental Regulatory Compliance; 8.3 Greenhouse Gas Management	38、61、92、126、131	
GRI 305: Emissions 2016	**305-1**	Direct (Scope 1) GHG Emissions	8.3.1 GHG Inventory Boundary; 8.3.2 Scope 1Emissions	131	
	305-2	Energy Indirect (Scope 2) GHG Emissions	8.3.1 GHG Inventory Boundary; 8.3.3 Scope 2Emissions	131、132	
	305-3	Other Indirect (Scope 3) GHG Emissions	8.3.1 GHG Inventory Boundary; 8.3.4 Scope 3 Emissions Management	131、133	
	305-4	GHG Emissions Intensity	8.3.3 Scope 2 Emissions; 8.3.4 Scope 3 Emissions Management	132、133	
	305-5	Reduction of GHG Emissions	8.3.5 GHG Reduction Measures; 8.4.3 Energy-Efficiency Improvement Programs	135、138	
GRI 207:Tax 2019	**207-1**	Approach to Tax	6.3.4 Tax Governance and Government Assistance	91	
	207-2	Tax Governance, Control and Risk Management	6.3.4 Tax Governance and Government Assistance	91	
GRI 301: Materials 2016	**301-1**	Materials Used by Weight or Volume	8.7.3 Raw-Material Use Efficiency	147	
	301-2	Recycled Input Materials Used	8.6.5 Source Reduction and Circular Economy; 8.7.3 Raw-Material Use Efficiency	145、147	
GRI 303: Water and Effluents 2018	**303-1**	Interactions with Water as a Shared Resource	8.5.1 Water Use; 8.5.3 Water Risk Assessment; 8.5.4 Water-Conservation Measuresand Performance	140、142	
	303-2	Management of Water Discharge-Related Impacts	8.5.2 Water Withdrawal, Discharge and Consumption Management; 8.5.5 Wastewater Management	141、143	
	303-3	Water Withdrawal	8.5.1 Water Use	140	
	303-4	Water Discharge	8.5.2 Water Withdrawal, Discharge and Consumption Management; 8.5.5 Wastewater Management	141、143	
	303-5	Water Consumption	8.5.2 Water Withdrawal, Discharge and Consumption Management	141	
GRI 306:Waste 2020	**306-1**	Waste Generation and Significant Waste-Related Impacts	8.6.1 Waste Management Policy; 8.6.5 Source Reduction and Circular Economy	143、145	
	306-2	Management of Significant Waste-Related Impacts	8.6.1 Waste Management Policy; 8.6.4 Recycling and Reuse; 8.6.5Source Reduction and Circular Economy	143、145	

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GRI 306:Waste 2020	**306-3**	Waste Generated	8.6.2 General Industrial Waste Management; 8.6.3 Hazardous Waste Management	144	
	306-4	Waste Diverted from Disposal	8.6.4 Recycling and Reuse	145	
	306-5	Waste Directed to Disposal	8.6.2 General Industrial Waste Management; 8.6.3 Hazardous Waste Management	144	
GRI 401: Employment 2016	**401-1**	New Employee Hires and Employee Turnover	9.2.2 New Hires, Turnover and Retention Analysis	156	
	401-2	Benefits Provided to Full-Time Employees Not Provided to Temporary or Part-Time Employees	9.6.1 Benefits, Work–Life Balance and Employee Care	170	
	401-3	Parental Leave	9.2.4 Parental Leave and Family Support	158	
GRI 402: Labor/Management Relations 2016	**402-1**	Minimum Notice Periods Regarding Operational Changes	9.4.2 Human Rights Performance and Labor–Management Communication	163	
GRI 403: Occupational Health and Safety 2018	**403-1**	Occupational Health and Safety Management System	9.5.1 Occupational Safety and Health Management System	165	
	403-2	Hazard Identification, Risk Assessment and Incident Investigation	9.5.2 Hazard Identification, Risk Assessment and Occupational Injury Management	166	
	403-3	Occupational Health Services	9.5.1 OccupationalSafety and Health Management System; 9.5.5 Health Promotion and Employee Care	165、169	
	403-4	Worker Participation, Consultation and Communication on Occupational Health and Safety	9.4.2 Human Rights Performance and Labor–Management Communication; 9.5.1 Occupational Safety and Health Management System	163、165	
	403-5	Worker Training on Occupational Health and Safety	9.5.3 OSH Performance and Training	167	
	403-6	Promotion of Worker Health	9.5.5 Health Promotion and Employee Care	169	
	403-7	Prevention and Mitigation of OSH Impacts Directly Linked by Business Relationships	9.5.2 Hazard Identification, Risk Assessment and Occupational InjuryManagement; 9.5.4 Contractor OSH Management	166、168	
	403-8	Workers Covered by an Occupational Health and Safety Management System	9.1.3 Workforce byRegion and Non-Employee Workers; 9.5.1Occupational Safety and Health Management System	154、165	
	403-9	Work-Related Injuries	9.5.2 Hazard Identification, Risk Assessment and Occupational Injury Management	166	
	403-10	Work-Related Ill Health			

GRI Standard / Other Source	Disclosure		Location	PAGE	Omission / Remarks
GRI 404: Training and Education 2016	404-1	Average Hours of Training per Year per Employee	9.3.1 Training System and Learning Resources	159	

GRI Standard / Other Source	Disclosure		Location	PAGE	Omission / Remarks
Other Sustainability Disclosures | Economic, Environmental and Social Topic Standards | Continued					
GRI 404: Training and Education 2016	**404-2**	Programs for Upgrading Employee Skills and Transition Assistance	9.3.1 Training System and Learning Resources; 9.3.2 Professional Capability Development; 9.3.3 Management Competencies,Performance Appraisal and Career Development	159、160、161	
	404-3	Percentage of Employees Receiving Regular Performance and Career Development Reviews	9.3.3 Management Competencies, Performance Appraisal and Career Development	161	
GRI 405: Diversity and Equal Opportunity 2016	**405-1**	Diversity of Governance Bodies and Employees	1.2.2 Board Oversight of Sustainability; 6.1.1 Board Composition; 6.1.2 Board Diversity and Independence; 9.1.1 Employee Overview; 9.1.2 Diversity, Equity and Job Development	20、84、85、152、153	
	405-2	Ratio of Basic Salary and Remuneration of Women to Men	9.2.3 Compensation and Benefits	157	
GRI 406: Non-discrimination 2016	**406-1**	Incidents of Discrimination and Corrective Actions Taken	9.4.2 Human Rights Performance and Labor–Management Communication	163	
GRI 408: Child Labor 2016	**408-1**	Operations and Suppliers at Significant Risk for Incidents of Child Labor	7.1.4 Supplier Code of Conduct and Admission Requirements; 7.2.3 Supplier ESG Assessment, Audits and Improvement Tracking; 9.4.1 Human Rights Policy, Prohibition of Child Labor and Non-Discrimination; 9.4.2 Human Rights Performance and Labor–Management Communication	108、111、162、163	
GRI 409: Forced or CompulsoryLabor 2016	**409-1**	Operations and Suppliers at Significant Risk for Incidents of Forced or Compulsory Labor	7.1.4 Supplier Code of Conduct and Admission Requirements; 7.2.3 Supplier ESG Assessment, Audits and Improvement Tracking; 9.4.1 Human Rights Policy, Prohibition of Child Labor and Non-Discrimination; 9.4.2 Human Rights Performance and Labor–Management Communication	108、111、162、163	
GRI 413: Local Communities 2016	**413-1**	Operations with Local Community Engagement, Impact Assessments and Development Programs	10.1 Social Participation Management; 10.2 2025 Social Participation Performance; 10.4 Social Impact Management	173、175、181	
GRI 416: Customer Health and Safety 2016	**416-1**	Assessment of the Health and Safety Impacts of Product and Service Categories	5.2.3 Product Safety and Reliability Management	73	
	416-2	Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services	5.2.3 Product Safety and Reliability Management; 5.2.5Product Responsibility and Regulatory Compliance	73、75	
GRI 417: Marketing and Labeling 2016	**417-1**	Requirements for Product and Service Information and Labeling	5.2.5 Product Responsibility and Regulatory Compliance	75	

Appendix II: SASB Standards Index

Sector: Technology & Communications |Industry: Electronic Manufacturing Services & Original Design Manufacturing | Code:TC-ES

Metric Code	Disclosure	Category / Unit	2025 Disclosure	Location	PAGE	Remarks
Accounting Metrics						
TC-ES-140a.1	(1)Total water withdrawn and percentage in regions with high or extremely high baseline water stress; (2) total water consumed and corresponding percentage	Quantitative: cubicmeters (m^3); percentage(%)	(1)296,816.54 m^3; percentage in water-stressed regions not yet quantified. (2)59,363.31 m^3; percentage in water-stressed regions not yet quantified.	8.5.1 Water Resource Use; 8.5.2 Water Withdrawal, Discharge and Consumption Management; 8.5.3 Water Risk Assessment	140、141、142	
TC-ES-150a.1	Hazardous waste generated by manufacturing activities and percentage recycled	Quantitative: metric tons (t); percentage(%)	Taiwan parent company: 0 metric tons;no hazardous waste recycling	8.6.3 HazardousWaste Management; 8.6.4 Recycling and Reuse	144、145	
TC-ES-310a.1	(1)Number of work stoppages; (2)total days of work stoppage	Quantitative: events; days	No material labor disputes in 2025; zero work stoppages and zero days of work stoppage.	9.4.2 Human Rights Performance and Labor–Management Communication	163	
TC-ES-320a.1	(1)Total Recordable Incident Rate(TRIR); (2) Near-Miss Frequency Rate (NMFR), separately for direct and contract employees	Quantitative: rate	No major occupational injuries in 2025; TRIR, NMFR andrates by direct/contract employee have not yet been quantified.	9.5.2 Hazard Identification, Risk Assessment and Occupational Injury Management; 9.5.3 OSH Performance and Training	166、167	
TC-ES-320a.2	Percentage of (1) owned facilities and (2) Tier 1 supplier facilities audited under RBA VAP or anequivalent program, for all facilities and high-risk facilities	Quantitative: percentage(%)	ESG self-assessment, documentreview and on-site audit mechanisms are disclosed; percentages under the RBA VAP methodology have not yet been compiled.	7.2.3 Supplier ESG Assessment, Audits and Improvement Tracking; 7.2.4 High-Risk Supplier Management	111、112	
TC-ES-320a.3	Under RBA VAP or equivalent audits, (1) nonconformance rate and (2)corrective-action rate, by major/other findingsand owned/Tier 1supplier facilities	Quantitative: rate	Supplier corrective action and improvement tracking are disclosed; nonconformance and corrective-action rates under the RBA VAP methodology have not yet been compiled.	7.2.3 Supplier ESG Assessment, Audits and Improvement Tracking; 7.2.4 High-Risk Supplier Management	111、112	
TC-ES-410a.1	Total weight of end-of-life products and e-waste recovered and percentage reused or recycled	Quantitative: metric tons (t); percentage(%)	Not applicable: principal offerings are components and manufacturing services, not end electronic products.	3.1.4 Principal Products and Services; 5.2.3 Product Safety and Reliability Management	45、73	**Not applicable**
TC-ES-440a.1	Description of how risks associated with the use of critical materials are managed	Discussion and analysis	See the report sections on supply diversification, conflict minerals, restricted substances and source transparency.	7.1.3 Critical Materials, Procurement Management and Supply Resilience; 7.3.2 Conflict Minerals and Hazardous Substance Management	107、114	

Metric Code	Disclosure	Category / Unit	2025 Disclosure	Location	PAGE	Remarks
Activity Metrics						
TC-ES-000.A	Number of Manufacturing Facilities	Quantitative: number	To be presented consistently with the final reporting boundary.	3.1.3 Operating Locations and Global Footprint	44	
TC-ES-000.B	Total Manufacturing Facility Area	Quantitative: square meters (m²)	Not yet disclosed	3.1.3 Operating Locations and Global Footprint	44	
TC-ES-000.C	Number of Employees	Quantitative: persons	199 People	9.1.1 Employee Overview	152	

Appendix III — External Assurance Statement and Management System Certificates

afaq

Certificate

Certificat

Report no.: (TH24-135 / version 1)

Greenhouse Gas Verification Report Opinion

THGHGP24135-01

Verification Scope:	Syncmold Enterprise Corp. 9F., No. 168, Jiankang Rd., Zhonghe Dist., New Taipei City 235. Taiwan ☒The information of other sites are listed on the subsequent page.
Verification Criteria:	GHG Protocol
Verification Objectives :	According to ISO 14064-3:2019, AFNOR Asia Ltd. (AFNOR ASIA) confirms that the GHG statement (GHG inventory report) of the above-mentioned organization(s) is reported in accordance with the verification criteria agreed by both parties. AFNOR ASIA performs the verification with an objective and fair position and principle (relevant, complete, consistent, accurate, and transparent).
Data Period :	January 01, 2025 to December 31, 2025 (The data being viewed is historical)
Verification Data :	Direct GHG Emissions(Scope 1) : 604.5545 tCO_2e Energy Indirect GHG Emissions (Scope 2, Location-based): 3,584.6619 tCO_2e Energy indirect GHG emissions (scope 2, Market -based): 3,087.6295 tCO_2e Indirect GHG Emissions(Scope 3) : 124,106.2634 tCO_2e
Global Warming Potential (GWP) :	Refer to IPCC The 6 assessment report, 2021 Year
Statement Basis :	This statement must be interpreted in conjunction with the following content as a whole. GHG Inventory Report (Version : 3 ; Date : 06 26, 2026) GHG Inventory (Version : 3 ; Date : 06 26, 2026)
Type of Opinion :	☒Unqualified ☐Qualified (see the subsequent page) ☐Disclaim the Issuance
Verification Conclusion:	To confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the GHG data and related information, which are consistent with the verification scope, objectives and criteria agreed by both parties. Declares that the reasonable assurance level of the inventory data is Scope 1 and Scope 2 (Syncmold Enterprise Corp. HQ & Taiyuan Factory). The limited assurance level is classified as Scope 3 (Syncmold Enterprise Corp. HQ & Taiyuan Factory) and Scope 1 to 3 (all Syncmold Enterprise Corp. oversea sites).
Date of Issuance:	07 23, 2026

APPROVED BY

Dr. August Tsai
Director for Certification
ON BEHALF OF
AFNOR ASIA

113-2024/00

HIC CERTIFICATION

ENERGY MANAGEMENT SYSTEM CERTIFICATE

This is to certify that the Energy Management System of

FULFIL TECH.CO.,LTD

Registered Address: No.18, Shabian Road, Huoju Development Area, Zhongshan City, Guangdong Province

Audit Address: No.18, Shabian Road, Huoju Development Area, Zhongshan City, Guangdong Province

by reason of its
Energy Management System
has been awarded this certificate for compliance with standard

GB/T 23331-2020 idt ISO50001:2018

RB/T119-2015Energy management systems-
Certification requirements for machinery enterprise

for the

Energy management activities involved in the manufacturing of precision bearings and various host specific bearings (applicable to electronic products)

Certificate No: HICEnMS240044
Unified Social Credit Code: 91442000680645514Q
Date Of Initial Certification: 28 Nov 2024
Certificate Expiry: 27 Nov 2027

签发

ISO50001:2018

Please scan QR code to check the certification validity

First supervision Qualified sign

Second supervision Qualified sign

This certificate is issued by Shenzhen Hua Kai Inspection & Certification Co., Ltd., the certified organizations shall regularly accept the supervision. This certificate shall be used in conjunction with the "Notice of Supervisory Qualification" issued by HIC. and if the certificate is marked with a qualified sign, it indicates that the certificate holder has passed the supervision and can keeping the registration qualification. For obtaining the validity of the certificate, please visit http//: www.hicgroup.com.cn.
The certificate information is also available on the CNCA official website: http://www.cnca.gov.cn

HIC Certification Service

