



Syncmold Enterprise Corp.

ESG Report

2023 ESG Report

Table of Contents

- ◆ About the Report
 - ◆ Scope and Data of Report
 - ◆ Basis of Preparation
 - ◆ Feedback
- ◆ Message from the Operator
- ◆ 01 Stakeholders
 - 1.1 Stakeholder Engagement
 - 1.2 Identification of Material Issues
- ◆ 02 Corporate Governance
 - 2.1 Company Overview
 - 2.2 Organizational Structure of the Company
 - 2.3 Operational Performance
 - 2.4 Risk Management
 - 2.5 Implementation of Ethical Corporate Management
- ◆ 03 Sustainable Supply Chain
 - 3.1 Supply Chain Management Policy
 - 3.2 Supplier Management
- ◆ 04 Sustainable Environmental Protection
 - 4.1 Environmental Policy and Management
 - 4.2 Greenhouse Gas Management
 - 4.3 Response to Climate Change
- ◆ 05 Occupational Health and Safety
 - 5.1 Personnel Structure
 - 5.2 Employee Welfare
 - 5.3 Friendly Workplace
- ◆ 06 Social Care
- ◆ 07 Appendix Index

About the Report

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

Scope and Data of Report

The information disclosed in this report covers the period of 2022 (from January 1, 2023 to December 31, 2023). The Company's reporting cycle is once a year.

Current version: Published in August 2024. Last version: Published in September 2023.

Next version: August 2025.

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

Operational locations:

1. 9F, No. 168, Jiankang Rd., Zhonghe Dist., New Taipei City (head office).
2. 3F-5F, No. 348, Shanying Rd., Guishan Dist., Taoyuan City (factory).
3. No. 6, Ln. 403, Min'an Rd., Xinzhuang Dist., New Taipei City (factory).

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

Basis of Preparation

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

Feedback and Contact Information

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

Syncmold Enterprise Corp.

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Message from the Operator

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

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

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

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

Chairman and President



Stakeholders



1.1 Stakeholder Identification and Communication

Based on the 5 identification principles of “responsibility,” “influence,” “tension,” “dependency,” and “diverse perspectives” of the AA1000 Stakeholder Engagement Standard, Syncmold identified 6 major categories of stakeholders: customers, employees, shareholders/investors, suppliers, government agencies, and community groups.

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

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

1.2 Identification of Material Issues

The following 7 material issues were identified under comprehensive consideration of the operational impact and the level of interest, and data was collected according to the GRI topics to explain how Syncmold managed the economic, environmental and social impacts related to such material issues. We have defined the boundaries of information within and outside the organization to ensure the transparency and completeness of data disclosure.

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



Syncmold Enterprise Corp.

A large white graphic consisting of four thick, curved lines that form a square-like shape with rounded corners. The top two lines are concave up, and the bottom two lines are concave down, creating a central square void.

Corporate governance

2.1 Company Overview

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

Shareholder Structure and Shareholding Ratio

Composition of Shareholders	No. of people	Quantity	Shareholding ratio
Government agencies	-	-	-
Financial institutions	7	1,585,000	1.11%
Other corporations	237	14,034,001	9.81%
Foreign institutions & foreigners	132	22,045,509	15.41%
Individuals	41,062	105,389,236	73.67%
Total	41,438	143,053,746	100.00%

Distribution of the Group's production sites

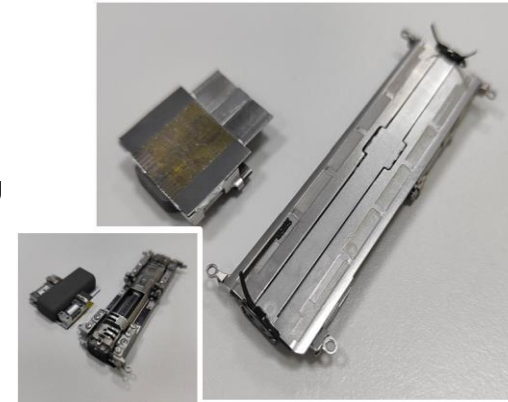


Main Products and Services

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

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

- Small precision bearing



- Monitor stand

- Bearing/hinge structure of the head of monitor stand



Business Overview

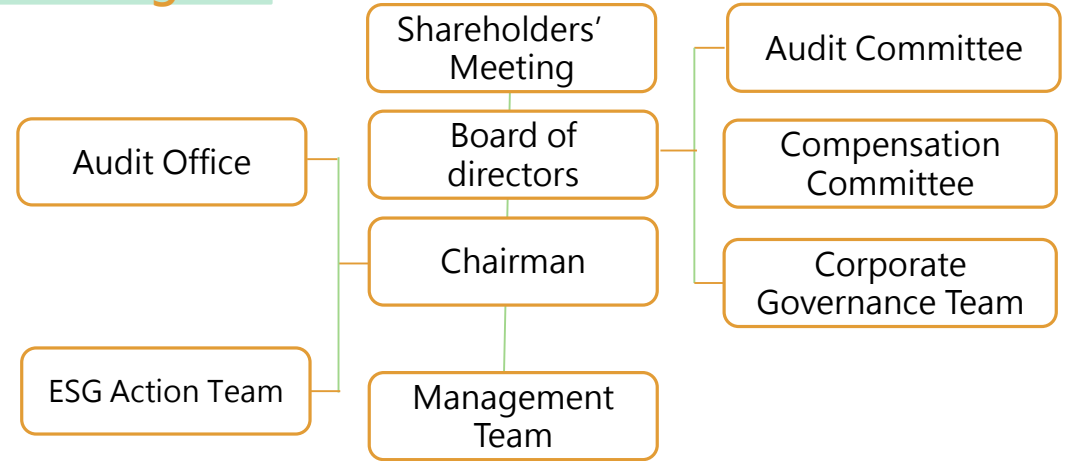
In the first half of 2023, the global consumer electronics industry faced a challenging period characterized by rising raw material costs, post-pandemic inventory adjustments, and declining market demand. Under these market conditions, growth opportunities for our company were very limited. However, in the second half of 2023, major global brand customers began to replenish their inventories, signaling a recovery in the display market. Additionally, the benefits of our efforts to optimize our product mix, develop new models, and enhance cost control gradually became evident, leading to a return to revenue growth. As a result, our company's profit in 2023 increased by 68% compared to 2022, with earnings per share (EPS) reaching NT\$5.12, representing a 52% growth compared to 2022.

Future Deployment

In recent years, as the LCD market has become saturated, our company has made significant efforts to diversify revenue streams and reduce the risk of revenue concentration by fully launching new product development initiatives. This strategy aims to expand our group's bearing products beyond displays to a variety of 3C applications, folding hinges, electric vehicles, and other precision markets. We plan to gradually increase capital expenditures to seek strategic investment opportunities, with the goal of expanding our product lines and end applications through strategic investments, thereby contributing to the group's consolidated revenue and profitability, and enhancing long-term operational momentum.

Additionally, to meet customer demand, we are also actively expanding our operational footprint in Southeast Asia and working to improve production efficiency at various locations.

2.2 Organizational Structure



Board of directors

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

Responsibilities of the Board of Directors

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

Board of Directors Attendance Status

Position	Name	Gender	2023 Attendance Rate
Chairman	Chen, Chiu-Lang	Male	100%
Director	Chuang, Shu-Yen	Female	100%
Director	Fu Yan Investment Corporation; representative: Chen, Chien-Yuan	Male	100%
Independent Director	Tsai, Yong-Lu	Male	100%
Independent Director	Tsai, Shi-Kuang	Male	100%
Independent Director	Yen, Ta-He	Male	100%
Independent Director	Chiu, Hui-Qin	Male	100%

Diversification Policy of the Board of Directors

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

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

Board of Directors Performance Evaluation

Evaluation Period	Evaluated Subject	Evaluation Method	Evaluation Items
2023.01.01 ~ 2023.12.31	Board of directors	Self-evaluation	<ul style="list-style-type: none"> Involvement in the Company's operation Improvement of the quality of the Board's decision-making Composition and structure of the Board of Directors Election and continuing education of directors Internal control
	Individual Board members	Self-evaluation	<ul style="list-style-type: none"> Understanding of the goals and missions of the Company Awareness of the duties of a director Involvement in the Company's operation Internal relationship management and communication The director's professionalism and continuing education

Audit Committee

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

Audit Committee Attendance Status

Position	Name	No. of Meetings Attended in Person	Attendance Rate
Independent Director	Tsai, Yong-Lu (Convener)	5	100%
Independent Director	Tsai, Shi-Kuang	5	100%
Independent Director	Yen, Ta-He	5	100%
Independent Director	Chiu, Hui-Qin	5	100%

Performance Evaluation of Functional Committees

Evaluation Period	Evaluated Subject	Evaluation Method	Evaluation Items
2023.01.01 ~ 2023.12.31	Audit Committee	Self-evaluation	<ul style="list-style-type: none"> ➤ Involvement in the Company's operation ➤ Awareness of the duties of the functional committee ➤ Improvement of the quality of the functional committee's decision-making ➤ Composition of the functional committee and election of its members ➤ Internal control
	Compensation Committee	Self-evaluation	

Compensation Committee

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

Duties of the Compensation Committee:

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

Compensation Committee Attendance Status

Position	Name	No. of Meetings Attended in Person	Attendance Rate
Independent Director	Yen, Ta-He (Convener)	3	100%
Independent Director	Tsai, Shi-Kuang	3	100%
Independent Director	Tsai, Yong-Lu	3	100%

2.3 Operational Performance

Although the first half of 2023 was impacted by industry inventory adjustments, as we entered the peak season, shipment volumes gradually recovered from the effects of the 2022 inventory adjustments and overall market volatility. The operational performance steadily improved, supported by product mix enhancements and the benefits of cost control measures. As a result, the gross profit margin in 2023 reached 22.1%, a 5.6 percentage point increase from 16.5% in 2022. Operating profit for 2023 amounted to approximately NT\$780 million, with an operating profit margin of 8.9%, up 5.4% from 3.5% in 2022. Earnings per share (EPS) for 2023 were NT\$5.12.

Financial Statement Information

Unit: NT\$ thousand

Item	2022	2023
Operating income	9,809,443	8,769,537
Operating cost	8,186,253	6,831,797
Operating expenditure	1,279,388	1,157,368
Net operating profit	343,802	780,372
Current Period Net Profit	377,449	637,567
Earnings per share (NTD)	3.00	5.12

Profitability Analysis

Item		2021	2022	2023
Financial structure	Debt to assets ratio (%)	49.31	48.62	41.59
	Ratio of long-term capital to property, plant and equipment (%)	368.20	351.18	361.94
Solvency	Current ratio (%)	207.31	208.08	196.69
	Quick ratio (%)	165.29	177.28	177.04
	Interest protection multiples	1,038.94	1273.73	1895.83
Profitability	Return on assets (%)	2.26	3.53	5.73
	Return on shareholders' equity (%)	3.94	6.37	9.87
	Ratio of net income before tax to paid-in capital (%)	31.09	49.10	71.78
	Net profit ratio (%)	2.36	3.85	7.27

2.4 Risk Management

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

Aspect	Risk Identification	Risk Description	Control Measure
Economic aspect	Financial risks	There are financial risks of various profit losses as the Company’s value changes due to the fluctuations of market risk factors.	Risk of changes in interest rate: The Company will apply to banks for short-term financing according to the overall capital and operating conditions. We also intend to adopt floating interest rates with the bank for interest calculation. Risk of changes in exchange rate: a. We actively collect information on exchange rate fluctuations to be fully aware of the trend of exchange rate changes; b. We appropriately keep the foreign currency positions of the sales revenue to cover the expenditures of purchases in foreign currencies; c. We properly engage in the pre-sale of foreign exchange forwards within the range of sales revenue in foreign currencies for risk hedging.
	Operational risks	Such risks include product market saturation, sales/purchase concentration, product obsolescence, and industry changes.	<ol style="list-style-type: none"> We set up overseas production sites and domestic factories to reduce the risk of concentration. We continuously develop new technologies to prevent products from being eliminated from the market. We integrate resources through strategic mergers and acquisitions, and develop diversified products to boost the momentum of revenue.
	Supply chain risks	These refer to the risks of being impacted by the quality, delivery time, price or stock-out of suppliers.	We establish multiple overseas production sites and increase the number of suppliers so as to diversify the supply sources of raw materials and avoid the risk of incoming material concentration.
	Legal risks	Such risks arise from the failure to abide by domestic and international laws and regulations.	We pay constant attention to any policies and laws that might have a significant impact on the Company’s finance and business. Also, we have set up a Legal Affairs and Intellectual Property Rights Office to assist the Company in meeting regulatory requirements, and an Audit Office to ensure that corresponding internal control procedures have been formulated, so that the actions and policies are aligned with current legislation.
Environmental aspect	Climate change risks	These include the risks associated with climate change and natural disasters.	The Company is dedicated to environmental protection, continuing to reduce the Group’s environmental impact through green R&D, introduction of eco-friendly materials, running of green factories, enhancement of energy and water saving, reduction of production energy consumption, and disclosure of environmental information.
Social aspect	Human resource risks	These include the risks related to the issues of human rights and employee development/management, etc.	<ol style="list-style-type: none"> Each year, we make regular plans for employee education, training and development, and implement such plans. A reasonable compensation policy and comprehensive employee benefit measures are in place.
	Occupational safety risks	These are the risks resulting from the management of employees’ occupational health and safety.	<ol style="list-style-type: none"> We appreciate the internationally recognized basic human rights, protect all our employees, and fulfill corporate social responsibility. The Company observes labor laws and regulations, and establishes reasonable working rules in accordance with the Labor Standards Act. Health checkups and health lectures are regularly organized for the employees.

2.5 Implementation of Ethical Corporate Management

Ethical Management

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

Implementation Status of Insider Trading Prevention

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

In 2023, the awareness-raising education was given to the incumbent directors and managers on November 3, 2023, with the course focusing on how enterprises can prevent insider trading, along with case analysis. The education, totaling 60 hours, was received by 10 participants in total, and the briefing files of the course were sent to all the incumbent directors, managers and employees.

Legal compliance

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





Sustainable Supply Chain



3.1 Supply Chain Management Policy

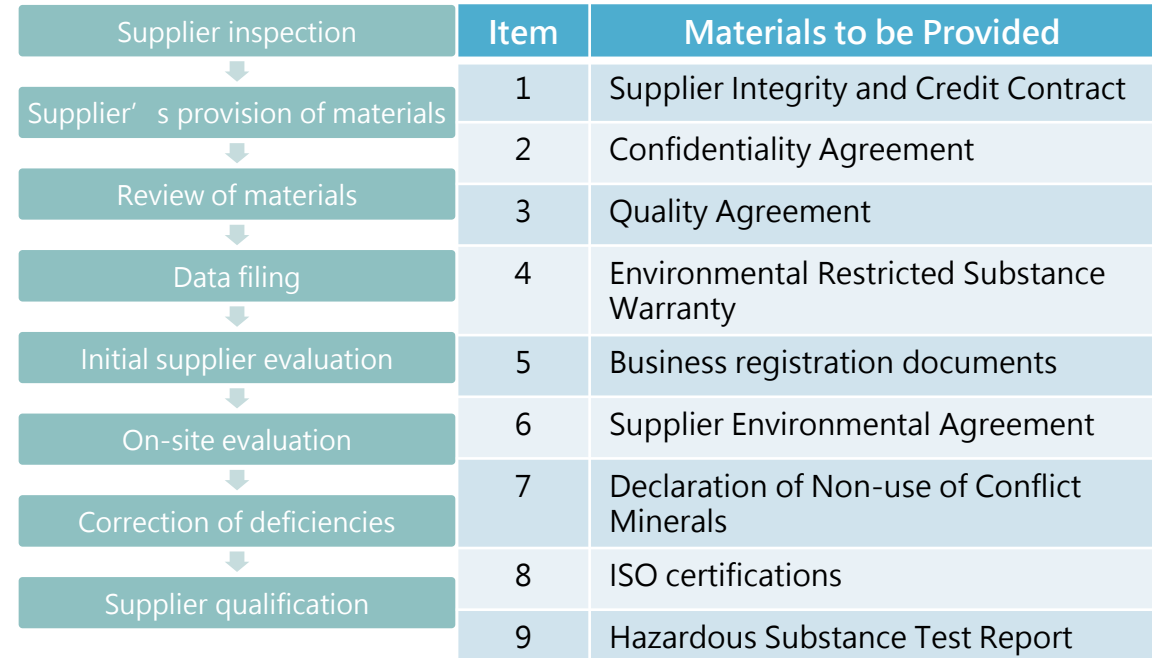
New Supplier Evaluation

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

Supplier Follow-up Evaluation

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

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



Evaluation Score (%)	Level	Note
91-100	A	Directly included in the roster of qualified suppliers
81-90	B	Included in the qualified supplier roster after the deficiencies identified during the audit have been corrected
71-80	C	Included in the roster only after the supplier has corrected the deficiencies identified during the audit and been qualified through re-evaluation
Below 70	D	Unqualified supplier

3.2 Sustainable Supply Chain

Sustainable Supply Chain

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

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

Local Procurement

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

Requirements of the Environmental Agreement

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

Annual Statistics on Certifications Provided by the Suppliers

Certification	ISO 14001	ISO 45001	ISO 9001	QC 080000
2022 Suppliers quantity	144	43	268	34
2023 Suppliers quantity	158	43	299	35



04

Sustainable Environmental Protection

4.1 Environmental Policy and Management

Environmental Policy

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

Legal compliance

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

Environmental Management

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

- A. Pollution prevention:
The Company improves the employees' awareness of the harmful impact of environmental pollution, and encourages all of them to accept and fulfill their environmental protection responsibilities such as waste reduction, energy saving, carbon reduction and resource reuse, in order to cut the emissions of greenhouse gases like CO2 and further mitigate the environmental impact.
- B. Environmental sustainability
We carry out our corporate environmental responsibility by actively arranging and promoting environmental education as well as activities/measures related to environmental protection and energy conservation. Also, the concepts of sustainable development and environmental protection have been communicated to all employees and incorporated in their life as we raise their environmental awareness by having them practically engaged in energy saving and carbon reduction actions (i.e. using reusable cups and foodware, printing on both sides or reuse the paper that has been used on one side, etc.). Moreover, we constantly perform energy saving and carbon reduction tasks, set reduction targets, and manage the performance based on specific and quantified data.
- C. Energy management
The power consumption demand of the Company is the main source for the greenhouse gas emission; therefore, increase of the energy usage efficiency is the most important task to be achieved in priority:
 1. In terms of lighting, our public spaces have been equipped with sensor lights to avoid unnecessary consumption.
 2. Energy-consuming facilities have been replaced with high-efficiency and energy-saving ones such as LED lights.
 3. We have disseminated the information of power saving means in offices, such as turning off lights during breaks. Meanwhile, we require that the air conditioning shall not be set below 25°C, except for specific areas (i.e. data centers and areas with experimental equipment).
 4. In winter, we increase air movement and circulation by opening the ventilation windows, significantly reducing the operating time of air conditioners and achieving the purpose of energy conservation.
 5. We have taken part in the plan of rooftop solar power equipment, demonstrating our support to the government's green energy policy and our fulfillment of corporate social responsibility.

Climate Change

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

4.2 Greenhouse Gas Management

1. Strategies in response to climate change or GHG management

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

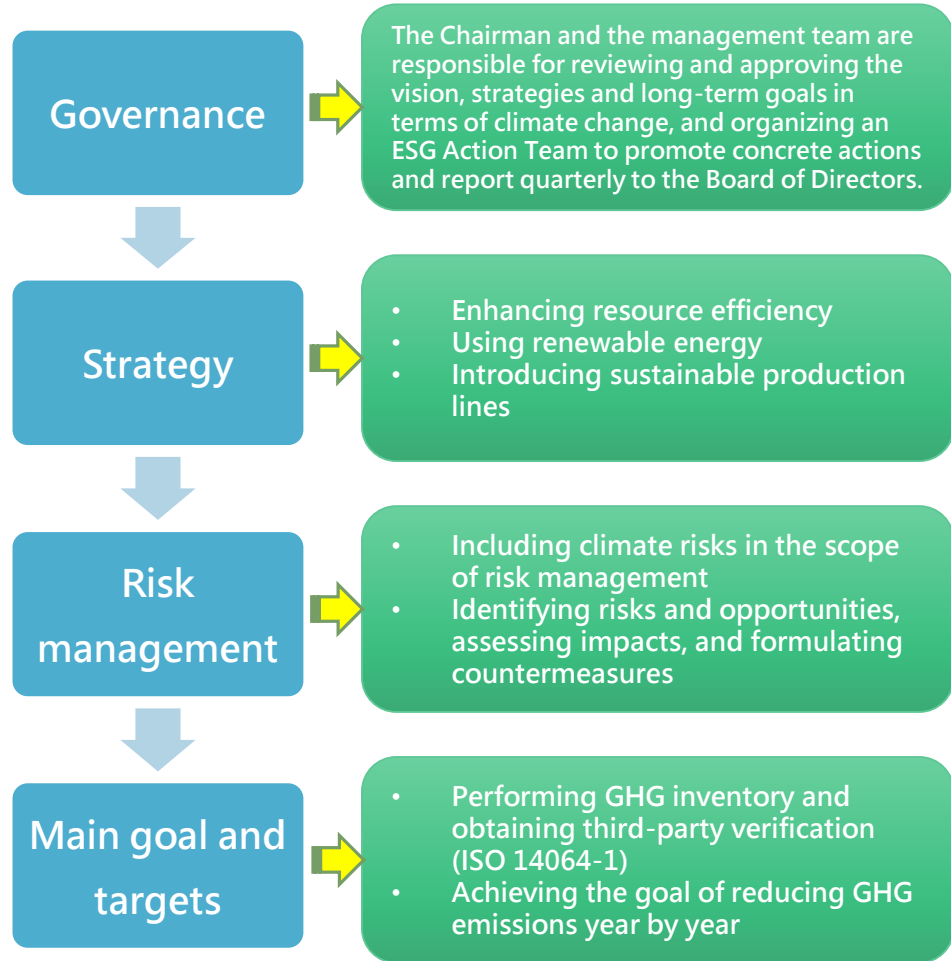
2. Strategies in response to climate change or GHG management

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

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

The self-inspection results showed that the Company’s Scope 1 GHG emissions of 2023 and 2022 were around 31,643 kg and 41,067 kg, and the Scope 2 GHG emissions were approximately below 316,924 kg and 344,625 kg of CO₂e. The Company will continue to work on reducing greenhouse gas emissions. Besides, the Company’s water consumption in 2023 and 2022 was about 1,455 tons and 1,537 tons, and the total amount of waste in 2023 and 2022 was roughly 1,455 kg and 1,537 kg (with no hazardous waste produced by the Company).

Climate Risk Management Procedure



Climate Change Risk Identification, and the Opportunities and Countermeasures

Thereof

Risk Category	Time Scope	Risk Identification	Potential Impact	Climate Change Opportunities	Related Countermeasures
Physical risks	Long-term risk	Risk of extreme climate	The production sites are subject to local extreme weather events such as heat waves, rainstorms and hurricanes, which may disrupt freight logistics as well as other related trading activities and impact the production and raw material costs.	Enhancing our disaster resilience to lower the possibility of operational disruption and the risk of loss.	Introduction of comprehensive disaster prevention measures
	Short-term risk	Risk of energy shortage	Climate change may result in extreme changes of temperature and precipitation patterns. Rising temperatures could lead to higher energy consumption, and changes of precipitation patterns could affect the availability of water resources.	Building factories around the locations of customers in response to their needs, which also helps save shipping costs.	Establishment of overseas production sites in response to customer needs
Transition risks	Medium-term risk	Risk of operating costs	With the world in the face of increasingly severe climate impacts, it is inevitable that enterprises will have higher development costs for low-carbon and eco-friendly products, as they will have to satisfy customers' demand for energy-saving and environment-friendly products to promote energy conservation and carbon reduction.	Developing eco-friendly products to expand the scope of business and services and thereby increase the revenue momentum.	Proactive investment in the development of eco-friendly products
	Short-term risk	Domestic and international legal risk	If a company is unable to respond to climate change issues and environment-related regulations/systems in a timely manner, it will have to take legal responsibilities and may lose product competitiveness.	Lowering the risk of harming the environment, and improving the corporate image.	Proactive alignment with regulatory requirements



05

Occupational Health and Safety

5.1 Personnel Structure

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

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

Item \ Year		2022	2023	Up to March 31, 2024
No. of employees	Direct labor	32	27	24
	Indirect labor	209	123	125
	R&D personnel	70	71	70
	Total	241	221	219
Average age (years old)		41.16	41.89	42.16
Average years of service (years)		6.63	7.58	7.83
Degree distribution ratio (%)	Master’s degree or above	8.30%	9.50%	9.59%
	Bachelor’s degree	69.29%	71.04%	71.69%
	High school or lower	22.41%	19.46%	18.72%

Type	2022		2023	
	No. of people	Percentage	No. of people	Percentage
Male employees	170	67.5%	155	67.5%
Female employees	82	32.0%	86	32.0%
Total No. of employees	252	100%	241	100%
New hires	47	18.6%	65	18.6%
Resigned employees	52	20.6%	60	20.6%

5.2 Employee Welfare

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

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

- 1) Purchasing group insurance for all the employees with the premiums covered by the Company, and providing the employees with accident insurance and medical insurance.
- 2) Offering emergency allowance for the employees who face hardships in their life due to accidents or other emergencies.
- 3) Granting various allowances for marriage, birthday, bereavement of a family member within the second degree of kinship, etc.
- 4) Organizing different outdoor activities (trips at home and abroad, travel subsidies, and departmental gatherings). In 2022 and 2021, as the trips at home and abroad were cancelled due to the COVID-19 pandemic, NT\$6,000 was given to each employee as the pandemic prevention and support allowance instead.
- 5) Arranging regular health checkups for employees.
- 6) Giving gifts for the 3 major festivals (cash or item).
- 7) Granting a subsidy for employee childcare and a scholarship for children' s education (21 employees applied for the childcare subsidy in 2023; a total of NT\$150,000 was given for 25 young children, which eased the employees' childcare burden).
- 8) Offering discounts for hotels, restaurants, and contract manufacturers of daily necessities.
- 9) Seizing the chances of product discounts from the suppliers on an irregular basis, and displaying/selling such products at the Company.
- 10) Holding financial investment seminars so that the employees are aware of the market trends.
- 11) Regularly distributing pandemic prevention supplies to the employees in response to the COVID-19 pandemic in recent years.

Employee Remuneration

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

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

Information on the Wage of Non-managerial Employees			Information on the Peers
Year	2022	2023	2023
Average Wage of Employees	1,009 (NT\$ thousand)	1,091 (NT\$ thousand)	951 (NT\$ thousand)
Average Starting Wage of New Hires		Wage Increase for Non-managerial Employees (%)	
NT\$38,000		2.0%~5.0%	

Retirement System

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

5.3 Friendly Workplace

Workplace Safety

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

Additionally, to effectively reduce occupational hazards and protect the health of our employees, the company periodically invites doctors to conduct health seminars and regularly arranges for physicians or nurses to provide free one-on-one consultations at the office. In 2023, approximately 56 employees participated in the one-on-one consultation services, and around 178 employees were involved in abnormal health check follow-ups and health guidance. The company also issued a total of 11 health newsletters to promote workplace safety and health awareness among all employees.

Gender Equality

Our company has long been committed to fostering a supportive workplace environment for employees. As of 2023, women account for 32% of our total workforce, and 18% of management positions are held by women. To ensure employee rights are protected, we have established internal policies such as the "Employee Handbook," "Work Regulations," "Sexual Harassment Prevention," and "Grievance Channels," which explicitly address protections related to age, working hours, leave, gender, and other factors. These measures ensure that our employees are well cared for. For pregnant employees, we have set up lactation rooms and provide comprehensive care throughout their pregnancy. Our company is dedicated to creating a gender-friendly workplace, promoting diversity and inclusion, and empowering women to fully realize their potential. This commitment sets a positive leadership example within the industry. In 2023, there were no reported incidents of discrimination within our company.



OC Social Care



6.1 Social Care

SyncMold Enterprise has been established in New Taipei City for over 40 years. As environmental and social issues gain increasing importance, the company's goals have expanded beyond mere profitability to include contributions to the local community. Therefore, each year, we are committed to upholding the spirit of corporate social responsibility (CSR) by actively giving back to our community. We harness company resources and encourage employees to participate in fulfilling these social responsibilities. Every year, just before the Lunar New Year, our company distributes winter assistance funds to residents who meet the criteria provided by local district offices. These funds are distributed at Xisheng Fude Temple in Xinzhuang and Shenqiu Fude Temple in Banqiao. Our goal is to bring warmth, blessings, and festive joy to economically disadvantaged residents. Over the past 10 years, more than 3,200 local residents have received these assistance funds, totaling NT\$17,924,000. In 2023, we provided consolation funds to 366 low-income households at Shenqiu Fude Temple in Banqiao and Xisheng Fude Temple in Xinzhuang, amounting to a total of NT\$2,388,000. In addition to these funds, we also donate NT\$1,000,000 annually to Shenqiu Fude Temple in Banqiao as an emergency relief fund, ensuring that those in urgent need can receive timely help.



To support local education and reduce the disparity in reading resources between urban and rural areas, Shin Chin Enterprise has been donating to the "Love Book House" initiative, launched by the Taiwan Reading Culture Foundation, since 2011. This initiative aims to distribute reading resources to areas in need. From 2011 to 2023, our company has donated a total of NT\$11 million, supporting over 25 schools across 9 counties and cities.

Currently, the "Love Book House" initiative has reached more than two-thirds of the counties in Taiwan, providing over 20,000 book boxes to schools for student and teacher use. Over 90% of elementary schools and 53% of junior high schools have participated in this book lending activity, with the total number of borrowings surpassing 690.6 million.



Beach Cleanup for Public Welfare

In response to government environmental protection policies and the global advocacy for sustainable environments, our company's Employee Welfare Committee launched a public beach cleanup activity in November 2023. We invited company employees and their families to participate, encouraging them to engage in corporate social responsibility through practical actions. Additionally, we invited the "Turtle Tears Beach Cleanup 99" nonprofit organization to provide guidance on beach cleanup precautions, promote waste sorting knowledge, and educate on turtle conservation. The beach cleanup event took place at the Caogao Sand Dunes in Taoyuan. A total of 80 participants, including employees and their families, took part in the activity. Despite the challenging conditions and the dirty nature of the task, everyone diligently collected trash along the 300-meter stretch of beach, making a modest contribution to environmental protection. In the end, through their dedicated efforts, a total of 73 kilograms of trash and waste were collected, achieving the goal of this green initiative. Moving forward, Xinjing Group hopes to promote environmental protection principles through diverse methods and continue to engage in social responsibility with practical actions.



Other Social Welfare Projects We Actively Took Part in

•**Emergency Scholarships and Educational Assistance:**

- Donated NT\$200,000 in emergency scholarships to Taitung High School and Zhongli High School.

- Benefited 40 students.

•**Scholarships for Disadvantaged Students:**

- In December 2023, donated scholarships to Xinzhong Min'an Elementary School to support academically outstanding but financially disadvantaged students in completing their education.

•**Victim Protection Support:**

- Chairman serves as an Executive Director of the Ministry of Justice's Crime Victim Protection Association, providing long-term assistance in advancing victim protection services.

•**Firefighter Medical Care Trust Fund:**

- Donated NT\$500,000 to the Public Trust Fund for Firefighter Medical Care.

•**Donations to Care Institutions:**

- Donated supplies to Tainan City Private Yuai Home for children.

•**Support for the Disabled Children's Baseball Tournament:**

- Sponsored NT\$200,000 for the 6th "LLB Challenger Cup" Disabled Children's Charity Baseball Tournament.

- Encouraged employees to volunteer at the event.

•**Spreading Love and Courage:**

- Donated crepes to Qi Zhi Home, Guanyin Love Home, and Kaohsiung Renai Home.

•**Board Membership and Support for Rehabilitative Services:**

- Serves on the Board of the Rehabilitative Protection Association.

- Provided ongoing financial support for the young children of female inmates in Taoyuan Women's Prison and Yilan Women's Detention Center.

•**School Facility Upgrades:**

- Donated NT\$2,448,118 for air conditioning and projection equipment to the activity center of Yunlin County Ren Guo Elementary School.

- Benefited approximately 1,500 teachers and students.



7. GRI Index

Disclosure Item		Corresponding Chapter		Page No.
GRI 102 : General Disclosures - Based on "Core Option"				
Organizational profile	102-1	Name of the organization	Company Profile	9
	102-2	Activities, brands, products, and services	Company Profile	10
	102-3	Location of headquarters	Company Profile	9
	102-4	Location of operations	Company Profile	9
	102-5	Ownership and legal form	Company Profile	9
	102-6	Markets Served	Company Profile	9
	102-7	Scale of the organization	Company Profile	9
	102-8	Information on employees and other workers	Personnel Structure	25
	102-9	Supply chain	Supply Chain Management Policy	18
	102-10	Significant changes to the organization and its supply chain	Company Profile; Sustainable Supply Chain	-
	102-11	Precautionary principle or approach	Risk management	23
	102-12	External initiatives	The Company did not sign and recognize any relevant documents in 2021.	-
	102-13	Membership of associations	None	-
Strategy	102-14	Statement from senior decision-maker	Message from the Chairman	4

Disclosure Item		Corresponding Chapter	Page No.	
Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	Ethical Management	16
Governance	102-18	Governance structure	Organizational Structure	11
Stakeholder engagement	102-40	List of stakeholder groups	Stakeholder Identification	6
	102-41	Collective bargaining agreements	The Company had no relevant agreements in 2021.	-
	102-42	Identifying and selecting stakeholders	Stakeholder Identification and Communication	6
	102-43	Approach to stakeholder engagement	Stakeholder Identification and Communication	6
	102-44	Key topics and concerns raised	Identification of Material Issues	7
Reporting practice	102-45	Entities included in the consolidated financial statements	Business operation performance	14
	102-46	Defining report content and topic boundaries	About the Report	3
	102-47	List of material topics	About the Report	3
	102-48	Restatements of information	There were no such events in the Company in 2021.	-
	102-49	Changes in reporting	About the Report	3
	102-50	Reporting period	About the Report	3
	102-51	Date of most recent report	About the Report	3
	102-52	Reporting cycle	About the Report	3

Disclosure Item		Corresponding Chapter		Page No.
Reporting practice	102-53	Contact point for questions regarding the report	About the Report	3
	102-54	Claims of reporting in accordance with the GRI Standards	About the Report	3
	102-55	GRI content index	GRI content index	33~37
GRI 103 : Management Approach				
	103-1	Explanation of the material topic and its boundary	Material Issues and Boundaries	6
	103-2	The management approach and its components	Please refer to different chapters.	-
	103-3	Evaluation of the management approach	Please refer to different chapters.	-
GRI 201 : Economic performance				
	201-1	Direct economic value generated and distributed by the organization	Business operation performance	14
	201-2	Implications and other risks and opportunities due to climate change	Climate Change Risk Management	23
	201-3	Defined benefit plan obligations and other retirement plans	Employee welfare	28
	201-4	Financial assistance received from government	None	-
GRI 203 : Economic Impacts				
	203-1	Talent development	Friendly Workplace	28

Disclosure Item		Corresponding Chapter		Page No.
GRI 302 : Energy				
	302-4	Reduction of energy consumption	Environmental Policy and Management	21
	302-5	Reductions in energy requirements	Greenhouse Gas Management	22
GRI 305 : Emissions				
	305-1	GHG emissions	Greenhouse Gas Management	22
	305-5	Reduction of GHG emissions	Environmental Policy and Management	21
GRI 307 : Environmental Compliance				
	307-1	Non-compliance with environmental laws and regulations	Environmental Policy and Management	21
GRI 308 : Suppliers				
	308-1	Supplier screening	Sustainable Supply Chain	19
GRI 401 : Employment				
	401-1	New employee hires and employee turnover	Personnel Structure	25
	401-2	Benefits provided to full-time employees	Employee welfare	26
	401-3	Parental leave	Employee welfare	26

Disclosure Item		Corresponding Chapter	Page No.
GRI 403 : Occupational Health and Safety			
403-1	Occupational health and safety management system	Friendly Workplace	28
403-2	Friendly workplace	Friendly Workplace	28
403-3	Occupational health and safety	Friendly Workplace	28
GRI 414 : Suppliers			
414-1	Supplier management	Supply Chain Management Policy	18~19
Others			
	Social engagement	Social Care	30

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

Greenhouse Gas Verification Report Opinion

THGHG24135-00

Verification SYNCMOLD ENTERPRISE CORP.

Scope: 9F., No. 168, Jiankang Rd., Zhonghe Dist., New Taipei City 235, Taiwan
No. 6, Ln. 403, Min'an Rd., Xinzhuang Dist., New Taipei City 242, Taiwan
3F., No.348, Shanying Rd., Gueishan Dist., Taoyuan City 333, Taiwan

Verification Criteria: ISO 14064-1 : 2018

Verification Objectives : According to ISO 14064-3:2019, AFNOR Asia Ltd. (AFNOR ASIA) confirms that the GHG statement (GHG inventory report) of the above-mentioned organization(s) is reported in accordance with the verification criteria agreed by both parties. AFNOR performs the verification with an objective and fair position and principle (relevant, complete, consistent, accurate, and transparent).

Data Period : 01 01, 2022 - 12 31, 2022

Verification Data :	Direct GHG emissions (category 1):	41.0673	tons CO2e
	Energy indirect GHG emissions (category 2):	344.6265	tons CO2e
	Indirect GHG emissions (category 3-6):	2334.9551	tons CO2e

Global Warming Potential (GWP) : refer to IPCC 2021 Year, the 6 assessment report

Statement Basis : This statement must be interpreted as a whole with the following.

GHG Inventory report (version :	2	; Date :	04 25, 2024)
GHG Inventory (version :	2	; Date :	04 25, 2024)

Materiality : 5% (category 1 and category 2)

Type of Opinion : unqualified qualified (see the subsequent page) disclaim the issuance

Verification Conclusion: Confirm that the organization submits a GHG statement in accordance with the requirements of the verification criteria agreed by both parties, and fairly presents the GHG data and related information, which is consistent with the verification scope, objectives and criteria agreed by both parties.
Declares that the reasonable assurance level of the inventory data is category 1 and category 2.

Date of Issuance: 06 21, 2024

APPROVED BY



Patrick NI
Director for Certification
ON BEHALF OF
AFNOR ASIA