

2025

SINTRONES Technology Corp. Sustainability Report



2025 Sustainability

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Taipei, Taiwan February 18, 2025

SINTRONES (stock code: 6680), a leading provider of innovative edge AI computing solutions, held a grand opening ceremony for its global headquarters. Chairman Kevin Hsu announced at the ceremony that SINTRONES will ride the wave of edge AI development, pursue rapid and exponential growth, and aim to become a leader in the edge AI industry. SINTRONES' new headquarters is located in the Huaku Central Landmark Building in Zhonghe, with a total floor area of 5,538 square meters. Two new production lines have been established, marking the Company's transition from its previous outsourcing model to in-house production. This demonstrates its commitment to strengthening its presence in Taiwan and expanding production capacity.

Chairman Kevin Hsu noted that the inauguration of SINTRONES' global headquarters symbolizes an important milestone in the Company's next stage of development. The Company is well positioned to seize edge AI development opportunities, with in-vehicle computing technology at its core. It will expand into AI-powered industrial applications and smart cockpits for new energy vehicles, while completing its brand transformation. The Company will also reach into a diverse range of fields, including smart manufacturing, smart healthcare, and smart retail. Through technological innovation and strategic partnerships, the Company aims to continue driving growth and move toward becoming a leader in edge AI computing solutions.

UL Solutions Issues IEC 62443 International Certificate for Industrial Cybersecurity to SINTRONES



This certification demonstrates SINTRONES' achievements in its information security governance and secure development processes, which not only enhances the Company's competitiveness in international markets, but also lays the foundation for responding to global information security regulations, including the EU Cyber Resilience Act (CRA).

Cybersecurity Requirements for Connected Devices Have Become a Prevailing Global Trend for Products Entering International Markets

As a leading global provider of rugged embedded computers and edge AI computing platforms, SINTRONES is committed to delivering solutions for mission-critical applications. In response to the global trends in information security regulations and the requirements of the EU CRA, the Company has actively introduced international industrial cybersecurity standards to strengthen its product development processes and information security governance, while enhancing security throughout the product lifecycle and improving international competitiveness.

Certification as a Powerful Means to Demonstrate Information Security Governance Capabilities

Kevin Hsu, Chairman of SINTRONES, stated that obtaining IEC 62443 certification reflects the Company's maturity in industrial cybersecurity development processes. Facing the trends in information security regulations, such as the CRA, the Company has taken actions in advance by incorporating security-by-design principles into product development, providing reliable industrial computer solutions that comply with international standards.

This achievement has brought multiple tangible benefits to SINTRONES, including strengthening the information security credibility of its products in global markets, increasing adoption willingness by European and U.S. customers, system integrators, and key industries, reducing future compliance risks arising from regulatory changes, and establishing a sustainably scalable information security governance and product development process.



TAIWAN EXCELLENCE 2026

Recognition from Taiwan Excellence Demonstrating Rugged Military-Grade Strength and Innovation

SINTRONES' IP66 military-grade edge AI computing computer IBOX-650P-IP66 was awarded with the Taiwan Excellence 2026, fully demonstrating the Company's outstanding capabilities in innovative technologies, rugged design, and high reliability. The computer is built to perform in demanding environments such as automotive and military applications. This recognition reflects the technological maturity of SINTRONES in the fields of rugged design and reliable computing, and its ability to support diverse mission-critical applications.



Driving Smarter and Safer Intelligent Railway Applications

SINTRONES' solutions have been extensively deployed across multiple in-vehicle and roadside application scenarios, including CCTV surveillance systems, Communication Based Train Control (CBTC), Train Control and Monitoring Systems (TCMS), Passenger Information Systems (PIS), Public Address (PA) Systems, in-vehicle Wi-Fi, and train to ground (T2G) Wi-Fi 6 communications. Each system delivers excellent performance, flexible environmental tolerance, and long-term operational stability, helping railway operators accelerate digital transformation in a safer and more sustainable way while improving operational efficiency and the passenger experience.

United Nations Sustainable Development Goals (SDGs)

Upholding its core values, the Company responds to the United Nations Sustainable Development Goals (SDGs) by incorporating them into daily operations and management and implementing them across various business plans and actions, demonstrating the Company's commitment and determination to facilitating sustainable development.

	Quality Education	■ Provide a comprehensive education and training system to enhance employees' professional capabilities ■ Regularly organize internal training and professional courses	■ Provide new employees with comprehensive pre-employment training
	Gender Equality	■ Implement gender equality policies and create a fair and friendly workplace ■ Establish a comprehensive mechanism for sexual harassment prevention and grievance handling	■ Ensure equal work rights and labor benefits for all employees
	Decent Work and Economic Growth	■ Comply with labor laws and protect employees' legal rights ■ Provide competitive compensation and benefit systems	■ Establish a fair and transparent performance evaluation and promotion system
	Industry, Innovation and Infrastructure	■ Strengthen product quality management and improve customer satisfaction ■ Promote green product design to reduce environmental impact	■ Strengthen supply chain cooperation to jointly enhance industrial competitiveness
	Reduced Inequalities	■ Establish a fair, diverse, and inclusive workplace ■ Respect employees' differences and protect the equal rights of every employee	■ Ensure fairness and transparency in the remuneration system and implement equal pay for equal work
	Responsible Consumption and Production	■ Implement green product design to reduce the environmental impact of the product life cycle ■ Strengthen raw material management and improve resource efficiency	■ Manage hazardous substances to ensure products comply with international environmental regulations
	Climate Action	■ Conduct annual organizational greenhouse gas (GHG) inventories to identify carbon reduction results over time ■ Implement energy conservation measures to improve energy efficiency	■ Raise employees' climate awareness and promote energy conservation and carbon reduction actions
	Partnerships for the Goals	■ Establish long-term, mutually beneficial partnerships with customers, suppliers, and partners ■ Work with suppliers to jointly implement environmental, human rights, and social responsibility requirements	■ Work with stakeholders to jointly create sustainable values shared by enterprises and society

About the Report

Reporting Principles and Reference Frameworks

The 2025 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).

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

Scope of Report

The reporting period covered in the Report is from January 1, 2025, to December 31, 2025. 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 thousands. 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. This Report was voluntarily disclosed without external verification and assurance.

Publication Date

Since issuing the first Sustainability Report in 2023, SINTRONES has published the reports in both Chinese and English. The Sustainable Development Task Force examines the content and information accuracy of each chapter. Once published, the report is made available on the SINTRONES official website.

Current Version: August 2026

Previous Version: August 2025

Next Version: August 2027

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A Word from Management

In the face of ever-evolving global technological advancement and the popularization of AI applications, SINTRONES continues to grow, fueled by innovation. In 2025, the Company relocated its global headquarters, demonstrating our determination to deepen our presence in Taiwan while expanding our global reach and laying a solid foundation for future development. Facing headwinds from global political and economic changes, supply chain restructuring, and geopolitical impacts, our operations encountered challenges in 2025. Nevertheless, we remained committed to facilitating our strategic transition, shifting from in-vehicle computing to edge AI applied computing, focusing on military and defense, smart transportation, industrial automation, and unmanned vehicles. We are unwaveringly advancing toward our goal of becoming a provider of comprehensive solutions for edge AI computing. Looking ahead, we will continue to center our operations around sustainability while balancing financial resilience, actively implementing ESG practices, and creating shared value for businesses, society, and the environment.

Future Sustainable Development

Looking towards the future, SINTRONES will place AI innovation, high reliability, and smart technologies at its core, focusing on strategic markets including military and defense, smart transportation, industrial automation, and unmanned vehicles, while continuously enhancing R&D capabilities and product competitiveness. As opportunities for operational recovery emerge, we will deepen lean management and strengthen supply chain resilience. At the same time, we will integrate technological innovation with ESG practices as we advance toward our goal of becoming a leader in edge AI applied computing, growing sustainably together with our employees, customers, and shareholders.



Chairman, SINTRONES

Technology Corp.

許育瑞



In 2025, amid rapid changes in the global economic environment and increasing environmental challenges, corporate sustainability faced multiple challenges, including climate change, resource shortages, labor and human rights, digital transformation, supply chain resilience, and tightening regulations. These issues not only affect the stability of business operations, but are also closely linked to long-term competitiveness and sustainable development capabilities. Facing a rapidly changing business environment, SINTRONES continues to incorporate sustainability into its corporate strategy, focusing on the following key goals and issues as important directions for promoting sustainable operations and creating long-term value.

Environmental Sustainability

In response to climate change and the implementation of Taiwan's carbon fee system, SINTRONES continues to implement energy conservation, carbon reduction, and lean operational management. As the headquarters green building has completed its first full year of operation, its energy-saving benefits have gradually become evident. Energy management continues to be optimized to improve resource efficiency. With 2023 as the base year for GHG inventory, we have completed Scope 1, Scope 2, and Scope 3 inventories for 2024 and 2025. Additionally, we plan and promote third-party verification to initiate carbon credit frameworks toward 2045, progressively achieving the goal of carbon neutrality. At the same time, we work with suppliers to promote green manufacturing and low-carbon transformation, while continuing to deepen energy conservation, carbon reduction, waste reduction, and the circular economy, fulfilling our corporate environmental responsibility.

Social Sustainability

Upholding a people-centric philosophy, SINTRONES continues to improve employee benefits, health care, and a diverse and inclusive workplace. In 2025, we achieved the goal of zero occupational accidents and continued to improve occupational health and safety management. We invest in talent development and work with suppliers to promote business ethics and sustainable supply chains. We also continue to support public welfare initiatives, care for local communities, and facilitate local employment as part of our commitment to fulfilling corporate social responsibility. At the same time, guided by a customer-oriented mindset, we continue to improve the quality of our products and services, working together with employees, customers, and partners to jointly create sustainable value.

Governance Sustainability

SINTRONES continues to strengthen internal controls and digital governance, while maintaining international certifications including ISO 9001, ISO 22163 (IRIS), ISO 27001, IECQ QC 080000, and IEC 62443-4-1. We continue to enhance digital system integration to improve operational efficiency, decision-making quality, and information security. We also promote lean management to optimize costs, resource allocation, and budget control, thereby improving operational resilience. Additionally, we continue to optimize the governance of the Board of Directors, strengthen diversity and ESG expertise, and work with the industry to promote the circular economy and sustainable development.

Sustainable Development Task Force

Upholding the principle of sustainable co-prosperity, SINTRONES promotes corporate social responsibility and has developed a sustainability blueprint centered on “people-centric approach, customer-oriented mindset, innovative services, and value creation.” Led by the President, the Company established a Sustainable Development Task Force to formulate implementation guidelines, integrate sustainability into corporate culture and operational strategies, strengthen core competitiveness, and support the Company’s long-term and stable development.

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 development, 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 sourcing, energy conservation and carbon reduction, green products, product responsibility, waste treatment, and 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

Management Item	Implementation Details	Frequency/Timeline
Sustainable Development Task Force operations	Establish a Sustainable Development Task Force responsible for policy planning, promotion, and implementation of economic, social, and environmental issues, as well as regular tracking of implementation results.	Submit a work report to the Board of Directors at least once a year
GHG inventory management	Initiate the GHG inventory for the previous fiscal year, complete the inventory of Scope 1, Scope 2, and Scope 3 emissions, and include the results in the sustainability report or prepare a separate GHG inventory report.	Conducted in the first quarter of each year
Sustainability information disclosure	Compile the annual results of sustainability-related work and prepare the sustainability report, and publicly disclose the report on the Company’s official website after review and approval by the Board of Directors.	Completed in the second quarter of each year
Stakeholder communication and material topic identification	Collect stakeholder opinions and satisfaction feedback, analyze material topics, assess impacts, risks, and opportunities in the economic, social, and environmental dimensions, and use the analysis results to optimize management strategies and resource allocation.	Executed annually
Sustainable education and capacity building	Plan sustainability-related seminars, training programs, and experience-sharing sessions to enhance the management team’s awareness of economic, social, and environmental issues and overall decision-making capabilities.	Conducted periodically

Stakeholder Engagement

Listening to stakeholders is an important foundation for a company's sustainable development and long-term success. Through diverse communication channels and engage mechanisms, including various meetings, annual reports, audit activities, customer interviews, and public contact channels, we maintain positive interactions with stakeholders to understand their issues of concern and expectations.

By regularly reviewing material topics, the Company incorporates them into strategic planning and operational decision-making by senior executives. It continues to make improvements across economic, environmental, and human rights aspects, creating shared value for the Company and its stakeholders, responding to expectations from all parties, and promoting sustainable operations and long-term development.

In accordance with the four accountability principles of inclusivity, materiality, responsiveness, and impact, SINTRONES identified six major stakeholder groups: shareholders/investors, employees, customers, suppliers, government/competent authorities, and communities/non-profit organizations. The Company has established effective communication mechanisms to deepen mutual trust and cooperation.

Stakeholder Engagement Channels and Issues of Concern

Stakeholders	Importance to SINTRONES	Purpose	Issues of Concern	Communication Channels and Frequency	Results
Shareholders and investors	The trust and support of individual and institutional investors serve as an important cornerstone for SINTRONES' business sustainability and innovation development.	To strengthen relationships with individual and institutional investors	● Business Performance ● Corporate Governance ● Risk Management ● Compliance with Laws and Regulations	- Individual/institutional investors' conferences - Media press releases - Company official website - Contact person for investor relations - Market Observation Post System (MOPS)	- Held a shareholders' meeting on May 20, 2025 - Attended investors' conference on December 19, 2025 - Published 4 financial statements
Employees	Employee creativity and talent retention are important drivers for sustainable development and industry leadership of SINTRONES.	To reduce employee turnover rate	● Remuneration System ● Employee Benefits ● Career Development and Training ● Human Rights and Employment ● Occupational Safety, Health, and Well-being	- Labor-management meetings (quarterly) - Employee mailbox (permanent) - Internal announcements and emails (real-time) - Employee Welfare Committee (permanent) - Employee care interviews (when necessary)	- Held 4 labor-management meetings - Organized 4 Employee Welfare Committee events

Stakeholders	Importance to SINTRONES	Purpose	Issues of Concern	Communication Channels and Frequency	Results
Customers	SINTRONES is focused on customer needs and continues to innovate products and services to improve the user experience. At the same time, we continuously strengthen self-management and sustainability practices in response to customers' expectations for environmental and social responsibility.	To strengthen market competitiveness Maintained a customer satisfaction score of at least 85 points	● Supply Chain Management ● GHG Inventory ● Information Security Management ● Customer Relationship Management ● Green Products	- After-sales service system: eRMA - Annual customer satisfaction surveys - Customer service hotline and online inquiry emails	- Achieved a customer satisfaction score of 87.38 in 2025 - 11 customer visits - Participated in 6 domestic and overseas trade shows (5 overseas and 1 in Taiwan)
Suppliers	Suppliers are important partners in the SINTRONES' sustainable supply chain. We jointly drive sustainable management and green transformation through cooperation, communication, guidance, and audits.	To maintain a supplier evaluation score of 85 points or above	● Supply Chain Management ● Business Performance ● Green Products ● Information Security Management	- Supplier evaluation (every six months) - On-site supplier evaluation (when necessary)	- 33 suppliers were evaluated in 2025, with an average score of 88 points, and all were deemed qualified suppliers. - 100% of components are qualified with third-party RoHS and REACH test reports or self-declarations.
Governments/competent authorities	We continuously monitor global sustainability trends and government regulations, using these insights to plan a more forward-looking, sustainable corporate blueprint and strategies.	To ensure compliance	● Business Performance ● GHG Inventory ● Human Rights and Employment ● Occupational Health and Safety	As required by relevant units and government agency needs	No major violations

Stakeholders	Importance to SINTRONES	Purpose	Issues of Concern	Communication Channels and Frequency	Results
Communities/ non-profit organizations	We value local development and community needs, and work with non-profit organizations to promote social engagement, jointly creating sustainable value.	To ensure positive brand image and fulfill social care responsibilities	● Social Engagement ● Employee Diversity and Inclusion ● GHG Inventory ● Waste Management ● Corporate Citizenship and Philanthropy	- Waste reporting (monthly) - Charity donations (annually) - Charity events (when necessary) - Company website (permanent)	- Donated to the Hai-Yue International Educational Foundation in Yilan County - Charitable procurement: Kaohsiung City Beyond the Peak Caring Association, Children Are Us Foundation, Simply ICR

Grievance and Suggestion Channels

Legal compliance is the foundation of corporate sustainability. At SINTRONES, the management leads by example and requires all employees to comply with the Company's policies, internal regulations, and related laws and regulations. Through training, awareness campaigns, and internal control audit mechanisms, the Company continues to strengthen legal compliance awareness and compliance management. There were no major violations or penalties involving corporate governance, environmental protection, labor and human rights, occupational safety, customer information protection, marketing labeling, or product liabilities in 2025.

SINTRONES has set up whistleblowing channels on its official website, including a public external email address and hotline. Internal employees may also submit grievances or suggestions through the Administration Department, hotline, or suggestion mailbox. The Company ensures the confidentiality of whistleblowers' identities and case information in accordance with the Whistleblowing Guidelines and related protection mechanisms. The Company has also established procedures for case acceptance and investigation to protect the rights and interests of whistleblowers.

Contact person: Ms. Chao
Hotline: 02-8228-0101 ext.202
Email: hr@sintrones.com

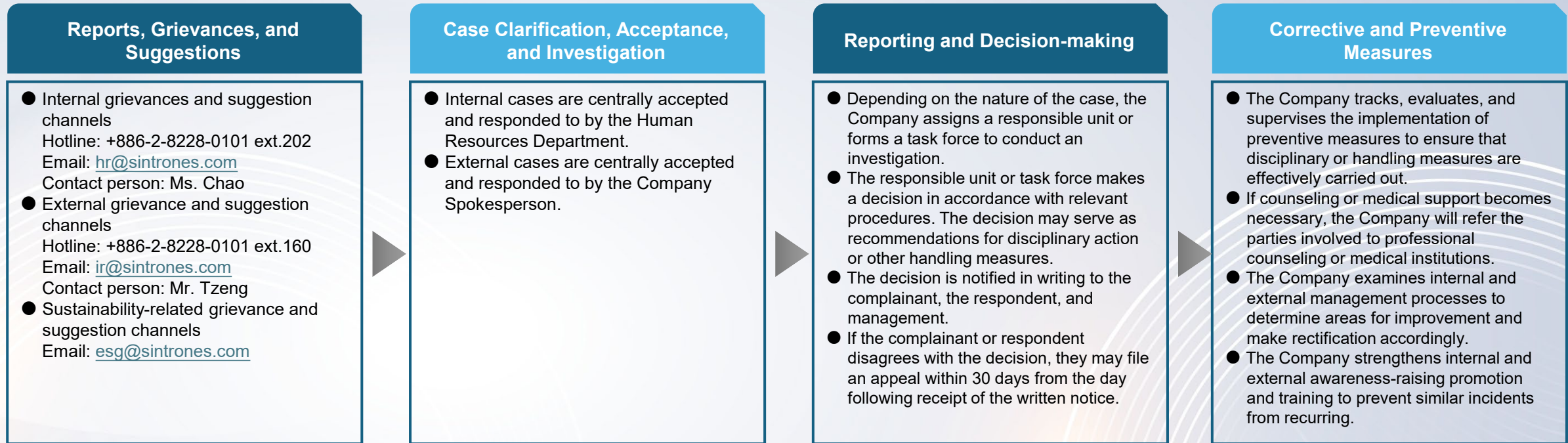
Employees



Contact person: Mr. Tzeng
Hotline: 02-8228-0101 ext.160
Email: ir@sintrones.com

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

Whistleblowing and Grievance Case Handling Process



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

Fiscal Year	2023		2024		2025	
Channel for Suggestions or Grievances	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate	Number of Cases	Case Closure Rate
HR Hotline	0	0%	0	0%	0	0%
HR 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%

Materiality Assessment

Identification of Material Topics

Materiality analysis is an important process for the Company to prepare its annual sustainability reports. The Company identifies stakeholders in accordance with the five principles of AA1000 SES and refers to the process set out in the GRI Standards 2021, GRI 3: Material Topics, to identify actual and potential, positive and negative impacts on the economy, environment, and people, including human rights. Based on this process, the Company identifies its material topics, serving as an important basis for sustainability management, information disclosure, and continuous improvement.

Step 1

Screening of sustainability issues

The Company identifies material topics through four key steps: identification, prioritization, validation, and review. Referencing to frameworks including the GRI Standards, SDGs, TCFD, Corporate Governance Evaluation indicators, the WEF Global Risks Report 2024, and ESG rating indicators, the Company compiled 31 sustainability issues covering five major dimensions: risk management, environmental management, corporate governance, social engagement, and business performance.

Step 2

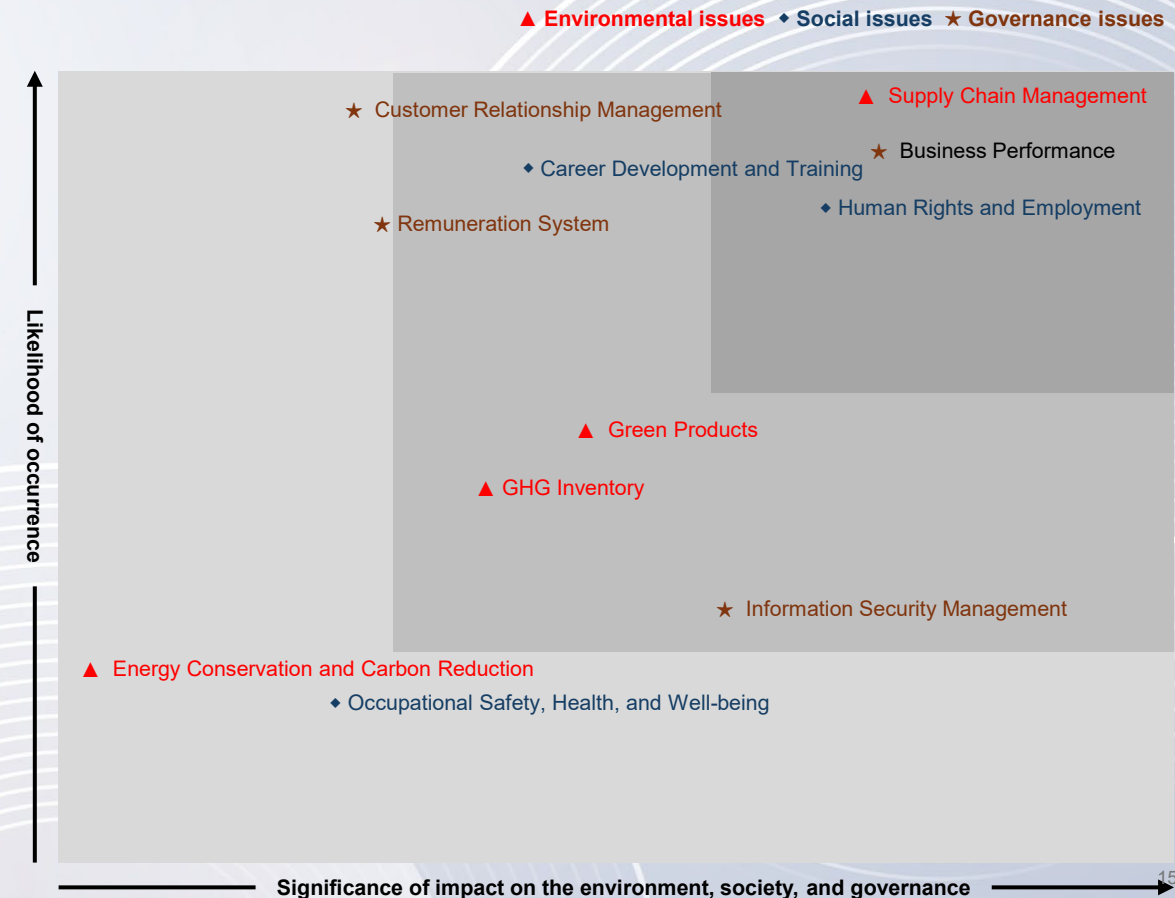
Stakeholder identification

In accordance with the five principles of AA1000 SES (2015), the Company identifies stakeholders based on dependency, responsibility, concern, influence, and diverse perspectives. Upon review by the Sustainable Development Task Force, six major stakeholder groups were confirmed as engagement targets: shareholders/investors, employees, customers, suppliers, government/competent authorities, and communities/non-profit organizations.

Step 3

Identification of material sustainability issues

The Company collects stakeholders' level of concern regarding sustainability issues, while the Sustainable Development Task Force evaluates the impact of each issue on the Company's operations. Annual material topics are then identified based on the principle of materiality. During this fiscal year, a total of 11 material topics were confirmed as the key disclosure focus of the sustainability report.



11 Material Topics of SINTRONES

Material Topic	GRI Topic Standard	Significance to SINTRONES	Corresponding Chapter/Section	Stakeholders Impacted
Business Performance	201	Ensure the Company's long-term stable operations and value creation	1.2 Business Performance	Employees, customers, suppliers, investors, shareholders
Remuneration System	401	Establish a comprehensive talent incentive and retention mechanism to enhance employee cohesion and organizational competitiveness	5.1 Employment	Employees
Customer Relationship Management	Customized topic	Listen to customer needs and feedback, promote product improvement, and strengthen brand trust	3.2 Customer Relationship Management	Customers
Information Security Management	418	Support business continuity and strengthen information security protection capabilities	2.6 Information Security Management	Employees, customers, suppliers
Supply Chain Management	308 414	Ensure the stability and resilience of raw material and service supply	3.1 Building a Sustainable Supply Chain	Customers, suppliers
GHG Inventory	305	Reduce GHG emissions and promote low-carbon transition through carbon emission management and carbon reduction actions	4.1 Climate Change	Employees, customers, suppliers
Green Products	416	Fulfill the Company's commitment to green products and responsible manufacturing	3.1 Building a Sustainable Supply Chain	Customers, suppliers
Energy Conservation and Carbon Reduction	305	Closely relate to corporate operational risks and competitiveness	4.2 Energy Conservation and Carbon Reduction	Employees, customers, suppliers, communities
Human Rights and Employment	401 405 406	Establish robust communication and feedback mechanisms through the integration of diverse cultures and employee perspectives to enhance talent retention and organizational innovation momentum	5.2 Diversity and Equal Opportunity	Employees
Occupational Safety, Health, and Well-being	403	Establish a safety and health management system to protect employee health and support corporate sustainability	5.4 Occupational Health and Safety	Employees
Career Development and Training	404	Promote talent development, improve employee capabilities, and facilitate corporate development and career growth	5.3 Talent Development	Employees

Note: Material topics for 2025 remain unchanged compared to 2024.

1

Company Overview

1.1 About SINTRONES

1.2 Business Performance

1.3 External Initiatives and Association Memberships



1.1 About SINTRONES

SINTRONES was founded in 2009 and is headquartered in New Taipei, Taiwan. In 2019, the Company became listed on the Taiwan Stock Exchange. The Company specializes in the R&D, manufacturing, and sales of smart in-vehicle computing systems, industrial automation and edge AI computers, and military-grade rugged unmanned vehicle computers.

Since its establishment, the Company has focused on the high-entry-barrier in-vehicle computing market. Leveraging its strong software and hardware system integration capabilities and continuous R&D innovation, the Company has obtained multiple international invention patents as well as management system certifications including ISO 9001, IRIS ISO/TS 22163, IECQ QC080000, ISO/IEC 27001, and IEC 62443. Its products comply with stringent international certifications for demanding application environments, including EN50155 for railway applications, E-Mark for in-vehicle applications, and MIL-STD-810G for military-grade applications.

In recent years, the Company has continued to actively expand into diverse application markets such as smart transportation, industrial automation, military and defense, and edge AI computing based on its core technologies, advancing steadily toward the field of edge AI applied computing.

Business and Market Performance

In 2025, affected by changes in the global political and economic environment, restructuring of the supply chain, and geopolitical factors, the Company recorded consolidated revenue of NT\$564 million, a 15% decrease compared to the previous year, and a net loss after tax of approximately NT\$6.79 million for the year. However, the Company actively adjusted its product strategy and market portfolio, showing that its transformation strategy is gradually delivering results. Currently, the Company's products are mainly sold to overseas markets, with system integrators and distributors as its primary customers. The Company works with more than 200 partners and serves over 2,000 customers worldwide, with the European and U.S. markets accounting for more than 70% of total export sales.

The Company's global headquarters was officially inaugurated in 2025. By expanding office and factory space as well as assembly lines, the Company effectively improved production efficiency, optimized manufacturing processes, and reduced operating costs, further strengthening its overall operational competitiveness.

Sustainable Development and Future Outlook

Upholding sustainable development, SINTRONES incorporates green design and environmental sustainability into product R&D and operational management. The Company meets the requirements of high-efficiency computing while taking into account energy conservation and carbon reduction, continuously improving product energy efficiency and environmental friendliness.

Looking towards the future, the Company will continue to invest in core technologies for edge AI computing and the development of smart applications, leveraging innovation to drive industrial advancement and build safer, more efficient, and more reliable intelligent computing platforms. By deepening its global market presence, strengthening strategic partnerships, and implementing ESG sustainable management, the Company is moving towards becoming a leading provider of edge AI applied computing solutions in the fields of military and defense, smart transportation, and smart manufacturing. The Company aims to provide stable and efficient computing cores for smart vehicles and equipment worldwide, while continuing to create sustainable value for both the Company and society.

Company name	SINTRONES Technology Corp.
Establishment date	March 20, 2009
Industry classification	Computers and Peripheral Equipment Manufacturing
Chairman	Kevin Hsu
Stock code	6680
Annual revenue	536,870 (unit: NT\$ thousands)
Number of employees	111
Location of headquarters	8F, No. 95, Zhongyuan St., Zhonghe Dist., New Taipei City
Site area	5,538 square meters

Quality Management System

Since obtaining ISO 9001 Quality Management System certification in 2014, SINTRONES has continuously advanced total quality management. In 2018, the Company further obtained ISO 22163 International Railway Industry Quality Management System certification, establishing comprehensive R&D, sales, and production processes. In 2024, the Company obtained ISO 27001 Information Security Management System certification and IECQ QC 080000 Hazardous Substance Process Management System certification, further strengthening information security and green product management, while demonstrating its commitment to sustainable operations and a responsible supply chain.

The Company sets quality goals and improvement plans every year. Through third-party audits, the Company continues to ensure the effective implementation of its management systems, enhance operational efficiency and product quality, create value for customers, and build long-term trust.

International System Certifications

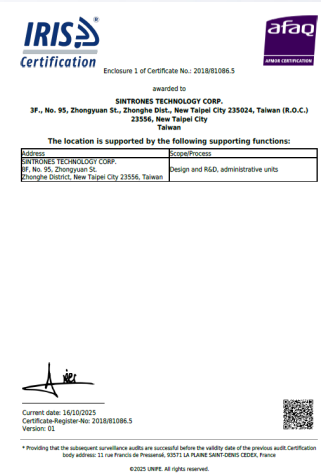
Quality Policy ISO 9001

Design driven by innovation
Create value with professionalism
Build trust with quality
Fulfill commitment with efficiency



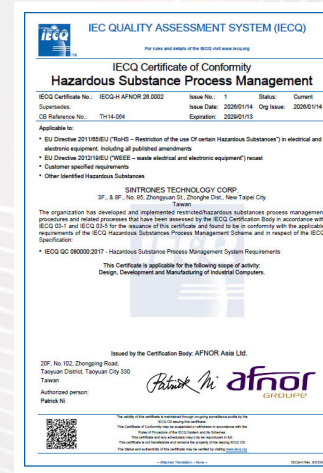
Railway Quality Management System ISO 22163

Innovative technology leading design breakthroughs
Professional services creating customer value
Excellent quality building lasting trust
Agile delivery fulfilling cooperation commitments



HSF Policy IECQ QC 080000

Regulatory compliance
Greening products
Customer satisfaction



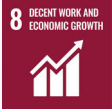
Information Security Policy ISO 27001

Implement information security
Build a trusted line of defense together



1.2 Business Performance

Management of SINTRONES' 2025 Material Topic: Business Performance

Material Topic	Business Performance
Impact Assessment	Positive: Excellent business performance helps improve brand value and corporate reputation. Through quality improvement, customer relationship maintenance, and innovation-driven strategies, the Company strengthens its market competitiveness and sustainable development capabilities. Negative: Poor business performance may lead to reduced profitability, loss of customers, damage to brand value, and affect talent retention and long-term development of the Company.
GRI Indicator	201-1 Direct economic value generated and distributed
SDGs	 Decent Work and Economic Growth
Policies and Commitments	The Company continues to improve operational and management efficiency, gain a clearer understanding of customer needs, and optimize product development strategies, enabling its products to better align with market trends while enhancing revenue growth and profitability.
Metrics and Targets	● Short-term targets: Through visualized management and process integration, shorten R&D and manufacturing cycles, continuously strengthen cost control, improve operational efficiency and profitability, and steadily maintain an operating profit margin of at least 10%. ● Medium-term targets: Committed to satisfying customer needs by providing cost-effective products and solutions. Through quality improvement, innovative R&D, and supply chain collaboration, strengthen customer partnerships and promote steady growth. ● Long-term targets: Continue to enhance edge computing technologies and application deployment, improve market competitiveness, and advance toward a leading position in the edge computing field.
Effectiveness Tracking Mechanism	Convene regular meetings to monitor progress toward targets: ● Weekly meetings: Business meetings, departmental meetings ● Monthly meetings: Supervisor meetings ● Annual meetings: All-hands kickoff meetings

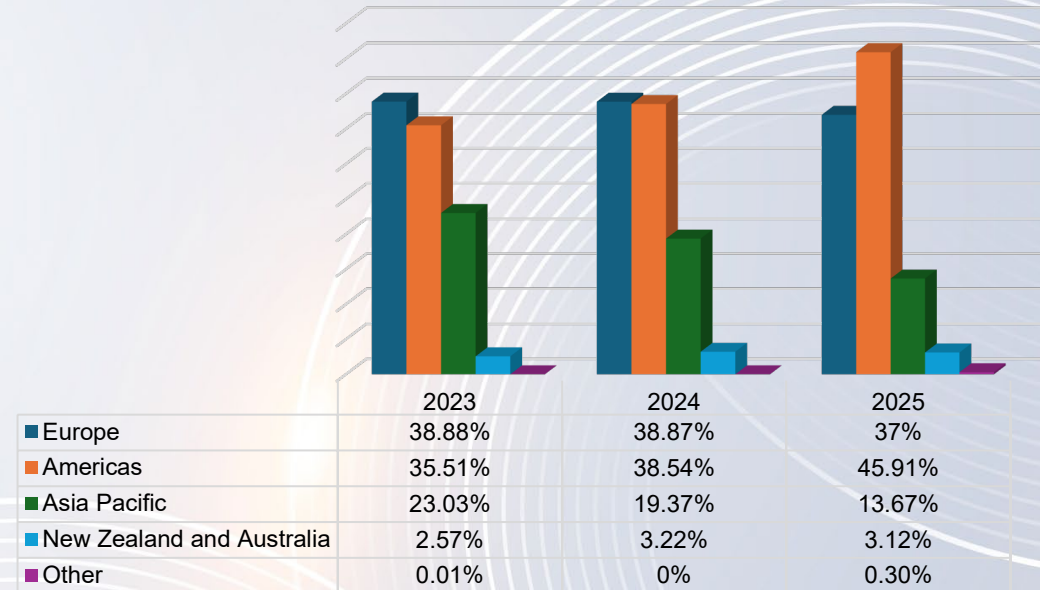


In 2025, affected by changes in the global political and economic environment, restructuring of the supply chain, and geopolitical uncertainty, the Company recorded consolidated revenue of NT\$564 million, a 15% decrease compared to the previous year, and a net loss after tax of approximately NT\$6.79 million for the year. The Company will continue to improve operational performance through strategic adjustments, optimization of market planning, and enhancement of product competitiveness, and facilitate revenue growth in 2026 and strengthen long-term profitability.

SINTRONES' Financial Performance and Profitability Over the Past 3 Years

	FY2023	FY2024	FY2025
Net operating revenue	628,628	666,577	563,870
Operating costs	429,648	436,454	379,697
Gross profit	198,980	230,123	184,173
Operating expenses	122,761	169,535	182,872
Operating net profit	76,219	60,588	1,301
Non-operating income and expenditures	8,689	54,901	(10,712)
Profit before tax	84,908	115,489	(9,411)
Net profit for the period	68,662	96,472	(6,793)
Other comprehensive income for the period (net of tax)	(507)	816	(529)
Total comprehensive income	68,155	97,288	(7,322)
Earnings per share	2.99	4.16	(0.29)

SINTRONES' Global Product Sales Share by Region Over the Past 3 Years



Over the past three years, SINTRONES' global product sales have been mainly concentrated in Europe and the Americas. The Americas market has increased year by year, reaching 45.91% in 2025 and becoming the Company's largest sales region. The European market has remained stable, accounting for at least 30% of total sales. In response to adjustments in its global market strategic planning, the Company continues to deepen its operations in the European and American markets while paying attention to development opportunities in the Asian market to enhance overall operational resilience and market competitiveness.

1.3 External Initiatives and Association Memberships

ESG Sustainability Actions

With the growing global emphasis on ESG trends, SINTRONES is actively engaging in sustainable development actions. The Company participated in the E.SUN Unite for Sustainability Initiative and signed the Sustainable Development Proposal, announcing its goal of achieving net-zero carbon emissions by 2050. Since 2023, the Company has promoted GHG inventory practices and continued to focus on circular economy development and the efficient use of resources.

While pursuing business growth and technological innovation, the Company also actively promotes business management optimization and digital transformation, demonstrating its insight into future trends and its commitment to ESG sustainability strategies. Through participation in sustainability initiative platforms, the Company exchanges knowledge with high-quality enterprises, jointly promoting low-carbon transition, thereby contributing to Taiwan's sustainable development.

Association Memberships

SINTRONES continues to apply for and obtain multiple international certifications. Upholding the spirit of innovation and R&D, and with in-vehicle computing technology as its core, the Company actively expands into diversified application markets such as Edge AI, smart healthcare, and smart retail. At the same time, the Company actively participates in international industry organizations, promoting technical exchange and cooperation. By working with stakeholders from all sectors, the Company supports industrial development and sustainable transformation.



Name of External Associations	Participation 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

2.2 Organization

2.3 Board of Directors

2.4 Functional Committees

2.5 Corporate Risk Management

2.6 Information Security Management



2.1 Policy Commitments

Upholding a people-centric approach, SINTRONES values employee well-being and workplace safety. The Company continues to improve its welfare system and is committed to creating a diverse, friendly, and inclusive work environment. At the same time, the Company actively participates in public welfare activities, fulfills its corporate social responsibility, and gives back to society. The Company establishes partnerships with customers and suppliers to jointly enhance the social influence of the industry and promote sustainable development.

We encourage employees to realize their professional potential, pursue personal growth, and share in the Company's development achievements. Guided by its core customer-oriented philosophy, the Company continuously optimizes product and service quality to meet diverse customer needs, creating long-term value together with employees, customers, and all stakeholders.

Looking towards the future, SINTRONES will work with global partners to leverage Taiwan's R&D and manufacturing strengths, continue to improve its in-house manufacturing capabilities and capacity deployment, thereby strengthening the Company's competitiveness. With the vision of becoming a leading brand in the field of smart transportation and edge AI applications, the Company will move toward sustainable growth together with its employees, customers, and shareholders, creating a smarter and better future.



People-centric Approach

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



Value Creation

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



Customer-oriented Philosophy

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



Innovative Services

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

Corporate Governance Indicators and Execution Focus

Protecting Shareholder Rights and Treating Shareholders Equally

- Directors and the convener of the Audit Committee attend the annual general meeting.
- Shareholder questions and Company responses are included in the meeting minutes.
- Audio and video recordings are made continuously throughout entire shareholders' meetings.

Strengthening the Board's Structure and Operations

- Strengthen communication mechanisms among directors and improve decision-making quality and governance effectiveness.
- The Audit Committee supervises risk management and reports to the Board of Directors at least once a year.

Improving Information Transparency

- Hold institutional investor conferences at least once a year.
- Publish material information from time to time.

Promoting Sustainable Development

- Establish a Sustainable Development Task Force led by the President to promote sustainable development initiatives.
- Issue a GHG inventory report once a year.
- Publish a sustainability report once a year.

Sustainability and Ethical Corporate Management Code of Conduct

The Company attaches great importance to the implementation of ethical corporate management and a corporate ethical culture. The Company has established a comprehensive whistleblowing system and handling process in accordance with the Code of Ethical Conduct and the Whistleblowing Guidelines, encouraging employees and stakeholders to file or report grievances through whistleblowing channels when they become aware of any conduct that may violate laws and regulations, internal policies, or the principles of ethical corporate management. The Company has also established an ethical corporate management whistleblowing mailbox, which is handled by dedicated personnel responsible for case acceptance and follow-up procedures.

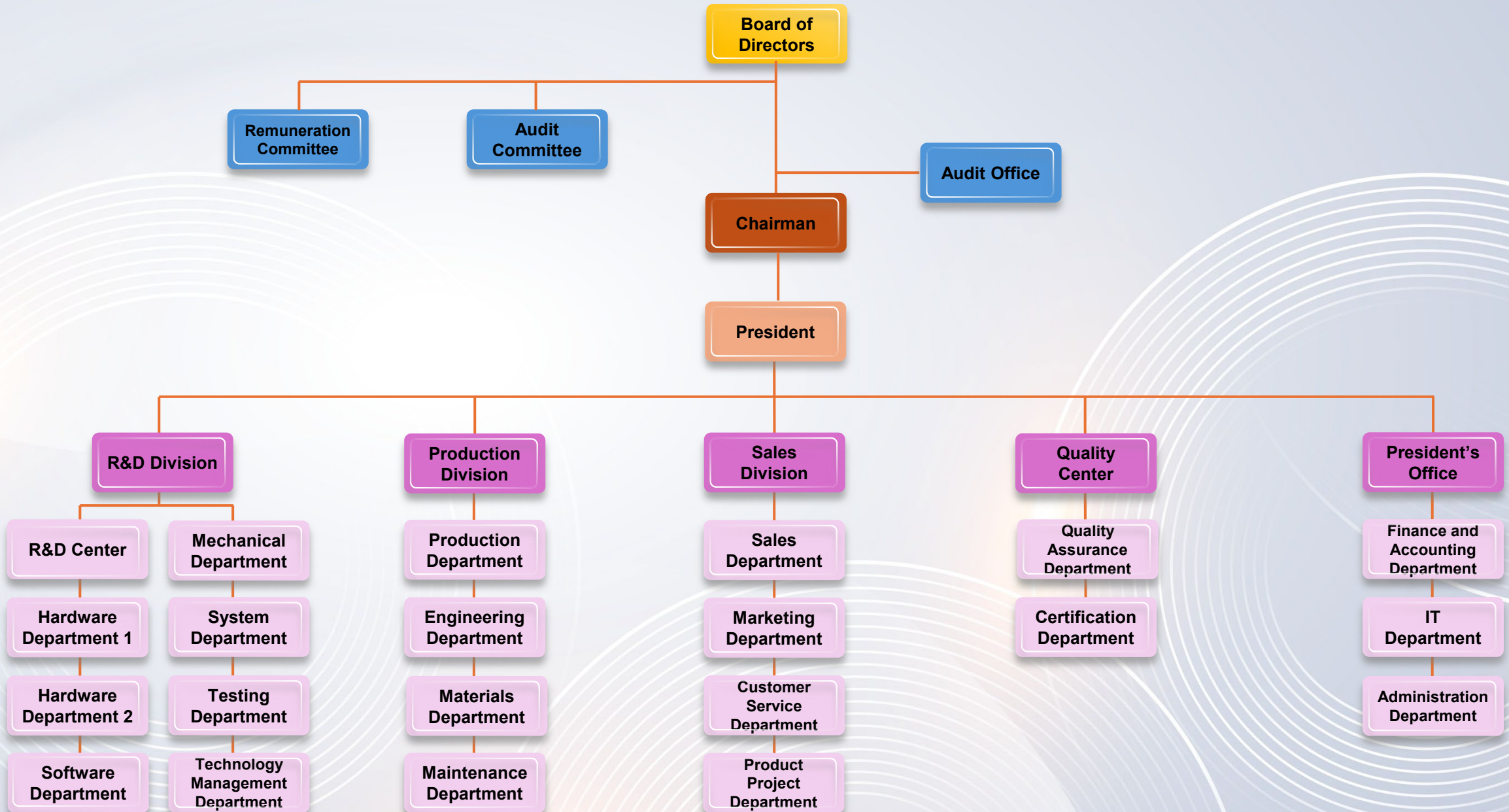
For cases received or identified as involving potential unethical conduct, the Company conducts investigations and thorough assessments in accordance with applicable regulations. If the case is verified to be true, the Company will require the relevant personnel to immediately cease the misconduct and take appropriate disciplinary measures based on the severity and impact of the case. When necessary, the Company will pursue legal action to hold the relevant parties accountable, thereby safeguarding the Company's reputation, operational order, and the rights of stakeholders.

The Company clearly stipulates whistleblower protection mechanisms in its Whistleblowing Guidelines. The Company maintains confidentiality of the whistleblower's identity throughout case acceptance, investigation, and closure, and prohibits any form of retaliation or improper treatment to protect whistleblowers' rights and establish a transparent, fair, and trusted corporate governance environment.

Internal Audits

Purpose of Internal Audits	Internal Audit Organization	Auditor Responsibilities	Annual Internal Audit Results
● To ensure operational efficiency, information reliability, transparency, and legal compliance through inspection and evaluation of the internal control system. ● To propose improvement recommendations for deficiencies to maintain the continuous and effective operation of the internal control system.	● The Company has established an internal audit unit under the Board of Directors, with 1~2 full-time audit personnel responsible for internal audits. ● The appointment and dismissal of the chief internal auditor shall be approved by the Audit Committee and the Board of Directors. The appointment, dismissal, performance evaluation, and remuneration of audit personnel are handled in accordance with the Company's Delegation of Authority Procedures, thereby maintaining audit independence and effectiveness.	● Continuously supervise operations and assist management in promptly correcting deficiencies to maintain operational efficiency. ● Regularly review internal control and audit systems, amend relevant regulations when necessary, and report to the Board of Directors. ● Responsible for planning, executing, and tracking internal audits, conducting audit evaluations in accordance with the annual audit plan, and completing audit reports to ensure the effective operation of internal controls. ● Conduct tracking and auditing of designated projects. ● The chief internal auditor reports regularly to the Audit Committee and the Board of Directors, and communicates audit results and improvement progress with independent directors.	● In 2025, the audit compliance rate reached 100%.

2.2 Organization

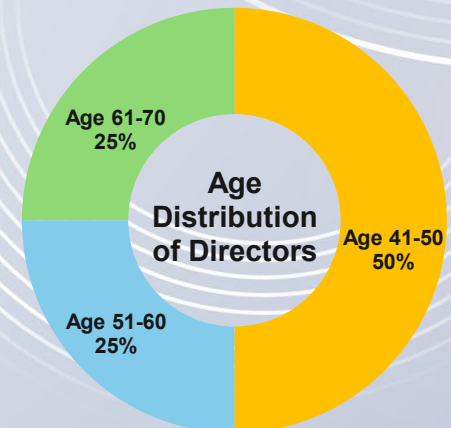
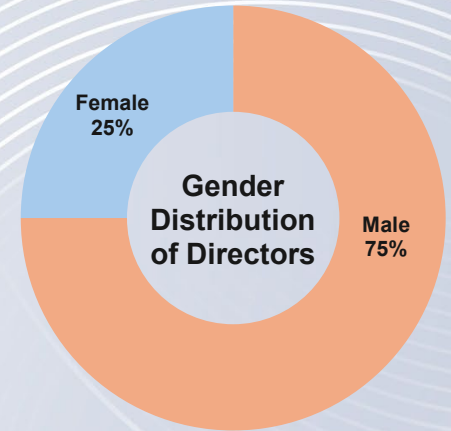


2.3 Board of Directors

SINTRONES attaches great importance to the diversity policy of the Board of Directors and is committed to establishing a sound Board structure with diverse perspectives to strengthen corporate governance effectiveness and improve overall operational performance. The selection of directors adheres to the principle of merit-based appointment, taking into account diverse backgrounds such as age, gender, and nationality, while also considering industry experience and professional expertise. Board members are expected to possess competencies in areas such as business management, finance and accounting, law, and product R&D, as well as capabilities in operational judgment, leadership decision-making, and crisis management.

According to the Company's Corporate Governance Best Practice Principles, the Board of Directors as a whole should possess eight core competencies: operational judgment, accounting and financial analysis, business management, crisis management, industry knowledge, international market perspective, leadership, and decision-making. These competencies enable the Board to effectively perform its supervisory and decision-making functions and implement sound corporate governance. For more information on Board diversity, please refer to the Annual Report.

Board independence and ratio 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, 2 directors are between the ages of 51 and 60, and 2 directors are between the ages of 61 and 70. - 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.



Remuneration Policy for the Board of Directors

(1) Director Remuneration

Director Remuneration based on the Board of Directors Performance Evaluation Guidelines and market standards, taking into account each director's level of participation, contribution value, and the Company's business performance. Remuneration of directors is allocated in accordance with the Company's Articles of Incorporation when the Company records annual profits. The relevant remuneration is reviewed by the Remuneration Committee and the Board of Directors.

(2) Remuneration for Managerial Officers and Employees

Managerial officer and employee remuneration is determined based on the Company's remuneration system for managerial officers, taking into account job responsibilities, individual performance, the Company's operating results, and sustainability development goals. Remuneration items include salaries, bonuses, employee compensation, and employee stock options, and are reviewed periodically based on performance evaluation results.

(3) Remuneration Allocation

The remuneration of employees and directors is handled in accordance with the Company's Articles of Incorporation. The estimated amount is calculated based on pre-tax annual profit before deducting employee and director remuneration, together with the proposed distribution ratio. Both employee remuneration and director remuneration were NT\$0 thousand, as the Company recorded a loss in 2025.

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	Global mindset
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 Kuo-hua	Chief Engineer, TPV Technology Co., Ltd.	●		●	●	●	●	●	●

Directors' Continuing Education

To strengthen corporate governance efficiency and risk response capabilities, SINTRONES continues to improve the professional knowledge and practical experience of directors in governance, while consolidating the Board's collective insights into sustainable development and ESG governance. The Company regularly provides information on industry trends, regulations, and operations, and optimizes information delivery and training plans according to the needs of directors to enhance their supervisory and decision-making capabilities.

In 2025, the cumulative training hours of the Board of Directors reached 48 hours, with an average of 6 hours per director, demonstrating the Company's ongoing commitment to strengthening directors' professional development and governance quality.

Identity	Name	Training Date	Organizer	Course Name	Hours
Chairman	Kevin Hsu	2025/08/07	Institute of Financial Law and Crime Prevention	Analysis of Sustainability Trends and Their Risks and Opportunities to Business Operations	3.0
		2025/10/29	Institute of Financial Law and Crime Prevention	Transformation of Operational Management Models under Emerging Technologies	3.0
Director	Ke Shu-ping	2025/08/07	Institute of Financial Law and Crime Prevention	Analysis of Sustainability Trends and Their Risks and Opportunities to Business Operations	3.0
		2025/10/29	Institute of Financial Law and Crime Prevention	Transformation of Operational Management Models under Emerging Technologies	3.0
Independent Directors	Lin Chen-tai	2025/08/07	Institute of Financial Law and Crime Prevention	Analysis of Sustainability Trends and Their Risks and Opportunities to Business Operations	3.0
		2025/10/29	Institute of Financial Law and Crime Prevention	Transformation of Operational Management Models under Emerging Technologies	3.0
	AUO Corporation Representative: Hong-Jye Hong	2025/08/07	Institute of Financial Law and Crime Prevention	Analysis of Sustainability Trends and Their Risks and Opportunities to Business Operations	3.0
		2025/10/29	Institute of Financial Law and Crime Prevention	Transformation of Operational Management Models under Emerging Technologies	3.0
	Lu Jia-ying	2025/08/07	Institute of Financial Law and Crime Prevention	Analysis of Sustainability Trends and Their Risks and Opportunities to Business Operations	3.0
		2025/10/29	Institute of Financial Law and Crime Prevention	Transformation of Operational Management Models under Emerging Technologies	3.0
	Li Chi-liang	2025/08/07	Institute of Financial Law and Crime Prevention	Analysis of Sustainability Trends and Their Risks and Opportunities to Business Operations	3.0
		2025/10/29	Institute of Financial Law and Crime Prevention	Transformation of Operational Management Models under Emerging Technologies	3.0
	Lin Yue-zhen	2025/08/07	Institute of Financial Law and Crime Prevention	Analysis of Sustainability Trends and Their Risks and Opportunities to Business Operations	3.0
		2025/10/29	Institute of Financial Law and Crime Prevention	Transformation of Operational Management Models under Emerging Technologies	3.0
	Liao Kuo-hua	2025/08/07	Institute of Financial Law and Crime Prevention	Analysis of Sustainability Trends and Their Risks and Opportunities to Business Operations	3.0
		2025/10/29	Institute of Financial Law and Crime Prevention	Transformation of Operational Management Models under Emerging Technologies	3.0

Implementation Status of Board Performance Evaluation

To implement corporate governance and strengthen the operational efficiency of the Board of Directors, the Company established its Board of Directors Performance Evaluation Guidelines, which were approved by the Board of Directors on March 20, 2020, and conducts annual Board performance evaluations in accordance with the regulations. The performance evaluation of the Board of Directors for 2025 has been completed, which serves as an important reference for improving Board operations and enhancing overall performance.

Performance Evaluation by the Chairman

Assessment Criteria	Average Score (Note)	Assessment Results and Description
Participation in company operations	4.93	The performance evaluation results of the Company's Board of Directors for 2025 were "Excellent," indicating that the Board has effectively fulfilled its guidance and supervisory functions, actively participated in corporate strategic planning, major business initiatives, risk management, and sustainability-related matters, and continued to strengthen the internal control system to implement sound 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: Evaluation scores are presented on a scale of 1 to 5, 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	4.96	The self-evaluation score of the Company's Board members in 2025 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		

Note: Evaluation scores are presented on a scale of 1 to 5, with 5 being the highest.

EVALUATION



ASSESSMENT



ANALYSIS



PERFORMANCE



IMPROVEMENT



RESULTS



FEEDBACK

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.

Assessment Criteria	Score (Note)	Assessment Results and Supplementary Description
Participation in company operations	4.95	The self-evaluation result of the Company's Audit Committee in 2025 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.
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		

Note: Evaluation scores are presented on a scale of 1 to 5, 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.

Assessment Criteria	Score (Note)	Assessment Results and Supplementary Description
Participation in company operations	4.94	The self-evaluation result of the Company's Remuneration Committee in 2025 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.
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		

Note: Evaluation scores are presented on a scale of 1 to 5, with 5 being the highest.

2.5 Corporate Risk Management

To strengthen corporate governance and sound risk management, the Company's Board of Directors approved the Risk Management Policy and Procedures on March 10, 2023, establishing risk identification, assessment, supervision, and control mechanisms, enabling the Company to prevent losses within an acceptable risk appetite. The Company also continues to refine its risk management in response to changes in internal and external environments, thereby protecting the rights and interests of employees, shareholders, partners, and customers, while enhancing corporate value and resource allocation efficiency.

The Company holds annual kick-off meetings, during which department heads report on operating results and future development plans. This arrangement helps cultivate capabilities in strategic planning, risk management, performance management, and talent development. Risks are identified based on preventable risks, strategic risks, and external risks, covering areas such as strategy, operations, finance, information security, legal compliance, and climate change. The Company evaluates risks based on the principle of materiality and formulates management strategies, improvement measures, and preventive mechanisms accordingly. The Board of Directors supervises the implementation progress to continuously improve operational performance, strengthen the Company's reputation, and promote sustainable development. Relevant information is also disclosed in the Company's Annual Report and on the Company's official website.

Risk Management Implementation Status

Business Risk Management	● The President's Office and Finance & Accounting Department coordinate business strategies, target management, fund utilization, and operational risk assessment. ● The Company regularly collects information on industry trends, regulatory policies, and technological developments as a basis for management decision-making, thereby reducing operational risks.
Foreign Exchange Risk Management	● The President and Finance & Accounting Department implement foreign exchange hedging measures to reduce the impact of exchange rate fluctuations. ● The Company uses the U.S. dollar as its main currency for transactions, receipts, and payments, reducing foreign exchange risk through natural hedging. ● A unified exchange rate valuation mechanism is established, with the Finance & Accounting Department uniformly announcing the exchange rate basis for accounting records.
Occupational Safety and Health Risk Management	● The Company regularly maintains the working environment and conducts fire drills and equipment inspections to reduce accident risks. ● The Company develops occupational health and safety management plans, safety and health work rules, and emergency response procedures to strengthen accident prevention and response abilities.
Climate Change Risk Management	● The Company has established energy conservation, carbon reduction, and GHG reduction KPIs to continuously promote improvement measures. ● An environmental monitoring system has been introduced to monitor lighting, air conditioning, energy use, and carbon emissions, improving energy management effectiveness and supporting the Company's goal of progressing toward net-zero emissions.
Information Security Risk Management	● The Company has established an information security management system to reduce information security risks in accordance with its internal control system regulations. ● The Company continues to strengthen information security governance, comply with information security regulations, and has obtained ISO 27001 Information Security Management System certification since 2024. ● An information and communications security management framework has been established, and periodic information security training is conducted to raise information security awareness among all employees.

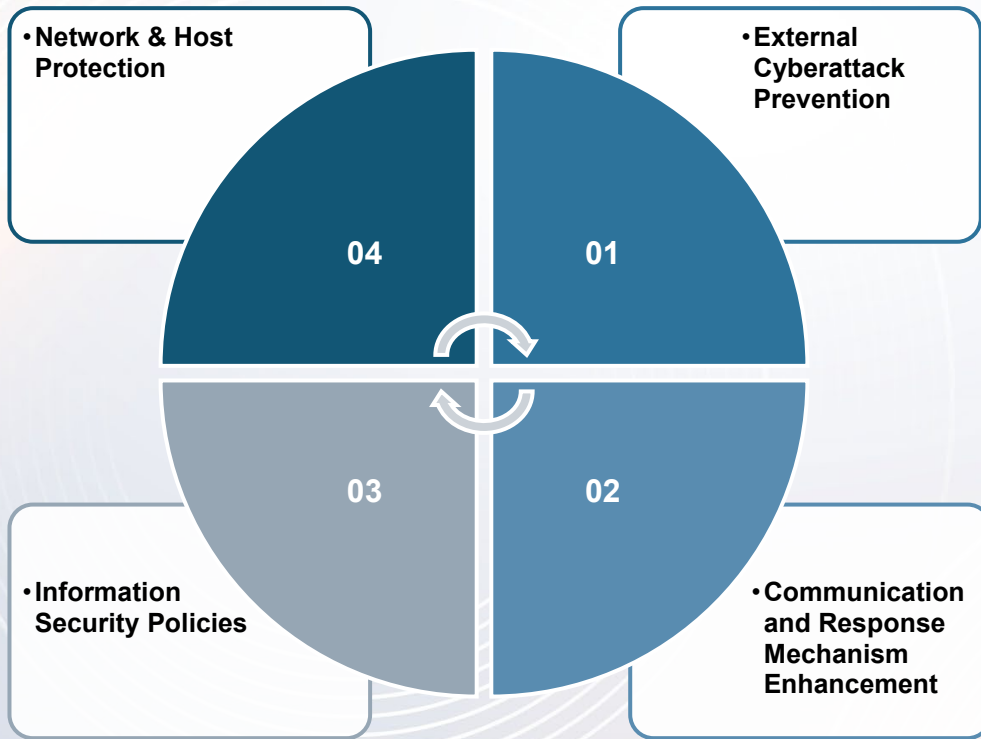


Material Topic	Risk Assessment Items	Risk Management Strategies
Corporate Governance	Socioeconomics and Legal Compliance	- The Company's financial unit continuously monitors changes in financial markets, including interest rates and exchange rates, and takes hedging measures in a timely manner to reduce financial risks. The Company upholds the principles of information transparency and sustainable management, and all of its operating activities are conducted in accordance with applicable laws, regulations, and relevant requirements, thereby implementing legal compliance and ethical corporate management. - The Company regularly reviews compliance with operational regulations and continuously strengthens compliance-related training to enhance employees' legal compliance awareness and reduce operational risks.
	Strengthening the Board's Structure and Operations	- The Company purchases liability insurance for directors to protect directors in fulfilling their duties in accordance with laws and to reduce potential legal risks arising from the performance of their duties. - The Company continues to arrange director training activities to keep directors informed of the latest developments in laws, systems, and policies, thereby enhancing Board governance effectiveness and supervisory capabilities. - A director performance evaluation mechanism is established, and internal evaluations are conducted periodically each year to review Board operations and the performance of directors' duties, serving as a basis for continuous improvement. - A communication mechanism has been established among independent directors, the internal chief audit officer, and the certified public accountants. Major issues and audit results are communicated regularly to enhance the Board's supervision and risk management capabilities.
	Stakeholder Engagement	- The Company has established stakeholder communication channels to actively respond to issues of concern to all parties, promote positive interaction, and co-create sustainable value. - To strengthen stakeholder engagement, the Company has established diverse communication channels. Through regular and ad hoc exchanges, the Company identifies stakeholder concerns, responds to their expectations, and enhances the effectiveness of sustainable development.
Social Responsibility	Occupational Safety	In accordance with occupational health and safety regulations, the Company has appointed safety, health, and fire prevention management personnel, improved fire safety equipment management, and conducts periodic inspections, training, and emergency response drills to reduce occupational accident risks.
	Product Safety	Upholding its core values of professional service, product innovation, optimal quality, rapid customization, and certified products, the Company effectively implements these values across its operational processes. Through customer service channels and website platforms, the Company provides customer consultation and RMA services to protect customer rights. Product marketing and labeling comply with relevant regulations and international standards. Additionally, the Company obtains necessary safety certifications to ensure product quality and safety.
Environment	Environmental Pollution Prevention	The Company values environmental protection and complies with international environmental standards and relevant regulations. It implements conflict-free minerals and RoHS management, and reduces environmental impacts from operations through waste sorting, removal, and treatment by qualified organizations.

2.6 Information Security Management

SINTRONES enhances operational and management efficiency through digitalization, while continuously strengthening information security management to reduce information security risks arising from internal and external intentional or unexpected incidents. The Company adopted the ISO 27001 Information Security Management System and established an Information Security Committee to implement information security governance, audit, and management mechanisms, ensuring the confidentiality, integrity, and availability of the information assets of the Company and its stakeholders. There were no major information security incidents that resulted in operational losses in 2025.

The Company follows the PDCA management cycle and continues to improve its information security management system. In January 2024, the Company passed the initial ISO 27001 certification assessment, with the certificate valid from February 23, 2024 to February 22, 2027. Through system, technology, and management process improvements, the Company strengthens information security protection, integrates software and hardware operation and maintenance mechanisms, and gradually introduces information security defense measures and management policies. Through periodic information security drills, educational awareness-raising campaigns, and performance evaluations, the Company continuously reviews and improves the effectiveness of information security management, ensuring the secure and stable operation of information systems.



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 job 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

3

Value Chain Management

3.1 Building a Sustainable Supply Chain

3.2 Customer Service

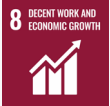


3.1 Building a Sustainable Supply Chain

Status of SINTRONES' 2025 Material Topic: Supply Chain Management

Material Topic	Supply Chain Management	
Impact Assessment	Positive: Through green supplier selection, the Company promotes sustainable supply chain management, enhances the benefits of a green value chain, and commits to meeting requirements related to environmental protection, social responsibility, integrity, and anti-corruption.	
	Negative: Risks such as resource consumption, environmental impact, and human rights issues may arise from the supply chain's operating process, which in turn could affect the Company's operating performance, supply stability, and profitability.	
GRI Indicator	308-1 New suppliers that were screened using environmental criteria 414-1 New suppliers that were screened using social criteria	308-2 Negative environmental impacts in the supply chain and actions taken 414-2 Negative social impacts in the supply chain and actions taken
SDGs	 Responsible Consumption and Production	 Partnerships for the Goals
Policies and Commitments	Establish supplier classification and diversified management mechanisms to enhance the resilience of the supply chain through performance evaluation and regulatory compliance management. Promote RoHS, REACH, conflict-free minerals, and carbon management requirements, and require suppliers to sign relevant commitment documents to implement green supply chain management and sustainable operations.	
Metrics and Targets	SINTRONES optimizes its supply chain from three major aspects: supplier management, process digitalization, and risk management. Enhance supply stability and competitiveness through supplier performance evaluations. Strengthen the efficiency of procurement, production, and inventory management by introducing information systems such as ERP, maintaining a supplier on-time delivery rate of 93%. Establish risk warning and response mechanisms to enhance supply chain resilience and support sustainable operation goals.	
Effectiveness Tracking Mechanism	● Supplier evaluation/every six months ● On-site supplier evaluation/when necessary ● Supplier on-time delivery rate/monthly	

Status of SINTRONES' 2025 Material Topic: Materials Sourcing & Green Products

Material Topic	Materials Sourcing and Green Product Management
Impact Assessment	In response to increasing global requirements for environmental protection, ethical procurement, and product responsibility, SINTRONES implements relevant standards and regulations throughout its procurement, design, and production processes to reduce operational risks and potential impacts on the Company's reputation.
GRI Indicator	204-1 Proportion of spending on local suppliers 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services 416-1 Assessment of the health and safety impacts of product and service categories
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 enhance the core competitiveness of customers, SINTRONES continues to optimize its procurement strategies, prioritizing the use of local suppliers and environmentally friendly materials, while implementing conflict-free minerals management. During product design, assembly, and production processes, the Company actively reduces environmental impacts, minimizes pollution and waste generation, and continuously improves manufacturing processes to achieve environmental protection and sustainable development goals.
Metrics and Targets	Establish a Conflict Minerals Policy to refuse the use of minerals from conflict-affected areas. Require suppliers to sign conflict-free minerals commitments and manage their upstream and downstream supply chains. Continuously trace material sources to ensure compliance with responsible procurement requirements.
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. - New suppliers are required to sign a Green Supply Chain Assurance Letter upon onboarding.

Sustainable Value Chain

The Company focuses on the R&D, design, and manufacturing of industrial computers, and covers product development and independent manufacturing in the technology industry chain. The Company mainly procures key raw materials from upstream suppliers, including wafer-related electronic components, mechanical parts, and storage modules. These materials are processed and assembled through the Company's production processes and then provided to downstream distributors and end customers. There were no significant changes in the Company's supply chain structure or its cooperation with upstream and downstream partners in 2025.

To strengthen supply chain management, the Company continues to deepen cooperation with upstream and downstream suppliers and encourages suppliers and contractors to pay attention to ESG sustainability issues. Through mechanisms such as regular exchanges between management, supplier self-assessment, management audits, and experience sharing, the Company promotes the joint enhancement of sustainability management capabilities among supply chain partners, aiming to strengthen cooperative relationships, support the creation of high-quality products and services, and create sustainable value together.



Risk Category	Supplier Commitments or Signed Documents	Response Status in 2025
Environmental risk	- Supplier Self-Declaration or RoHS and REACH Declaration provided by the original manufacturer Suppliers are required to sign a Supplier Self-Declaration or provide the original manufacturer's EU RoHS/REACH Declaration to ensure that products, accessories, and packaging materials comply with applicable laws and regulations. For non-compliant suppliers, the Company may terminate or rescind the contract. - New suppliers are required to sign a Green Supply Chain Assurance Letter.	100% of suppliers returned signed documents.
Social risk	No Use of Conflict Minerals Suppliers are required not to use conflict minerals (i.e., 3TG: tantalum [Ta], tin [Sn], tungsten [W], and gold [Au]), to avoid financing armed conflict. If used, the source of minerals must be disclosed.	100% of suppliers made the commitment.
Governance risk	Suppliers are required to commit to complying with environmental, social responsibility, integrity, and anti-corruption requirements, meeting ESG standards, and jointly promoting sustainable development.	100% of suppliers made the commitment.

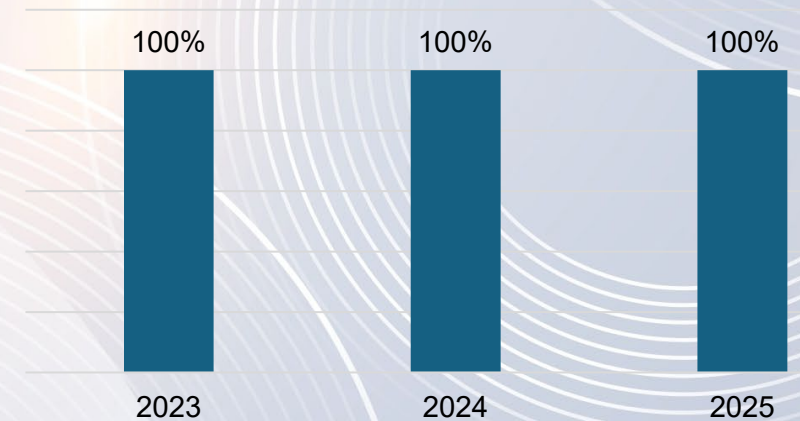
Local and Overseas Procurement and Supply Chain Characteristics

SINTRONES actively promotes a local procurement strategy and establishes long-term partnerships with suppliers to jointly pursue sustainable operations and growth. The Company's main production and operational site is located in Taipei, and local suppliers are defined as companies that manufacture and conduct transactions within Taiwan.

To reduce transportation costs and supply risks and to reduce the environmental impact of long-distance transportation, the Company prioritizes local suppliers to support the development of local industries and fulfill its corporate social responsibility. Even with the growth of its business scale, the Company has maintained a 100% local procurement ratio, achieving its supply chain localization target and demonstrating its commitment to sustainable supply chain management.

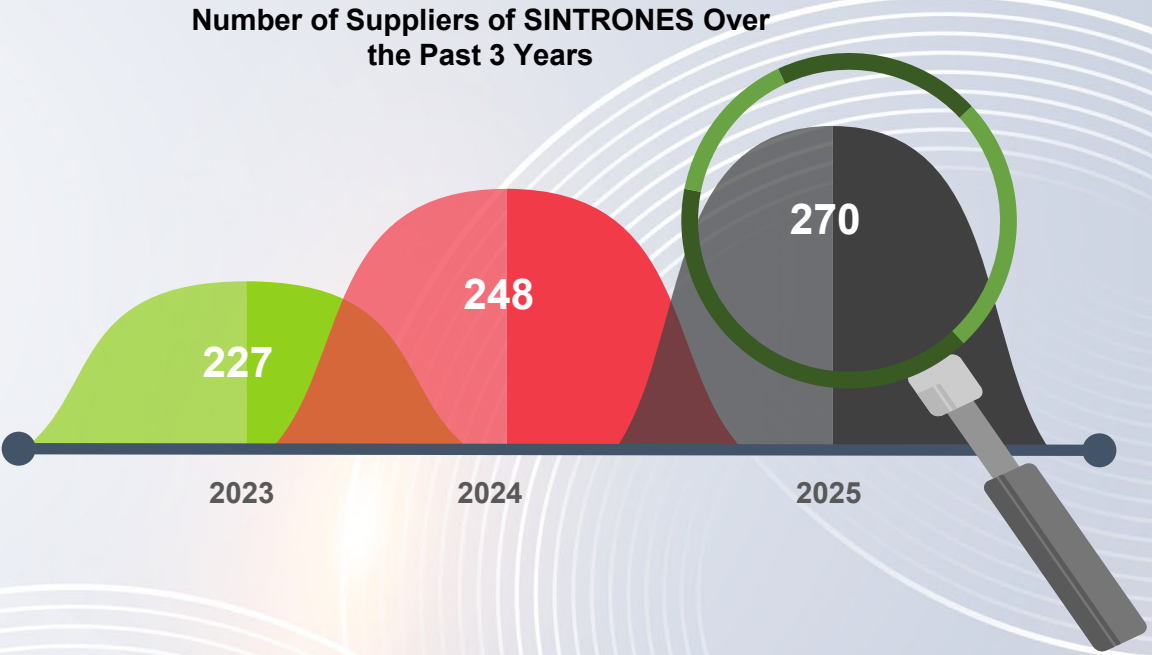
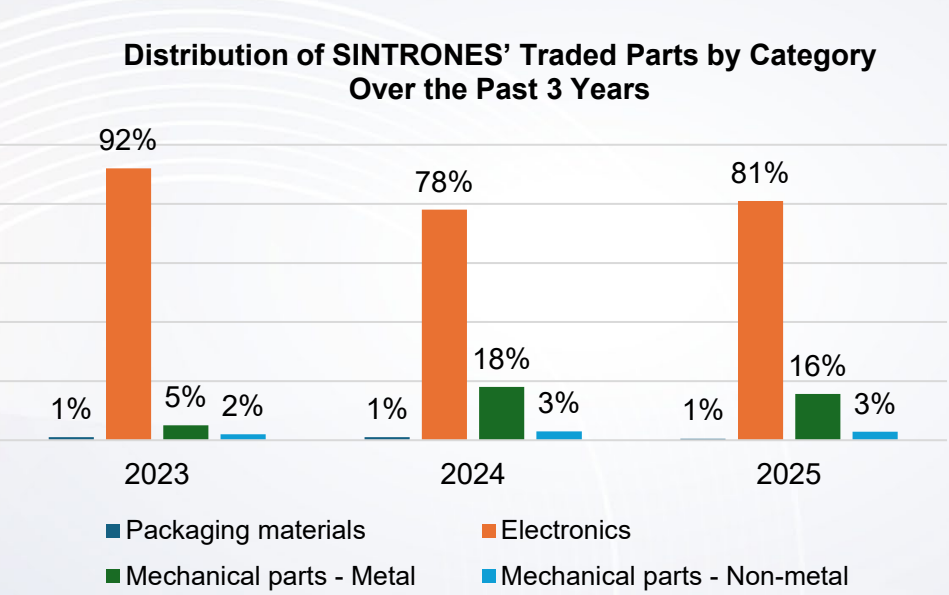


SINTRONES' Local Procurement Ratio Over the Past 3 Years



Supply Chain Categories

SINTRONES’ core business focuses on in-vehicle computing products, with electronic components accounting for the largest portion of procurement, representing an average of at least 78% over the years. The Company continues to enhance its system integration capabilities and develop toward comprehensive system solutions to meet customers’ diverse needs. The Company’s procurement is primarily sourced from local suppliers. By shortening supply chain routes, reducing supply risks, and promoting the development of local industries, the Company strengthens its supply chain resilience. As of the end of 2025, the Company has established stable partnerships with 270 suppliers, and the supply chain is divided into four categories, with the distribution disclosed as follows:



SINTRONES’ procurement mainly consists of electronic components, with the proportion remaining above 78% from 2023 to 2025, which is consistent with the characteristics of in-vehicle computing products. The procurement ratio of mechanical metal parts increased to 18% in 2024 and remained at 16% in 2025, which reflects the Company’s increased demand for product integration. Overall, the procurement structure remained stable, and supply chain resilience was strengthened through diversified procurement.

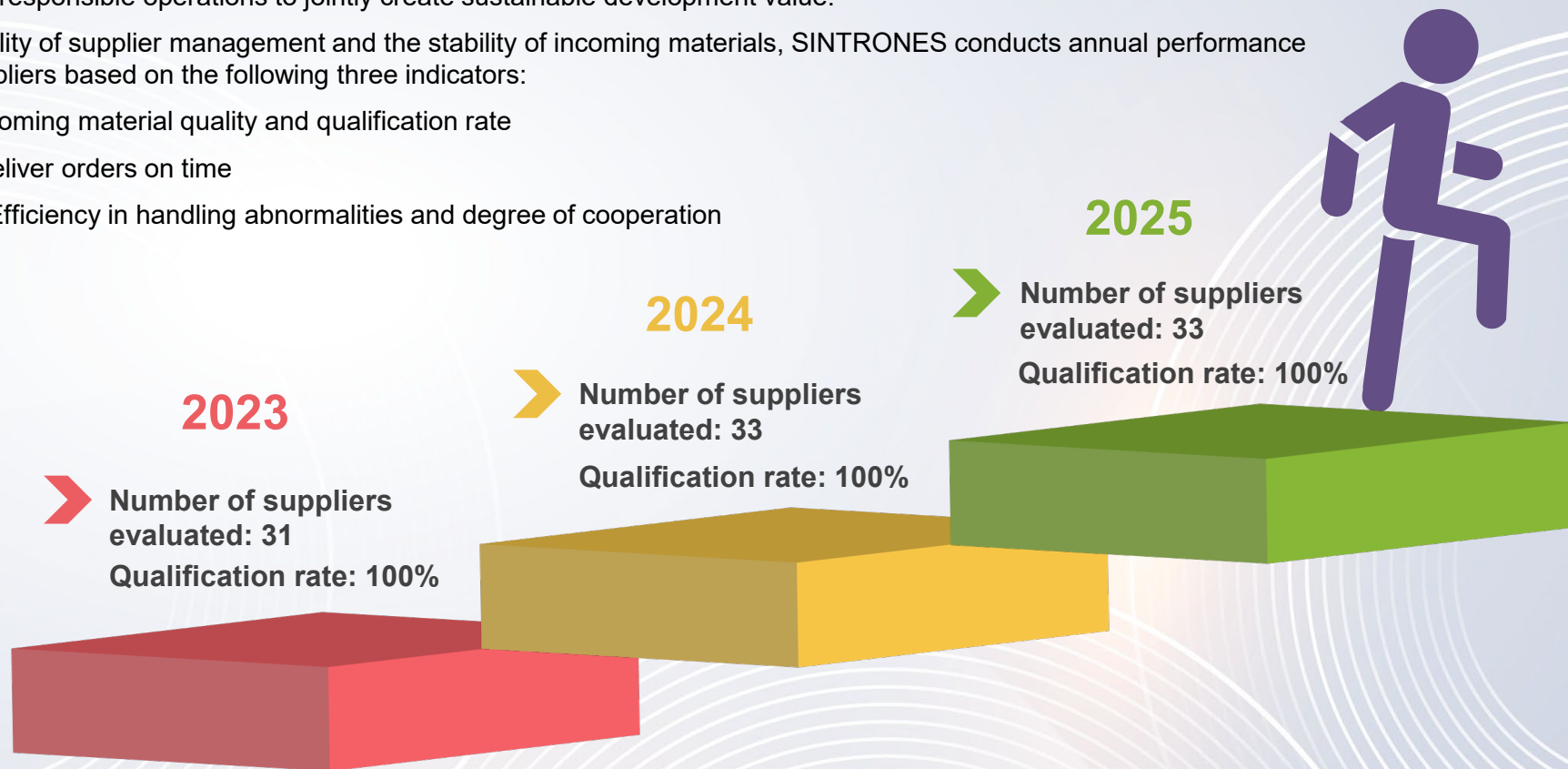
In summary, SINTRONES’ procurement focuses on electronic components and is supplemented by metal and non-metal mechanical parts to support the development of in-vehicle computing products and comprehensive system solutions. At the same time, the Company improves supply chain resilience and reduces supply risks through stable supplier cooperation and diversified procurement portfolios.

Supply Chain Management Mechanism

SINTRONES has established a comprehensive supplier review mechanism to ensure that suppliers meet the Company's operational needs and sustainable supply chain management standards through quality, lead time, and service capability evaluations. Before formal cooperation, the quality assurance, R&D, production, and procurement units conduct on-site audits or sample approvals to evaluate supplier qualifications. Only suppliers that meet the required standards are included in the qualified supplier list, thereby maintaining supply chain stability and reliability. Through a sound supply chain management mechanism, SINTRONES improves the resilience and competitiveness of the supply chain, and works with suppliers to promote responsible operations to jointly create sustainable development value.

To ensure the quality of supplier management and the stability of incoming materials, SINTRONES conducts annual performance evaluations for major suppliers based on the following three indicators:

- Quality: Stability of incoming material quality and qualification rate
- Lead time: Ability to deliver orders on time
- Service cooperation: Efficiency in handling abnormalities and degree of cooperation



Based on criteria such as quality, technical capabilities, and environmental management, SINTRONES selects high-quality suppliers and establishes long-term partnerships with qualified suppliers to jointly fulfill corporate social responsibility. At the same time, suppliers are required to comply with environmental regulations such as RoHS. Through training and risk management mechanisms, the Company ensures operational safety and protects employees' health and safety. In 2025, a total of 33 suppliers completed evaluations. All evaluated suppliers were qualified, and no violations occurred.

Hazardous Substance Management and Regulatory Trends

In compliance with international environmental regulations and customer requirements, SINTRONES has formulated the Hazardous Substance Management Regulations to clearly control the hazardous substance content of product components, packaging materials, and related auxiliary materials to ensure that products meet environmental protection and safety requirements. Additionally, the Company has established comprehensive management procedures and works closely with suppliers to jointly implement green product management standards. Through source control and supply chain collaboration, the Company has created an environmentally friendly, healthy, and safe production system, demonstrating its long-term commitment to sustainable development and environmental protection.

The Company also continues to monitor the development of environmental regulations and related issues in Europe and the United States, including per- and polyfluoroalkyl substances (PFAS), the U.S. Toxic Substances Control Act (TSCA), and halogen-free and low-halogen requirements. The Company incorporates relevant regulatory trends into product and supply chain management evaluations, and gradually establishes response measures and management mechanisms to ensure compliance with international environmental requirements, reduce operational risks, and demonstrate the Company's commitment to environmental sustainability.

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
PPWR	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

Green Components Approval Guidelines

For green parts approval, SINTRONES has established the Hazardous Substance Management Regulations and improved control procedures to ensure that product materials comply with international environmental regulations and customer requirements. Product materials are 100% managed in accordance with relevant evaluation standards. Suppliers are also required to provide Supplier Declaration, Material Declaration, and 3rd-Party-Lab RoHS Test Report to confirm that components and packaging materials meet hazardous substance management requirements.

For management challenges arising from some suppliers' limited ability to obtain documents or original manufacturers no longer updating relevant information, SINTRONES continues to communicate with and assist suppliers, and obtains relevant material information through collaboration with original manufacturers. As of the end of 2025, there were no violations of health and safety regulations related to products and services.



3.2 Customer Relationship Management

Status of SINTRONES' 2025 Material Topic: Customer Relationship Management

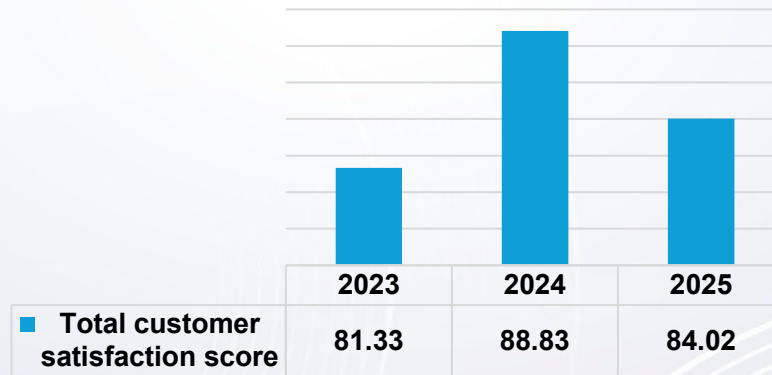
Material Topic	Customer Relationship Management
Impact Assessment	Positive: Improved customer satisfaction represents customers' recognition of the Company's product and service quality, which will help deepen customer relationships, enhance brand trust and loyalty, and further promote word-of-mouth referrals, expand customer base, and drive long-term business growth. Negative: Inadequate customer relationship management may lead to customer loss, affect corporate reputation and long-term income, and increase the manpower and operating costs required for handling customer complaints.
GRI Indicator	Customized topic
SDGs	 Partnerships for the Goals
Policies and Commitments	SINTRONES aims to provide high-quality products, reasonable prices, and comprehensive services to help customers enhance their competitiveness. By cultivating quality awareness among all employees, controlling process quality, continuously improving technology, and adopting market-oriented strategies, the Company aims to meet customer needs and promote sustainable corporate growth.
Metrics and Targets	● Maintain a customer satisfaction score of at least 78 points ● SINTRONES attaches great importance to customer satisfaction, continues to provide high-quality services and cooperation value, and uses customer feedback as an important basis for future development to improve its products and services.
Effectiveness Tracking Mechanism	Annual customer satisfaction survey

SINTRONES upholds the core philosophy of “people-centric, customer-oriented, innovative services, and value creation.” The Company is committed to providing high-quality products and professional services, and regards customer needs as an important driving force for continuous improvement and corporate growth. As a supplier of industrial computers and embedded system solutions, the Company is fully aware of the importance of product stability, supply capabilities, technical support, and after-sales services to customers. The Company continuously improves its service quality and customer satisfaction through a comprehensive customer service management mechanism, thereby establishing long-term, mutually-trusted, and stable partnerships with customers.

Customer Satisfaction Management

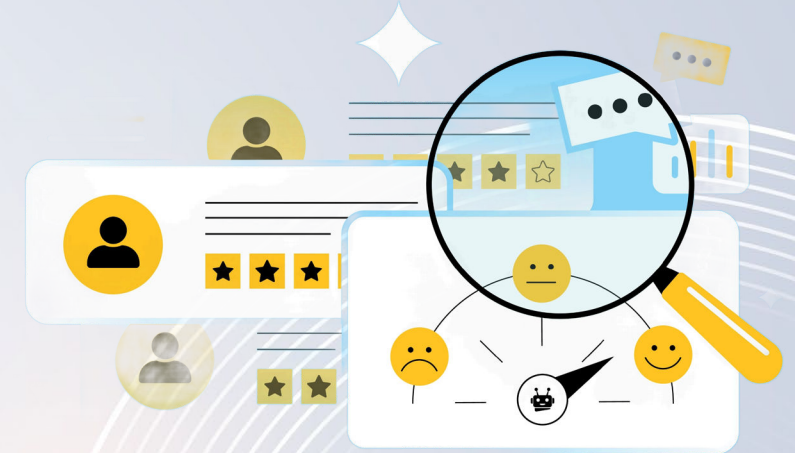
To understand customer’ satisfaction with products and services, SINTRONES regularly conducts a customer satisfaction survey every year, covering major customer groups. The evaluation items include Product Quality, Price & Lead Time, and Service Quality. The survey results are analyzed and reviewed by relevant units, and improvement measures are developed to address customers’ concerns and incorporated into product optimization and service enhancement processes, enabling the Company to continuously improve customer satisfaction and cooperation value.

**Customer Satisfaction Survey of
SINTRONES Over the Past 3 Years**



Although customer satisfaction in 2025 decreased slightly compared to 2024, it remained higher than that in 2023, indicating that the Company’s long-term efforts to improve product quality, technical support, and after-sales service have achieved results. Based on the survey results, customers gave positive ratings on product stability, service attitude, problem response efficiency, and after-sales service quality.

The decline in satisfaction was mainly due to the tension in supply and demand in the global memory market. Shortages of key components such as SSD and DRAM led to higher product prices and extended lead times. As a result, Price & Lead Time became the main area of customer concern and improvement, rather than any decline in our product quality or service capability.



Customer Complaints and After-Sales Service Management

SINTRONES has established a comprehensive customer complaint and after-sales service management mechanism to conduct case acceptance, analysis, improvement, and follow-up for product quality abnormalities, technical issues, and repair needs in accordance with standard procedures.

In 2025, the Company introduced electronic management of customer complaint and abnormality handling forms. Through a systematic process, cases are registered, responsibilities are assigned, improvement actions are tracked, and case closure is managed. This process enhances cross-departmental collaboration efficiency and case traceability, while strengthening abnormality analysis, improvement follow-up, and continuous improvement capabilities.

In addition, the Company provides services such as product warranty, repair, technical support, and product life cycle management to help customers reduce equipment downtime risks and ensure stable system operation.

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' 2025 Material Topic: GHG Emissions

Material Topic	GHG Emissions
Impact Assessment	Positive: In addition to complying with regulatory requirements, carbon inventory helps identify high-energy-consuming processes, promote energy conservation and carbon reduction, and improve carbon management mechanisms. Through voluntary inventory and information disclosure, the Company enhances carbon emission transparency and corporate competitiveness, while establishing an important foundation for carbon reduction strategies and sustainable development. Negative: If Scope 1, 2 and 3 GHG emissions generated by corporate operations, if not effectively reduced, may increase operating costs in the future due to carbon fees, carbon taxes, and international carbon management requirements. This may even affect export competitiveness. Additionally, energy-saving and carbon-reduction measures require investment in equipment and technology upgrades, which may increase short-term capital expenditures.
GRI Indicator	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	● Environmental Sustainability Development Plan - Achieving net-zero emissions through carbon management Promote GHG inventory and net zero strategies to strengthen carbon risk management, energy conservation performance, and green supply chain development ● Climate change policy Mitigate the impact of climate change, support carbon reduction activities, and move towards the goal of net-zero emissions
Metrics and Targets	● It is expected to begin implementing reduction measures in 2025, with the goal of reducing carbon emissions to the pre-relocation level by 2030. ● The Company plans to purchase carbon credits 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 and Climate Change

In the face of growingly severe global climate change and environmental issues, companies are actively promoting climate risk assessment, energy management, and carbon reduction strategies, which have become an important direction for sustainable development. SINTRONES attaches great importance to the operational impact brought by climate change and upholds the concept of environmental sustainability by continuously strengthening its environmental management mechanisms and fulfilling its corporate environmental responsibility.

In accordance with international environmental management regulations and applicable regulatory requirements, the Company completed its GHG inventory for 2024 in 2025, establishing an organizational emission management mechanism, and enabling the Company to keep abreast of the information on carbon emissions generated by its operating activities. The inventory results serve as a foundation for future carbon reduction strategy planning, energy efficiency improvement, and environmental performance enhancement.

In terms of operational management, the Company continues to promote green procurement, environmentally friendly processes, and effective use of resources to reduce energy consumption and GHG emissions. The Company also gradually incorporates the concept of circular economy to promote the development of green products and sustainable supply chains.

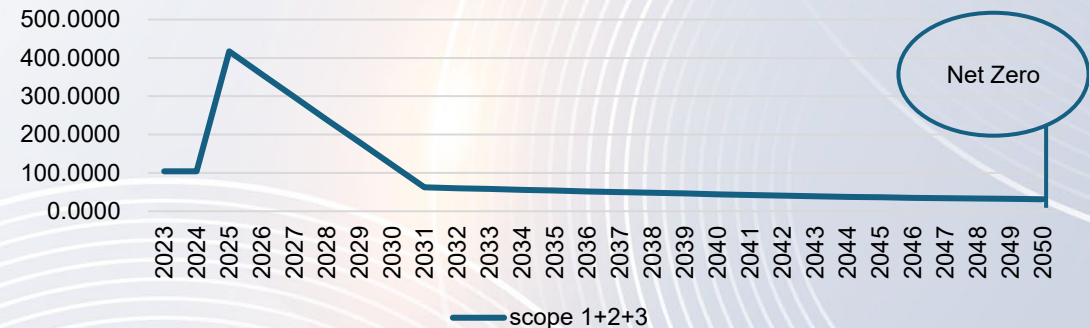
In addition, the Company continues to comply with the requirements of the Environmental Management System (EMS), incorporating environmental protection, occupational health and safety, and employee well-being into daily operational management. Through pollution prevention, resource conservation, and risk management measures, the Company improves environmental performance and operational resilience, moving towards the goal of low-carbon and sustainable development.



Climate Change Response Actions and Commitments

Facing the challenges of global warming and climate change, SINTRONES is fully aware of its responsibilities in the global supply chain. Guided by the philosophy of sustainable operations, the Company follows the recommendations and planning of Taipei Computer Association's 2024 ICT Industry Carbon Reduction Promotion and Counseling Application Program and gradually promotes GHG inventory and carbon reduction actions.

Net Zero Pathway



In response to the goals set forth in the Paris Agreement, SINTRONES introduced energy-saving lighting fixtures, water-saving equipment, and other high-efficiency environmental protection facilities into the planning of its new plants. These measures contribute to the implementation of low-carbon buildings and energy management, helping the Company move toward low-carbon and sustainable development.

At the same time, the Company will gradually establish quantitative energy usage management and information disclosure mechanisms to enhance carbon management transparency, and continue to strengthen GHG management and carbon reduction actions to align with international sustainability trends and realize the goal of shared prosperity among businesses, society, and the environment.

ISO 14064-1 Greenhouse Gas Inventory and Management Mechanisms

Climate change has become a major global concern. Taiwan follows the principles of the United Nations Framework Convention on Climate Change (UNFCCC), promoting the 2050 Net-Zero Emissions Pathway and Strategy to encourage enterprises to conduct GHG inventories to strengthen carbon risk management, improve energy efficiency, and promote the development of green products and sustainable supply chains.

SINTRONES continues to promote GHG management and plans to introduce energy management and product carbon management systems to gradually improve climate adaptation capacity and operational resilience. At the same time, the Company reduces operating costs and carbon emissions by improving equipment energy efficiency, promoting energy-saving measures, and continuously improving energy management, moving towards the goal of low-carbon and sustainable development.

GHG Emissions of SINTRONES Over the Past 3 Years

Category		Description of Inventory Items	GHG emissions (tCO ₂ e)		
			2023	2024	2025
Scope 1 (direct)	Fugitive	Firefighting equipment	0.3630	0.3630	0.2260
Scope 2 (energy indirect)	Purchased electricity	Total amount of purchased electricity required for the Company's operations and production	85.4523	84.2137	154.7160
Scope 3 (other indirect)	Employee business trips	Emissions generated from employees' international business trips conducted through the trip management system.	18.4758	24.9337	53.8677
Annual total emissions (tCO ₂ e)			104.2911	109.5104	208.8097
Revenue (in NT\$ thousands)			628,628	666,577	536,870
GHG emissions intensity	Scope 1 + Scope 2 + Scope 3	(tCO ₂ e/NT\$ thousands)	0.4356	0.1643	0.0004

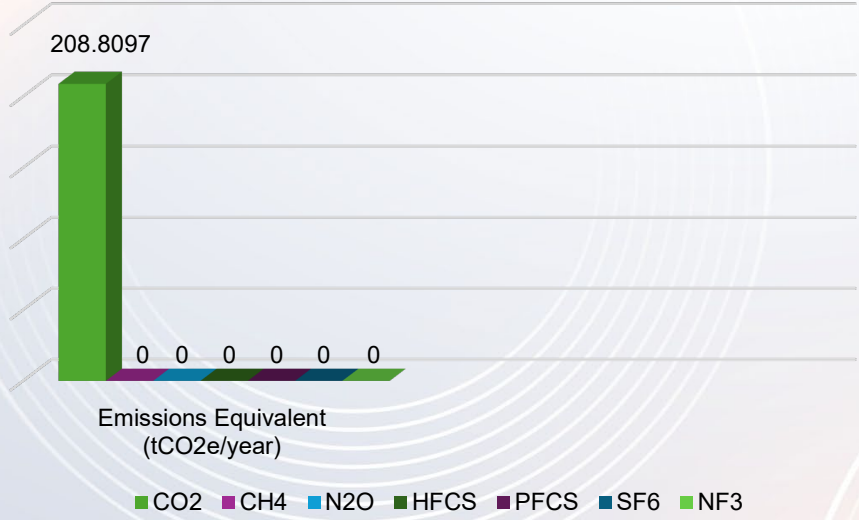
- ◆ The GHG emissions in this table are calculated based on the data from the offices, assembly lines, and warehouses of SINTRONES Technology Corp. Therefore, revenue data is based on the Company's standalone financial statements.
- ◆ The GHG emissions are compiled using the operational control approach.
- ◆ The Global Warming Potential (GWP) values are sourced from the IPCC Sixth Assessment Report (AR6).
- ◆ For Scope 2 electricity emissions factors, 2023 calculation adopts the 2022 electricity emission factor of 0.495 kg CO₂e/kWh; the 2024 calculation adopts the 2024 electricity emission factor of 0.474 kg CO₂e/kWh; and the 2025 calculation adopts the 2024 electricity emission factor of 0.474 kg CO₂e/kWh.

SINTRONES actively promotes GHG management and established a cross-departmental GHG Inventory Task Force, responsible for collecting emission data, implementing inventory operations, and planning carbon reduction measures. The Company continuously strengthens carbon management mechanisms as an important foundation for promoting carbon reduction actions and low-carbon transformation.

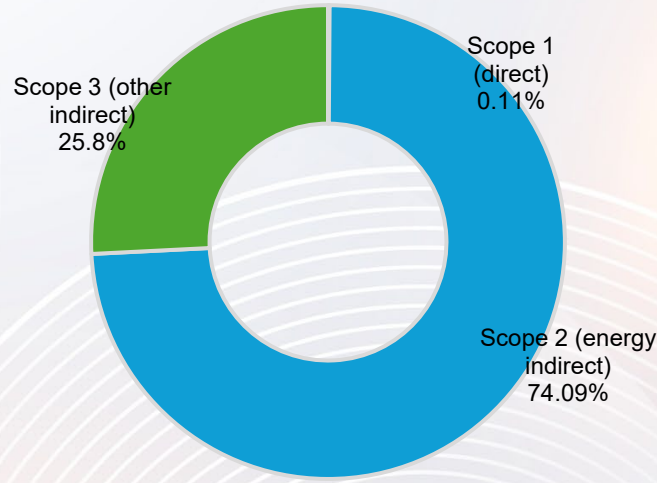
The Company originally used 2023 as the base year for GHG inventory. Due to the relocation of its operational sites to a new plant in 2025, and to ensure consistency between the inventory boundary and operating activities, the Company re-examined and adjusted the base year to 2025. Following this base year change, the Company completed its first GHG inventory. The scope of the inventory covers seven categories of greenhouse gases: carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃). Emissions are calculated based on the Global Warming Potential (GWP) values published in the IPCC Sixth Assessment Report (AR6), 2021.

Through continuous improvement of its GHG inventory system, SINTRONES is able to keep abreast of the carbon emissions generated from its operational activities, which serves as an important basis for carbon reduction strategies, energy management, and climate risk response. The Company continuously improves environmental performance and operational resilience, steadily moving toward its sustainable development goals.

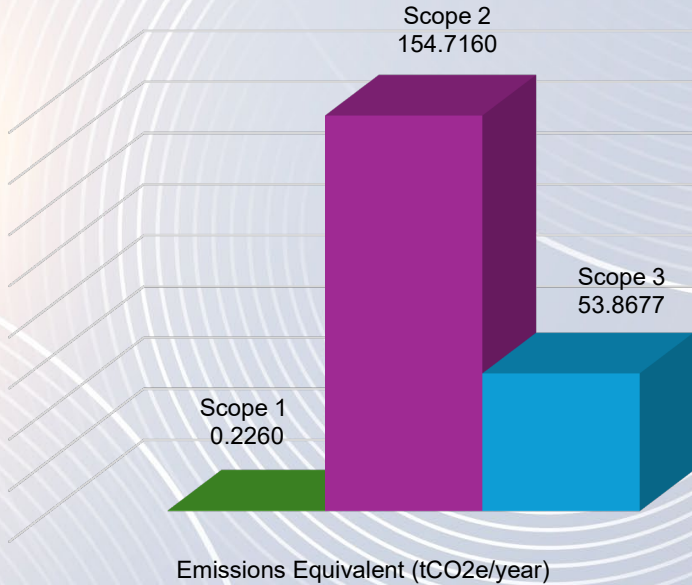
2025 Emission Statistics for the 7 Major Greenhouse Gases



2025 GHG Emissions Breakdown by Scope



2025 GHG Inventory Results



4.2 Energy Conservation and Carbon Reduction

To implement the concept of sustainable development, SINTRONES actively promotes environmental management measures in areas such as energy management, water resource management, green product design, and resource recycling. The Company continues to reduce the environmental impact caused by its operating activities. Through the participation and implementation of environmental actions by all employees, the Company gradually strengthens its environmental sustainability management mechanism and moves towards the goals of sustainable business operations and low-carbon development.

Energy Management

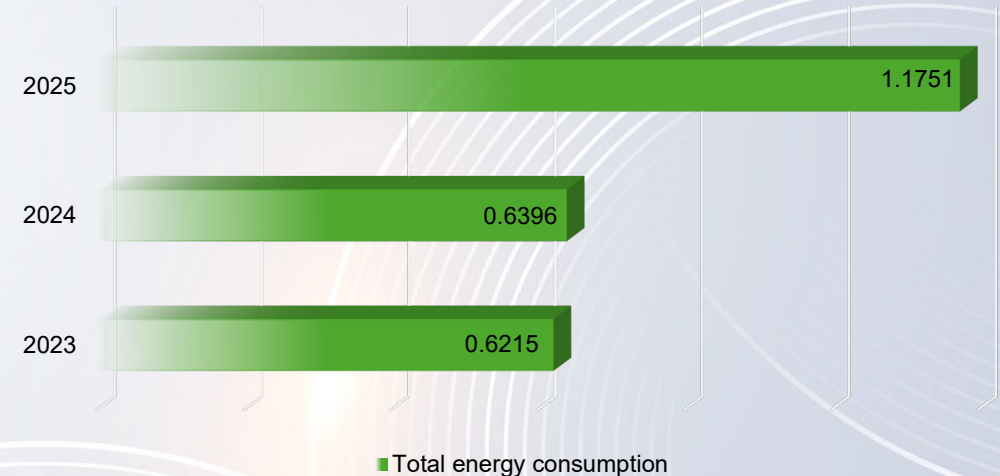
SINTRONES' energy use is mainly concentrated in internal business activities, and there is no external supply or energy use provided to external parties. Electricity is the main source of energy during production, manufacturing, and daily operations. Therefore, the Company's core strategies are to improve energy efficiency, strengthen energy management, and increase the proportion of renewable energy use. The Company continuously promotes energy conservation and carbon reduction measures to reduce the environmental impact caused by energy consumption.

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

Type of Energy	2023	2024	2025
Purchased electricity	172,631	177,666	326,405
Total energy consumption (MJ)	0.6215	0.6396	1.1751
Revenue (in NT\$ thousands)	628,628	666,577	536,870
Energy intensity (MJ/NT\$ in thousands)	0.00000989	0.00000959	0.00000219

- ♦ The energy conversion factor is based on the Greenhouse Gas Emissions Factor Management Table version 6.0.4 published by the Ministry of Environment.
- ♦ Energy intensity formula: Energy consumption/Annual total revenue.
- ♦ The energy usage in this table is calculated based on the data from the offices, assembly lines, and warehouses of SINTRONES Technology Corp. Therefore, revenue data is based on the Company's standalone financial statements.

SINTRONES' Energy Consumption Over the Past 3 Years (Unit: MJ)

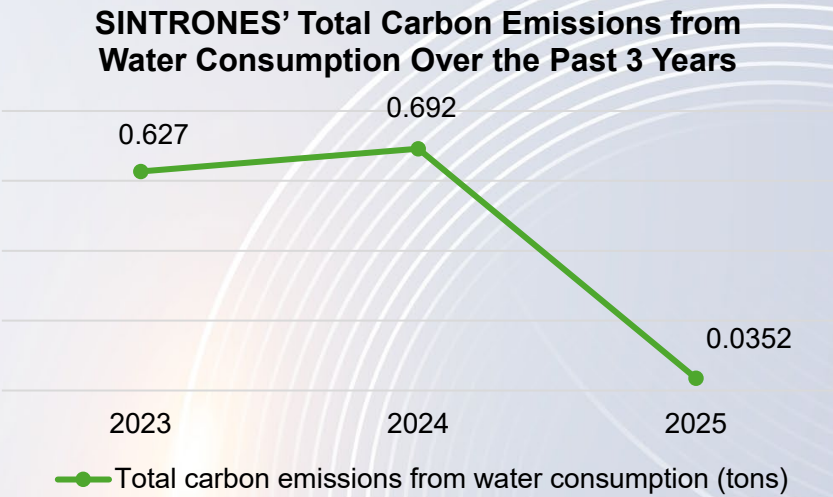


The Company's energy consumption from 2023 to 2024 remained relatively stable, increasing from 0.6215 to 0.6396, an increase of approximately 2.9%. Due to the Company's relocation to a new office site in 2025, demand for electricity for office space and equipment increased. Additionally, consolidated revenue in the year decreased compared with the previous year, resulting in an increase in energy intensity to 1.1751. In the future, the Company will continue to promote energy-saving management measures, including optimizing air-conditioning and lighting equipment, improving energy use efficiency, and strengthening employees' awareness of energy conservation, in order to reduce energy intensity and improve overall energy management performance.

Water Resources

All water used by SINTRONES is sourced from Taiwan Water Corporation. The production process does not require water, and water use is mainly for employees’ daily domestic needs. The cooling tower equipment for air-conditioning in the site area is centrally managed by the industrial park management committee and is not owned by the Company. Since the Company is located in the Huaku Central Landmark Building, rather than an independent site, and does not have a dedicated water meter, it is currently difficult to accurately track water consumption or manage water recycling and reuse. Related drainage and wastewater treatment are coordinated and managed by the building management committee. In the future, SINTRONES will continue to cooperate with the industrial park’s water-saving measures, strengthen employees’ awareness of water conservation, and promote daily water-saving actions to improve water resource efficiency and reduce the impact of operating activities on water resources.

Total Water Consumption of SINTRONES Over the Past 3 Years			
	2023	2024	2025
Total water consumption	4018	4433	645
Total carbon emissions from water consumption (tons)	0.627	0.692	0.0352
Intensity (tCO2e/NT\$ million)	0.0001	0.0010	0.0000624



Energy Conservation and Carbon Reduction Action Plans

To improve energy efficiency and reduce GHG emissions, the Company continues to promote energy conservation and carbon reduction measures, and implements energy conservation actions through strengthening energy management. Relevant measures include assigning designated personnel to turn off unused power sources and air-conditioning equipment during lunch breaks and after office hours, keeping indoor air conditioning temperature above 25°C, using energy-saving fans to improve air circulation efficiency, fully introducing LED lighting to improve lighting efficiency, replacing high-energy-consuming office equipment, and prioritizing the procurement of energy-saving products.

In addition, the Company continues to optimize the power management of production and office environments, and implements equipment power conservation and energy efficiency improvement measures to reduce energy consumption and support low-carbon sustainable development.

4.3 Waste Management

In line with the policy of “conserving energy and resources and promoting resource regeneration,” SINTRONES implement waste sorting and resource recycling management. Recyclable waste is engaged to qualified service providers for reuse to reduce environmental impact. Since the Company is located in the Huaku Central Landmark Building, rather than an independent site, domestic waste and general packaging materials are centrally handled by environmental service providers designated by the building management committee.

Hazardous waste is transported to legally authorized treatment sites by qualified removal and treatment service providers approved by the Ministry of Environment in accordance with regulatory requirements. Waste flow is tracked and managed through the Industrial Waste Report and Management System. The managed hazardous waste categories include 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), and mixed metal scrap (D-2527).

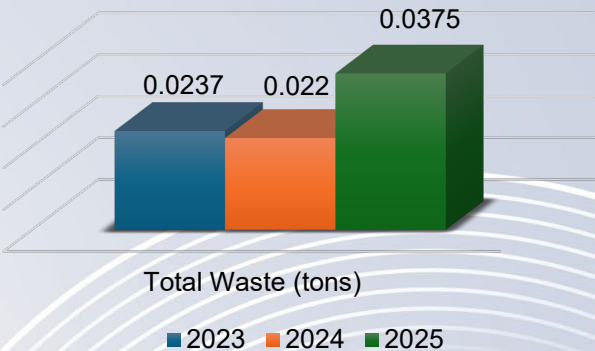
The Company regularly evaluates the compliance of outsourced treatment service providers every year. If violations are found, improvement or replacement measures will be taken. As of the end of 2025, there were no violations of regulations related to waste management.

Waste Type		Content	Treatment Method	Final Treatment Method
Domestic Waste	Paper	copy paper, magazines, cartons, paper boxes, etc.	Environmental service provider designated by the building management committee	Recycle and reuse
	Aluminum foil packs	Drink bottles, etc.		
	PET bottles			
	Tin and aluminum cans			
	Domestic garbage	Office waste		Hygienic landfilling
	Other recyclables	Scrap metal, light tubes, batteries, glass		Incineration
Industrial Waste	Packaging waste	Polystyrene/tape/packaging straps/wood/pallets	Environmental service provider designated by the building management committee	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	Outsourced qualified waste removal service providers	Material treatment

Waste management is carried out in accordance with the principles of reduction, sorting, recycling, and reuse. Waste is properly classified and treated according to its characteristics. Recyclable materials are sorted and outsourced to qualified service providers for resource utilization. Hazardous and other wastes are treated appropriately in accordance with regulatory requirements to reduce environmental impact and promote resource circulation. The treatment methods are as follows:

- **Sorting and collection:** Waste is sorted and managed according to its characteristics, including recyclable resources, hazardous waste, and general waste, in order to facilitate proper treatment and follow-up tracking.
- **Treatment measures:** Appropriate treatment methods are adopted based on the types and characteristics of waste, including incineration, sanitary landfill, physical treatment, resource recycling, and outsourced treatment to reduce the impact on the environment.
- **Recycling and reuse:** Materials with recycling value are sorted and separated, and resources are recovered through reuse or reprocessing to reduce raw material consumption and improve resource use efficiency.

SINTRONES’ Total Waste Generation Over the Past 3 Years



Fiscal Year				2023	2024	2025
Classification	Main Waste Type	Treatment Site	Treatment Method	Output (tons)	Output (tons)	Output (tons)
Industrial Waste	Waste electronic components, scraps, and defective items E-0217	Outsourced treatment	Recycling and reuse	0.0127	0.0070	0.000036
	Waste printed circuit boards containing metals and their dust E-0221			0.0016	0.0000	0.01563
	Waste printed circuit boards with attached components E-0222			0.0094	0.0150	0.021683
	Other mixed metal scrap treated by physical methods D-2527			0.0000	0.0000	0.000151
Total Waste (tons)				0.0237	0.0220	0.0375

5

Employee Care and Healthy Workplace

5.1 Employment

5.2 Diversity and Equal Opportunity

5.3 Talent Development

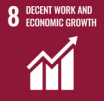
5.4 Occupational Health and Safety

5.5 Social Care



5.1 Employment

Status of SINTRONES' 2025 Material Topic: Human Rights and Employment

Material Topic	Human Rights and Employment	
Impact Assessment	Positive: Respecting human rights and establishing good labor relations help enhance corporate image and brand reputation, strengthen market competitiveness, attract and retain outstanding talent, improve employee cohesion and loyalty, and increase the trust and support of stakeholders. Negative: Even with good employment relationships, conflicts may still arise due to communication gaps or labor disputes, which may affect production and operations, mutual trust between labor and management, and the Company's image and reputation.	
GRI Indicator	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	 8 DECENT WORK AND ECONOMIC GROWTH Decent Work and Economic Growth  5 GENDER EQUALITY Gender Equality  10 REDUCED INEQUALITIES Reduced Inequalities	
Policies and Commitments	The Company adheres to relevant labor laws and regulations and follows international human rights standards, including the Universal Declaration of Human Rights (UDHR), the United Nations Global Compact (UNGC), the International Labour Organization Conventions (ILO Conventions), and the United Nations Guiding Principles on Business and Human Rights (UNGPs). The Company implements its human rights policy, protects employees' legal rights and interests, provides a fair and non-discriminatory employment environment, respects diversity and equality, and prohibits any conduct that infringes upon human rights.	
Metrics and Targets	● Employee satisfaction survey ● Employee inequality, discrimination, sexual harassment, and other grievances	
Effectiveness Tracking Mechanism	● Labor-management meetings: Once every 3 months ● New employee care: Arranged immediately after each new employee passes their assessment ● Employee satisfaction surveys: Once a year ● Annual meetings: Once a year ● Internal promotion management and grievance consultation channels: Real-time	

SINTRONES values the rights and interests of employees and firmly believes that good employment relations are an important foundation for corporate sustainable development. The Company upholds the principles of respect for human rights, fair employment, and a friendly workplace, and continues to improve its human resource system, creating a diverse, equal, inclusive, and safe work environment to promote the growth of employees and the Company together.

The Company complies with relevant labor laws and regulations and follows international human rights and labor standards, including the UDHR, the UNGC, the UNGPs, and the ILO Conventions, and implements human rights protection and continuously enhances workplace management systems and employee well-being.

The Company prohibits any conduct that infringes upon or violates human rights. It safeguards employees' legal rights and interests, ensures non-discriminatory employment policies, respects employees' human rights, and provides fair and suitable job opportunities for both applicants and employees. The Company eliminates all forms of discrimination and implements the Human Rights Policy. As of the end of 2025, no grievance cases had been filed.

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	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.	Set up multiple grievance channels, including anonymous mailboxes, dedicated hotlines, and email. The identity of complainants is kept confidential, and cases are handled fairly and promptly.

Human Rights and Equal Employment Principles

SINTRONES values the dignity and worth of every employee and incorporates the concepts of fair employment, diversity, equity, and inclusion into all aspects of human resources management. In processes such as recruitment, appointment, performance evaluation, promotion, remuneration, training, and benefits, the Company conducts assessments based on job needs, professional capabilities, work performance, and development potential, ensuring that employees enjoy equal employment opportunities and a fair career development environment.

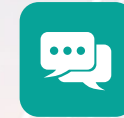
The Company provides a market-competitive remuneration system and a transparent promotion mechanism to help employees plan their career development, enhance employee cohesion, and strengthen organizational stability. At the same time, the Company continues to improve its training system. Through diverse professional courses, the Company cultivates employee competencies and enhances overall competitiveness.

In terms of labor-management relations, the Company holds regular labor-management meetings to establish a smooth communication platform. Employees are encouraged to express their opinions and suggestions, while the Company promotes consensus through active responses and two-way communication, aiming to foster a harmonious and friendly workplace environment.



Implementing non-discrimination treatment, diversity, and equality

The Company prohibits any form of discrimination or unfair treatment on the basis of gender, sexual orientation, age, marital status, physical or mental disability, race, religion, or any other factors unrelated to job performance.



Promoting gender equality and a friendly workplace

The Company protects employees' rights and interests in accordance with the Gender Equality in Employment Act, providing statutory leave and unpaid parental leave in compliance with applicable laws, supporting work-life balance, and striving to create a friendly workplace.



Prohibiting child labor and forced labor

The Company prohibits child labor and forced labor, protects employees' labor rights in accordance with the law, and ensures that all labor relations are established based on the principle of free consent.



Preventing illegal infringement in the workplace

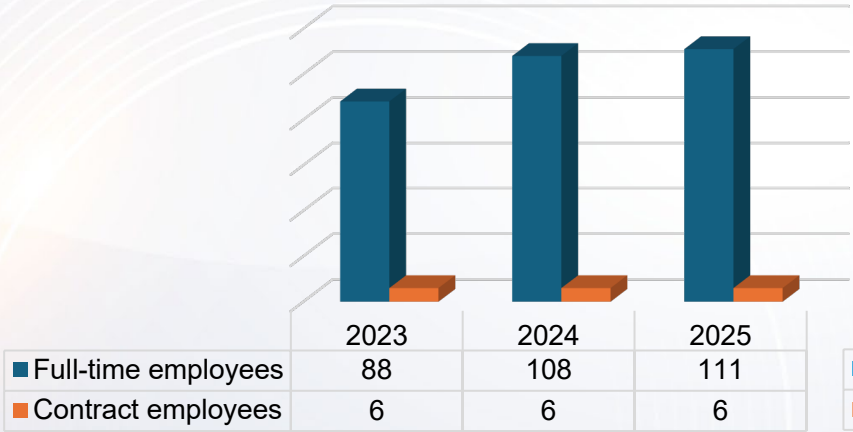
The Company prohibits workplace violence, bullying, harassment, and discrimination, protects employees' rights and interests, and is committed to creating a safe and friendly workplace.

Employee Overview

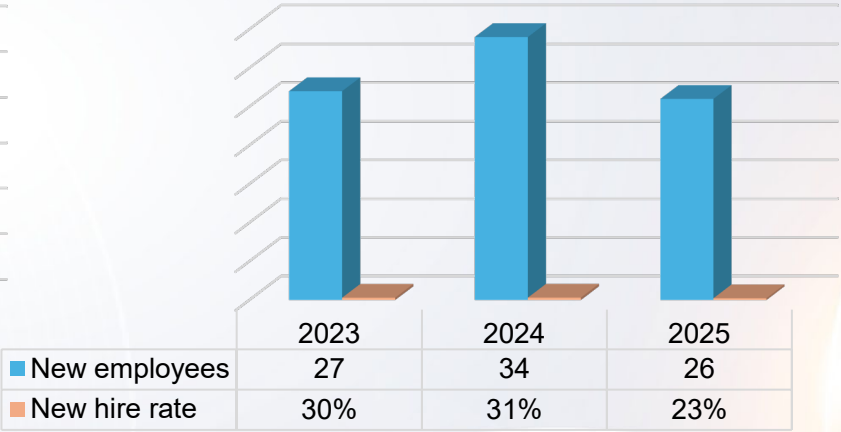
SINTRONES attaches great importance to talent development. The Company continues to recruit outstanding talents based on its operational needs and organizational strategies. The Company upholds the principles of fair employment, diversity and inclusion, and placing the right people in the right positions. Through improving the recruitment system, talent cultivation, and compensation and benefits measures, the Company strengthens organizational resilience and talent competitiveness.

As of the end of 2025, the Company had 111 full-time employees, an increase of 3 employees compared to 2024, and 6 contract employees. The Company follows its Recruitment and Appointment Management Procedures to implement equal employment and human rights protection. Selection is based on job requirements, professional capabilities, and development potential. The Company prohibits any discrimination or differential treatment unrelated to work ability and is committed to creating a diverse and friendly workplace.

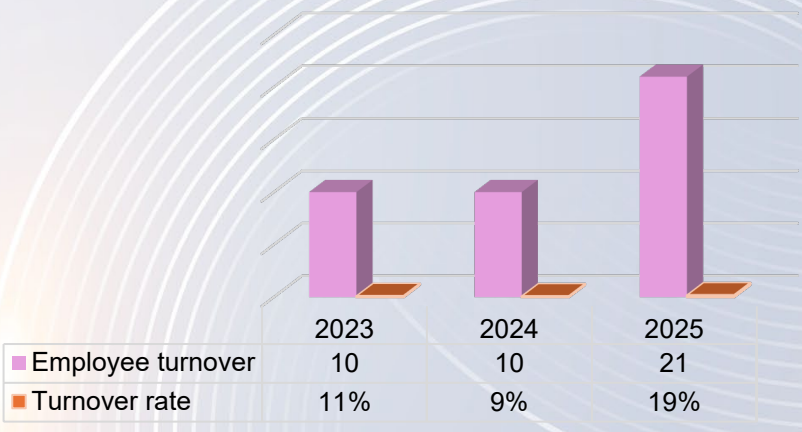
Employee Distribution of SINTRONES Over the Past 3 Years



New Employees and New Hire Rate of SINTRONES Over the Past 3 Years



Departing Employees and Turnover Rate of SINTRONES Over the Past 3 Years



In 2025, the Company had 26 new employees, with a new hire rate of 23%. This shows that the Company continues to recruit talents based on operational needs, bringing diverse expertise and growth momentum into the organization. A total of 21 employees left the Company during the same period, resulting in a turnover rate of 19%. The Company continues to monitor employee turnover and uses departure reason analysis, employee care, and communication mechanisms to understand employee needs and optimize talent retention strategies.

The Company's Human Resources Department conducts exit interviews to gather feedback across areas such as job scope, management communication, career development, and remuneration and benefits. The analysis results serve as references for improving the workplace environment, refining management systems, and strengthening talent development measures.

To facilitate sustainable talent development, the Company continues to optimize recruitment and retention strategies, recruit talent from diverse backgrounds, and support employees in demonstrating their strengths through fair performance management, career development, education and training, and communication mechanisms. In doing so, employees and the Company grow together.

Employee Welfare

SINTRONES upholds a people-centric philosophy and values employees' needs in work, life, health, and career development. In addition to providing labor protection in accordance with the law, the Company continuously improves its benefit system based on employee needs and organizational development direction. It is committed to creating a healthy, friendly, safe workplace that supports work-life balance.

The Company's benefit measures cover areas including work-life balance, health promotion, insurance and retirement protection, family support, employee welfare, talent development, and achievement sharing. The Company enhances employee satisfaction, organizational identification, and talent retention through diverse support mechanisms.



Labor-Management Communication

SINTRONES firmly believes that good labor-management communication is an important foundation for protecting employee rights, promoting organizational stability, and supporting sustainable development. The Company upholds the principles of openness, integrity, and respect. Through systematic meetings, daily communication, and grievance channels, the Company actively listens to employee opinions and uses them as the basis for system optimization and management improvement.

Regular Labor-Management Meetings

The Company holds regular labor-management meetings in accordance with the Regulations for Implementing Labor-Management Meetings. Representatives from both labor and management jointly participate in discussions on topics such as working conditions, employee welfare, occupational health and safety, and other related matters. Through opinion exchange and follow-up tracking, the Company promotes consensus between labor and management and continuously improves the workplace environment and its systems.

Labor-Management Communication Channels		
Labor-management meetings	Quarterly	Representatives from both labor and management jointly participate in discussions on working conditions, benefits, occupational health and safety, and matters of employee concern. Important issues are also followed up after the meetings.
Annual meetings	Once a year	The management team explains the Company's operating results, development direction, and important policies to employees, helping build organizational consensus and team cohesion.
Department communication meetings	Defined by each department	Each department convenes meetings based on their business needs to explain work objectives and important matters, collect employee feedback, and enhance communication and collaboration efficiency.
New employee care	Periodic follow-up after onboarding	The Human Resources Department follows up on new hires' adaptation after onboarding and provides necessary support.
In-service employee care	At least once every six months	The Company takes the initiative in understanding employees' work status, needs, and suggestions, and identifies factors that may affect employee engagement and retention at an early stage.
Exit interviews	Handled based on actual resignation cases	Through exit interviews, the Company understands reasons for resignation and collects improvement suggestions. The analysis results are consolidated, analyzed, and used as references for talent retention and management system optimization.
Internal information communication channels	Real-time	Company policies, systems, benefits, and important information are communicated through email, internal announcements, department meetings, and instant messaging tools.
Grievance and consultation channels	Real-time	Employees can voice their opinions through interviews, telephone, email, or anonymous channels. Responsible units handle and track cases according to their nature, and implement confidentiality and non-retaliation principles.

5.2 Diversity and Equal Opportunity

SINTRONES values talent diversity and upholds the principles of fairness, respect, and inclusion to create a workplace environment with diversity, inclusion, and equal opportunity. The Company implements equal opportunity principles across human resources processes, including recruitment, appointment, performance evaluation, remuneration, training, and career development. Employee assessments are based on job requirements, professional capabilities, and work performance. The Company ensures that employees are not subject to differential treatment due to any factors unrelated to their work ability.

Gender Equality and Family Support

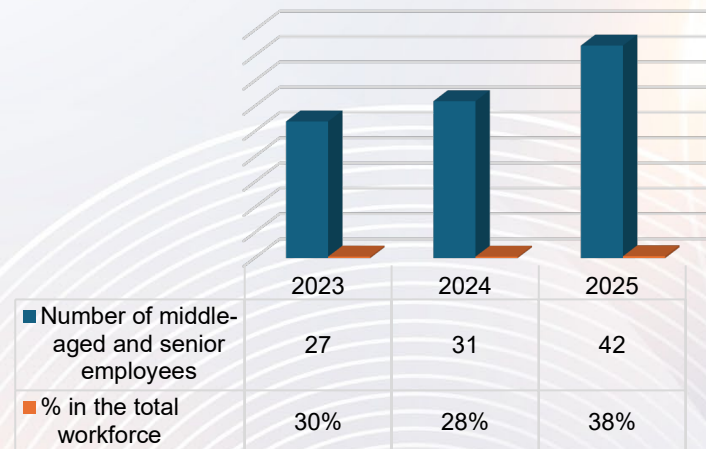
SINTRONES attaches great importance to gender equality and work-life balance, and provides various maternity, childcare, and family care leave in accordance with the law to support employees in balancing career development and family responsibilities. The Company continues to stay informed of gender ratios, career development, and the status of employees returning to work after unpaid parental leave, and optimizes relevant systems accordingly.

Age Diversity and Cross-Generational Collaboration

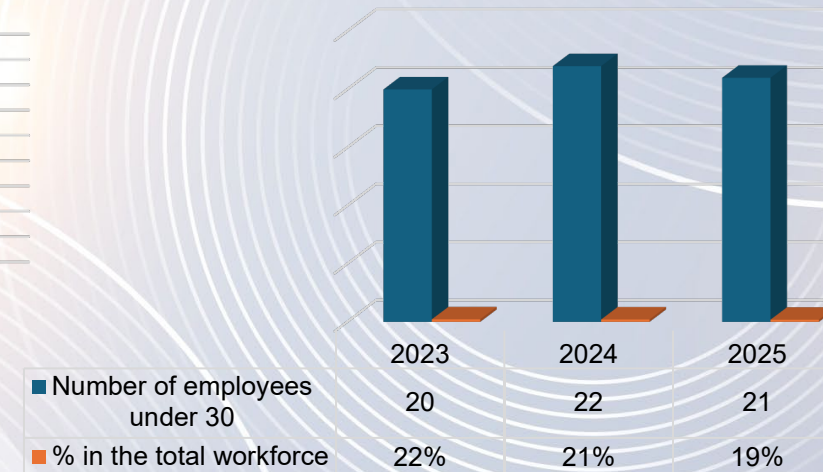
The Company attaches great importance to the professional values of talents from different age groups. The Company continues to recruit employees with diverse experience, capabilities, and development potential, while providing fair employment and growth opportunities.

Youth Talent Development	The Company supports new employees in integrating into the organization through onboarding training and mentoring mechanisms, thereby helping enhance their professional capabilities and career development potential.
Support for Middle-Aged and Senior Talent	The Company values talents of different ages and implements the principle of fair employment. Assessments are based on professional capabilities and work performance, aiming to create an equal and inclusive workplace.
Cross-Generational Exchange and Knowledge Transfer	The Company encourages exchanges and cooperation among employees from different generations. This promotes experience transfer, inspires innovative thinking, and strengthens organizational resilience.

SINTRONES' Number and Percentage of Middle-Aged and Senior Employees Over the Past 3 Years



SINTRONES' Number and Percentage of Employees Under 30 Over the Past 3 Years



Female Talent Development and Participation in Management Positions

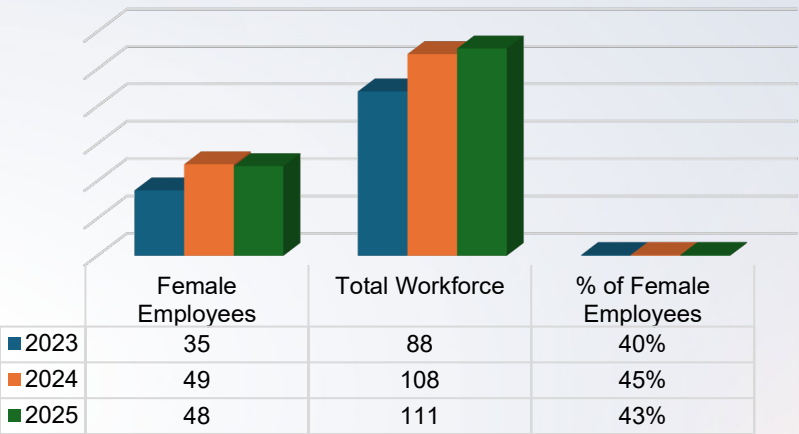
SINTRONES values gender equality, diversity, and inclusion, and is committed to creating a friendly workplace that respects differences and provides equal opportunities. The Company implements the principles of fair employment and placing the right person in the right position across its human resources systems, including recruitment, appointment, performance evaluation, remuneration, training, and promotion, ensuring that employees are not subject to differential treatment due to gender, marital status, family responsibilities, or other factors unrelated to work ability.

The Company believes that diverse talents bring different perspectives, improve teamwork, and strengthen organizational resilience. Through transparent recruitment, fair performance management, and career development mechanisms, the Company supports female employees in fully unleashing their professional capabilities.

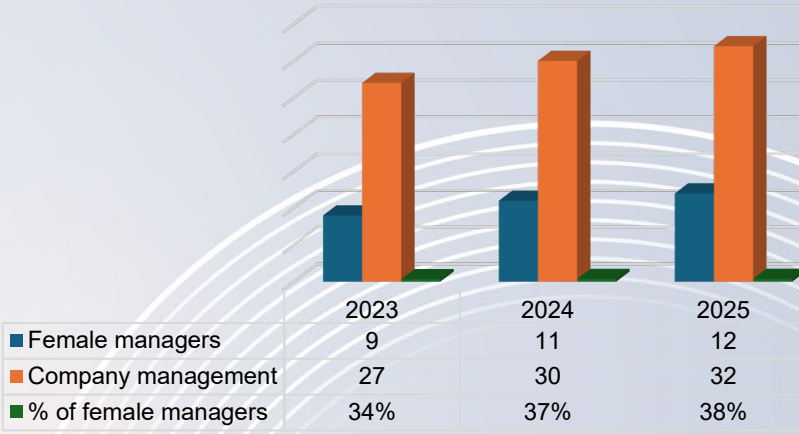
Over the past three years, the proportion of female employees has remained at a minimum of 40%. In 2025, there were 48 female employees, accounting for 43% of all employees, indicating that overall female talent participation remained stable. In terms of management positions, the number of female managers increased from 9 in 2023 to 12 in 2025, and the proportion of female managers among all managers grew to 38%. This shows that the Company's continuous efforts to promote female talent development and participation in management roles.

As of the end of 2025, there were 5 female department heads, accounting for 26% of all department heads. The Company had 2 female senior executives, accounting for 33% of all senior executives. In addition, 10 female employees worked in revenue-generating units, accounting for 83% of employees in such units. There were 13 women working in STEM-related positions, accounting for 25% of employees in such positions. The Company continues to track women's participation across different job levels and professional fields as a basis for talent development and system optimization.

SINTRONES' Number and Percentage of Female Employees Over the Past 3 Years



SINTRONES' Number and Percentage of Female Managers Over the Past 3 Years



2025 Female Talent Diversity Indicators

Female employees	48 persons	Female representation (%)	48%
Female managers	12 persons	Female representation in management (%)	38%
Female department heads	5 persons	Female representation among department heads (%)	26%
Female senior executives (≤ two levels below the CEO)	2 persons	Female representation among senior executives (%)	33%
Female employees in revenue-generating units	10 persons	Female representation in revenue-generating units (%)	83%
Women in STEM or other relevant units (science, technology, engineering, mathematics)	13 persons	Female representation in STEM and related roles (%)	28%

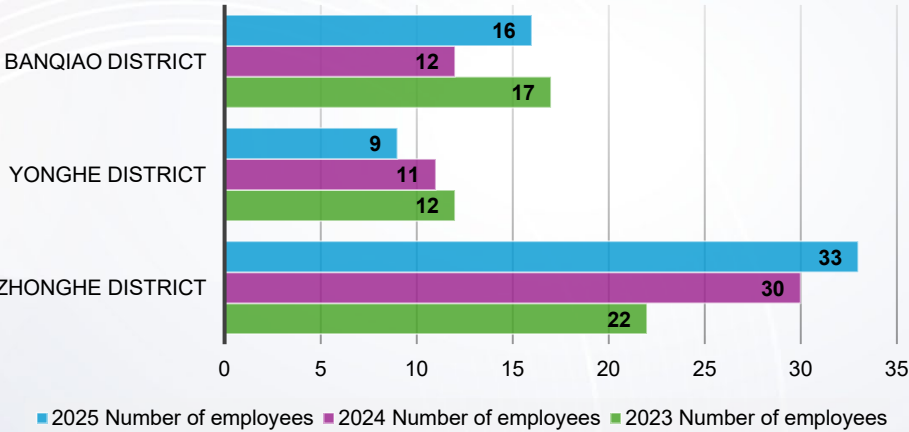
Local Talent

SINTRONES firmly believes that corporate sustainable development is inseparable from the local environment. The Company continues to provide stable employment opportunities. Through diverse recruitment, talent development, and commuting support measures, the Company strengthens its connection with the Greater Taipei living circle and implements its sustainability philosophy of “local recruitment, talent development, and shared growth.”

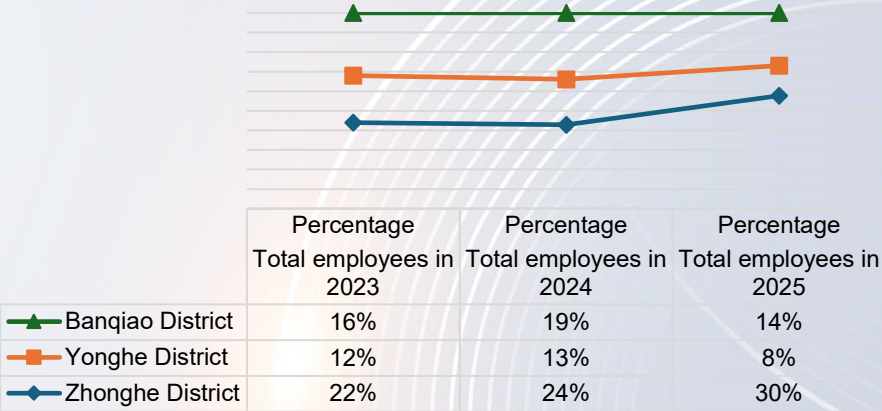
SINTRONES employees mostly live in the Greater Taipei living circle, including Zhonghe, Yonghe, Banqiao, Tucheng, Xindian, and Xinzhuang in New Taipei City. Employees from these areas account for more than half of the workforce, demonstrating the Company’s strong connection with the local employment market.

In response to the commuting needs of employees, the Company provides an application mechanism for car and motorcycle parking spaces. Allocation is conducted in accordance with available resources and management rules. The Company continues to monitor employee commuting needs and optimize relevant support measures.

SINTRONES’ Number of Employees from Neighboring Areas Over the Past 3 Years



SINTRONES’ PERCENTAGE OF EMPLOYEES FROM NEIGHBORING AREAS OVER THE PAST 3 YEARS



Diverse Recruitment and Talent Matching

The Company recruits talent with different professional backgrounds and development potential through multiple channels, including online job banks, employment platforms, and employee referrals. Talent selection is based on job requirements, professional capabilities, and job fit. The Company implements the principle of fair employment and does not provide differential treatment based on residence, nationality, gender, age, or any other factor unrelated to work ability.

The employee referral system helps improve the efficiency of talent matching. Through employees’ understanding of the Company’s culture and job content, more suitable candidates are brought in to the Company. The Company will continue to review recruitment effectiveness and optimize talent acquisition strategies.

Employee Referral Talent Matching Results in 2025

Indicator	Results
Number of resumes referred by employees	13
Number of hires through employee referrals	9
Employee referral hiring rate	70%

Local Talent Cultivation and Future Development

In addition to providing regional employment opportunities, SINTRONES also values talent cultivation and career development. Through new employee training, on-the-job learning, professional courses, and management development mechanisms, the Company enhances employee capabilities and strengthens organizational talent resilience.

In the future, the Company will evaluate opportunities to cooperate with universities, colleges, employment service agencies, and other institutions based on operational needs and talent supply and demand. Through internships, company visits, exchanges, and training programs, the Company aims to help youth and local talent understand industry trends and career directions.

The Company continues to strengthen the connection between the Company and local communities through talent structure and recruitment information analysis to promote shared development among employees, the Company, and the community.

Employment of Employees with Disabilities and Improvement Measures

SINTRONES values the employment rights and workplace participation opportunities of persons with disabilities. To enhance employment accessibility for persons with disabilities, the Company will gradually promote the following improvement measures.

Job inventory and job redesign	The Company identifies suitable roles such as administrative support, data organization, clerical work, and general affairs assistance based on organizational needs and job scope. Through workflow adjustments, assistive support, and flexible arrangements, the Company enhances employment opportunities for persons with disabilities.
External resources and employment matching	The Company evaluates cooperation with government employment service units, disability employment service agencies, and related organizations to expand talent sources and utilize resources such as job redesign, employment matching, and workplace support.
Friendly interviews and workplace adaptation support	The Company provides appropriate assistance during recruitment and interviews as needed. After hiring, supervisors provide care, work guidance, and support measures to help employees with disabilities integrate into the workplace.

Employment Indicators for Employees with Disabilities in 2025

Indicator	Results
Statutory required number of employees with disabilities	1
Actual number of employees with disabilities hired	1
Whether the statutory employment requirement was met	Yes

Right Person for the Right Position and Talent Development

The Company attaches great importance to talent development and upholds the principles of “right person for the right position, fair development, and continuous cultivation.” Based on organizational needs and employee capabilities, the Company continues to improve talent appointment, performance management, career development, and training mechanisms, helping employees unleash their strengths and grow together with the Company.

Through job inventory and talent assessment, the Company identifies capability requirements and workforce allocation status. The results are used as references for recruitment, talent development, and succession planning.

5.3 Talent Development

Status of SINTRONES' 2025 Material Topic: Career Development and Training

Material Topic	Career Development and Training
Impact Assessment	Positive: Through education and training, employees continuously improve their professional knowledge and skills, strengthen their competitiveness in the workplace, and advance their career development, building talent assets for the Company that drive higher business value. Negative: Employees may face work and learning stress during the ability improvement process. The Company will monitor the physical and mental condition of employees and provide appropriate support.
GRI Indicator	GRI 401-1: Average hours of training per year per employee GRI 404-2: Programs for upgrading employee skills and transition assistance programs
SDGs	4 QUALITY EDUCATION 8 DECENT WORK AND ECONOMIC GROWTH 10 REDUCED INEQUALITIES Quality Education Decent Work and Economic Growth Reduced Inequalities
Policies and Commitments	The Company has formulated the Education and Training Management Procedures to establish a comprehensive training system. In accordance with the quality safety policy and operational goals, the Company regularly reviews the competency needs of personnel at all levels, and plans annual training plans and budgets to ensure that employees receive appropriate and necessary training.
Metrics and Targets	● 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-manual 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 an important asset for corporate sustainable development. Based on its operational strategies, job requirements, and employees' development directions, the Company continues to invest in talent cultivation and build a systematic learning and development mechanism. Through diverse approaches such as new employee training, professional competency development, management capability enhancement, external learning, knowledge sharing, and effectiveness tracking, the Company strengthens employees' professional capabilities and career development, promoting knowledge transfer and organizational growth.

New Employee Training and Workplace Integration

To help new employees understand the Company's culture, systems, and job duties, the Company arranges orientation for new employees after onboarding. Each department provides practical guidance based on job needs to help them familiarize themselves with work processes, professional skills, and teamwork methods, thereby accelerating workplace adaptation.

The Company also uses new employee care and tracking mechanisms to understand new employees' work adaptation and learning status, provide necessary support, and continuously optimize the new employee training system.

Company mission, core values, and operational overview

Organizational structure and departmental responsibilities

Employee rights, internal management systems, and work rules

Occupational health and safety, information security, and compliance with laws and regulations

Product applications, scope of service, and industry development trends

Other basic knowledge related to job execution

Professional Competency Development and Diverse Learning

The Company promotes internal training, external training, and on-the-job learning based on different job needs to help employees improve their professional capabilities and keep abreast of industry trends.

Internal education and training	Training is delivered by internal or external professional lecturers. Courses are planned according to operational needs and departmental characteristics, covering topics such as professional skills, product knowledge, quality management, information security, occupational health and safety, ESG sustainability, communication and cooperation, and compliance with laws and regulations.
External professional training	Each department arranges employees to participate in external courses, seminars, and certification training according to business needs, enabling employees to gain insights into industry trends, emerging technologies, regulatory changes, and management practices.
On-the-job learning and practical experience	The Company encourages employees to develop problem solving and collaboration abilities through project participation, cross-departmental cooperation, and experience sharing, and to apply learning results to work practices.

The Company regularly compiles training result and reviews training effectiveness through course records, feedback evaluations, and practical application outcomes. These results serve as references for subsequent course planning and system optimization. The Company continues to adjust training content according to operational needs and competency development directions, strengthening the connection between talent cultivation and organizational development.

SINTRONES will continue to improve its talent development mechanism. Through diverse learning resources and knowledge transfer, the Company will enhance employees' professional capabilities, aiming to build a sustainable team with strong learning capacity and resilience.

Education and Training

SINTRONES firmly believes that talent development is an important foundation for corporate sustainable development and competitiveness enhancement. Facing rapid changes in the industry and the continuous technological evolution, the Company upholds the philosophy of “continuous learning, professional advancement, and knowledge sharing.” Based on operational strategies, departmental needs, and employees’ career development, the Company has established a systematic and tiered education and training system.

The Company follows the Education and Training Management Procedures to establish management mechanisms covering training needs survey, annual planning, course execution, and results tracking. Through diverse learning methods such as new employee training, professional competency development, management training, external training, internal knowledge sharing, and on-the-job training, the Company continuously enhances employees’ professional capabilities and organizational competitiveness.

Training Needs Assessment and Annual Planning

The Company plans its annual education and training plans based on annual business goals, departmental development, regulatory requirements, and employee competency requirements. Each department may submit training applications based on business needs. The responsible unit coordinates assessment and arrangement, and allocates resources based on the nature of the course and expected benefits.

The training is designed to cover professional competencies, management capabilities, regulatory compliance, quality management, occupational health and safety, and cross-departmental cooperation. Appropriate learning resources are provided according to employees’ positions and development needs. The Company continuously enhances professional capabilities and organizational competitiveness.

Tiered Talent Development Framework

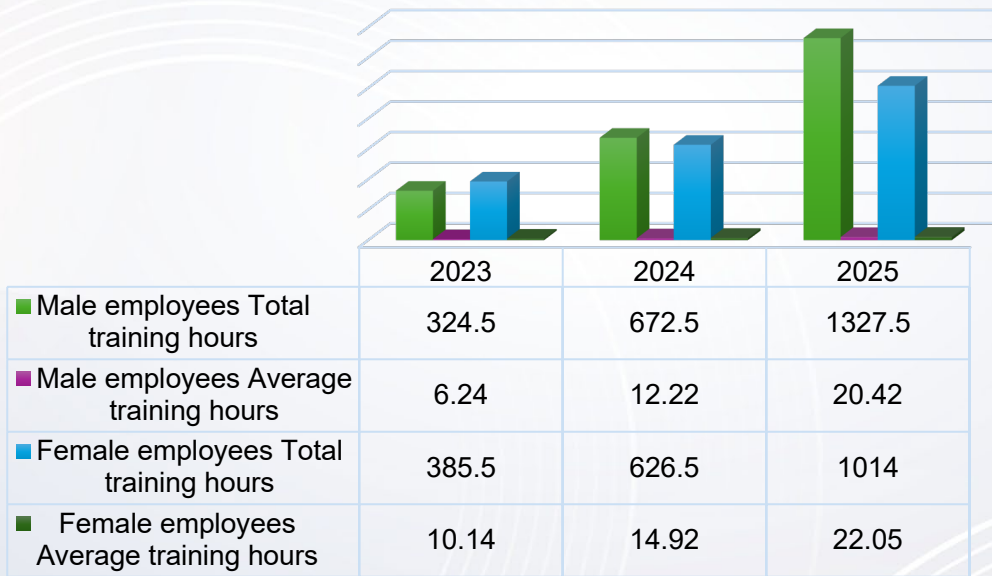
New employee training	Assist new employees to understand the Company’s culture, core values, systems and regulations, occupational health and safety, information security, and job knowledge, accelerating workplace adaptation and team integration.
Professional competency cultivation	Provide diverse professional training based on departmental responsibilities and business needs, covering product knowledge, technical expertise, quality management, regulatory compliance, information security, and ESG sustainability.
General competency development	Enhance employee competency development and organizational collaboration efficiency through training on communication, teamwork, problem solving, project management, and cross-departmental cooperation.
Management competency development	Provide training for supervisors and potential talent in leadership communication, team management, performance management, talent development, and cross-departmental collaboration, aiming to improve management capabilities and organizational development capacity.
Statutory and risk management training	Conduct occupational health and safety, fire response, first aid, information security, sexual harassment prevention, prevention of illegal infringement in the workplace, and other necessary education and awareness-raising events in accordance with applicable laws and operational needs.

Education and Training Results

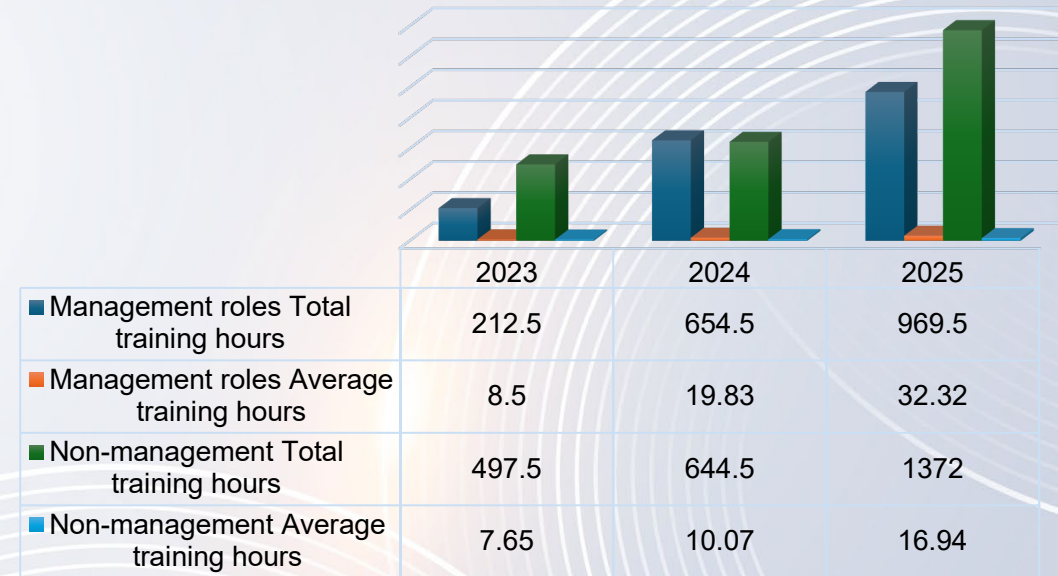
SINTRONES continues to invest resources in talent development. Based on operational strategies, departmental competency development, and employees' learning needs, the Company plans diverse training programs as well as on-the-job learning mechanisms.

In the future, the Company will continue to review training effectiveness and resource allocation through training needs assessment, course planning, post-training feedback, and outcome tracking, and make rolling adjustments to its talent development strategies based on organizational development needs, helping employees achieve continuous growth while strengthening organizational resilience and competitiveness.

SINTRONES' Employee Training Hours Over the Past 3 Years



SINTRONES' Training Hours of Management and Non-Management Employees Over the Past 3 Years



In 2025, the total number of training hours reached 2,341.5 hours, an increase of 80.3% compared to 2024, and a cumulative increase of 229.8% compared to 2023. This shows that the Company continues to invest in talent development and strengthens the development of a learning organization. According to the gender analysis, the average training hours of both male and female employees maintained steady growth. The average training hours of female employees were higher than those of male employees, reflecting the Company's emphasis on equal learning opportunities. By employee category, employees in managerial positions received an average of 32.32 hours per person, while non-management employees received an average of 16.94 hours per person. The Company continues to improve the professional capabilities and organizational competitiveness of employees at all job levels through diverse training programs.

Remuneration, Benefits, and Career Development

SINTRONES attaches great importance to talent attraction and retention. The Company continues to enhance a remuneration and benefits system that is both competitive and fair, while providing employees with diverse development opportunities to promote shared growth between talent and the Company.

Competitive remuneration system	The Company regularly reviews its remuneration and reward systems by referencing market salary levels, industry surveys, job responsibilities, and employee performance. In addition to fixed salaries, the Company provides performance bonuses and diverse rewards based on operational results and employee contributions, encouraging employees to create value.
Fair and reasonable performance management and promotion mechanism	The Company evaluates employees' work results, professional capabilities, and job performance based on its performance evaluation system, and helps employees establish clear goals and development directions through feedback provided by supervisors. Career development and promotion opportunities are provided for outstanding and high-potential talent.
Diverse learning and competency development resources	The Company plans annual training programs based on operational needs and employee competency development, encourages employees to participate in internal and external training and experience sharing to enhance professional capabilities, management competencies, and cross-departmental collaboration effectiveness, thereby building a learning organization.

Remuneration System and Market Competitiveness

The Company continues to optimize its remuneration system based on market salary levels, job values, and operational needs, and encourages employees to demonstrate professionalism and create value through diverse reward mechanisms such as fixed salaries, performance bonuses, and employee remuneration.

Fair and Reasonable Remuneration Management

SINTRONES implements the principle of fair employment and equal pay, and determines remuneration based on job responsibilities, professional capabilities, performance, and market salary standards, ensuring that remuneration is not differentiated due to factors unrelated to work. The Company continues to optimize its system and promote fair talent development through compensation reviews and market comparisons.

Linkage Between Performance Evaluation and Rewards

The Company evaluates employees' work results, professional capabilities, and goal achievement through performance evaluations, and applies evaluation results to remuneration, rewards, training, and promotion opportunities. The Company improves the fairness and transparency of performance management through goal setting and supervisor feedback.

Remuneration Communication and Employee Feedback

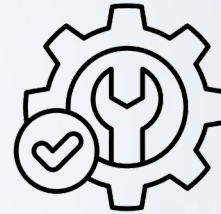
The Company enhances employees' understanding of remuneration and performance systems through diverse communication channels. It also continues to optimize its remuneration policies based on market trends, employee feedback, and data analysis, strengthening talent attraction and retention.

5.4 Occupational Health and Safety

SINTRONES upholds a people-centric philosophy and values the safety and health of employees and workplace personnel. The Company follows occupational health and safety regulations to improve its safety and health management mechanisms through measures such as hazard identification, risk assessment, education and training, health promotion, and emergency response, aiming to prevent occupational accidents and create a safe, healthy, and sustainable workplace.

The Company adopts the management principles of “prevention first, full participation, and continuous improvement” and continues to enhance employees’ safety awareness and emergency response capabilities, optimize the working environment, and reduce workplace health risks.

Four Key Occupational Safety Management Actions



Management Action	Disaster Prevention	Working Environment Monitoring	Operational Safety Control	Health Management System
2025 Management Performance	100% occupational safety training completion	100% regulatory compliance	100% regulatory compliance	Contracted medical consultation services provided

2025 Occupational Accident Statistics
0 cases
 (excluding traffic accidents)

Work Environment Safety Management

SINTRONES attaches great importance to workplace safety, cleanliness, and comfort, and continues to implement environment inspections, equipment maintenance, and public space management. The Company regularly reviews lighting, ventilation, electrical equipment, firefighting facilities, and evacuation routes in office and work areas to ensure a safe and suitable working environment.

For environmental factors that affect employee health, the Company pays attention to ergonomics, workload, and health risks, and enhances employee health management abilities through health awareness-raising campaigns, health services, and improvement measures.

Emergency Response and Fire Safety

In accordance with the Emergency Response Management Procedures, SINTRONES has established disaster reporting, evacuation, response, and post-incident reflection mechanisms, covering emergencies such as fire, earthquake, power outage, equipment abnormality, and personnel injury. In coordination with the office building management unit, the Company conducts fire safety inspections and disaster prevention drills. Through training on evacuation routes, emergency assembly, and the operation of firefighting equipment, the Company manages to enhance employees’ emergency response capabilities and strengthens workplace safety protection.

Occupational Injury Statistics

SINTRONES recognizes the importance of incident investigation in occupational health and safety management. The Company has established a comprehensive accident handling mechanism, covering incident determination, investigation analysis, cause tracing, improvement measures, and reporting processes.

Through incident investigation, the Company identifies the root causes and formulates preventive and improvement measures to reduce the risk of similar incidents. These findings also serve as an important basis for the continuous optimization of occupational health and safety management.

As of the end of 2025, SINTRONES had no major occupational accidents, recordable occupational injuries, or near-miss incidents. The Company continues to reduce potential hazards in the workplace through its occupational health and safety management systems, environment inspections, fire drills, education and training, and risk prevention measures, and regularly reviews its management mechanisms to safeguard the safety and health of employees and other related personnel in the workplace.

Category		2023		2024		2025	
Type of Employee		Full-time	Contract	Full-time	Contract	Full-time	Contract
Total Hours Worked		174,592	11,904	216,864	12,048	218,240	11,904
Fatality Rate	Number of People	0	0	0	0	0	0
	Percentage	0	0	0	0	0	0
Rate of High-Consequence Work-Related Injuries	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

The Company attaches great importance to employee safety and health. The Company continuously enhances employees' risk identification capabilities and safety awareness through occupational health and safety training, internal campaigns, and emergency response drills.

The Company follows the Occupational Safety and Health Act, the Occupational Safety and Health Education and Training Rules, and related regulations, to plan appropriate training based on the work environment and occupational risks to help employees understand potential hazards and correct response methods. The Company considers occupational health and safety as a shared responsibility of all employees. Through new employee training, regular awareness-raising campaigns, fire drills, and safety reminders, the Company aims to build a culture of prevention and reduces workplace risks.

Work Environment Safety Management

The Company plans different levels of occupational health and safety education and awareness-raising measures based on employees' job duties, work environment, and actual risks.

Safety and health education for new employees	After new employees report for duty, the Company arranges basic safety and health education, explaining workplace safety rules, emergency reporting, evacuation routes, firefighting equipment, and prevention of workplace illegal infringement, helping employees establish safety awareness.
Safety and health awareness-raising sessions for general employees	The Company continues to organize safety and health awareness campaigns based on workplace risks and needs, covering topics such as fire prevention, electricity use, environmental hygiene, emergency response, first aid, ergonomics, and health management.
Awareness-raising sessions for specific operations or risk matters	For higher-risk operations such as equipment operation, manual transport, construction works, and external maintenance, the Company provides safety instructions and precautions as needed, and requires relevant personnel to comply with operating procedures.
Safety reminders for contractors and outsourced personnel	For maintenance, cleaning, construction, and other outsourced personnel, the Company provides safety precautions, on-site guidance, and work coordination according to the job duties and areas, reducing operational risks for third-party personnel.

Psychological Safety and Prevention of Workplace Illegal Infringement

SINTRONES values employees' psychological safety and workplace interactions. In accordance with the Prevention of Illegal Infringement at Work Plan, the Company enhances employees' ability to identify workplace violence, bullying, harassment, and inappropriate behavior through education, awareness-raising campaigns, and communication mechanisms.

The Company encourages employees to actively file reports or seek assistance through existing channels when they experience improper treatment or perceive potential risks. The responsible unit handles, follows up on, and implements necessary improvements according to the nature of each case.

Achievements of Workplace Illegal Infringement Prevention in 2025



Number of workplace illegal infringement prevention awareness-raising sessions in 2025 1



Number of participants in workplace illegal infringement prevention awareness-raising sessions in 2025 63

Workplace Safety and Environmental Improvements

Fiscal Year	Purpose	Goal	Implementation Method
2025	Fire Safety and Emergency Response Management	Maintain the normal function of firefighting equipment, ensure evacuation routes remain unobstructed, and enhance employees' emergency response capabilities	1. Cooperate with office building management units and professional institutions to conduct firefighting equipment inspections and maintenance. 2. Regularly inspect fire extinguishers, fire alarm equipment, emergency exits, evacuation routes, and related signage. 3. Coordinate with responsible units to address deficiencies or improvement items identified during inspections and track progress toward completion. 4. Cooperate with fire or disaster prevention drills to strengthen emergency evacuation, personnel roll call, and assembly reporting mechanisms. 5. Leverage internal communication channels to remind employees to become familiar with the locations of firefighting equipment, evacuation routes, and emergency reporting methods.
	Workplace Safety Inspections and Risk Improvements	Actively identify potential risks in office spaces, work areas, and public areas to reduce the possibility of falls, collisions, electrical abnormalities, and other accidents.	1. Regularly check whether passageways, stairways, entrances/exits, and evacuation routes are unobstructed. 2. Inspect item storage, wiring, socket use, lighting, ventilation, and safety conditions in public areas. 3. Pay attention to slippery floors, obstacles, equipment abnormalities, and other risks that may cause slips, trips, or collisions. 4. Record inspection findings in improvement tracking records, clearly define responsible units, and document improvement progress. 5. Encourage employees to proactively provide workplace safety suggestions, which are evaluated and responded to by relevant units.
	Ergonomics and Health Risk Prevention	Reduce the health risks caused by prolonged working hours, postural load, and work fatigue, and improve employees' comfort in the workplace and health awareness.	1. Continue to monitor the suitability of office desks and chairs, monitor height, lighting, and workspace layout. 2. Remind employees through health awareness-raising campaigns or training to maintain proper posture, take appropriate breaks, and perform stretching exercises. 3. Provide necessary recommendations for improving the work environment based on employee feedback or actual needs. 4. Combine health promotion measures to help employees develop self-health management habits.
	Environmental Hygiene and Friendly Office Space	Maintain a clean, comfortable, and suitable work environment, enhancing employees' work experience and physical and mental well-being.	1. Regularly maintain office areas, work areas, and public spaces clean and organized. 2. Continue to review the usage of air conditioning, ventilation, lighting, and public facilities. 3. Implement waste sorting, resource recycling, and paper reduction measures. 4. Optimize the rest spaces and work environment based on actual needs to create a comfortable and friendly office atmosphere.

Employee Health Management and Health Promotion

The Company upholds the people-centric philosophy and values employees' physical and mental health as well as workplace well-being. Based on workplace characteristics and applicable regulations, the Company promotes health management, risk prevention, and health promotion measures.

The Company enhances employee health awareness and self-management abilities through health examinations, health consultation, on-site health services, first aid resources, health awareness-raising campaigns, workout support, and employee care, creating a safe, friendly, and supportive sustainable workplace.

To enhance emergency response capabilities, the Company provides necessary first aid medicines, equipment, and designates qualified first aid personnel according to workplace characteristics and risk needs. First aid equipment is regularly inspected, replenished, and maintained by responsible personnel to ensure immediate availability in case of emergencies. The Company also improves employees' emergency response capabilities and reduces the impact of incidents through fire drills, emergency evacuation promotion, first aid education, and reporting procedures.



On-Site Health Services

Analysis of health examination results and health risk assessment

Follow-up management and health guidance for employees with abnormal health examination results

One-on-one health consultation and recommendations for improvement of daily habits

Prevention and health management of work-related injuries and ill health

Consultation related to maternity health protection, overwork risk, and ergonomics

Employee physical and mental health promotion and health education

Case-by-case recommendations for suitable work arrangements or workplace environment improvements

To encourage employees to develop regular workout and healthy lifestyle habits, the Company continues to support a diverse array of health promotion activities, including sports clubs, hiking, running, and health awareness-raising campaigns. The Company provides club activity subsidies and supports employees in independently establishing badminton, yoga, and table tennis sports clubs. Through diverse activities, health awareness is raised, cross-departmental exchanges are promoted, and ultimately a healthy and vibrant workplace culture is created.

In addition, the Company promotes healthy eating and hydration habits, and helps employees integrate health management into daily life through health information sharing and wellness measures.

Diverse Sports Clubs

The Company promotes healthy lifestyles and encourages the establishment of diverse sports clubs. As of the end of 2025, a total of 3 sports clubs had been formed (i.e., badminton, yoga, and table tennis).



Achievements in Health Promotion in 2025

In 2025, the Company organized 18 on-site service sessions by contracted nursing personnel, 2 on-site service sessions by physicians, and 4 on-site service sessions by occupational therapists. A total of 85 attendances were recorded for health consultations. Additionally, the Company held 2 health awareness sessions, achieved 10 participations in health follow-ups, and completed 6 first aid kit inspections. The Company also established 3 sports clubs, continuously enhancing employee health, workplace safety, and physical and mental well-being.



Massage Services by Visually-Impaired Massage Therapists

SINTRONES provides employees with massage benefits, arranging a 30-minute massage service every week. Each employee may reserve the service twice per month, with each session lasting 30 minutes. This service helps employees relieve work stress and improves physical and mental health.



To encourage employees to develop regular workout and healthy lifestyle habits, the Company continues to support a diverse array of health promotion activities, including sports clubs, hiking, running, and health awareness-raising campaigns. The Company provides club activity subsidies and supports employees in independently establishing badminton, yoga, and table tennis sports clubs. Through diverse activities, health awareness is raised, cross-departmental exchanges are promoted, and ultimately a healthy and vibrant workplace culture is created.

In addition, the Company promotes healthy eating and hydration habits, and helps employees integrate health management into daily life through health information sharing and wellness measures.

Healthy Lifestyle and Workout Promotion

The Company attaches great importance to the privacy and security of employees' health data. Information related to health examinations, health consultations, and on-site health services is properly managed in accordance with relevant laws and regulations, professional ethics, and confidentiality principles. Access to such data is controlled based on business needs.

In principle, the analysis of health risks and trend assessment is carried out using de-identified or aggregated data to avoid disclosure of personal health information. For work arrangements for individual employees, professional medical personnel provide assessments and management recommendations based on their health condition and job requirements, taking into account both employee privacy and workplace safety.

Continuous Improvement

The Company continues to monitor employee health needs and potential risks through health examinations, on-site health services, health promotion activities, employee care, and feedback, and regularly reviews the implementation results of various health management measures.

SINTRONES will continue to strengthen preventive health management and physical and mental health support, improve its employee health care mechanisms, and create a safe workplace where employees can work with peace of mind and develop healthily while maintaining quality of life.

Indicator	Results
Number of on-site service sessions by contracted nursing personnel	18
Number of on-site services by contracted physicians	2
Number of service sessions by occupational therapists or other professionals	4
Number of individual health consultation attendances	85
Number of health awareness-raising sessions	2
Number of participations in health risk follow-ups or health guidance	10
Number of first aid kits or emergency supplies inspections	6
Number of sports clubs	3

5.5 Social Care

In adhering to the philosophy of “taking from society and giving back to society,” SINTRONES continues to focus on care for the disadvantaged, education support, social inclusion, and resource circulation. Through charitable donations, supply collection, responsible procurement, and employee participation, the Company fulfills its corporate social responsibility.

In 2025, the Company organized three charity events: used clothing collection, charity invoice collection, and second-hand goods charity sale, garnering a total of 98 participations. These activities collected 963 pieces of used clothing and second-hand goods, and 263 charity invoices. All proceeds from the charity sale were donated to charitable organizations, demonstrating the Company’s commitment to resource circulation and social care.

In addition, the Company continues to promote measures such as educational donations, procurement of charity gift boxes, and public welfare leave, deepening social engagement and integrating public welfare values into its corporate culture.

Used Clothing Recycling Charity Event - March 2025

SINTRONES values environmental sustainability and social inclusion. In March 2025, the Company organized a charity event titled “Used Clothing Recycling to Carry Love Forward” to encourage employees to donate reusable clothing. The donated clothing was delivered to the Hsinye Association for sorting and processing, extending the useful life of supplies while supporting the employment and life rebuilding of people with mental disabilities.

During the event, the Company also developed a public welfare participation incentive mechanism to encourage employees to take part in used clothing collection. Through concrete actions, employees got to practice resource circulation, thereby raising their awareness of environmental protection and care for disadvantaged groups.

In the future, the Company will continue to work with charitable partners to promote employee participation activities, combine environmental protection with social care, and deepen its corporate sustainability culture.

Indicator	Results
Collection period	15 days
Number of participating employees	33
Total number of clothing items recycled	601
Donation ratio	100%
Charitable partner	Hsinye Association



Charity Invoice Collection Event - June 2025

SINTRONES organized the “Donate Invoices, Spread Warmth with Cookies” charity invoice collection event, inviting employees to donate eligible invoices. The collected invoices were donated to the Children Are Us Foundation to support services such as daily care, employment empowerment, and related services for people with disabilities.

With the concept of “low threshold and easy participation,” the event encouraged employees to participate in public welfare through invoices from daily consumption, transforming everyday individual actions into powerful support for disadvantaged groups.

Through this event, the Company integrated care for disadvantaged groups, respect for diversity, and support for independent living into its corporate culture, encouraging employees to participate together and continuously making a positive impact on society.

Indicator	Results
Collection period	7 days
Number of participating employees	25
Number of invoices collected	263
Charitable partner	Children Are Us Foundation

Second-Hand Goods Charity Sale - December 2025

SINTRONES values resource circulation and social inclusion. In 2025, the Company organized the “Second-Hand Goods Charity Sale,” encouraging employees to donate items in good condition suitable for reuse. Through the internal charity sale, the Company promoted resource reuse and transformed idle items into a source of social support.

All proceeds from the charity sale were donated to the United Way of Taiwan to support diverse social welfare services, expanding the positive impact of public welfare through employee participation.

In addition to practicing resource circulation, the event also promoted cross-departmental exchanges and employee participation, integrated the spirit of sustainability into the corporate culture, and continued to promote public welfare actions that create both environmental and social value.

Indicator	Results
Number of items collected	362
Number of participating employees	40
Proceeds from the charity sale	NT\$9,690
Donation ratio	100%
Charitable partner	United Way of Taiwan



Charity Activities

To encourage employees to participate in public welfare actions, SINTRONES has introduced a public welfare leave system since 2024. Employees who participate in company-approved volunteer services, assistance for the disadvantaged, environmental cleanups, or other charity activities may apply for public welfare leave upon review and approval. As of the end of 2025, the Company had received a total of 20 public welfare leave applications. Through institutional support, the Company encourages employees to integrate public welfare participation into their daily lives, extending corporate engagement to employees' voluntary practice. The Company will continue to track the number of public welfare leave applications and participation results as a reference for future volunteer activity planning and social engagement initiatives, thereby strengthening corporate care and sustainable impact.

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.

Supporting Equal Education and Local Talent Development

SINTRONES attaches importance to equal rights in education and the cultivation of students from disadvantaged backgrounds. The Company continues to support local education development through charitable donations. In 2025, the Company donated NT\$45,000 to the Hai-Yue International Educational Foundation in Yilan County to help students with insufficient resources gain access to learning support and development opportunities.

The Su'ao area of Yilan County is the hometown of President Kevin Hsu. Through educational donations, the Company gives back to the local community, transforming corporate resources into support for student growth. These efforts demonstrate the Company's commitment to educational equity, local care, and the sustainable value of shared good between the Company and society.

Promoting Charity Procurement

SINTRONES prioritizes the procurement of charity gift boxes from social welfare organizations during holiday seasons. In 2025, the Company's partner organizations included the Kaohsiung City Beyond the Peak Caring Association, Children Are Us Foundation, and Simply ICR. Through charity procurement, the Company supports the development of social welfare organizations while integrating corporate procurement with social care. This demonstrates the Company's commitment to responsible procurement and social inclusion.

Future Improvement Directions

SINTRONES will continue to optimize its social engagement strategies based on the results of public welfare initiatives and stakeholder needs. The Company will also evaluate the following directions to respond to social needs through concrete actions. By leveraging corporate resources, employee participation, and collaboration with charitable partners, the Company aims to gradually expand its positive influence, practicing the sustainable value of shared good between the Company and society.

Corporate volunteer activities	Plan diverse volunteer activities, encourage employees to participate in environmental protection and care for the disadvantaged, and deepen social connections
Diverse charitable donations	Promote donations, supply collection, and resource circulation activities according to the needs of charitable partners, enhancing the effectiveness of social support
Education and talent development partnerships	Enhance cooperation with educational and charitable partners to promote equal education, youth cultivation, and digital learning development
Public welfare participation results tracking	Establish a data tracking mechanism for public welfare events, consolidating results such as attendances, public welfare leave, donations, and collected supplies to improve the management effectiveness of social engagement
Enhancement of public welfare partnerships	Deepen cooperation with social welfare organizations and promote public welfare actions that incorporate sustainability, participation, and social impact

Appendix

GRI Indicator Index

SASB Index

Statement of use	SINTRONES Technology Corp. has reported in accordance with the GRI Standards for the period January 1, 2025 to December 31, 2025.			
GRI 1 used	GRI 1: Foundation 2021			
GRI 2: General Disclosures 2021				
Disclosure No.	Disclosure	Chapter/Section	Page	Note
GRI 2-1	Organizational details	1.1 About SINTRONES	<u>18</u>	
GRI 2-2	Entities included in the organization’s sustainability reporting	About the Report	<u>07</u>	
GRI 2-3	Reporting period, frequency and contact point	About the Report	<u>07</u>	
GRI 2-4	Restatements of information	1.2 Business Performance - SINTRONES’ Financial Performance and Profitability Over the Past 3 Years	<u>20</u>	
GRI 2-5	External assurance	About the Report - Main Responsible Units and Quality Management Methods	<u>07</u>	
GRI 2-6	Activities, value chain and other business relationships	1.1 About SINTRONES	<u>18</u>	
		3.1 Sustainable Supply Chain Management	<u>36</u>	
GRI 2-7	Employees	5-1 Employment	<u>55</u>	
GRI 2-8	Workers who are not employees	5.1 Employment	<u>55</u>	
GRI 2-9	Governance structure and composition	2.2 Organization	<u>26</u>	
GRI 2-10	Nomination and selection of the highest governance body	2.3 Board of Directors	<u>27</u>	
GRI 2-11	Chair of the highest governance body	2.3 Board of Directors	<u>27</u>	

GRI 2: General Disclosures 2021

Disclosure No.	Disclosure	Chapter/Section	Page	Note
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	2.3 Board of Directors	<u>27</u>	
GRI 2-13	Delegation of responsibility for managing impacts	Sustainable Development Task Force	<u>10</u>	
		2.5 Corporate Risk Management	<u>32</u>	
GRI 2-14	Role of the highest governance body in sustainability reporting	Sustainable Development Task Force	<u>10</u>	
GRI 2-15	Conflicts of interest	2.3 Board of Directors	<u>27</u>	
GRI 2-16	Communication of critical concerns	2.3 Board of Directors	<u>27</u>	
GRI 2-17	Collective knowledge of the highest governance body	2.3 Board of Directors	<u>27</u>	
GRI 2-18	Evaluation of the performance of the highest governance body	2.3 Board of Directors - Implementation Status of Board Performance Evaluation	<u>30</u>	
		2.4 Functional Committees	<u>31</u>	
GRI 2-19	Remuneration policies	5.3 Talent Development - Remuneration, Benefits, and Career Development	<u>69</u>	
GRI 2-20	Process to determine remuneration	2.4 Functional Committees	<u>31</u>	
GRI 2-21	Annual total compensation ratio	2.4 Functional Committees	<u>31</u>	
GRI 2-22	Statement on sustainable development strategy	A Word from Management	<u>08</u>	

GRI 2: General Disclosures 2021

Disclosure No.	Disclosure	Chapter/Section	Page	Note
GRI 2-23	Policy Commitments	A Word from Management	<u>08</u>	
		2.1 Policy Commitments	<u>24</u>	
GRI 2-24	Embedding policy commitments	2.1 Policy Commitments	<u>24</u>	
GRI 2-25	Processes to remediate negative impacts	Stakeholder Engagement - Grievance and Suggestion Channels	<u>13</u>	
GRI 2-26	Mechanisms for seeking advice and raising concerns	Stakeholder Engagement - Grievance and Suggestion Channels	<u>13</u>	
GRI 2-27	Compliance with laws and regulations	2.1 Policy Commitments	<u>24</u>	
GRI 2-28	Membership associations	1.3 Association Memberships	<u>22</u>	
GRI 2-29	Approach to stakeholder engagement	Stakeholder Engagement	<u>11</u>	
GRI 2-30	Collective bargaining agreements	5.1 Employment - Labor-Management Communication	<u>60</u>	

GRI 3: Material Topics 2021

Disclosure No.	Disclosure	Chapter/Section	Page	Note
GRI 3-1	Process to determine material topics	Materiality Assessment - Identification of Material Topics	<u>15</u>	
GRI 3-2	List of material topics	Materiality Assessment - 11 Material Topics of SINTRONES	<u>16</u>	
Business Performance				
GRI 3-3	Management of material topics	Stakeholder Engagement - Stakeholder Engagement	<u>11</u>	
GRI 201-1	Direct economic value generated and distributed	1.2 Business Performance	<u>20</u>	
Supply Chain Management				
GRI 3-3	Management of material topics	3.1 Building a Sustainable Supply Chain	<u>36</u>	
GRI 308-1	New suppliers that were screened using environmental criteria	3.1 Building a Sustainable Supply Chain	<u>36</u>	
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	3.1 Building a Sustainable Supply Chain	<u>36</u>	
GRI 414-1	New suppliers that were screened using social criteria	3.1 Building a Sustainable Supply Chain	<u>36</u>	
GRI 414-2	Negative social impacts in the supply chain and actions taken	3.1 Building a Sustainable Supply Chain	<u>36</u>	
GRI 204-1	Proportion of spending on local suppliers	3.1 Building a Sustainable Supply Chain	<u>36</u>	

GRI 3: Material Topics 2021

Disclosure No.	Disclosure	Chapter/Section	Page	Note
Green Products				
GRI 3-3	Management of material topics	3.1 Building a Sustainable Supply Chain	<u>36</u>	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	3.1 Building a Sustainable Supply Chain	<u>36</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>36</u>	
GHG Inventory				
GRI 3-3	Management of material topics	4.1 Climate Change	<u>46</u>	
GRI 305-1	Direct (Scope 1) GHG emissions	4.1 Climate Change	<u>46</u>	
GRI 305-2	Energy indirect (Scope 2) GHG emissions	4.1 Climate Change	<u>46</u>	
GRI 305-3	Other indirect (Scope 3) GHG emissions	4.1 Climate Change	<u>46</u>	
GRI 305-4	Greenhouse gas inventory intensity	4.1 Climate Change	<u>46</u>	

GRI 3: Material Topics 2021

Disclosure No.	Disclosure	Chapter/Section	Page	Note
Human Rights and Employment				
GRI 3-3	Management of material topics	5.1 Employment	<u>55</u>	
GRI 401-1	New employee hires and employee turnover	5.1 Employment - Employee Overview	<u>58</u>	
GRI 401-2	Benefits provided to full-time employees	5.1 Employment - Employee Benefits	<u>59</u>	
GRI 405-1	Diversity of governance bodies and employees	2.2 Organization	<u>26</u>	
		5.2 Diversity and Equal Opportunity	<u>61</u>	
GRI 406-1	Incidents of discrimination and corrective actions taken	5.1 Employment	<u>55</u>	
Career Development and Training				
GRI 3-3	Management of material topics	5.3 Talent Development	<u>65</u>	
GRI 404-1	Average hours of training per year per employee	5.3 Talent Development - Education and Training	<u>67</u>	
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	5.3 Talent Development	<u>65</u>	

Disclosure Topic	Code	Metric	Chapter/Section	Page	Note
Waste Management	TC-ES-105a.1	Amount of hazardous waste from manufacturing, percentage recycled	4.3 Waste	<u>52</u>	
Labor Practices	TC-ES-310a.1	Number of work stoppages	5.4 Occupational Health and Safety	<u>70</u>	
Product Safety	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	2.6 Information Security Management	<u>34</u>	
Workforce Conditions	TC-ES-320a.1	For full-time employees and contract employees, 1. total recordable incident rate (TRIR) and 2. near miss frequency rate (NMFR)	5.4 Occupational Health and Safety	<u>70</u>	
Employee Diversity & Inclusion	TC-HW-330a.1	Percentage of gender for employees	5.2 Diversity and Equal Opportunity	<u>61</u>	
Product Lifecycle Management	TC-HW-410a.1	Weight of end-of-life products and e-waste recovered, percentage 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	<u>36</u>	
Activity Metrics	TC-ES-000.A	Number of manufacturing facilities	1.1 About SINTRONES	<u>18</u>	
	TC-ES-000.B	Site area	1.1 About SINTRONES	<u>18</u>	
	TC-ES-000.C	Number of employees	1.1 About SINTRONES	<u>18</u>	
			5.2 Diversity and Equal Opportunity	<u>61</u>	



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