



# 2023 Sustainability Report



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# Message from the Management

From COVID-19, floods in Europe, and geopolitical issues to severe and unknown environmental changes and constant natural disasters in various regions, ESG has attracted more attention in the capital market. Energy conservation, carbon reduction, and environmental sustainability issues have always been the focus of Taiwan's technology industry. SINTRONES has been deeply cultivating the fields of automotive computer and intelligent transportation system solutions for many years, and has begun to use its own technology to try to contribute to ESG green engineering and environmental sustainability. With IPC (industrial computer) as the core, SINTRONES focuses on commercial vehicle smart cockpit and charging piles, while integrating external resources and strategic cooperation with AUO to form complementary effects. The hope is to fully deploy in the Internet of Vehicles application market, launch wireless technology that integrates AI image recognition fanless in-vehicle computers, a full range of internationally certified in-vehicle wide voltage computers, smart cockpits, and charging pile products. We have our roots in Taiwan and our products are 100% made in Taiwan. While making profits, we also offer stock options to strengthen employee welfare, health and safety, and fulfill our social responsibilities and public welfare.

## Environmental sustainability:

We value environmental sustainability. That's why we actively support the RE100 global renewable energy initiative advocated by our major shareholder, AUO. In 2023, we spent NTD 498 million to purchase a headquarters office with green building certification. We also participated in the ESG initiative launched by E.SUN Bank to demonstrate our commitment to promoting ESG goals.

## Social issues:

We firmly believe in the core value of being "people-oriented". From the proactive attitude of each employee to every form of communication and coordination, we hope to build a bridge for employees to unleash their potential and find happiness at work, and to share SINTRONES' achievements with employees. We always uphold the principle of being "customer-oriented" for each customer, and we will also sincerely understand and meet customer needs to achieve the maximum value created together.

## Corporate governance:

The internal control system of SINTRONES implements nine major cycles. Based on certifications such as ISO 9001, ISO 22163 international railway quality management, and ISO 27001 information security, we adopt advanced Enterprise Resource Planning (ERP), Business Process Management (BPM), a Human Resource Management System (HRMS), and Customer Relationship Management (CRM), to digitally manage operations and make full use of digital technology and data analysis to realize data integration and sharing, information transparency and traceability, automation and intelligence, and collaboration, as well as risk management, customer satisfaction, etc. We also constantly optimize supply chain operations with ISO 22163, to improve corporate competitiveness and market position. By introducing ISO 27001, we can protect data security and strengthen customer privacy, prevent confidential data leakage or attacks, and ensure sustainable and stable development of SINTRONES' operations.

## Future sustainable management:

In terms of future sustainable operations, SINTRONES will take "becoming a global enterprise with continuous profitable growth/leading technology in intelligent transportation in-vehicle computers" and "all partners enjoying happy families, healthy lives, and a full life" as its vision. Focusing on the application of energy, AI, electric vehicles and 5G products, we are continuously committed to building a corporate image of environmental sustainability, social responsibility, and good governance. We will realize sustainable development through technological innovation and product optimization, and align with ESG initiatives, such as sustainable energy conservation, and fulfill our corporate responsibility for the global environment.



Chairman  
Kevin Hsu



# About this Report

## Principles for report disclosures:

SINTRONES Technology Corp. (hereinafter referred to as "SINTRONES") has compiled its Sustainability Report according to the framework of the GRI Standards 2021, published by the Global Reporting Initiative (GRI). The content also conforms with the standards of the Sustainability Accounting Standards Board (SASB), and the goals and action plans have been set in accordance with the United Nations Sustainable Development Goals (SDGs), while also complying with the requirements of the Rules Governing the Preparation and Filing of Sustainability Reports by TPEx-listed Companies.

## Basic information of the report:

- **Title of the report:** SINTRONES Sustainability Report
- **Boundary and scope of the report:** The scope of the data covers the factories and operating locations of SINTRONES in Taiwan. The financial data are consistent with the data in SINTRONES' consolidated financial statements. The financial statements have been audited and attested by CPAs and are expressed in units of NTD thousand. Other data are subject to statistics and compilation by the responsible department. They are subject to the confirmation of the department head and are presented in the form of internationally accepted indicators. If some data spans different years, it will be separately explained in the report.
- **Period of disclosure:** January to December 2023
- **Contact:** Sustainable Development Task Force
- **Telephone:** 02-8228-0101 ext. 300
- **Email:** [esg@sintrones.com](mailto:esg@sintrones.com)
- **Address:** 2F-3, No. 738, Zhongzheng Rd., Zhonghe Dist., New Taipei City
- **Website:** <https://www.sintrones.com>
- **Official LinkedIn:** <https://www.linkedin.com/company/sintrones-technology-corp/?originalSubdomain=tw>
- **External verification/assurance:** Disclosures in this report are made on a voluntary basis and have not been externally verified/assured.
- **Cycle of report publication:** Annually

This is the first time this report has been published, so there is no restatement of information in it. This report was published in August 2024, and the next report will be published in August 2025.



# 1

## About SINTRONES

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- 1.1. Company Profile
- 1.2. Business Philosophy
- 1.3. Awards and Management System





## 1.1. Company Profile

Founded on March 20, 2009, SINTRONES (stock code: 6680) is an in-vehicle computer solution provider located in Taiwan, focusing on the R&D, design, and production of in-vehicle computer systems that meet the needs of the global market. Since SINTRONES' establishment, we have successfully launched a series of in-vehicle computer system products, which are widely used in the fields of autonomous driving, fleet management, in-vehicle entertainment and smart transportation. Our products are recognized by customers for their excellent performance, excellent design, and stable quality; and have obtained a number of international certifications. The company is headquartered in Taipei, Taiwan, has more than 88 employees, more than 200 partners, and more than 2,000 customers around the world who have chosen SINTRONES as an important business partner.

In 2023, SINTRONES launched various in-vehicle computer solutions suitable for EVs. 5G and AIoT will shape the new smart transportation field. SINTRONES will concentrate resources on AMR (industrial autonomous mobile robot), smart cockpit, and charging pile solutions, and will continue to focus on profits in the market as an important partner of Intel and AUO.

Company profile	
Company name	SINTRONES Technology Corp.
Date of establishment	March 20, 2009
Characteristics of the industry	Manufacturing of computers and their peripheral equipment
Chairman	Kevin Hsu
Stock code	6680
Paid-in capital	NTD 210,660,670
Number of employees	88 (as of December 31, 2023)
Location of headquarters	2F-3, No. 738, Zhongzheng Rd., Zhonghe Dist., New Taipei City





# External Initiatives and Participation in Associations

## E.Sun Bank's ESG Sustainability Initiatives

In recent years, the global emphasis on environmental, social, and corporate governance (ESG) has been increasing. We actively participate in various sustainable development activities and support the “E.Sun ESG Sustainability Initiatives” signed the “Sustainable Development Initiative”, announced the goal of net-zero carbon emissions by 2050, began carbon inventory in 2023, and emphasized the investment and emphasis on circular economy. With SINTRONES' operations continued growth, in addition to product and technology, the efforts in business management and digital transformation are more important. This not only reflects SINTRONES' sensitivity to future trends, but also demonstrates its determination and ESG strategy. Only by truly understanding and practicing these values will enterprises be able to ensure that they can still closely follow the pace of the market and maintain a leading position in this fast-changing era. Together, we can contribute to Taiwan's low-carbon future.



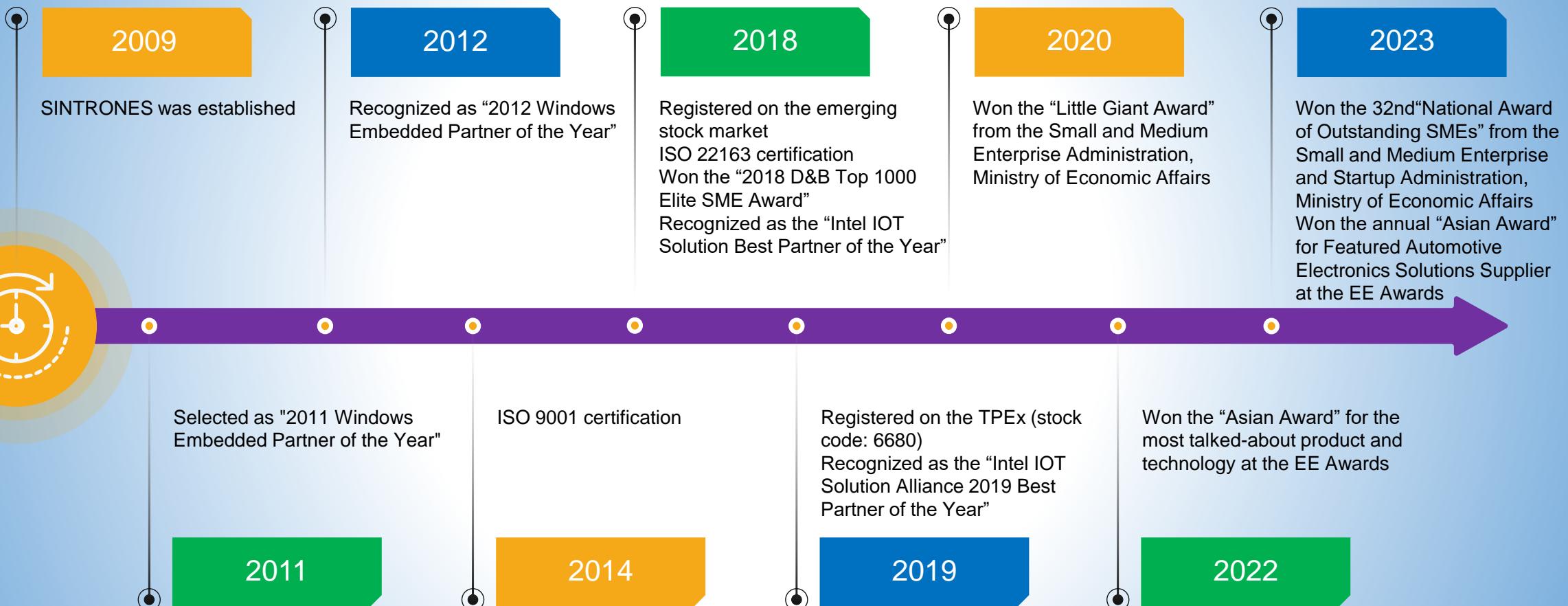
## Participation in Public Associations

Name of external association	Participant status
Taiwan Internet Of Things Association	Member
Taipei Computer Association	Member
New Taipei City Industrial Association	Member
National Association of Small and Medium Enterprises R.O.C.	Member





# Company History





## 1.2. Business Philosophy

We firmly believe in continuously focusing on the core technology of smart transportation computer systems and in-vehicle computer systems, combining the mission of ESG energy saving, carbon reduction and environmental sustainability, and taking SINTRONES' long-term development as the cornerstone. Innovative thinking ensures the competitiveness of the products and services provided, and drives SINTRONES to move forward to create the maximum value for shareholders, employees, customers, and partners.

### People-oriented

Based on a proactive attitude, we use communication and coordination as the bridge to enable employees to unleash their potential, work happily, and share the results of our operations.

### Creation of values

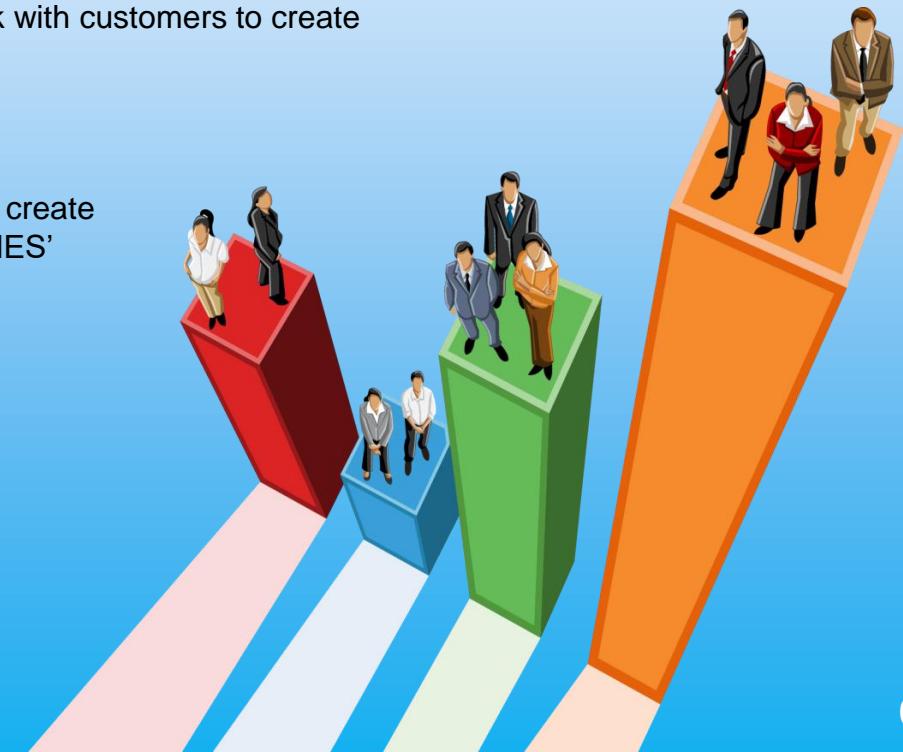
With corporate goals as the cornerstone, we aim to create maximum value for shareholders to build SINTRONES' competitiveness in sustainable management

### Customer-oriented

We aim for customer satisfaction, sincerely meet customer needs, and work with customers to create maximum benefits

### Innovative services

Being market- and customer-oriented, we create new ideas for products and provide the most competitive quality products and services





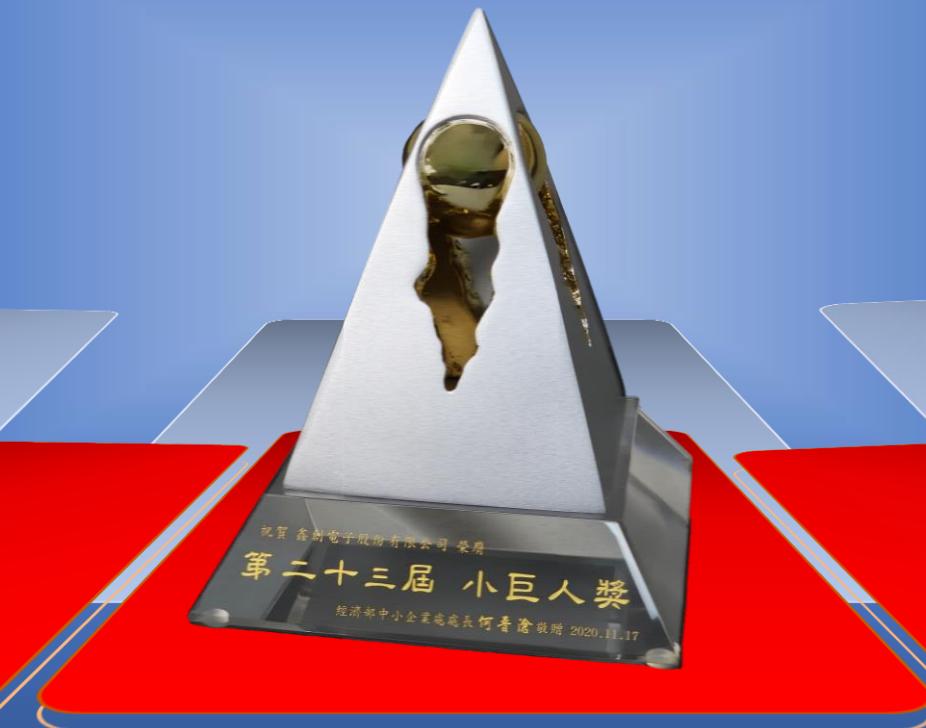
## 1.3. Awards and Management System



2023 EE Awards  
“Asian Award”



D&B Top 1000  
“Elite SME Award”



Small and Medium Enterprise Administration,  
Ministry of Economic Affairs  
“Little Giant Award”



Small and Medium Enterprise and Startup  
Administration, Ministry of Economic Affairs  
“National Award for Outstanding SMEs”



2022 EE Awards  
“Asian Award”

# ISO QUALITY STANDARDS

## ISO 9001



## ISO 22163



## ISO/IEC 27001



In 2014, we passed the ISO 9001 certification and began to implement a total quality management system and started striving to build a comprehensive quality system. In 2018, we passed the ISO 22163 international rail industry quality management system certification, and established the most rigorous and high-quality R&D. For the sales and production process, SINTRONES sets goals and management plans every year to improve operational performance. And the third-party certification company conducts annual audits to ensure the implementation of various ISO systems, implementing total quality management in the operation aspect of each stage, and constantly seeking room for improvement and continuously obtaining customer satisfaction and recognition.





# 2

## **Stakeholders and Material Issues**

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- 2.1. Sustainable Development  
Task Force**
- 2.2. Stakeholder Engagement**
- 2.3. Management and Identification  
of Material Issues**



## 2.1. Sustainable Development Task Force

SINTRONES promotes sustainable development in accordance with the recommendations of the "Sustainable Development Best Practice Principles for TWSE/TPEX Listed Companies", values the rights and interests of stakeholders, and emphasizes environmental, social, and economic governance factors, while pursuing operational performance and rapid growth, and includes SINTRONES' management guidelines and operating activities.

To effectively promote sustainable development, SINTRONES has established a sustainable development task force, covering environmental, social, corporate governance, and economic aspects. The President leads the Sustainable Development Task Force to formulate sustainable development policies, and is responsible for implementing and enforcing sustainable development within SINTRONES, gradually integrating the concept of sustainable management into the corporate culture.

The Sustainable Development Task Force has special groups under it, and the responsible department collects stakeholders' concerns on environmental protection, occupational safety, supply chain management, labor rights, operational performance, and corporate governance. A special section for stakeholders has been set up on SINTRONES' website to appropriately address the critical sustainability issues that concern them.





## 2.2. Stakeholder Engagement

In order to consider the rights and interests of various stakeholders, SINTRONES follows the four accountability principles of inclusivity, materiality, responsiveness, and impact. By valuing the framework and issues of environmental, social, and corporate governance, we formulate and implement plans to achieve the goal of sustainable development. Continuous communication with stakeholders to collect opinions and expectations for customers, suppliers, shareholders, and employees serve as the driving force and goal for SINTRONES' continuous improvement. It also serves as an important reference for the formulation of strategies and action plans, the disclosure of information in a timely manner, and the responses to stakeholders.

In accordance with the four accountability principles of inclusivity, materiality, responsiveness, and impact, we identify 6 main types of stakeholders: shareholders/investors, employees, customers, suppliers, government/competent authorities, and communities/non-profit organizations.





## Channels of Communication with Stakeholders and Issues of Concern

Stakeholders	Significance	Issues of concern	Communication management/Frequency	Result of engagement	Contact
Shareholders/ Investors	Every shareholder/investor is an important asset to SINTRONES, and SINTRONES constantly strives for excellence in order to maximize profit for shareholders/investors.	<ul style="list-style-type: none"> <li>Operating performance</li> <li>Corporate governance</li> <li>Risk management</li> <li>Compliance</li> </ul>	<ul style="list-style-type: none"> <li>Announcement of revenue/monthly</li> <li>Shareholders' meeting/annually</li> <li>Investor conference/irregularly</li> <li>Section of "Investors" on SINTRONES' website/irregularly</li> <li>Annual report/annual</li> <li>Issuance of financial report/quarterly</li> </ul>	<ul style="list-style-type: none"> <li>Company operations</li> <li>Shareholders' meeting held on May 26, 2023</li> </ul>	<ul style="list-style-type: none"> <li>Miss Chang 02-82280101#210 <a href="mailto:ir@sintrones.com">ir@sintrones.com</a></li> </ul>
Employees	Employees are the cornerstone of SINTRONES' development and partners of sustainable development. We recruit outstanding employees, provide a safe and healthy work environment, retain and cultivate talents, and continuously care for the needs of employees.	<ul style="list-style-type: none"> <li>Reward and remuneration system</li> <li>Employee welfare</li> <li>Career development and education and training</li> <li>Human rights and labor relations</li> <li>Occupational safety and health</li> </ul>	<ul style="list-style-type: none"> <li>Performance interview/regularly</li> <li>Labor-management meeting/quarterly</li> <li>Managerial meeting/monthly</li> <li>Internal announcements and emails/real-time</li> <li>Sexual harassment complaint hotline and employee email</li> <li>Education and training/organized as planned</li> <li>On-site inspection/irregularly</li> </ul>	<ul style="list-style-type: none"> <li>Adjustment to the remuneration and reward system</li> <li>Enhancement of care for employee health</li> </ul>	<ul style="list-style-type: none"> <li>Miss Chao 02-82280101#202 <a href="mailto:hr@sintrones.com">hr@sintrones.com</a></li> </ul>
Customers	Customers are the main source of revenue for SINTRONES. SINTRONES focuses on innovative technology, is committed to providing customers with the best product and service quality, and strives to create win-win situations with customers.	<ul style="list-style-type: none"> <li>Supply chain management</li> <li>GHG inventory</li> <li>Information security management</li> <li>Customer relationship management</li> <li>Green product</li> </ul>	<ul style="list-style-type: none"> <li>Customer satisfaction survey/annual</li> <li>Participation in trade shows/irregularly</li> <li>Business visits/irregularly</li> <li>"Contact Us" on SINTRONES' website/irregularly</li> <li>Telephone and e-mail/irregularly</li> </ul>	<ul style="list-style-type: none"> <li>We communicate with customers through various means and continue to provide customers with quality products and services.</li> <li>In 2023, the overall customer satisfaction rate was 81.83.</li> </ul>	<ul style="list-style-type: none"> <li>Miss Li 02-82280101#184 <a href="mailto:sales@sintrones.com">sales@sintrones.com</a></li> </ul>



## Channels of Communication with Stakeholders and Issues of Concern

Stakeholders	Significance	Issues of concern	Communication management/Frequency	Result of engagement	Contact
 Suppliers	We use our influence to work with suppliers to prevent environmental pollution and labor rights violations.	<ul style="list-style-type: none"> <li>Supply chain management</li> <li>Operating performance</li> <li>Green product</li> <li>Information security management</li> </ul>	<ul style="list-style-type: none"> <li>Supplier evaluation/semi-annually</li> <li>Supplier on-site evaluation/irregularly</li> <li>Supplier education and training/irregularly</li> <li>Telephone, fax, and email</li> </ul>	<p>Supplier evaluation in the first half of 2023: The average score for category A suppliers is 90. The average score for other suppliers is 90.</p> <p>Supplier evaluation in the second half of 2023: The average score for category A suppliers is 87. The average score for other suppliers is 92.</p> <p>The result of supplier evaluation shows that all suppliers are qualified.</p>	<ul style="list-style-type: none"> <li>Miss Weng 02-82280101#120 <a href="mailto:sourcing@sintrones.com">sourcing@sintrones.com</a></li> </ul>
 Government/Competent authorities	Compliance is the cornerstone of SINTRONES' stable operations.	<ul style="list-style-type: none"> <li>Compliance</li> <li>GHG inventory</li> <li>Human rights and labor relations</li> <li>Occupational safety and health</li> </ul>	<ul style="list-style-type: none"> <li>Informational sessions of the competent authorities/irregularly</li> <li>Correspondence and material information/released as required</li> <li>Market Observation Post System/released as required</li> </ul>	We maintain a good interactive relationship with competent authorities and actively follow government policies.	<ul style="list-style-type: none"> <li>Miss Chang 02-82280101#210 <a href="mailto:ir@sintrones.com">ir@sintrones.com</a></li> </ul>
 Communities/Non-profit organizations	Social inclusion is SINTRONES' core strategy.	<ul style="list-style-type: none"> <li>Corporate citizenship and charity</li> <li>Employee diversity and inclusion</li> <li>Energy conservation and carbon reduction</li> </ul>	<ul style="list-style-type: none"> <li>Charitable donations/annually</li> <li>Charitable activities/irregularly</li> <li>“Contact Us” on SINTRONES’ website/irregularly</li> </ul>	<p>We continue to make donations to non-profit organizations such as the “Taiwan Foundation for Rare Disorders” and “Suao Junior High School”.</p> <p>We continue to participate in the ASUS Foundation’s “Love the Earth” energy saving and carbon reduction project.</p>	<ul style="list-style-type: none"> <li>Miss Chao 02-82280101#202 <a href="mailto:hr@sintrones.com">hr@sintrones.com</a></li> </ul>

## 2.3. Management and Identification of Material Issues

SINTRONES attaches great importance to the communication with stakeholders. We follow the GRI Standards and the Standards for Stakeholder Issues to establish a constructive analysis process. We identify and correspond to specific issues in the GRI Standards to ensure that the sustainability report complies with the principles of inclusivity, materiality, and completeness for stakeholders, and becomes an important basis for SINTRONES to continuously improve its sustainability management and performance.





## Identification of Material Issues

After SINTRONES identified the stakeholders through multiple communication channels, including shareholders/investors, employees, customers, suppliers, and government/competent authorities, and communities/non-profit organizations and the list was confirmed, the economic, environmental, and social issues that stakeholders were concerned about were collected through various internal responsible units. And based on the influence and concerns they had on innovators, we considered our direction in terms of our beliefs in sustainable development, identified 11 issues of concern for our stakeholders, assessed and analyzed the significance of the issue's impact on the sustainable operation of SINTRONES based on the level of concern of the issue, and reviewed the boundary of the issues' impact and level of involvement.

### E: Environmental



1. Supply chain management
2. GHG inventory
3. Green product
4. Energy conservation and carbon reduction

### S: Social

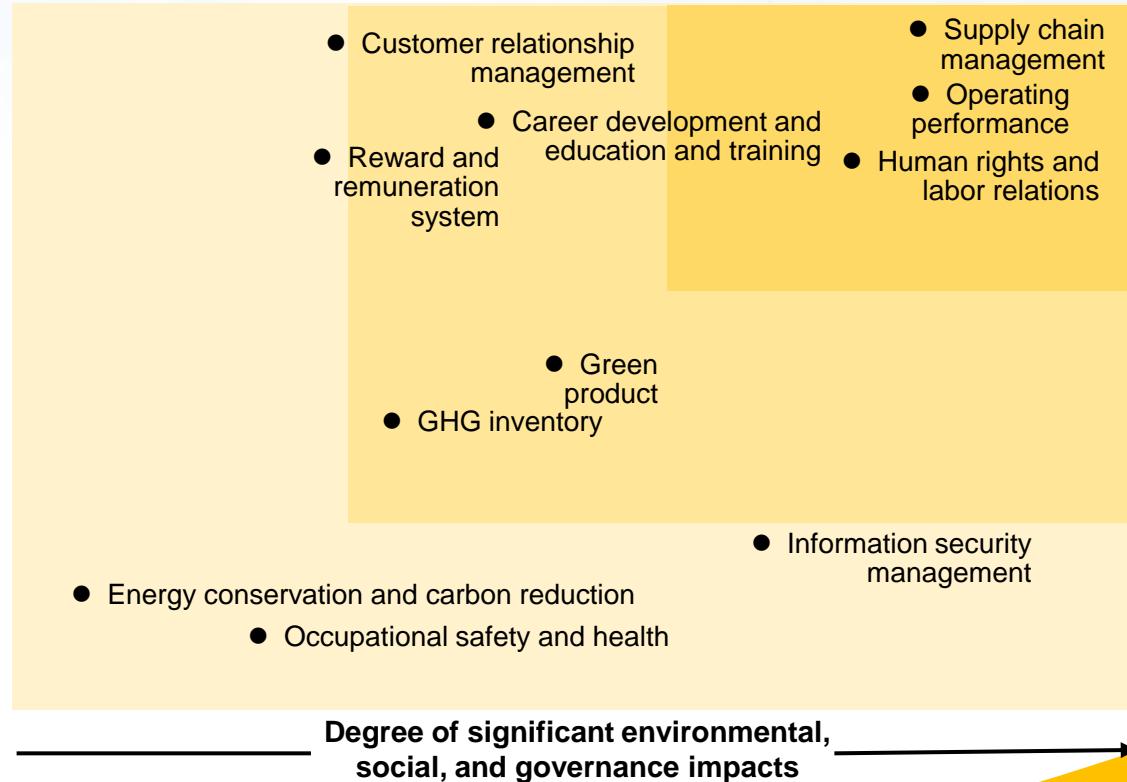
5. Human rights and labor relations
6. Occupational safety and health
7. Career development and education and training

### G: Governance

8. Operating performance
9. Reward and remuneration system
10. Customer relationship management
11. Information security management

### Matrix of material issues

#### 11 material issues





# Material Issues and Value Chain

● Direct impact ○ Indirect impact

Aspect	Material issue	Topics of GRI Standards	Value chain				Corresponding chapter/section
			SINTRONES	Suppliers	Customers	Local communities	
Governance	Operating performance	GRI 201: Economic performance	●	○	○		3.4
	Reward and remuneration system	GRI 401: Employment	●		○		5.1
	Customer relationship management	N.A.	●	○	●		3.4
	Information security management	N.A.	●	○	○		3.3
	Supply chain management	GRI 308: Supplier environmental assessment GRI 414: Supplier social assessment	●	●	○		4.3
Environmental	GHG inventory	GRI 305: Emissions	●	○	○		4.1
	Green product	N.A.	●	●	○		4.3
	Energy conservation and carbon reduction	GRI 305: Emissions	●		○	○	4.1
	Human rights and labor relations	GRI 401: Employment GRI 405: Diversity and equal opportunity of employees GRI 406: Non-discrimination	●	○	○		5.1
Social	Occupational safety and health	GRI 403: Occupational health and safety	●				5.4
	Career development and education and training	GRI 404: Training and education	●				5.3



## Material issue - operating performance

policies, commitments, goals, management, and evaluation mechanisms

Material issue	Operating performance
<b>Impact assessment</b>	<ul style="list-style-type: none"><li>Positive: Effective business performance helps improve the value and reputation of SINTRONES' brand. By providing high-quality products and services, cultivating a loyal customer group, and developing innovative marketing strategies, SINTRONES can expand its market share and enhance its competitive strength.</li><li>Negative: Poor business performance can lead to lower profitability, customer loss, brand damage, and increased turnover.</li></ul>
<b>GRI indicators</b>	<ul style="list-style-type: none"><li>201-1 Direct economic value generated and distributed by the organization</li></ul>
<b>SDG goals</b>	Decent Work and Economic Growth 
<b>Policies and commitments</b>	SINTRONES will continue to improve its operational and management efficiency, as well as understand its customers' needs, so that its product development strategies can be more closely aligned with the needs of the market and customers, thereby increasing revenue and profitability.
<b>Indicators and goals</b>	<ul style="list-style-type: none"><li>Short-term goal: Quickly grasp effective information with visualized management, shorten product R&amp;D and manufacturing production cycles through process integration, continue to implement expense control to improve efficiency and profitability, and maintain operating profit margin above 10%.</li><li>Medium-term goal: Promote diversified customized services in response to customers' needs. Not only provide cost-effective products and services, but also strengthen partnerships with customers through diversified cooperation in manufacturing quality, sustainable supply chain, and R&amp;D innovation. In the future, the annual turnover can be maintained at the average growth rate of the industry.</li><li>Long-term goal: Become a global enterprise with continuous profit growth/leading technology in in-vehicle computers for intelligent transportation.</li></ul>
<b>Effectiveness tracking mechanism</b>	<p>Regular meetings to keep track of the achievement of goals</p> <ul style="list-style-type: none"><li>Weekly meetings: Business meetings, departmental meetings</li><li>Monthly meeting: Managerial meetings</li><li>Annual meeting: Kick-off meeting for all employees</li></ul>



## Material issue - supply chain management

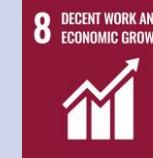
### policies, commitments, goals, management, and evaluation mechanisms

Material issue	Supply chain management
<b>Impact assessment</b>	<ul style="list-style-type: none"><li>Positive: Effective supply chain management can help a company reduce inventory costs, avoid product surplus or shortage, and improve transportation and storage efficiency to reduce costs and enhance competitiveness.</li><li>Negative: Supply chain management needs to face various risks, such as supplier failure, logistics delay, natural disasters, etc. These risks may have a negative impact on a company's operations and profitability.</li></ul>
<b>GRI indicators</b>	<ul style="list-style-type: none"><li>308-1 New suppliers that were screened using environmental criteria</li><li>308-2 Negative environmental impacts in the supply chain and actions taken</li><li>414-1 New suppliers that were screened using social criteria</li><li>414-2 Negative social impacts of suppliers and actions taken</li></ul>
<b>SDG goals</b>	Responsible Consumption and Production 
<b>Policies and commitments</b>	In order to ensure product quality and implement business policies, in addition to strict requirements for the quality, cost, delivery, occupational safety and health, etc. of the suppliers, SINTRONES works together to guide the suppliers to implement the sustainable development policies of environmental protection, human rights protection, and resource circulation. We extend the concept of SINTRONES' sustainability to suppliers, follow the sustainable code of conduct to jointly assume the social responsibility for the environment, society, and governance, and create a sustainable supply chain together.
<b>Indicators and goals</b>	<ul style="list-style-type: none"><li>Supplier evaluation/semi-annually</li><li>Supplier on-site evaluation/irregularly</li></ul>
<b>Effectiveness tracking mechanism</b>	SINTRONES complies with and cooperates with the five major aspects of the Responsible Business Alliance Code of Conduct (RBA). Our operations are based on integrity and transparency, to create a good working environment. And at the same time, the environmental policy is implemented through the supplier management method to establish partnerships and relationships with suppliers, to reduce the environmental impact caused by our operations, and demonstrate our determination to fulfill our corporate social responsibilities.



# Material issue - green product

## Policies, commitments, goals, management and evaluation mechanisms

Material issue	Green product			
<b>Impact assessment</b>	<ul style="list-style-type: none"> <li>Positive: SINTRONES' introduction of green products demonstrates its commitment to environmental protection and social responsibility, which helps to enhance the brand image and enhance consumer trust and loyalty in SINTRONES.</li> <li>Negative: Some green technologies may not be mature enough or only suitable for specific product types, which may limit the scope of product design and development and may affect product performance and functions.</li> </ul>			
<b>GRI indicators</b>	<ul style="list-style-type: none"> <li>204-1 Proportion of spending on local suppliers</li> <li>416-1 Assessment of the health and safety impacts of product and service categories</li> <li>416-2 Incidents of non-compliance concerning the health and safety impacts of products and services</li> </ul>			
<b>SDG goals</b>	Decent Work and Economic Growth 	Industry, Innovation, and Infrastructure 	Climate Action 	
<b>Policies and commitments</b>	<p>In order to meet industry standards and enable customers to focus on their core competitiveness, and to shorten time to market and reduce costs through procurement strategies, we will continue to prioritize local suppliers and environmentally friendly materials and maintain zero conflict mineral procurement. In the process of product design, assembly, and production, we are committed to avoiding the production of excessive waste that pollutes the environment. We also continue to improve our practices to implement environmental protection and achieve the goal of sustainable development.</p>			
<b>Indicators and goals</b>	<p>Continue to prioritize local chemical suppliers and environmentally friendly materials, establish the “Conflict Minerals Policy”, and commit to the following four rules</p> <ul style="list-style-type: none"> <li>Do not purchase conflict minerals from conflict zones.</li> <li>Require suppliers to refuse to use conflict minerals from conflict zones and sign the letter of commitment for non-conflict minerals.</li> <li>Require suppliers to manage their upstream and downstream suppliers to comply with the requirements for conflict minerals.</li> <li>Refuse to use conflict minerals from conflict zones.</li> </ul>			
<b>Effectiveness tracking mechanism</b>	<ul style="list-style-type: none"> <li>Require suppliers to provide RoHS and REACH declarations to ensure that the materials used comply with environmental regulations.</li> <li>Conduct due diligence on whether suppliers use conflict minerals, and disclose the source of the used minerals.</li> </ul>			



## Material issue - GHG inventory

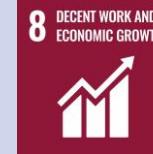
policies, commitments, goals, management, and assessment mechanisms

Material issue	GHG inventory		
Impact assessment	<ul style="list-style-type: none"><li>Positive: Meet customer needs, government regulations, and earth sustainability through the institutionalization of carbon inventory.</li><li>Negative: Carbon credit and tax, carbon fees, electricity bills, company costs, and climate change caused by carbon emissions.</li></ul>		
GRI indicators	<ul style="list-style-type: none"><li>305-1 Inventory of direct (Scope 1) GHG</li><li>305-2 Inventory of energy indirect (Scope 2) GHG</li><li>305-3 Inventory of other indirect (Scope 3) GHG</li><li>305-4 Intensity of GHG inventory</li></ul>		
SDG goals	Sustainable Cities and Communities 	Climate Action 	
Policies and commitments	<p>GHG inventory.</p> <p>Climate change policy: Mitigate the impact of climate change, waste of effective energy resources, and support activities to reduce carbon emissions.</p>		
Indicators and goals	<ul style="list-style-type: none"><li>Set 2023 as the base year for carbon inventory.</li><li>In 2026, we plan to establish a SBT and conduct an assessment of the financial impact of extreme climate events and transformation actions, so that we can formulate transformation plans to respond to and manage climate-related risks.</li></ul>		
Effectiveness tracking mechanism	<ul style="list-style-type: none"><li>Audit of the data of internal inventory.</li><li>Feedback and complaint: Stakeholders can give feedbacks on SINTRONES' official website or ESG mailbox.</li></ul>		



## Material issue - human rights and labor relations

### policies, commitments, goals, management and evaluation mechanisms

Material issue	Human rights and labor relations					
Impact assessment	<ul style="list-style-type: none"><li>Positive: Respecting human rights and establishing a good labor-management relationship can improve SINTRONES' image and reputation and enhance its competitiveness in the market. The company can attract outstanding talents, increase employee loyalty, and gain the support of stakeholders.</li><li>Negative: Even with a sound labor relations mechanism in place, labor conflicts and disputes may still occur. These conflicts may lead to production interruption, deterioration of labor relations, and even damage to SINTRONES' image and reputation.</li></ul>					
GRI indicators	<ul style="list-style-type: none"><li>GRI 401-1: New employee hires and employee turnover</li><li>GRI 401-2: Benefits provided to full-time employees</li><li>GRI 405-1: Diversity of governance bodies and employees</li><li>GRI 406-1: Incidents of discrimination and corrective actions taken by the organization</li></ul>					
SDG goals	Decent Work and Economic Growth	 8 DECENT WORK AND ECONOMIC GROWTH	Gender Equality	 5 GENDER EQUALITY	Reduced Inequality	 10 REDUCED INEQUALITIES
Policies and commitments	<p>SINTRONES complies with relevant labor laws and regulations and recognizes and voluntarily follows internationally recognized human rights standards such as the "Universal Declaration of Human Rights" stipulated by the United Nations, the "United Nations Global Compact," the "International Labor Organization Conventions," and the "United Nations Guiding Principles on Business and Human Rights." We eliminate all human rights violations, protect the legal rights and interests of employees, implement non-discriminatory treatment in our employment policy, respect the human rights of employees, provide applicants and employees with fair and suitable job opportunities, and eliminate all forms of discrimination.</p>					
Indicators and goals	<ul style="list-style-type: none"><li>Employee satisfaction survey</li><li>Employee complaints on incidents such as inequality, discrimination, and sexual harassment</li></ul>					
Effectiveness tracking mechanism	<ul style="list-style-type: none"><li>Labor-management meeting: Once every three months</li><li>New employee care: Arrangement immediately after each new employee passes the assessment.</li><li>Employee satisfaction survey: Annual</li><li>Annual meeting: Annual</li><li>Internal awareness management and complaint and consultation channels: Real-time</li></ul>					



## Material issue - career development and education and training

policies, commitments, goals, management and evaluation mechanisms

Material issue	Career development and education and training			
Impact assessment	<ul style="list-style-type: none"><li>Positive: Through education and training, employees can acquire new skills and knowledge, thereby enabling them to become more competitive in the workplace. The improvement of these skills not only contributes to personal career development, but also brings greater value to SINTRONES.</li><li>Negative: Employees may feel a lot of stress because they have to deal with the dual challenges of study pressure and work pressure, which may lead to increased anxiety and stress, affecting physical and mental health.</li></ul>			
GRI indicators	<ul style="list-style-type: none"><li>GRI 401-1: Average hours of training per year per employee</li><li>GRI 404-2: Programs for upgrading employee skills and transition assistance programs</li></ul>			
SDG goals	Quality Education 	Decent Work and Economic Growth 	Reduced Inequality 	
Policies and commitments	<p>We have established the “Education and Training Management Procedures” to establish a comprehensive education and training system. In accordance with SINTRONES’ quality and safety policies and goals, we will take inventory of the skill gaps of employees at all levels every year and develop a training plan for the next year. Formulate annual education and training plans and budgets to ensure that all levels of personnel receive appropriate and necessary education and training.</p>			
Indicators and goals	<ul style="list-style-type: none"><li>Total training hours of employees</li><li>Average training hours for male and female employees</li><li>Total and average training hours of managerial employees</li><li>Total and average training hours for non-managerial employees</li></ul>			
Effectiveness tracking mechanism	<ul style="list-style-type: none"><li>Annual training plan</li><li>Internal/External education and training application form</li><li>Internal education and training sign-in form</li><li>Competence evaluation form</li></ul>			

# 3

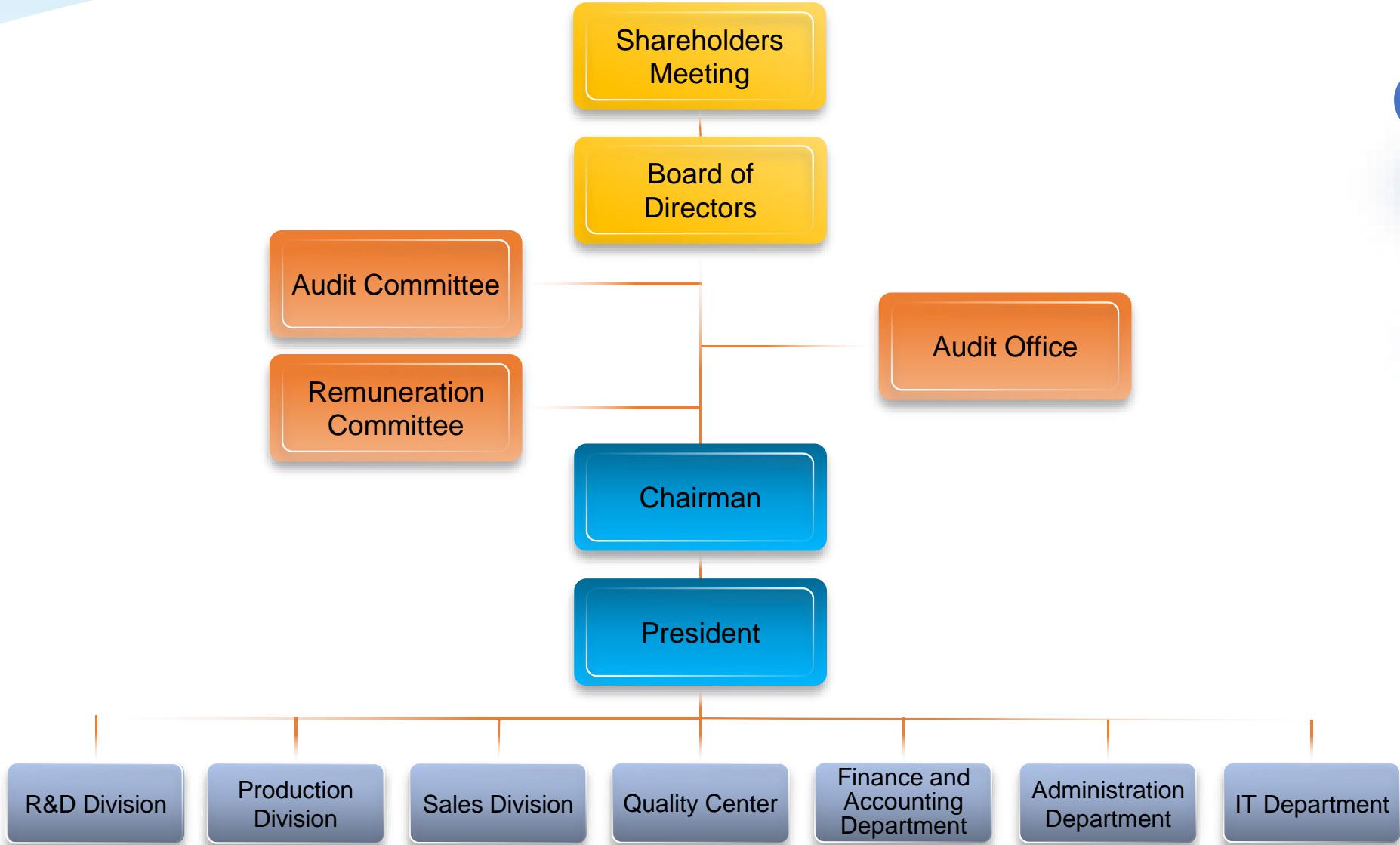
## Corporate Governance

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- 3.1. Governance Structure
- 3.2. Ethical Management
- 3.3. Risk Management
- 3.4. Operating Performance



### 3.1. Governance Structure





## Information on the election of the Board of Directors and its operation

SINTRONES has 7 directors (including 3 independent directors), of which independent directors account for one-third, and serve a term of three years. The director nomination system is adopted and directors shall be elected from the list of director candidates by the shareholders meeting, which is held at least once every quarter. The meeting of the Board of Directors shall be convened by the Board of Directors, and all directors must be notified at least 7 days in advance. However, a meeting of the Board of Directors may be convened at any time in case of emergency. The Chairman communicates closely with the directors regarding the current state of operations, plans, and policies of SINTRONES, in order to implement corporate governance. SINTRONES' chairman concurrently serves as the president to enhance operational efficiency and decision-making execution, and to strengthen the independence of the Board. In the future, SINTRONES also plans to eliminate the chairman's role as president in order to enhance the Board of Directors' functions and strengthen its supervisory function. In 2023, the Board of Directors held 7 meetings, and the attendance rate of all directors was 100%.

In order to avoid conflicts of interest, Article 12 of the Rules of Procedure for the Board of Directors stipulates that: If directors or directors have an interest in the meeting agenda with themselves or the juristic person they represent, they shall explain the importance of their interests at the current Board meeting and shall not discuss or vote on matters that may be harmful to SINTRONES' interests. The director shall recuse himself/herself from any discussion or voting on the meeting, and may not exercise voting rights on behalf of other directors, a director's spouse, second-degree relative, or relative of a company with which the director has a controlling affiliation or has an interest in the matters of the meeting mentioned in the preceding paragraph. In the Board of Directors resolution, when there is a conflict of interests, directors who are prohibited from exercising voting rights under the preceding 2 paragraphs above shall not be counted in the number of votes represented by directors present at the meeting.

Regarding employee remuneration and director remuneration, if SINTRONES makes a profit in a year, it shall allocate no less than 1% of this remuneration to the employees and it shall be paid in shares or cash, through the resolution of the Board of Directors. The Board of Directors shall also resolve to allocate no more than 2% of the profits as the director's remuneration. The proposal on employee remuneration and director remuneration shall be reported to the shareholders' meeting. However, if SINTRONES still has accumulated losses, it should set aside the amount to cover it; if there are earnings in the annual final accounts, it is to be distributed according to the following order: (1) taxes withheld (2) coverage of cumulative losses (3) 10% of the reserves are appropriated as the legal reserve. For those with undistributed earnings or undistributed earnings for the beginning of the second consecutive period, the Board of Directors shall formulate an earnings appropriation proposal, which shall be approved in a shareholder meeting. SINTRONES has authorized the Board of Directors to distribute dividends with a two-thirds majority vote of directors present at the Board of Directors meeting. Dividends and bonuses, or all or part of the legal reserve and capital reserve required by law, shall be paid in cash and reported to the shareholder meeting.





## Diversity and Independence of the Board of Directors

The diversity of the composition of the Board of Directors shall be taken into consideration. While it is advisable that the number of directors who are concurrently managers of SINTRONES shall not exceed one third of the directors, the following two aspects of criteria must be considered in terms of SINTRONES' operations, business type, and development needs:

- (1) Basic requirements and values: Gender, age, nationality and culture.
- (2) Professional knowledge and skills: Professional backgrounds (e.g., law, accounting, industry, finance, marketing or technology), professional skills and industrial experience.

Management goals	Criteria	Achievement
<b>Independence of the Board of Directors and proportion of independent directors</b>	<ul style="list-style-type: none"><li>• SINTRONES has a total of 7 directors, including 4 ordinary directors and 3 independent directors.</li><li>• None of SINTRONES' directors and independent directors fall under the circumstances specified in Paragraphs 3 and 4, and Article 26-3 of the Securities and Exchange Act.</li></ul>	Achieved
<b>Gender</b>	<ul style="list-style-type: none"><li>• SINTRONES has always been concerned about gender equality among the Board of Directors members. Among the seven directors, two are women, consisting of one director and one independent director.</li></ul>	Achieved
<b>Age</b>	<ul style="list-style-type: none"><li>• Four directors are aged 41-50, one director is aged 45-55, and two directors are aged 55-65.</li><li>• SINTRONES' directors are composed of different age groups. This helps them to better understand the market, cope with challenges and seize opportunities, and also facilitate director succession planning.</li></ul>	Achieved
<b>Concurrent positions</b>	<ul style="list-style-type: none"><li>• No director concurrently serves as director at more than three other public companies.</li></ul>	Achieved
<b>The number of directors who are also SINTRONES' managers shall not exceed one-third of the total number of directors.</b>	<ul style="list-style-type: none"><li>• There are 2 directors who are also employees, so the number of directors does not exceed one-third of the total number of directors.</li></ul>	Achieved
<b>Composition or proportion including professional qualifications and experience, nationality, etc.</b>	<ul style="list-style-type: none"><li>• All 7 members of the 5th Board of Directors (including 3 independent directors) are R.O.C. nationals.</li><li>• Their areas of expertise cover finance and accounting, law, and business administration, all of which are in line with the current scale of operation, business model, and development needs.</li></ul>	Achieved



## Remuneration Policy for the Board of Directors

The remuneration of SINTRONES' directors and supervisors include travel expenses and the remuneration. The travel expenses are set with reference to the standards of the industry, and the remuneration is based on the Articles of Incorporation. The remuneration is based on the individual director's degree of participation in SINTRONES' operations and the value of the contribution, regardless of the operating profit or loss, and is based on the same industry peer's remuneration.

Managers (the chairman, president, vice president, assistant vice president, and financial and accounting manager) are paid their remuneration, which includes performance bonus, year-end bonus, and bonuses for the three festivals. After reviewing and submitting to the Board of Directors for review and approval, regardless of operating profit or loss, SINTRONES will be paid at the same level as peers in the industry.

Details of the remuneration distribution can be found in SINTRONES' annual report (please refer to the information on the Market Observation Post System).

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# Experience of Members of the Board of Directors

## Chairman KEVIN HSU

Business and industrial marketing skills, crisis management, international market perspective, leadership and decision-making skills.

- ARBOR Technology Corporation/Assistant Vice President of System Product Department
- Director of the Vertical Application Industrial Platform Business Division, NEXCOM Corporation
- SINTRONES Technology Corp./President
- Kaixin International Investment Co., Ltd./Director

## Director ELVA KO

Possess business management, industry knowledge, business, corporate management, and leadership and decision-making skills.

- AAEON Corporation/Human Resources Specialist
- Tehua Technology Co., Ltd./Sales Specialist
- SINTRONES Technology Corp./Special Assistant to President
- Katron International Investment Co., Ltd./Director

## Director LIN, CHEN-TAI

Has extensive industry experience, and has extensive work experience in sales, operation and management.

- NEXTEQ PLC TAIWAN BRANCH(U.K)/President
- NEXTEQ PLC TAIWAN BRANCH(U.K)/ Chairman
- GZ Technology Inc./Chairman
- WEST VANNIK Co., Ltd. / Director
- YouCheng Investment Co., Ltd. / Director

## Director HONG,HONG-JYE

Has extensive industry experience in sales, operation and management.

- Senior Vice President of Smart Mobility R&D Headquarters/AUO Corporation
- Raydium Semiconductor Corporation/Director
- Carota Corporation/Director
- a.u.Vista Inc/Director

## Independent Director LU,CHIA-YING

Possess expertise in financial accounting and law, and work experience required for risk management, legal strategy/regulation compliance, and management.

- PwC Taiwan/Senior Specialist
- Practicing Accountant at Wei-Hsin CPAs

## Independent Director LI,ZHI-LIANG

Possess work experience in management or business expertise and as required by SINTRONES' business.

- Senior R&D Manager, HP INTERNATIONAL PTE. Ltd., Taiwan Branch/Singapore
- Dell Taiwan B.V., Taiwan Branch/Senior R&D Manager

## Independent Director LIN,YUEH-CHEN

Possess work experience in management or business expertise and as required by SINTRONES' business.

- HP Precision Technology, Inc./Manager
- VIVOTEK Inc./Manager
- AboCom Systems Inc./Manager





## Diversity Indicators of the Members of the Board of Directors

According to Chapter 3, Section 1-22.4 of SINTRONES' "Corporate Governance Best-Practice Principles", in order to achieve the ideal goals of corporate governance, the Board of Directors as a whole must possess the following abilities:

- Operational judgment
- Accounting and financial analysis
- Business management
- Crisis management
- Industrial knowledge
- International market vision
- Leadership
- Decision-making

Title	Name	Abilities							
		Operational judgment	Accounting and financial analysis	Business management	Crisis management	Industrial knowledge	International market vision	Leadership	Decision-making
Chairman	KEVIN HSU	V		V	V	V	V	V	V
Director	ELVA KO		V	V		V			V
Director	LIN,CHEN-TAI	V		V	V	V	V	V	V
Director	HONG,HONG-JYE (corporate director)	V		V	V	V	V	V	V
Independent director	LU,CHIA-YING		V	V		V			V
Independent director	LI,ZHI-LIANG			V		V	V		
Independent director	LIN,YUEH-CHEN			V	V	V	V		



## Training of Members of the Board of Directors

Learning

Title	Name	Training hours	Date/Hours of training	Organizer	Course title
Chairman	KEVIN HSU		2023/07/03 3-hour training course	Securities and Futures Institute	Technical development and business opportunity models of electric vehicles and smart vehicles
Director	ELVA KO				
Director	LIN,CHEN-TAI				
Director	HONG,HONG-JYE (corporate director)	6	2023/11/03 3-hour training course	Securities and Futures Institute	2024 Global Economic Outlook
Independent director	LU,CHIA-YING				
Independent director	LI,ZHI-LIANG				
Independent director	LIN,YUEH-CHEN	3	2023/07/03 3-hour training course	Securities and Futures Institute	Technical development and business opportunity models of electric vehicles and smart vehicles
		3	2023/07/13 3-hour training course	TWSE/TPEX	Conference on Promotion of Action Plans for the Sustainable Development of TWSE/TPEX-listed Companies
		3	2023/11/03 3-hour training course	Securities and Futures Institute	2024 Global Economic Outlook



Studies



# Implementation of the Performance Evaluation of the Board of Directors

## 2023 Results of Evaluation of the Performance of the Overall Board of Directors and Individual Directors

They are conducted according to SINTRONES' "Regulations Governing the Evaluation of the Performance of the Board of Directors", which specify the method and frequency of evaluation once a year.

### Overall Performance of the Board of Directors

Aspect evaluated	Score (Note)	Evaluation results and supplementary explanations
Level of participation in SINTRONES' operations	4.91	
Improvement of the quality of decision-making by the Board of Directors	4.75	The Board of Directors maintained good communication with the management team and respected their professionalism. The overall assessment was positive.
Composition and structure of the Board of Directors	5	
Election and continuing education of directors	4	
Internal control	5	

Note: The evaluation scores are indicated on a scale of 1 to 5, with the full score being 5.

### Performance of Directors

Aspect evaluated	Score (Note)	Evaluation results and supplementary explanations
Understanding of SINTRONES' goals and missions	5	
Awareness of directors' duties and responsibilities	5	
Level of participation in SINTRONES' operations	4.64	
Internal relationship management and communication	4.33	
Election and continuing education of directors	4.48	
Internal control	5	

Note: The evaluation scores are indicated on a scale of 1 to 5, with the full score being 5.



## Functional Committees

Committee	Responsibilities	Members	Attendance rate	Important resolutions
<b>Audit Committee</b>	The supervision of the fair presentation of our financial statements, the appointment (discharge), independence and performance of the CPAs, the effective implementation of our internal control, our compliance with applicable laws and regulations, and the control of our existing or potential risks	Jia-Yin Lu / Independent Director Chih-Liang Li / Independent Director Yue-Cheng Lin / Independent Director	100%	Annual and quarterly financial reports Major corporate investments Internal control system Major acquisition and disposal of assets
<b>Remuneration Committee</b>	Establishing and regularly reviewing policies, systems, standards and structures for performance evaluation and remuneration of directors and managers, and regularly evaluating the content and amount of remuneration for directors, supervisors, and managers	Jia-Yin Lu / Independent Director Chih-Liang Li / Independent Director Yue-Cheng Lin / Independent Director	100%	Suggestion on payment of directors' remuneration Distribution of managerial bonuses/employee remuneration and advice on salary adjustments

The Audit Committee is composed of 3 independent directors, assisting the Board of Directors in supervising the quality of SINTRONES' accounting, auditing, and financial reporting processes. In 2023, the Audit Committee met a total of 6 times, and the actual attendance rate was 100%.

The Remuneration Committee formulates and reviews the suitability of the remuneration system for directors and managers. It also regularly evaluates the remuneration of directors and managers to determine the reasonable linkage between the performance of directors and managers and SINTRONES' operating performance, so as to create a win-win situation for both individuals and SINTRONES. In 2023, the Remuneration Committee held a total of 3 sessions, and the attendance rate was 100%.



# Implementation of the performance evaluation of the functional committees

## 2023 Overall Audit Committee and Remune Performance Evaluation Results

They are conducted according to SINTRONES' "Regulations Governing the Evaluation of the Performance of the Board of Directors", which specify the method and frequency of evaluation once a year.

### Renewal of the Audit Committee

Aspect evaluated	Score (Note)	Evaluation results and supplementary explanations
Understanding of the responsibilities of the functional committee	5	In the overall evaluation results of the Audit Committee, the average score is 5 points, indicating that the overall evaluation results are excellent.
Improvement of the decision-making quality of functional committees	5	
Internal control	5	

Note: The evaluation scores are indicated on a scale of 1 to 5, with the full score being 5.

### Performance of the Remuneration Committee

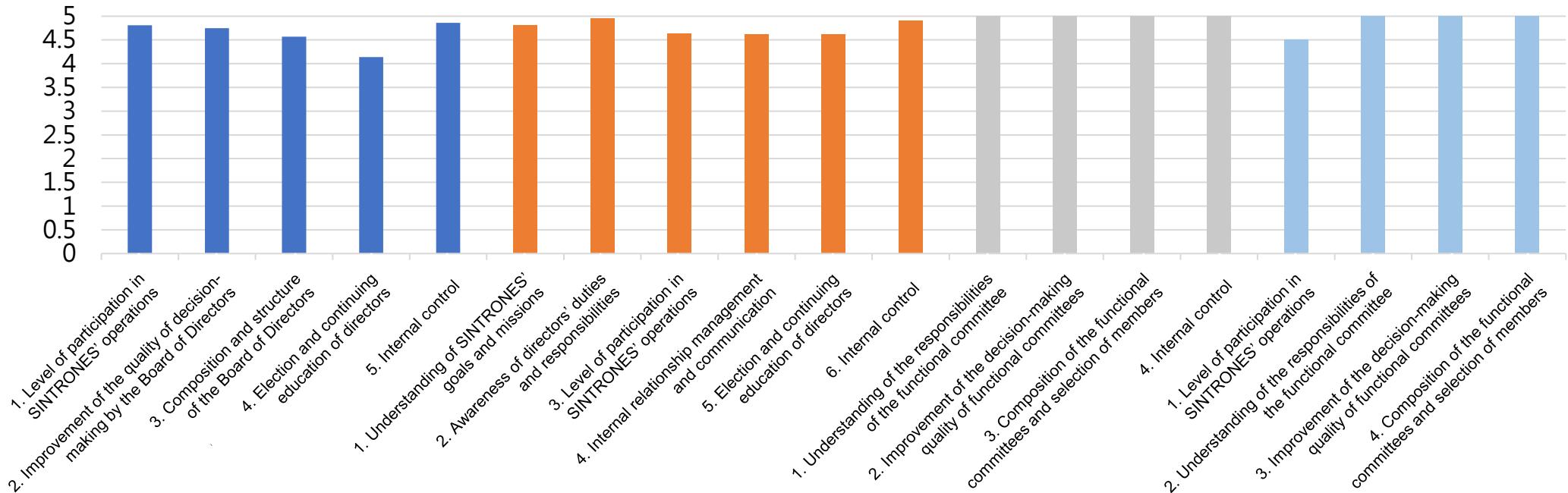
Aspect evaluated	Score (Note)	Evaluation results and supplementary explanations
Level of participation in SINTRONES' operations	4.5	
Understanding of the responsibilities of the functional committee	5	
Improvement of the decision-making quality of functional committees	5	
Composition of the functional committees and selection of members	5	

Note: The evaluation scores are indicated on a scale of 1 to 5, with the full score being 5.



## Summary of the performance evaluation of the Board of Directors and functional committees

SINTRONES conducts an annual performance evaluation of its directors using a five-level scale, ranging from 1 (very poor) to 5 (excellent). The average score in 2023 was 4.86, and the assessment result was “effective”, indicating that the overall operation of SINTRONES’ Board of Directors and functional committees is still sound, and in line with the spirit of corporate governance.





## 3.2. Ethical Management

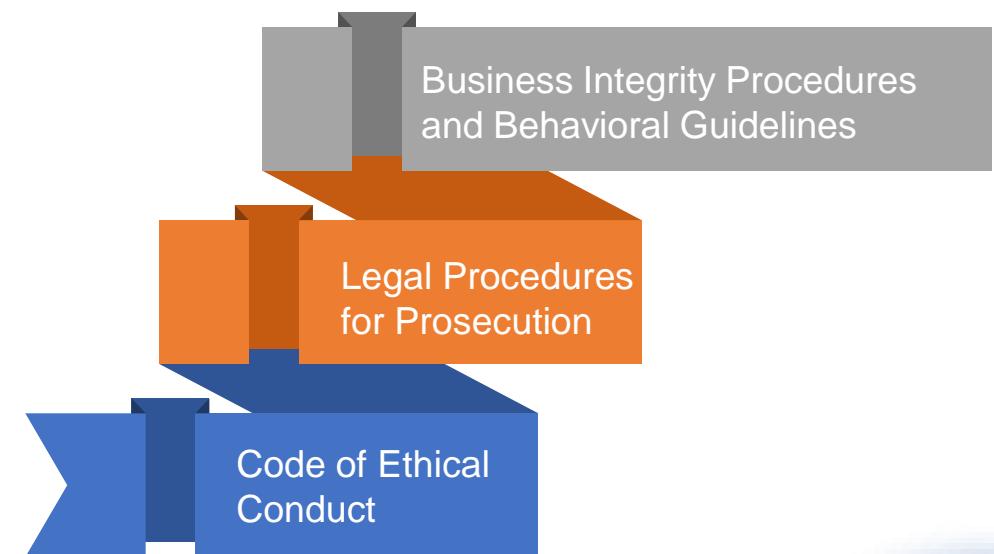
Since its establishment, we have been adhering to the business philosophies of “people-oriented,” “customer-oriented,” “innovative service,” and “value creation”. We have insisted on engaging in business activities based on the principles of fairness, honesty, trustworthiness, and transparency, and treated them accordingly. For all stakeholders, to implement the ethical corporate management policy, we proactively prevent any unethical behavior, and have formulated the “Ethical Corporate Management Operating Procedures and Behavioral Guidelines” and “Ethical Code of Conduct”, which are published on SINTRONES’ website, to show our commitment to ethical corporate management and corporate culture.

In order to ensure the transparency and fairness of SINTRONES’ operations, we insist on avoiding conflicts of interest in all business decisions. When a potential conflict of interest is involved, relevant personnel must avoid the decision-making process to maintain objectivity and fairness in the decision-making process.

Internal employees are encouraged to report to their supervisors if they have any questions or concerns about conflicts of interest. External stakeholders can also report any potential conflicts of interest and give recommendations through multiple channels such as the company’s hotline, email, or SINTRONES’ public contact information.

SINTRONES’ Procedures explicitly prohibit directors, managers, representatives, and employees from directly or indirectly offering, accepting, promising, or requesting any form of money, gifts, services, preferential treatment, hospitality, entertainment, or other offers that may violate social norms and etiquette interests. In order to strengthen this point, SINTRONES established the “Regulations Governing Whistleblowing” and established a comprehensive internal and external whistleblowing channel. We will also conduct a self-assessment of internal controls to re-examine and ensure the effectiveness of their design and implementation.

We attach great importance to the promotion of ethics and encourage employees to report violations of laws or Company rules. SINTRONES “Rules of Ethical Conduct” and “Whistleblowing Regulations” have detailed reporting procedures. We are committed to protecting the rights and interests of whistleblowers, and have set up a special mailbox for whistleblowers to accept business ethics. When we receive a report of unethical conduct, we will keep the confidentiality and protect the whistleblower during and after the investigation to ensure that the whistleblower will not suffer inappropriate treatment as a result of the report. If there is confirmed violation of relevant laws and regulations or SINTRONES’ policies, the perpetrator will be requested to stop the relevant behavior immediately, and given a warning or punishment based on the seriousness of the case. And if necessary, they will be investigated for damages through legal procedures to protect SINTRONES’ reputation and rights and interests.





## Compliance

Legal compliance is the foundation of business operations. The management should set an example and ensure that the behavior of every employee complies with SINTRONES' policies, internal regulations, and laws and regulations. Employees are motivated to improve through new employee education and training, promotion in each unit, and external training. SINTRONES has access to the latest regulatory knowledge at any time, and ascertains its compliance status through annual internal control self-evaluation and audit random checks. In 2023, there were no records of major violations and fines involving corporate governance, securities trading, environmental protection, labor and human rights, occupational safety, disclosure of customer privacy, marketing labeling, and product liability.

Ethical and responsible business conducts are the foundation of a sustainable business. Therefore, we have established various complaint and suggestion channels to encourage stakeholders to take action against unethical and unethical behavior, or any negative impact of any of our operational activities on the environment, economy, society, and human rights, report or appeal against, or give relevant advice to, any situation that has impacted on SINTRONES' business environment.

Contact Person: Ms. Chao

Hotline: 02-8228-0101 ext.202

Email: [hr@sintrones.com](mailto:hr@sintrones.com)

Employees

SINTRONES has announced the reporting channel on its official website. External personnel can report illegal activities to SINTRONES directly through the public reporting mailbox or dedicated hotline. Internal employees can make complaints or suggestions through the human resources or hotline or the employee feedback mailbox. The acceptance unit must report violations to SINTRONES. The identities and incidents are kept confidential, and are not disclosed to third parties not related to the investigation unless it is necessary for the investigation to prevent them from suffering unfair and unfavorable treatment. And the relevant protection system and case acceptance process are defined.

### Complaint and Suggestion Channel



Contact Person: Ms. Chang

Hotline: 02-8228-0101 ext.210

Email: [ir@sintrones.com](mailto:ir@sintrones.com)

Shareholders/investors, customers, suppliers, governments/competent authorities, communities/Non-profit organization



### 3.3. Risk Management

Risk management is an important part of the sustainable development of enterprises. And the company has established "Risk and Opportunity Management Procedures" from the perspective of operational sustainability, the quantity of the frequency, impact, and level of control of potential risks in each aspect, to the identification, assessment, and management of risks in the strategic, operational, financial, and environmental aspects; in order to continuously monitor internal and external risk factors and reduce overall corporate operational risks, SINTRONES regularly discusses various risk control issues in business strategies and plans. In 2023, we will expand risk identification for supply chain management to fully grasp SINTRONES' possible impacts and responses from supply chain changes.

After identifying the risk factors that each functional unit may face, it establishes appropriate measurement methods as the basis for risk management. Risk assessment includes risk analysis and measurement. of the extent of its negative impact, etc., in order to assess the impact of the risk on SINTRONES. SINTRONES has also established the "Emergency Response Management Procedures" as a reference for formulating the subsequent risk control priority and response measures for quantifiable risks. And for risks that cannot be quantified, they are measured qualitatively. Qualitative risk measurement refers to expressing the possibility of risk occurrence through textual description.

External risks are mainly industrial competition and supply chain management, while internal risks involve technology R&D and regulatory compliance. We focus on the risks identified and the overall strategy for the operation level. Meanwhile, in-operation drills are conducted for potential impacts to enhance crisis response. As of 2023, there have been no employee strikes or work stoppages (the number of work stoppages is 0).





# Risk assessment



Risk Assessment Items	Risk management strategy
Socioeconomic and Legal Compliance	<ol style="list-style-type: none"><li>1. SINTRONES' Treasury Department constantly pays attention to changes in financial market-related data such as interest rates and exchange rates, conducts relevant response transactions or hedging operations, and is committed to information transparency and sustainable development, promising that all operations are carried out in accordance with relevant laws and regulations.</li><li>2. Review the compliance with relevant laws and regulations and strengthen SINTRONES' legal compliance education and training.</li></ol>
Strengthen the structure and operation of the Board of Directors	<ol style="list-style-type: none"><li>1. A director liability insurance is purchased for directors to ensure that they fulfill their duties as administrators and to protect them against litigation or compensation claims.</li><li>2. Plan relevant continuing education topics for directors, and provide them with the latest laws and regulations, system developments, and policies every year.</li><li>3. Conduct internal directors' performance evaluation on an annual basis.</li><li>4. Arrange communication between the independent directors and the chief audit officer and CPAs every year.</li></ol>
Communication with stakeholders	<ol style="list-style-type: none"><li>1. Establish various communication channels with stakeholders to reduce confrontation and misunderstanding.</li><li>2. In order to achieve effective communication with stakeholders, we will communicate with stakeholders from time to time to understand their level of concern on corporate governance, environment, society and other related issues.</li></ol>
Occupational Safety	<ol style="list-style-type: none"><li>1. In accordance with the provisions of the Labor Safety and Health Act, the factory has appointed labor safety and health management personnel/fire protection management personnel, equipped with comprehensive firefighting equipment, and regularly inspects and reports according to fire safety regulations, and organizes firefighting training and emergency response drills.</li></ol>
Product Safety	<ol style="list-style-type: none"><li>1. SINTRONES' core values of "professional service, product innovation, best quality, rapid customization, and certified products" have been implemented in various operating procedures. The Customer Service Department and the corporate website are also set up to provide customers with questions and RMA handling. To protect the rights and interests of customers, the marketing and labeling of products and services shall comply with relevant laws and regulations and international standards, and have passed appropriate safety certifications.</li></ol>
Environmental Pollution Prevention	<ol style="list-style-type: none"><li>1. SINTRONES strictly abides by international environmental standards, implements the non-conflict mineral material regulations and the RoHs regulations, and has formulated a hazardous waste disposal plan. We also strengthen the management of the operating environment and entrust qualified waste disposal agencies in the private sector to avoid environmental pollution.</li></ol>



## Organization and operation of internal audit

SINTRONES has an Internal Audit Unit under the Board of Directors and is dedicated to internal auditing. The Audit Unit has one or two full-time auditors who will be adjusted based on actual operations; one of them is the chief audit officer, who must be appointed and dismissed only after the approval of the Board of Directors. Passed - according to SINTRONES' "Regulations Governing the Authorization of Approvals," which stipulates that the appointment, dismissal, evaluation, and remuneration of internal auditors must be reported by the chief auditor to the chairman. The appointment or dismissal of the chief auditor must be approved by the Audit Committee and the Board of Directors.

The purpose of the internal audit is to promote SINTRONES' sound operations, reasonably ensure the effectiveness and efficiency of operations, provide reliable, timely, and transparent audits, and comply with relevant regulations and compliance with relevant laws and regulations. The purpose of the internal audit is to assist the Board of Directors and managers in checking and review the internal control system for deficiencies, assess the effect and efficiency of operations, and provide improvement suggestions in a timely manner to ensure the continuous and effective implementation of the internal control system and as a basis for reviewing and revising the internal control system.

Achieve 100% audit compliance rate in 2023.



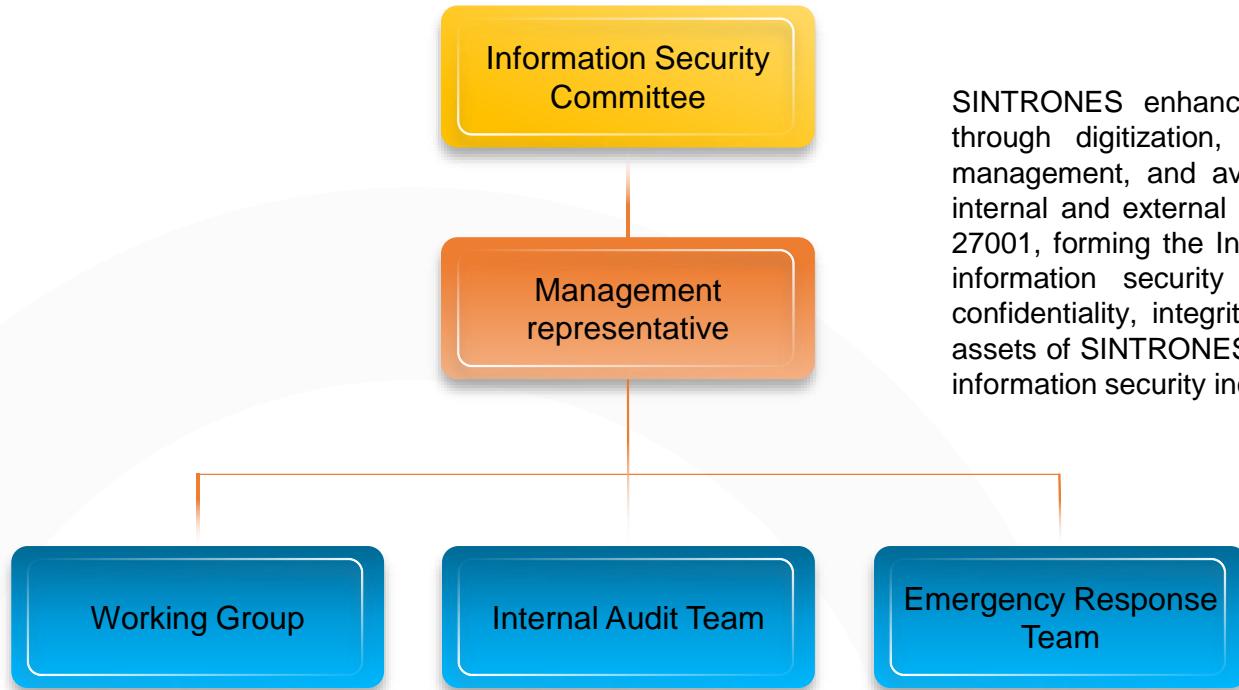
## Auditor's duties

- Internal auditors shall observe the status of various operations at any time to reflect the response to various management levels, so that potential problems can be controlled or appropriately handled in a timely manner to maintain the normal and effective operation of each department.
- Review the integrity and effectiveness of the internal control system and internal audit system on a regular or irregular basis, and report to the Board of Directors to amend the "Internal Audit Implementation Rules" as necessary.
- Responsible for the planning, execution, and follow-up of internal audits.
- Planning, implementation, and execution of the annual audit plan; auditing and evaluating SINTRONES' budget, finances, business performance, operating performance, and internal control system; and reviewing working papers and random inspection data to prepare the audit report for future reference.
- Follow-up and audit of anomalies in daily operations.
- Follow-up and audit of various designated projects.
- The audit officer regularly reports the audit report to the directors before the Audit Committee and the Board of Directors, and communicates with the independent directors the results of the audit report and the implementation of the report from time to time.



## Information security

### Structure of the Information Security Committee



SINTRONES enhances operation and management efficiency through digitization, actively strengthens information security management, and avoids intentional or accidental threats from internal and external sources. The company has introduced ISO 27001, forming the Information Security Committee to implement information security audit and management to protect the confidentiality, integrity, and legal compliance of the information assets of SINTRONES and its stakeholders. There were no major information security incidents in 2023.

Information Security refers to preventing information and communication systems or information from being subjected to unauthorized access, use, control, leakage, destruction, tampering, destruction, and other damage to ensure their confidentiality, integrity, and availability. The scope of information security policy and management is proactive. Furthermore, we proactively update relevant management policies and implementation processes to ensure that the regulatory contents are timely and appropriate.





# Information Security Management Policy

SINTRONES has the “Information Security Management Regulations” and the following information security management policies:

- 1) Review the applicability of information security policies and protection measures through the Plan-Do-Check-Act (P.D.C.A.) cycle to maintain the confidentiality, integrity, and availability of SINTRONES’ important information systems.
- 2) In accordance with the information security policy, an information security risk review is conducted every year, covering system architecture, network environment, system change management, software and hardware authorization, and compliance.

- ✓ A total of 18 new employees completed information security education and training courses, and some employees completed 3 sessions of information security education and training.
- ✓ Information security announcements are made twice to convey important regulations and precautions for information security protection.
- ✓ Perform 1 host vulnerability scan to correct related risks and improve host security.
- ✓ Important information is backed up in accordance with the 3-2-1 backup principle.
- ✓ Regular backups and restoration tests.

Implement  
information  
security policies

Network Host  
Protection

Preventing  
information  
security attacks

Strengthen  
the response  
mechanism



### 3.4. Operating Performance

As the global economy eased off after the pandemic, we delivered excellent operating results in 2023. The annual revenue increased by 17.6% to NTD 628 million, the net operating profit margin reached 12%, and the net profit before tax increased significantly to NTD 85 million. Both revenue and profit have reached a new high in history. The overall financial structure is stable. 2023 EPS NTD 3.29.

#### 2021-2023 Financial Performance

(Unit: NTD thousand)

Basic Element	2021	2022	2023
Operating revenue	392,016	534,638	628,628
Gross profit	122,755	172,935	198,980
Operating profit and loss	40,338	68,090	76,446
Non-operating income and expenses	-2,189	19,501	8,448
Pre-tax profit	38,149	87,591	84,894
Current net income from continuing operations	32,976	71,037	68,662
Current net income (loss)	32,976	71,037	68,662
Other comprehensive income (net after tax) for the current period	-	-	-507
Total comprehensive income for the current period	32,976	71,037	68,155
Earnings per share	1.58	3.41	3.29





## Customer Satisfaction

2021 - 2023 Customer Satisfaction Rate (%)

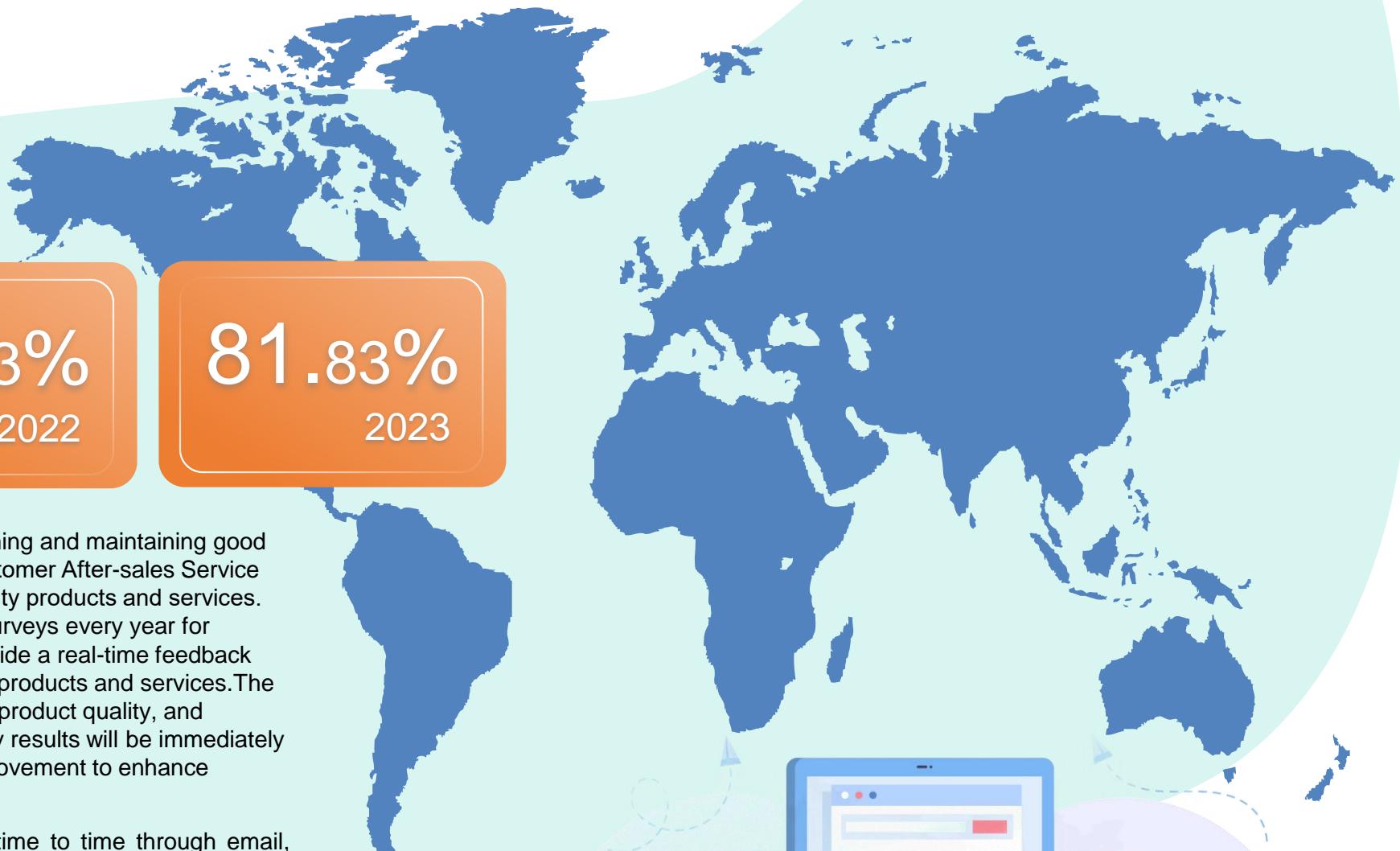
83.00%  
2021

82.83%  
2022

81.83%  
2023

SINTRONES has always been committed to establishing and maintaining good customer relationships, and has established the "Customer After-sales Service Management Procedures" to provide the highest quality products and services. The company regularly holds customer satisfaction surveys every year for important customers from the previous year, and provide a real-time feedback channel to understand customer satisfaction with our products and services. The survey items include business and customer service, product quality, and delivery satisfaction. The customer satisfaction survey results will be immediately fed back to all departments for ongoing basis for improvement to enhance SINTRONES' competitiveness.

In addition, we communicate with customers from time to time through email, telephone and videoconferencing, on-site visits and website to maintain loyalty with customers to establish and maintain good customer relationships and win their long-term trust and support. .





# 4

## Sustainable Environment

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- 4.1. Sustainable Supply Chain
- 4.2. Carbon Emissions
- 4.3. Waste



## 4.1. Sustainable Supply Chain

Since the beginning of the establishment, SINTRONES has been based on Taiwan and looks global as its fundamental business strategy. The formulation of the procurement policy is also similar to the establishment of the procurement policy. In response to the characteristics of the small amount and variety of in-vehicle computer products, we have set Taiwan as the production base, and the suppliers have chosen local manufacturers in Taiwan. To give priority to meeting the diverse needs of global customers with a diverse product mix and flexible production strategy.

- In addition to emphasizing product quality, cost competition, stable delivery, and technical services, the supply chain is required to emphasize ESG corporate sustainable management, business ethics, labor rights, working environment, safety and health, etc., hoping to reduce the operational risk and cost of the supply chain and forge a partnership for mutual growth.
- All qualified suppliers are selected according to the "External Supplier Management Procedures" formulated by SINTRONES' ISO, and suppliers are required to fully comply with all relevant laws and regulations in Taiwan or the country of registration when operating SINTRONES' business.





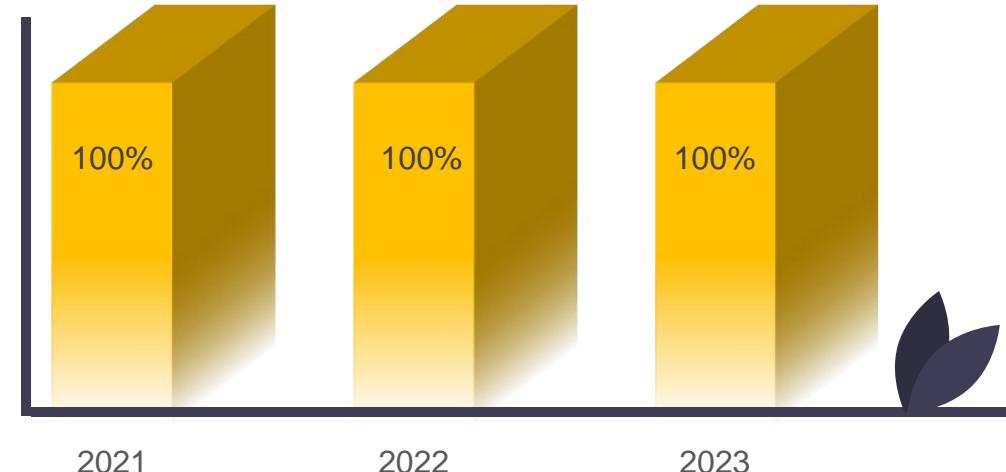
## Localized Procurement and Production

Disasters caused by global climate change are an environmental issue that must be paid attention to by people and businesses around the world. The global warming effect produces climate anomalies and brings more severe wind disasters, floods, droughts and food crises, and the frequency and severity of which are increasing day by day. This will have a huge impact on human existence. Therefore, SINTRONES and its supply chain work together to love the earth and protect the environment, and continue to promote the localization of suppliers. In addition to reducing transportation costs, carbon emissions, and risk diversification, the purpose is to make every effort to reduce the impact of transportation on the environment.

In order to reduce the impact of transportation on the environment and achieve the purpose of reducing carbon emissions, SINTRONES prefers manufacturers with local production in its procurement strategy, which can not only improve the efficiency and effectiveness of the supply, but also reduce the damage to the environment.

Suppliers are the important partners of SINTRONES. We pursue sustainable operation and growth through close cooperation. The main production location of SINTRONES is Taipei, and the local manufacturers are mainly trading companies whose production location is in Taiwan. Local suppliers are the main priority of SINTRONES. Therefore, despite the continuous growth in performance each year, the proportion of local procurement is still maintained at 100% every year to achieve the localization of all production.

### Ratio of Local Procurement and Production from 2021 to 2023 (%)



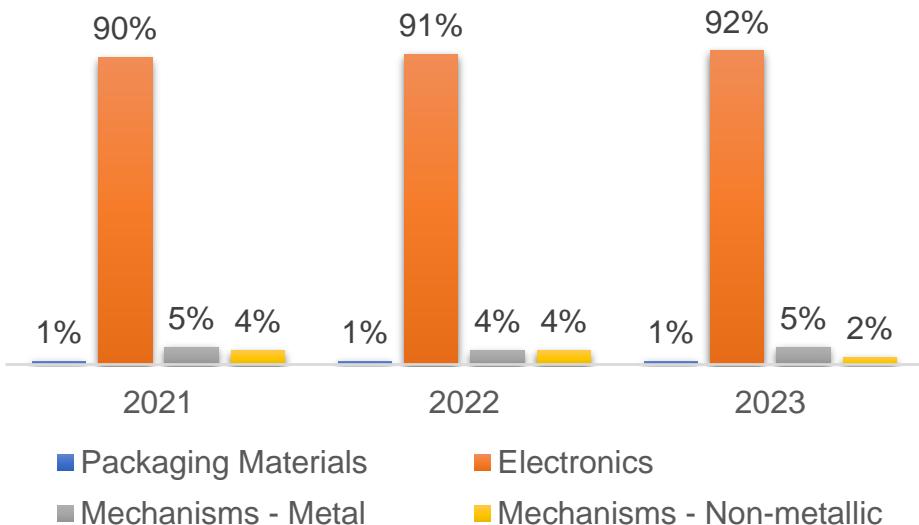


## Supply chain category

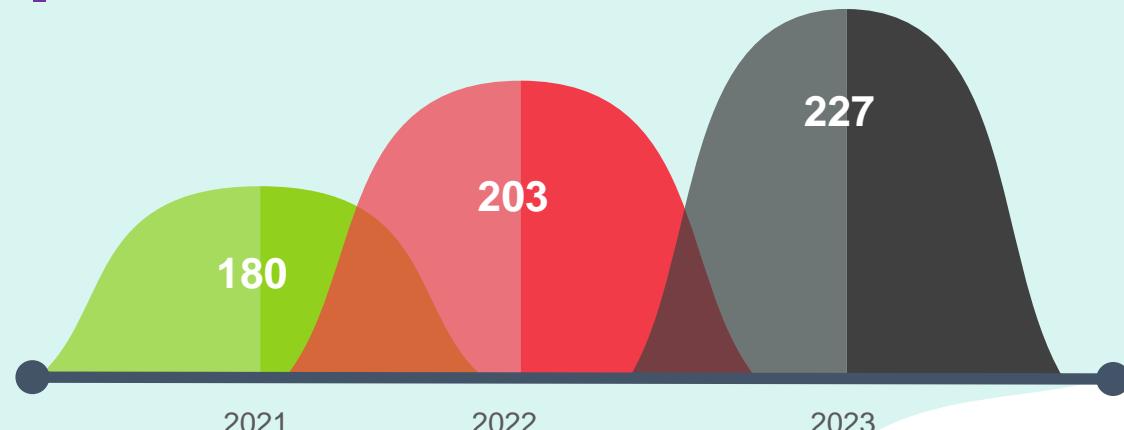
SINTRONES' products are mainly in-vehicle computers, so the proportion of purchased components is the highest, with an annual average of over 84%, in the future will continue to move toward the goal of total system production.

In order to meet industry standards and enable our customers to focus on their core competitiveness, reduce costs through procurement strategies, and shorten product time to market. In the future, we will continue to prioritize local manufacturers and environmentally friendly materials to comply with the global trend and customer demand.

### Supply Chain Categories for 2021-2023



### Number of Suppliers in 2021 - 2023



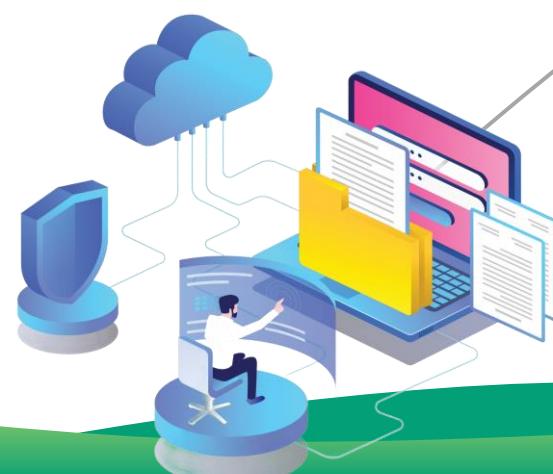
We screen high-quality suppliers based on quality, ability, and environmental protection policies, and cooperate with qualified suppliers for long-term cooperation to fulfill social responsibilities. At the same time, we comply with RoHS regulations, strengthen education and training, ensure the safety of various operations, and protect work. To ensure the safety and health of our employees, we effectively manage the risks together. In 2023, we completed a total of 24 new supplier evaluations, and all of them passed.



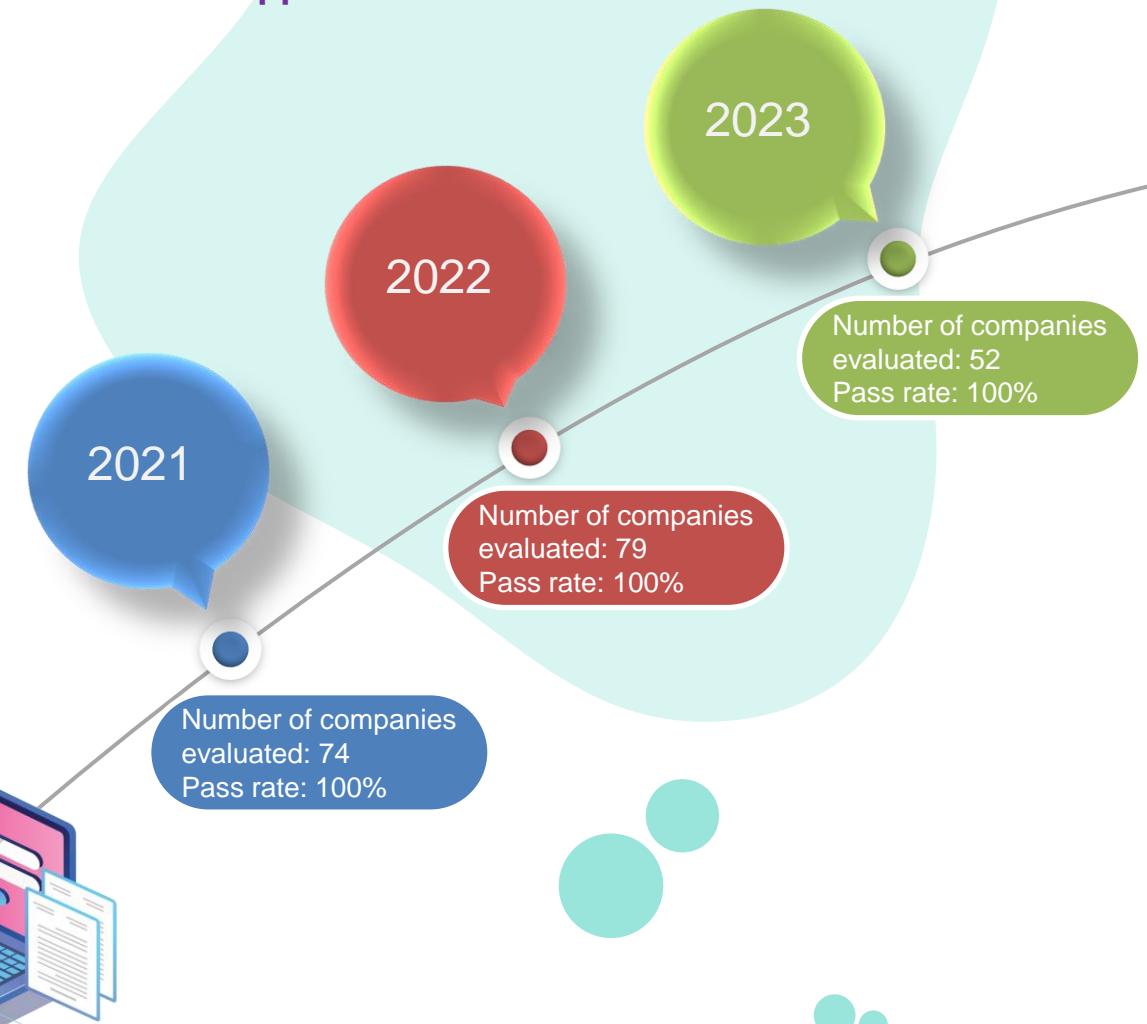
## Supply Chain Management Mechanism

SINTRONES conducts evaluation twice a year for key suppliers, and the evaluation is uniformly carried out by the procurement. Only qualified suppliers can continue to be evaluated. In addition, SINTRONES conducts supplier visits and audits at least twice a year and conduct on-site visits along with the external supplier evaluation form to assess whether the supplier has caused negative or potential impacts on SINTRONES (e.g. fines from the competent authority, work suspension, etc.), the specific measures are proposed as follows:

- Violators or deficiencies: Guidance is provided for the improvement of items in violation of regulations or deficiencies. Risk control measures such as non-cooperation or delay in improvement will be implemented with risk control measures such as lowering the score or selecting alternative suppliers.
- No violation or record of deficiencies: An exchange meeting is held to exchange opinions on the strengths of both parties.
- Request suppliers not to purchase conflict minerals from conflict zones, refuse to use conflict minerals from conflict zones, and sign the letter of commitment for non-conflict minerals.



### 2021 - 2023 Supplier Evaluation Results





## Suppliers' social responsibilities

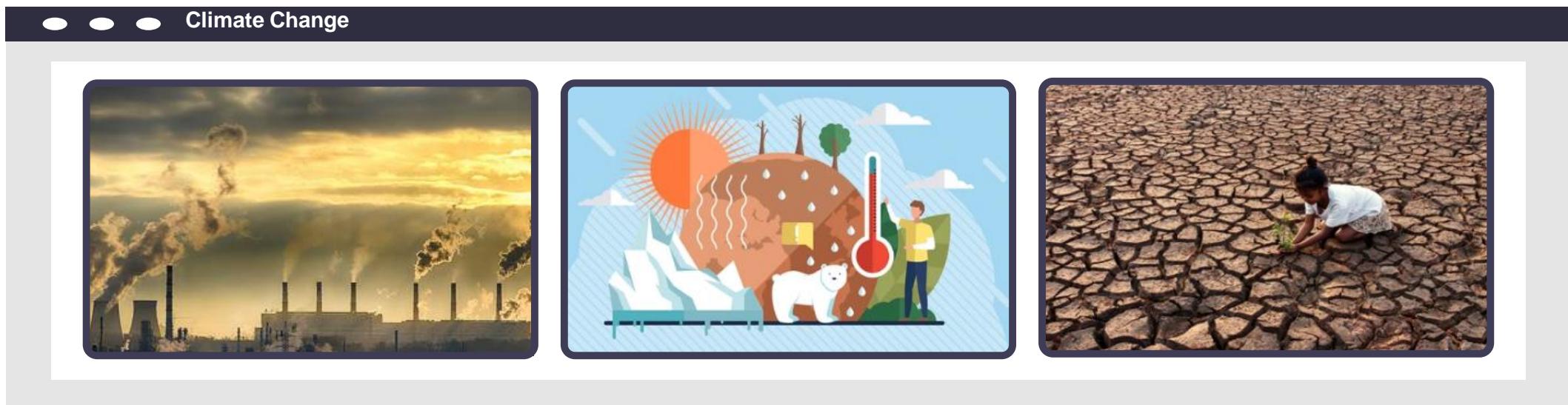
Chuang Electronics has established the "External Supplier Management Procedure", Responsible Business Alliance Code of Conduct (RBA) and its five major codes of conduct, Ethics, Regulations, Management System, to grasp the extent of suppliers' management and implementation of environmental safety and health. We continue to encourage suppliers to value business ethics, protect labor rights, emphasize the work environment and safety and health of workers, and reduce the use of hazardous materials. Materials and processes that have an impact on the environment.





## 4.2. Carbon Emissions

Climate change and global warming are well-known serious issues that bear on global environmental protection and sustainable development, according to the United Nations Government Panel on Climate Change. The (Intergovernmental Panel on Climate Change, IPCC) forecast predicts that in 2100, the global average temperature will rise by  $1.1^{\circ}\text{C}$  -  $6.4^{\circ}\text{C}$  (the most likely range is  $1.8^{\circ}\text{C}$  -  $4^{\circ}\text{C}$ ), and the sea level will rise by 18 - 59%. The global warming caused by the greenhouse effect will not only increase global temperatures, but may also trigger changes in rainfall patterns, shrinking snow and ice areas, more frequent heat waves, and increasingly intense floods, droughts, winds and other natural disasters. The ice sheet in the Arctic may melt completely in summer, and the warming in the high latitudes of the Northern Hemisphere becomes more pronounced. Changes in these environmental factors may directly or indirectly affect the growth, survival, quantity, and distribution of species on Earth, as well as alter the composition and functions of ecosystems. , such as the upward expansion of plant growth environment, changes in plant phenology, reduction of crop yields, food shortages, changes in water quality, changes in animal physiological cycles and habitat behavior, etc., which will seriously affect the conservation and maintenance of biodiversity.



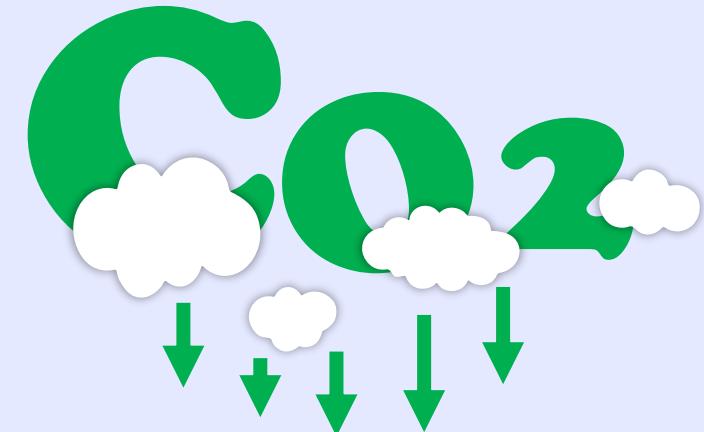
SINTRONES is a manufacturer of in-vehicle computers, and some products are involved in the direct manufacturing of physical products. Although it is not an enterprise with significant environmental impact, SINTRONES' stakeholders are still very concerned about SINTRONES' energy management in terms of the environment. As the impact of extreme climates on the earth is increasing, environmental sustainability has become the goal of every global citizen. We are also committed to building SINTRONES as a green enterprise, thoroughly implementing energy conservation and carbon reduction from the inside out to become a good corporate enterprise. Regarding the responsibility for environmental protection, SINTRONES follows the ISO 14064-1: 2018 greenhouse gas inventory standard, inventories SINTRONES' greenhouse gas emissions, and discloses the relevant information in this report.



## Sources of GHG Emissions

SINTRONES' direct greenhouse gas emissions include sources that are owned or controlled by each location within the organizational boundary, of which fixed sources(such as emergency generators) not available at the time. Although an in-vehicle computer manufacturer, the manufacturing process only involves product assembly, so there are no emission sources from the manufacturing process.

Category	Corresponding activity/equipment type	Emission source	Potentially generated GHG	
Category 1	Fugitive emissions	Refrigerator	Refrigerant	HFCs
		CO <sub>2</sub> fire extinguisher	Carbon dioxide	CO <sub>2</sub>
Category 2	Purchased electricity	Corporate operations and production	Carbon dioxide	CO <sub>2</sub>
Category 3	Business travel	Business travel	Carbon dioxide	CO <sub>2</sub>

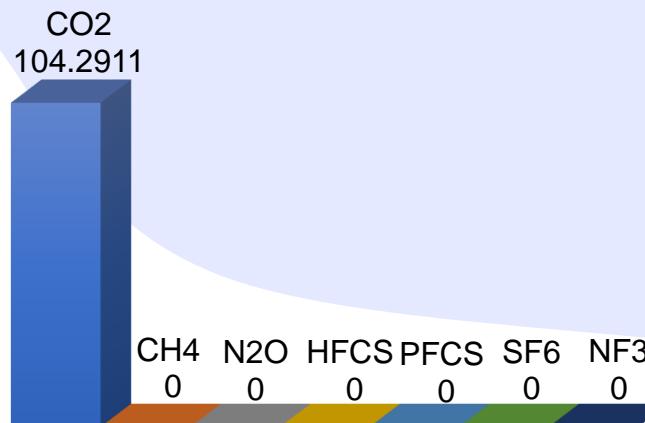




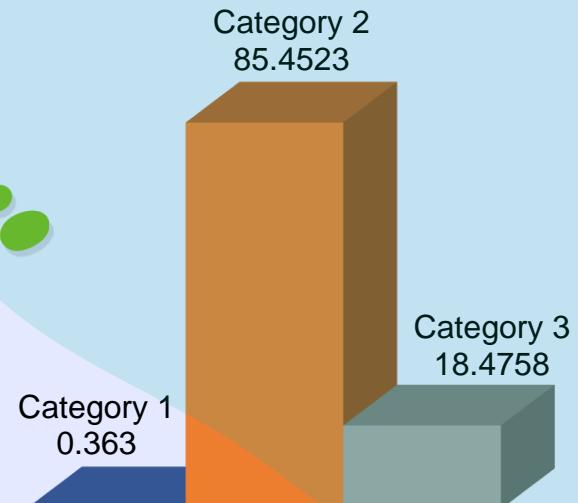
## GHG inventory: ISO 14064-1

SINTRONES has adopted an attitude of active support for the management of greenhouse gas emissions and has established a “Greenhouse Gas Inventory Team” As a platform for cross-departmental implementation review and integration, the main focus at this stage is to collect greenhouse gas emissions, formulate carbon reduction plans, and use them as the benchmark for the implementation of the entire plan. In the base year, the greenhouse gas emission types calculated by SINTRONES in the inventory include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCS, PFCS, SF<sub>6</sub>, and NF<sub>3</sub>, and the GWP value used is in the 2021 IPCC Sixth Assessment Report.

### Statistics of the emissions of seven major GHGs in 2023 (ton-CO<sub>2</sub>e/year)



### Result of the GHG inventory in 2023 (ton-CO<sub>2</sub>e/year)

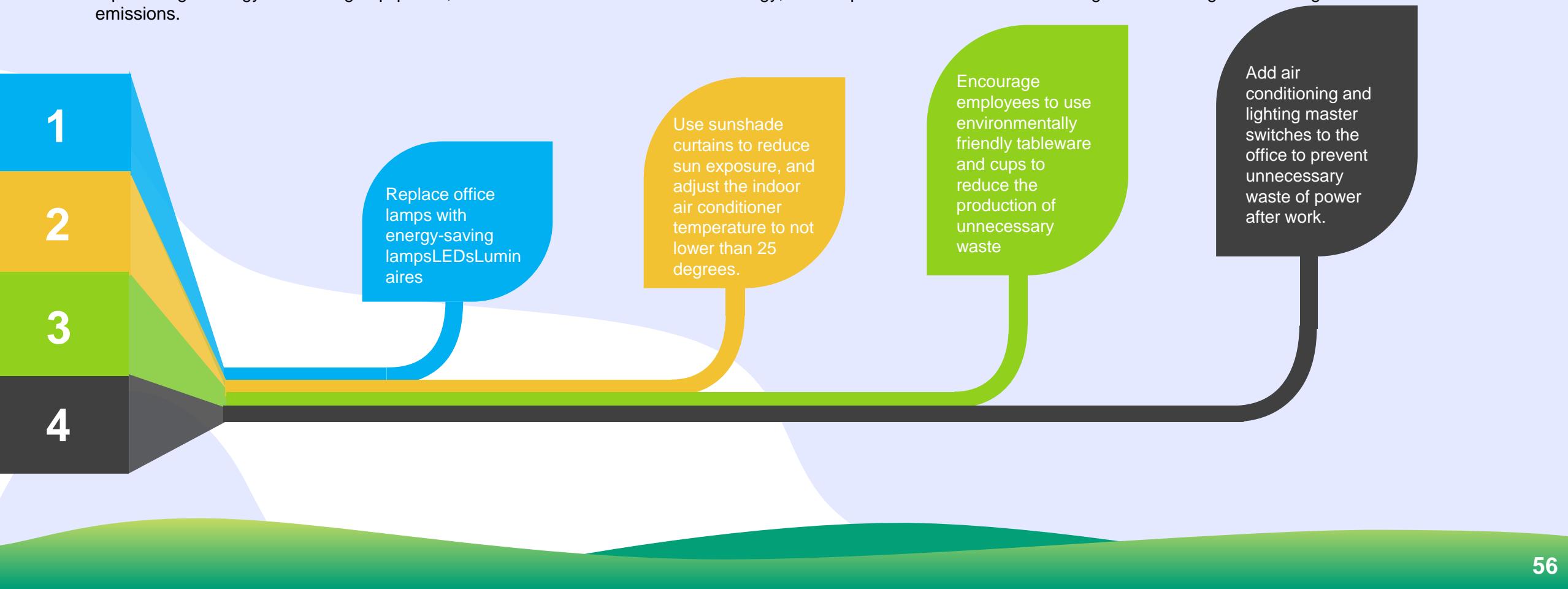




## Energy conservation and carbon reduction

SINTRONES takes 2023 as the base year for the GHG inventory, with a total emission of 104.2911 metric tons of CO<sub>2</sub>e/year, and the number of employees is 88. In order to achieve the commitment to sustainable development, we start from product design and resource reuse activities. We are committed to reducing our overall environmental impact and achieving the goals of environmental protection and corporate sustainable development through full participation and commitment.

Electricity and business travel are the major sources of greenhouse gas emissions of SINTRONES. In response to the United Nations' Sustainable Development Goals and to fulfill corporate social responsibilities, we will concretely implement the environmental protection and energy-saving measures of "environmental protection, energy saving, and love the earth" in daily operations. In terms of energy, SINTRONES will promote power-saving measures, replace high energy-consuming equipment, increase the use of renewable energy, and implement office behavior change to reduce greenhouse gas emissions.





# Energy Management

## Water Resource

The water used by SINTRONES comes from the Taiwan Water Corporation, and no water is required during the manufacturing process and no industrial wastewater is generated. The ownership of the cooling water tower of the air conditioner belongs to the Management Committee, so the water used is daily water. Since the factory is located in the far east century The public area of the Plaza is not SINTRONES' independent or privately owned factory, and there is no independent water meter installed, making it difficult to recycle and reuse. Discharge and wastewater treatment are handled by the building's Management Committee. In addition to cooperating with the Park Management Committee in relevant reduction policies, to reduce With the use of water resources, SINTRONES will continue to promote the concept and measures of water conservation.

- The air conditioning system is turned off during non-working hours to avoid the operation of the air conditioning cooling tower to reduce the waste of water resources.
- Increase the temperature of air conditioners and reduce the frequency of compressor startup to avoid wasting water resources.

## Electricity

In the manufacturing and business operations of SINTRONES, electricity is the main source of power. The per capita electricity consumption is calculated based on the number of electricity consumption and the number of people using electricity. It can be seen that the per capita electricity consumption will have a downward trend in 2023, except for SINTRONES' increase in the number of people using electricity. In addition, the decrease in electricity consumption is attributed to SINTRONES' implementation of electricity-saving measures, including a complete replacement of LED lighting and the addition of air conditioning and lighting master switches to the office to prevent unnecessary waste of electricity during non-working hours.

Year	2021	2022	2023
Annual electricity consumption in million joules	435,405.6	447,692.4	459,471.6
Per-capita electricity consumption (million joules)	7,379.75	5,969.23	4,887.99
Number of people using electricity	59	75	94





## 4.3. Waste

Waste management mainly aligns with SINTRONES' policy of "Saving Energy and Resources for Resource Regeneration". Recyclable waste is sorted and turned into reusable resources by qualified waste disposal contractors to reduce environmental impact. Because SINTRONES is a non-independent factory area located in Zhonghe Far East Century Plaza, the environmental protection company of the Management Committee is appointed for the centralized treatment of domestic waste and packaging material waste, and the hazardous waste is carried by a removal company approved by the Environmental Protection Agency to legal treatment plants for treatment. The EPA's online reporting system is used for relevant control, including electronic component scraps E-0217, metal-contained printed circuit board waste E-0221, and waste printed circuit board with parts and components E-0222. We are concerned about the contractors that contract professional waste. If the contractor breaches the contract or violates the relevant government laws and regulations, we will take corresponding disposal measures or replace them. As of 2023, no illegal incidents have occurred.

	Waste Type	Content	Treatment method	Final treatment method
Domestic waste	Paper	Photocopy paper/magazine/carton/carton, etc.	Management Committee Environmental Protection Company	Recycling
	Aluminum Foil Pack			
	Plastic bottle	Beverage bottles, etc.		
	Iron and aluminum cans			Sanitary landfill Incineration
	Domestic Waste	Office waste, etc.		
	Other recyclable resources	Metal Scrap/ Lighting Tubes/ Batteries/ Glass		
Industrial waste	Waste of packaging materials	Styrofoam/Tape/Packaging Tape/Wood/Pallet	Management Committee Environmental Protection Company	Recycling Sanitary landfill Incineration
	Hazardous waste	Waste electronic parts, scraps, and defective products E-0217	Hiring a qualified removal contractor	Material handling
		Metallic Printed Circuit Board Scrap E-0221		
		Printed Circuit Board Waste with Parts and Components E-0222		



## Waste Treatment

### Waste treated from 2021 to 2023

Year		2021	2022	2023	
Waste category	Waste composition	Treatment site	Treatment method	Output (ton)	
Hazardous waste	Waste electronic parts, scraps, and defective products E-0217	Outsourced treatment	Recycled and reused	0.2204	
	Printed Wiring Board Waste and Powder Containing Metal E-0221			0.0191	
	Printed Circuit Board Waste with Parts and Components E-0222			0.2441	
Total waste (ton)			0.4836	0.1845	
				0.076	

#### Methods of waste treatment:

- Collection and sorting: Sorting waste, such as recyclables, hazardous substances, and general waste, for further processing.
- Treatment measures: Different disposal methods are adopted depending on the nature and type of waste, including incineration, sanitary landfill, physical treatment, recycling, and outsourced treatment.
- Recycling: Separating recyclable materials for reuse or reprocessing to reduce the demand on natural resources.

# 5

## Social Inclusion

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- 5.1. Employment
- 5.2. Diversity and Equal Opportunity
- 5.3. Talent Development
- 5.4. Occupational Safety and Health
- 5.5. Social Care



## 5.1. Employment

SINTRONES complies with labor laws and regulations and recognizes and voluntarily follows internationally recognized human rights standards such as the Universal Declaration of Human Rights, the United Nations Global Compact, the International Labor Organization Convention, and the United Nations Guiding Principles on Business and Human Rights. We eliminate all human rights violations, protect the legal rights and interests of employees, implement non-discriminatory treatment in our employment policy, respect the human rights of employees, provide applicants and employees with fair and suitable job opportunities, eliminate all forms of discrimination, and no complaints occurred as of 2023.

Practice-related issues include:

- Comply with the “Employment Service Act” and respect employees with different differences. We adhere to the principle of equal pay for equal work, regardless of gender, race, age, ethnicity, and religion.
- Comply with the “Act of Gender Equality in Employment Act” to protect gender equality in employment.

SINTRONES offers market-competitive remuneration and transparent promotion channels so that employees can anticipate the possibility of future career development, improve their sense of solidarity with SINTRONES, reduce frequent turnover, and ensure SINTRONES' stable operations; We have a complete education and training system, and various training courses are held from time to time to enrich the professional functions of employees and enhance their competitiveness in the workplace. In terms of labor-management interaction, SINTRONES has established a positive relationship with employees. Employees can speak freely and express opinions in labor-management meetings. Respond in good faith and achieve consensus between labor and management.

The measures taken by SINTRONES to protect the rights of employees are as follows:

Employee Protection Matters	Countermeasures	Description
Providing Reasonable Grievance Channels	<ul style="list-style-type: none"><li>Channels (hotlines and e-mails) for “reports of violations of ethical corporate management” and “employee feedback” have been set up by dedicated personnel.</li><li>The “Accreditation Act” has been established.</li></ul>	<ul style="list-style-type: none"><li>SINTRONES has established a grievance channel on the “Stakeholders” or “Frequently Asked Questions” tab of its website.</li></ul>
Prohibition of Workplace Sexual Harassment	<ul style="list-style-type: none"><li>The “Sexual Harassment Prevention Measures, Complaints, and Disciplinary Measures” have been established.</li></ul>	<ul style="list-style-type: none"><li>Provide a work environment free from sexual harassment for employees and applicants.</li></ul>



## Employee Profile

As SINTRONES continues to grow, develop new technologies, and expand business, the number of employees of SINTRONES has steadily increased year by year. In 2022, there were a total of 75 full-time employees, and a total of 88 full-time employees in 2023, an increase of 20% in 2023 compared to 2022. SINTRONES All recruitment adheres to the internal "Recruitment and Appointment Management Procedures" without discrimination because of factors such as race, religion, skin color, gender, age or nationality, and actively recruits diverse talents.

### Recruitment and attrition rates from 2021 to 2023

SINTRONES actively recruits outstanding talents during the business expansion period. From 2021 to 2023, the annual employee recruitment rate for these three years has been above 30% (the annual recruitment rate is the sum of the new employees in service at the end of the year divided by the total number of new employees at the end of the year). The turnover rates in 2023 and 2022 are 11% and 12% respectively (turnover rate is calculated based on the sum of the number of departed employees in the year divided by the total number of employees at the end of the year, excluding employees who have served for less than 6 months). SINTRONES conducts personal interviews with resigned employees to understand the reasons for their resignation, and then evaluates and adjusts appropriate and optimized measures to retain outstanding talents.

Year	Full-time employees	Contracted employees	New employees	New employee recruitment rate	Resigned employees	Turnover rate
2021	56 people	3 people	26 people	46%	22 people	49%
2022	75 people	0 people	29 people	39%	9 people	12%
2023	88 people	6 people	27 people	30%	10 people	11%



## Employee remuneration

In order to ensure that the salaries of employees are competitive and fair in the market, we implement a series of measures. First, SINTRONES adjusts the salaries of employees based on personal experience, professional skills, and performance to ensure that the salaries comply with market conditions and the principle of fairness. In addition, SINTRONES' conducts performance evaluations on a regular basis according to the "Performance Appraisal Management Procedure" and provides employees with outstanding performance with competitive salaries and benefits. For the senior executives, SINTRONES has established a "Remuneration Committee" responsible for reviewing their annual performance and setting appropriate remuneration levels.

SINTRONES determines employee remuneration based on the achievement rate of operational goals and profit performance, and provides remuneration packages that are better than local laws and regulations and competitive in the market. Evaluation and career development review, as well as the employee's professional ability and contribution, and is committed to cultivating employees' professional knowledge and skills and providing potential employees with opportunities for promotion and growth.

The employee salary system focuses on fairness and competitiveness, aiming to reward outstanding employees and provide opportunities for promotion and development. SINTRONES respects the efforts and contributions of every employee, and is committed to establishing a fair and transparent salary system. of common development.





## Employee welfare

- ◆ SINTRONES adopts a flexible commuting system.
- ◆ Establish an Employee Welfare Committee and actively implement various welfare systems, including travel subsidies, subsidies for weddings and funerals, condolences for injuries and hospitalization, maternity subsidies, birthday gifts, club subsidies, and irregular New Year's festival activities.
- ◆ In addition to the statutory labor and health insurance, all employees are covered with group insurance so that they can devote themselves to work with peace of mind.
- ◆ We organize regular employee health checkups and plan quality health checkup items suitable for people of all ages to help take care of their health and provide employees with health checkup leave to give them peace of mind.
- ◆ We give employees one birthday leave every year to help them take better care of themselves.
- ◆ We encourage employees to form and participate in various clubs to not only promote physical and mental health but also cultivate their interests outside work.
- ◆ Assist employees in applying for motorcycle parking spaces and provide them with a full subsidy, so that employees do not have to rush to find a parking space every day.
- ◆ Overseas business trips are covered with travel insurance and overseas medical insurance. Holidays will be provided on national holidays during the trip.
- ◆ Employees do not need to perform on stage for year-end dinner parties and lottery prizes, allowing employees to enjoy a meal together. Enhance the emotional exchange among employees.
- ◆ With the goal of cultivating talents over the long term, we provide internal and external education and training, and the participants of external training are given official leave and fully subsidized for the course fees.
- ◆ Establish a system for employees to share dividends and contribute shares, so that employees become shareholders, so that employees and SINTRONES can create good results and share prosperity together.



## Labor-management communication

SINTRONES upholds the principle that a good labor-management relationship is the cornerstone of a sustainable business. SINTRONES holds labor-management meetings every three years as a bridge of communication between employees and the management. During the meetings, SINTRONES not only promotes policies but also listens to the opinions and needs of employees and provides necessary guidance and support. Through two-way communication, SINTRONES is committed to maintaining a good labor-management relationship, ensuring that of smooth operation.

In order to strengthen communication management, SINTRONES has established sound communication channels. In addition to holding regular labor-management meetings, SINTRONES has also established other effective communication mechanisms, such as holding regular annual meetings every year, employee satisfaction surveys, care for newcomers, and internal publicity channels. SINTRONES is committed to establishing a good labor-management relationship with employees, allowing us to understand their thoughts and feelings in real-time and propose solutions to problems, thereby improving employee satisfaction and work efficiency.

As of 2023, there have been no labor-management disputes in SINTRONES, which demonstrates our emphasis and efforts in maintaining good labor-management relations.





## Labor-management communication channels

Labor-management communication channels	Frequency	Description
<b>Labor-management meetings</b>	Once every 3 months	Understand the problems reflected by employees and effectively resolve labor-management conflicts.
<b>New employee care</b>	On-the-job for more than 3 months	Understand the life and work opinions of employees, and help solve problems that cannot be conveyed to the upper management.
<b>Employee satisfaction survey</b>	Once a year	Understand how employees feel about the overall work environment, management style, benefits, and other aspects during their time at SINTRONES. Through this questionnaire, SINTRONES can obtain employees' feedback and understand their needs and expectations, so as to optimize SINTRONES system, identify potential talent drain problems as early as possible, and improve employee loyalty and retention in the future.
<b>Annual meeting</b>	Once a year	The annual meeting is an important communication platform for senior executives to introduce SINTRONES' strategies and plans to all employees. It is also an opportunity to coordinate the work of various departments, and the executive can also share successful experiences or praise outstanding employees to motivate all employees and inspire employees. Keep up the good work in the new year.
<b>Internal promotion channel</b>	Immediately	Electronic bulletin board and company e-mail.
<b>Complaint and consultation channel</b>	Immediately	There are dedicated units and personnel to accept the cases through face-to-face, phone, email, etc., and set up an anonymous complaint channel for employees to anonymously submit complaints to ensure smooth, transparent, and timely communication between employees and SINTRONES. This protects employees' legal Equity. Miss Chiu: 02-82280101#202 / <a href="mailto:hr@sintrones.com">hr@sintrones.com</a>



## Employee satisfaction survey

SINTRONES firmly believes in respecting employees and valuing their opinions. By encouraging employees to give constructive opinions, we constantly inject positive growth momentum into SINTRONES to achieve common growth and sharing of business results. SINTRONES will continue to enhance the operational efficiency of various communication channels. to ensure the activation and effectiveness of various communication mechanisms.

The company continues to create a positive workplace environment with good communication, complete benefits, and smooth promotion. In the future, we will focus on formulating improvement plans for the items that employees are not satisfied with, and continue to track the progress to improve employee satisfaction every year. Index.

For the 2023 employee satisfaction survey, a total of 68 people, accounting for 76% of all employees, participated in the survey. There were 68 valid questionnaires, and none, for a 100% response rate.

Top 3 satisfaction indicators	Company values and vision	Company leave system	SINTRONES' promotion channels and system
Satisfaction rate	97%	96%	93%

Ranked among the lowest in the top 3 satisfaction indicators	Company operating procedures	The equipment required for the work environment	Company bonus system
Dissatisfaction rate	21%	16%	12%



## 5.2. Diversity and Equal Opportunity

In order to reduce the parenting pressure of families with female children as the main caregivers, SINTRONES promotes gender equality and supports male employees to apply for parental leave. Application for parental leave by male employees is not only beneficial for taking care of young children, but also helping spouses cope with post-natal care. SINTRONES provides a comprehensive leave and attendance management system for employees to flexibly use leave of absence to raise children and take care of children. As of 2023, a total of one male employee has applied for parental leave.

Companies are more than willing to recruit young people who have just graduated or are young but have a high willingness to learn. Recruiting people from this group has multiple benefits:

- Innovation and new thinking: Young people are usually rich in creativity and new thinking, which can bring new ideas and problem-solving methods to help SINTRONES develop new markets and innovate products and services.
- Ability to learn: Young people are often capable of learning and can quickly master new knowledge and skills, helping SINTRONES remain competitive in a rapidly changing environment.
- Potential and growth: Recruiting young people helps to cultivate future leaders. They can gradually grow and develop in SINTRONES and enhance SINTRONES' competitiveness.

SINTRONES also actively encourages the employment of second-time employed women and middle-aged and elderly employees. SINTRONES believes that these employees have the following advantages:

- High stability and not easy to change jobs.
- Understand the needs of their own work and devote themselves to the workplace.
- Shorten training time with professional skills.



## Age distribution of employees

### Proportion of middle-aged and elderly employees

Year	Number of middle-aged and elderly employees	Percentage of total employees
2021	11 people	20%
2022	19 people	27%
2023	27 people	30%

### Percentage of employees under the age of 30

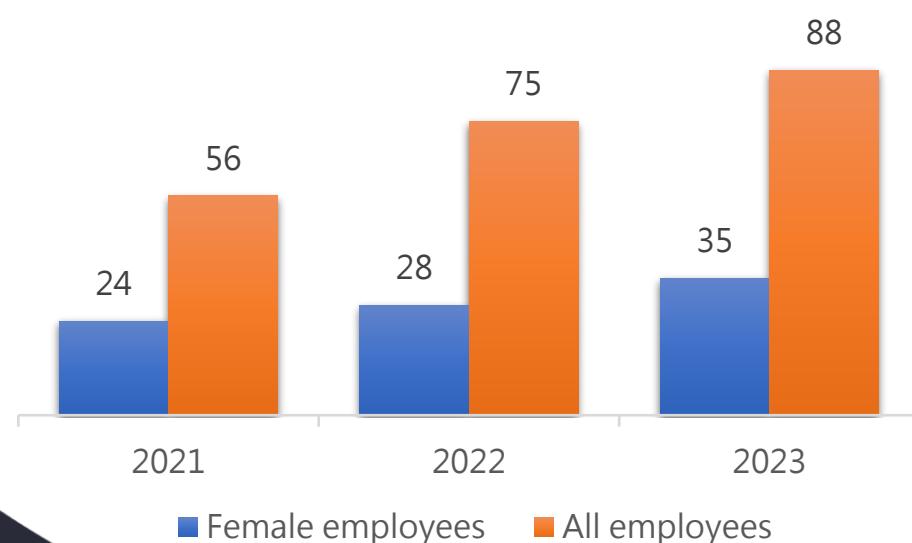
Year	Number of employees under 30 years old	Percentage of total employees
2021	15 people	27%
2022	14 people	19%
2023	20 people	22%



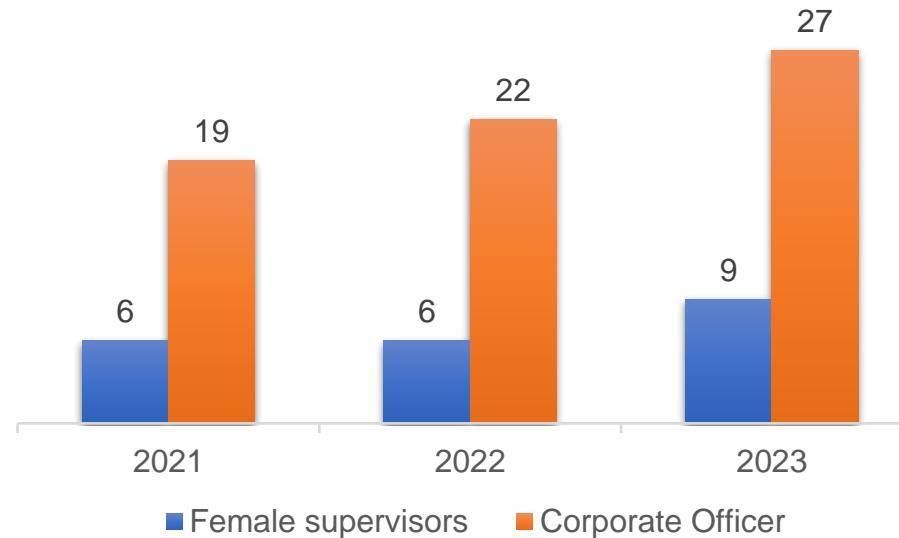
## Female employees

SINTRONES firmly believes that without the protection of “equality”, diverse talents will not be able to exert their strengths at work. Therefore, SINTRONES is committed to ensuring that female employees have the same opportunities and rights as male employees in all aspects, and to realize that equal pay for equal work for both men and women good rewards and conditions and equal promotion opportunities, which not only promotes sustainable and common prosperity economic growth but also helps to reverse the gender stereotypes in the technology industry. It is worth mentioning that in 2023, the proportions of female employees and female management personnel increased year by year, indicating that SINTRONES attaches great importance to women's equal rights and diversified development, and has achieved certain results. In 2023, management: 75% male and 25% female; employees: 60% male and 40% female.

**Total number of employees and number of female employees (2021 - 2023)**



**Total number and number of female supervisors from 2021 to 2023**



## Women's Diversity Indicators

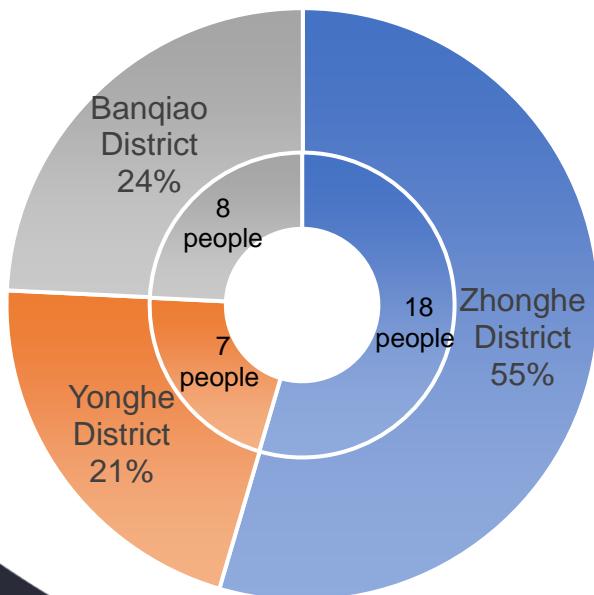
Item	Number of people	Description of proportion	Percentage (%)
<b>Female employees</b>	35 people	Female employees accounting for the percentage of all employees	50%
<b>Female management positions</b>	5 people	Female account for all management positions	40%
<b>Female department head</b>	3 people	Female department heads account for all top-level executives	33%
<b>Female senior executives (≤CEO levels)</b>	2 people	Female senior executives account for more than all senior executives	50%
<b>Females working in units that can generate revenue</b>	9 people	Percentage of revenue-generating units where female employees hold positions	80%
<b>Women in STEM and Other Related Units (Science, Technology, Engineering, Mathematics)</b>	3 people	Percentage of Female STEM-related Positions	25%



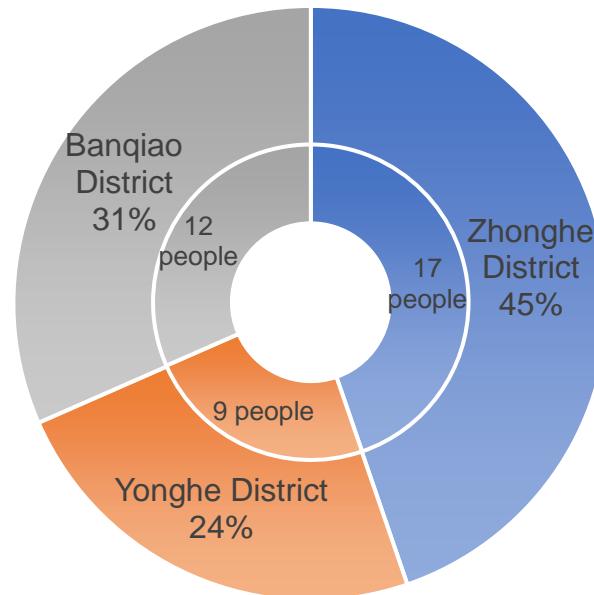
## Local Talent

In response to the government's localization development policy, SINTRONES attaches great importance to the employment of local talents to enhance ties with the community. SINTRONES actively cooperates with recruitment platforms to find and attract outstanding talents to work nearby. We believe that such cooperation will help Seek buy-in from the community. As of 2023, 100% of SINTRONES' senior executives (internal managers and above) and employees are hired locally (Taiwan).

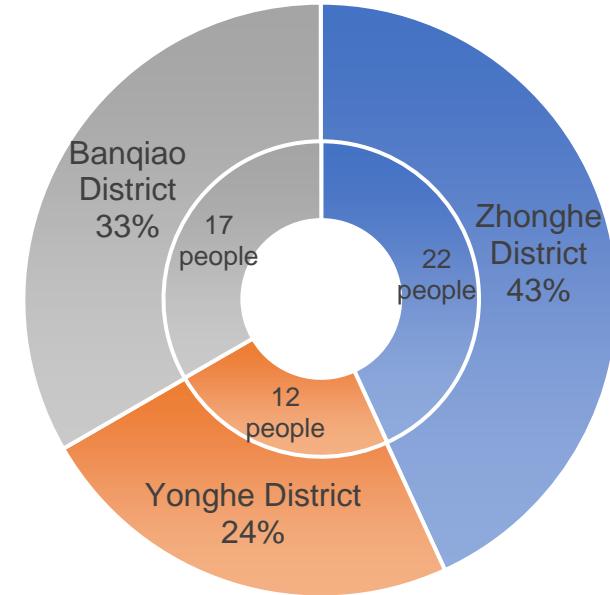
Percentage of employees in neighboring regions in 2021



Percentage of employees in neighboring regions in 2022



Percentage of employees in neighboring regions in 2023





## Appropriate for the job

Sound human resources are the key to SINTRONES' sustainable operations. To attract outstanding talents, SINTRONES offers remuneration and benefits that are competitive on the market, and rewards employees who create performance and make long-term contributions. The reward and punishment system creates a virtuous atmosphere of fair competition among employees. In terms of promotion channel, SINTRONES upholds the principle of transparency and openness of promotion information, promotion opportunities for employees with good job performance, and encourages employees to learn from benchmarks. As a result, SINTRONES is able to continuously cultivate more Great talent.

In order to fully take care of the physical and mental health of employees and their families, ensure a secure life, fulfill corporate social responsibilities, and take care of employees as our goals, SINTRONES encourages employees to participate in various health promotion activities, such as health checkups, club activities, and group recreational activities. Physical and mental health of employees.

In addition to encouraging employees to take on-the-job further studies or courses offered by relevant research and survey units to improve their professional capabilities, and to stimulate innovation capabilities through theoretical and practical discussions, SINTRONES also regularly implements internal on-the-job training programs for employees to share their experience and experience. In addition, SINTRONES also assigns employees to participate in external training courses from time to time. This not only helps to improve the professionalism and management attainment of employees, but also keeps them abreast of market trends, new technologies, and global trend developments, which facilitates personal career planning and the growth of interests allows employees to continue to grow in their respective professional fields and realize self-worth.

In terms of corporate culture, we adhere to the concept of treating employees equally, and have established a transparent and fair evaluation, reward and punishment system to promote a virtuous atmosphere of fair competition. SINTRONES encourages employees to make constructive suggestions and opinions, and carefully evaluates and responds to them, in order to maintain a harmonious relationship between labor and management.





## 5.3. Talent Development

SINTRONES firmly believes that talents are the key to sustainable management and the most valuable asset. In order to cultivate professional talents, SINTRONES actively invests resources, plans overall and comprehensive education and training, enhances the professional knowledge of employees, and provides customers with better quality services, for overall profit growth.

SINTRONES finds suitable employees according to the “Recruitment and Appointment Management Procedures.” After onboarding, the Management Department invites each department to serve as lecturers to promote internal rules and regulations, business overview, product applications and future development, and then speak Provide professional knowledge training for senior members of the department they belong to.

SINTRONES actively encourages employees to take professional courses within the scope of their business and provides multiple learning channels for employees to demonstrate their professionalism and achieve self-fulfillment. The head of each department discusses with the employees every year and formulates education, and training plans and implements education and training based on their own needs. Continuing education is divided into internal and external training. For internal training, each department assigns professionals to the department based on actual business needs. To enhance employees' sense of identity and cohesion, the Management Department also arranges communication and consensus camp courses to strengthen self-understanding and cross-departmental training. Communication skills.

For external training, each department selects personnel based on its business needs to send employees for external training. After receiving the approval, employees can sign up to participate in courses organized by external organizations. After receiving the training, employees participating in the training will share their training insights with other employees of the department for relevant personnel to apply what they have learned. In order to expose employees to different aspects of information, SINTRONES also encourages employees to participate in language and presentation skills courses organized by external organizations.





## Education and training

We have established the "Education and Training Management Procedures" to establish a comprehensive education and training system. In accordance with SINTRONES' quality and safety policies and goals, we will inventory the skill gaps of employees at all levels every year and formulate the training plan for the next year. Training requirements Formulate annual education and training plans and budgets to ensure that employees at all levels can receive appropriate and necessary education and training. In recent years, SINTRONES' investment in employee education and training includes new employee training, functional training, and potential talent development, internal education and training, and internal rotation to establish a diverse and effective career development plan.

As the pandemic eased in 2023, SINTRONES has gradually resumed relevant training courses, and the average training hours has gradually increased.

Category Year	Male employees		Female employees	
	Total Training Hours	Average training hours	Total Training Hours	Average training hours
2022	238.5	5.07	254.5	9.08
2023	324.5	6.24	385.5	10.14

Category Year	Management role		Non-management role	
	Total Training Hours	Average training hours	Total Training Hours	Average training hours
2022	163.5	7.11	329.5	6.34
2023	212.5	8.50	497.5	7.65





## 5.4. Occupational Safety and Health

We have always adhered to the core values of “people-oriented” and are committed to creating a safe and healthy working environment, not only for employees, but also for third parties who enter the factory, such as contractors and visitors. We insist on abiding by international conventions and national occupational safety regulations. We strive to establish a sound occupational safety and health management system to ensure the maintenance of occupational safety and health, prevent hazards and occupational injuries, and pursue the goal of zero occupational disasters in SINTRONES.

In order to achieve this goal, we actively promote all employee participation activities, continuously improve the working environment, reduce occupational safety and health risks, create a healthy and comfortable workplace environment, and ensure the safety and health of employees, thereby realizing SINTRONES' sustainability. We constantly update occupational health and safety-related laws and regulations, implement occupational safety and health management as well as education and training, comply with the safety regulations of internal or external customers and government units, and conduct audits to confirm implementation effectiveness and continuous improvement. Occupational safety and health management to achieve zeroAccident, the goal of zero work-related injuries.

SINTRONES attaches great importance to the health and safety management of the employees' working environment. In the workplace, SINTRONES covers many workers, such as employees, dispatched personnel, outsourced equipment maintenance personnel, outsourced cleaning personnel, visitors, and customers. To ensure the safety and health of employees, SINTRONES regularly maintains the office environment clean and tidy, and conducts fire drills and related inspections in conjunction with the leased office building to reduce the risk of injury caused by accidents.

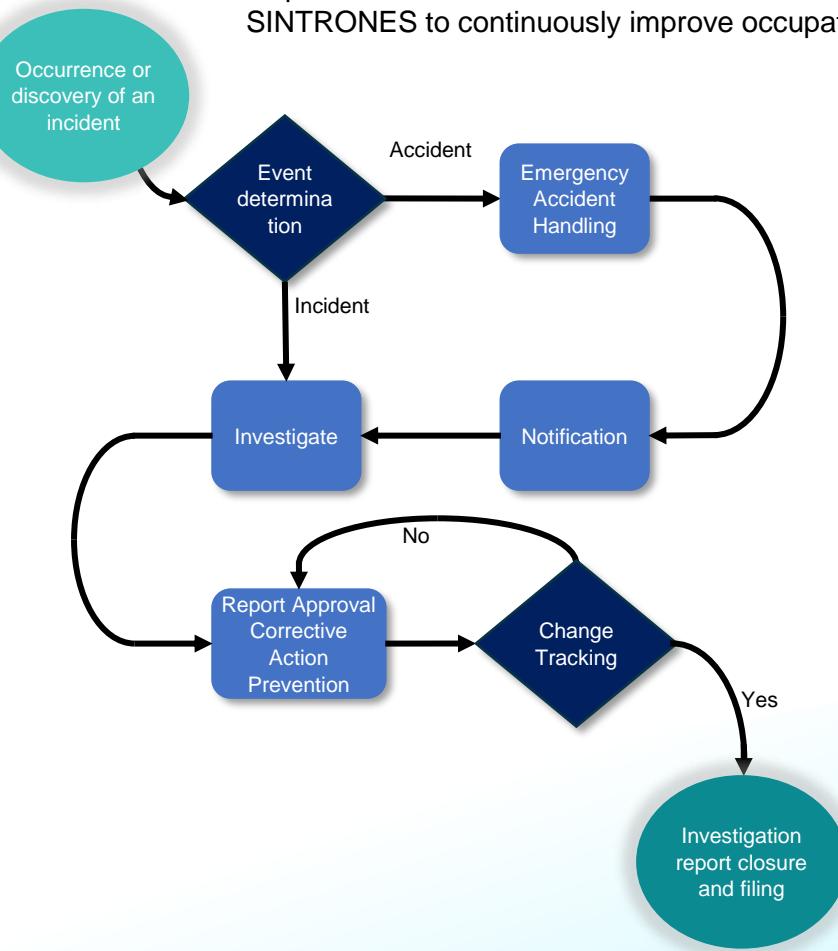
In terms of occupational safety and health management, SINTRONES has formulated the “Occupational Safety and Health Management Plan,” “Safety and Health Work Rules,” and “Emergency Response Management Procedures” to establish comprehensive measures to deal with possible or potential accidents. emergency situations to reduce disaster accidents and asset losses and possible occupational disasters.





# Occupational Injury Statistics

SINTRONES is fully aware of the importance of accident investigation in occupational safety and health management and regards it as a key link in improving safety level. Therefore, SINTRONES has established a complete set of accident investigation process, including accident determination, accident handling, investigation and analysis, corrective measures, and notification. Accident investigation helps to find out the root cause of an accident and prevents similar accidents from happening again. It is also an important strategy for SINTRONES to continuously improve occupational safety.



As of 2023, there have been no major accidents, occupational injuries, or false alarms, which also reflects the importance and effective management of Occupational Safety and Health.

Category	2021		2022		2023	
	Full-time	Contract	Full-time	Contract	Full-time	Contract
Total working hours	111,104	5,958	150,000	0	174,592	11,904
Death rate	Number of people	0	0	0	0	0
	Rate	0	0	0	0	0
Serious occupational injury rate	Number of people	0	0	0	0	0
	Rate	0	0	0	0	0
Total Recordable Incident Rate (TRIR)	Number of cases	0	0	0	0	0
	Rate	0	0	0	0	0
Near Miss Frequency Rate (NMFR)	Number of cases	0	0	0	0	0
	Rate	0	0	0	0	0



## Occupational Safety Training

SINTRONES values employee safety and the working environment, regularly implements and promotes automatic inspection and provides employee safety and health education every year.

To protect the safety and health of employees and promote safety and health services, the factory has appointed occupational safety and health management personnel/fire protection management personnel/first aid personnel in accordance with the Labor Safety and Health Act. SINTRONES attaches great importance to fire prevention, and regular internal firefighting training is conducted, including How to use a fire extinguisher and fire escape to improve the ability and alertness of employees to deal with fires. As of 2023, there have been no fire incidents and no casualties.

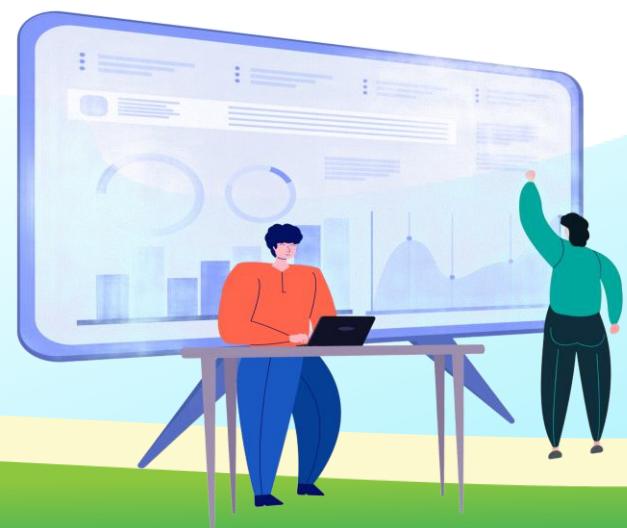
Personnel arrangement	Number of people	Regular retraining	
Occupational safety and health management personnel	3 people	Yes	
Fire Prevention Management Personnel	2 people	Yes	
Emergency personnel	2 people	Yes	
Emergency response drill (firefighting)	2021	2022	2023
Number of drills	2 times	2 times	2 times





## Improvement of on-site operations

Year	Reason	Goal	Implementation method
2023	Fire equipment safety testing	SINTRONES is committed to establishing a sound fire safety management system, including ensuring the normal operation and regular maintenance of firefighting equipment, improving emergency response capabilities, and achieving 100% fire protection to ensure the safety of personnel and property in the factory area.	<ol style="list-style-type: none"><li>1. Regularly entrust a professional fire protection agency to overhaul the performance and qualification of firefighting equipment.</li><li>2. Test the effectiveness and timeliness of the fire alarm system installed in SINTRONES. Once there is any sign of fire, immediately notify all personnel to evacuate.</li><li>3. Replace fire extinguishers.</li></ol>
	Work environment maintenance and improvement	SINTRONES is committed to continuously improving workplace facilities and equipment to reduce workplace accidents. Improve the safety and health of the workplace, protect the life and health of employees, but also help to enhance SINTRONES' image and competitiveness.	<ol style="list-style-type: none"><li>1. Regularly clean the office, workplace and common areas.</li><li>2. Adjust the design and facilities of the workplace to enable employees to work more comfortably and reduce unnecessary physical burdens and labor pressure.</li><li>3. Regular environmental testing and monitoring, including noise and chemical substance concentrations, are carried out to ensure that the work environment complies with safety standards.</li></ol>





## Employee health management and health promotion

SINTRONES attaches great importance to employee health management and health promotion. And in accordance with the requirements of the Labor Health Protection Regulations, SINTRONES has equipped all factories with sufficient first aid kits and other emergency response devices for employees' emergency rescue to comply with the principle of hazard risk zoning for employees' emergency rescue. We also regularly update and replenish the contents of the first-aid kit to ensure the timely and effective emergency measures.

Employees of SINTRONES also enjoy regular health checkups held by SINTRONES. The physicians in hospital administering health checkups will immediately explain the follow-up health management plans for the employees based on the checkup results and provide customized health management suggestions to help the employees maintain physical and mental health.

In order to further promote employee health, SINTRONES encourages employees to form sports clubs and provides club subsidies. In addition to enhancing the emotional communication between employees, it can also enhance employees' health awareness, improve their living habits, and comprehensively promote their overall physical and mental health. SINTRONES will continue to be committed to employee health management and health promotion to provide employees with more comprehensive health protection.





## 5.5. Social Care

SINTRONES extends the care for the employees' families to the society, and has always spared no effort in social welfare such as giving back to the society, taking care of disadvantaged groups, and promoting social harmony. Positive energy, cultivate team spirit, improve SINTRONES' social image and influence.

Over the years, SINTRONES has teamed up with social welfare organizations such as "Sin-Lu Welfare Foundation" and "Ta Tung Child Care Home" to organize meaningful public welfare activities. The activities are quite diverse. For example, employees visit the foundation to participate in fundraising activities in the form of origami to support the children of the Foundation in realizing their dreams, and to convey the greatest warmth and encouragement to them, so that they may have boundless courage and boundless hope. Various activities, such as watering and cleaning of leaves, have been organized to make the environment tidier, and to convey to the children in the kindergarten that many people are willing to extend their tender yet powerful hands to encouragement. They face the challenges of life firmly. At the same time, this is also a practical action of SINTRONES for community environmental protection, hoping to inject more hope and vitality into the local community.

These public welfare activities demonstrate SINTRONES' support for public welfare undertakings and corporate social responsibility. We believe that such activities can not only bring the enterprise and society closer together, but also provide more opportunities for people in need. of people receive help and care.





## Charitable activities

We deeply understand the importance of education and public welfare to society. We adhere to the spirit of giving back to disadvantaged groups in society and call on employees to contribute to society through small-amount fundraising projects. We firmly believe that corporate development should not only be gained from society, but also contributed to Taiwan's land through giving and care.

Suao is the hometown of SINTRONES' President Kevin Hsu. The "Suao Junior High School" has nurtured many outstanding students. We believe that SINTRONES' scholarships can provide more opportunities for students to learn and grow, and help them build a brighter future. The Taiwan Foundation for Rare Disorders has always been committed to supporting rare disease patients and their families by providing the support and assistance they need. SINTRONES continues to support the foundation through small donations, so that the foundation and disadvantaged groups can feel the value of social care and support.

SINTRONES purchased charity gift boxes during the Mid-autumn Festival, Dragon Boat Festival and Spring Festival to give to customers and employees. The charity gift boxes were donated by the “Xihan’er Social Welfare Foundation,” “For the Blind,” and “The Rieter Nerve Training Program Center” and Ai-Child Care Association. These actions demonstrate SINTRONES’ care and sense of responsibility for social welfare. These holiday gift boxes not only bring joy and warmth to the recipients, but also reflect SINTRONES’ attention and gratitude to employees and customers. This is not only a courtesy, but also a concrete manifestation of our contribution to society.

It is hoped that the gift boxes will be given to employees and customers to feel SINTRONES' care and support for them. At the same time, SINTRONES will encourage them to care about social welfare causes and actively participate in social welfare activities. SINTRONES hopes that this small act can inspire more people. We care about society, love life, and work together for a harmonious society and a better future.

To further support employees' participation in social welfare, SINTRONES will organize various public welfare activities in the future, such as volunteer service, public welfare fundraising, environmental protection activities, etc., to provide employees with more opportunities to participate in public welfare undertakings. At the same time, SINTRONES will establish corresponding training and guidance are provided to help employees improve their ability and willingness to participate in public welfare activities. In the future, we will develop a corresponding reward mechanism to encourage employees to actively participate in public welfare activities. SINTRONES will continue to be committed to supporting public welfare undertakings and make more contributions to society. In the future, SINTRONES will work together with more social welfare groups or foundations to work hard for the development and progress of society.



# 6

## Appendix

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**6.1. GRI Standards Index**

**6.2. Comparison Table on the SASB Metrics**



## 6.1. GRI Standards Index

Statement of Use	SINTRONES Technology Corp. has followed the GRI Standards for the content of the report for the period from January 1 to December 31, 2023.
GRI 1 Use	GRI 1: Foundation 2021

GRI 2: General disclosures 2021					
		Disclosure	Chapter/Section	Page	Note
The organization and its reporting practices	2-1	Organizational details	1.1. Company Profile	<a href="#">06</a>	
	2-2	Entities included in the organization's sustainability reporting	About this Report	<a href="#">04</a>	
	2-3	Reporting period, frequency and contact point	About this Report	<a href="#">04</a>	
	2-4	Restatements of information	About this Report	<a href="#">04</a>	
	2-5	External assurance	About this Report	<a href="#">04</a>	
Activities and workers	2-6	Activities, value chain and other business relationships	1.1. Company Profile	<a href="#">06</a>	
	2-7	Employees	5.1. Employment	<a href="#">62</a>	
	2-8	Workers who are not employees	5.1. Employment	<a href="#">62</a>	
Governance	2-9	Governance structure and composition	3.1. Governance Structure	<a href="#">27</a>	
	2-10	Nomination and selection of the highest governance body	3.1. Governance Structure	<a href="#">28</a>	
	2-11	Chair of the highest governance body	3.1. Governance Structure	<a href="#">32</a>	
	2-12	Role of the highest governance body in overseeing the management of impacts	3.1. Governance Structure	<a href="#">32</a>	
	2-13	Delegation of responsibility for managing impacts	2.1. Sustainable Development Task Force 3.3. Risk Management	<a href="#">13, 40</a>	

## GRI 2: General disclosures 2021

Disclosure		Chapter/Section	Page	Note
Governance	2-14	Role of the highest governance body in sustainability reporting	2.1. Sustainable Development Task Force	<a href="#">13</a>
	2-15	Conflicts of interest	3.1. Governance Structure	<a href="#">28</a>
	2-16	Communication of critical concerns	3.2. Ethical Management	<a href="#">38, 39</a>
	2-17	Collective knowledge of the highest governance body	3.1. Governance Structure	<a href="#">31, 33</a>
	2-18	Evaluation of the performance of the highest governance body	3.1. Governance Structure	<a href="#">34, 36</a>
	2-19	Remuneration policies	5.1. Employment	<a href="#">63</a>
	2-20	Process to determine remuneration	3.1. Governance Structure	<a href="#">35</a>
	2-21	Ratio of annual total remuneration	3.1. Governance Structure	<a href="#">30</a>
Strategies, policies and practices	2-22	Statement on sustainable development strategy	Message from the Management	<a href="#">03</a>
	2-23	Policy commitments	Message from the Management, 3.1. Governance Structure, 3.2. Ethical Management, 5.1. Employment	<a href="#">03, 39, 44, 61</a>
	2-24	Embedding policy commitments	3.1. Governance Structure, 3.2. Ethical Management, 5.1. Employment	<a href="#">39, 44, 61</a>
	2-25	Procedures to remediate negative impacts	3.3. Risk Management, 3.3. Risk Management, 4.3. Waste, 5.1 Employment, 5.4. Occupational Safety and Health	<a href="#">40, 41, 58, 66, 79</a>
	2-26	Mechanisms for seeking advice and raising concerns	5.1. Employment	<a href="#">65</a>
	2-27	Compliance	3.2. Ethical Management	<a href="#">39</a>
	2-28	Membership of associations	1.1. Company Profile	<a href="#">07</a>

**GRI 2: General disclosures 2021**

<b>Disclosure</b>		<b>Chapter/Section</b>	<b>Page</b>	<b>Note</b>
Stakeholder engagement	2-29	Approach to stakeholder engagement	2.2. Stakeholder Engagement	<a href="#"><u>14</u></a>
	2-30	Collective bargaining agreements	5.1. Employment	<a href="#"><u>65</u></a>

### GRI 3: Material topics 2021

		Management approach and disclosure		Chapter/Section	Page	Note
GRI 3: Material topics 2021		3-1	Process to determine material topics	2.3. Management of Material Issues	<a href="#">17</a>	
		3-2	List of material topics	2.3. Management of Material Issues	<a href="#">19</a>	
		3-3	Management of material topics	2.3. Management of Material Issues	<a href="#">20, 21, 22, 23, 24, 25</a>	
Operating performance	GRI 3: Material topics 2021	3-3	Management of material topics	2.3. Management of Material Issues	<a href="#">20</a>	
	GRI 201: Operating performance 2016	201-1	Direct economic value generated and distributed by the organization	3.4. Operating Performance	<a href="#">45</a>	
Supply chain management	GRI 3: Material topics 2021	3-3	Management of material topics	2.3. Management of Material Issues	<a href="#">21</a>	
	GRI 308: Supplier environmental assessment 2016	308-1	New suppliers that were screened using environmental criteria	4.1. Sustainable Supply Chain	<a href="#">50</a>	
		308-2	Negative environmental impacts in the supply chain and actions taken	4.1. Sustainable Supply Chain	<a href="#">51</a>	
	GRI 414: Supplier social assessment 2016	414-1	New suppliers that were screened using social criteria	--	--	N/A
		414-2	Negative social impacts of suppliers and actions taken	4.1. Sustainable Supply Chain	<a href="#">51</a>	
Green product	GRI 3: Material topics 2021	3-3	Management of material topics	2.3. Management of Material Issues	<a href="#">22</a>	
	GRI 204: Procurement practices 2016	204-1	Proportion of spending on local suppliers	4.1. Sustainable Supply Chain	<a href="#">49</a>	
	GRI 416: Customer health and safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	2.3. Management of Material Issues	<a href="#">22</a>	
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	5.4. Occupational Safety and Health	<a href="#">76</a>	
GHG inventory	GRI 3: Material topics 2021	3-3	Management of material topics	2.3. Management of Material Issues	<a href="#">23</a>	
	GRI 305: Emissions 2016	305-1	Inventory of direct (Scope 1) GHG	4.2. Carbon Emissions	<a href="#">55</a>	

### GRI 3: Material topics 2021

		Management approach and disclosure		Chapter/Section	Page	Note
GHG inventory	GRI 305: Emissions 2016	305-2	Inventory of energy indirect (Scope 2) GHG	4.2. Carbon Emissions	<a href="#">55</a>	
		305-3	Inventory of other indirect (Scope 3) GHG	4.2. Carbon Emissions	<a href="#">55</a>	
		305-4	Intensity of GHG inventory	4.2. Carbon Emissions	<a href="#">55</a>	
Human rights and labor relations	GRI 3: Material topics 2021	3-3	Management of material topics	2.3. Management of Material Issues	<a href="#">24</a>	
	GRI 401: Employment 2016	401-1	New employee hires and employee turnover	5.1. Employment	<a href="#">62</a>	
		401-2	Benefits provided to full-time employees	5.1. Employment	<a href="#">64</a>	
	GRI 405: Diversity and equal opportunity of employees 2016	405-1	Diversity of governance bodies and employees	3.1. Governance Structure 5.2. Diversity and Equal Opportunity	<a href="#">27, 68</a>	
Career development and education and training	GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken by the organization	5.1. Employment	<a href="#">61</a>	
	GRI 3: Material topics 2021	3-3	Management of material topics	2.3. Management of Material Issues	<a href="#">25</a>	
		401-1	Average hours of training per year per employee	5.3. Talent Development	<a href="#">75</a>	
	GRI 404: Training and education 2016	401-2	Programs for upgrading employee skills and transition assistance programs	5.2. Diversity and Equal Opportunity 5.3. Talent Development	<a href="#">73, 74</a>	



## 6.2. Comparison Table on the SASB Metrics

Topic of disclosure	No.	Metric	Chapter/Section	Page	Note
Waste management	TC-ES-105a.1	Toxic waste generated and recycled by quantity and percentage	4.3. Waste	<a href="#">59</a>	
Labor practices	TC-ES-310a.1	Total downtime	3.3. Risk Management	<a href="#">40</a>	
Product safety	TC-HW-230a.1	Description of the approach to identification and management of the risks of product information security	3.3. Risk Management	<a href="#">43</a>	
Working conditions	TC-ES-320a.1	Including full-time employees and contract employees  1. Total Recordable Incident Rate (TRIR)  2. Near Miss Frequency Rate (NMFR)	5.4. Occupational Safety and Health	<a href="#">77</a>	
Employee diversity and inclusion	TC-HW-330a.1	Employee gender by percentage	5.2. Diversity and Equal Opportunity	<a href="#">70</a>	
Product life cycle management	TC-HW-410a.1	Scrapped products and electronic waste recycled by weight and percentage	--	--	N/A, as SINTRONES is categorized as a B2B business model.
Purchase of materials	TC-HW-440a.1	Description of the risk management associated with the use of key materials	4.1. Sustainable Supply Chain	<a href="#">51</a>	
Activity metrics	TC-ES-000.A	Number of factories	1.1. Company Profile	<a href="#">06</a>	
	TC-ES-000.B	Factory by area	--	--	No statistical data
	TC-ES-000.C	Number of employees	5.1. Employment	<a href="#">62</a>	



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**SINTRONES Technology Corp.**

SINTRONES Technology Corp.  
2F-3, No. 738, Zhongzheng Rd.,  
Zhonghe Dist., New Taipei City

Email: [esg@sintrones.com](mailto:esg@sintrones.com)