Shaping a greener tomorrow

Creating endless possibilities

Inspiring change through innovation

2024 Sustainability Report

# CONTENTS


**About the Report**

**Words from GM**

**Sustainability Organization**

**Materiality Management**

**Climate Change-related Risk**

## 1 Corporate Governance

1.1 Business Development
1.2 Corporate Governance
1.3 Cyber Security

## 2 Sustainable Management

2.1 Quality Management
2.2 Sustainable value chain
2.3 Innovation and R&D

## 3 Green Production

3.1 Energy management and GHG Reduction
3.2 Resource and Waste Management
3.3 Water Resources Management
3.4 Environmental Management

## 4 Employees Relation

4.1 Talent Recruitment & Retention
4.2 Cultivation and Development
4.3 Compensation & Benefits
4.4 Employee Relations Management
4.5 Occupational Safety and Health

## 5 Community

5.1 Social Well-being
5.2 Education Promotion
5.3 Sustainable Environment

# About the report

This Sustainability Report is published by SINTEX LTD. (hereinafter referred to as "SINTEX" or "the Company") and represents the Company's second annual disclosure of its sustainability performance. The report outlines our progress and initiatives across Environment, Social, and Corporate Governance (ESG) dimensions for the reporting year.

This report is prepared with references to the Global Reporting Initiative (GRI) Standards, the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and the Sustainability Accounting Standards Board (SASB) framework. To ensure alignment with globally recognized sustainability frameworks, SINTEX conducted a materiality assessment and actively engaged a broad range of stakeholders to identify and prioritize key sustainability topics, and established communication channels in daily operations.

## Reporting Boundary

This report covers the SINTEX Group, including the Taiwan office, all manufacturing partners in the Philippines, three manufacturing partners in Vietnam, three manufacturing partners in Cambodia, and two manufacturing partners in China.

## Reporting Period

This Sustainability Report covers SINTEX's sustainability practices and performance on material ESG issues from January 1 to December 31, 2024.
This report was issued in Sep. 2025.

## Contact Information

We welcome your feedback and inquiries regarding this Sustainability Report. Please feel free to contact our ESG team or reach out to the appropriate local offices listed below:

Cambodia: PXRJ+JR6, Mukh Kampul, Cambodia
China: No. 1 Yanzhong Street, Yanmen Road, Baishui County, Weinan City, Shaanxi
Philippines: Block B4, Corner 3rd St. Mepz 1, Ibo, Lapu - Lapu City.
Vietnam: Đường số 12, Dĩ An, Bình Dương, Vietnam
Taiwan: No. 585-11, Ruiguang Rd., Neihu Dist., Taipei City
Email: ESG team. esg-team@sportscity.com.tw

Your input helps us improve our sustainability performance.

# GM Message



Hi Team,

The global landscape is marked by unprecedented uncertainty and rapid transformation. Geopolitical tensions, economic volatility, and the tangible impacts of climate change—such as extreme weather, resource shortages, and supply chain disruptions—are reshaping corporate risks and broadening our responsibilities as corporate citizens.

At SINTEX, we see sustainable development as inseparable from the social and environmental contexts in which we operate. With agility and foresight, we strive to build resilience and drive meaningful change in response to these evolving challenges. ESG is pillar of our competitiveness, guiding actions across three dimensions:

- Environment: Advancing energy efficiency, emission reduction, and low-carbon transition to strengthen manufacturing resilience and green competitiveness.
- Social: Enhancing community integration, inclusivity, and people-centered care while fostering a responsible culture.
- Governance: Strengthening risk management, compliance, and accountable decision-making to reinforce adaptability across the value chain.

To fulfill our commitments, SINTEX has established an ESG Committee and dedicated teams to define strategies, action plans, and accountability frameworks. Through cross-functional and partner collaboration, we aim to reduce environmental impact, improve efficiency, and deliver positive social and industry outcomes.

In manufacturing, we deploy energy-efficient technologies, carbon tracking, and smart systems to enhance performance and operational resilience. Across the supply chain, we strengthen sustainability standards to ensure compliance with responsible production practices. As ESG expectations rise globally, we respond with accountability and practical actions.

While we cannot control the wind, we can adjust our sails. The future depends not only on external forces, but on the choices we make today. SINTEX remains committed to sustainable transformation with pragmatic action and long-term vision—grounded in responsibility for future generations.

Sincerely,
General Manager Kai.

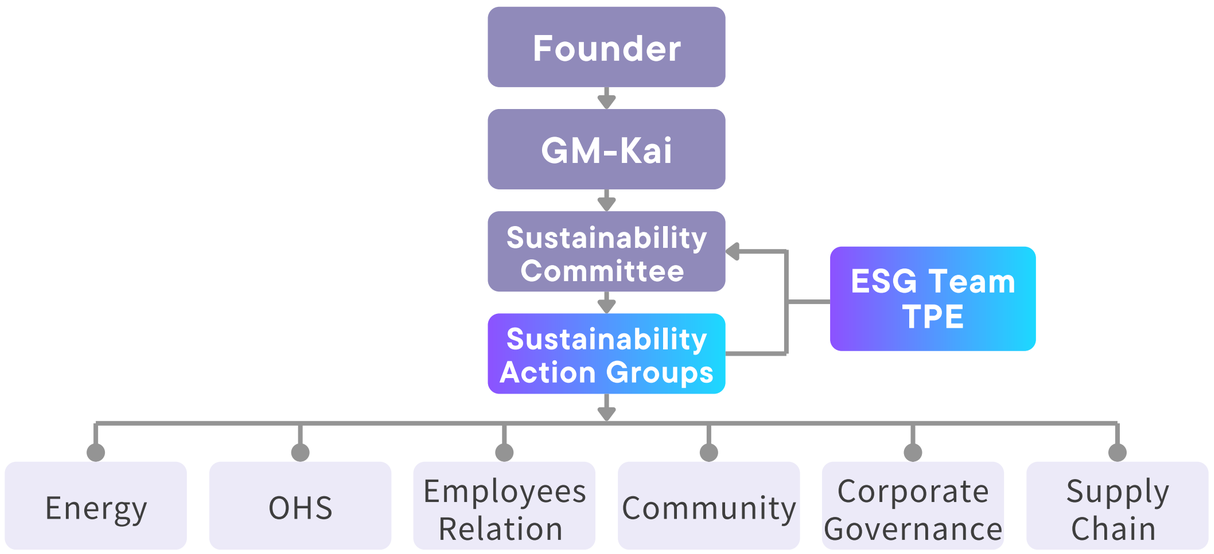
# Sustainability Organization

## Sustainability Committee

The Sustainability Committee is chaired by the Founder, with the General Manager serving as executive leader. Members include management, department heads, regional managers, and the ESG team, which reports directly to the Committee.

The Committee oversees six Action Groups, each executing targeted initiatives. Project managers drive activities and encourage teams to propose innovative ideas. Action Groups implement project objectives and provide feedback for improvement, collaborating with the ESG team to achieve goals approved by the Committee.

The Committee convenes every two months. The ESG team is responsible for collecting internal and external data and reporting on project progress. In 2024, alongside ensuring strict compliance with brand requirements, environmental initiatives and community co-creation will be key areas of focus.




## Outline of Sustainability Committee :

- Recognizes Energy as the main priority
- Surpass the Brand Partners' Energy Targets
- Emphasizes the importance of talent attraction
- Carbon reduction targets validated and approved by SBTi
- Promotes community inclusion and shared prosperity

## Outline of Sustainability action groups :

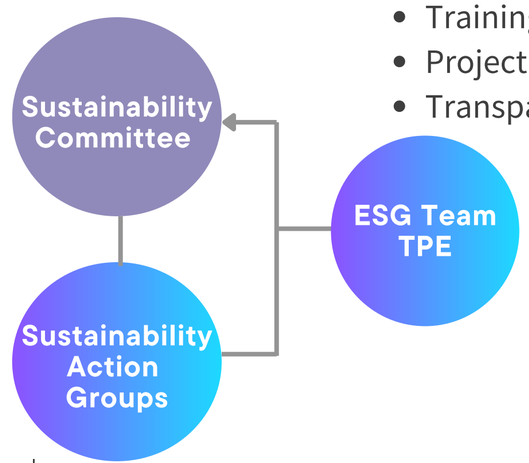
- Implements Energy and OHS initiatives.
- Monitors regional regulations and recommends improvements.

**Duties | Sustainability Committee**

- Strategy Formation
- Risk Management
- Drive Implementation
- Leadership

**Duties | ESG Team TPE**

- Relationship Management
- Data Collection
- Training and Education
- Project Execution
- Transparent Reporting




**Global Project Manager | Sustainability Action Groups**

- Planning and Driving
- Maintaining Compliance
- Supervision and Coordination
- Innovation and Improvement

**Regional Project Manager | Sustainability Action groups**

- Coordinate and Communication
- Execution and Assistance
- Feedback and Suggestions

# Materiality Management

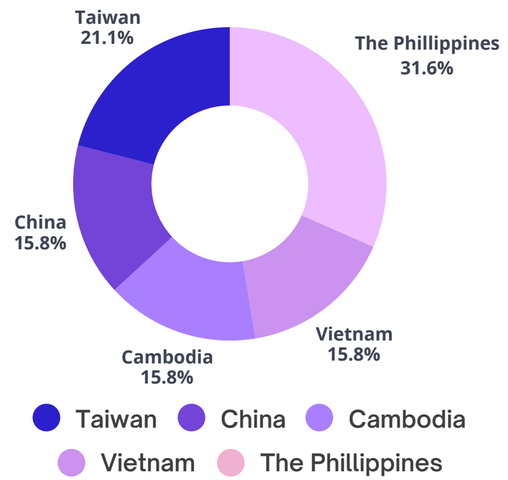
## Stakeholder

The ESG team draws on international standards, brand requirements, and local regulations to ensure comprehensive coverage of key issues. Stakeholder concerns are gathered through questionnaires and consolidated into material topics.The findings from this process are summarized in the results.

### Stakeholders




### Employee Nationality Distribution (Survey)




ESG team identify potential materiality topics

Management team conducts an assessment of potential impacts

Stakeholder concern results are collected and analyzed

Compare and prioritize two outcomes

## Materiality Assessment

The management team assesses various topics based on their potential impact and severity. The results of this evaluation are presented in Figure 2 below. The topics reviewed include Climate Change Adaptation, Energy and GHG Management, Compliance with Legal Obligations, Product Quality and Safety, Risk Management, Talent Attraction and Retention, Business Performance, Customer Relationship Management, Labor Health and Safety, and Talent Development and Training.

### SINTEX Materiality analysis based on GRI 3




ESG team propose list of major material topics in priority order

GM and Sustainability Committee review and approve final major topics

# Materiality Assessment

| Environment | Climate Change Adaption (Flood and Heat) | Climate Change Adaption (Typhoon) | Energy and GHG Management |
|---|---|---|---|
| **Positive impact** | 1. Improve worker safety<br>2. Enhance capacity to respond to natural disasters | 1. Reduce harm to workers, buildings, and assets<br>2. Increase safety of expatriate staff during disasters | 1. Precisely control GHG emissions<br>2. Reduce energy intensity |
| **Risk and Negative Impact** | 1. Rising temperature make the working environment uncomfortably hot<br>2. Flooding causes damage in KH and PH | 1. Damage to manufacturing partners and warehouses in PH<br>2. Disruption of communications between MP and HQ | 1. Inability to meet customer requirements, leading to lost orders<br>2. Inability to calculate accurate carbon costs |
| **Affected level** | Operations & Company orders | Operations & Company orders | Operations & Company orders |
| **Risk happened trend** | Within one year | Within one year | Within one year |
| **Risk severely level** | High | Extremely High | Extremely High |
| **Risk management actions** | 1. Develop flood preparedness SOP<br>2. Conduct regular flood drills and relocate machinery to higher ground | 1. Develop typhoon preparedness SOP<br>2. Review building insurance coverage<br>3. Maintain emergency food supplies and generators in dormitories | 1. Install smart grids and EMS in all manufacturing partners<br>2. Implement GHG reduction plans across all facilities<br>3. Increase RE and EAC usage |
| **Related Policy/ Commitments** | Enhance disaster preparedness in dormitories and manufacturing partners | Enhance disaster preparedness in dormitories and manufacturing partners | Participate in SBTi, using 2022 as baseline year |
| **Targets** | Complete KH flood drills and SOP by 2025 | Complete insurance review by 2024 | Reduce Scope 1 & 2 GHG emissions by 42% by 2030 |
| **Progress update** | Regularly review facility insurance coverage to ensure alignment with operational needs and potential risks | | Emission reduction targets approved by SBTi. |
| **Evaluation methods** | Evaluate drill results against internal standards | | Annual GHG inventory |
| **Contacts** | ESG Team and Manufacturing Partners Compliance | | ESG Team and Manufacturing Partners Compliance |

# Materiality Assessment

| Social | Talent Attraction and Retention | Talent Development and Training | Labor Health and Safety |
|---|---|---|---|
| **Positive impact** | 1. Enhance technical capabilities<br>2. Improve decision-making quality<br>3. Increase the company’ s development | 1. Improve performance and multi-role capability<br>2. Close human resource skill gaps | 1. Improve workplace safety<br>2. Reduce injury and accident rates<br>3. Lower employee insurance costs |
| **Risk and Negative Impact** | 1. Extended job vacancies hinder decision-making<br>2. Frequent resignations cause communication issues<br>3. Poor decision-making due to skill gaps | 1. Poor performance from inadequate training<br>2. Employee turnover due to lack of development opportunities | 1. Increase in workplace injuries reduces efficiency<br>2. Workplace fatalities<br>3. Frequent audit issues due to poor OHS conditions<br>4. Penalties or contract termination from brand partners |
| **Affected level** | Operations | Operations | Operations & Company orders |
| **Risk happened trend** | Within three years | Within three years | Within one year |
| **Risk severely level** | High | High | Extremely High |
| **Risk management actions** | 1. Improve the company website<br>2. Use social media to boost manufacturing partners visibility | 1. Launch e-learning platform for Taiwan HQ<br>2. Conduct regular seminars | 1. Monitor workplace injury compliance<br>2. Upgrade equipment based on audit results<br>3. Provide regular OHS training |
| **Related Policy/ Commitments** | Maintain higher retention rate than competitors | 1. Maintain general competency training programs<br>2. Expand specialized competency courses and enhance onboarding experience | Zero work-related fatalities |
| **Targets** | Reduce turnover rate | HQ average training hours per employee: 12.9 hrs | 1. Fewer than 3 OHS findings per manufacturing partners<br>2. Zero building safety findings |
| **Progress update** | Global turnover rate 28% in 2024 | HQ average training hours per employee: 11.4 hrs<br>(Three planned courses have been postponed) | 1. Internal monitoring of OHS reporting system<br>2. Maintain proactive OHS incident reporting platform |
| **Evaluation methods** | HR performance metrics | HR performance metrics | External audit reports |
| **Contacts** | Manufacturing Partners HR | Manufacturing Partners HR | ESG Team and Manufacturing Partners HR Compliance |

# Materiality Assessment

| Governance | Laws Obligation and Obey | Product Quality and Safety | Customer Relationship |
|---|---|---|---|
| **Positive impact** | 1. Strengthen corporate reputation<br>2. Maintain strong relationships with local communities and governments | 1. Improved quality enhances reputation and credibility<br>2. Reduced complaint rates can help prevent revenue loss | 1. Enhance brand reputation<br>2. Foster trust and collaboration for co-innovation |
| **Risk and Negative Impact** | 1. Fines and penalties from local authorities<br>2. Legal action against the company or local<br>3. Order lost due to law disputes<br>4. Delays in shipment and cargo detention resulting in financial losses | 1. Higher complaint and return rates leading to revenue loss<br>2. Lower reputation and customer satisfaction scores<br>3. Product safety failures may result in total order cancellations | 1. Reduced opportunities for new orders<br>2. Receiving critical information later than competitors |
| **Affected level** | Operations & Company orders | Operations & Company orders | Operations & Company orders |
| **Risk happened trend** | Every Day | Every quarter | Every quarter |
| **Risk severely level** | High | High | Extremely High |
| **Risk management actions** | 1. Monthly compliance meetings to review legal updates<br>2. Quarterly group meetings to discuss potential legal compliance issues<br>3. Finance team meetings for potential financial compliance issues | 1. Increase frequency of quality checks<br>2. Enhance worker training programs<br>3. Utilize metal detection equipment | 1. Proactively update customers with relevant information<br>2. Actively participate in performance review meetings and seminars |
| **Related Policy/ Commitments** | Annual reduction of legal violation rate | Reduce complaint rate | 1. Improve customer satisfaction<br>2. Conduct brand partner satisfaction surveys for all customers |
| **Targets** | 1. Fewer than 5 finance-related legal violations annually<br>2. Fewer than 10 environmental legal violations annually | Ensure high scores on each customer/vendor assessment and meet or maintain client-set standards | 1. Conduct satisfaction surveys quarterly<br>2. Expand survey scope to include sustainability topics |
| **Progress update** | 1. No environmental legal violations in 2024<br>2. Passed effluent and air emission tests in 2024 | Complaint rate reduced by 5% in Q1 compared to the previous quarter | Internal planning; expected launch in 2025 |
| **Evaluation methods** | Number of legal violation incidents | 1. Monthly quality reports<br>2. Customer satisfaction scores | Quarterly customer performance reviews |
| **Contacts** | Manufacturing Partners Compliance and Local Finance Teams | Head of Quality Management and Manufacturing Partners QMS | Account Managers |

# Climate Change-related Risk

## Governance

In response to climate change, SINTEX established the Sustainability Committee in 2022 to set sustainability strategies and targets, and to oversee implementation performance, including the achievement of SBTi-aligned carbon reduction goals and the proportion of renewable energy usage.

In parallel, an ESG Team, led by the Chief Sustainability Officer, was formed as a dedicated function to manage climate-related issues, drive the execution of sustainability strategies, and support internal departments and overseas sites in addressing customer priorities. The ESG Team reports progress and outcomes to the Sustainability Committee on a regular basis.

## Strategy

Considering the industry’ s characteristics and the distribution of overseas manufacturing partners, SINTEX has identified physical risks as the most critical to operations. The company therefore prioritized risk assessments for overseas manufacturing sites, referencing emission scenarios from the IPCC Sixth Assessment Report (AR6) to evaluate potential short-, medium-, and long-term events and develop corresponding strategies. Moving forward, SINTEX will adopt a TCFD-aligned framework to assess climate-related risks across both domestic operations and overseas manufacturing partners.

## Risk Management

The process of identifying, assessing, and addressing short-, medium-, and long-term climate-related risks and opportunities is overseen by the ESG Team. For overseas partners facing higher levels of physical risk, the ESG Team works closely with the relevant manufacturing partners to develop and implement appropriate action plans. Related data is collected and monitored annually to guide risk management efforts and inform resource allocation.

In the coming year, SINTEX plans to adopt a TCFD-aligned framework to systematically evaluate climate-related risks and opportunities across five categories—policy and regulatory, technological, market, reputational, and both acute and chronic physical risks. The potential impact on each site will be assessed, with prioritization determined by multiplying the “impact level” by the “likelihood of occurrence.” Key climate risks and opportunities will be reviewed and endorsed by the Sustainability Committee.

This mechanism will be integrated into the company’ s broader risk management system, with results reviewed regularly to ensure alignment with current conditions. This approach enables SINTEX to remain prepared to respond promptly and effectively to emerging climate-related challenges.

## Metrics and Targets

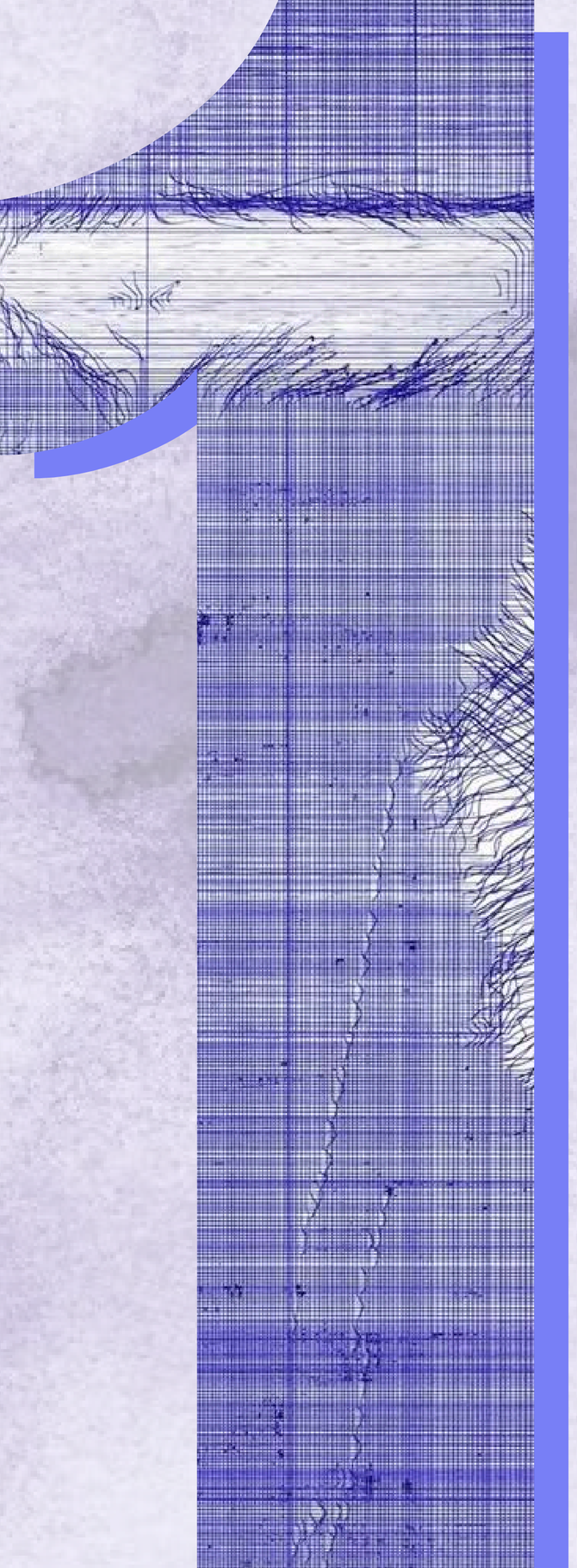
SINTEX manages climate-related issues through the ESG Team in collaboration with relevant departments, leading all manufacturing partners in implementing carbon reduction initiatives. Our primary climate-related metrics and targets focus on greenhouse gas (GHG) emissions and the share of renewable energy usage.

Since 2023, SINTEX has calculated its GHG emissions annually in accordance with the GHG Protocol methodology. Our carbon reduction targets have been validated by the Science Based Targets initiative (SBTi), ensuring alignment with global climate science.

In terms of adapting to physical risks, particularly those caused by extreme weather events, the company will implement targeted climate adaptation strategies and maintain a robust Business Continuity Plan (BCP) to ensure operational resilience.

## Physical Risk

| Risks & Opportunities | Issues | SINTEX Respond |
|---|---|---|
| **Immediacy (In 2 years)** | Increased frequency of extreme weather | 1. In 2024, the Philippines site plans to implement Standard Operating Procedures (SOPs) for typhoon preparedness and post-event recovery.<br>2. Replace or procure an emergency generator for the dormitory to ensure a reliable power supply during outages.<br>3. Install a Reverse Osmosis (RO) water system to ensure water safety and supply. |
| **Long-term risks (In 5 years)** | Significant changes in rainfall and overall weather patterns | 1. Develop and implement Standard Operating Procedures (SOPs) for flood prevention in the Philippines and Cambodia.<br>2. Relocate high-value machinery to elevated areas to mitigate potential flood damage. |
| **Long-term risks. (In 5 years)** | An increase in average temperatures | 1. Assess the feasibility of installing super fans or water-cooled air conditioning systems in production facilities.<br>2. Conduct regular monitoring of machinery operating temperatures.<br>3. Explore options for replacing outdated machinery models to enhance operational efficiency and reliability. |



# Corporate Governance

## 1.1 Business Development
## 1.2 Corporate Governance
## 1.3 Cyber Security






# 1.1 Business Development

Founded in 1988, SINTEX INTERNATIONAL LTD. delivers performance-driven apparel solutions by integrating craftsmanship, quality assurance, and data-driven operations. Our goal is to co-create products that offer greater comfort, enhanced functionality, and extended durability for our customers.

Guided by the vision of becoming a partner for success, we collaborate with world-renowned sports brands through excellence in development, strict quality control, sustainability commitment, and a spirit of innovation. Our global footprint is supported by strategic manufacturing partnerships across China, Vietnam, the Philippines, and Cambodia, enabling us to respond swiftly to market needs while driving long-term business growth.

## Competitive Advantages

**Data-Driven Operations**

SINTEX leverages data analytics to transform complex information into clear visual insights, revealing patterns and trends more intuitively. By enhancing transparency, we can better anticipate potential risks and opportunities and identify key breakthroughs. Real-time data integration enables fast, accurate decision-making and precise production management, while automation and predictive maintenance optimize resource use and minimize downtime. These capabilities support our transition from experience-based management to intelligence-driven decision-making, fostering a more scientific and effective approach to business operations.

**Sustainable Growth**

Backed by solid financial foundations and strong managerial capabilities, SINTEX continues to demonstrate long-term competitiveness in the global market. We proactively address emerging challenges in product quality, material sourcing, market trends, and regulatory compliance, ensuring agility and foresight. Operationally, we remain focused on our core business while maintaining financial discipline and advancing sustainability goals. Through active climate risk assessments and carbon reduction initiatives, we have earned the trust and recognition of leading global brands.

## Product Diversity and Market Agility

SINTEX offers highly flexible development and production capabilities, delivering a wide range of product categories—from accessories to high-performance outerwear—tailored to the specific needs of our brand partners. With strong execution and operational agility, we help transform design concepts into market-leading products efficiently and effectively.

Through innovative design, rigorous production processes, and comprehensive quality control systems, SINTEX provides a one-stop service platform that supports clients from concept development and sampling to process optimization and full-scale production. By integrating strategic planning with emerging manufacturing technologies, we ensure every product balances performance and aesthetics, enabling our customers to stand out in fast-changing global markets.

## Digitalization and Automatic production

We acknowledge the importance of digitalization and automatic production to be more productive and make more precise decisions based on data; we are cooperating with our supplier and manufacturer to develop a dashboard and mission center. Moreover, we implement radio-frequency identification (RFID) to further improve our tracking and shipping efficiency.

Besides, we are expanding our Digitalization Development & Integration team (DDI team) to better serve our manufacturer's needs. With the establishment of the mission center in 2024, there will be 14 branch projects further to improve our ability in Digitalization and Automatic production.

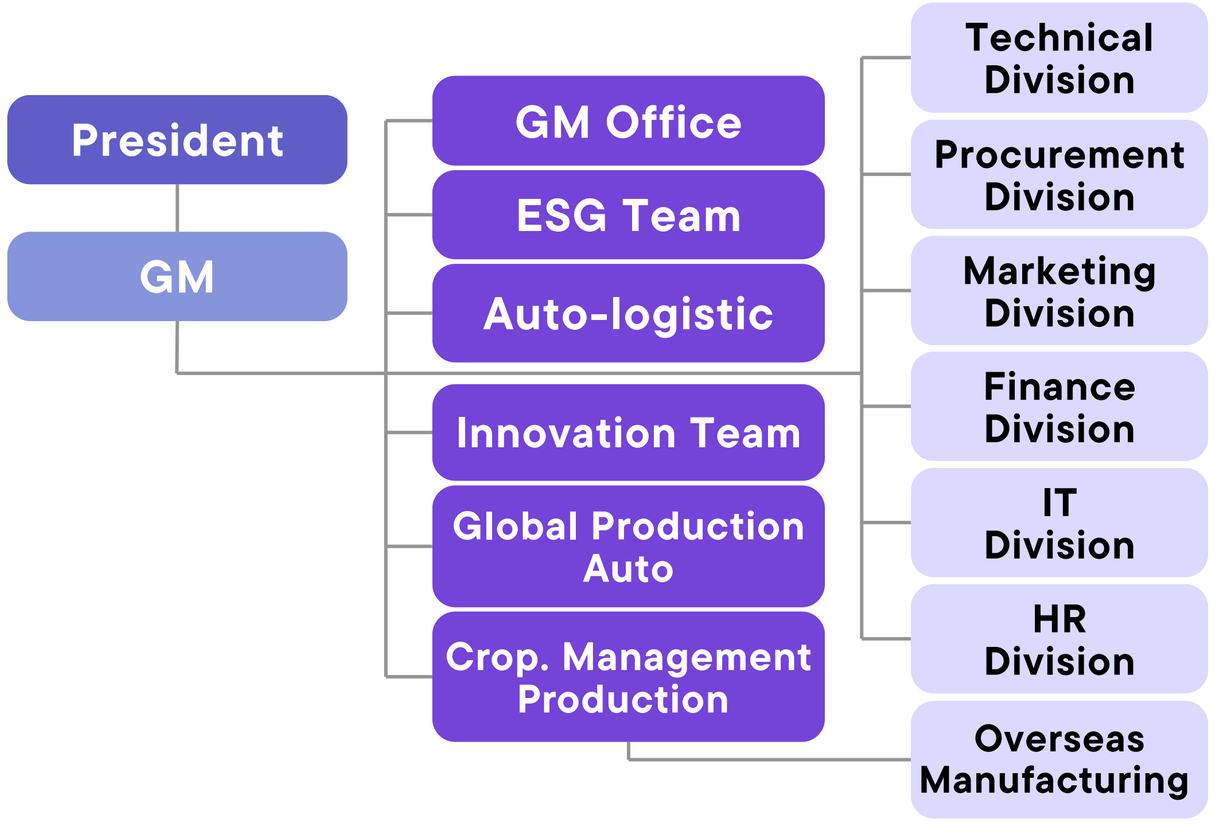
| DDI TEAM<br>Digitalization Development & Integration | MANUFACTURING PARTNER TEAM<br>Project Owner & Core Team |
|---|---|
| • Driven by TPE Head Quarters<br>• 30+ Software Engineers<br>• 20+ years of Experience in App Manufacturing<br>• 15+ years in software development | • Driven by Manufacturing Partner Managers<br>• Cross Functional Team Collaboration<br>• In placed M&E & IE Leadership following Lean Manufacturing Principles |
| 1. Create & Establish Policy Design<br>2. Conduct Training and Promotion<br>3. Drive Project Execution & Troubleshoot Problems<br>4. Evaluate Digitalization Effectiveness<br>5. Report Data Management & Audit | 1. Support & Execute Project Plan<br>2. Assess, resolve issues & escalate when required<br>3. Develop strategies & enhancement plan based on actual project implementation<br>4. Provide Project Execution Report |

# 1.2 Corporate Governance

## Organizational Structure

As of July 2025, SINTEX has updated its organizational structure to enhance strategic coordination and operational efficiency. Under the leadership of the President and General Manager, the organization is composed of core functional groups and business divisions, as illustrated in the chart below.

To strengthen sustainability governance, the ESG Team was established in 2022, serving as a dedicated unit reporting directly to the General Manager.The Manufacturing production partners located in the Philippines, Vietnam, Cambodia, and China, support SINTEX’ s global manufacturing strategy.



## Performance Management

The operational growth of the company is a key factor that enables SINTEX to maintain long-term sustainability. At the same time, financial performance remains a primary concern for investors. Therefore, ensuring steady operational growth is essential. We regularly review our operational and financial performance and adjust our business strategies based on assessments of customer behavior and industry trends.

## Legal Compliance

Compliance with environmental, social, and economic regulations is a cornerstone of stakeholder trust at SINTEX. We ensure compliance through regular communication with internal staff and the establishment of internal policies. In addition, we implement internal audit functions to detect anomalies and prevent unlawful activities within the organization.

In this reporting year, there were no significant legal violations, defined as fines exceeding USD 30,000.

## Integrity in Business

SINTEX’s corporate vision centers on “Value Creation, Market Focus, and Sustainability.” To realize this vision, we recognize the critical importance of cultivating a culture of integrity and ensuring its integration across all operations.

To uphold ethical and transparent business practices, we guarantee whistleblower protection. Multiple reporting channels—including the official website, internal networks, hotlines, and postal services—are available to both employees and external parties.

We maintain strict confidentiality of whistleblower identities and prohibit any retaliatory actions. Anonymous reporting is also permitted to prevent dishonest, fraudulent, or criminal behavior.

SINTEX reinforces its commitment to anti-corruption through the “Code of Ethics,” “Integrity Operating Guidelines,” and the “Employee Code of Conduct.” These documents require senior management to perform their duties prudently, with discipline and fairness. They prohibit the misuse of non-public information for personal gain or actions that compromise stakeholder interests.

In consultation with employees, unions, key business partners, and other stakeholders, SINTEX and its subsidiaries have established integrity prevention programs that address the following risks:

- Bribery and extortion
- Illegal political donations
- Improper charitable contributions or sponsorships
- Inappropriate gifts, hospitality, or undue benefits
- Infringement of intellectual property rights
- Unfair competitive practices
- Violation of stakeholder rights, health, or safety

These efforts are designed to uphold high ethical standards and ensure compliance with relevant laws and regulations, fostering transparency and stakeholder trust.

Additionally, SINTEX requires management to implement business integrity policies in all internal and commercial activities. Prior to any transaction, the Company must assess whether agents, suppliers, customers, or partners are involved in unethical practices. Contracts must include integrity clauses with provisions for termination if any dishonest behavior is identified.

# 1.3 Cyber Security

## Governance Structure and Strategy

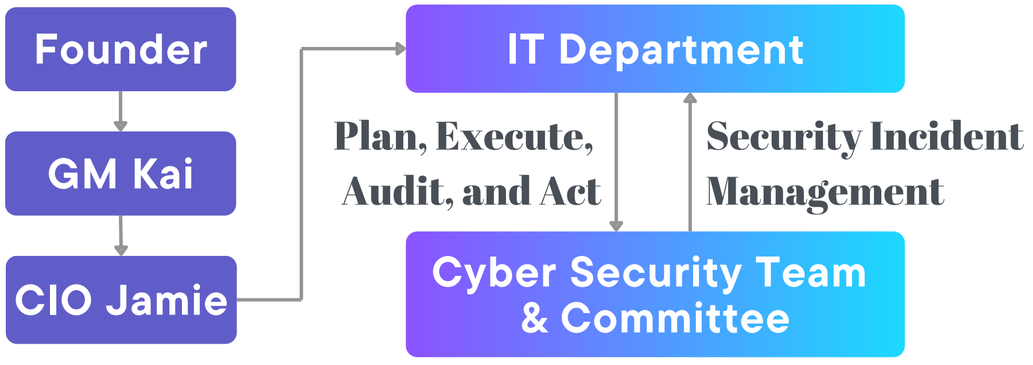
Amid the rapid development of artificial intelligence, the landscape of information security threats has evolved from traditional malware and network intrusions to sophisticated risks such as AI-generated fraud, misinformation, data leaks, and supply chain vulnerabilities.

SINTEX recognizes information security as a cornerstone of sustainable operations and has established a Cyber Security Team & Committee under the CIO’ s supervision, supported by the IT Department. The team is composed of four functional roles: Chief Information Security Officer, Information Security Management Representative, Documentation Team, and Audit Team, each responsible for specific governance duties such as policy formulation, initiative implementation, documentation, and security operations.

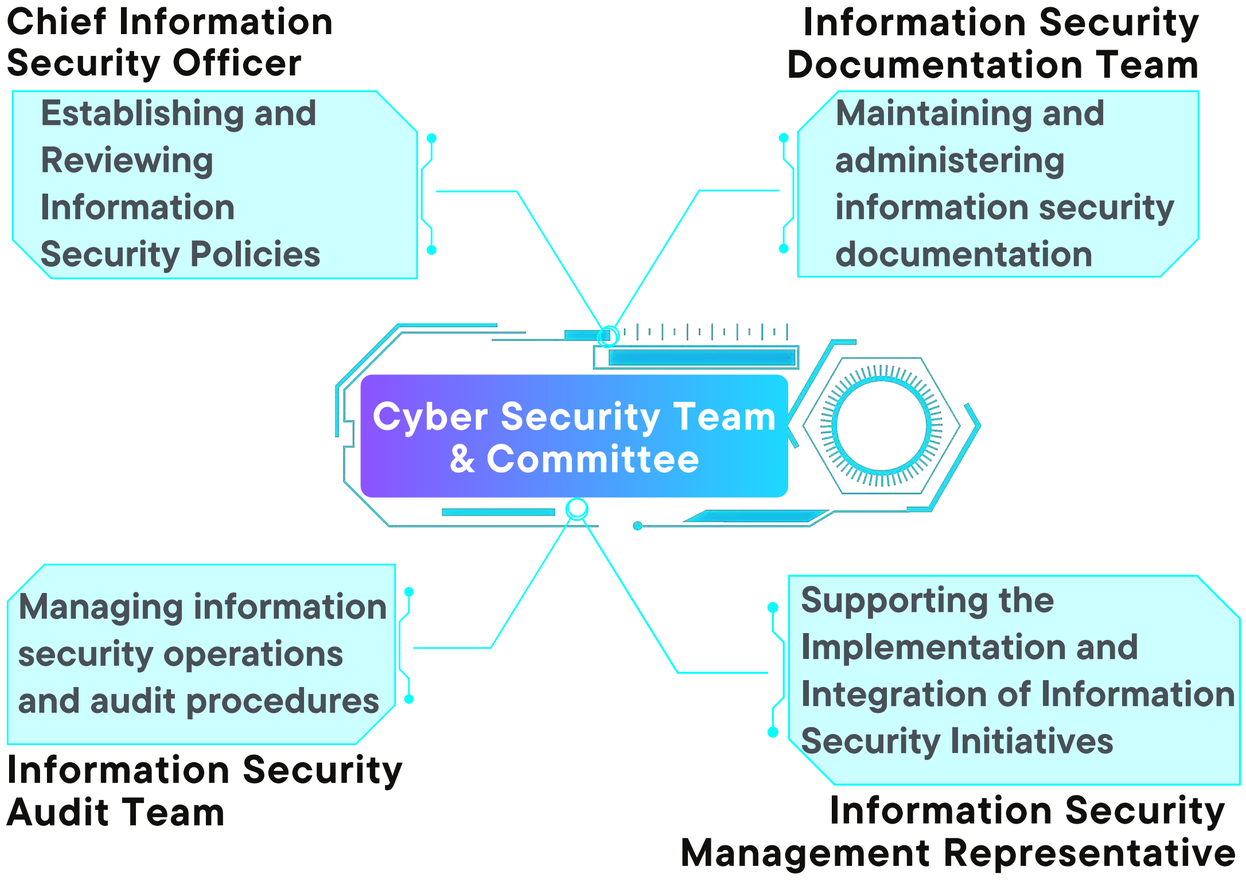
## Information Security Management System (ISMS)

Starting in 2024, the Company will implement the ISO/IEC 27001 Information Security Management System (ISMS) to align its practices with international standards. The scope of implementation includes internet security, system development, data backup, intellectual property protection, and other information-related security measures. To ensure continuous improvement and effectiveness, the ISMS will be managed through the PDCA (Plan–Do–Check–Act) cycle.

## Cyber Security Organization




## Cyber Security Team & Committee Duty



## Security Reporting Mechanism and Response Procedures

To strengthen early detection and response capabilities, the Company has joined the TWCERT/CC (Taiwan Computer Emergency Response Team/Coordination Center) to access timely alerts on cybersecurity threats and vulnerabilities, including risks related to software and hardware systems. Regular internal reviews are conducted to assess the Company’ s security posture, and corresponding corrective and preventive measures are developed as needed.

## Security Awareness and Culture

SINTEX is committed to cultivating a strong information security culture across the organization. All new employees receive foundational cybersecurity training as part of their onboarding, reinforcing awareness of digital threats and promoting a sense of shared responsibility. In addition, general information security training is provided to all employees, while system developers are required to complete specialized courses on OWASP Top 10 application vulnerabilities to strengthen secure coding practices.

To enhance practical risk awareness, the Company conducts social engineering awareness programs, delivering 59 hours of training in the first half of 2025 with a 70% participation rate. Furthermore, company-wide information security drills are held annually to test and strengthen real-world response capabilities.

## Technical Defense Measures

To enhance system protection, SINTEX has deployed multiple layers of defense technologies including:

| | Measures | 2024-2025 Q2 Achievements |
|---|---|---|
| **Integration and enhancement of information security protection technologies** | • IDS/IPS intrusion detection and prevention systems for real-time network traffic monitoring<br>• MDR/EDR endpoint protection systems for improved visibility and automated responses<br>• Encrypted channels between headquarters and partners to secure data transmission and storage | System Vulnerability Remediation and Upgrades:<br>• Upgraded 320 desktops to enhance security and support vulnerability patches.<br>• Updated 26 servers to address software vulnerabilities and strengthen overall cybersecurity. |
| **Enhancement of endpoint protection and remote access security** | • Multi-factor authentication (MFA) and Microsoft Entra ID for secure access control<br>• Data Loss Prevention (DLP) systems to safeguard sensitive assets<br>• Regular vulnerability scans and patching to reduce potential attack surfaces | To enhance endpoint protection and remote access security, SINTEX implemented the following measures:<br>• Data Loss Prevention (DLP): Applied to 33 employees to safeguard sensitive information.<br>• Device Encryption: Enabled BitLocker on 66 laptops to strengthen data protection.<br>• Remote Access Security: Configured VPN multi-factor authentication (MFA) for 77 employees. |

# Sustainable management

2.1 Quality Management

2.2 Sustainable Value Chain

2.3 Innovation and R&D





# 2.1 Quality Management

## Roles and Responsibilities

SINTEX is committed to delivering high-quality garments through a customer-centric approach. To fulfill this commitment, we implement end-to-end monitoring on our production and establish stringent manufacturing standards to ensure that each stage meets predefined quality requirements. Regular training and skill development programs are also conducted to maintain high levels of technical capability and process stability.

Every product undergoes rigorous final inspections and is inspected against both international quality benchmarks and specific customer requirements. A dedicated Quality Management Department has been established, assigning personnel to oversee each stage—from raw material checking to in-line monitoring and final product inspection—ensuring operational rigor and consistency throughout the production process.

| | |
|---|---|
| **Quality Control Department, QC** | • Quality Manager<br>• QA Supervisor<br>• Quality Inspectors |
| **Raw Material QC** | • Raw Material Inspector |
| **Production Line QC** | • Process Inspector<br>• Workshop Quality Supervisor |
| **Final Product QC** | • Final Inspector<br>• Packing Inspector<br>• Chartered Financial Analyst |
| **Internal Audit & Continuous Improvement** | • Quality Auditor<br>• Continuous Improvement Manager |

**SINTEX**

- Quality strategy and policy formulation
- Quality standards and process design
- Quality audit and supervision
- CRM & Feedback
- Supplier & Raw Material Control
- Technical support
- Order management
- Sample quality: development/approval/testing

**Manufacturing Partners**

- Implementation of quality standards
- Raw material inspection
- In-process quality control
- Quality inspection and testing
- Defective product management
- Employee Learning & Awareness
- Record keeping and reporting
- Quality improvement measures

# Testing Process and Laboratory

To safeguard product consistency and ensure full compliance with brand requirements, SINTEX has implemented a comprehensive, multi-stage quality inspection system managed by our laboratory teams. This system encompasses raw material intake inspection, sample testing and approval, in-process quality control, final product inspection, and end-of-line sampling.

Testing covers critical performance indicators, including appearance, dimensions, colorfastness, washing and shrinkage behavior, seam strength, and functional durability. By applying this systematic approach, potential issues can be identified and addressed at an early stage, ensuring that every production batch consistently meets the defined quality standards.

| Development Sample Testing and Approval | Bulk Raw Material Inspection | In-Process Quality Control | Final Product Inspection | Final Audit / Sampling Inspection |
|---|---|---|---|---|
| Test Items:<br>• Visual inspection<br>• Dimension check<br>• Color difference test<br>• Washing tests (e.g., color bleeding, shrinkage, shape stability)<br>• Seam strength | Test Items:<br>• Visual inspection<br>• Dimension check<br>• Color fastness<br>• Washing fastness<br>• Water absorbency | Test Items:<br>• Visual inspection<br>• Dimension check<br>• Color difference check<br>• Post-wash shrinkage | Test Items:<br>• Visual inspection (e.g., blemishes, color shading)<br>• Dimension check<br>• Labeling verification<br>• Functional testing (e.g., zipper functionality) | Test Items:<br>• Random sampling for visual appearance and measurements |

## Internal Audits and Continuous Improvement

To reinforce this framework, SINTEX has also established an internal audit mechanism under the Quality Management Department. Regular audits are conducted across manufacturing partners following standardized procedures, with checkpoints covering raw material inspection, in-process quality control, and final product testing. Compliance is assessed through on-site observations, document reviews, and staff interviews.

Audit findings are consolidated into improvement reports and shared with relevant manufacturing partners teams as a basis for internal review and optimization. Each site is required to formulate corrective action plans and implement them effectively. The Quality team provides ongoing support and follow-up reviews to ensure improvements are sustained. This closed-loop audit and improvement process strengthens quality consistency and enhances the overall reliability of our production system.

### Quality Audit Framework

**PLAN**

- Develop quality standards, specifications, and inspection procedures to ensure all products meet brand requirements.
- Establish a quality management system and provide guidance to manufacturing partners to enhance overall quality performance.

**DO**

- Implement quality control in raw material inspection, in-process checks, and final product testing to ensure compliance.
- Manufacturing partners establish dedicated quality departments to carry out inspections and self-checks.

**CHECK**

- Conduct regular audits and inspections to verify compliance with established standards. Engage with manufacturing partners to ensure production processes meet quality requirements.

**ACTION**

- Take corrective actions when issues are identified, replacing non-compliant processes or equipment where needed.
- Consolidate findings and provide recommendations for continuous improvement.
- Conduct regular training to ensure improvements are sustained.

Quality Audit

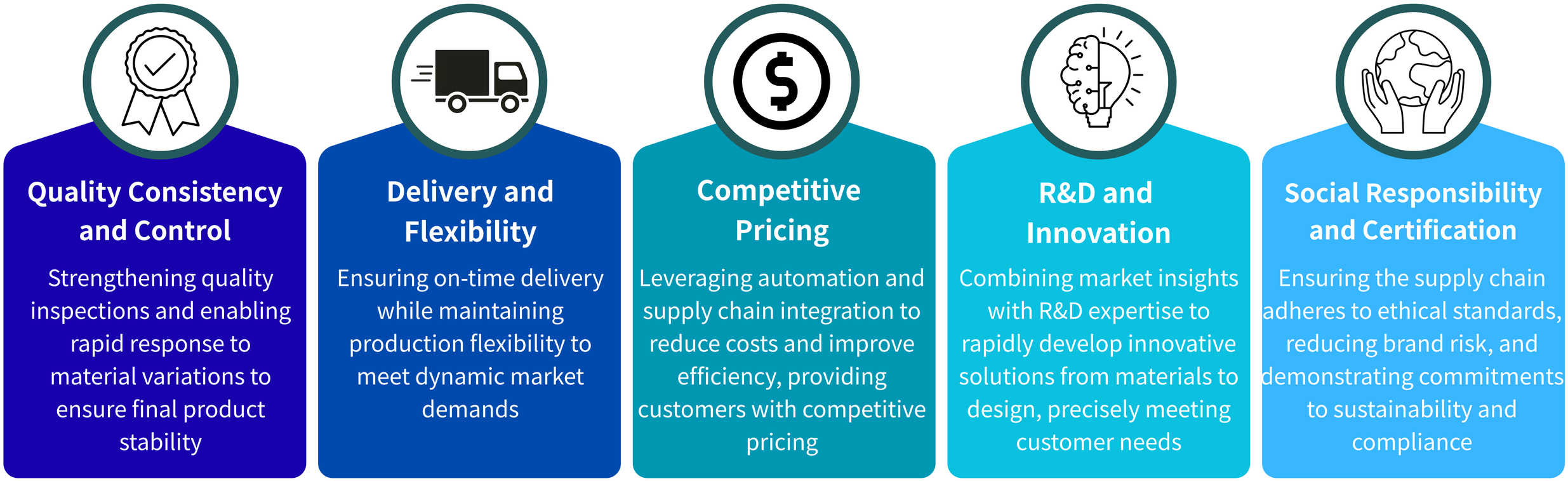
# 2.2 Sustainable value chain

## Customer Satisfaction Measurement

SINTEX recognizes that customer satisfaction is a key driver of long-term business sustainability. With a customer-centric approach, we continuously strengthen our value chain performance to meet evolving market demands and expectations. To guide these efforts, we have established five strategic pillars: quality, consistency and control, delivery and flexibility, competitive pricing, R&D and innovation, and social responsibility and certification.

Active engagement with brand partners is central to this commitment. As each brand maintains its own evaluation and benchmarking systems, we align our internal processes with the key performance areas they value—particularly quality, delivery reliability, and sustainability.

By systematically collecting and assessing customer insights, we identify areas for improvement, implement targeted initiatives, and monitor results to ensure lasting impact. Beyond meeting baseline requirements, SINTEX strives to exceed expectations, reinforcing long-term collaboration and strengthening our position as a trusted global manufacturing partner.



## Brand Protection

SINTEX places high importance on brand protection, focusing on safeguarding the company’ s brand assets, intellectual property (IP), and proprietary information, while extending these measures to customer data protection and supply chain management. Key initiatives include:

- Supply Chain Data Protection: Following brand BP Guides, processes are in place to safeguard IP, know-how, and other confidential information, ensuring manufacturing partners adhere to strict data security standards.
- Manufacturing Partner Audits: BP audits assess partner compliance through self-assessments, interviews, and production record reviews, strengthening protection of sensitive information.
- Anti-Counterfeiting and Consumer Safety: Online and ground enforcement actions ensure consumers receive genuine products, reducing information risks associated with counterfeit goods.
- Training and Awareness: Internal teams and manufacturing partners receive training to enhance understanding of confidential information protection.
- Violation Accountability: Zero-tolerance measures, including fines, termination, or order reduction, safeguard brand integrity and data security.

These measures foster a secure and responsible supply chain culture, protecting both brand assets and customer data, while maintaining trust.

## Responsible Sourcing

SINTEX continues to focus on identifying alternative materials with lower environmental impact, aiming to reduce ecological burdens from the product development stage while promoting sustainability across the supply chain. In addition to meeting brand customer material requirements, we actively explore and introduce more sustainable substitutes for conventional materials.

Several of our manufacturing partners have already begun adopting these alternatives, including raw materials certified under the Global Recycled Standard (GRS) and the Responsible Down Standard (RDS). These certifications ensure ethical sourcing, traceability, and responsible resource use throughout the procurement process.

Looking ahead, SINTEX will continue working closely with both customers and manufacturing partners to expand the adoption of sustainable materials and embed environmental responsibility into procurement decisions across our global operations.

# Supply Chain Management

SINTEX is committed to building a responsible and sustainable supply chain by working collaboratively with our suppliers. We believe that long-term success depends not only on product quality and cost efficiency, but also on shared values of ethics, compliance, and environmental and social responsibility.

To further enhance our supply chain risk management, SINTEX launched its Supplier ESG Self-Assessment Questionnaire in 2024. This initiative aims to evaluate the sustainability performance and potential risks of our suppliers through a structured and systematic approach.

The questionnaire covers 18 sustainability-related topics, including areas such as energy efficiency, labor rights, health and safety, business ethics, and more, as illustrated in the figure below.
By systematically evaluating supplier practices, we aim to identify potential risks early, promote continuous improvement, and ensure that our supply base operates in alignment with SINTEX’ s ethical and sustainability standards.

## ESG Self-Assessment Questionnaire facets

### Governance Dimension

- Information Transparency
- Information Security and Data Privacy
- Training and Development
- Business Ethics
- Risk Management
- Regulatory Compliance
- Supply Chain Management



### Environment Dimension

- Environmental Commitment and Targets
- Waste Management
- Greenhouse Gas (GHG) Management
- Energy Efficiency
- Water Resource Management

### Social Dimension

- Labor Rights
- Health and Safety
- Employee Satisfaction and Communication
- Community Impact
- Supply Chain Responsibility
- Diversity and Inclusion

# 2.3 Innovation and R&D

## Innovation and Technology Advancement

In 2024, SINTEX strengthened its innovation momentum by leveraging the dedicated Innovation Team to drive sustainable craftsmanship and design breakthroughs that meet brand and market expectations, while seeking new opportunities to create differentiated value.

In collaboration with business teams, we track industry trends and explore pioneering apparel applications to create sustainable customer value. Key achievements include a patent for GBO glue bonding and quilted stitching techniques, which have been successfully applied in product development.

Looking ahead, SINTEX remains committed to fostering an innovation culture, enhancing R&D capabilities, and reinforcing its role as a trusted partner in driving sustainable brand growth and long-term industry impact.





## Technology Advancement Strategies

We foster a forward-looking, execution-oriented innovation culture through continuous learning and knowledge exchange. By disseminating global design and material trends, delivering targeted technical training, and collaborating with manufacturing partners on eco-friendly processes and sustainable materials, we stimulate creativity and broaden opportunities for product innovation.

## Technology Advancement Strategies

### Continuous learning and skill development

Engaging in both in-person and virtual training programs to refine core technical expertise and cultivate future-ready talent.

### Hands-on practice and cross-functional experience

Advancing adaptability and application knowledge by participating in cross-departmental projects, industry observations, and knowledge exchange initiatives.

### Industry engagement and trend monitoring

Actively joining professional forums, seminars, and communities to remain connected with the industry and stay ahead of emerging technology trends.

## Fostering an Innovation Culture

### Creative thinking and human-centered design

Embedding design thinking into daily work to inspire innovative ideas and address real-world challenges with user- and market-driven solutions.

### Cross-disciplinary learning and collaborative synergy

Encouraging teams to draw knowledge from diverse fields, connect internal and external resources, and explore cross-industry innovation opportunities and applications.

# Green production

3.1 Energy management and GHG Reduction

3.2 Resource and waste management

3.3 Water resources management

3.4 Environmental Management






## 3.1 Energy management and GHG Reduction

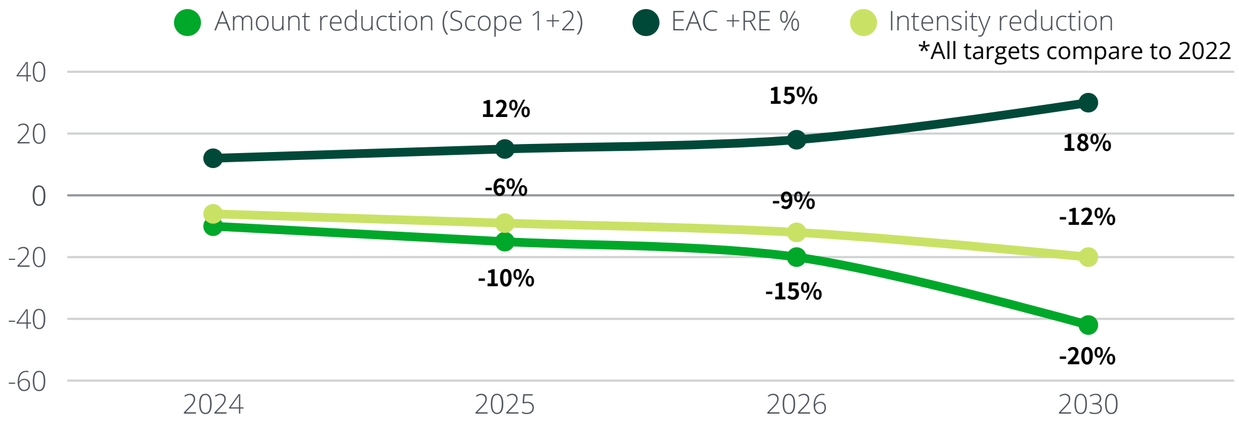
SINTEX upholds an environmentally friendly core philosophy, dedicated to advancing sustainable manufacturing and actively implementing its Science Based Targets initiative (SBTi) commitments and 2040 carbon neutrality roadmap. Working closely with our overseas strategic partners, we are committed to green operations, focusing on key areas such as greenhouse gas reduction, energy intensity reduction, safe chemical management, pollution control, water resource optimization, and waste reduction.

In addition, all of SINTEX' s overseas manufacturing partners utilize the Higg Facility Environmental Module (Higg FEM) for annual evaluations and self-assessments. This tool ensures that each facility consistently meets international standards while enabling us to develop targeted improvement plans based on the results, driving continuous enhancement of our environmental management practices.

### GHG Reduction and RE Usage Targets

SINTEX conducts its greenhouse gas (GHG) inventory in accordance with the GHG Protocol, with results showing that purchased electricity is the primary emission source within Scope 1 and Scope 2. To address this, reducing electricity consumption and increasing the share of renewable energy have been identified as core strategies for lowering our GHG emissions.

We have set clear reduction targets and action roadmaps to achieve carbon neutrality by 2040 and net zero by 2050. SINTEX officially joined the Science Based Targets initiative (SBTi) in June 2023 and successfully passed the SBTi validation in 2024. Based on our SBTi commitment, and using 2022 as the baseline year, we aim to reduce Scope 1 and Scope 2 GHG emissions by 42% by 2030. We also commit to reduce absolute Scope 3 GHG emissions from purchased goods and services by 25% within the same timeframe. In addition, we plan to increase the share of renewable energy, including Energy Attribute Certificates (EAC + RE), to 30% and reduce energy intensity by 20% by 2030.

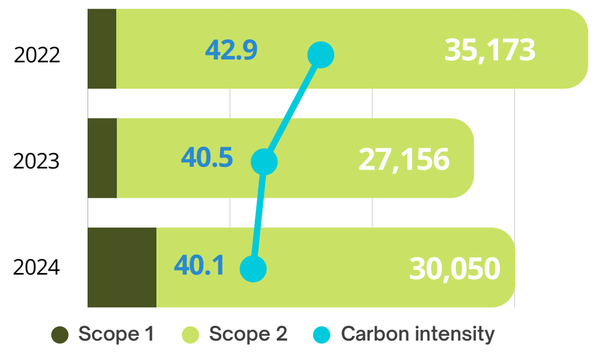


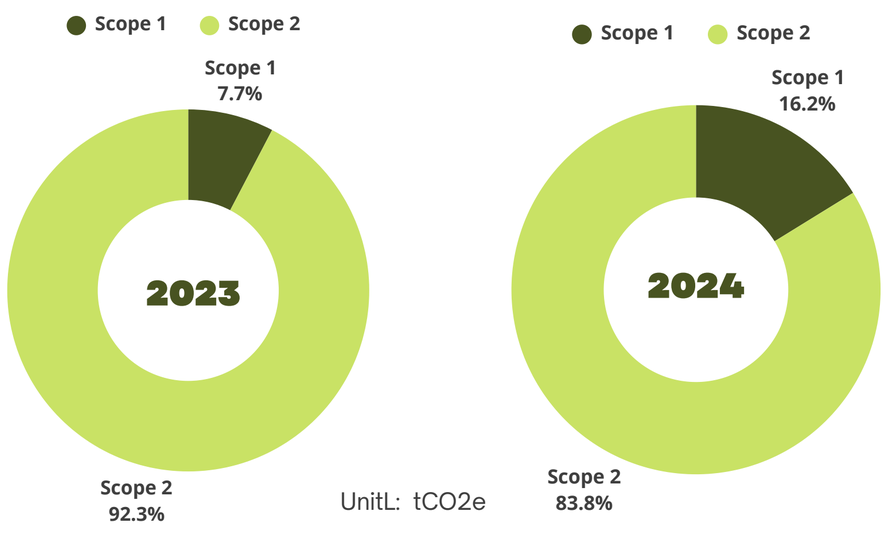
## GHG Emission and Carbon Intensity

SINTEX conducts its greenhouse gas (GHG) inventory in accordance with the GHG Protocol. In 2024, SINTEX’ s total GHG emissions were 310,320 tCO2e, with Scope 1 and Scope 2 emissions totaling 30,050 tCO2e—representing a 14.57% reduction compared to the baseline year. Scope 3 emissions amounted to 280,270 tCO2e, of which 240,859 tCO2e came from purchased goods and services, reflecting a 1.16% reduction from the baseline year. The Scope 1 and Scope 2 emission intensity per unit of revenue was 40.1 tCO2e, a 6.70% decrease from the baseline year.

The primary reduction drivers included on-site solar power generation, renewable energy certificate (REC) purchases, and a decrease in the emission factor for purchased non-renewable electricity.

### Scope 1 and Scope 2 Emission

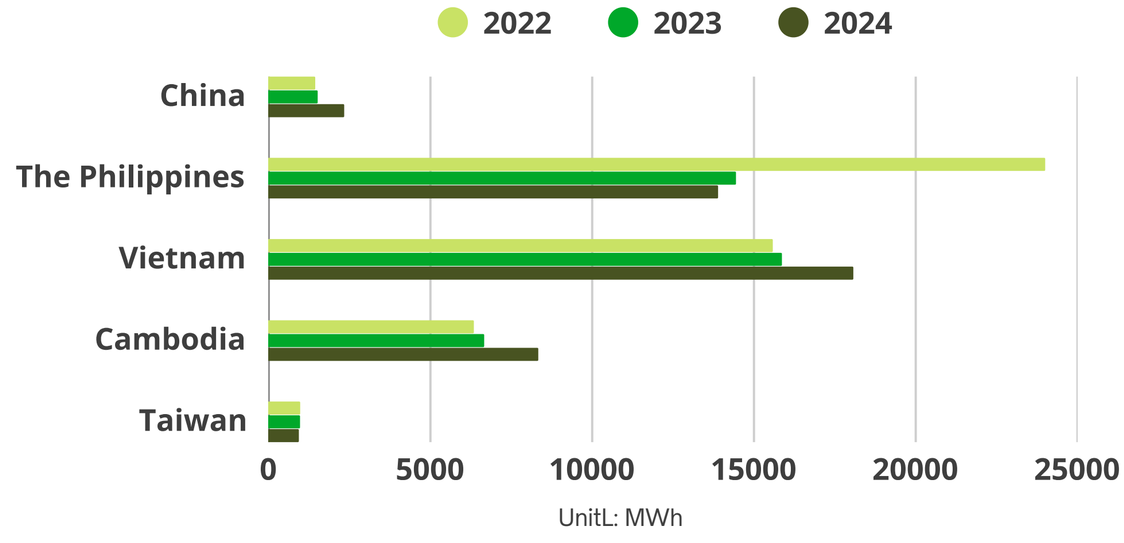



## Energy Usage

In 2024, SINTEX’ s total electricity consumption was 40,665 MWh, representing a 14.30% reduction compared to the baseline year. Electricity usage by region is shown in the figure below. Notably, electricity consumption in the Philippines decreased significantly in 2023, primarily due to a major customer relocating its production and supply chain out of the country, directly reducing overall demand.

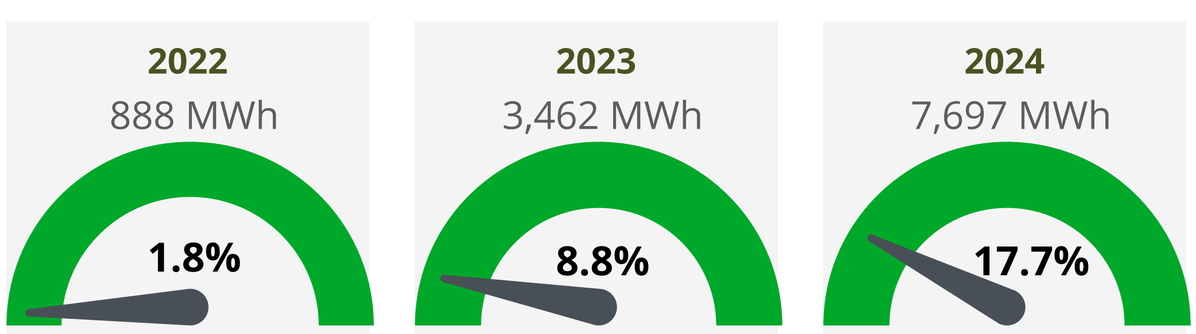
In addition, electricity consumption per unit of revenue decreased by 1.79% compared to the baseline year, reflecting improved energy efficiency. These improvements were driven by the replacement of high-energy-consuming equipment and regular leak detection and maintenance of facility equipment. Moving forward, we will continue implementing energy-saving measures across our sites to further enhance energy efficiency.



Regarding renewable energy, SINTEX consumed 7,697 MWh of renewable electricity in 2024, including on-site solar generation and renewable energy certificate (REC) purchases, accounting for approximately 17.7% of total electricity consumption.

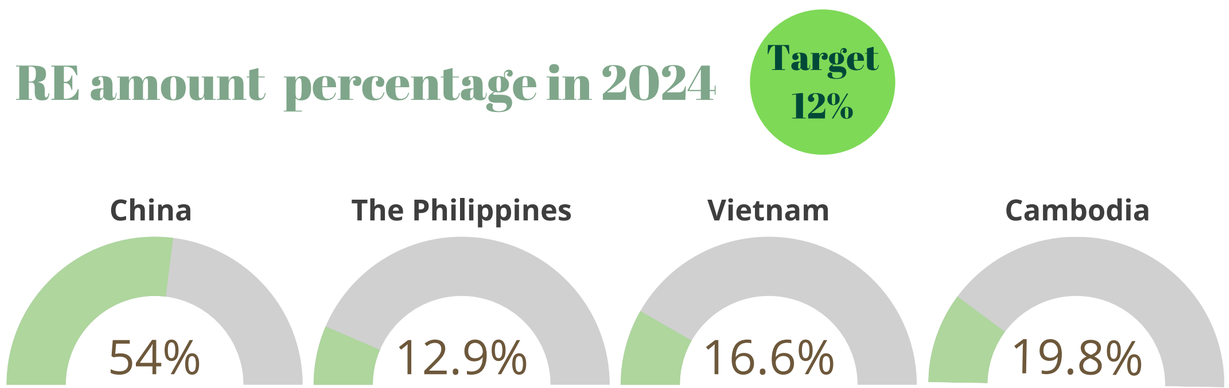
Regional renewable energy usage is shown in the figure below, with all locations achieving the 2024 target of a 12% share. In the Philippines, renewable energy usage increased significantly following the completion of the rooftop solar (RTS) project in Q2 2024. In Vietnam, the RTS project is scheduled for completion in Q1 2025, which will further expand on-site renewable generation capacity.

## Renewable Energy Usage

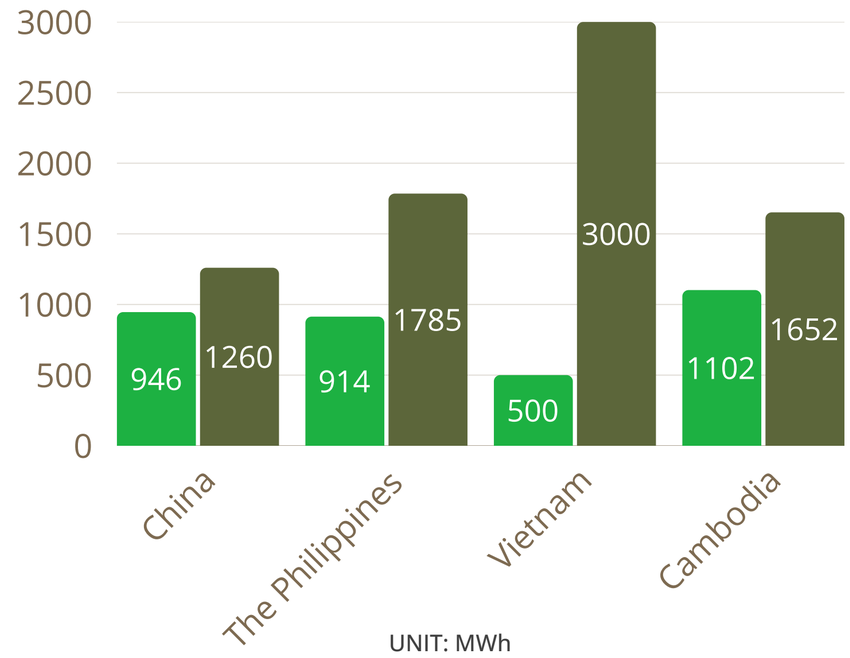



*Renewable energy data includes EAC and RTS. Figures for 2023 and 2022 have been restated due to internal data consolidation.

## RE amount percentage in 2024




## RE amount in 2024




UNIT: MWh

## Energy Consumption

| Category | | 2023 | 2024 |
|---|---|---|---|
| Non-renewable sources | Electricity Purchased (MWh) | 37,611 | 40,255 |
| | Gasoline (GJ) | 2,796 | 3,067 |
| | Diesel (GJ) | 4,268 | 5,662 |
| | LPG (GJ) | 452 | 417 |
| | Biofuel (Tons) | 275 | 375 |
| | Purchased steam (GJ) | 18,345 | 26,369 |
| Renewable sources | Renewable Energy(Solar) (MWh) | 1,862 | 2,897 |
| | RTS+EACs | 3,462 | 7,697 |

# Greenhouse Gas Reduction Project

## Equipment Optimization and Upgrade – Air Compressors

Air compressors are among the most energy-intensive equipment in our manufacturing facilities, with some plants showing consumption of up to 12% of total energy use. To address this, we have replaced older low-load compressors with new variable frequency compressors, significantly improving energy efficiency and operational reliability. This upgrade is expected to save approximately 386 MWh annually, reducing compressor energy consumption by 44%—equivalent to 7.9% of total air compressor electricity use. While this figure is based on a single plant, it demonstrates our ongoing efforts in comprehensive energy management and serves as a model for replication across other facilities.



## Existing Equipment Maintenance – Air Leak Detection

This year, we introduced air leak detection devices to inspect manufacturing partners equipment and compressed air pipelines. The inspections revealed that aging equipment and pipelines had issues such as damaged joints, broken pressure cylinders, cracked air hoses, and malfunctioning solenoid valves, all contributing to air leakage. After repairs, it is estimated that approximately 116 MWh of energy can be saved annually. This leak detection mechanism has also been integrated into facility management processes, with regular inspections scheduled to prevent future energy waste.

## Scope 3 Emission Reduction Initiatives

To support our 2030 Scope 3 reduction target, SINTEX is advancing several key actions across the value chain. We are increasing the use of low-carbon materials—such as recycled polyester and organic cotton—through collaboration with brand partners and fabric suppliers. Logistics and packaging processes are being optimized to reduce transportation emissions and minimize secondary packaging. In addition, key suppliers completed sustainability self-assessments this year, forming the basis for improvement actions, with the program to be expanded to more suppliers next year.

# 3.2 Resource and waste management

## Waste Management

SINTEX and its overseas manufacturing partners continuously strengthen waste management practices by promoting segregation and recycling among employees, while carefully selecting qualified waste disposal vendors to ensure proper handling and minimize environmental impact. Waste generated at our facilities includes non-hazardous materials—such as fabric, paper, cartons, nylon, and domestic waste—as well as hazardous waste, including waste oil, absorbents, metal containers, and plastic containers.

In 2024, the total waste generated across all facilities was approximately 6,651 tons, with hazardous waste accounting for about 0.2% of the total. Of this amount, around 83% was recycled or reused, 13.6% was sent to landfill, and 1.8% underwent energy recovery—demonstrating our commitment to resource circulation and reducing environmental impact.

To further strengthen environmental management in waste aspects, SINTEX has implemented a structured program that includes the following measures:

- Ensuring compliance with company regulations on waste classification.
- Actively applying the principles of “reduce – recycle – reuse” in daily operations (e.g., reusing single-sided paper, maximizing digital communication to reduce paper use).
- Providing training for employees to enhance awareness of waste classification, management requirements, and reduction programs.
- Partnering exclusively with qualified waste treatment contractors to ensure safe and compliant disposal.

Through these efforts, SINTEX is committed to responsible waste management, fostering circular practices, and working with its manufacturing partners to build a more resilient and sustainable manufacturing ecosystem.

## Waste Reduction Initiative

In 2024, SINTEX collaborated with suppliers to launch a carton recycling and reuse initiative. Under this program, manufacturing partners sort and collect cartons used for transporting raw materials, which are then returned to suppliers for reuse. This initiative has helped significantly reduce waste generation. The program was first piloted at our Vietnam facility, achieving a 2.8% reduction in paper waste with promising results. Building on this success, we plan to expand the program to other Vietnam sites in 2025, with an expected annual waste reduction of approximately 13 tons.






# 3.3 Water resources management

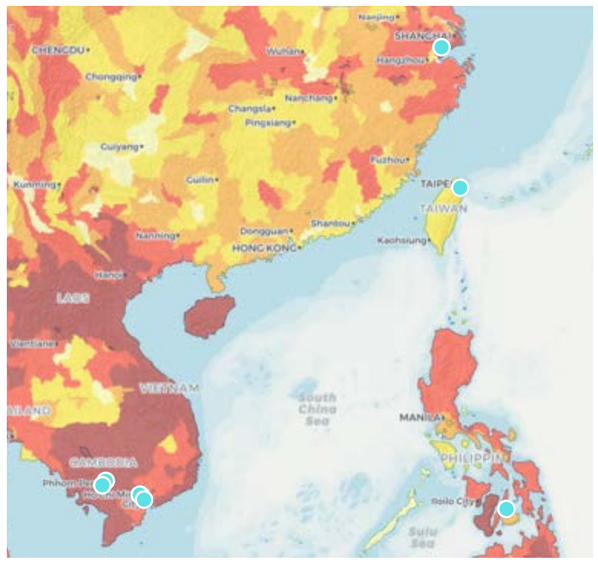
## Water Risk Management

SINTEX utilizes the Aqueduct Water Risk Atlas to conduct comprehensive water risk assessments for all manufacturing sites. The evaluation covers key indicators such as water stress, drought risk, and flood risk. Facilities with a water risk score rated High (3–4) or above are classified as being located in high water risk areas.

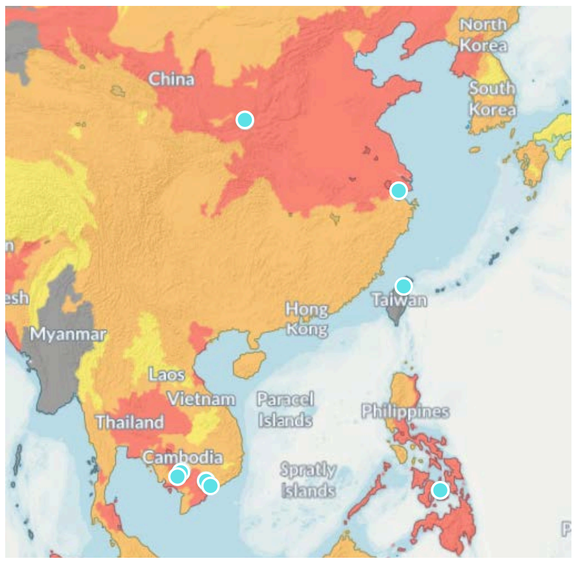
According to the Q4 2024 assessment, several of our manufacturing partners are located in areas with high to extremely high water stress, medium-high drought risk, or extremely high flood risk. Based on these findings, SINTEX will implement targeted measures, such as improving process water efficiency, establishing rainwater harvesting systems, and increasing reclaimed water usage in high drought risk areas, as well as developing Business Continuity Plans (BCP) for facilities located in high flood risk zones.

| Risk | Overall Risk | Flood Risk | Drought Risk |
|---|---|---|---|
| China | High | Medium High | Medium High |
| Philippines | Extremely High | Extremely High | Medium High |
| Vietnam | High | High | Low Medium |
| Cambodia | Extremely High | Extremely High | Medium High |
| Taiwan | Low | Low | No data |

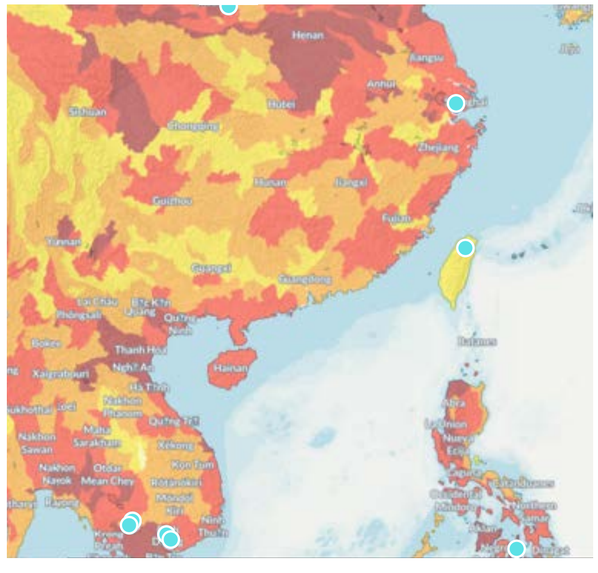
## Water Risk

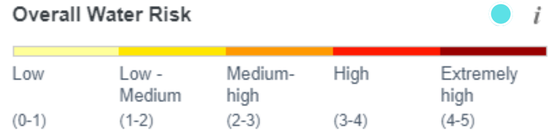



## Drought Risk




## Flood Risk



# Water Management and Achievements

In 2023, SINTEX’ s total water withdrawal was 636,857 tons, which decreased to 410,524 tons in 2024, demonstrating continuous improvement in water management. To address water scarcity challenges, the company is developing and implementing water-saving and rainwater harvesting projects at its facilities in the Philippines. Additionally, interactive employee engagement activities, top-down communication, and water-saving initiative competitions are conducted to enhance the water management efficiency of manufacturing partners and ensure long-term availability of water resources.

The company places high importance on water resource management and has implemented multiple water-saving measures across office and production areas:

1. Equipment Improvements
   - Installed water-saving faucets and low-flow devices to reduce water pressure and consumption
   - Replaced broken faucets to ensure integrity of the water system
   - Provided sufficient drinking water to reduce unnecessary water use
2. Behavioral Management
   - Turn off taps when not in use, including during handwashing or tooth brushing
   - Conduct regular water-saving training for all employees
   - Display banners to promote water-saving awareness and participation
3. Monitoring and Maintenance
   - Monthly monitoring of water balance to track consumption and detect leaks
   - Immediate repair upon detection of leaks
   - Regular maintenance of production equipment, including boilers, cooling systems, and water filtration devices
   - Cooling system uses circulation water, with water volume adjusted according to production temperature

Achievements

- Manufacturing partners at some production sites saved an average of 1.5 liters of water per person per hour, a significant improvement compared to 2022, effectively reducing water consumption and alleviating pressure on local water resources
- Water in production is primarily used for electric boilers (e.g., seven boilers consuming approximately 2 $m^3$ per day)
- Efficient water use is further ensured through circulation in the cooling system and routine equipment maintenance
- The company will continue monitoring water consumption and pursuing improvements to ensure sustainable water use



# 3.4 Environmental Management

## Wastewater Discharge

SINTEX has installed appropriate equipment and infrastructure in all manufacturing partners to ensure that all types of wastewater are properly treated, categorized, and transferred in full compliance with local government regulations. Effluent data is collected and monitored for mandatory testing by local authorities. In 2024, there were no recorded violations of wastewater discharge regulations.

## Air pollution emission performance

SINTEX integrates environmental risk management across all manufacturing processes, actively reducing pollution and ensuring emissions comply with local regulations, with no legal violations recorded from 2022 to 2024. To further mitigate air pollution, the company replaced its last non-biomass boiler with an electric boiler in Q2 2022, leaving current emission sources limited to biomass boilers, vehicles, and diesel forklifts. All biomass boilers use wood chips as fuel and have passed inspections and emission testing by local authorities, demonstrating SINTEX' s commitment to clean production and sustainability.



## Chemical management performance

SINTEX strictly adheres to the Zero Discharge of Hazardous Chemicals (ZDHC) Foundation standards and the HIGG FEM guidelines in managing chemicals, and requires suppliers to comply with the same ZDHC standards. We enhance operational safety and expertise by providing employees with fundamental chemical safety training and encouraging participation in brand partner training programs, which serve as platforms for sharing best practices and addressing industry challenges.

Our manufacturing partners follow ZDHC and Higg FEM protocols for chemical storage, and from 2022 to 2024, there have been no incidents of chemical leakage or damage. The main waste chemicals we handle include lubricants, machine maintenance and cleaning sprays, machine oil, gasoline, and paint.

Chemical inventory management is based on Material Safety Data Sheets (MSDS) to ensure compliance with the ZDHC Manufacturing Restricted Substances List (MRSL) and safe handling practices. We continuously monitor chemical use, implement risk mitigation measures, and maintain strict compliance to safeguard both our employees and the environment.











# 4 Employees Relation

4.1 Talent Recruitment & Retention
4.2 Cultivation and Development
4.3 Compensation & Benefits
4.4 Employee Relations Management
4.5 Occupational Safety and Health

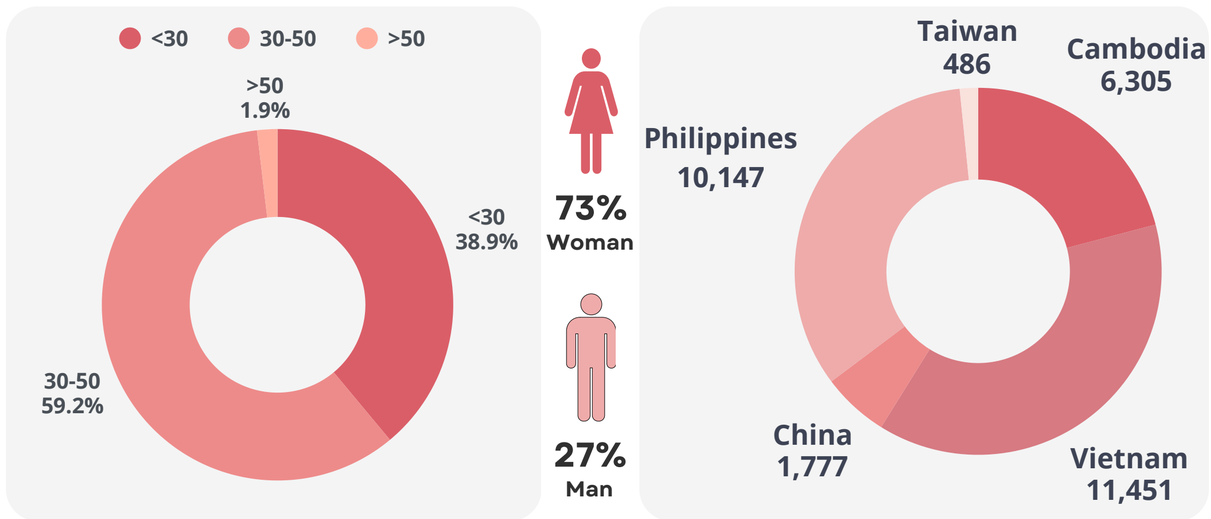


# 4.1 Talent Recruitment & Retention

## Workforce Profile

By the end of 2024, SINTEX and its strategic overseas partners supported approximately 30,148 jobs worldwide, an increase of 6,494 compared to the previous year. This growth was mainly driven by the rebound in post-pandemic orders and capacity expansion, leading to higher headcounts across regions. In line with industry characteristics, women accounted for 73% of the full-time workforce. Detailed regional workforce data for 2024 is disclosed in the table below.

### Employees age percentage and numbers




### Employees age distribution by region and age

| Employee categories | <30yrs old | | 30~50yrs old | | >50yrs | | Total |
|---|---|---|---|---|---|---|---|
| | Male | Female | Male | Female | Male | Female | |
| Taiwan | 29 | 116 | 79 | 214 | 6 | 24 | 468 |
| China | 97 | 129 | 314 | 1,111 | 30 | 96 | 1,777 |
| Vietnam | 1,420 | 3,937 | 1,255 | 4,748 | 25 | 66 | 11,451 |
| Philippines | 1,644 | 1,687 | 2,601 | 3,940 | 53 | 222 | 10,147 |
| Cambodia | 324 | 2,359 | 307 | 3,272 | 12 | 31 | 6,305 |
| Subtotal | 3,514 | 8,228 | 4,556 | 13,285 | 126 | 439 | 30,148 |
| **Percentage (by gender)** | **11.66%** | **27.29%** | **15.11%** | **44.07%** | **0.42%** | **1.46%** | **100.00%** |

### Employee numbers by categories of each region

| | | Number of permanent employees (A) | Number of temporary employees (B) | Number of non-guaranteed hours employee (C) | Total Number (A+B+C) | Number of full-time employees (D) | Number of part-time employees (E) | Total Number (D+E) | Employees with disabilities |
|---|---|---|---|---|---|---|---|---|---|
| Cambodia | Female | 4,762 | 1,031 | 0 | 5,793 | 5,793 | 0 | 5,793 | |
| | Male | 556 | 170 | 0 | 726 | 726 | 0 | 726 | |
| | Total | 5,318 | 1,201 | 0 | 6,519 | 6,519 | 0 | 6,519 | 78 |
| | % | **81.58%** | **18.42%** | **0.00%** | | **100.00%** | **0.00%** | | **1.20%** |
| Vietnam | Female | 4,862 | 3,902 | 0 | 8,764 | 8,764 | 0 | 8,764 | |
| | Male | 1,457 | 1,246 | 0 | 2,703 | 2,703 | 0 | 2,703 | |
| | Total | 6,319 | 5,148 | 0 | 11,467 | 11,467 | 0 | 11,467 | 0 |
| | % | **55.11%** | **44.89%** | **0.00%** | | **100%** | **0.00%** | | **0.00%** |
| China | Female | 75 | 1,252 | 0 | 1,327 | 1,327 | 0 | 1,327 | |
| | Male | 24 | 425 | 0 | 449 | 449 | 0 | 449 | |
| | Total | 99 | 1,677 | 0 | 1,776 | 1,776 | 0 | 1,776 | 17 |
| | % | **5.57%** | **94,43%** | **0.00%** | | **100%** | **0.00%** | | **0.96%** |
| Philippines | Female | 5,836 | 28 | 86 | 5,950 | 5,864 | 86 | 5,950 | |
| | Male | 4,175 | 56 | 80 | 4,311 | 4,231 | 80 | 4,311 | |
| | Total | 10,011 | 84 | 166 | 10,261 | 10,095 | 166 | 10,261 | 68 |
| | % | **97.56%** | **0.82%** | **1.62%** | | **98.38%** | **1.62%** | | **0.66%** |
| Taiwan | Female | 350 | 0 | 4 | 354 | 350 | 4 | 354 | |
| | Male | 113 | 0 | 1 | 114 | 113 | 1 | 114 | |
| | Total | 463 | 0 | 5 | 468 | 463 | 5 | 468 | 5 |
| | % | **98.93%** | **0.00%** | **1.07%** | | **98.93%** | **1.07%** | | **1.07%** |

# New Hires and Turnover

In 2024, SINTEX welcomed 13,409 new employees, accounting for 44.48% of the total workforce, representing a 7.87% increase compared to the previous year. During the same period, 8,579 employees left the company, resulting in a turnover rate of 28.46%, down 6.25% year-on-year. Both new hires and departures were primarily among employees under the age of 30.

SINTEX upholds the principles of equal opportunity and local hiring, achieving a local hiring rate of over 99% for middle management positions in 2024. To address the inherently high turnover in the labor-intensive industry, we continue to refine our human resource strategies—strengthening recruitment processes, enhancing onboarding programs, and improving leadership and talent development. These efforts have already shown positive results in 2024. Looking ahead, we will further expand diverse career development opportunities to attract and retain outstanding talent, driving continuous innovation and sustainable growth. Detailed figures on new hires and turnover by age, gender, and region are presented in the table below.

## New hire numbers in 2024

| Region | Age | < 30 | 31-50 | > 51 | Total Number |
|---|---|---|---|---|---|
| Cambodia | Female | 624 | 663 | 0 | 1,284 |
| | Male | 46 | 57 | 0 | 103 |
| | Total | 667 | 720 | 0 | 1,387 |
| | % | **48%** | **52%** | **0%** | |
| Vietnam | Female | 3,093 | 2,376 | 1 | 5,470 |
| | Male | 1,068 | 616 | 0 | 1,684 |
| | Total | 4,161 | 2,992 | 1 | 7,154 |
| | % | **58%** | **42%** | **0%** | |
| China | Female | 114 | 515 | 37 | 666 |
| | Male | 97 | 231 | 6 | 334 |
| | Total | 211 | 746 | 43 | 1,000 |
| | % | **21%** | **75%** | **4%** | |
| Philippines | Female | 1,280 | 793 | 3 | 2,076 |
| | Male | 1,225 | 398 | 2 | 1,625 |
| | Total | 2,505 | 1,191 | 5 | 3,701 |
| | % | **68%** | **32%** | **0%** | |
| Taiwan | Female | 73 | 43 | 3 | 119 |
| | Male | 24 | 24 | 0 | 48 |
| | Total | 97 | 67 | 3 | 167 |
| | % | **58%** | **40%** | **2%** | |

## Turnover numbers in 2024

| Region | Age | < 30 | 31-50 | > 51 | Total Number |
|---|---|---|---|---|---|
| Cambodia | Female | 254 | 316 | 4 | 574 |
| | Male | 20 | 27 | 4 | 51 |
| | Total | 274 | 343 | 8 | 625 |
| | % | **44%** | **55%** | **1%** | |
| Vietnam | Female | 2,496 | 2,060 | 5 | 4,561 |
| | Male | 751 | 530 | 2 | 1,283 |
| | Total | 3,247 | 2,590 | 7 | 5,844 |
| | % | **56%** | **44%** | **0%** | |
| China | Female | 62 | 292 | 9 | 363 |
| | Male | 48 | 117 | 3 | 168 |
| | Total | 110 | 409 | 12 | 531 |
| | % | **21%** | **77%** | **2%** | |
| Philippines | Female | 499 | 340 | 6 | 845 |
| | Male | 439 | 170 | 1 | 610 |
| | Total | 938 | 510 | 7 | 1,455 |
| | % | **64%** | **35%** | **0%** | |
| Taiwan | Female | 46 | 48 | 1 | 95 |
| | Male | 16 | 12 | 1 | 29 |
| | Total | 62 | 60 | 2 | 124 |
| | % | **50%** | **48%** | **2%** | |

## 4.2 Cultivation and Development

We provided training tailored to workers' job roles and levels, covering areas such as English presentation, internal communication, onsite management, and sewing. In total, we delivered 471,117 training hours to 33,165 employees.

### Employee training structure

Our manufacturing partners are committed to participating in the International Labour Organization (ILO) initiative, the "Better Work Program," which includes skills management and labor rights courses to improve workplace conditions and promote sustainable practices. This underscores our goal of creating a fair and equitable work environment for all employees.

Each December, the annual training plan is reviewed and approved by the HR, Training, and Compliance Manager. We also work with Worker Voice (WOVO) and our customers to implement digital training platforms in the Philippines, Vietnam, and Cambodia.'

We place strong emphasis on sexual harassment prevention and women’ s empowerment training, which strengthens women’ s participation and leadership, fostering a safer, more inclusive workplace.

In 2025, training priorities will focus on fire safety, emotional intelligence, workload management, and gender-based violence prevention. Each region will tailor content to meet operational needs and production types, ensuring relevance and effectiveness.

### Human rights communication and trainings

There were 0 human rights violation incidents in all regions this reporting year. We are also cooperating with our partner, Worker Voice (WOVO), to give our employees a clear communication channel when potential human rights violations occur.

We also align with our customers, strongly supporting freedom of association (FOA) and group bargaining. Hence, to help workers understand their rights, we organize seminars yearly and provide orientation materials.



### Training people number and hours by regions

**PHILIPPINES**
Number of people : 10,215
Training hours: 56,253
AVG. training hours/person: 5.51

**CHINA**
Number of people (headcount): 1,776
Training hours: 7,978
Average training hours per person: 4.49




**TAIWAN**
Number of people (headcount): 467
Training hours: 1,671
Average training hours per person: 3.58

**TRAINING**

**VIETNAM**
Number of people (headcount): 15,283
Training hours: 397,841
Average training hours per person: 26.03

**CAMBODIA**
Number of people (headcount) 5,424
Training hours: 7,374
Average training hours per person: 1.36

*Data reflects training attendances, not unique employees.

## TP Training structure

SINTEX Taipei has established a training framework, structured around General Competencies, Managerial Competencies, Professional Competencies, and Self-Development. Complemented by onboarding and project-based training, the curriculum is tailored to different organizational levels, fostering continuous employee growth and advancing sustainable organizational development.

| Target Employees | All Employees | Business Units | First-line Managers | Senior Managers |
|---|---|---|---|---|
| New Employee Training | New Hire Training | | | |
| | Department OJT | | | |
| General Competencies | Time Management & Work Improvement | | | |
| | Presentation Skills | | | |
| | Communication & Speaking Skills | | | |
| | Creative Thinking | | | |
| Managerial Competencies | | | Goal Management Team Performance | Strategic Management Tools |
| Professional Competencies | Professional Skills | Business Negotiation Skills | | |
| | | Building Partnership Relations | | |
| Self Development | Tianxia Innovation Academy | | | |
| Core Competencies | Business English Speaking | | | |
| | Business English Writing | | | |
| | Celebrity Lectures | | | |
| Project-Based Training | *According to temporary needs* | | | |

## Leadership Development and Performance Management

In 2024, SINTEX TP conducted two targeted leadership training programs: “Goal Management and Team Performance” and “Effective Performance Reviews.” These initiatives strengthened managers’ capabilities to embed performance management into daily operations, align team objectives with corporate strategies, and employ structured dialogue and feedback techniques to foster employee development, accountability, and continuous growth.

The programs further enhanced managers’ skills in building trust and promoting open communication during performance discussions, transforming these interactions into opportunities for talent development, cross-functional collaboration, and overall organizational performance improvement.




## Performance evaluation

Performance management is central to SINTEX TP’s talent development. By linking strategic objectives with individual KPIs, we create a performance-oriented environment. Biannual evaluations—at the end of Q2 and the fiscal year—assess performance, align work goals and career development, and include one-on-one confidential sessions where managers gather employee feedback to encourage open dialogue.

# 4.3 Compensation & Benefits

## Employee wages

SINTEX strictly complies with labor laws and regulations across all partner sites, ensuring equal compensation for employees in equivalent positions, with comparable responsibilities, tenure, and performance. To remain competitive in the labor market, we conduct annual reviews of compensation and benefits, aligning them with industry benchmarks to reduce wage gaps and maintain fair and reasonable pay. We also monitors international labor rights developments to ensure our wage policies reflect global best practices.

### Salary gap between male and female by regions

| 2024 Male/Female Salary | Cambodia | Vietnam | China | Philippines | Taiwan |
|---|---|---|---|---|---|
| Top Management team | Confidential | Confidential | Confidential | Confidential | Confidential |
| Staff with management duty | 1.12 | 1.06 | 1.00 | 1.03 | 1.04 |
| General staff with no management duty | 1.00 | 1.03 | 1.00 | 1.18 | 1.07 |
| Production line staffs | 1.00 | 0.96 | 1.00 | 0.95 | NA |

### Remuneration gap between males and females by regions

| 2024 Male/Female Remuneration | Cambodia | Vietnam | China | Philippines | Taiwan |
|---|---|---|---|---|---|
| Top Management team | Confidential | Confidential | Confidential | Confidential | Confidential |
| Staff with management duty | 0.87 | 1.04 | 1.23 | 1.04 | 1.04 |
| General staff with no management duty | 0.89 | 1.19 | 1.05 | 1.33 | 1.07 |
| Production line staffs | 0.94 | 0.98 | 1.07 | 0.87 | NA |

## Employee Benefits

At SINTEX, we value sharing success with our employees by offering a comprehensive benefits and reward system, aiming to be a trusted partner in their career development.

### Flexible Rewards and Supportive Workplace

- Employee Insurance
- Festival Bonuses
- Commuting Assistance
- Festive Celebrations
- *Annual Health Check
- EAPs
- Mother-Friendly Support
- Life Support
- Performance-Driven Bonus
- Familly Day
- Sports and Anniversary Events
- Celebratory Banquet

## Family-Friendly Workplace

To foster a family-friendly work environment, SINTEX provides nursing rooms, maternity and paternity leave, and marriage and childbirth allowances to celebrate employees' life milestones, in compliance with local regulations. Parental leave is granted to employees with childcare needs, ensuring eligible employees can access this benefit. Availability of these benefits may vary across countries of operation.

### Parental Leave overview by regions

| Parental leave | Item | 2024 - entitled to leave (A) | 2024 - using leave (B) | 2024 - should return to work after taking leave (C) | 2024 - Actual return to work in 2024 after leave (D) | 2023 - Actual return to work in 2023 after leave (E) | 2023 -took leave and still employed 12 months after reinstatement (F) | Application rate for child care leave without pay (B/A) | Reinstatement rate (D/C) | Retention rate (F/E) |
|---|---|---|---|---|---|---|---|---|---|---|
| Cambodia | Female | 508 | 508 | 495 | 443 | 287 | 262 | 100% | 89% | 91% |
| | Male | 24 | 24 | 24 | 24 | 6 | 2 | 100% | 100% | 33% |
| | **Total** | **532** | **532** | **519** | **467** | **293** | **264** | **100%** | **90%** | **90%** |
| Vietnam | Female | 673 | 658 | 691 | 521 | 335 | 300 | 98% | 75% | 90% |
| | Male | 170 | 167 | 171 | 156 | 135 | 112 | 98% | 91% | 83% |
| | **Total** | **843** | **825** | **862** | **677** | **470** | **412** | **98%** | **79%** | **88%** |
| China | Female | 47 | 42 | 42 | 36 | 36 | 35 | 89% | 86% | 97% |
| | Male | 12 | 10 | 10 | 4 | 4 | 4 | 83% | 40% | 100% |
| | **Total** | **59** | **52** | **52** | **40** | **40** | **39** | **88%** | **77%** | **98%** |
| Philippines | Female | 4,434 | 683 | 666 | 637 | 826 | 716 | 15% | 96% | 87% |
| | Male | 2,698 | 124 | 121 | 121 | 154 | 132 | 5% | 100% | 86% |
| | **Total** | **7,132** | **808** | **787** | **760** | **980** | **848** | **11%** | **97%** | **87%** |
| Taiwan | Female | 350 | 4 | 4 | 3 | 6 | 6 | 1% | 75% | 100% |
| | Male | 113 | 0 | 0 | 0 | 0 | 0 | 0% | 0% | 0% |
| | **Total** | **463** | **4** | **4** | **3** | **6** | **65** | **1%** | **75%** | **100%** |

## 4.4 Employee Relations Management

SINTEX is committed to cultivating a diverse and inclusive workplace that encourages creativity and agility. In 2024, we continued our support for the "Taiwan Talent Sustainability Action Alliance," actively promoting talent development and sustainable workplace practices, reaffirming our dedication to diversity and inclusion.

## Employee communication

SINTEX is committed to fostering a speak-up culture where every employee feels accepted, valued, and respected. Employees are encouraged to raise concerns, report unfair treatment, or address workplace issues through simple, secure, and accessible channels.

To support this, we provide dedicated mailboxes and surveys, allowing employees to submit feedback either named or anonymously. Employees of our manufacturing partners may also engage directly via the WOVO platform. All grievances are handled with strict confidentiality, fairness, and due process, ensuring employees feel safe and respected when raising concerns.

## Employee Engagement Survey

To strengthen employee communication and enhance corporate culture, SINTEX conducted its first Employee Engagement Survey in Taipei in 2024, achieving a response rate of 96.38%.
Going forward, the survey will be conducted biennially to gain deeper insights into employees' expectations and workplace experiences. Findings will inform targeted improvement initiatives aimed at enhancing employee engagement and fostering a more sustainable workplace.

## Team Activities and Sense of Belonging

SINTEX, together with its partner production sites, organizes various team-building and recreational activities to foster collaboration, strengthen employee engagement, and enhance a sense of belonging. In 2024, key events included the 36th Anniversary Sports Day in Taipei, a spring cultural performance, and a football tournament. These initiatives promote team spirit, cross-functional interaction, employee well-being, and a positive workplace culture. By creating opportunities for employees to connect and celebrate together, SINTEX demonstrates its commitment to an inclusive, supportive, and sustainable work environment.



### Spring Cultural Performance and Football Tournament









### 36th Anniversary Sports Day



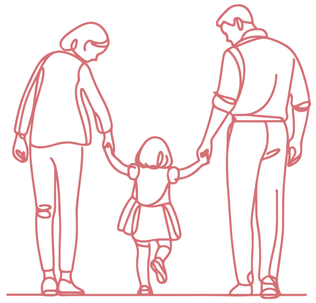


## Multicultural and Festive Activities

SINTEX respects and celebrates the diverse cultures and backgrounds of its employees, fostering an inclusive and engaging workplace. In 2024, we organized a variety of cultural events and celebrations, presenting thoughtful gifts during key occasions such as the Dragon Boat Festival, Mid-Autumn Festival, Christmas, and International Women's Day. These initiatives not only honor cultural diversity but also create joyful moments of sharing, strengthen interpersonal connections, and enhance a sense of community across the organization.

### Mother's & Father's Day





### Halloween & Mid-Autumn Festival







### Lunar New Year & Christmas






## Service Loyalty Award Ceremony

In 2024, we held the Service Loyalty Award Ceremony in the Philippines, where long-serving employees who have dedicated 10, 15, 20, 25, and even 35 years of their careers to the company were formally recognized on stage. Through this ceremony, we expressed our deepest gratitude to these 166 employees for their years of loyalty and contributions. Their dedication has not only driven the company's continued growth but has also set an inspiring example for all colleagues, showcasing the spirit of teamwork and shared achievement.







## 4.5 OHS trainings and communications

We committed to fostering a healthy, safe, and employee-friendly work environment. We actively promote occupational health and safety (OHS) management to enhance workplace well-being, strictly aligning with applicable OHS regulations. Our policies and preventive programs are designed to continuously reduce potential hazards, strengthen risk controls, and optimize working conditions.

### Fire Safety and Emergency Preparedness

SINTEX upholds workplace resilience through a comprehensive Fire Safety Protection Plan, including certified fire prevention managers, dedicated emergency brigades, and regular fire drills. The plan is reviewed annually and filed with local fire authorities to ensure effectiveness. In addition, OHS training is provided across all manufacturing partners, with 123,696 participants in 2024, totaling 202,634 training hours.

### OHS and fire drill trainings




### Occupational accident and training statistics

| | Working hours (thousand hours) | | | Lost Workdays | | | Work-related injuries | | | Total OHS training employee numbers | Total OHS training employee hours |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | 2024 | 2023 | 2022 | 2024 | 2023 | 2022 | 2024 | 2023 | 2022 | 2024 | 2024 |
| **China** | 1,665 | 957 | 1,093 | 9 | 472** | 151 | 1 | 14 | 8 | 2,751 | 7,868 |
| **Vietnam** | 26,033 | 30,130 | 55,446 | 324*** | 51 | 104 | 42 | 14 | 18 | 31,118 | 155,243 |
| **Philippine** | 41,262 | 23,231 | 38,887 | 205 | 47 | 169 | 59 | 14 | 42 | 87,116 | 34,079 |
| **Taiwan** | 916 | 3 | 3 | 14 | 0 | 0 | 3 | 0 | 0 | 420 | 420 |
| **Cambodia** | 16,576 | 11,542 | NA* | 45 | 0 | NA* | 44 | 4 | NA* | 2,291 | 5,024 |
| **Total** | **86,452** | **65,864** | **95,429** | **597** | **571** | **424** | **149** | **46** | **68** | **123,696** | **202,634** |

- Data for 2022 was partially unavailable due to a storage device failure.
- The increase in lost work hours in China in 2023 was primarily attributed to a commuting-related traffic incident, resulting in a total of 285 lost days.
- The rise in lost work hours in Vietnam in 2024 was mainly due to two isolated workplace incidents, leading to a total of 170 lost days.

Despite these isolated cases, SINTEX remains steadfast in strengthening workplace safety and minimizing risks. Through continuous training, system enhancements, and collaboration with our partners, we are committed to fostering a safer and more resilient work environment for all employees.

# 5 Community

## 5.1 Social Well-being

## 5.2 Sustainable Environment



## 5.1 Social Well-being

SCI recognizes that every achievement relies on the trust and support of our partners. Guided by the philosophy of giving back and fulfilling our responsibilities, we are committed to advancing education, community initiatives, and environmental stewardship, creating social value and promoting well-being.

Focusing on "Supporting Community Prosperity and Educational Growth" and "Advancing Charitable Programs and Environmental Stewardship," we implement diverse initiatives to foster shared prosperity. Looking ahead, SCI will continue to deepen sustainability practices, contributing to social stability and positive change.

### Free Clinic

Free Clinic programs include health management and basic medical services for employees and their families, as well as outreach initiatives for disadvantaged communities in remote areas. In 2024, more than 3,500 participants joined these events in the Philippines, Combodia and Vietnam, helping to improve community health and well-being.








### Family Day

Family Day is more than a day of fun—it is a platform to strengthen team cohesion, reinforce our values, and inspire our people. We design interactive, educational programs, some paired with cultural celebrations or basic disaster-preparedness training, allowing families to learn while participating.

Beyond the activities, Family Day reflects our appreciation for the dedication of employees and partner teams. It provides an opportunity for participants and their families to connect, share experiences, and create lasting memories. By fostering these moments of joy and togetherness, the company celebrates its workforce and nurtures a culture of care, belonging, and mutual support that extends beyond the workplace.










## Charity Runs and Community Well-being

SINTEX organizes a variety of charity runs to promote healthy living, community engagement, and social impact. The Color Run encourages employees and their families to maintain an active, healthy lifestyle, supports mental well-being, and strengthens family and community connections. In addition, we participate in the Children’ s Cancer Run (CCR), a fun run organized by the Canadian Chamber of Commerce in Vietnam, aimed at raising awareness and funding treatment for children with cancer. By combining health, community, and philanthropy, these events reflect SINTEX’ s commitment to compassion, solidarity, and lasting social impact.














## Blood Donation

In Taiwan, Vietnam, and the Philippines, we supported blood donation campaigns, demonstrating our commitment to community health and encouraging employees to make a meaningful contribution to those in need.








## Caring for Communities

SINTEX supports vulnerable groups through various community care initiatives, from providing essential supplies to patients and caregivers to promoting health among the elderly. In Vietnam, our year-end program for the homeless has continued for over six years, bringing warmth, dignity, and hope. These efforts demonstrate our lasting commitment to compassion and social responsibility.











## 5.2 Education Promotion

At SCI, bridging educational gaps and providing meaningful support are central to our mission. We believe that talent drives sustainable business and that young people are the foundation of future growth. With this vision, sustainability is woven into the very fabric of our corporate culture, guiding initiatives across regions to nurture learning and personal development. With internship programs, scholarships, equipment donations, vocational training, and campus improvements, we aim to equip young people with the skills, knowledge, and opportunities they need to thrive and make a positive difference in society.

### Training Skills Center






### Student scholarship







### Campus Restoration and Asset Donation Campus Restoration





### Vocational School Partnership in Vietnam

One of our most meaningful initiatives is our partnership with vocational schools in Vietnam. Guided by our belief that youth are the foundation of future development, SINTEX works closely with schools to provide students with access to machines and equipment, enabling them to gain valuable hands-on experience while improving their learning and living conditions. Beyond equipping young people with practical skills, this initiative reflects our shared commitment with local schools to nurture the next generation of talent and create lasting, positive impact for both students and the wider community.






## Pillows of Care for Cambodian Schools

In Cambodia, we actively contributed to community well-being by crafting and donating pillows to nearby elementary schools, supporting children’ s comfort, rest, and overall health. This initiative reflects our commitment to fostering strong community relationships while enhancing the learning and living environment for the next generation.




## Caring for Children’s Growth

In China, we are committed to supporting education and health initiatives. We provide stationery to encourage positive learning habits and sponsor school sports events to promote physical activity. These efforts demonstrate our care for employees’ families while strengthening our ties with the local community.







## 5.3 Sustainable Environment

Upholds an eco-friendly philosophy and committed to advancing sustainable production. In addition to actively adopting renewable energy, water conservation, and waste reduction measures, we also organize environmental protection and restoration activities to raise community awareness and encourage collective action toward a greener environment.

## Waste go gift back

We encourage employees to collect and properly dispose of hazardous waste, helping to raise awareness of its harmful effects and the importance of proper disposal. These efforts also foster responsible living habits among employees.








## Earth Hour

We are committed to promoting sustainable living, resource conservation, and environmental protection. By participating in Earth Hour, we encourage employees to start with themselves and make small, everyday changes that collectively contribute to protecting our planet




## Ecosystem Protection and Sustainability

SINTEX engages in diverse environmental initiatives across our operational regions to promote ecological sustainability and community well-being. In Taiwan, Vietnam, and the Philippines, we organized coastal cleanup activities, inviting employees and their families to participate, helping to restore cleaner marine and local environments. At our SNP sites, Environment Day has become a meaningful annual tradition, where employees plant and care for green areas, fostering not only awareness of environmental protection but also a sense of unity and shared responsibility.



In the Philippines and Cambodia, we carried out tree planting and mangrove restoration activities, planting a total of 2,500 seedlings to support biodiversity and strengthen local ecosystems. These initiatives reflect our belief that environmental protection is not only about compliance but also about inspiring collective action, nurturing future generations, and building resilient, thriving communities.



# 2024 SUSTAINABILITY REPORT