2024

SINTRONES Technology Corp.

Sustainability Report

Sustainability Vision and Goals

1 Company Overview

2 Corporate Governance

3 Value Chain Management

4 Environmental Care

5 Employee Care and Healthy Workplace

Appendix

A Word from Management

Facing technological changes and the wave of AI, SINTRONES focuses on innovation, developing in-vehicle computing and edge AI computing platforms to create steady growth. In the future, we will expand the smart healthcare, retail, and manufacturing markets to promote technology upgrades and industrial innovation. With the goal of sustainable development, we actively implement ESG and fulfill our corporate responsibility to jointly create an inclusive and sustainable future.

Environmental Sustainability:

In response to RE100, SINTRONES introduced an energy management system to improve efficiency and reduce carbon emissions. We promote GHG inventory and carbon reduction, aligning with Taiwan's 2050 net-zero policy. We advocate for energy conservation, carbon reduction, and a circular economy to strengthen sustainability awareness and encourage employee participation. We also collaborate with the supply chain to implement green manufacturing and environmental protection regulations, reducing our impact on the environment. In the future, we will continue to invest resources to develop low-carbon innovations and build a resilient and forward-looking green value chain.

Social Sustainability:

The Company upholds a "people-centric approach", prioritizing employee well-being and occupational safety by optimizing benefits and fostering a diverse and inclusive workplace environment. We encourage employees to unleash their potential, foster unity, and share the results of their growth. We actively invest in public welfare to fulfill our corporate responsibility, and work with customers and suppliers to expand the positive impact of the industry. SINTRONES upholds the principle of "customer-oriented", improving our products and services to create value and sustainable development together.

Governance Sustainability:

Implement internal controls and information security governance, obtain multiple international certifications, and introduce digital systems to improve operational efficiency and transparency. Strengthen the diversity and independence of the Board of Directors, promote ESG strategies and outcome management, and align with international governance standards. Actively participate in the circular economy and sustainability initiatives to create a resilient green industry value chain.

Future direction of sustainable development:

In the future, with a focus on smart transportation, in-vehicle computing, and AI, SINTRONES will continue to innovate and develop new technologies, enhance product value and global competitiveness, and become an internationally leading technology enterprise with steady growth. We combine technological innovation, ESG, and industry collaboration to jointly promote a low-carbon, smart, and inclusive future with global partners. We also leverage the advantages of R&D and manufacturing in Taiwan to enhance our manufacturing capabilities and establish ourselves as a leader in smart transportation and edge AI computing platforms.

Edge AI Applied Computing

SINTRONES 許育瑞

Chairman, SINTRONES Technology Corp.

About the Report

The 2024 Sustainability Report (hereinafter referred to as "the Report") was compiled and edited by the Sustainable Development Task Force of SINTRONES Technology Corp. (hereinafter referred to as SINTRONES). The report addresses stakeholder concerns by reporting on SINTRONES' performance results and material topics, focusing on corporate governance and sustainability in economic, environmental, and human rights. Our efforts demonstrate the Company's commitment to sustainable development in society.

The Report was prepared in accordance with the GRI Standards published by the Global Reporting Initiative (GRI). The general standards are based on the 2021 version, and the GRI content index is provided in the appendix. The disclosure approach of the Report also aligns with the "Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies" and the United Nations Sustainable Development Goals (SDGs).

Scope of Report

The reporting period covered in the Report is from January 1, 2024, to December 31, 2024. The financial data are consistent with the Company's consolidated financial statements, which have been audited and certified by certified public accountants. The figures are presented in NTD thousand. Other data are compiled and consolidated by the responsible departments, verified by the respective department heads, and presented in accordance with internationally recognized calculation indicators. Where certain information spans across different fiscal years, additional explanations are provided in the relevant sections of the Report.

Publication Date

Since issuing the first Sustainability Report in 2023, SINTRONES publishes the Report in both Chinese and English. The Sustainable Development Task Force examines the content and information accuracy of each chapter. Once issued, the Report is made available on the SINTRONES official website.
Current Version: August 2025
Previous Version: August 2024
Next Version: August 2026

Publishing unit	Standards/Regulations
Taipei Exchange	Sustainable Development Best Practice Principles for TWSE/TPEx Listed Companies
The United Nations, UN	UN Sustainable Development Goals, SDGs
Global Sustainability Standards Board, GSSB	GRI Standards 2021
IFRS Foundation	SASB - Semiconductors

Contact Information

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Sustainable Development Task Force

Upholding the principle of "sustainable prosperity", SINTRONES promotes corporate social responsibility and is committed to building a sustainable blueprint based on a "people-centric approach, customer-oriented, innovative services, and value creation". To strengthen core operations and create sustainable value, the President led the establishment of the Sustainable Development Task Force to formulate approaches and comprehensively integrate sustainability concepts into our corporate culture, thereby driving stable development.

◆ Established the Sustainable Development Task Force, which is responsible for the policies and implementation of economic, social, and environmental issues, and submission of work reports to the Board of Directors at least once a year.

◆ During Q1 of each year, the GHG inventory of the previous year is initiated. The results of this inventory are included in the Sustainability Report or are separately compiled into a GHG inventory report, which is published on SINTRONES' official website.

◆ During Q2, the results of sustainability-related work in the previous year are summarized and prepared into the Sustainability Report, which is approved by the Board of Directors and published on SINTRONES' official website.

◆ Stakeholder feedback or satisfaction is collected annually to identify material issues of concern, facilitating the adjustment of resources and optimization of economic, social, and environmental issue management, including their impacts, risks, and opportunities.

◆ Sustainability-related seminars and training are organized to develop and enhance the management team's collective knowledge on economic, social, and environmental issues.

	Government	Customers	Suppliers	Shareholders	Employees
Communication Method	Regulations/Official documents	Questionnaires/Interviews			
Frequency	When necessary	At least once a year			
Responsible unit	Finance and Accounting Department	Sales	Procurement	Finance and Accounting Department	Human Resources
Assistance/Supervision	Sustainable Development Task Force				

Working Group	Responsible Unit	Related Issues
Corporate Governance and Economic Task Force	Finance and Accounting Department, IT Department, Sales Department R&D Division, Product Project Department	Corporate governance, sustainable management, ethics and integrity Risk management, business performance, information security Innovative R&D, customer service
Environmental Sustainability Team	Administration Department, Materials Department Production Department, Quality Center	Materials procurement, energy conservation and carbon reduction Green products, product responsibility Waste treatment, sustainable supply chain
Social Prosperity Task Force	Administration Department	Remuneration and benefits, labor-management communication, talent development, anti-discrimination, community engagement, and participation in charity activities

Stakeholder Engagement

Listening to stakeholders is the key to corporate sustainability and success. Through diverse communication mechanisms, SINTRONES continues to understand the concerns and expectations of all parties. We regularly review issues, adjust strategic directions to continuously improve economic, environmental, and human rights aspects, create substantial value, and unlock new opportunities for sustainability.

In accordance with the accountability principles of inclusiveness, materiality, responsiveness, and impact, SINTRONES identified 6 main stakeholders: Shareholders/investors, employees, customers, suppliers, government/competent authorities, communities/non-profit organizations.

Stakeholder Communication Channels and Issues of Concern

Stakeholders	Importance to SINTRONES	Issues of Concern	Communication Channels and Frequency	Communication Outcomes	Related Contact Person
Shareholders Investors	Every shareholder and investor is a valuable asset to the Company. We continue to pursue outstanding operations and are committed to creating maximum value for shareholders and investors.	● Business Performance ● Corporate Governance ● Risk management ● Legal compliance	● Publish revenue (monthly) ● Publish financial statements (quarterly) ● Shareholders' meetings (annually) ● Market Observation Post System (MOPS) (permanent) ● Company website (when necessary) ● Investor conferences (when necessary)	● A shareholders' meeting was held on May 21, 2024 ● Attended the investor conference on December 17, 2024 ● Published 4 financial statements	Ms. Chang +886-2-82280101 ext.210 ir@sintrones.com
Employees	Employees are the cornerstone of corporate growth and important partners for achieving sustainable development. The Company is committed to recruiting outstanding talents, creating a safe and healthy work environment, and continues to care for and meet the diverse needs of employees through comprehensive development and retention mechanisms.	● Remuneration system ● Employee benefits ● Career development and training ● Human rights and labor relations ● Occupational health and safety and general health	● Labor-management meetings (quarterly) ● Employee mailbox (permanent) ● Internal announcements and emails/immediate ● Employee Welfare Committee (permanent) ● Employee care interviews (when necessary)	● Held 4 labor-management meetings ● Held 4 Employee Welfare Committee events	Ms. Zhao +886-2-82280101 ext.202 hr@sintrones.com

Stakeholders	Importance to SINTRONES	Issues of Concern	Communication Channels and Frequency	Communication Outcomes	Related Contact Person
Customers	Customers are important partners for the Company's continued operation. Understanding customers' needs and feedback in products and services, supply chains, policy regulations, and strategic cooperation helps strengthen business partnerships between both parties and improves the Company's overall competitiveness.	● Supply chain management ● Greenhouse gas inventory ● Information Security Management ● Customer relations management ● Green product	● Business meetings (weekly) ● Customer Satisfaction Survey (annually) ● Participation in domestic and overseas trade shows (when necessary) ● Customer visits (when necessary) ● Customer feedback (when necessary) ● Corporate sustainability section on the company website (permanent)	● Customer satisfaction score was 88.83 in 2024 ● 14 customer visits ● Participated in 9 domestic and overseas trade shows (8 overseas and 1 domestic)	Ms. Li +886-2-82280101 ext.184 sales@sintrones.com
Suppliers	The raw materials and services provided by suppliers form an important foundation for the Company's stable operations. The Company regularly communicates and coordinates with suppliers to clearly convey the supply chain management policy, thereby strengthening partnerships, reducing operational risks, and ensuring the stability and efficiency of supply.	● Supply chain management ● Business Performance ● Green product ● Information Security Management	● Supplier Evaluation (every six months) ● On-site supplier evaluation (when necessary) ● Supplier training program/interviews (when necessary)	● 31 suppliers were evaluated in 2024, with an average score of 94.54, and all were deemed qualified suppliers ● 100% of components have obtained third-party RoHS and REACH reports or self-declarations ● 100% of new suppliers signed the "Green Supply Chain Assurance Letter"	Ms. Wong +886-2-82280101 ext.120 sourcing@sintrones.com

Stakeholders	Importance to SINTRONES	Issues of Concern	Communication Channels and Frequency	Communication Outcomes	Related Contact Person
Government Competent authority	The Company adheres to business principles in accordance with the law. We actively comply with government regulations and policies, regularly respond to the needs of the competent authorities, and maintain a good and smooth communication mechanism to jointly create a sound and stable operating environment.	● Business Performance ● Greenhouse gas inventory ● Human rights and labor relations ● Occupational health and safety	● Official documents, questionnaires, and the Market Observation Post System (MOPS) (when necessary) ● Greenhouse gas inventory report (annually) ● Sustainability Report (annually)	● Responses and announcements were made in accordance with relevant deadlines ● In line with the FSC's "Sustainable Development Roadmap for TWSE/TPEx Listed Companies", the 2023 GHG inventory was completed at the end of April 2024. ● Disclose relevant information in the Sustainability Report every year	Ms. Chang +886-2-82280101 ext.210 ir@sintrones.com
Communities Non-profit organizations	Communities are important supporters of the Company's operations. The Company pays attention to local economies, human rights, and environmental development, and regularly responds to community needs to reduce operational impacts. Non-profit organizations are important partners for the Company when participating in society. Collaboration expands our participation in issues and increases our impact.	● Social engagement ● Employee diversity and inclusion ● Greenhouse gas inventory ● Waste Management ● Corporate citizenship and charity	● Waste reporting (monthly) ● Greenhouse gas inventory report (annually) ● Charity donations (annually) ● Charity activities (when necessary) ● Company website (permanent)	● Donated to non-profit organizations such as the "Taiwan Foundation for Rare Disorders" and "Su'ao Junior High School" ● Participated in the energy conservation and carbon reduction project "Reverse Logistics Reclaimed Computer Donation for Environmental Sustainability" held by the ASUS Foundation	Ms. Zhao +886-2-82280101 ext.202 hr@sintrones.com

Grievance and Suggestion Channels

Compliance with laws and regulations is the foundation of business operations. The management takes the lead in ensuring that every employee's behavior complies with the company's policies, internal regulations, and legal regulations. Through new employee training, awareness campaigns by various units, and external training, employees can access new regulatory knowledge at any time and verify compliance through annual internal control self-assessments and audits. There were no major violations of corporate governance, securities trading, environmental protection, labor rights, occupational safety, customer privacy, marketing labeling, or product liability in 2024.

Ethical and responsible business conduct is the foundation of corporate sustainability. Hence, SINTRONES has established various grievance and suggestion channels to encourage stakeholders to report unethical conduct or provide relevant suggestions for any operating activities impacting the environment, economy, society, and human rights.

SINTRONES has established whistleblowing channels on our corporate website. External parties may file reports of misconduct through the public whistleblowing mailbox or dedicated hotline. Internal employees may submit grievances or suggestions via the Administration Department, telephone hotline, or the employee suggestion box. The receiving unit is required to maintain strict confidentiality regarding the identity of the whistleblower and the reported matter. Unless necessary for the investigation, such information will not be disclosed to unrelated third parties in order to prevent unfair or adverse treatment. Relevant protection mechanisms and case-handling procedures are clearly stipulated in the "Prevention of Illegal Infringement at Work Plan" and the "Whistleblowing Guidelines".

Contact person: Ms. Chang

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Shareholders/investors, customers, suppliers, government/competent authorities, communities/non-profit organizations

Contact person: Ms. Zhao

Hotline: 02-8228-0101 ext.202

Mailbox: hr@sintrones.com

Employees

Statistics of Grievance, Whistleblowing, and Suggestion Cases Over the Past 3 Years

Year	2022		2023		2024	
Channels for Submitting Suggestions or Grievances	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate
Human Resources Hotline	0	0%	0	0%	0	0%
Human Resources Grievance Email	0	0%	0	0%	0	0%
Online Employee Suggestion Box	0	0%	0	0%	0	0%
Physical Employee Suggestion Box	0	0%	0	0%	0	0%
External Grievance Mailbox	0	0%	0	0%	0	0%
Other	0	0%	0	0%	0	0%

Management of Material Topics

SINTRONES attaches great importance to stakeholder engagement. We follow the GRI Standards and stakeholder issue standards to establish the materiality analysis process. Through processes such as collection, review, prioritization, and identification, we identify material issues of high concern and high impact, and correspond them to specific issues in the GRI Standards, ensuring that the Sustainability Report complies with the principles of stakeholder inclusiveness, materiality, and completeness. The results serve as an important basis for SINTRONES to continuously improve sustainability management and performance.

Identification of Material Topics

After identifying our stakeholders, including shareholders/investors, employees, customers, suppliers, government/competent authorities, and communities/non-profit organizations, through a variety of communication channels, each responsible unit of the Company compiled the economic, environmental, and social issues of concern to stakeholders based on their impact and the issues of concern for SINTRONES. Considering the direction of SINTRONES' sustainable development philosophy, we identified 11 issues of concern to stakeholders. We assessed and analyzed the materiality of the issues based on the level of concern and the impact on the Company's sustainable development, and reviewed the boundaries and level of involvement of the issues.

▲ **Environmental issues** ◆ **Social issues** ★ **Governance issues**

★ Customer relations management

▲ Supply chain management

◆ Career development and training

★ Business Performance

★ Remuneration system

◆ Human rights and labor relations

▲ Green product

▲ Greenhouse gas inventory

★ Information Security Management

▲ Energy Conservation and Carbon Reduction

◆ Occupational health and safety and general health

Likelihood of occurrence (vertical axis)

Significant impact on the environment, society, and governance (horizontal axis)

E: Environmental
1. Supply chain management
2. Greenhouse gas inventory
3. Green product
4. Energy Conservation and Carbon Reduction

S: Social
5. Human rights and labor relations
6. Occupational health and safety and general health
7. Career development and training

G: Governance
8. Business Performance
9. Remuneration system
10. Customer relations management
11. Information Security Management

11 Material Topics of SINTRONES

● Direct impact ▲ Indirect impact

Material Topic		Significance to SINTRONES	Corresponding GRI Indicators	Corresponding chapters	Value chain			
					SINTRONES	Suppliers	Customers	Local communities
1	Supply chain management	Stable sources of raw materials/services for the Company	308 414	CH 3	●	●	▲	
2	Business Performance	The Company's profitability	201	CH 1	●	▲	▲	
3	Human rights and labor relations	Integrate the perspectives and feedback of employees from diverse cultures and backgrounds to help retain talent and further enhance the Company's innovation capabilities.	401 405 406	CH 5	●	▲	▲	
4	Information Security Management	Business continuity and information asset defense capability	418	CH 2	●	▲	▲	
5	Career development and training	In response to rapid changes in the market/industry, talent development and cultivation will help the Company's operations meet the needs of the market/industry, and provide employees with more flexible career paths.	404	CH 5	●			
6	Green product	The Company's commitment to providing environmentally friendly and ethical products	416	CH 3	●	●	▲	
7	Greenhouse gas inventory	Understand the Company's scope of carbon emissions to formulate carbon reduction measures and reduce greenhouse gas emissions. It will also help improve product manufacturing processes to identify business opportunities for low-carbon transformation	305	CH 4	●	▲	▲	
8	Customer relations management	Customer feedback on the Company's products/services will help the Company continue to improve, enhance operations, and build a long-lasting brand image.	Self-defined topic	CH 3	●	▲	●	
9	Remuneration system	Important mechanisms for the Company's incentives and talent retention	401	CH 5	●		▲	
10	Occupational health and safety and general health	A safe environmental and health system is an important foundation for enterprises to move towards sustainable operations	403	CH 5	●	▲		
11	Energy Conservation and Carbon Reduction	Directly affects the Company's operational risks and competitiveness	305	CH 4	●		▲	▲

Note.There were no changes to material topics in 2024 compared to 2023

1

Company Overview

1.1 About SINTRONES

SINTRONES TECHNOLOGY CORP., headquartered in Zhonghe District, New Taipei City, Taiwan, is a world-renowned manufacturer of intelligent in-vehicle computing systems. We have obtained ISO 9001 and IRIS ISO/TS 22163 international quality management certifications.

The Company focuses on the R&D, design, and manufacturing of in-vehicle computing, fanless GPU computing systems, industrial-grade embedded computing, and automotive monitors. Our products are widely used in key areas such as autonomous driving, fleet management, in-vehicle entertainment, and smart transportation. In addition to transportation, the Company is actively expanding into diverse application markets such as smart healthcare, smart retail, and smart manufacturing to broaden our product portfolio and revenue sources.

In 2024, we jointly demonstrated AI smart in-vehicle computing and real-time information display solutions with AUO Display Plus at the International Trade Fair for Transport Technology (InnoTrans) in Berlin, Germany.

Operating and Market Performance

In 2024, SINTRONES' revenue reached NT$667 million, an annual increase of over 6%, reaching a record high for three consecutive years. The growth mainly came from the promotion and application of edge AI technologies.

The Company's products are mainly exported to customers worldwide, who primarily include system integrators and professional distributors. Currently, we have over 200 partners and over 2,000 customers worldwide.

Technology and product innovation

SINTRONES actively promotes strategic alliances and works with partners to jointly develop in-vehicle AI computing and smart city solutions, as well as strengthen real-time edge computing and smart image analysis capabilities.

Our products have obtained multiple international safety and quality certifications, including: EN50121, EN50155, E-Mark, IEC60945, IACS E10, DNV, MIL-STD-810, etc. The Company also introduced the ISO 27001 Information Security Management System.

Sustainable Development and Future Outlook

SINTRONES actively implements green engineering designs and environmental sustainability concepts. Our product design is based on high performance and energy conservation and carbon reduction, and complies with the functional safety standard for the automotive industry (ISO 26262).

In the future, the Company will continue to focus on in-vehicle computing as a core technology and further expand vertical market applications such as edge AI, smart healthcare, and smart retail. We aim to double revenue within three years and become a leading brand in global in-vehicle computing solutions.

Company name	SINTRONES Technology Corp.		
Company address	2F., No. 738, Zhongzheng Rd., Zhonghe Dist., New Taipei City 23511		
Date of establishment	March 20, 2009	**Main products**	● In-vehicle computing ● Edge AI computing ● Embedded computing, human-machine interface computing, and other smart in-vehicle computing systems
Listing information	Stock code: 6680		
Annual revenue	NT$667 million		
Earnings per share	NT$1.3	Number of employees	109 people

Quality Management System and Awards

Since 2014, the Company has obtained ISO 9001 certification and implemented a comprehensive quality management system. We obtained ISO 22163 International Rail Industry Quality Management System certification in 2018, establishing rigorous R&D, sales, and production processes. In 2024, we obtained the ISO 27001 Information Security and QC 080000 Hazardous Substance Management System certifications, strengthening information security and green management, and demonstrating our commitment to sustainable operations and responsible supply chains. The Company sets quality targets and plans every year. We conduct third-party audits to ensure that the ISO system is fully implemented, continuously improving operational performance, creating value for customers, and winning long-term trust.

ISO 9001

ISO 22163

ISO/IEC 27001

QC 080000

2023 EE Awards Asia

D&B Taiwan Top 1000 Elite SME Awards

Rising Star Award, Small and Medium Enterprises, Ministry of Economic Affairs

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

2024 Intel Strategic Partner Award

1.2 Business Performance

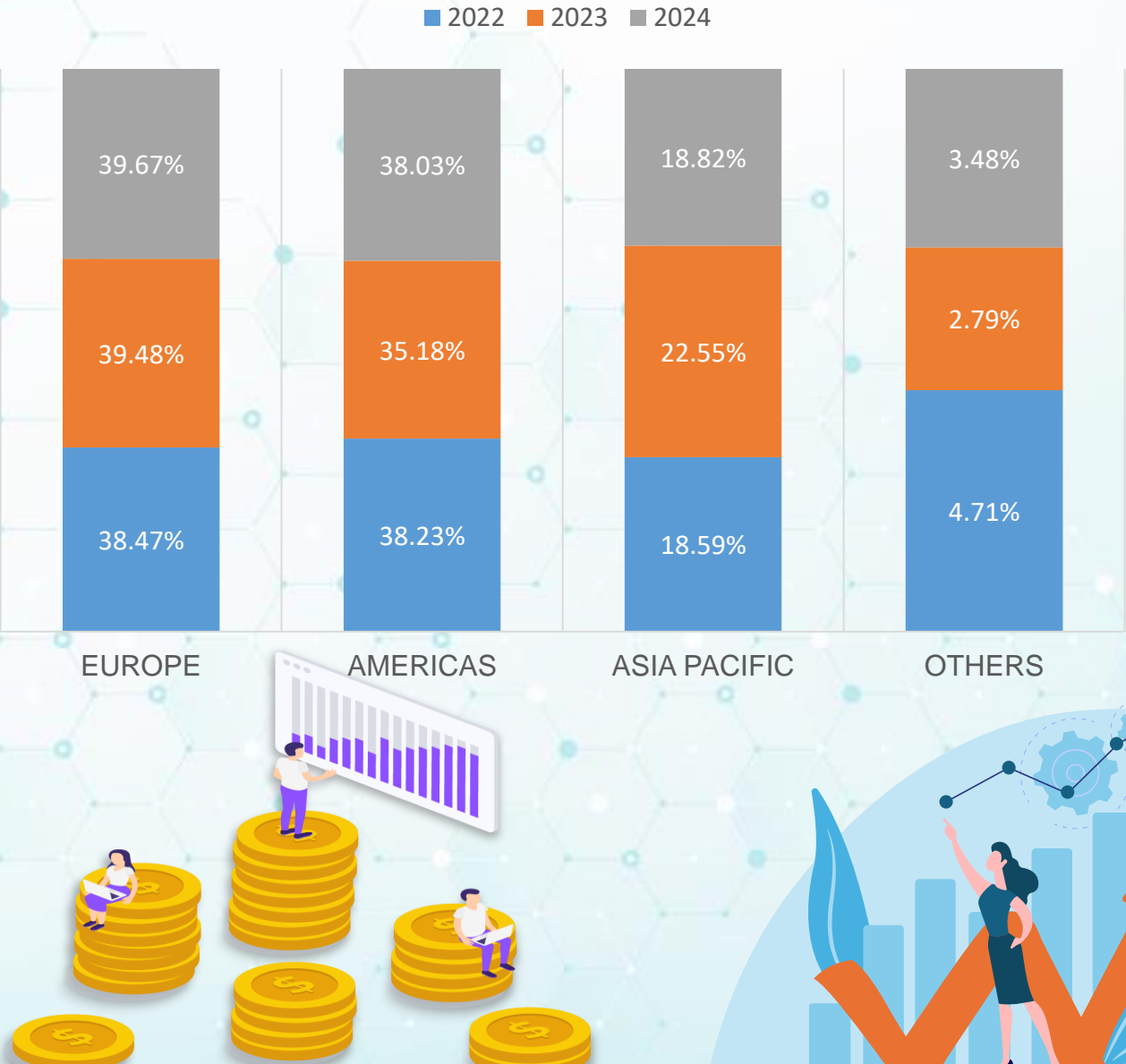## Status of SINTRONES' 2024 Material Topic "Business Performance"

Material Topic	Business Performance		
Impact Assessment	• Positive: Effective business performance helps enhance the brand value and reputation of an enterprise. By providing high-quality products or services, cultivating a loyal customer base, and developing innovative marketing strategies, companies can expand their market share and enhance their competitiveness. • Negative: Poor business performance may lead to decreased profits, loss of customers, damage to the brand, and higher turnover rates.		
GRI Indicators	201-1 Direct economic value generated and distributed	**SDGs**	Decent Work and Economic Growth
Policies and Commitments	The Company will continue to enhance operational and management efficiency, while also understanding customer needs. We aim to align product development strategies more closely with market and customer needs, ultimately increasing revenue and profitability.	**Indicators and Goals**	• Short-term goals: Through visualized management and process integration, we shorten the R&D and manufacturing cycle and continue to control costs, effectively improving efficiency and profitability. Our goal is to maintain an operating profit margin of more than 10%. • Mid-term goals: To meet customer needs, we will provide high-value products and solutions, and deepen customer relations through quality, R&D, and sustainable supply chain cooperation to drive stable revenue growth. • Long-term goals: Become a leader in the edge computing market
Effectiveness Tracking Mechanism	Convene regular meetings to monitor the achievement of goals • Weekly meetings: Business meetings, departmental meetings • Monthly meetings: Supervisor meetings • Annual meetings: All-staff meetings		

With the continuous expansion of Vehicle-to-Everything applications and stable improvements in the supply of raw materials, the Company's net operating revenue in 2024 was NT$666,577 thousand, an increase of NT$37,949 thousand compared to the NT$628,628 thousand in 2023, showing an annual growth rate of 6%. This was a record high since the Company was established. The new revenue from AI products represents another highlight, demonstrating that the Company has officially entered the edge AI computing market.

SINTRONES' Financial Performance and Profitability Over the Past 3 Years

Fundamental elements	2022	2023	2024
Net operating revenue	534,638	628,628	666,577
Operating costs	361,703	429,648	436,454
Gross profit	172,935	198,980	230,123
Operating expenses	104,845	122,761	169,535
Operating net profit	68,090	76,219	60,588
Non-operating income and expenditures	19,501	8,689	54,901
Profit before tax	87,591	84,908	115,489
Net profit for the current period	71,031	68,662	96,472
Other comprehensive profits and losses for the current period (net profit after tax)	0	(507)	816
Total comprehensive profits and losses	71,031	68,155	97,288
Earnings per share	3.41	2.99	4.15

RATIO OF SINTRONES' GLOBAL PRODUCT SALES BY REGION

Legend: ■ 2022 ■ 2023 ■ 2024

EUROPE
- 2024: 39.67%
- 2023: 39.48%
- 2022: 38.47%

AMERICAS
- 2024: 38.03%
- 2023: 35.18%
- 2022: 38.23%

ASIA PACIFIC
- 2024: 18.82%
- 2023: 22.55%
- 2022: 18.59%

OTHERS
- 2024: 3.48%
- 2023: 2.79%
- 2022: 4.71%

1.3 External Initiatives and Association Memberships

ESG Sustainability Initiatives

In recent years, the global focus on the environment, society, and governance (ESG) has increased. The Company actively responds to sustainable development by participating in the "E.SUN ESG Sustainability Initiative" and signing the "Sustainable Development Initiative" to declare our commitment to the goal of net zero emissions by 2050. The Company conducted the first GHG inventory in 2023 and the second in 2024 to strengthen our investment in and implementation of the circular economy.

While operations continue to grow, the Company is committed to product and technology improvements and actively promoting business management optimization and digital transformation. This demonstrates a highly sensitive and forward-looking approach to future trends, as well as the implementation of ESG strategies to achieve the vision of sustainability. Through this initiative, we hope to work together with other outstanding companies to learn from each other and jointly guide Taiwan towards a low-carbon future.

Association Memberships

SINTRONES has successfully applied for and passed numerous international certifications. We uphold innovative research, focusing on in-vehicle computing and expanding into diversified application markets, including edge AI, smart healthcare, and smart retail. SINTRONES actively participates in international member organizations, contributing to the enhancement of technology and cooperation in the industry, and working with like-minded stakeholders to implement sustainable transformation.

Name of External Associations	Participant Status
Taiwan IoT Association	Member
Taipei Computer Association	Member
Intelligent Computer & AIoT Association	Member
New Taipei City Industrial Association	Member
National Association of Small & Medium Enterprises, R.O.C.	Member
Rising Star Award Association	Member
HDMI	Member
HDCP	Member
APTA	Member

2

Corporate Governance

2.1 Policy Commitments

The Company upholds the concept of a "people-centric approach" while placing importance on the well-being and workplace safety of employees. We established a comprehensive benefits system to create a diverse and inclusive work environment. At the same time, we actively participate in various charity activities to fulfill our corporate social responsibility and give back to the public. We work together with customers and suppliers to enhance the social impact of the overall industry value chain.

We encourage employees to unleash their potential, realize self-growth, and share their results with the Company. Led by the spirit of "customer-oriented", we continue to optimize our products and services to meet the diverse needs of our customers, thereby achieving the goal of maximizing value for the Company and our stakeholders.

Looking ahead to the future, SINTRONES will work with global partners to make full use of Taiwan's key advantages in R&D and manufacturing, continue to increase our own production rate and capacity scale, and strengthen overall competitiveness. We aim to become a leading brand in the field of smart transportation and edge AI applications. We will work with all our employees, customers, and shareholders towards sustainable growth to jointly create a smarter and happier future.

Innovative Services

Create new product mindsets based on the market and customers to provide the most competitive, high-quality products and services

Customer-oriented

With the goal of customer satisfaction, we strive to meet customer needs and maximize benefits through customer collaboration

Creating Value

With the Company's goals as the cornerstone, we aim to create maximum shareholder value and enhance the Company's competitiveness in sustainable operations.

People-centric Approach

With a proactive attitude as our foundation and communication and coordination as the bridge, we allow employees to happily realize their potential and share operational results

Sustainability and Ethical Corporate Management Code of Conduct

SINTRONES upholds the spirit of ethical management. We established the "Code of Ethical Conduct" for management in 2018 and the "Ethical Corporate Management Operating Procedures and Code of Conduct" to regulate the Company's overall business activities. During the implementation period of this system, the Company maintains an active attitude, continually improving regulations in line with laws and trends. We regularly review and revise them to ensure the effective implementation of the corporate sustainability policy and internal management procedures. We have set high standards for ourselves and hope that new businesses, suppliers, outsourcers, distributors, agents, contractors, and all partners and customers with contractual relationships will comply with relevant regulations, implement ethical management, and jointly create long-term cooperation and sustainable development.

01

Legal Compliance

SINTRONES is committed to compliance with laws and regulations. All employees believe in complying with laws and regulations, taking pride in their legal compliance.

02

We adhere to ethical standards based on integrity and engage in fair and reasonable competition.

Our competitive advantage stems from our high-quality products, professional team, and fast, comprehensive services. We uphold ethical management and strictly reject and oppose any unethical or illegal business practices.

03

We respect employee diversity and uphold the principle of fair and just recruitment.

SINTRONES upholds the principles of fairness and competency-oriented practices, providing equal employment and promotion opportunities for all employees. We clearly prohibit any form of sexual harassment and discrimination and are committed to creating a respectful, inclusive, and safe workplace environment.

04

It is strictly prohibited to directly or indirectly accept, request, or provide bribes.

All employees shall abide by the principle of integrity and shall not accept or provide high-value gifts, hospitality, or entertainment activities from their work relationships. They shall not seek or accept any form of improper gains or bribes to ensure the fairness and transparency of business conduct.

05

We exert a positive influence and promote mutual prosperity between the Company and society.

All SINTRONES employees are willing to contribute their strengths and work to promote the joint growth and improvement of the Company and employees.

Responsible Business Alliance (RBA)

SINTRONES upholds ethical corporate management, strictly abides by the laws and ethical standards of each operating location, and regards legal compliance as a core business policy. The Company has established the "External Supplier Management Procedures" and implements the spirit of compliance through regulatory identification, education, and training.

In line with the five aspects of the RBA (labor, environment, health and safety, business ethics, and management systems), the Company emphasizes fairness and ethics, and continues to enhance team execution through institutionalized processes, internal audits, and the establishment of regulations. We aim to fulfil our social and environmental responsibilities and implement sustainable operations.

Labor	Promote the legal rights and interests of workers to prevent discrimination and harassment
Environment	Comply with environmental regulations and report greenhouse gas emissions
Health and Safety	Ensure workplace health and safety, and create a high-quality work environment
Code of Ethics	Transparent ethical management information and responsible procurement
Management System	Establish a lean management system and pursue corporate sustainability value

2.2 Organization
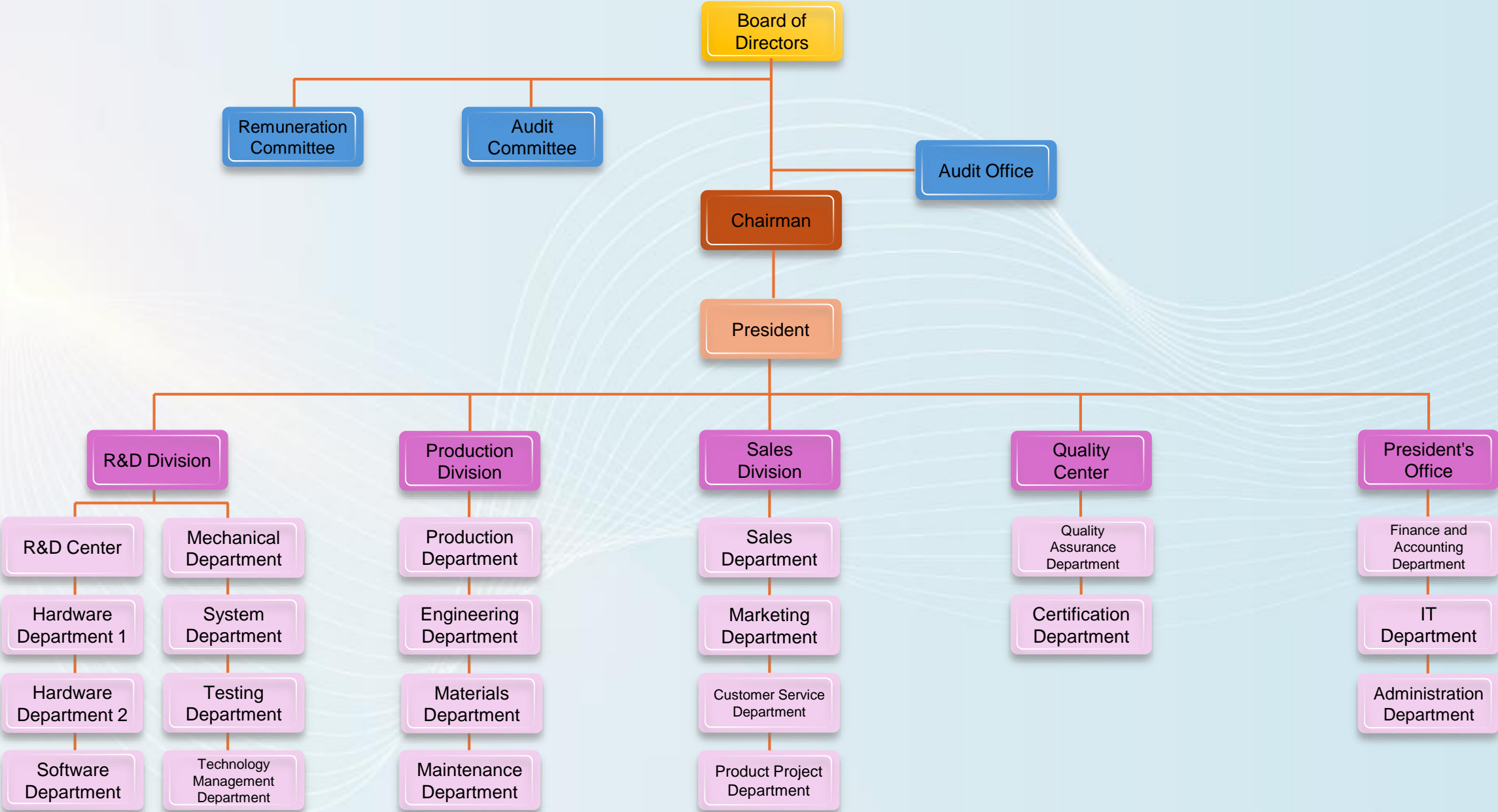
2.3 Board of Directors

Composition and Operation of the Board of Directors

The Company's Board of Directors consists of 8 members, including 4 independent directors, with independent directors accounting for 1/3 of the seats. Each director serves a 3-year term. Directors are elected at the shareholders' meeting from the list of board candidates under the candidate nomination system. The Board of Directors of the Company convenes at least one meeting every quarter. The directors are notified of the meeting 7 days in advance, but meetings may be convened at any time in case of emergency. A total of 9 board meetings were held in 2024, and the attendance rate of all directors reached 100%.

The Chairman of the Company also serves as President to enhance the efficiency and effectiveness of business decision-making and execution. To further strengthen the independence of the Board of Directors, the number of independent directors has been increased from 3 to 4. The Chairman maintains good communication with all directors, provides timely updates on the Company's operations and development plans, and actively upholds the principles of corporate governance.

The Company has consistently emphasized gender equality among board members and aims to increase the proportion of female directors to one-third (i.e., 37.5%) or more. Currently, out of the 8 directors, 75% (6) are men and 25% are women (Director Ke Shu-ping and Independent Director Lu Jia-ying). Going forward, the Company will make every effort to increase female representation on the board to achieve this goal.

Members of the Board of Directors

Title	Name	Gender	Nationality	Employee of the Company	Age	Year(s) as independent director	
						Under 3 years	6 to 9 years
Director	Kevin Hsu	Male	Republic of China, Taiwan	V	45~55	-	-
Director	Ke Shu-ping	Female	Republic of China, Taiwan	V	41~50	-	-
Director	Lin Chen-tai	Male	Republic of China, Taiwan	-	55~65	-	-
Director	AUO Corporation Representative: Hong-Jye Hong	Male	Republic of China, Taiwan	-	55~65	-	-
Independent Director	Lu Jia-ying	Female	Republic of China, Taiwan	-	41~50	-	V
Independent Director	Li Chi-liang	Male	Republic of China, Taiwan	-	41~50	-	V
Independent Director	Lin Yue-zhen	Male	Republic of China, Taiwan	-	45~55	-	V
Independent Director	Liao Guo-hua	Male	Republic of China, Taiwan	-	41~50	V	-

Board Diversity Policy and Professional Capabilities

The Company adheres to a merit-based principle for employment and actively promotes and respects board diversity policies. We aim to strengthen corporate governance mechanisms, enhance the composition and structure of the Board of Directors, and ultimately improve overall operational effectiveness. The Company believes that board diversity helps promote the comprehensiveness and long-term development of decision-making, and improves the organization's flexibility and competitive advantages.

Board Diversity Approach

The current members of the Company's Board of Directors have expertise and experience in different fields, fully embodying a diverse composition. They can effectively assist the Company in addressing industry changes and market challenges.

- Basic conditions: Background differences such as age, gender, and nationality.
- Professional skills and industry experience: Possess cross-disciplinary capabilities in business management, finance and accounting, legal consultation, and product development.
- Management competencies: Comprehensive capabilities such as operational judgment, business management, leadership and decision-making, and crisis management.

Recusal of the Board of Directors

All members of the Company's Board of Directors comply with the "Rules of Procedure for Board of Directors Meetings" and stipulate the principles of recusal for conflicts of interest. Board members are expected to fulfill their managerial duties with a high degree of self-discipline and prudence, acting with integrity in carrying out their responsibilities and authority. The rules also stipulate that if a director, or the legal entity they represent, has a conflict of interest in any matter discussed at a board meeting, the director must disclose the material details of the conflict during the meeting. If the conflict is detrimental to the Company's interests, the director must be recused from discussion and voting, and may not act on behalf of other directors in exercising voting rights.

Management Targets	Conditions	Achievement Status
Independence of the Board of Directors and Percentage of Independent Directors	• The Company has 8 directors, including 4 general directors and 4 independent directors. • None of the Company's directors or independent directors is involved in matters specified in Paragraphs 3 and 4 of Article 26-3 of the Securities and Exchange Act.	✓
Gender	• The Company has always focused on gender equality among board members. Among the 8 directors, there are 2 female directors, including 1 director and 1 independent director.	✓
Age	• 4 directors are between the ages of 41 and 50, 1 director is between the ages of 45 and 55, and 2 directors are between the ages of 55 and 65. • The directors' diverse ages help provide a comprehensive understanding of the market, enable effective responses to challenges, and support the ability to seize opportunities. It also contributes to succession planning for the Board.	✓
Concurrent positions	• No directors serve concurrently as a director of more than 3 other public companies.	✓
Directors who concurrently serve as managers of the Company should not account for more than one-third of the Board of Directors	• Among the members of the Board of Directors, there are two directors who serve as employees, therefore the number does not exceed one-third of the Board.	✓
Composition or ratio of professional qualifications and experience, nationality, etc.	• All 8 directors (including the 4 independent directors) are Taiwanese nationals. • Their professional expertise includes finance and accounting, law, and industrial and commercial management, all of which meet the needs of the current scale of business, operations, and development.	✓

Overall Planning Capabilities of the Board of Directors

According to Article 22.4 of Subparagraph 1, Chapter 3 of the Company's "Corporate Governance Best Practice Principles", the Board of Directors should possess the following 8 core competencies to realize the ideal goal of corporate governance.

- Business judgment ability
- Accounting and financial analysis ability
- Business management ability
- Crisis management ability
- Leadership ability
- Decision-making ability
- Knowledge of the industry
- International market perspective

Remuneration of the Board of Directors

The remuneration of the Company's directors and supervisors includes transportation allowances and compensation. Transportation allowances are determined with reference to industry standards. Compensation is paid in accordance with the Company's Articles of Incorporation and based on each director's level of involvement in operations and the value of their contributions. Remuneration is provided at industry standards regardless of the Company's operating profit or loss. The remuneration of managers (Chairman, President, Vice Presidents, Assistant Vice Presidents, and Finance and Accounting Officers) includes performance bonuses, year-end bonuses, and festival bonuses. These are approved by the Chairman and determined based on the individual's level of involvement in operations and the value of their contributions. The remuneration is reviewed by the Remuneration Committee and submitted to the Board of Directors for approval. Regardless of the Company's operating profit or loss, payment is made in line with industry salary standards. For detailed remuneration allocation, please refer to the Annual Report (Page No.: 13).

Title	Name	Main Experience	Core Competencies							
			Business judgment ability	Accounting and financial analysis ability	Business management ability	Crisis management ability	Leadership ability	Decision-making ability	Knowledge of the industry	International World View
Director	Kevin Hsu	Chairman and President of SINTRONES	✓		✓	✓	✓	✓	✓	✓
Director	Ke Shu-ping	Executive Assistant to the President of SINTRONES		✓	✓				✓	✓
Director	Lin Chen-tai	Chairman of NEXTEQ PLC Taiwan Branch Chairman of GZ TECHNOLOGIES, INC.	✓		✓	✓	✓	✓	✓	✓
Director	Hong-Jye Hong Legal representative	Senior Vice President of the Smart Mobile Product Development Headquarters, AUO Corporation Director of Raydium Semiconductor Corp.	✓		✓	✓	✓	✓	✓	✓
Independent Director	Lu Jia-ying	Certified Public Accountant of Weisin Accounting Firm Prosecutors' Officer qualifications		✓	✓			✓	✓	
Independent Director	Li Chi-liang	Senior R&D Manager of Dell Inc. Taiwan Branch			✓				✓	✓
Independent Director	Lin Yue-zhen	Manager of HT Precision Technologies, Inc.			✓	✓	✓	✓	✓	✓
Independent Director	Liao Guo-hua	Chief Engineer, TPV Technology Co., Ltd.	✓		✓	✓	✓	✓	✓	✓

Continuing Education for the Board of Directors

To align with global management trends and enhance corporate governance effectiveness and risk responsiveness, the board members of SINTRONES continuously strengthen their industry expertise and actively accumulate practical experience in corporate governance, fostering collective wisdom at the highest level of governance in support of sustainable development and ESG governance. To help directors stay informed of the latest developments related to the Company's operations, we provide updates on topics announced by the stock exchange and key domestic and international trends from time to time. Based on the needs and feedback of individual board members, we continuously refine our information-sharing mechanisms and training programs to ensure directors possess the necessary professional competencies to effectively fulfill their leadership and oversight responsibilities. In 2024, the Board of Directors accumulated 66 hours of continuing education, with an average of 8.25 hours per director. The hours demonstrated the Company's determination to continue to promote the professional growth of directors and improve the quality of governance. Please refer to the Annual Report for more information on directors' continuing education (Page No.: 19).

Board Evaluation Implementation Status

To implement corporate governance and enhance the functions of the Company's Board of Directors, the Company's Board of Directors passed the establishment of the "Board of Directors Performance Evaluation Guidelines" on March 20, 2020, which stipulates that the Company's Board of Directors shall conduct annual board performance evaluations. The Company has conducted the 2024 performance evaluation of the Board of Directors. The evaluation showed that both the Board of Directors and functional committees comply with the indicators. All members are aware of their duties and familiar with the Company's operating environment to effectively improve the overall decision-making quality of the Board of Directors. In the future, we will continue to implement corporate governance and promote the objectivity of the evaluation results of the Board of Directors to effectively strengthen the operational efficiency of the Board of Directors. Please refer to the Annual Report for more information on director evaluations (Page No.: 20).

Overall Performance of the Board of Directors

Assessment Criteria	Average Score (note)	Assessment Results and Description
Participation in company operations	4.89	In 2024, the result of the Company's Board of Directors' self-assessment was "Excellent", indicating that the Board has effectively fulfilled its responsibilities in guiding and overseeing the Company's strategy, major business operations, and risk management. The Board has also established a sound internal control system and actively participated in sustainability initiatives. Overall, the Board's performance was robust and aligned with the demands of corporate governance.
Improvement of the quality of the Board of Directors' decision-making		
Composition and structure of the Board of Directors		
Election and continuing education of directors		
Internal control		

Note: The evaluation score ranges from 1 to 5 points, with 5 being the highest.

Board Member Performance

Assessment Criteria	Average Score (Note)	Assessment Results and Description
Grasp of the Company's goals and tasks	4.93	The self-evaluation score of the Company's Board members in 2024 is based on the overall average of all items of the 8 directors. The evaluation result was "Good", indicating that each director (including independent directors) is professional and responsible.
Understanding of directors' roles and responsibilities		
Participation in company operations		
Management and communication of internal relations		
Directors' expertise and continuing education		
Internal control		

2.4 Functional Committees

Audit Committee

The Audit Committee is composed of 4 independent directors appointed by the Board of Directors. All members of the Audit Committee comply with the independence and professionalism requirements of relevant laws and regulations. The term of office of the Audit Committee members is the same as that of the appointed Board of Directors. According to the "Audit Committee Charter", the Audit Committee shall convene a meeting at least once a quarter and may convene meetings as needed. Please refer to the Annual Report for information on the Audit Committee (Page No.: 21).

Assessment Criteria	Score (Note)	Assessment Results and Supplementary Descriptions
Participation in company operations Understanding of the Audit Committee's role and responsibilities Improvement of the quality of the Audit Committee's decision-making Composition of the Audit Committee and election of members Internal control	4.90	The self-evaluation result of the Company's Audit Committee in 2024 was "Excellent", showing that the overall operation of the Audit Committee is sound and meets the requirements of corporate governance, effectively enhancing the functions of the Board of Directors.

Note: The evaluation score ranges from 1 to 5 points, with 5 being the highest.

Remuneration Committee

The Remuneration Committee is composed of 4 independent directors appointed by the Board of Directors. All members of the Remuneration Committee comply with the independence and professionalism requirements of relevant laws and regulations. The term of office of the members of the 3rd Remuneration Committee is from June 26, 2024, to May 20, 2027. According to the "Remuneration Committee Charter", the Remuneration Committee shall convene meetings at least twice a year and may convene meetings as needed. Please refer to the Annual Report for information on the Remuneration Committee (Page No.: 35).

Assessment Criteria	Score (note)	Assessment Results and Supplementary Descriptions
Participation in company operations Understanding of functional committees' roles and responsibilities Improvement of the quality of the functional committees' decision-making Composition of functional committees and election of members	4.94	The self-evaluation result of the Company's Remuneration Committee in 2024 was "Excellent", showing that the overall operation of the Remuneration Committee is sound and meets the requirements of corporate governance, effectively enhancing the functions of the Board of Directors.

Note: The evaluation score ranges from 1 to 5 points, with 5 being the highest.

2.5 Corporate Risk Management

To strengthen corporate governance and risk control, the Company's Board of Directors approved the Risk Management Policy and Procedures on March 10, 2023. The policy establishes mechanisms for risk identification, assessment, monitoring, and control, which are continuously adjusted in response to internal and external environmental changes. The aim is to reduce the risk of losses, protect the rights and interests of employees, shareholders, partners, and customers, and enhance the Company's value and resource utilization.

The Company holds year-end kick-off meetings every year, where department heads are required to report operating results and future plans to improve strategic thinking, risk awareness, and management abilities.

The types of risks include strategic, operational, financial, information security, legal compliance, and climate change risks. Topic risks are assessed based on the principle of materiality, with corresponding management strategies and improvement measures developed. The Board of Directors oversees the effectiveness of implementation, and related information is disclosed in the Annual Report and on the Company's website to fulfill sustainable management.

Risk Assessment Items	Risk Management Strategies
Socioeconomics and Legal Compliance	1. The Company's finance units closely monitor changes in financial market data, such as interest and exchange rates, and carry out corresponding transactions or hedging activities as needed. The Company is committed to transparency and sustainable development, ensuring that all operations are conducted in compliance with relevant laws and regulations. 2. Review compliance with operational regulations and strengthen the Company's legal compliance education and training.
Strengthening the Board's Structure and Operation	1. Purchase liability insurance for directors to protect directors during the performance of their duties as managers and protect them from litigation or claims. 2. Plan continuing education for directors and provide directors with the latest regulations, system developments, and policies every year. 3. Conduct annual performance evaluations of internal directors. 4. Arrange meetings between independent directors and the Audit Officer and accountants each year.
Stakeholder Engagement	1. Establish various communication channels with stakeholders to reduce conflicts and misunderstandings. 2. To achieve effective communication with stakeholders, we periodically engage with them to understand their level of concern regarding corporate governance, environmental, and social issues.
Occupational Safety	1. In accordance with the provisions of the Labor Safety and Health Act, labor safety and health management personnel and fire prevention management personnel are designated in plants. The plants are also equipped with complete fire prevention equipment. Regular inspections and reports are conducted in accordance with fire safety regulations, as well as fire safety training and emergency response drills.
Product Safety	1. The Company's core values lie in "professional service, product innovation, best quality, rapid customization, and certified products", which are embedded in all operational procedures. A dedicated customer service department and company website are in place to handle inquiries and RMA requests, ensuring the protection of customer rights. All product and service marketing and labeling comply with relevant laws and international standards, and products undergo appropriate safety certifications.
Environmental Pollution Prevention	1. The Company strictly adheres to international environmental protection standards, complies with conflict-free minerals regulations and RoHS requirements, and has established a hazardous waste disposal plan. We aim to strengthen workplace environmental management and engage qualified private contractors to handle waste disposal, thereby preventing environmental pollution.

2.6 Information Security Management

To promote the Company's information security management and establish a secure and reliable information environment, SINTRONES has obtained ISO 27001 and CNS 27001 domestic and overseas information security management system (ISMS) dual certifications in 2024. We have established an internal set of compliant standards. Through various methods, such as management review, internal audit, risk assessment, corrective and preventive measures, and customer satisfaction surveys, we have established an information security management mechanism to strengthen information security protection and improve the level of information security protection.

We obtained the certification for the first time in 2024. The Company will conduct regular internal and external audits each year to strengthen the information security management system. We will regularly examine and examine the improvement status of the root causes of non-compliance in internal and external audits every year, and conduct regular effectiveness measurements and vulnerability scans every year.

There were no major information security incidents in 2024. The Company has established the "Information Security Management Guidelines" to continuously improve according to the PDCA cycle, regularly review the applicability of policies and protective measures, and maintain system security. Conduct risk assessments every year, covering system architecture, network environment, change management, authorization, and regulatory compliance.

Information Security Policy

To implement information security management and promote the information security management system (ISMS), all employees work together to attain the following goals:

◆ Protect the confidentiality and integrity of information assets
◆ Ensure access to data according to departmental competencies
◆ Ensure the continuous operation of information systems
◆ Prevent unauthorized modification or use of data and systems
◆ Regularly implement information security inspections to ensure the full implementation of information security

Internet Security Controls	Information Access Controls	Response and Recovery Mechanisms	Promotion and Review
• Deploy firewalls • Regularly conduct virus scans on computer systems and data access media • The use of various online services shall comply with the Information Security Policy • Regularly review the system logs of various network services and track abnormalities	• Computer equipment shall be in the custody of dedicated personnel, and accounts and passwords should be configured. • Provide different access permissions based on position • Cancelled the permissions for transferred or resigned personnel • Confidential and sensitive data shall be removed, and copyrighted software shall be removed or overwritten before equipment is discarded • Remote access to the management information system shall have proper authorization	• Regularly review emergency response plans • Annual system recovery drills • Establish a system backup mechanism and implement remote backups • Regularly review computer network security control measures	• Promote information security at all times to raise employees' information security awareness • Conduct annual information security inspections and report to the Chairman

2.7 Internal Audits

Structure and Operation of Internal Audits

The Company has established an internal audit unit under the Board of Directors dedicated to internal auditing. The Audit Department has 1-2 full-time auditors, which is adjusted according to actual operations. One member of staff is the Audit Officer, whose appointment or dismissal must be approved by the Board of Directors. In accordance with the Company's "Authority and Approval Guidelines", the appointment, evaluation, and compensation proposals for internal audit personnel must be submitted by the Audit Officer to the Chairman. The appointment or dismissal of the Audit Officer requires the approval of both the Audit Committee and the Board of Directors.

The purpose of internal audits is to promote sound business operations and reasonably ensure the effectiveness and efficiency of operations, the reliability, timeliness, and transparency of reporting, and compliance with relevant standards, laws, and regulations. Internal audits assist the Board of Directors and management in examining and reviewing deficiencies in the internal control system and in assessing operational effectiveness and efficiency. They also provide timely recommendations for improvement to ensure the internal control system is continuously and effectively implemented, and serve as a basis for reviewing and revising the internal control system.

Achieved an audit compliance rate of 100% in 2024.

Structure and Operation of Internal Audits

Internal audit personnel shall observe the operational situation and respond to management at all times, enabling them to manage or properly handle possible problems in a timely manner and maintain the normal and effective operation of each department.

Regularly or irregularly review the completeness and effectiveness of the internal control system and internal audit system, and amend the "Internal Audit Implementation Rules" when necessary, which shall be reported to the Board of Directors

Responsible for the planning, execution, and tracking of internal audits

Promote the planning and execution of the annual audit plan, inspect and evaluate the Company's budget, finance, sales, business performance, and internal control system, and attach work drafts and sample data to prepare audit reports for reference

Tracking and auditing of abnormalities in daily operations

Tracking and auditing of designated projects

The Audit Officer regularly reports to the Audit Committee and the Board of Directors on audit operations and communicates irregularly with independent directors about audit results and the implementation status of follow-up reports.

3

Value Chain Management

3.1 Building a Sustainable Supply Chain

Status of SINTRONES' 2024 Material Topic "Supply Chain Management"

Material Topic	Supply chain management		
Impact Assessment	• Positive: Effective supply chain management can help companies reduce inventory costs, avoid surplus products or product shortages, and improve transportation and storage efficiency, which can reduce costs and improve competitiveness. • Negative: Supply chain management must address various risks, including supplier closure, logistics delays, and natural disasters. These risks may have a negative impact on the Company's operations and profitability.		
GRI Indicators	308-1 New suppliers that were screened using environmental criteria 308-2 Negative environmental impacts in the supply chain and actions taken 414-1 New suppliers that were screened using social criteria 414-2 Negative social impacts in the supply chain and actions taken	**SDGs**	12 RESPONSIBLE CONSUMPTION AND PRODUCTION — Responsible Consumption and Production 17 PARTNERSHIPS FOR THE GOALS — Partnerships for the Goals
Policies and Commitments	To ensure product quality and implement management approaches, in addition to strictly requiring suppliers to implement quality, cost, delivery time, environmental safety and health, and other measures, we provide guidance to suppliers on implementing sustainable development policies such as environmental protection, human rights protection, and resource recycling. We extend our concept of sustainability to our suppliers, and jointly assume social responsibility for the environment, society, and governance in compliance with the Sustainability Code of Conduct. SINTRONES works with upstream and downstream suppliers to jointly create a sustainable supply chain.	**Indicators and Goals**	• Maintain a 93% on-time delivery rate per month by suppliers • SINTRONES complies with and aligns with the five aspects of the Responsible Business Alliance (RBA) Code of Conduct, operating on the principles of integrity and transparency to foster a positive work environment. At the same time, through supplier management measures, the Company implements environmental policies, builds partnerships with suppliers, and reduces the environmental impact of operations, demonstrating our commitment to corporate social responsibility.
Effectiveness Tracking Mechanism	• Supplier evaluation/every six months • On-site supplier evaluation/when necessary		

Status of SINTRONES' 2024 Material Topics "Materials Procurement" & "Green Products"

Material Topic	Materials Procurement and Green Product Management		
Impact Assessment	In response to the growing global focus on environmental protection, ethical sourcing, responsible products, and health and safety, SINTRONES must continue to ensure compliance with ethical, environmental, and safety standards and regulations throughout our processes, from raw material procurement and product design to assembly and production. This approach helps mitigate potential reputational risks or operational losses that could arise from violations of these issues.		
GRI Indicators	204-1 Proportion of spending on local suppliers 416-1 Assessment of the health and safety impacts of product and service categories 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	**SDGs**	**8 DECENT WORK AND ECONOMIC GROWTH** Decent Work and Economic Growth **9 INDUSTRY, INNOVATION AND INFRASTRUCTURE** Industry, Innovation and Infrastructure
Policies and Commitments	To meet industry standards and enable customers to focus on their core competitiveness, we will continue to prioritize local manufacturers and environmentally friendly materials in our procurement strategy, shortening product launch time and reducing costs. We will also maintain the procurement of conflict-free minerals. In the product design and assembly production processes, we are committed to avoiding excessive waste that pollutes the environment. We continue to improve our methods to implement environmental protection and attain sustainable development goals.	**Indicators and Goals**	With the goal of comprehensive system production, we continue to prioritize local manufacturers and environmentally friendly materials. SINTRONES has formulated the "Conflict Minerals Policy" and is committed to the four following items: • Do not purchase conflict minerals from conflict areas. • Require suppliers to refuse the use of conflict minerals from conflict areas and to sign a commitment letter affirming their use of no conflict minerals. • Require our suppliers to manage their upstream and downstream suppliers and comply with the requirements of conflict-free minerals. • Do our best to control the sources of materials and refuse the use of conflict minerals from conflict areas.
Effectiveness Tracking Mechanism	Each material requires suppliers to provide RoHS and REACH declarations to ensure that the materials used by SINTRONES comply with environmental regulatory standards. The Company conducts due diligence on whether suppliers use conflict minerals every year and discloses the sources of these minerals.		

Sustainable Supply Chain

Since our establishment, SINTRONES has adopted a global perspective based on our core business strategies. This is also the case with our procurement policy. To address the characteristics of in-vehicle computing products, which are produced in small quantities and diverse varieties, Taiwan has been designated as the production base. This enables a wide range of product combinations and flexible manufacturing strategies to meet the diverse needs of customers worldwide. Therefore, local manufacturers are prioritized as suppliers in Taiwan. Within the technology industry supply chain, the Company encompasses research and development, design, and manufacturing. Key raw materials, such as semiconductor wafers, PCBs, and mechanical components, are procured from upstream suppliers. These materials are processed into finished products using production equipment and then delivered to downstream distributors or end customers. There were no significant changes in the Company's supply chain and business relationships with upstream and downstream suppliers and customers in 2024.

To strengthen supply chain management and enhance collaboration with upstream, midstream, and downstream partners, the Company also continues to encourage suppliers and contractors to focus on improvements across various ESG dimensions. Through regular management-level exchanges, self-assessments, audits, and experience sharing, we aim to work hand in hand with suppliers to reinforce partnerships, deliver higher-quality products and services, and jointly create greater sustainable value.

① **Document Review**

② **Actual Audit**

③ **Supplier Evaluation**

④ **Incoming Material Inspection**

⑤ **Regular Evaluation**

Supplier Sustainability Issue Management

SINTRONES adheres to ESG standards and is committed to creating a supply chain that meets ethical and environmental standards. After auditing existing suppliers, no significant negative environmental or social impacts were found. In addition to continuously promoting the concepts to qualified suppliers and promoting various commitments, the Company also obtained the IEC QC080000 certification in 2024, ensuring that all materials in stock are safe and of high quality, providing end users with peace of mind.

To implement the concept of sustainable operation, the Company requires its cooperating supply chain suppliers to jointly abide by relevant policies and declare sustainability issues to suppliers. In 2024, procurement units began responding to relevant measures. New suppliers must sign the "Green Supply Chain Assurance Letter", declaring their adherence to environmental and social standards, and commit to upholding the principles of integrity and anti-corruption. New suppliers who complete the signing process can be included in the qualified supplier evaluation stage. All suppliers who wish to be qualified to work with SINTRONES must declare their intention to conduct voluntary audits and continue to improve through documentation, thereby sharing the responsibility of corporate sustainable development.

Local and Overseas Procurement and Supply Chain Characteristics

Disasters caused by global climate change have become critical environmental issues that demand attention from both individuals and businesses worldwide. The greenhouse effect has led to abnormal climate patterns, resulting in more severe storms, floods, and droughts, with increasing frequency and intensity that pose significant threats to human survival. In response, SINTRONES collaborates with our supply chain to protect the planet and safeguard the environment. The Company continues to promote supplier localization to reduce transportation costs, lower carbon emissions, and diversify risks, as well as to further minimize the environmental impact of transportation.

To reduce the impact of transportation on the environment and achieve the goal of reducing carbon emissions, SINTRONES selects local manufacturers as part of our procurement strategy, which improves the efficiency and performance of supply and reduces environmental damage.

Suppliers are important partners of SINTRONES. We work together to pursue sustainable development and growth through close cooperation. SINTRONES' main production and operation site is in Taipei. Local manufacturers are mainly domestic vendors of the production sites. The Company prioritizes local suppliers. Therefore, even as the Company's annual revenue continues to grow, the proportion of local procurement remains at 100% each year, achieving total production localization.
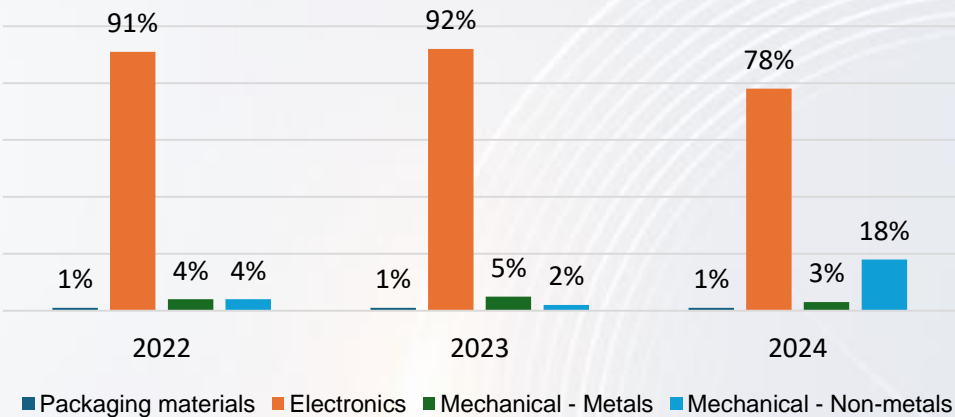
Local procurement ratio of SINTRONES in the past 3 years
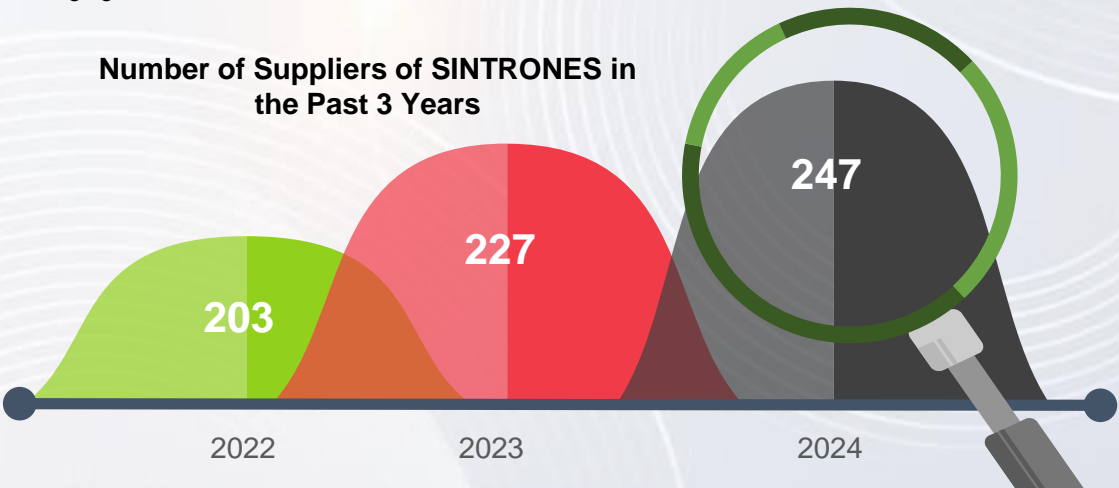
- 2022: 100%
- 2023: 100%
- 2024: 100%
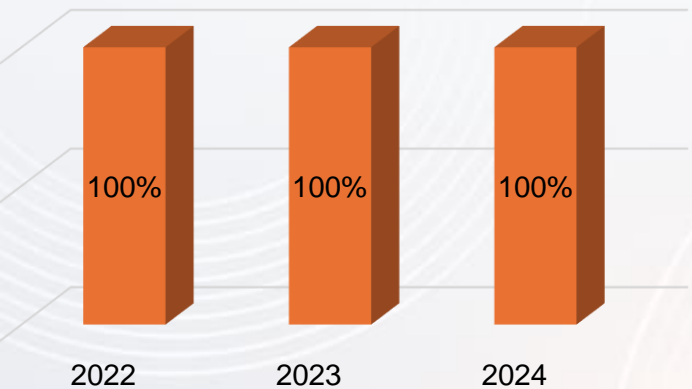
Type of Supply Chain

SINTRONES' mainly produces in-vehicle computing products. Therefore, electronics account for the highest proportion of procured components, with an average of more than 87% per year. In the future, we will continue to aim towards comprehensive system production. To meet industry standards and enable customers to focus on their core competitiveness, we will continue to prioritize local manufacturers and environmentally friendly materials in our procurement strategy, shortening product launch time and reducing costs. This will enable us to provide complete system options to customers. As of the end of 2024, SINTRONES had a total of 247 suppliers. The supply chain is mainly divided into four types, and the distribution are as disclosed below:

Parts Category Distribution of SINTRONES in the Past 3 Years

Category	2022	2023	2024
Packaging materials	1%	1%	1%
Electronics	91%	92%	78%
Mechanical - Metals	4%	5%	3%
Mechanical - Non-metals	4%	2%	18%

Legend: ■ Packaging materials ■ Electronics ■ Mechanical - Metals ■ Mechanical - Non-metals

Number of Suppliers of SINTRONES in the Past 3 Years

- 2022: 203
- 2023: 227
- 2024: 247

Supply Chain Management Mechanism

SINTRONES conducts evaluations of key suppliers twice a year, with all evaluations carried out by procurement. Only suppliers that pass the evaluation may retain their qualified supplier status. In addition, supplier on-site audits are conducted at least twice a year, supplemented by external supplier assessment checklists to verify compliance and assess whether any negative or potential impacts on the Company exist (such as government penalties or production suspensions). Specific measures are proposed for suppliers demonstrating outstanding performance or those posing potential risks due to violations or deficiencies. As of 2024, no supplier has been found in violation of laws or regulations.

- Those with a record of violations or deficiencies: Suppliers are counseled to implement corrective actions. If they deliberately fail to cooperate or are unable to make improvements within a reasonable timeframe, risk control measures such as lowering their evaluation score or selecting alternative suppliers are implemented.

- If no violations or deficiencies are recorded, an exchange meeting will be held to discuss and share opinions on the positives of both parties.

- Require suppliers to refrain from purchasing conflict minerals from conflict areas, to refuse the use of conflict minerals from conflict areas, and to sign a commitment letter affirming their use of no conflict minerals.

2024

Number of suppliers evaluated: 33
Qualification rate: 100%

2023

Number of suppliers evaluated: 31
Qualification rate: 100%

2022

Number of suppliers evaluated: 52
Qualification rate: 100%
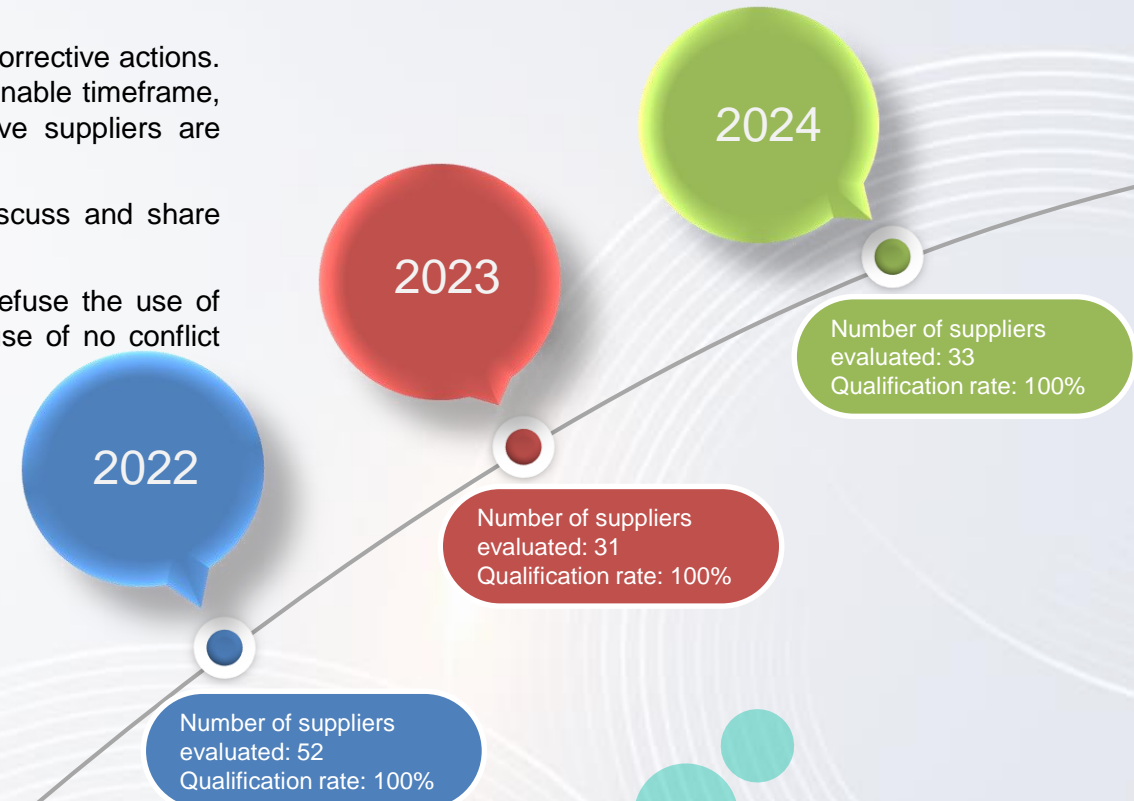
SINTRONES selects high-quality suppliers based on criteria such as quality, capability, and environmental policies, and works closely with qualified suppliers over the long term to fulfill our corporate social responsibility. At the same time, the Company complies with RoHS standards, enhances training programs, and ensures the safety of operations to protect the health and safety of employees, while jointly strengthening risk management. In 2024, a total of 33 new suppliers were evaluated, all of whom passed the evaluation.

## Hazardous Substance Management and Regulatory Trends

SINTRONES, in compliance with international environmental regulations and customer requirements, has established the "Hazardous Substances Management Regulations", which clearly stipulate that product components, packaging materials, and accompanying documents must not contain specified hazardous substances. This ensures both the environmental friendliness and safety of the Company's products. The Company has established a comprehensive control process and works closely with suppliers to ensure that all relevant parties comply with the management regulations. This approach aims to create a production system that is conducive to environmental friendliness and human health, fully demonstrating SINTRONES' commitment to sustainable development and environmental protection. At the same time, SINTRONES continues to closely monitor regulatory initiatives and developments in the United States and Europe regarding per- and polyfluoroalkyl substances (PFAS) and the U.S. "Toxic Substances Control Act" (TSCA). The Company has incorporated these trends into our risk assessments and operational considerations. We are actively developing relevant management regulations and response measures to ensure adequate response capabilities and compliance when addressing such critical environmental issues.

Green Components Approval Guidelines

In our Green Components Approval Guidelines, we emphasize the improvement of health and safety impact assessment methods, including the establishment of the "Hazardous Substance Management Guidelines" and the implementation of rigorous control procedures. The relevant measures aim to ensure that the materials used do not contain hazardous substances and comply with international environmental regulations and customer requirements. All materials used for SINTRONES' electronic products comply with this assessment method. Suppliers are required to provide three technical documents, namely the Supplier Declaration, Material Declaration, and a 3rd-Party-Lab RoHS Test Report, to verify that all components and packaging materials used in the products comply with international environmental regulations and hazardous substance requirements of customers.

SINTRONES requires and helps suppliers comply with the above regulations. However, not all suppliers can provide complete sets of the three green technical documents, or the original manufacturer has ceased updating the documents. Therefore, collecting such documents remains challenging. The Company continues to communicate diligently and assist suppliers in understanding these regulations, while making every effort to coordinate with original manufacturers to obtain material composition declarations for the components sold. As of 2024, there were no incidents of non-compliance concerning the health and safety impacts of products and services.

EU RoHS	EU Restriction of Hazardous Substances Directive
EU REACH	EU Registration, Evaluation, Authorisation and Restriction of Chemicals
WEEE	EU Waste Electrical and Electronic Equipment Directive
PPW	EU Packaging and Packaging Waste Directive
EU Batteries Directive	EU Batteries Directive
Material Declaration	The latest chemical substance list and threshold concentration (%) announced under the material declaration standard IEC-62474 established by the International Electrotechnical Commission
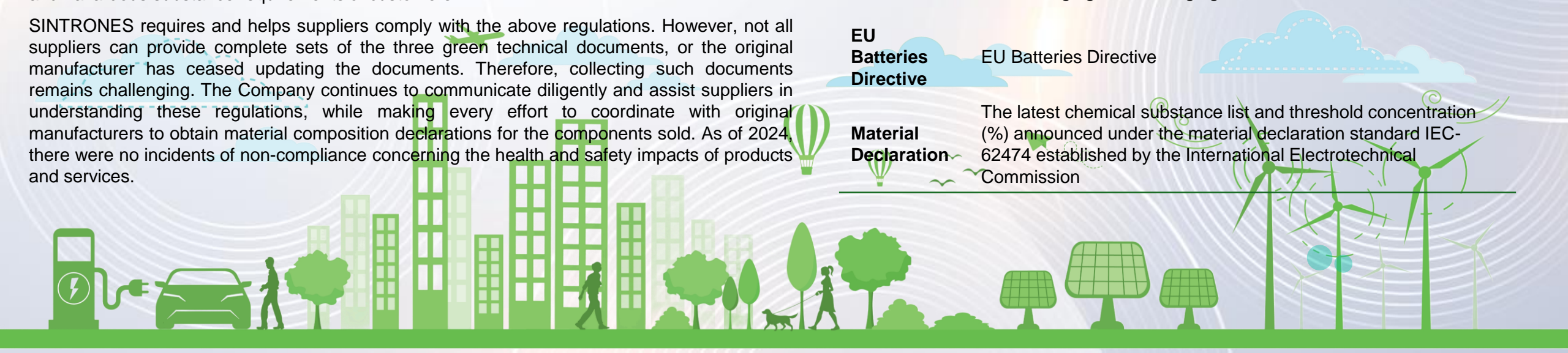
3.2 Customer Service

Status of SINTRONES' 2024 Material Topic "Customer Relationship Management"

Material Topic	Customer relations management		
Impact Assessment	• Positive: Improving customer satisfaction means that customers recognize the Company's products and services, which will help build good customer relationships, further enhance customer loyalty and brand reputation, encourage recommendations, and expand the customer base, ultimately driving revenue growth and attracting more potential customers. • Negative: Failure to properly manage customer relationships can lead to loss of customers, resulting in the loss of potential long-term benefits, and even damage to the Company's reputation. In addition, the time and resources required to handle customer complaints will also increase business operating costs.		
GRI Indicators	Self-defined topic	**SDGs**	Partnerships for the Goals
Policies and Commitments	We are committed to providing high-quality products, reasonable prices, and timely, comprehensive services to help customers improve their competitiveness. The Company upholds the philosophy of continuous improvement and strictly implements quality assurance guidelines in product manufacturing. We strive for excellence in R&D and continuously improve our technical capabilities. In terms of business promotion, we are focused on a market-oriented approach to satisfy customers' diverse needs.	**Indicators and Goals**	• Maintain a customer satisfaction score of over 78 points • We are committed to continuously improving customer satisfaction, ensuring that every customer can get the best experience and value during our collaboration. The valuable opinions of our customers are extremely important to SINTRONES as they directly guide our future development direction and strategic planning.
Effectiveness Tracking Mechanism	Annual customer satisfaction survey		

The Company upholds the core philosophy of "people-centric approach, customer-oriented, service creation, and value innovation" and regards customer relationship management as the key to enhancing corporate competitiveness and brand value. Industrial computer products are primarily utilized in key settings such as smart transportation, smart manufacturing, and automation equipment. Customers have high-level demands on product stability, long-term supply capabilities, and technical support.

In response to market challenges, SINTRONES further strengthened our CRM strategy in 2024 by optimizing the customer relationship management system through systematic service processes, comprehensive technical support, and precise data analysis. These efforts continuously enhance service quality and customer satisfaction while deepening long-term partnerships with customers.

Long Life Cycle Support and Customized Design Capabilities

The application cycle of industrial computers is long, and their design is highly complex. In response, SINTRONES provides highly flexible, customized options. We are committed to providing product supply guarantees and maintenance support for 5 to 7 years to help customers effectively reduce the risks created by system design and conversion.

Professional FAE Technical Support

SINTRONES has a professional Field Application Engineer (FAE) team that provides comprehensive technical support ranging from product implementation and system integration to hardware and software compatibility verification. Working closely with the RMA team, they effectively enhance the response efficiency and speed of after-sales service.

Customer Satisfaction Survey and Feedback Management Mechanism

SINTRONES conducts annual questionnaire surveys on major market customers, covering product quality, delivery time, and service. The survey results serve as a basis for quality and process improvement, with issues tracked in routine business meetings and cross-departmental feedback provided to continuously enhance customer satisfaction.

Customer Satisfaction Survey of SINTRONES Over the Past 3 Years

	2022	2023	2024
Total customer satisfaction score	82.83	81.83	88.83
KPI	78	78	78
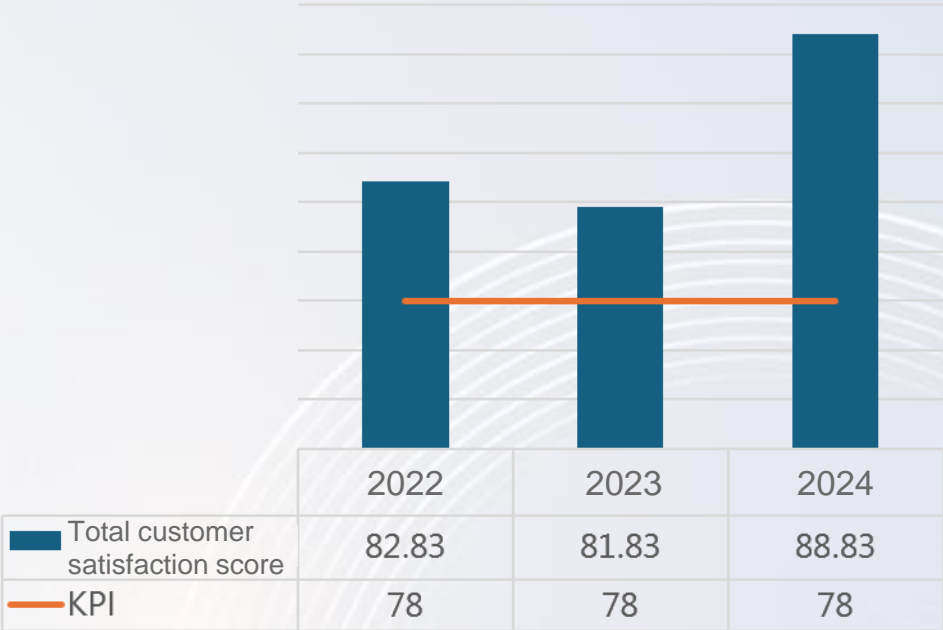
Clear Measures to Improve Customer Satisfaction

◆ Significantly increase delivery satisfaction

◆ Improve supply chain resilience and optimize material management

◆ Receive higher ratings for product innovation and packaging appearance, demonstrating design upgrades and customer-oriented results

4

Environmental Care

4.1 **Climate Change**

4.2 **Energy Conservation**
     and Carbon Reduction

4.3 **Waste Management**

4.1 Climate Change

Status of SINTRONES' 2024 Material Topic "GHG Inventory"

Material Topic	Greenhouse gas inventory		
Impact Assessment	• Positive: Meet customer needs, government regulations, and respond to global sustainability through the systematization of carbon inventory. • Negative: Carbon credits, carbon fees, electricity fees, company expenditures, and carbon emissions cause climate warming.		
GRI Indicators	• 305-1 Direct (Scope 1) GHG emissions • 305-2 Energy indirect (Scope 2) GHG emissions • 305-3 Other indirect (Scope 3) GHG emissions • 305-4 Greenhouse gas inventory intensity	**SDGs**	Climate Action
Policies and Commitments	1. SINTRONES' Environmental Sustainability Development Plan • Greenhouse gas inventory • Establish carbon reduction targets 2. Climate change policy • Mitigate the impact of climate change • Support carbon emission reduction activities • Reach the goal of net-zero emissions	**Indicators and Goals**	• In 2024, the Industrial Development Administration, Ministry of Economic Affairs, approved its planned carbon reduction pathway. Reduction measures are expected to begin implementation in 2025, with the aim of reducing carbon emissions to the level before the plant relocation by 2030. • We plan to purchase carbon rights in 2045 to ensure that the ultimate goal of carbon neutrality is met. • Achieve net-zero emissions by 2050.
Effectiveness Tracking Mechanism	• Internal inventory data audit • Feedback and grievances: Stakeholder feedback can be submitted through the Company's official website and ESG mailbox.		

Environmental Management Measures in Response to Climate Change and Resource Challenges

Facing the increasingly severe challenges of global environmental impact, companies are actively conducting impact assessments, risk management, and strategic deployment in response to issues such as climate change, energy use, and resource management. These actions have become key to corporate sustainability. SINTRONES upholds the concepts of international environmental protection and is facing the impacts of climate change head-on. We continue to fulfill our commitment to environmental sustainability.

In accordance with international environmental regulations, the Company independently completed a greenhouse gas inventory in 2024 that covered 2023. The inventory process and results for organizational emissions were confirmed to be in compliance with verification standards. This not only shows our commitment to environmental responsibility but also provides a foundation for future carbon reduction management and improvement measures.

In our operations, SINTRONES promotes green procurement policies and environmentally friendly production processes, striving to reduce greenhouse gas emissions and energy consumption. The Company actively enhances resource efficiency and implements circular economy principles. The Company aims to address global environmental protection goals with practical actions, contributing to the creation of a sustainable green industry.

At the same time, SINTRONES will continue to comply with the requirements of the Environmental Management System (EMS), incorporating environmental protection, operational safety, and employee health into the core of our operational management. The Company is committed to continuously improving environmental, occupational safety, and health performance, implementing pollution prevention, resource conservation, and risk control, and striving to create a safe, healthy, and sustainable working environment.

Climate Change Response Actions and Commitments

As global warming intensifies the greenhouse gas effect, and the global average temperature continues to rise, climate change has become an important issue that enterprises can no longer ignore. SINTRONES recognizes our role within the global supply chain and the responsibility we bear in mitigating climate impacts. Guided by the principles of sustainable development and corporate social responsibility, in 2024, we applied to participate in the "2024 ICT Industry Carbon Reduction Promotion and Guidance Program" organized by the Taipei Computer Association. We were officially selected as a participant and began receiving guidance on carbon reduction planning and strategy.

Net Zero Pathway
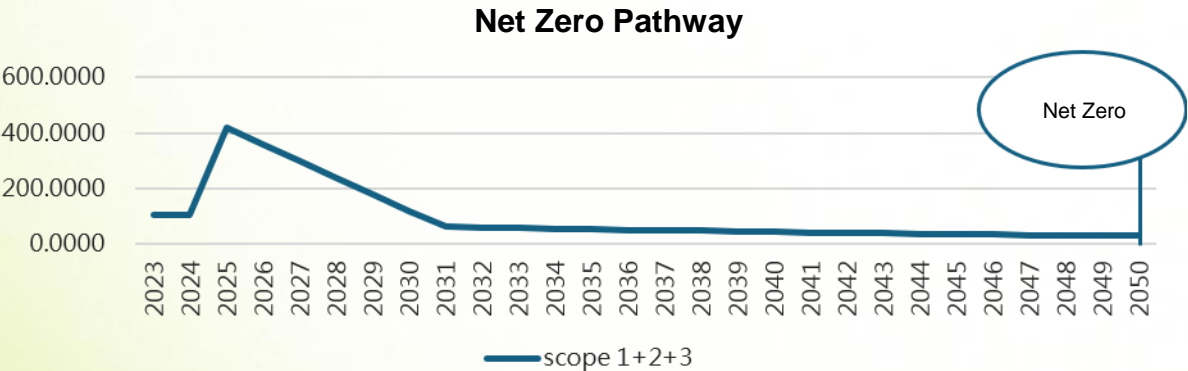
Through this coaching program, the Company examines the potential risks associated with climate change-related laws and regulations, as well as sustainable management practices. We propose specific carbon reduction improvement measures based on the results. We are committed to reducing greenhouse gas emissions and mitigating the impact of climate change with practical actions.

In addition, SINTRONES actively responds to the "Paris Agreement" by incorporating high-efficiency environmental protection facilities, such as energy-saving lighting fixtures and water-saving equipment, into future plants. This approach enables the implementation of low-carbon buildings and energy-saving management, contributing to the shared goal of controlling global warming within 1.5°C.

At the same time, the Company will gradually establish a quantitative reporting mechanism for energy use to improve the transparency of information disclosure and respond to the high level of concern of stakeholders for the disclosure of sustainability information. SINTRONES will continue to take concrete actions to strengthen our GHG management mechanisms, comply with international standards, and improve on the path to sustainable development. We are committed to achieving mutual benefits for companies, society, and the environment, meeting the expectations of all sectors for corporate responsibility and sustainable performance.

ISO 14064-1 Greenhouse Gas Inventory and Management Mechanisms

SINTRONES adopts an enthusiastic and proactive attitude towards greenhouse gas emissions management. We established a dedicated, cross-departmental "Greenhouse Gas Inventory Team" to review and manage greenhouse gas emissions. The Team is committed to systematically collecting and consolidating the emissions data of each department. It formulates specific carbon reduction plans to provide a solid basis for subsequent promotion of carbon reduction actions.
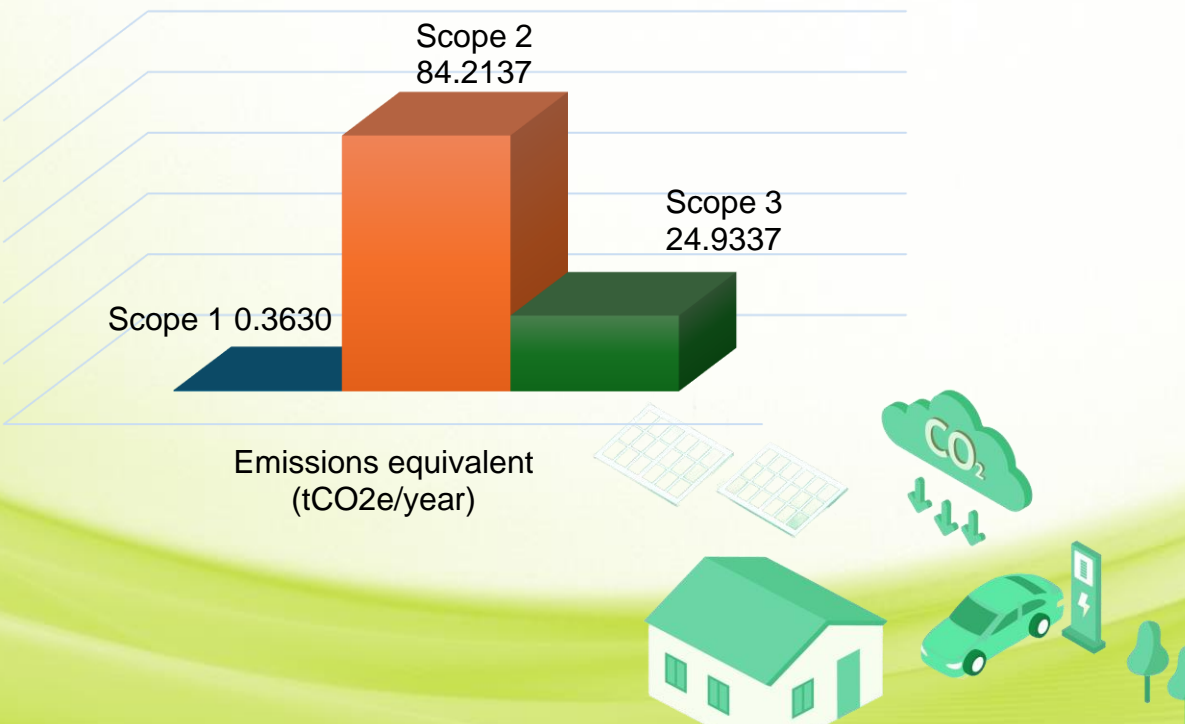
The Company uses 2023 as the baseline year for the GHG inventory. We conducted the second inventory in 2024. The greenhouse gases covered in this inventory include carbon dioxide (CO_2), methane (CH_4), nitrous oxide (N_2O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF_6), and nitrogen trifluoride (NF_3). The calculations were based on the Global Warming Potential (GWP) values published in the Sixth Assessment Report (AR6) of the Intergovernmental Panel on Climate Change (IPCC) in 2021.

Through the establishment of a comprehensive inventory system, SINTRONES aims to gain a full understanding of actual emissions, which is crucial for formulating mid- and long-term carbon reduction strategies. We will continue to promote low-carbon operations and steadily move towards the goal of sustainable development.

2024 Emission Statistics for the 7 Major Greenhouse Gases

CO2 109.5104
CH4 0
N2O 0
HFCS 0
PFCS 0
SF6 0
NF3 0

Emissions equivalent (tCO2e/year)
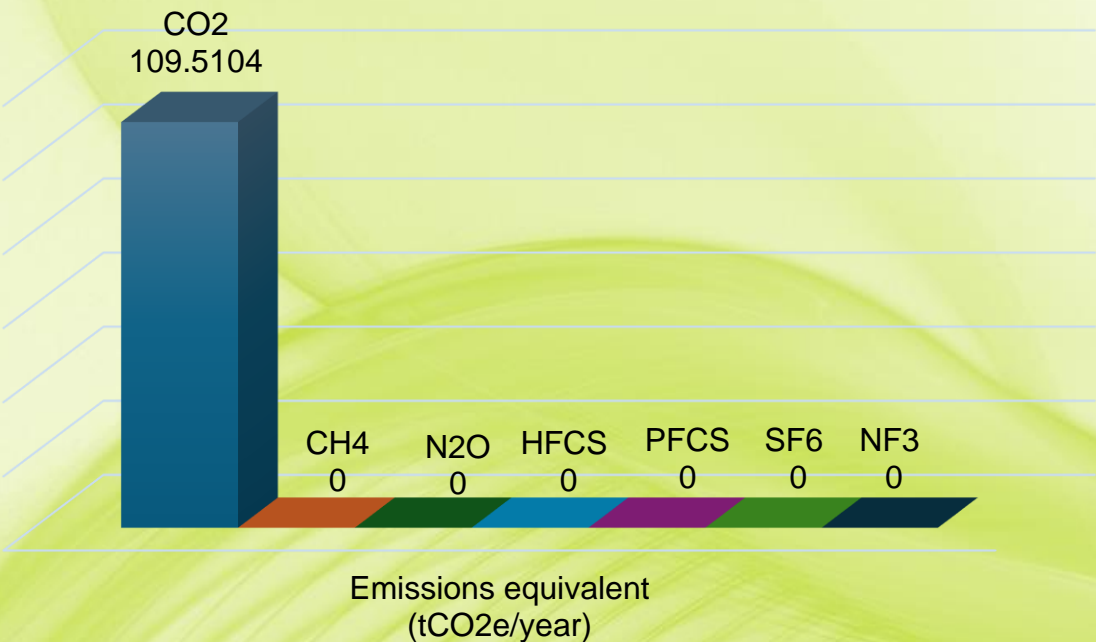
2024 GHG Inventory Results

Scope 1 0.3630
Scope 2 84.2137
Scope 3 24.9337

Emissions equivalent (tCO2e/year)

Greenhouse Gas Emissions of SINTRONES in the Past 2 Years

Category		Description of Inventory Items	Greenhouse gas emissions (metric tons)	
			2023	2024
Scope 1 (Direct) GRI 305-1	Fugitive	Fugitive emission sources: Refrigerators and fire prevention equipment	0.3630	0.3630
Scope 2 (Energy Indirect) GRI 305-2	Purchased electricity	Total amount of purchased electricity required for the Company's operations and production	85.4523	84.2137
Scope 3 (Other Indirect) GRI 305-3	Employee business trips	Emissions generated from employees' international business trips conducted through the trip management system.	18.4758	24.9337
Annual Total Emissions (tCO2e)			104.2911	109.5104
Revenue (NT$ thousand)			628,628	666,577
Greenhouse gas (GHG) emissions intensity *GRI 305-4	GHG emissions intensity of (Scope 1 + Scope 2 + Scope 3) emissions	tCO2e/NT$ million)	0.4356	0.1643

◆ The GHG emissions in this table are calculated based on the data of SINTRONES Technology Corp. offices, assembly lines, and warehouses. Therefore, the data on revenue is based on the individual financial statements.

◆ GHG emissions are organized using the operational control method.

◆ The Global Warming Potential (GWP) ratio is sourced from the IPCC Sixth Assessment Report (AR6).

◆ The carbon emission factor for electricity under Scope 2 was 0.495 kg CO2e/kWh in 2023 (based on the 2022 factor), and 0.474 kg CO2e/kWh in 2024 (based on the 2024 factor).
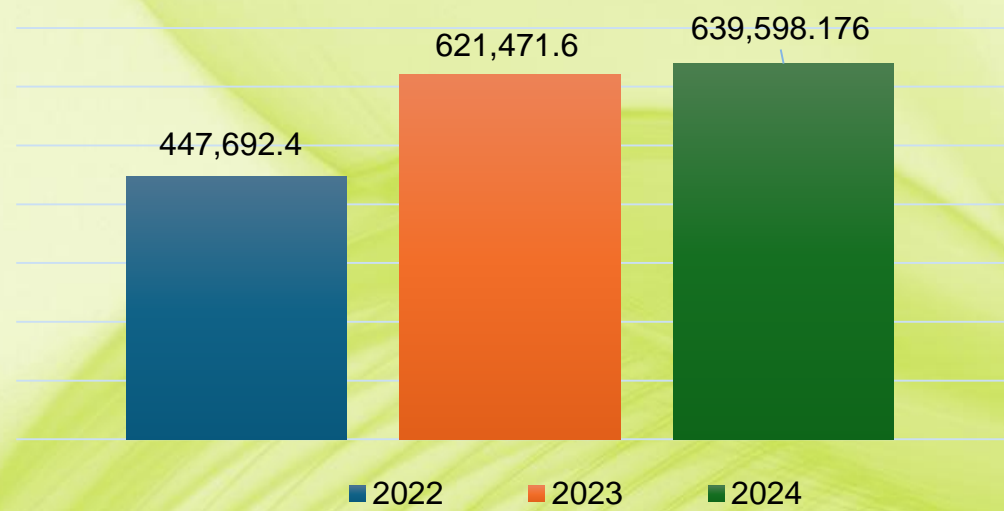
4.2 Energy Conservation and Carbon Reduction

To fulfill our commitment to sustainable development, SINTRONES is dedicated to reducing the overall impact on the environment through energy and water resource management, product design, and recycling and reuse. Through the participation and commitment of all employees, we continue to promote environmental protection and move towards the goal of corporate sustainability.

Energy Management

Corporate energy consumption can be divided into two major categories: internal and external. For SINTRONES, energy consumption is limited to internal operations. The Company does not provide or use energy externally. Therefore, electricity is the main source of power in the production and operational processes. Based on this, improving energy efficiency and increasing the usage ratio of renewable energy have become core principles of SINTRONES' energy management.

SINTRONES' Internal Energy Usage in the Past 3 Years (unit: MJ; 1 kWh = 3.6MJ)

Types of Energy	2022	2023	2024
Purchased electricity	124,359	172,631	177,666.16
Total energy consumption(MJ)	447,692.4	621,471.6	639,598.176
Revenue(NT$ thousand)	534,638	628,628	666,577
Energy intensity	0.8374	0.9886	0.9595

◆ The energy conversion factor is based on the Greenhouse Gas Emissions Factor Management Table version 6.0.4 published by the Environmental Protection Administration.
◆ Energy intensity formula: Energy consumption/Annual total revenue.
◆ The energy usage in this table is calculated based on the data of SINTRONES Technology Corp. offices, assembly lines, and warehouses. Therefore, the data on revenue is based on the individual financial statements.

Energy Consumption of SINTRONES Over the Past 3 Years (unit: MJ)

447,692.4 — 2022
621,471.6 — 2023
639,598.176 — 2024

■2022 ■2023 ■2024

Water Stewardship

All water used by SINTRONES is supplied by Taiwan Water Corporation. Water consumption is not required in the production process. The air-conditioning cooling towers are managed by the Park Management Committee. Therefore, all water usage by the Company is classified as general water use. As our plant is located within the public area of the Far Eastern Century Plaza in Zhonghe and is not an independently owned plant, and since no dedicated water meter is installed, it is difficult to carry out water recycling and reuse operations. Drainage and wastewater treatment are also centrally managed by the building's management committee. In addition to adopting the water conservation policies promoted by the park management committee, SINTRONES also continues to promote water conservation concepts and measures to reduce water use.

- Turn off the air conditioning system during non-working hours to reduce the use of air conditioning cooling towers and water waste.

- Increase the temperature of the air conditioning to reduce the frequency of compressor activation and avoid water waste.

- Tap inspections.

Total Water Consumption of SINTRONES Over the Past 2 Years		
	2023	2024
Total water consumption	4018	4433
Total carbon emissions from water consumption (metric tons)	0.627	0.692
Intensity (tCO$_2$e/NT$ million)	0.0001	0.0010

Total Carbon Emissions from Water Consumption of SINTRONES Over the Past 2 Years

Total carbon emissions from water consumption (tons)
- 2023: 0.627
- 2024: 0.692
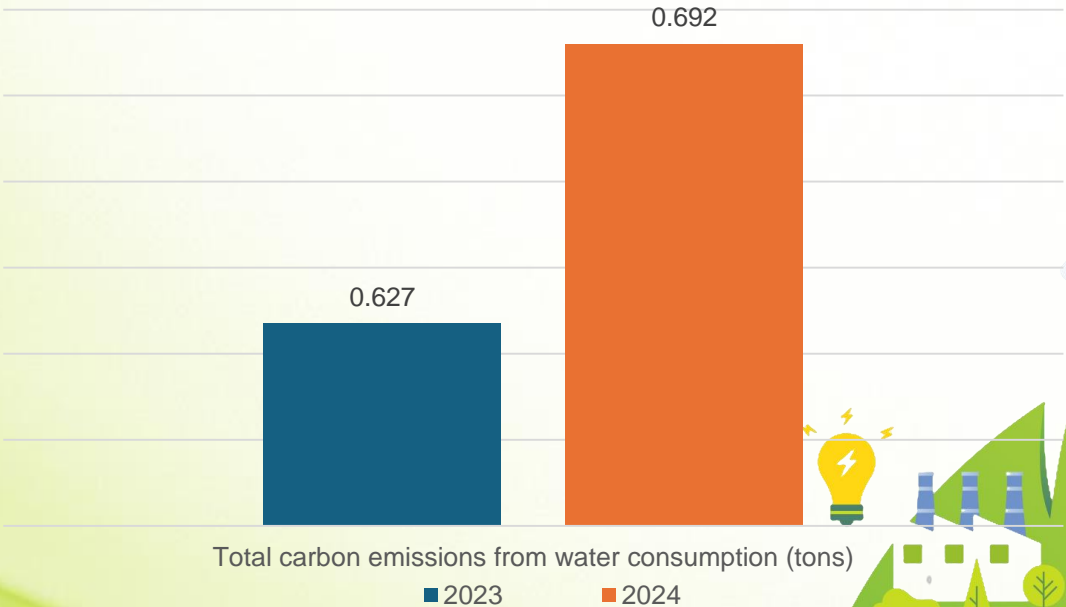
Energy Conservation and Carbon Reduction Action Plans

To achieve our energy conservation and carbon reduction goals, SINTRONES continues to promote various energy conservation measures, including the introduction of power-saving equipment, the replacement of energy-intensive products with energy-efficient ones, increasing the proportion of renewable energy use, and reducing energy consumption and greenhouse gas emissions through changes in daily office behavior. The relevant actions are as follows:

Smart Power Control System

1 By automatically turning off lights and air-conditioning systems at night, we can effectively achieve the goal of saving electricity and water.

Smart Power Meter

2 Improves power management efficiency and optimizes energy allocation to realize more precise energy monitoring and management.

Document Digitalization

3 Implement an electronic signature system to facilitate document digitalization and perform internal communication through email. Information is mostly stored through scanning to reduce the need for paper printing. Training, meetings, and instructional materials are primarily delivered via digital projection, effectively supporting the goal of reducing paper usage.

Replacement of Old Equipment

4 Replace old refrigerators in break rooms with energy-saving variable frequency models to improve electricity efficiency and meet energy conservation and carbon reduction goals.

Changes in Employee Behavior

5 Strengthen the promotion of energy conservation concepts, cultivate employees' habit of turning off lights and devices, and reduce the use of lighting equipment during lunch break hours to improve overall energy conservation.
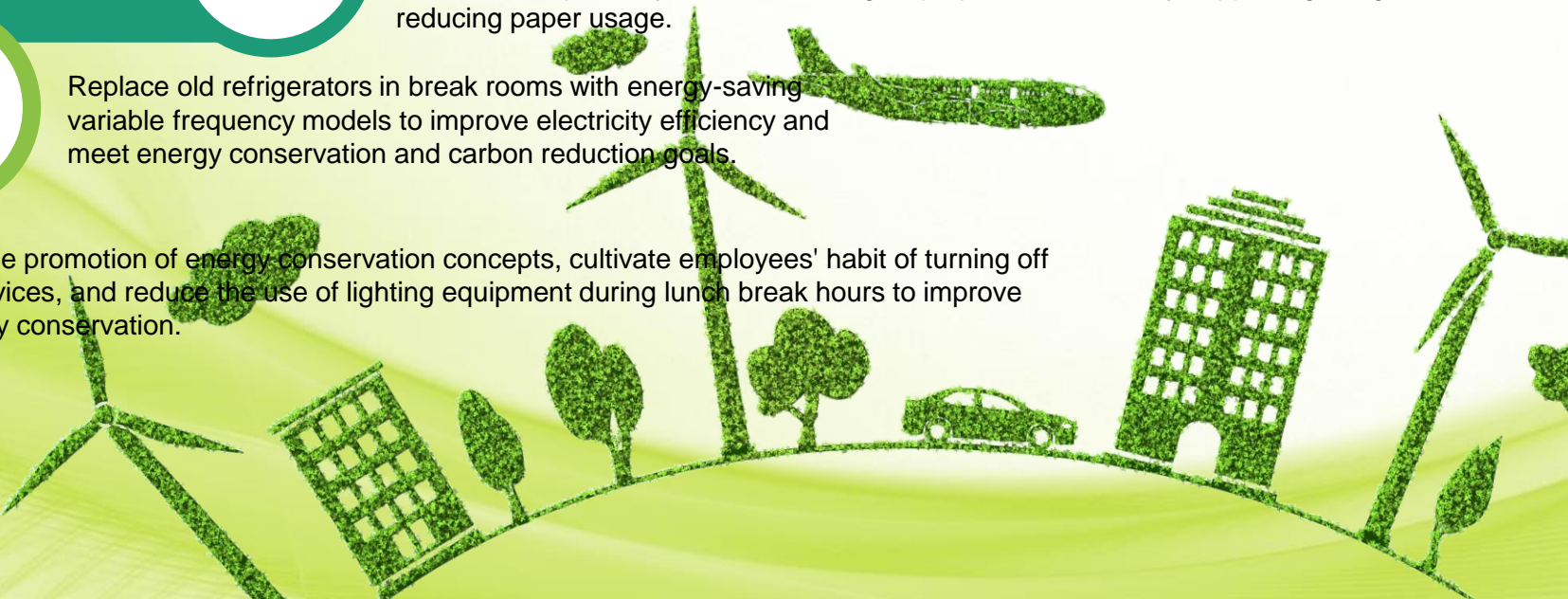
4.3 Waste Management

Waste management is aligned with the Company's policy of "energy conservation and resource recovery". Recyclable waste is centrally sorted and handed over to certified disposal contractors for conversion into reusable resources, thereby reducing our environmental impact. Since SINTRONES is located on the Far Eastern Century Plaza in Zhonghe, it is a non-independent plant. Its general waste and packaging waste are handled by an environmental protection company designated by the management committee. Hazardous waste is handled by contractors approved by the Environmental Protection Administration (EPA) and transported to licensed treatment facilities. The entire process is monitored through the EPA's online reporting system. Managed waste categories include electronic component scrap (E-0217), metal-containing printed circuit board waste (E-0221), waste printed circuit boards with attached components (E-0222), mixed metal scrap treated by physical methods (D-2527), etc.

SINTRONES regularly monitors contracted waste disposal companies each year. If any violations of contracts or government regulations are discovered, we will adopt corresponding disposal measures or replace the contractors. As of 2024, no illegal incidents have occurred.

Types of Waste		Content	Disposal Method	Final Disposal Method
General waste	Paper	Printing paper/magazines/boxes/cartons, etc.	Management Committee Environmental Protection Company	Recycle and reuse
	Retort pouch	Drink bottles		
	PET bottles			
	Tin and aluminum cans			
	General garbage	Office waste		Hygienic landfilling Incineration
	Other recyclables	Waste metal/light tubes/batteries/glass		Recycle and reuse
Industrial Waste	Packaging waste	Polystyrene/tape/packaging straps/wood/pallets	Management Committee Environmental Protection Company	Recycle and reuse Hygienic landfilling Incineration
	Hazardous waste	Waste electronic components, scraps, and defective items E-0217 Waste printed circuit boards containing metals E-0221 Waste printed circuit boards with attached components E-0222 Other mixed metal scrap treated by physical methods D-2527	Contracted qualified disposal companies	Material treatment

Waste Treatment

Year				2022	2023	2024
Classification	Main types of waste	Treatment site	Disposal Method	Output (metric tons)	Output (metric tons)	Output (metric tons)
Industrial Waste	Waste electronic components, scraps, and defective items E-0217	Outsourced treatment	Recycling and reuse	0.0654	0.0127	0.0070
	Waste printed circuit boards containing metals and their dust E-0221			0.0000	0.0016	0.0000
	Waste printed circuit boards with attached components E-0222			0.0058	0.0094	0.0150
	Other mixed metal scrap treated by physical methods D-2527			0.0015	0.0000	0.0000
Total Waste (tons)				0.0727	0.0237	0.0220

Waste Treatment Methods:

- Collection and classification: Waste is classified into recyclable materials, hazardous substances, general waste, etc., to facilitate further treatment.

- Treatment measures: Different treatment methods are adopted based on the nature and type of waste, including incineration, hygienic landfilling, physical treatment and recycling, and outsourced treatment.

- Recycling and reuse: Recyclable materials are separated for reuse or re-processing to reduce the demand for natural resources.

TOTAL WASTE GENERATED BY SINTRONES OVER THE PAST 3 YEARS

Total Waste (tons)

■2022 ■2023 ■2024

5

Employee Care and Healthy Workplace

5.1 Labor Relations

Status of SINTRONES' 2024 Material Topic "Human Rights and Labor Relations"

Material Topic	Human Rights and Labor Relations		
Impact Assessment	• Positive: Respecting human rights and establishing good labor relations can improve the Company's image and reputation, enhance our competitiveness in the market, attract outstanding talents, increase employee loyalty, and gain the support of stakeholders. • Negative: Even with good labor relations mechanisms, labor-management conflicts and disputes may still occur. These conflicts may lead to production disruptions, worsening labor-management relations, and even damage the Company's image and reputation.		
GRI Indicators	• GRI 401-1: New employee hires and employee turnover • GRI 401-2: Benefits provided to full-time employees • GRI 405-1: Diversity of governance bodies and employees • GRI 406-1: Incidents of discrimination and corrective actions taken	**SDGs**	Decent Work and Economic Growth Gender Equality Reduced Inequalities
Policies and Commitments	The Company complies with relevant labor laws and voluntarily adheres to internationally recognized human rights standards, including the "Universal Declaration of Human Rights", the "United Nations Global Compact", the "International Labour Organization (ILO) Conventions", and the "United Nations Guiding Principles on Business and Human Rights". The Company is committed to preventing any actions that infringe upon or violate human rights, ensuring the protection of employees' lawful rights, and implementing non-discriminatory employment policies. We respect the human rights of employees by providing fair and suitable job opportunities for both applicants and employees, eliminating all forms of discrimination, and fully implementing the "Human Rights Policy".		
Indicators and Goals	• Employee satisfaction survey • Employee inequality, discrimination, sexual harassment, and other grievances		
Effectiveness Tracking Mechanism	• Labor-management meetings: Once every 3 months • New employee care: Immediately arranged for each new employee who pass their evaluation • Employee satisfaction surveys: Once a year • Annual meetings: Once a year • Internal promotion management and grievance consultation channels: Immediate		

SINTRONES complies with relevant labor laws and voluntarily adheres to internationally recognized human rights standards, including the "Universal Declaration of Human Rights" (UDHR), the "United Nations Global Compact" (UNGC), the "International Labour Organization (ILO) Conventions", and the "United Nations Guiding Principles on Business and Human Rights" (UNGPs). The Company is committed to preventing any actions that infringe upon or violate human rights, ensuring the protection of employees' lawful rights, and implementing non-discriminatory employment policies. We respect the human rights of employees by providing fair and suitable job opportunities for both applicants and employees, eliminating all forms of discrimination, and fully implementing the "Human Rights Policy". As of 2024, no grievances have been reported.

SINTRONES provides competitive remuneration and a transparent promotion system, allowing employees to clearly predict their career development direction, thereby enhancing their engagement with the Company, reducing the turnover rate of personnel, and ensuring stable growth in operations. At the same time, the Company continues to develop a comprehensive training system by regularly organizing various professional courses to strengthen employee competencies and enhance overall workplace competitiveness.

In terms of labor relations, the Company maintains positive interactions with employees by regularly holding labor-management meetings, providing an open platform for employees to freely express their opinions and suggestions. The Company responds to employee concerns with goodwill, actively fostering mutual understanding and creating a harmonious work environment.

Employee Protections	Response Measures	Description
Provide reasonable grievance channels	• Set up channels with dedicated personnel for "reporting violations of ethical corporate management" and "collecting employee feedback" (hotlines and email) • Established the "Whistleblowing Guidelines"	The Company provides a grievance channel on the "Stakeholders" or "FAQ" section of our official website.
Prohibition of sexual harassment at work	• Established the "Regulations and Handling Procedures for Sexual Harassment".	Provide employees and job seekers with a work environment free of sexual harassment.
Prohibition of workplace bullying	• Established the "Prevention of Illegal Infringement at Work Plan", clearly defined workplace bullying, and established grievance and handling mechanisms.	Established diverse grievance channels, including an anonymous complaint mailbox, hotline, and email, to ensure the confidentiality of the complainant's identity. These channels allow employees to directly voice concerns to senior management and ensure that all grievance cases are handled promptly, fairly, and confidentially.

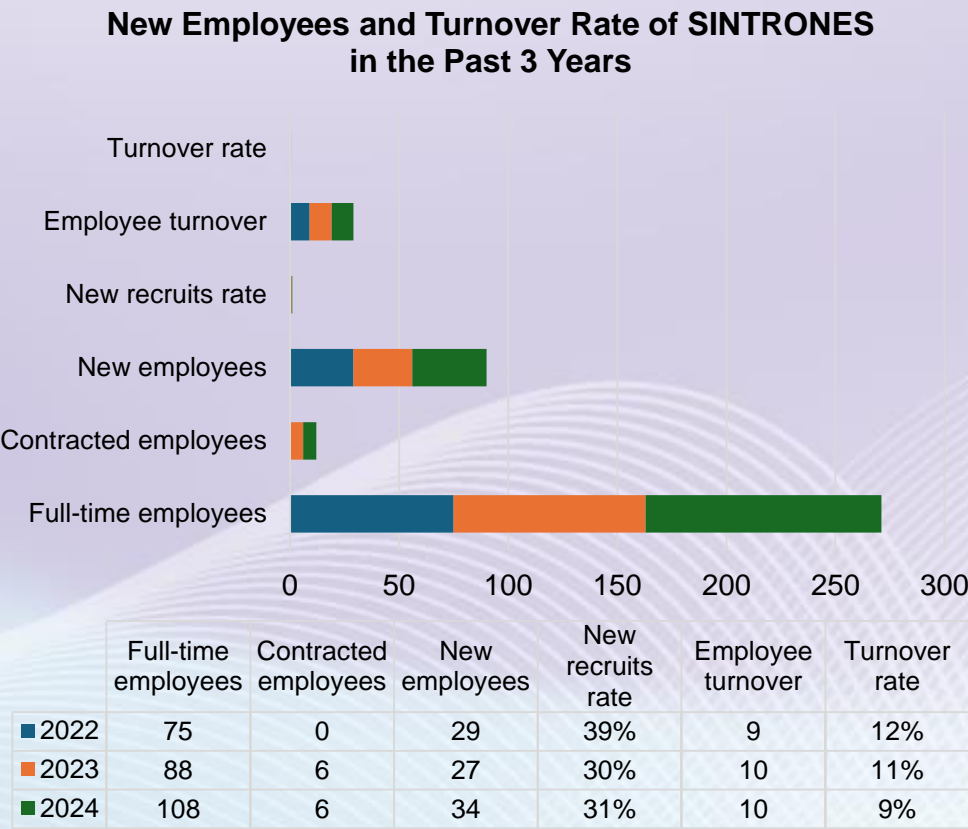## Human Rights and Equal Employment Principles

Implementing diversity and equality	In accordance with the "Employment Service Act", any form of discrimination based on gender, age, race, religion, marital status, political orientation, disability, or nationality is excluded in human resources operations such as recruitment, promotion, salary adjustment, and training, and equal pay for equal work and equal opportunity are ensured.
Gender equality and friendly workplace	The Company fully abides by the "Act of Gender Equality in Employment" and provides employees with statutory rights such as parental leave, paternity leave, and menstrual leave. We have established a grievance mechanism for sexual harassment prevention, enhanced a gender-friendly culture in the workplace, and regularly organizes gender awareness enhancement and workplace equality promotion courses.
Prohibition of forced labor and child labor	We strictly prohibit any form of forced labor, child labor, and workplace violence. All labor contracts are established on a voluntary basis. The Company ensures that working hours, leave, and compensation are in compliance with labor laws and international standards.

Employee Overview

With technological innovation and steady expansion of our market presence, SINTRONES has seen a year-on-year increase in the number of employees. This growth reflects the Company's continuously expanding operational scale and strong demand for top talent. The Company upholds the philosophy of "talent is the most important asset of an enterprise". Through a comprehensive recruitment mechanism, optimized talent development paths, and competitive remuneration and benefit systems, we actively attract and retain a diverse and professional team of talent, laying a solid foundation for corporate sustainable development.

As of the end of 2024, the Company had 108 full-time employees, a 23% increase compared to 2023 (88 people), showing that the Company is actively expanding the scale of our workforce in response to future development as our business grows.

All recruitment processes at the Company are conducted in accordance with the "Recruitment and Employment Management Procedures" and are fully aligned with the "Human Rights Policy" to ensure that no discriminatory practices occur during hiring and employment. This includes, but is not limited to, discrimination based on race, color, religion, gender, age, marital status, nationality, or disability. The Company is committed to fostering a diverse, inclusive, and equal work environment.

New Employees and Turnover Rate of SINTRONES in the Past 3 Years

	Full-time employees	Contracted employees	New employees	New recruits rate	Employee turnover	Turnover rate
2022	75	0	29	39%	9	12%
2023	88	6	27	30%	10	11%
2024	108	6	34	31%	10	9%

As the organization continues to grow, the percentage of new employees has remained at 30% and above in the past 3 years, indicating that the Company is actively introducing new employees and strengthening organizational vitality. At the same time, the overall turnover rate showed a steady downward trend from 12% in 2022 to 9% in 2024, reflecting the Company's ongoing optimization and significant effectiveness in talent retention strategies.

For departing employees, the Company arranges one-on-one exit interviews conducted by the Human Resources Department to gain an in-depth understanding of their reasons for leaving and to gather feedback. The insights collected are then compiled and analyzed to serve as a valuable reference for improving the workplace environment, enhancing managerial effectiveness, and refining talent development programs. In addition, to create a workplace culture of diversity and inclusion, the Company continues to refine our recruitment strategies. We aim to incorporate talents from different genders, ages, professional backgrounds, and academic backgrounds. We actively protect employees' rights to career development and promotion opportunities through a fair and transparent promotion system and career development mechanism.

To foster a diverse and inclusive workplace culture, the Company continuously refines our recruitment strategies to attract talent across different genders, age groups, professional backgrounds, and educational experiences. Through a fair promotion system and structured career development programs, the Company ensures the protection of employees' rights to career growth.

Employee Welfare

Employees of the Company are entitled to labor insurance, health insurance, and a pension scheme in accordance with the law. In addition to complying with legal requirements, the Company also offers the following benefits that exceed the provisions of the "Labor Standards Act".

- Purchase group insurance for employees, which covers life insurance, accident insurance, and accident medical insurance to improve employee protection. For employees on business trips overseas, travel insurance and overseas medical insurance are provided. Employees are entitled to supplementary leave for national holidays during business trips.

- Implemented a flexible commuting system to help employees reach a work-life balance and improve overall work efficiency and quality of life.

- Established an Employee Committee to implement a number of welfare measures: Including travel subsidies, wedding and funeral subsidies, hospitalization relief, maternity subsidies, birthday cash gifts, and club subsidies.

- Annual birthday leave is provided to encourage employees to take care of themselves.

- Assist employees in applying for scooter parking spaces and provide full subsidies to solve practical problems in daily commuting.

- Regular employee health check-ups are conducted, with screening items tailored to different age groups. The Company also provides health check-up leave to encourage employees to prioritize their health and well-being.

- A professional, visually impaired massage therapist is invited to provide stress relief massage services twice a week to help employees relieve work stress and promote physical and mental health.

- Support employees' family needs by providing unpaid parental leave mechanisms and collaborating with contracted childcare institutions to offer child care discounts.

- Establish an employee dividend subscription system so that employees can become partners in the Company's growth for mutual prosperity.

Employee Remuneration

In accordance with the "Performance Evaluation Management Procedures", SINTRONES regularly conducts comprehensive performance evaluations. The evaluation covers:

- Individual work performance and professional performance
- Completion of annual departmental goals
- Contribution to the Company's overall business performance and strategic goals

We comprehensively review the actual contributions of employees to the organization through the multidimensional evaluation. Performance results serve as an important basis for salary adjustments, bonuses, and promotions. We ensure a strong alignment between the remuneration system and actual employee performance, effectively motivating staff and enhancing overall organizational performance.

Market Remuneration Benchmark Mechanism

SINTRONES adopts a responsibility-oriented role structure and references information from market remuneration surveys to ensure that our remuneration is competitive in the industry. The Company conducts a competitiveness analysis on remuneration every year, comparing market conditions for different positions, and adjusts the salary structure based on the analysis results. This rolling process helps attract top talent, improves employee retention, and ultimately strengthens the overall competitiveness of the organization.

Equality and Diversity Protection Policy

The Company places great importance on fairness and ensures that no employee is subject to differential treatment in terms of remuneration, promotion, or position based on personal background factors such as gender, age, ethnicity, religion, marital status, or sexual orientation. The Company is committed to upholding diversity, inclusion, and workplace equality.

Employee Health Management and Promotion

Although SINTRONES operates within the electronics manufacturing industry, we are not directly involved in manufacturing processes. Nonetheless, the Company fully recognizes the importance of employee health and safety. In addition to maintaining a safe and supportive workplace through various concrete measures, we actively promote comprehensive health management and wellness initiatives in accordance with the "Labor Health Protection Guidelines". These efforts aim to create a safe, healthy, and friendly working environment that enhances employees' physical and mental well-being.

◆ Introduce professional occupational care services and on-site clinics

◆ Establish a health data management system

◆ Introduce corporate health seminars and physical and mental well-being courses

◆ Promote healthier snacks and drinking water

◆ Through email, the Company educates employees on the health risks associated with smoking and excessive alcohol consumption. We also provide free consultations and resources to support employees who wish to quit smoking or develop responsible drinking habits.

◆ We continue to emphasize the importance of personal health management to employees through regular emails, providing them with relevant exercise and outdoor information to encourage attention to their health and foster a healthy management attitude.

◆ To promote a healthy lifestyle, the Company encourages the formation of diverse sports clubs (such as badminton and yoga), and provides subsidies to support these activities. We aim to foster employee interaction, enhance health awareness, and build a positive and vibrant workplace culture.

Labor-Management Communication

SINTRONES firmly believes that stable labor relations are the cornerstone of corporate sustainability. The Company convenes quarterly labor-management meetings in accordance with the "Regulations Governing Labor-Management Meetings", attended by the Company's representatives and employee representatives. In addition to policy advocacy and system explanations, the meetings also involve listening to employee opinions, discussing and responding to the issues, and they serve as an important platform for promoting two-way communication and coordination.

Upholding the principles of "openness, integrity, and respect", the Company continuously improves labor-management communication mechanisms to strengthen internal cohesion and unity. These efforts aim to enhance employee satisfaction and engagement, fostering a harmonious and stable workplace environment.

Labor-management meetings	Once every 3 months	As a platform for formal dialogue and exchange of opinions between the Company and employees, we promote the Company's policies and employee approval through a systematic communication mechanism to ensure stable working conditions and continuous improvement. At the same time, we strengthen mutual trust and cooperation between labor and management, prevent potential labor disputes, and further maintain the stability of corporate operations and sustainable development.
New employee care	Employed for 3 months	Regular interviews are conducted for new employees to proactively understand their adaptation to their role and workplace needs, and to help them quickly integrate into the team culture.
Annual meetings	Once a year	Through regular annual meetings, the Company strengthens employees' understanding of and trust in our business strategies and future development direction. These meetings promote alignment and shared consensus across the organization, enhance employees' sense of participation and belonging, and foster team cohesion, supporting the Company in steadily advancing various operational goals.
Department communication meetings	Weekly or monthly	Senior managers communicate the Company's business direction, human resources policies, and employee opinions face-to-face with employees to strengthen internal consensus.
Internal promotion channels	Immediate	The Company communicates the latest updates and benefits policies through internal newsletters, departmental meetings, LINE groups, and intranet announcements.
Employee care	Once every six months	The Human Resources Department proactively monitors employees' workplace adaptation and overall well-being, establishing comprehensive support and assistance mechanisms to reduce the turnover rate and mitigate workplace stress risks. Through continuous care and communication, we create a positive and friendly work environment, thereby enhancing employees' happiness, job satisfaction, and overall retention benefits.
Grievance consultation channels	Immediate	The Human Resources Department is responsible for handling grievances and resolving problems, providing necessary support and guidance based on the nature of the case.

5.2 Diversity and Equal Opportunity

SINTRONES is committed to creating a diverse, inclusive, and equal workplace environment to ensure that all employees enjoy equal employment and development opportunities regardless of gender, age, background, or abilities. The Company actively promotes gender equality and encourages male employees to apply for parental leave to alleviate the pressure on women to be primary child caregivers. Male employees applying for parental leave can help take care of their young children and help spouses share their postpartum household burdens. The Company also provides a comprehensive leave management system to allow employees to flexibly use their leave and support their childcare and family care needs.

**Employee Age Distribution of SINTRONES Over the Past 3 Years**
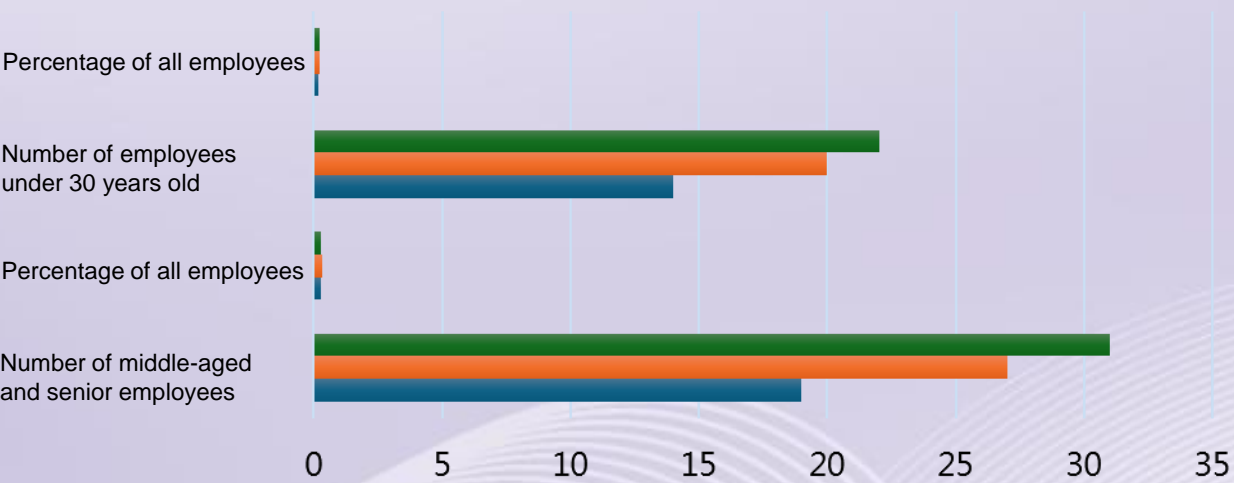
	Number of middle-aged and senior employees	Percentage of all employees	Number of employees under 30 years old	Percentage of all employees
■ 2024	31	28%	22	21%
■ 2023	27	30%	20	22%
■ 2022	19	27%	14	19%

SINTRONES actively recruits graduates and young talents with learning potential, and provides systematic support measures to assist their career development and professional growth.

- Introduction of innovative thinking: The innovative thinking of young employees helps enhance products and services.

- Rapid learning and adaptation: Young employees learn and improve quickly through training, enhancing their competitiveness and efficiency.

- Career development planning: Develop career development plans for young employees to cultivate leadership talents with potential.

The Company values the contributions of middle-aged, senior, and second-career professionals, recognizing their wealth of experience and reliability. We actively promote supportive measures to attract and retain such talent.

- Flexible work arrangements: Offer flexible working hours and part-time options to support middle-aged and senior employees in balancing their work and personal life.

- Re-employment training: Provide necessary pre-employment training and skills improvement courses for second-career employees to help them return to the workplace.

- A culture of respect and inclusion: Create a work environment that respects diverse backgrounds and fosters cooperation and exchange among employees of different ages.
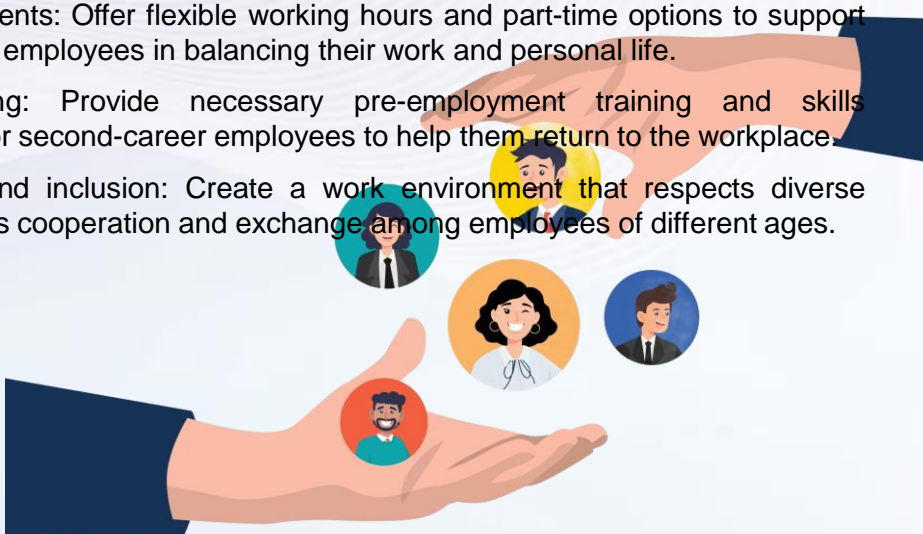
Gender Equality and Women's Empowerment

SINTRONES attaches great importance to gender equality and is committed to creating a workplace environment that is friendly to women, equal, and offers development opportunities. Through comprehensive human resources policies and concrete actions, we actively increase the representation of women among overall employees and in management positions, which has yielded tangible results.

Over the past three years, the number of female employees has steadily increased from 37% in 2022 to 45% in 2024. The percentage of female managers also increased from 27% to 37%, demonstrating the Company's efforts and achievements in the recruitment and cultivation of female talent.

The Company continues to promote flexible working hours, the parental leave system, gender-friendly policies, and a diverse workplace culture to attract and retain outstanding female talent. The Company also places strong emphasis on the development of female leadership by providing managerial competency training, career planning support, and flexible work arrangements. We encourage women to take on leadership roles and promote gender balance within the management team.
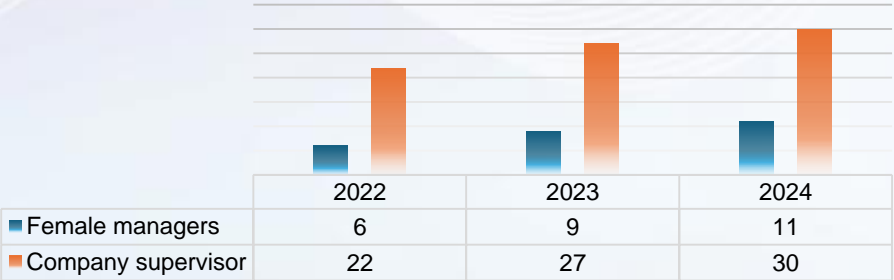
To continue creating a gender-friendly workplace, the Company has implemented the following measures:

- Encourage male employees to apply for parental leave to share their family care responsibilities and alleviate pressure on women.
- Implement a parental and care leave system to support employees in balancing family and work responsibilities.
- Incorporate "fair promotion", "gender non-discrimination", and "career support for women" into the human resources system and education and training to raise gender equality awareness.

Items	Number of People	Percentage Description	Percentage (%)
Female employees	49	Female employees as a percentage of all employees	45%
Female managers	11	Female managers as a percentage all managers	37%
Female department supervisors	3	Female department supervisors as a percentage of all senior managers	50%
Female senior managers (≤ Two levels from the CEO)	2	Female senior managers as a percentage of all senior managers	33%
Female employees employed in revenue-creating units	11	Percentage of revenue generated by female employees in their respective unit	85%
Women in STEM or other relevant units (science, technology, engineering, mathematics)	12	Percentage of women in STEM or related positions as a proportion of total roles in this category	29%

TOTAL NUMBER OF EMPLOYEES AND NUMBER OF FEMALE EMPLOYEES OF SINTRONES IN THE PAST 3 YEARS

	2022	2023	2024
Female employees	28	35	49
All employees	75	88	108
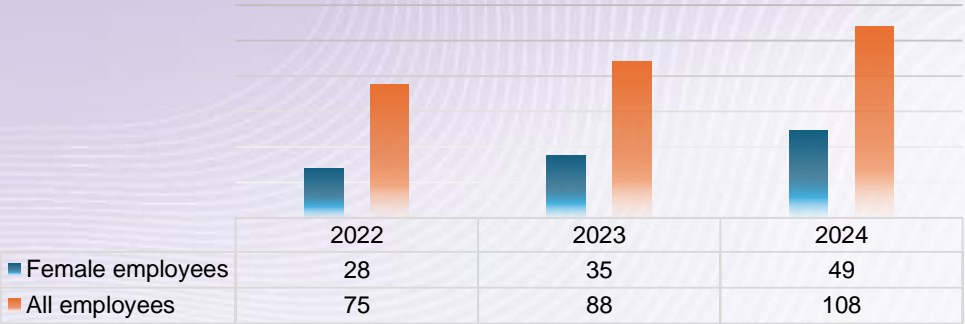
TOTAL NUMBER OF MANAGERS AND NUMBER OF FEMALE MANAGERS OF SINTRONES IN THE PAST 3 YEARS

|	2022	2023	2024
Female managers	6	9	11
Company supervisor	22	27	30

Local Talent

SINTRONES actively responds to the local development policy promoted by the government and firmly believes that companies should prosper together with communities. The Company has long upheld the philosophy of "deeply rooted in the community, creating shared value". We strive to enhance local employment opportunities, strengthen community engagement, and fulfill our corporate social responsibility. As of 2024, all of the Company's senior managers (including managers and above) and general employees are 100% local employees (Taiwanese nationals), demonstrating our commitment to and implementation of SINTRONES' local talent policy. The Company has chosen a location with convenient transportation access, attracting residents from nearby districts such as Zhonghe, Yonghe, and Banqiao for employment. This reflects our commitment to the principle of "local employment and working close to home", helping employees balance family responsibilities and quality of life, while also strengthening community recognition and support for the Company.

In addition to recruiting local talents through employment platforms and recruitment websites, the Company also actively promotes diverse local talent development measures to increase the employment participation of community residents and internal stability of the Company. For example, the Company has established an employee referral bonus system to encourage employees to actively recommend relatives and friends near their place of residence to join the team, strengthening employees' sense of participation and belonging. At the same time, this effort increases the application rate and retention willingness of local talents, achieving a win-win interaction model between the Company and the community.

Looking ahead, SINTRONES will continue to expand our collaboration with universities and colleges in Zhonghe, Yonghe, and surrounding areas. The Company aims to promote industry-academia internship programs and project-based training courses to strengthen the local talent development framework. Meanwhile, through concrete measures such as participating in community job fairs, providing commuting subsidies, organizing community engagement activities, and introducing local skills training programs, the Company is building a sustainable development strategy centered on "local cultivation, local employment, and local integration". We aim to establish SINTRONES as a model for high-quality regional employment through these efforts.
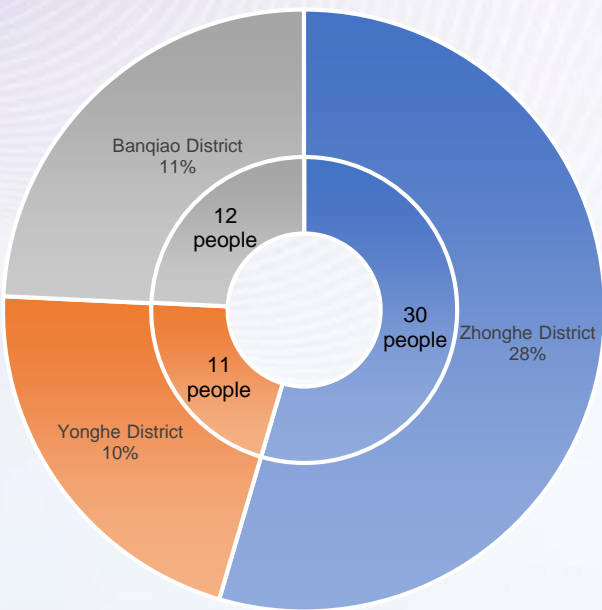

Percentage of employees from nearby areas in 2022
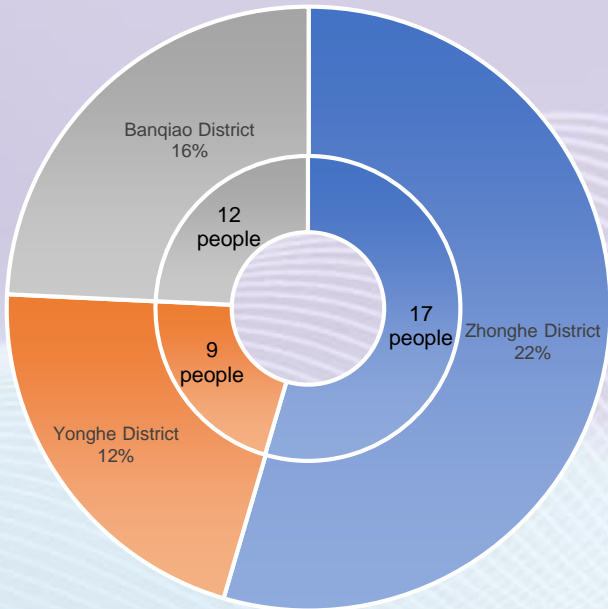
Percentage of employees from nearby areas in 2023
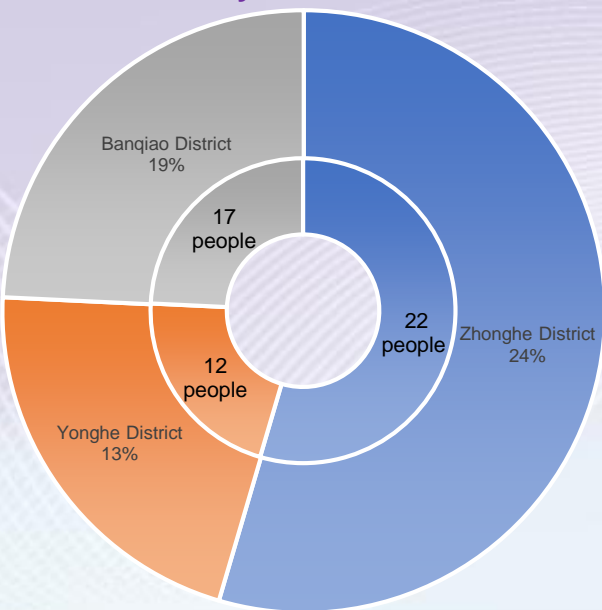
Percentage of employees from nearby areas in 2024

5.3 Talent Development

Status of SINTRONES' 2024 Material Topic "Career Development and Training"

Material Topic	Career development and training		
Impact Assessment	• Positive: Through education and training, employees can acquire new skills and knowledge, thereby becoming more competitive in the workplace. These skills improvements not only help individual career development, but also bring higher value to the company. • Negative: Employees may feel heavy stress because they must face stress from learning and from work, which may lead to increased anxiety and stress, affecting their physical and mental health.		
GRI Indicators	• GRI 401-1: Average hours of training per year per employee • GRI 404-2: Programs for upgrading employee skills and transition assistance programs	**SDGs**	Quality Education Decent Work and Economic Growth Reduced Inequalities
Policies and Commitments	The Company has established the "Education and Training Management Procedures" to establish a comprehensive education and training system. In accordance with the Company's quality and safety policy and goals, we inventory the skills gaps of personnel at all levels every year, and formulate training plans for the next year. The Company formulates annual education and training plans and prepares budgets based on training needs to ensure that all personnel at all levels receive appropriate and necessary education and training.		
Indicators and Goals	• Total employee training hours • Average training hours for male and female employees • Total training hours and average training hours for managerial employees • Total training hours and average training hours for non-managerial employees		
Effectiveness Tracking Mechanism	• Annual training plan • Application forms for internal/external training • Sign-in sheet for internal training • Competency evaluation form		

SINTRONES firmly believes that "talent" is the core asset of corporate sustainable development and key to competitiveness. To cultivate a diverse and professional talent team, the Company continues to invest resources and build a systematic and phased talent development system based on operational needs and employees' career development goals. Through diverse learning channels and comprehensive training programs, we help employees strengthen their competencies, unleash their potential, and jointly realize their personal value and our corporate growth.

The Company follows the "Recruitment and Appointment Management Procedures" to adhere to the principles of fairness, transparency, and competency-oriented talent recruitment. We aim to ensure that talent selection meets the Company's culture and functional needs. After new employees report for work, they will receive systematic new employee training courses, which are organized by the Administration Department and arranged with lecturers from different departments. The contents are as follows. Each department also assigns senior employees to provide job guidance and practical training to help new employees quickly integrate into the team, shorten their adaptation period, and improve their sense of belonging and retention rate.

**Company Mission
Core values**

**Organization
Operating status**

**Employee Code of Conduct
Occupational Safety Regulations**

**Product applications
Direction of Future Developments**

SINTRONES is committed to creating a "learning organization" that combines departmental needs with employee competency evaluation. This involves planning annual education and training plans, with training stages tailored for entry-level personnel, management positions, and management trainees based on specific targets. The training content is divided into internal and external:

The Company also encourages employees to plan personal development paths based on their expertise and interests, providing growth opportunities for lateral rotation and vertical promotion. For managers, we also designed courses such as "Mid-level and Senior Leadership Courses", "Team Management Training", and "Introduction to Performance Management Systems" to strengthen leadership, cross-departmental collaboration effectiveness, and strategic execution.

To strengthen the effectiveness of training, the Company regularly compiles education and training results and tracks learning results and practical applications through post-training feedback questionnaires and supervisor observations. The data serves as the basis for subsequent course optimization and functional evaluation. The Company also provides performance incentives for employees who are actively engaged in continuing education and showcase their achievements, creating a culture of positive learning and a workplace environment for mutual learning and prosperity.

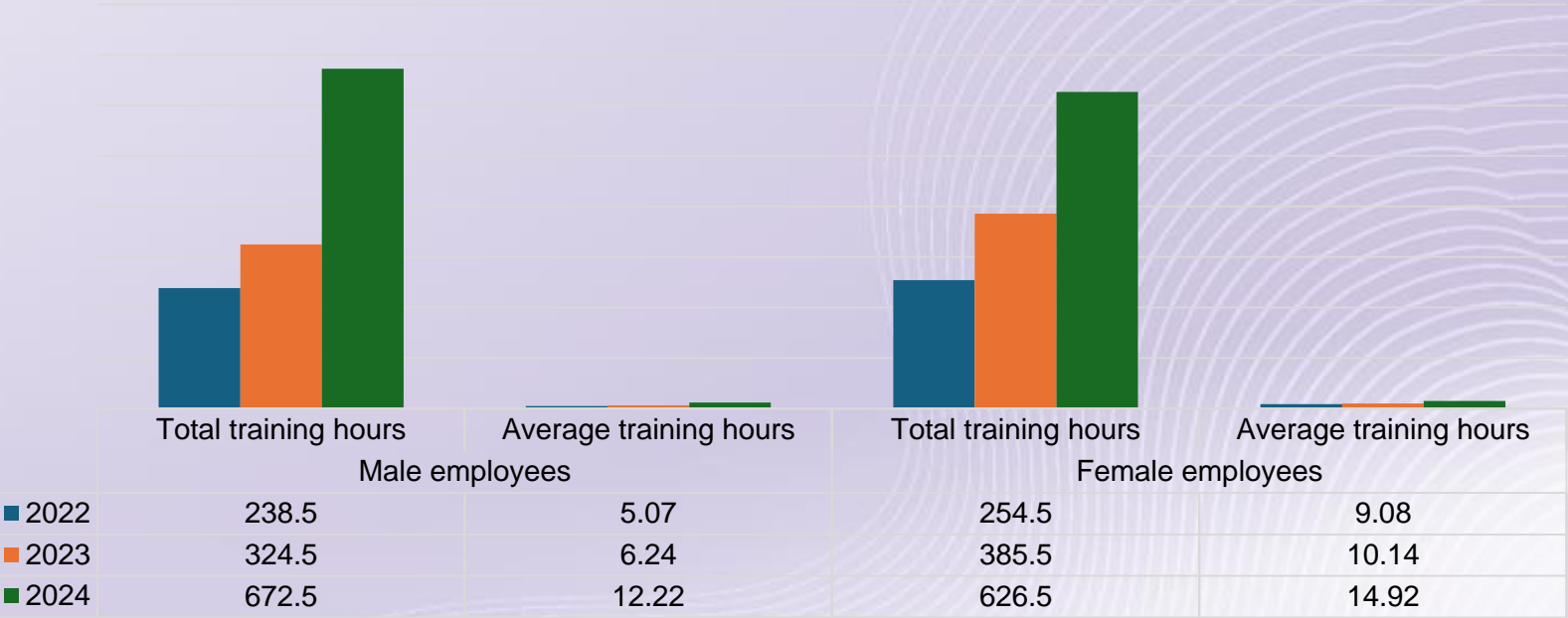|	
Internal training	Internal lecturers are invited by the Company or each department to teach courses. Topics include professional skills, product knowledge, ESG sustainability awareness, quality management, information security, communication skills, and cross-departmental collaboration.
External training	Each unit selects personnel to participate in external institutional courses based on business needs, such as continuing education for supervisors, regulatory practices, and international certifications. They require employees to write a report or share their knowledge upon returning to work, thereby expanding the benefits of learning and promoting the organization's knowledge legacy.

Education and Training

SINTRONES upholds the concept of "talent is capital" and is committed to building a systematic, scientific, and forward-looking education and training system. The Company has established a complete training planning, execution, and effectiveness evaluation mechanism in accordance with the "Education and Training Management Procedures". We integrated our business strategy, quality policy, and occupational safety policy to conduct annual assessments of core and functional gaps among employees at each level. This process informs the development of education and training plans, as well as budget allocations for the next year, ensuring all employees receive appropriate professional training and career support.

The Company adopts a rolling review mechanism, continuously optimizing education and training strategies. The training content covers the following key areas:
▲ New employee training: Assist new employees in quickly understanding the Company's culture, systems, and work requirements, thereby accelerating their integration into the workplace and ensuring their retention.
▲ Competency training: Developed technical and management courses based on the core competencies of each department to enhance employees' professionalism and execution.
▲ Development of potential talent: Designed advanced leadership, cross-departmental collaboration, and strategic execution courses for trainees and mid-level managers to strengthen the organization's succession team.
▲ Internal education and training: Promoted the internal lecturer system to encourage employees to participate in lectures and pass on knowledge, and deepen the organization's culture of learning.
▲ Internal job rotation and on-the-job learning: Expand employees' horizons, strengthen response abilities, promote diverse career development, and improve organizational agility through job experience and cross-departmental cooperation opportunities.

Employee Training Hours of SINTRONES in the Past 3 Years

	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
2024	672.5	12.22	626.5	14.92

All training needs are jointly identified, reviewed, and approved by department heads and the Human Resources Department. These needs are then incorporated into the Company's overall talent development framework for centralized management and ongoing monitoring. As the COVID-19 pandemic gradually subsided, in 2023, the Company gradually resumed on-site training. At the same time, we have introduced a "hybrid course design" (physical + online) to meet the development needs of employees in different positions and learning scenarios through more flexible and diverse learning methods.

In 2024, the Company's overall education and training activities became significantly active, and course planning became more systematic and strategically oriented. Employee participation continued to increase, demonstrating the results of deepening the learning organization.

According to statistics, the total training hours or average training hours per person in 2024 were significantly higher than in the past two years. Among them, the increase in training hours for managerial employees was the most significant, showing that the Company attaches great importance to the development of supervisors' core competencies and leadership abilities. Furthermore, the number of training hours for female employees also increased multiple times in 2024, demonstrating the Company's active actions in gender equality and diversity and inclusion, as well as our commitment to balanced talent development.

5.4 Occupational Health and Safety

The Company upholds the core value of a "people-centric approach" and is committed to creating a safe and healthy work environment that is applicable not only to employees, but also to third parties such as contractors and visitors who enter the plants. We strictly comply with international conventions and domestic occupational health and safety-related regulations. The Company has established a comprehensive occupational health and safety management system to prevent occupational hazards and illnesses with the aim of "zero occupational hazards".

To achieve this goal, the Company actively promotes full employee participation, continuously improves the working environment, and reduces the risk of occupational injuries. These efforts aim to create a healthy and comfortable workplace atmosphere, ensuring the safety and well-being of employees while advancing sustainable corporate development. We regularly update our regulatory knowledge, implement occupational health and safety management and training, and adopt various management measures in accordance with internal and external safety regulations. We also strengthen our overall safety management effectiveness through internal audits and continuous improvements.
In terms of work environment management, the Company places great importance on the health and safety of all workers, including full-time employees, dispatched personnel, outsourced maintenance and cleaning staff, visitors, and customers. To reduce potential risks, the Company regularly conducts office cleaning, fire drills, and safety inspections in coordination with the building to prevent accidents.

In addition, the Company has established management systems such as the "Occupational Safety and Health Management Plan", the "Work Safety and Health Code of Conduct", and the "Emergency Response Procedures". These frameworks are designed to strengthen accident prevention and emergency response mechanisms, reduce the risk of occupational hazards and losses, ensure the safety of all personnel, and fulfill the goals of occupational safety and health management.

Occupational Injury Statistics

SINTRONES understands the key role of incident investigation in occupational health and safety management and regards it as an important part of improving overall safety standards. To this end, the Company has established a comprehensive incident investigation process, covering incident determination, handling, investigation and analysis, corrective measures, and reporting to ensure that each incident can be effectively handled and tracked. As of 2024, there were no major accidents, occupational injuries, or false alarms. This reflects the SINTRONES' focus on and effective management of occupational health and safety.

Type		2022		2023		2024	
Type of Employee		Full-time	Contract	Full-time	Contract	Full-time	Contract
Total Work Hours		150,000	0	174,592	11,904	216,864	12,048
Mortality rate	Number of People	0	0	0	0	0	0
	Percentage	0	0	0	0	0	0
High-consequence work-related injuries rate	Number of People	0	0	0	0	0	0
	Percentage	0	0	0	0	0	0
Total Recordable Incident Rate (TRIR)	Number of cases	0	0	0	0	0	0
	Percentage	0	0	0	0	0	0
Near Miss Frequency Rate (NMFR)	Number of cases	0	0	0	0	0	0
	Percentage	0	0	0	0	0	0

Occupational safety training

SINTRONES values the safety and health of employees and is committed to creating a safe, friendly, and protective work environment. Each year, the Company conducts occupational safety and health education and training in accordance with the "Occupational Safety and Health Act" and related regulations. A variety of awareness programs are provided to employees on topics such as machine operation safety, first aid, fire prevention, chemical management, environmental hygiene, and mental health, in order to strengthen employees' risk awareness and emergency response capabilities.

To maintain workplace safety, the Company appointed qualified occupational health and safety management personnel, fire prevention management personnel, and first aid personnel. We also implement daily inspections and supervision to continuously improve risk management effectiveness. In 2024, the Company did not have any fire-related accidents or work-related fatalities, which shows that the overall safety management system operates well and has achieved significant results.

In terms of fire prevention, the Company conducts annual fire drills and disaster preparedness training. These sessions cover the use of fire extinguishers and fire hydrants, emergency evacuation procedures, and response mechanisms at designated assembly points. The training is designed to help employees take prompt and appropriate action in the event of a disaster, ensuring the safety of all personnel.

In addition to hardware security management, SINTRONES also values workplace psychological safety. In the annual occupational safety training course, the topic of "workplace bullying prevention" is included to actively promote a culture of respect and inclusiveness. We help employees identify inappropriate behaviors (such as verbal bullying, exclusion, and excessive oversight), with clear explanations of grievance channels and confidentiality principles to foster healthy and harmonious workplace relationships.

Personnel Allocation	Number of People	Is regular re-training provided?
Occupational health and safety managers	3	Yes
Fire prevention managers	2	Yes
First aid personnel	2	Yes

Emergency response drills (fire fighting)	2022	2023	2024
Number of drills	2 times	2 times	2 times

On-site operation improvements

Year	Original Purpose	Goals	Implementation Method
2024	Fire equipment safety inspection	The Company has established a fire prevention management system to ensure the normal operation and regular maintenance of equipment, achieving 100% protection coverage, and ensuring the safety of personnel and property.	1. Regularly appoint certified fire safety professionals to perform equipment function testing and performance verification in accordance with laws and regulations. 2. Test the immediacy and reliability of the fire alarm system and automatic sprinkler equipment to ensure that the reporting and fire extinguishing mechanisms can be activated promptly at the beginning of a fire. 3. Replace fire extinguishers that are nearing their expiration dates or performing inadequately, and label the management location and type uniformly. 4. Conduct regular fire drills to simulate actual fire escape routes and division of roles to improve employees' ability to respond to disasters. 5. Gradually establish a smart fire monitoring system (e.g., heat sensing monitoring, long-term and short-term warning notifications) to realize real-time risk warning.
	Maintenance and improvement of the work environment	Continue to improve workplace facilities and equipment to reduce the risk of accidents, ensure the safety and health of employees, and strengthen corporate image and competitiveness.	1. Regularly clean and disinfect offices, operating areas, and public areas, and establish standard operating procedures for hygiene. 2. Continue to optimize the ergonomic design of the workspace by adjusting table chairs, implementing anti-slip floors, enhancing lighting and ventilation, and reducing the risk of musculoskeletal injuries and occupational fatigue. 3. Enhance warning labeling for high-risk operating areas, and managed the use of quarantine facilities and personal protective equipment. 4. Promote the on-site safety inspection system, with safety and health personnel and on-site supervisors regularly conducting joint inspections of deficiencies and tracking improvement results. 5. Establish a feedback mechanism for employee work environment recommendations and encourage employees to proactively propose suggestions for environment optimization to create a safe workplace.
	Energy conservation and environmentally friendly work spaces	Build a green and sustainable workplace.	1. Use energy-saving LED lighting and automatic sensor switches. 2. Implement paper reduction in office and production areas, and resource recycling and reuse policies. 3. Introduce indoor plant walls or automatic lighting designs to improve air quality and employee mental health.

5.5 Social Care

SINTRONES upholds the core philosophy of "giving back to society" by continuously supporting vulnerable groups and addressing social issues. The Company actively promotes public welfare initiatives and resource sharing to fulfill our corporate social responsibility, while integrating environmental sustainability into outreach efforts to deepen our commitment to social care. In 2024, we organized two meaningful charity events and encouraged employees to participate in person, demonstrating the care and responsibility of the Company.

## Old Shoes and Clothes Donation Event

To alleviate the poverty and lack of resources in some remote areas of Africa, SINTRONES launched the "Used Shoes/Clothing/Bags Donation Drive" in May 2024, encouraging employees to donate reusable items from their homes. This initiative conveys care and support for communities in Africa and promotes recycling and waste reduction, aligning with global trends in environmental sustainability.

This event demonstrated the Company's care for international disadvantaged groups and encouraged employees to take action to support international humanitarian aid. The donated items, having traveled across great distances, have become valuable daily resources for local residents, fully reflecting SINTRONES' commitment to and practice of social sustainability values.

Sunshine Social Welfare Foundation book donation project

In November 2024, SINTRONES partnered with the Sunshine Social Welfare Foundation to launch the "Used Book Donation Program", collecting over one hundred books to donate to burn survivors and individuals with facial disfigurements. The initiative provided valuable emotional support for their psychological recovery and daily well-being. The enthusiastic participation of employees in the event reinforced the value of books and provided the patients with the support they needed to live their lives again.

This program strengthens knowledge sharing and environmental protection, while responding to the UN Sustainable Development Goals "Quality Education" and "Reduced Inequalities" to deepen corporate social impact. As stated by the Sunshine Social Welfare Foundation: "One of your books contains the strength they need". SINTRONES believes that small contributions can bring profound change.
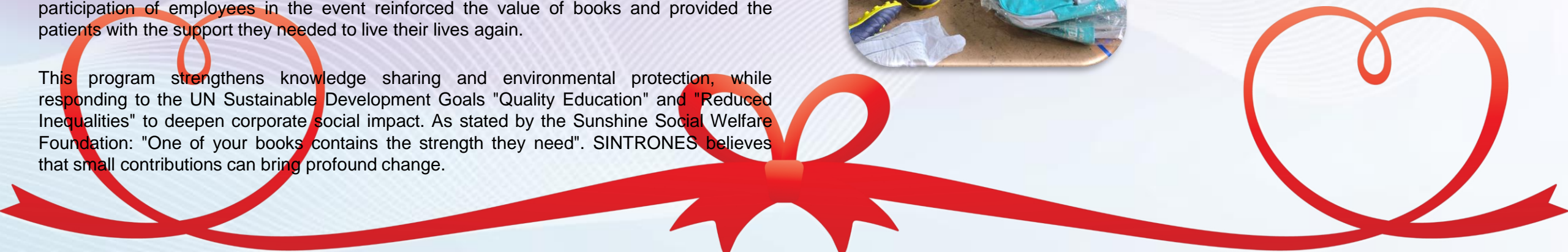
Charity activities

To encourage employees to actively participate in charity, SINTRONES began promoting the "Charity Leave System" in 2024. Employees who participate in company-approved public welfare activities, such as volunteer services, support for disadvantaged groups, or environmental clean-up, may apply for charity leave upon verification and approval by the Human Resources Department. This reflects the Company's support for employee involvement in social engagement. As of the end of 2024, 8 employees have applied for charity leave, fully demonstrating their enthusiasm and action for public welfare.

In the future, the Company will continue to develop diverse opportunities for public welfare participation and establish internal incentive mechanisms. These will include recognizing outstanding employees for their community service, tracking volunteer hours, and evaluating the effectiveness of group participation, further fostering a friendly and socially responsible corporate culture.

SINTRONES actively promotes care for the disadvantaged and local donations. Through regular donations and cooperation, corporate care is transformed into concrete actions:

◆ Support education and development
SINTRONES has long been concerned about the fairness of education, and has established a scholarship at Suzhou Junior High School in Yilan County, the hometown of President Kevin Hsu. The scholarship helps disadvantaged students obtain more learning resources and create a brighter future.

◆ Support for patients with rare diseases
The Company continues to donate to the Taiwan Foundation for Rare Disorders to support patients and their families in obtaining the resources and care they need. Through consistent small-amount donations, the Company expresses our respect for and support of equal rights to life, allowing vulnerable groups to feel love and care in society.

◆ Purchase charity gift boxes to fulfill corporate responsibility
During Chinese New Year, Dragon Boat Festival, and Mid-Autumn Festival, the Company collaborates with several charity organizations to purchase gift boxes for customers and employees. Our partners include Kaohsiung City Epilepsy Association, Agoood, and Simply ICR. These gift boxes convey festive joy while also representing the Company's support for charitable organizations and our care and appreciation for employees and customers.

SINTRONES incorporates "Charity Participation" into employee growth and our corporate culture. We will continue to work with social welfare organizations across Taiwan to promote diverse public welfare actions.
◆ Corporate volunteer program: Regular volunteer days are held (e.g., beach clean-up and rural companionship) to encourage team involvement and enhance cooperation and the sense of social responsibility.
◆ Donations and collection of supplies: Annual small-amount donations and holiday supply collections, such as warm clothing and school supplies, are organized to support underprivileged groups.
◆ Collaboration with charity projects: Collaborate with schools and foundations on long-term projects, such as promoting technology education and digital learning in remote areas.
◆ ESG alliances: Joined the Corporate Public Welfare League to promote impactful social actions with like-minded companies.
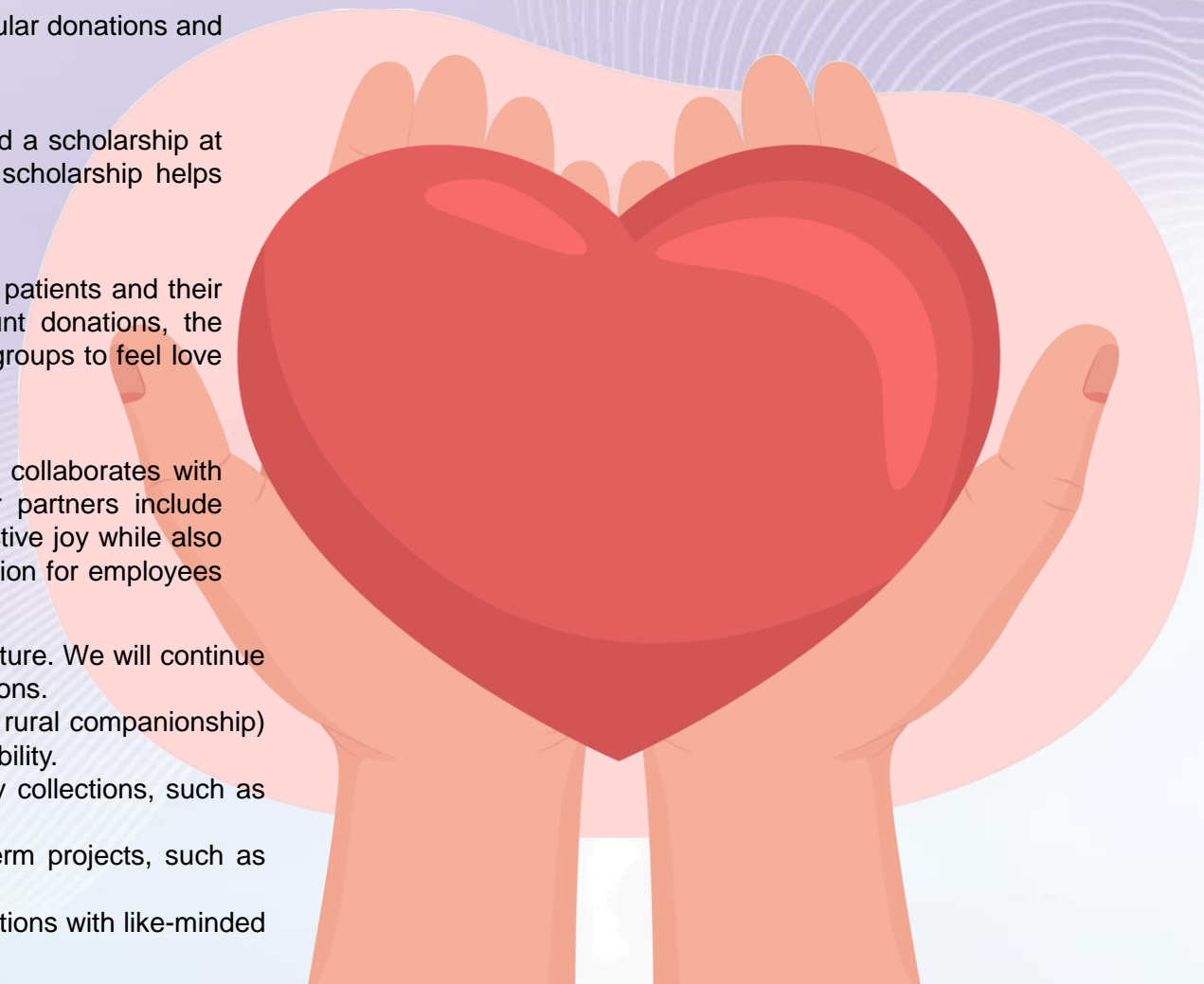
Appendix

GRI Indicator Index

SASB Indicator
Comparison Table

GRI Indicator Index

Usage Statement	SINTRONES Technology Corp. complied with the GRI Standards to report on the period from January 1, 2024, to December 31, 2024.
GRI 1 used	GRI 1: Foundation 2021

GRI 2: General Disclosures 2021				
Disclosure No.	Disclosure	Chapter	Page No.	Note
GRI 2-1	Organizational details	1.1 About SINTRONES	13	
GRI 2-2	Entities included in the organization's sustainability reporting	About the Report	04	
GRI 2-3	Reporting period, frequency, and contact point	About the Report	04	
GRI 2-4	Restatements of information	1.2 Business Performance - SINTRONES' Financial Performance and Profitability Over the Past 3 Years	15	
GRI 2-5	External assurance	About this Report - Main Responsible Units and Quality Management Methods	04	
GRI 2-6	Activities, value chain and other business relationships	1.1 About SINTRONES	13	
		3.1 Building a Sustainable Supply Chain	31	
GRI 2-7	Employees	5-1 Labor Relations	50	
GRI 2-8	Non-employee workers	5.1 Labor Relations	50	
GRI 2-9	Governance structure and composition	2.2 Organization	21	
GRI 2-10	Nomination and selection of the highest governance body	2.3 Board of Directors	22	
GRI 2-11	Chair of the highest governance body	2.3 Board of Directors	22	

GRI 2: General Disclosures 2021				
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GRI 2-12	Role of the highest governance body in overseeing the management of impacts	2.3 Board of Directors	22	
GRI 2-13	Delegation of responsibility for managing impacts	Sustainable Development Task Force	05	
		2.5 Corporate Risk Management	27	
GRI 2-14	Role of the highest governance body in sustainability reporting	Sustainable Development Task Force	05	
GRI 2-15	Conflicts of interest	2.3 Board of Directors	22	
GRI 2-16	Communication of critical concerns	2.3 Board of Directors	22	
GRI 2-17	Collective knowledge of highest governance body	2.3 Board of Directors	22	
GRI 2-18	Evaluation of the performance of the highest governance body	2.3 Board of Directors	22	
GRI 2-19	Remuneration policies	2.4 Functional Committees	26	
		5.1 Labor Relations - Employee Remuneration	50	
GRI 2-20	Process to determine remuneration	2.4 Functional Committees	26	
GRI 2-21	Annual total compensation ratio	2.4 Functional Committees	26	
GRI 2-22	Statement on sustainable development strategy	A Word from Management	03	

GRI 2: General Disclosures 2021				
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GRI 2-23	Policy Commitments	A Word from Management	03	
		2.1 Policy Commitments	19	
GRI 2-24	Embedding policy commitments	2.1 Policy Commitments	19	
GRI 2-25	Processes to remediate negative impacts	Stakeholder Engagement - Grievance and Suggestion Channels	09	
GRI 2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement - Grievance and Suggestion Channels	09	
GRI 2-27	Legal compliance	2.1 Policy Commitments	19	
GRI 2-28	Membership associations	1.3 Association Memberships	17	
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement	06	
GRI 2-30	Collective bargaining agreements	5.1 Labor Relations - Labor-Management Communication	55	

GRI 3: Material Topics 2021				
Disclosure No.	Disclosure	Chapter	Page No.	Note
GRI 3-1	Process to determine material topics	Stakeholder Engagement - Identification of Material Topics	10	
GRI 3-2	List of material topics	Stakeholder Engagement - 11 Material Topics of SINTRONES	11	
Business Performance				
GRI 3-3	Management of Material Topics	Stakeholder Engagement - Stakeholder Engagement	10	
GRI 201-1	Direct economic value generated and distributed	1.2 Business Performance	15	
Supply chain management				
GRI 3-3	Management of Material Topics	3.1 Building a Sustainable Supply Chain	31	
GRI 308-1	New suppliers that were screened using environmental criteria	3.1 Building a Sustainable Supply Chain	31	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	3.1 Building a Sustainable Supply Chain	31	
GRI 414-1	New suppliers that were screened using social criteria	3.1 Building a Sustainable Supply Chain	31	
GRI 414-2	Negative social impacts in the supply chain and actions taken	3.1 Building a Sustainable Supply Chain	31	
GRI 204-1	Proportion of spending on local suppliers	3.1 Building a Sustainable Supply Chain	31	

GRI 3: Material Topics 2021				
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GRI 3-3	Management of Material Topics	3.1 Building a Sustainable Supply Chain	<u>31</u>	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	3.1 Building a Sustainable Supply Chain	<u>31</u>	
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	3.1 Building a Sustainable Supply Chain	<u>31</u>	
Greenhouse gas inventory				
GRI 3-3	Management of Material Topics	4.1 Climate Change	<u>40</u>	
GRI 305-1	Direct (Scope 1) GHG emissions	4.1 Climate Change	<u>40</u>	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	4.1 Climate Change	<u>40</u>	
GRI 305-3	Other indirect (Scope 3) GHG emissions	4.1 Climate Change	<u>40</u>	
GRI 305-4	Greenhouse gas inventory intensity	4.1 Climate Change	<u>40</u>	

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GRI 3-3	Management of Material Topics	5.1 Labor Relations	50	
GRI 401-1	New employee hires and employee turnover	5.1 Labor Relations - Employee Overview	52	
GRI 401-2	Benefits provided to full-time employees	5.1 Labor Relations - Employee Benefits	53	
GRI 405-1	Diversity of governance bodies and employees	2.2 Organization	21	
		5.2 Diversity and Equal Opportunity	56	
GRI 406-1	Incidents of discrimination and corrective actions taken	5.1 Labor Relations	50	
Career development and training				
GRI 3-3	Management of Material Topics	5.3 Talent Development	59	
GRI 404-1	Average hours of training per year per employee	5.3 Talent Development - Education and Training	61	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	5.3 Talent Development	59	

SASB Indicator Comparison

Disclosure Topic	No.	Contents of Indicator	Chapter	Page No.	Note
Waste Management	TC-ES-105a.1	Quantity of toxic waste generated and percentage recycled	4.3 Waste	47	
Labor Practices	TC-ES-310a.1	Total shutdown days	5.4 Occupational Health and Safety	62	
Product Safety	TC-HW-230a.1	Description of risk identification and management methods for product information security	2.6 Information Security Management	28	
Labor Conditions	TC-ES-320a.1	Including full-time employees and contracted employees 1. Total Recordable Incident Rate (TRIR) 2. Near Miss Frequency Rate (NMFR	5.4 Occupational Health and Safety	62	
Employee Diversity & Inclusion	TC-HW-330a.1	Gender ratio of employees	5.2 Diversity and Equal Opportunity	56	
Product lifecycle management	TC-HW-410a.1	Weight and percentage of scrapped products and electronic waste recycled	-	-	Not applicable, SINTRONES adopts a B2B business model
Materials Sourcing	TC-HW-440a.1	Description of the management of risks associated with the use of critical materials	3.1 Building a Sustainable Supply Chain	31	
Activity Metrics	TC-ES-000.A	Number of manufacturing facilities	1.1 About SINTRONES	13	
	TC-ES-000.B	Area of manufacturing facilities	-	-	No statistical data
	TC-ES-000.C	Number of employees	1.1 About SINTRONES	13	
			5.2 Diversity and Equal Opportunity	56	

Edge AI Applied Computing

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