Shaping a greener tomorrow

Creating endless possibilities

Inspiring change through innovation



SUSTAINABILITY REPORT 2025

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About the report

This Sustainability Report is published by SINTEX LTD. (hereinafter referred to as "SINTEX" or "the Company"), marking the Company's third annual disclosure of its ESG performance. This report transparently presents our strategic initiatives, quantitative progress, and ongoing commitments across Environmental, Social, and Governance dimensions for the 2025 reporting year.

This report has been prepared with references to the Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB) standards alongside the TCFD recommendations. Guided by comprehensive stakeholder dialogue and an impact-focused materiality evaluation, SINTEX continues to integrate material sustainability issues directly into core business decisions and daily operational practices.

Reporting Boundary

This report defines its reporting scope around SINTEX Group and its integrated global manufacturing network. The organizational boundary includes the Taipei headquarters along with key overseas manufacturing partners—encompassing all facilities in the Philippines, three in Vietnam, three in Cambodia, and two in China. This defined scope ensures a comprehensive and consistent representation of our global ESG performance and operational impact.

Reporting Period

This report discloses SINTEX's management approaches, strategic practices, and ESG performance for the period from January 1 to December 31, 2025. To provide a comprehensive and transparent view of our ongoing progress, relevant historical baseline data and multi-year performance trends are also incorporated.

SINTEX adheres to an annual reporting cycle, with this edition officially published in September 2026.

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.

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Message from GM



Hi Team,

The global business landscape continues to evolve rapidly, and sustainability has become an important driver of business resilience and long-term competitiveness. In recent years, we have built a strong foundation for sustainability. Looking ahead, we aim to connect sustainability more closely with business needs, continue to strengthen our goals, and track progress across environment, people, and governance.

With this mindset, we will build on what we have achieved, deepen our efforts, and move forward with resilience and determination.

Green Manufacturing: From Efficiency to Decarbonization

We place resource efficiency at the heart of our environmental efforts, focusing on energy efficiency, renewable energy, and continuous improvements in manufacturing processes. We have built a strong foundation for greenhouse gas management and committed to SBTi, targeting a 42% reduction in Scope 1 and 2 emissions by 2030 from our 2022 base year, and carbon neutrality by 2040.

Looking ahead, we will continue to improve energy and resource efficiency, expand renewable energy where feasible, and identify practical opportunities to reduce emissions and operating costs.

People-Centered: Where Passion Builds Resilience

We continue to foster a diverse, inclusive, and respectful workplace where our people can communicate openly, develop new capabilities, and grow with change. As AI and digital transformation reshape the way we work, we are expanding learning opportunities while strengthening occupational health, safety, and well-being.

We believe that passion, ownership, and the drive to find better solutions are essential to building a resilient team and moving SINTEX forward.

Robust Governance: Strengthening Accountability and Progress

Our Sustainability Committee meets quarterly to share sustainability progress. Senior management and project leaders set targets, provide strategic direction and action plans, and report progress to the Committee. We continue to strengthen accountability and advance sustainability through cross-functional collaboration.

We cannot control every external change, but we can choose how we respond and how consistently we improve. SINTEX will continue to move forward with pragmatic action and a long-term perspective, turning commitments into tangible progress.

Together, we will build a more resilient business and create lasting value for our people, our company, and generations to come.

Sincerely,
General Manager Kai



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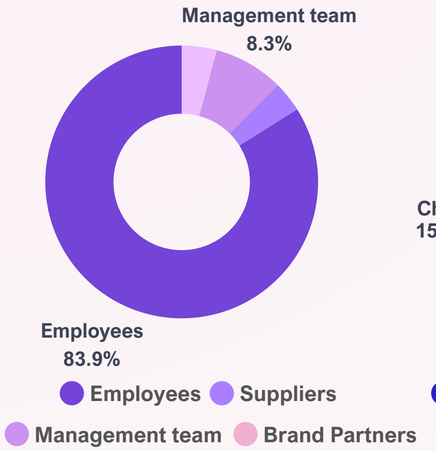
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Materiality Management

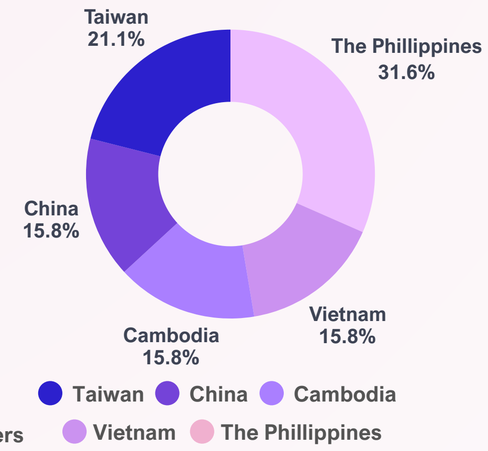
Stakeholder

The ESG team benchmarks international frameworks, brand mandates, and regional regulations to identify key issues. Stakeholder perspectives gathered via questionnaires are systematically prioritized to define our material sustainability topics.

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

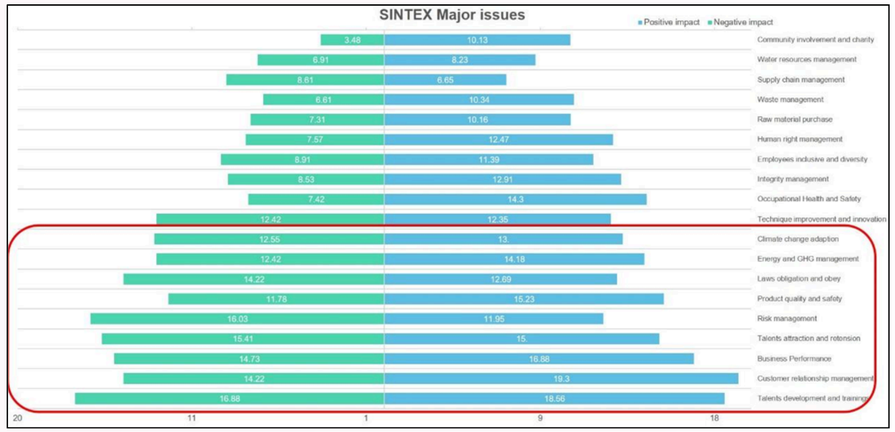
ESG team propose list of major material topics in priority order

GM and Sustainability Committee review and approve final major topics

Materiality Assessment

SINTEX's management team systematically evaluates and prioritizes sustainability topics based on the scale, scope, and severity of their potential impacts. As illustrated in the materiality figure below, key priorities encompass climate adaptation, decarbonization, regulatory compliance, product quality, talent development, and occupational health and safety.

SINTEX Materiality Analysis Result



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Materiality Assessment

Environment	Climate Change Adaption (Flood & Heat)	Climate Change Adaption (Typhoon)	Energy and GHG Management
Impact & Risk Profile	• Positive: Enhances emergency response; safeguards worker health and workplace thermal safety. • Negative: Extreme heat causing thermal stress; flooding risking facility damage in KH and PH.	• Positive: Minimizes physical and asset damage; ensures safety of local and expatriate personnel. • Negative: Facility/warehouse damage in PH; power and communication cuts disrupting production.	• Positive: Enables accurate GHG tracking, optimizes energy intensity, and elevates low-carbon competitiveness. • Negative: Inability to meet customer carbon mandates risking order loss; rising carbon costs.
Scope & Severity	• Affected: Operations & Order Delivery • Horizon: Within 1 year • Severity: High	• Affected: Operations & Order Delivery • Horizon: Within 1 year • Severity: Extremely High	• Affected: Operations & Order Delivery • Horizon: Within 1 year • Severity: Extremely High
Management Actions	1. Formulate flood preparedness SOPs and regular drills. 2. Elevate high-value machinery to prevent water damage 3. Assess facility ventilation and cooling systems.	1. Formulate typhoon preparedness and recovery SOPs. 2. Review and optimize facility disaster insurance coverage. 3. Maintain emergency generators, food, and RO systems in dorms.	1. Deploy Smart Meters and EMS across all manufacturing facilities. 2. Execute energy-efficiency upgrades (VFD compressors, leak repairs). 3. Expand Rooftop Solar (RTS) and scale up iREC/EAC procurement.
Policy & Targets	• Policy: Enhance structural disaster resilience across facilities. • Target: Complete flood SOPs and drills across all target sites by 2025.	• Policy: Ensure business continuity and safeguard workforce safety. • Target: Maintain 100% adequate insurance coverage; zero disaster-related casualties.	• Policy: SBTi-aligned near-term target commitment (2022 baseline). • Target: Reduce Scope 1 & 2 emissions by 42% and achieve 30% RE share by 2030.
Progress & Evaluation	• Progress: Conducted regular flood drills and evaluated machinery elevation. • Evaluation: Internal emergency preparedness audit standards.	• Progress: Completed risk-aligned property insurance reviews. • Evaluation: Annual facility safety reviews and post-drill audits.	• Progress: Near-term reduction targets validated by SBTi; RTS expansion underway. • Evaluation: Annual GHG inventory (ISO 14064-1) and Higg FEM.
Accountability	ESG Team & Partner Compliance/EHS Teams	ESG Team & Partner Compliance/EHS Teams	ESG Team & Partner Compliance/EHS Teams

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Social	Talent Attraction and Retention	Talent Development and Training	Labor Health and Safety
Impact & Risk Profile	• Positive: Enhances technical capabilities, elevates decision-making quality, and drives organizational growth. • Negative: Prolonged vacancies and frequent turnover disrupting operations, team communication, and skill continuity.	• Positive: Enhances multi-skill capabilities, closes competency gaps, and boosts workforce productivity. • Negative: Inadequate training leading to suboptimal performance and turnover from lack of career development.	• Positive: Improves workplace safety, reduces injury/accident rates, and lowers employee insurance costs. • Negative: Workplace injuries or fatalities reducing operational efficiency, causing audit findings, or risking customer penalties.
Scope & Severity	• Affected: Operations • Horizon: Within 3 years • Severity: High	• Affected: Operations • Horizon: Within 3 years • Severity: High	• Affected: Operations & Order Delivery • Horizon: Within 1 year • Severity: Extremely High
Management Actions	1. Optimize company website and branding channels to boost recruitment visibility. 2. Enhance onboarding experiences and implement structured employee retention initiatives.	1. Deploy e-learning platforms for flexible competency training. 2. Conduct regular specialized seminars, managerial workshops, and tailored OJT programs.	1. Maintain proactive OHS incident tracking and reporting systems. 2. Upgrade machinery guards and safety facilities based on audit findings. 3. Deliver regular fire safety, emergency response, and OHS training.
Policy & Targets	• Policy: Maintain competitive retention rate across all operating regions. • Target: Continually reduce employee turnover rate year-over-year.	• Policy: Maintain comprehensive general and specialized competency training. • Target: Achieve an average of ≥12.9 training hours per employee annually at HQ.	• Policy: Zero work-related fatalities and zero major safety incidents. • Target: Fewer than 3 OHS audit findings per facility; zero building safety findings.
Progress & Evaluation	• Progress: Global turnover rate recorded at 28.46% in 2024 (down 6.25% YoY). • Evaluation: HR performance metrics and turnover tracking analytics.	• Progress: HQ average training hours reached 11.4 hrs in 2024; rescheduling postponed modules for rollout. • Evaluation: HR performance metrics and training feedback assessments.	• Progress: Maintained proactive digital OHS reporting platform and internal monitoring systems. • Evaluation: External brand audit reports and EHS compliance reviews.
Accountability	Manufacturing Partners HR & TP HR Team	Manufacturing Partners HR & TP HR Team	ESG Team & Manufacturing Partners HR/Compliance Teams

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Governance	Laws Obligation and Obey	Product Quality and Safety	Customer Relationship
Impact & Risk Profile	• Positive: Upholds ethical governance, safeguards corporate reputation, and strengthens ties with local authorities. • Negative: Regulatory breaches resulting in statutory fines, shipment delays, cargo detention, and legal disputes.	• Positive: Elevates market credibility, reinforces brand trust, and prevents defect-related revenue loss. • Negative: Quality defects causing elevated complaint/return rates, brand damage, or total order cancellations.	• Positive: Deepens strategic brand partnerships, builds mutual trust, and fosters co-innovation. • Negative: Inadequate communication risking delayed market responses, diminished trust, and lost orders.
Scope & Severity	• Affected: Operations & Order Delivery • Horizon: Continuous / Daily • Severity: High	• Affected: Operations & Order Delivery • Horizon: Quarterly / Continuous • Severity: High	• Affected: Operations & Order Delivery • Horizon: Quarterly / Continuous • Severity: Extremely High
Management Actions	1. Convene monthly compliance reviews to track regulatory changes. 2. Conduct quarterly group compliance and finance reviews. 3. Enforce internal audits, Code of Ethics, and whistleblower mechanisms.	1. Intensify end-to-end QA inspections across raw materials, in-line, and finished goods. 2. Enhance worker skill development and operational standard adherence. 3. Utilize precision detection tools (e.g., metal detectors) and lab testing protocols.	1. Proactively share operational updates and market insights with brand partners. 2. Actively engage in customer performance reviews, seminars, and workshops. 3. Embed ESG and decarbonization collaboration into routine client dialogue.
Policy & Targets	• Policy: Zero tolerance for corruption and unethical conduct. • Target: Zero major financial, environmental, or labor compliance violations.	• Policy: Deliver zero-defect quality and meet client product safety standards. • Target: Maintain top scores in all brand quality audits; continually.	• Policy: Customer-centric collaboration to drive long-term mutual success. • Target: Conduct regular satisfaction surveys across 100% of key accounts.
Progress & Evaluation	• Progress: Zero environmental or major legal violations in 2025; passed all statutory effluent and air tests. • Evaluation: Regulatory review records and internal compliance audits.	• Progress: Q1 complaint rate decreased by 5% QoQ; passed all brand partner quality inspections. • Evaluation: Monthly QA/QC reports and customer satisfaction scorecards.	• Progress: Survey framework finalized with comprehensive rollout scheduled for 2025. • Evaluation: Quarterly customer business reviews (QBR) and brand partner assessment scores.
Accountability	Manufacturing Partners Compliance & Local Finance Teams	Head of Quality Management & Manufacturing Partner QMS Teams	Marketing & Sales Division / Global Account Managers

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Sustainable Goals

E1 - Climate Change

Exceeded | Achieved | Not Met

Sustainability Topics	Performance Indicators	2025 Target	Progress Status	2026 Target	2027 Target	2028 Target	Action Plans
GHG Emissions Reduction	Scope 1 & 2 Absolute GHG Emissions Reduction	-15% (vs. 2022)	★	-20% (vs. 2022)	-25% (vs. 2022)	-30% (vs. 2022)	• Equipment Energy Efficiency Optimization • Internal Carbon Pricing & Decarbonization Incentives • Procurement of Renewable Energy Certificates
	Scope 3 Category 1 Absolute GHG Emissions Reduction	N/A		-5% (vs. 2022)	-10% (vs. 2022)	-15% (vs. 2022)	
	Revenue-based GHG Emission Intensity	-5% (vs. 2022)	★	-6% (vs. 2022)	-7% (vs. 2022)	-8% (vs. 2022)	
Renewable Energy Transition	Renewable Energy	15%	★	20%	25%	30%	• Procurement of Renewable Energy Certificates • PPA Feasibility & Cost-Benefit Analysis • Energy Storage System Feasibility Assessment
	On-site Solar Self-consumption Ratio	7.5%	★	10%	12.5%	15%	

E2 - Environment & OHS

Emergency Preparedness & Fire Safety	OHS & Disaster Drill Execution Rate	N/A	2 drills/site per year; Establish CAP tracking	2 drills/site per year; 100% CAP closure rate	2 drills/site per year; 0 major findings & 100% CAP closure	• Conduct regular disaster drills • Review & upgrade fire alarm systems
	Fire Detection & Alarm System Implementation	N/A	80% sites with compliant systems	100% sites with compliant systems	100% regular testing & anomaly resolution	
Water Stewardship	Water Recycling & Reuse	N/A	Assess recycling feasibility	Increase reuse rate & refine metering	*Achieve site targets	• Increase recycled water ratio
Waste Management	Waste Recycling Rate	N/A	> 80%	*> 80%	*> 80%	• Optimize waste sorting & recycling • Enhance waste recovery & reuse
Chemical Storage & Management	ZDHC Chemical Compliance	N/A	100% in-house chemicals meet ZDHC standards with full inventory			• Review chemical inventories & protocols (labeling, training, storage, emergency kits)
	Chemical Spill Incidents	N/A	0 chemical spill incidents			
Pollution & Discharge Management	Wastewater & Air Compliance	N/A	0 regulatory violations			• Ensure legal compliance for wastewater & air discharge

*Note: Several sustainability targets were newly established at year-end 2025. / *Subject to annual adjustment*

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S2 - Social Inclusion

Exceeded Achieved Not Met

Sustainability Topics	Performance Indicators (From 2024)	2026 Target	2027 Target	2028 Target	Action Plans
Social Education	Cumulative Beneficiaries	500 beneficiaries	600 beneficiaries	700 beneficiaries	• I2E Program (Internship-to-Employment) • LGU Sewing Skills Training Center • VN & PH Special Projects • Tree planting: Mangrove restoration • Coastal & beach cleanups • School campus support & cleanups • Community clinics & health checkups • Charity runs • Blood donation drives
Environmental Restoration	Cumulative Participants	500 participants	600 participants	700 participants	
Community Welfare	Cumulative Participants	1,000 participants	1,200 participants	1,400 participants	
TTL	Cumulative SCI Projects	70 projects	80 projects	90 projects	
	Cumulative SCI Investment	US$200,000	US$250,000	US$300,000	

G1 - Sustainable Governance

Cybersecurity Cycle	Site-Level Security Assessments	Annual site risk assessments & mitigation			• Regular site audits
Network Security	Server Security Hardening	Deploy IDS/IPS on core servers			• Implement technical security controls
Digital Production	Process Visualization	Collect mfg data & visualize via dashboards	*N/A	*N/A	• Build mfg data templates
	IT/OT Integration	Deploy IoT to boost production efficiency	*N/A	*N/A	• Continuous IoT system rollout

G2 - Value Chain Management

Customer Satisfaction Enhancement	Brand Satisfaction Dimensions	• Top 5 Brands: 1 satisfaction project/yr • Establish Baselines: LLL, UA. Nike, Alo, TNF	• Brand Baselines & Continuous Refinement: 1. Remediate & optimize underperforming prior-year projects 2. Top 5 brands execute 1 satisfaction project/yr		• Annually aggregate client feedback & pain points • Establish project outcome feedback & tracking mechanisms
Brand Quality Assurance	Top 5 Brands Inspection Pass Rate	1. Establish unified metrics 2. Top 5 pass rate ≥95% 3. 0 major quality incidents 4. Establish CAP mechanism	1. Top 5 pass rate ≥97% (2028: 98%) 2. 0 major quality incidents 3. Launch key CAPs based on metrics		• Strengthen upfront defect prevention • Establish rapid customer complaint response flow
Critical Supplier ESG Assessment	Response Rate & Improvement Engagement	100% response rate; engage 70% of high-risk suppliers	Coach 80% of high-risk suppliers	Coach 90% of high-risk suppliers	• Establish supplier risk rating system • High-risk supplier CAP programs

*Note: Several sustainability targets were newly established at year-end 2025. / *Subject to annual adjustment*

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Sustainability Spotlight 01

Holistic Community & Education Uplift – Siargao Island

In Siargao Island, Philippines, We partnered with non-profit Calls Over Ridge, aligning with its vision to “Transform educational landscapes by empowering youth to lead localized change.” SCI co-planned, funded, and executed three community-driven programs across the island:

Nutrition Program

We introduced a self-sustaining model that connects parental empowerment with child health. We facilitated culinary internships for local parents to establish a community-managed catering initiative, where generated profits are channeled directly into providing free nutritious lunches for schoolchildren. Based on localized nutritional meal designs aligned with community eating habits, the program guarantees balanced nourishment for students while building sustainable economic self-reliance for local families.



Localized cookbook





Training sessions

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Literacy Program

We funded the construction of a community library and developed localized, culture-rooted illustrated books to provide children with a safe space for study and reading. Utilizing a peer-led reading model, older island youth guide younger children through regular group reading sessions, nurturing early literacy habits.





Library Space





Localized Storybook Publication

School Boat Bus Program

Following severe typhoon damage that decimated local boats and severed inter-island travel, we donated a dedicated school boat. This vessel enables rural children to safely navigate waterways to attend classes on neighboring islands, restoring daily schooling and bolstering maritime commute resilience.





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1.1 Driving Business Development

Founded in 1988, SINTEX INTERNATIONAL LTD. delivers high-performance apparel solutions by combining advanced craftsmanship, stringent quality control, and data-driven manufacturing. We partner closely with clients to engineer products that maximize comfort, functional performance, and extended durability.

Driven by our vision of being a trusted "Partner for Success," we collaborate with premier global sports brands through agile product development, embedded sustainability, and continuous innovation. Our strategic manufacturing footprint across China, Vietnam, the Philippines, and Cambodia empowers us to respond swiftly to market dynamics while securing resilient, long-term business growth.

Product Diversity and Market Agility

SINTEX provides agile, end-to-end development and manufacturing capabilities across a comprehensive product portfolio—ranging from specialized accessories to high-performance outerwear. Guided by operational agility and precision engineering, we seamlessly transform creative design concepts into commercially viable, market-leading garments with speed and consistency.

Through our streamlined one-stop service model, SINTEX supports brand partners across every phase—from concept design and sample approval to advanced process engineering and scalable manufacturing. By harmonizing innovative technologies with sustainable craftsmanship, we ensure every garment excels in functional performance, durability, and style, reinforcing our clients' competitive edge worldwide.



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Competitive Advantages

Data-Driven Operations

Amid escalating geopolitical volatility, trade shifts, and macroeconomic uncertainties in 2025, SINTEX accelerated its digital transformation to bolster operational resilience and efficiency. We leverage advanced data analytics to convert complex operational streams into intuitive, actionable visual insights. Real-time data integration facilitates agile, precise decision-making and production scheduling, while intelligent automation and predictive maintenance optimize resource deployment and minimize downtime. This data-driven framework accelerates our transition toward smart, intelligence-led manufacturing, enabling SINTEX to navigate dynamic global disruptions with speed and precision.

Sustainable Growth

Anchored by sound financial foundations and disciplined management, SINTEX continues to reinforce its long-term competitiveness in the global market. We proactively navigate evolving industry challenges—including raw material fluctuations, shifting trade dynamics, and stringent regulatory demands—with strategic agility and foresight. By maintaining financial discipline in our core operations while executing our SBTi-aligned decarbonization roadmap, SINTEX consistently delivers sustainable value, deepening long-term trust with leading global sports brands.





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Digitalization and Automatic production

Digitalization and automated manufacturing serve as vital catalysts for operational productivity and precision decision-making. SINTEX collaborates with partners to advance intelligent production through integrated real-time dashboards and centralized mission centers. Furthermore, the deployment of Radio-Frequency Identification technology continues to enhance end-to-end material traceability and logistics efficiency across our supply chain.

Driven by our specialized Digitalization Development & Integration (DDI) team, we have deepened the execution of 14 strategic branch projects initiated from the core mission center. These initiatives systematically modernize production lines, strengthen real-time data visibility, and reinforce a resilient, intelligence-led manufacturing ecosystem.



DDI TEAM
Digitalization Development & Integration

- Driven by TPE Head Quarters
- 30+ Software Engineers
- 20+ years of Experience in App Manufacturing
- 15+ years in software development

Roles & Responsibilities

1. Create & Establish Policy Design
2. Conduct Training and Promotion
3. Drive Project Execution & Troubleshoot Problems
4. Evaluate Digitalization Effectiveness
5. Report Data Management & Audit

MANUFACTURING PARTNER TEAM
Project Owner & Core Team

- Driven by Manufacturing Partner Managers
- Cross Functional Team Collaboration
- In placed M&E & IE Leadership following Lean Manufacturing Principles

Roles & Responsibilities

1. Support & Execute Project Plan
2. Assess, resolve issues & escalate when required
3. Develop strategies & enhancement plan based on actual project implementation
4. Provide Project Execution Summary Report

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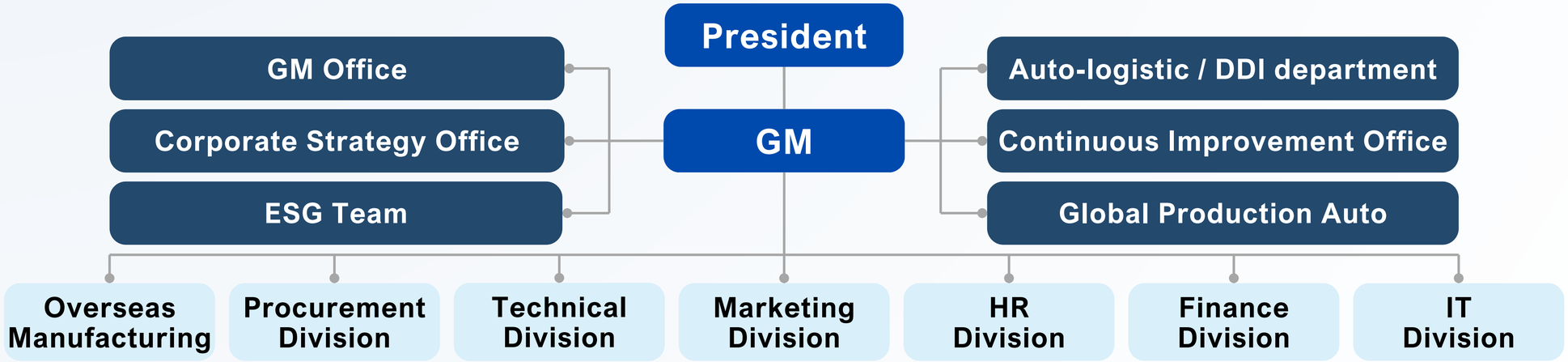
1.2 Upholding Corporate Governance

Organizational Structure

To optimize operational governance and strategic coordination, SINTEX maintained an agile organizational structure as of July 2026. Under the leadership of the President and General Manager, central functional departments and business divisions collaborate closely to drive operational excellence and long-term value creation.

Anchoring our sustainability governance, the ESG Team functions as a dedicated unit reporting directly to the General Manager since 2022. Working in close synergy with strategic manufacturing partners across the Philippines, Vietnam, Cambodia, and China, the team ensures consistent execution of SINTEX's global manufacturing roadmap and ESG standards across all manufacturing partners.





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Performance Management

Sustainable operational growth and financial resilience serve as the foundation of SINTEX's long-term viability and shareholder value creation. To navigate evolving market conditions, we maintain a disciplined performance review mechanism that systematically evaluates financial health, operational KPIs, and strategic milestones. By integrating macroeconomic assessments, customer demand shifts, and apparel industry trends, SINTEX dynamically recalibrates its business strategies to optimize capital allocation, mitigate commercial risks, and secure steady, resilient growth.

Legal Compliance

Adherence to environmental, social, and economic regulations is fundamental to maintaining operational integrity and stakeholder trust across SINTEX's global footprint. We institutionalize compliance through comprehensive internal policies, continuous workforce training, and proactive regulatory monitoring across all operating regions. Furthermore, our internal audit function conducts systematic reviews to identify operational anomalies, prevent non-compliance risks, and ensure ethical conduct across all manufacturing facilities.

During the 2025 reporting period, SINTEX recorded no significant legal violations (defined as individual fines exceeding USD 30,000) and no non-monetary sanctions across all operating jurisdictions.



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Integrity in Business

Guided by our corporate vision of "Value Creation, Market Focus, and Sustainability," SINTEX embeds business ethics and transparent governance across all operations. We enforce a zero-tolerance policy against unethical conduct, institutionalized through our Code of Ethics, Integrity Operating Guidelines, and Employee Code of Conduct. These frameworks require management and all personnel to exercise fiduciary duty, maintain fairness and discipline, and strictly prohibit insider trading, misuse of proprietary data, or conflicts of interest.



Whistleblower Protection and Grievance Mechanisms

To ensure operational accountability, SINTEX maintains independent, multi-channel reporting avenues accessible to internal employees and external stakeholders—including web portals, intranet systems, hotlines, and postal mail. We enforce stringent confidentiality protocols to safeguard whistleblower identities and maintain a strict non-retaliation policy. Anonymous reporting is fully supported, with structured investigation procedures to address potential fraud, corruption, or regulatory breaches.

Comprehensive Integrity Risk Prevention

Through cross-functional consultation with employees, labor unions, and business partners, SINTEX enforces integrity risk prevention programs targeting key operational areas:

- Bribery, extortion, and illicit commissions
- Unlawful political contributions or improper sponsorships
- Inappropriate gifts, hospitality, or improper benefits
- Intellectual property and trade secret infringement
- Unfair competition and antitrust violations
- Infringement of labor rights, health, or workplace safety

We extend ethical mandates across our commercial engagements. Prior to formal partnerships, SINTEX performs integrity and compliance due diligence on suppliers, customers, and business associates. All commercial agreements mandate binding integrity clauses, reserving the right to immediate contract termination and legal recourse upon identifying corrupt or dishonest conduct.

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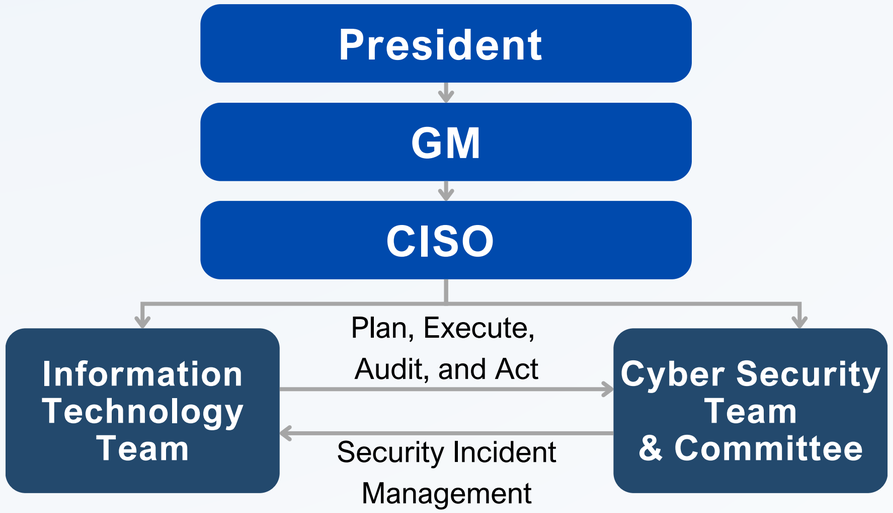
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1.3 Fortifying Cyber Security

Governance Structure and Strategy

SINTEX considers information security a cornerstone of sustainable business operations. We have established a Cyber Security Committee supervised by the Director of IT, reporting regularly to the General Manager on the effectiveness of cybersecurity executions and risk assessments. The organization has established functional roles, including the Information Security Management Representative, Documentation Team, and Audit Team, to oversee the formulation and implementation of security policies and initiatives, as well as daily operational management. In 2025, SINTEX recorded zero significant cybersecurity breaches, data leak incidents, or operational disruptions across its global facilities.

Cyber Security Organization





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Information Security Management System

SINTEX maintains an ISO/IEC 27001-aligned Information Security Management System (ISMS), with unified governance across all operations in Taiwan, China, Vietnam, the Philippines, and Cambodia. Core controls span network security, secure system development, data backup, OT/IT network segmentation, and the rigorous protection of trade secrets alongside client intellectual property—including proprietary design assets, Tech Packs, and Material Library specifications. Governed by the PDCA framework, regular internal and third-party audits ensure continuous improvement, while annual Disaster Recovery (DR) and business continuity drills validate that Recovery Point Objectives (RPO) and Recovery Time Objectives (RTO) consistently meet stringent operational resilience benchmarks.

Cyber Security Team & Committee Duty

Chief Information Security Officer (CISO)	Information Security Documentation Team
Establishing and reviewing information security policies	Maintaining and administering information security documentation
Information Security Audit Team	**Information Security Management Representative**
Managing information security operations and audit procedures	Supporting the implementation and integration of information security initiatives

Security Reporting Mechanism and Response Procedures

To strengthen early detection and incident response, SINTEX actively participates in the TWCERT/CC (Taiwan Computer Emergency Response Team/Coordination Center) joint defense mechanism to stay informed about software/hardware vulnerabilities and external threat intelligence. Internally, we have established standard Incident Response Standard Operating Procedures (IR SOP). We also regularly conduct vulnerability scans and risk assessments on core systems to implement necessary corrective and preventive measures. In 2025, 100% of identified vulnerabilities were remediated within required SLA windows, and zero security incidents required emergency escalation.



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Security Awareness and Culture

SINTEX is dedicated to embedding a proactive cybersecurity culture across all organizational levels. In 2025, foundational cybersecurity training remained mandatory for all onboarding personnel, achieving a 100% completion rate. To reinforce employee vigilance and mitigate human-layer risk, regular company-wide social engineering simulations (phishing drills) were conducted throughout the year, recording over 92% employee participation and maintaining the suspicious click rate below 3%. For internal developers and technical personnel supporting our ERP restructuring and digital supply chain systems, specialized secure coding training aligned with OWASP Top 10 vulnerabilities is strictly required. Furthermore, annual group-wide incident response drills were conducted to sharpen practical containment capabilities and reinforce operational resilience.



Technical Defense Measures

In 2025, we focused on deepening Zero Trust Architecture (ZTA) and reinforcing endpoint and perimeter defense across our global footprint. Key quantifiable achievements include:

1. Endpoint & Perimeter Defense:
Expanded MDR/EDR coverage to 100% of headquarters workstations, core production servers, and primary overseas plant server nodes; continuously maintained IDS/IPS traffic anomaly inspection.

2. Identity & Remote Access:
Enforced Multi-Factor Authentication (MFA) via Microsoft Entra ID and secure VPN encrypted tunnels for 100% of external remote access connections.

3. Data Loss Prevention & Brand IP:
Deployed Data Loss Prevention (DLP) agents and strict role-based access control (RBAC) to prevent unauthorized extraction of confidential customer Tech Packs and sample development data.

4. OT/IT Network Segmentation:
Implemented boundary isolation between office IT networks and overseas factory OT/production networks to prevent lateral movement of malware.

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1.4 Strengthening Sustainability Organization

Sustainability Committee

SINTEX's Sustainability Committee anchors our top-down ESG governance, chaired by the Founder and led executively by the General Manager. Membership unites senior management, functional division heads, regional managers, and the ESG Team.

The Committee oversees six specialized Action Groups—spanning Energy, OHS, Employee Relations, Social Inclusion, Sustainable Governance, and Value Chain Management—tasked with executing strategic ESG roadmaps. Project managers drive project milestones, encourage innovative solutions, and collaborate closely with the ESG Team to track progress and refine action plans.

Meeting on a seasonal basis, the Committee monitors quantitative performance and ESG risks. In 2025, the Company prioritizes energy transition, operational resilience, and impactful community partnerships while surpassing brand sustainability mandates.

Sustainability Committee :

- Defines ESG vision, policies, and decarbonization pathways.
- Oversees ESG and climate risk integration into ERM.
- Monitors targets, capital allocation, and execution outcomes.

Taipei ESG Team :

- Manages ESG disclosures, audit readiness, and data integrity.
- Drives brand partner engagement and industry benchmarking.
- Coordinates global project rollouts, training, and site support.

Sustainability Action Groups :

- Executes energy, resource conservation, and OHS programs.
- Maintains local regulatory compliance and factory audit.
- Manages communication, data reporting, and feedback to HQ.



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2.1 Pioneering Innovation and R&D

Innovation and Technology Advancement

In 2025, SINTEX advanced its innovation roadmap by translating creative design concepts into scalable, sustainable apparel solutions. Collaborating closely with brand partners, our Innovation Team bridged product development with green manufacturing. Notably in 2025, SINTEX obtained a new patent for its "Fabric Bonding Structure," successfully commercializing advanced bonding and quilting applications that enhance functional performance and durability while minimizing material and environmental footprints.

We continue to embed circular design concepts, low-impact materials, and process optimization into our core R&D pipeline. Guided by environmental stewardship and technical excellence, SINTEX will continue investing in innovation capabilities to deliver differentiated value for global brands and the broader industry.

Fostering an Innovation Culture

SINTEX fosters a culture of innovation by encouraging continuous learning, cross-functional collaboration, and active engagement with industry partners throughout the apparel value chain. Innovation is not limited to a dedicated R&D function but is embedded across design, development, sourcing, merchandising, and manufacturing teams. In 2025, the introduction of AI-powered ideation tools accelerated cross-functional synergy and rapid concept prototyping, enabling teams to respond to dynamic market trends with greater agility and precision.

AI Integration & Digital Capability Building

We accelerated AI adoption across its innovation lifecycle in 2025. By leveraging multi-platform digital tools for concept generation, material analytics, and 3D visualization, we have cut development time while improving decision quality. We reinforce this edge through continuous AI workshops, digital training, and cross-functional knowledge sharing to build future-ready competencies.

AI tools are currently applied in approximately 10% of marketing development projects, reducing preparation lead time by up to 30%. Looking ahead to 2026, we plan to expand AI adoption across marketing workflows, targeting a lead-time reduction of over 50%, to accelerate communication efficiency in brand co-creation projects.

AI-Powered Design Visualization





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2.2 Committing to Quality Excellence

Supply Chain Quality Excellence & Continuous Improvement

Building upon our outstanding track record of on-time delivery, we are actively elevating our quality management systems to match these exceptionally high standards. By establishing a unified benchmarking framework that cross-references and standardizes the diverse evaluation metrics of our top five brand partners, we determined our baseline average quality rating to be 81%.

Rather than viewing this as a static metric, we see it as a transparent foundation for strategic advancement. Moving into 2026, our primary operational focus is to bridge the gap between our world-class delivery timelines and our quality performance. We are deploying targeted optimization initiatives across all critical touchpoints—including Distribution Center (DC) inspection pass rates, customer complaint resolution protocols, and in-line manufacturing quality controls—ensuring we deliver flawless excellence and sustained value to our partners.





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Testing Process and Laboratory

To safeguard product integrity and satisfy stringent brand partner standards, SINTEX operates an accredited, multi-tiered laboratory testing framework across the entire manufacturing lifecycle—driving proactive defect prevention through data-backed performance validation.

End-to-End Lifecycle Testing

Managed by dedicated lab teams, our rigorous framework spans every manufacturing milestone—from incoming raw material inspection (IQC) and prototype validation to in-process quality control (IPQC), final inspection (FQC), and outgoing statistical sampling. This proactive structure detects variances early, safeguarding process consistency from fiber to finished garment.

Accredited Protocols & Benchmarks

Our certified facilities conduct rigorous physical and chemical performance assessments, covering dimensional stability, laundering shrinkage, multi-condition colorfastness, seam strength, and functional durability. This systematic approach ensures every production batch reliably complies with international apparel quality benchmarks.

STAGE 01
Development Sample

- Visual Inspection
- Dimension Check
- Color Difference Test
- Washing Tests (Bleeding, Shrinkage)
- Seam Strength

STAGE 02
Bulk Raw Materials

- Visual Inspection
- Dimension Check
- Colorfastness & Washing Fastness
- Water Absorbency

STAGE 03
In-Process (IPQC)

- In-Process Visual Inspection
- Dimension Check
- Color Difference Check
- Post-Wash Shrinkage

STAGE 04
Final Product (FQC)

- Visual Inspection (Blemishes, Shading)
- Dimension Check
- Labeling Verification
- Functional Testing (Zippers)

STAGE 05
Final Audit / Sampling

- Outgoing Statistical Sampling
- Random Visual Appearance Check
- Critical Dimension Verification

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Internal Audits and Continuous Improvement

To reinforce quality governance, SINTEX enforces a structured internal audit mechanism led by the Quality Management Department across all manufacturing facilities under standardized Quality Management System (QMS) protocols. Our audit scope comprehensively evaluates incoming raw material inspections, in-line process controls, finished goods testing, and laboratory standards through on-site assessments, documentation reviews, and personnel interviews.

All findings and non-conformities feed directly into formal Corrective and Preventive Action (CAPA) reports. Each manufacturing site must implement time-bound remediation plans, supported by technical guidance and verification audits from the Quality team. This closed-loop PDCA (Plan-Do-Check-Act) architecture drives continuous process optimization, reinforces quality consistency, and safeguards our global manufacturing reliability.



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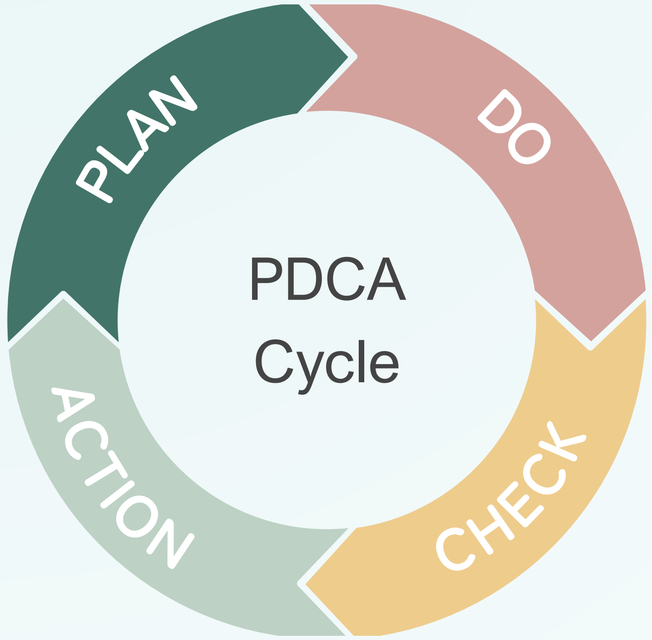
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Quality Audit Framework



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.

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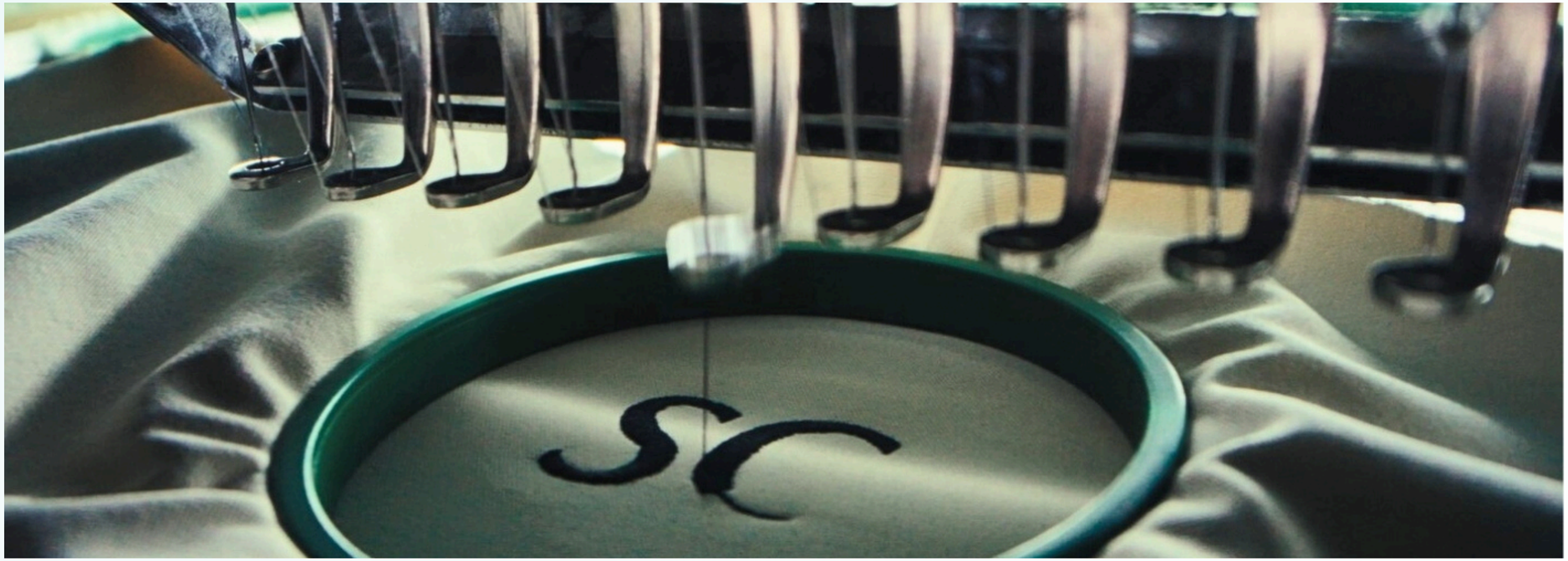
Client communication

To maintain seamless alignment with our brand partners, we utilize a multi-layered communication infrastructure that spans daily operational tracking to high-level strategic reviews:

Real-Time Digital Collaboration Systems: Daily production, costing, and sample developments are managed via integrated platforms such as Centric PLM, alongside secure corporate communication channels. This ensures instant visibility into tech-pack updates, material approvals, and shipment tracking.

Structured Periodic Reviews: We conduct structured, cross-functional meetings—ranging from weekly operational syncs to Joint Business Reviews (JBR) and Quarterly Business Reviews (QBR). These sessions review Key Performance Indicators (KPIs), capacity forecasting, and long-term compliance goals.

Continuous Feedback Loops: Post-season and post-project debriefs are formalized through structured feedback mechanisms. This allows us to systematically capture client evaluations on quality, delivery precision, and agility, turning insights into actionable process improvements.



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Brand Protection

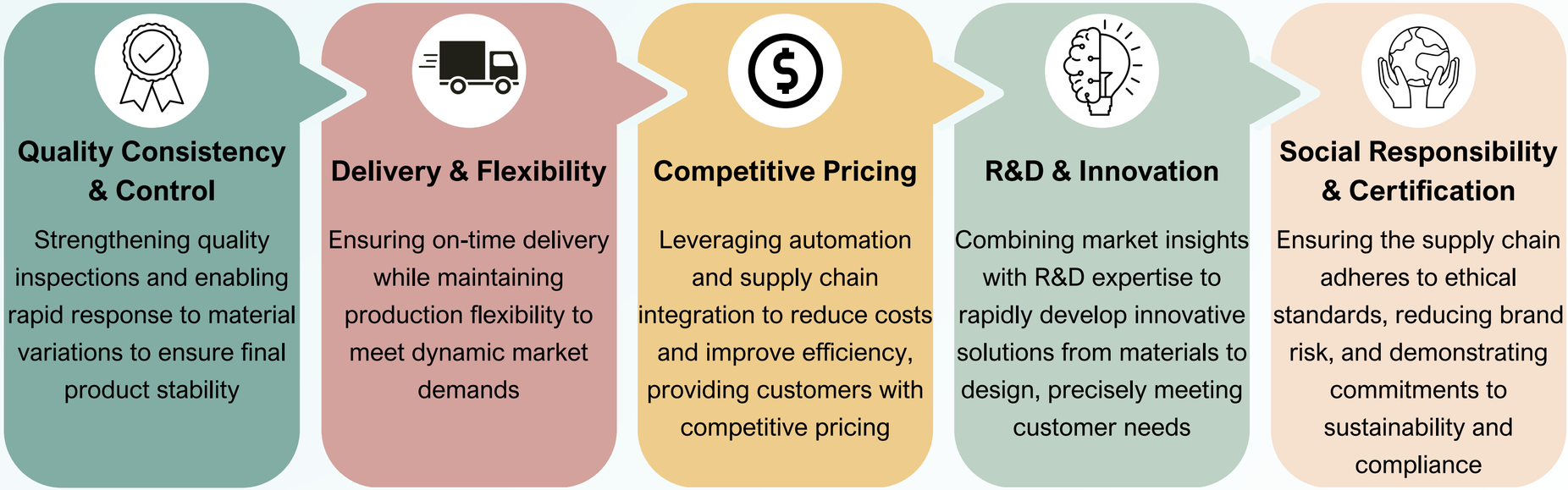
Preserving our brand partners' competitive advantage is a core pillar of our operations. We enforce stringent technical and administrative measures to safeguard proprietary designs, patents, and trade secrets throughout the development and manufacturing lifecycle:

Secure Infrastructure for Digital Assets: All digital tech packs, 3D garment renders, and proprietary grading patterns are hosted on highly secure, restricted-access servers. We utilize advanced encryption standards for data both at rest and in transit. Access is governed strictly by the Principle of Least Privilege (PoLP), ensuring only designated project teams can view specific client assets.

Physical Security & Pattern Room Isolation: Development centers, sample rooms, and pattern-making areas operate under strict biometric or keycard access controls. Photography is strictly prohibited within these zones to prevent unauthorized leaks of upcoming seasonal collections or proprietary fabric constructions.

Client Satisfaction

Demonstrated strong operational excellence by sustaining an overall on-time delivery rate above 95%. In 2025, when faced with a high-stakes urgent request of 1.44 million pieces, successfully mobilized resources to satisfy the customer's demanding schedule and fully exceed their expectations.



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Supply Chain Management

SINTEX actively collaborates with supply chain partners to build a resilient, responsible sourcing network grounded in integrity, compliance, and environmental responsibility.

Although our material vendors are predominantly designated by brand partners, SINTEX maintains rigorous operational oversight to guarantee stringent quality compliance and punctual delivery. By deepening strategic alignment and technical exchange with nominated suppliers, we continuously elevate manufacturing reliability and advance shared sustainability goals for our mutual brand clients.

Responsible Sourcing

SINTEX actively integrates low-impact alternative materials from the product development stage to minimize lifecycle environmental footprints. Working in synergy with brand partners, our manufacturing facilities have scaled the adoption of certified raw materials—including Global Recycled Standard and Responsible Down Standard—ensuring full traceability and ethical sourcing while advancing sustainable, circular procurement across our global footprint.



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Supplier Self-Assessment

Following the rollout of our Supplier ESG Self-Assessment Questionnaire (SAQ) in 2024, SINTEX systematically evaluates upstream sustainability performance across 18 core topics—including energy efficiency, labor practices, workplace safety, and corporate ethics. To address identified operational gaps, we launched targeted engagement and sustainability training for higher-risk suppliers this year, driving continuous capacity building and reinforcing strict compliance with SINTEX's ESG standards.

Environment Dimension

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

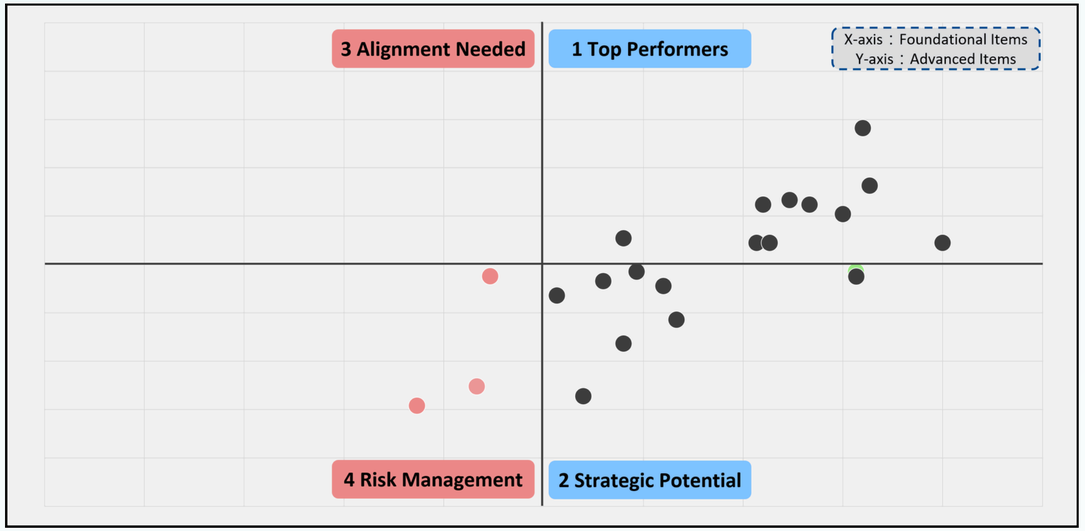
Social Dimension

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

Governance Dimension

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

Y2025 Supplier Self-Assessment Result



This year, we launched targeted engagement and sustainability training for three identified higher-risk suppliers to build capabilities and foster continuous operational improvement.

- **Alignment Needed**: Intensify communication and provide guidance to meet SINTEX's operational standards.
- **Risk Management**: Enforce time-bound CAPA improvements; evaluate alternative suppliers if necessary.

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3.1 Enhancing Environmental Management

Sustainable Manufacturing & Decarbonization Roadmap

SINTEX embeds environmental stewardship into its operational core, advancing low-carbon manufacturing while actively delivering on our validated Science Based Targets initiative (SBTi) commitments and 2040 carbon neutrality roadmap. Guided by circularity and resource efficiency, we continuously optimize resource use and eliminate operational waste to minimize our environmental footprint. To reinforce environmental accountability across our value chain, SINTEX undertook a comprehensive update of its Environmental Policy, integrating stringent brand customer requirements and establishing clear operational expectations for all employees, suppliers, and manufacturing partners across the Philippines, Vietnam, Cambodia, and China.

Our green manufacturing initiatives are structured around six critical environmental pillars: greenhouse gas (GHG) mitigation, energy intensity optimization, sound chemical management, pollution prevention, water resource stewardship, and circular waste reduction. Throughout the 2025 reporting period, SINTEX maintained an exemplary compliance record with zero reported non-compliance cases or legal violations relating to environmental laws, regulations, or adverse ecological impacts across all operating regions.

Higg FEM Standardization & Value-Chain Governance

To institutionalize environmental performance monitoring and supply chain transparency, SINTEX maintained a 100% adoption rate of the Higg Facility Environmental Module (Higg FEM) across all overseas manufacturing partner facilities during the reporting period. We utilize Higg FEM not only as an international verification standard but as an internal scorecard to benchmark facility-level management performance, pinpoint operational inefficiencies, and co-develop site-specific corrective action plans. Furthermore, we actively encourage Higg FEM adoption among core upstream material suppliers, driving standardized sustainability practices, capability building, and continuous improvement across our global value chain.



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3.2 Mitigating and Adapting to Climate Change

Climate Change-related Risk

Governance

SINTEX maintains a robust top-down climate governance structure. The Sustainability Committee—chaired by the Founder with executive leadership from the General Manager—sets corporate climate strategies, approves decarbonization roadmaps, and oversees performance against our SBTi-aligned carbon reduction targets and renewable energy milestones. The dedicated ESG Team actively orchestrates climate initiatives across internal departments and overseas manufacturing hubs, providing bimonthly progress reports and risk evaluations directly to the Sustainability Committee.

Strategy

Given our multi-regional apparel manufacturing partner, SINTEX prioritizes both physical climate risks (e.g., extreme typhoons and flooding) and market transition risks as critical operational determinants. Drawing upon climate scenarios from the IPCC Sixth Assessment Report (AR6), we conduct short-, medium-, and long-term scenario analyses across our Taiwan headquarters and manufacturing partner facilities in the Philippines, Vietnam, Cambodia, and China. These strategic insights inform our capital investments, site-level adaptation plans, and sustainable product development pathways.

Management Level

ESG Committee

- Ensure cross-group collaboration on climate issues
- Integrate ESG and climate priorities into strategic development, business planning, and risk management

▼

Headquarter level

ESG Team

- Communicate key climate considerations across the group
- Lead group-level climate initiatives and their execution

▼

Operational level

Factory and various departments

- Monitor and manage climate impacts through consistent operational standards
- Implement facility-level climate initiatives and measures

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Risk Management

SINTEX integrates climate risk identification and mitigation directly into its Enterprise Risk Management (ERM) framework. Climate-related risks and opportunities are systematically assessed across five core dimensions: Policy & Legal, Technology, Market, Reputation, and Physical Risks (Acute and Chronic). Risks are quantitatively prioritized using an Impact $\times$ Likelihood matrix, with critical risks submitted to the Sustainability Committee for formal review. For high-vulnerability manufacturing sites, the ESG Team collaborates with plant leadership to implement localized adaptation measures, update disaster response protocols, and ensure continuous risk monitoring.

Metrics and Targets

SINTEX manages and discloses climate performance through standardized quantitative metrics, focusing on greenhouse gas (GHG) emissions and renewable energy transition. In accordance with the GHG Protocol, we perform annual carbon inventories across our operations. Our decarbonization roadmap is validated by the Science Based Targets initiative (SBTi), ensuring our reduction trajectory aligns with 1.5°C climate science from a 2022 baseline. To enhance physical resilience, SINTEX maintains robust Business Continuity Plans (BCP) and extreme weather emergency response mechanisms across all production facilities.



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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. 2. Replace or procure an emergency generator for the dormitory to ensure a reliable power supply during outages. 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. 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. 2. Conduct regular monitoring of machinery operating temperatures. 3. Explore options for replacing outdated machinery models to enhance operational efficiency and reliability.

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3.3 Optimizing Energy Use and GHG Reduction

GHG Reduction and RE Usage Targets

SINTEX accounts for its operational greenhouse gas (GHG) emissions in strict adherence to the GHG Protocol Corporate Standard. Annual inventories confirm that purchased electricity (Scope 2) accounts for the vast majority of our operational emissions (Scope 1 + 2). Consequently, accelerating energy efficiency and scaling renewable electricity adoption constitute the core pillars of our operational decarbonization strategy.

Anchored by our long-term commitment to achieve Carbon Neutrality by 2040 and Net-Zero Emissions by 2050, SINTEX officially joined the Science Based Targets initiative (SBTi) in June 2023 and obtained formal target validation in 2024.

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

SINTEX Science Based Target

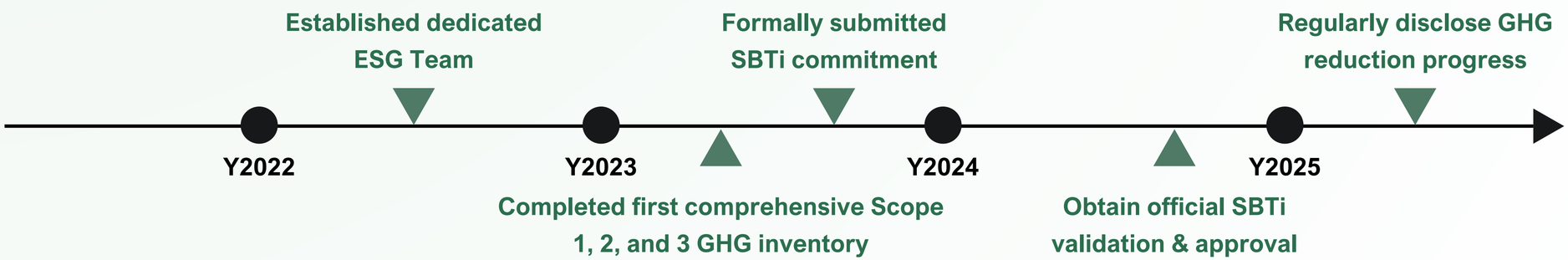
Target year 2030 | Base year 2022

- 42%

Reduce absolute Scope 1 and Scope 2 GHG emissions by 42%

- 25%

Reduce absolute Scope 3 GHG emissions from purchased goods and services by 25%



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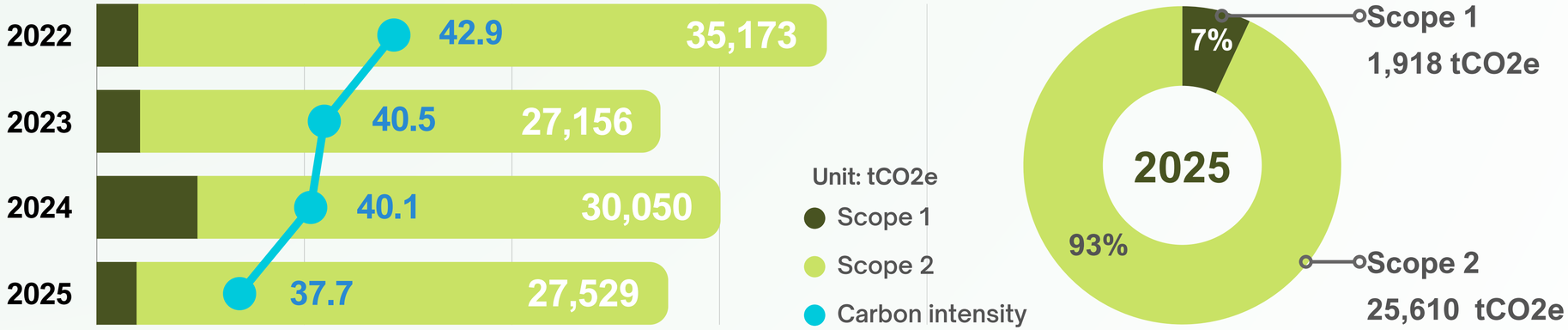
Appendix

GHG Emission and Carbon Intensity

SINTEX conducts its greenhouse gas (GHG) inventory in accordance with the GHG Protocol across all operational facilities. In 2025, our combined Scope 1 and Scope 2 GHG emissions totaled 27,529 tCO_2e, representing a 21.73% reduction compared to the baseline year. Concurrently, emission intensity per unit of revenue dropped to 37.7 tCO_2e (a 12.42% decrease), demonstrating steady progress in decoupling business growth from carbon impact.

This performance was primarily driven by the expansion of on-site solar power generation, strategic procurement of Renewable Energy Certificates (RECs), and a lower grid emission factor for purchased electricity. Furthermore, We accelerated facility-level energy efficiency through equipment electrification, high-efficiency motor and compressed air system retrofits, and the deployment of smart energy management systems across manufacturing sites.

GHG Emission and Carbon Intensity



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Energy Usage

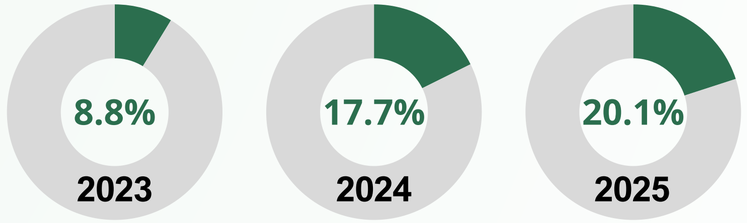
In 2025, SINTEX recorded a total electricity consumption of 43,562 MWh, marking a 12.4% decrease against the 2022 baseline. Regional consumption trends reflect manufacturing portfolio shifts. While extensive energy-saving measures remain active across our network, electricity intensity per unit of revenue rose slightly by 0.8% versus the baseline. This variation reflects increased manufacturing complexity for advanced garment styles—which require greater machine processing time—alongside proactive workplace improvements, including the installation of additional air-conditioning systems to ensure worker comfort. SINTEX remains dedicated to continuous energy conservation, deploying process optimization and facility upgrades to enhance long-term energy efficiency across all sites.

Our 2030 Goal

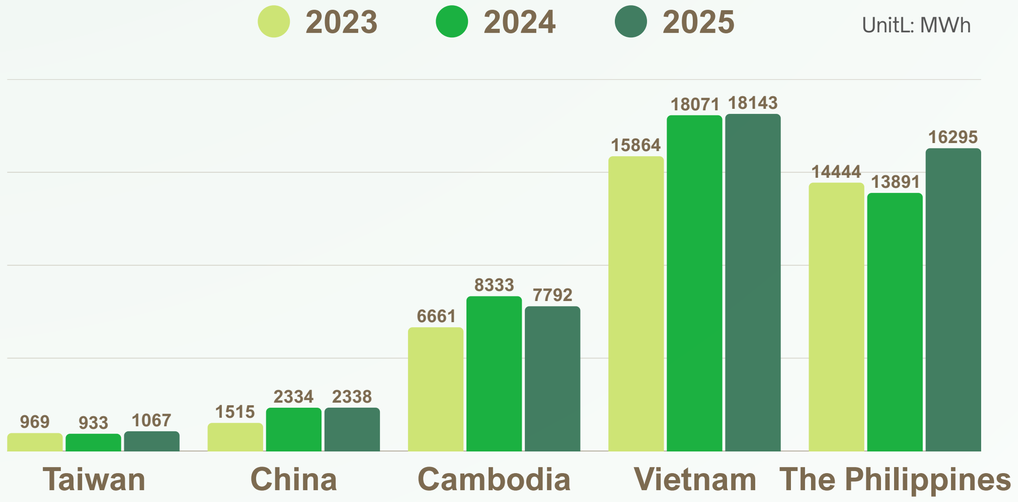
40%
renewable electricity across group operations

20%
group electricity from on-site solar generation

Renewable Energy Usage



Electricity consumption



Energy Consumption

Energy Consumption		2023	2024	2025
Non-renewable sources	Electricity Purchased (MWh)	34,787	40,561	41,668
	Gasoline (GJ)	3,240	3,065	3,020
	Diesel (GJ)	5,782	5,534	4,535
	LPG (GJ)	542	576	631
	Biofuel (Tons)	38	405	352
	Purchased steam (GJ)	18,713	26,802	18,268
Renewable sources	Renewable Energy(MWh)	1,862	2,897	4,033
	RTS+EACs	3,462	7,697	9,133

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Greenhouse Gas Reduction Project

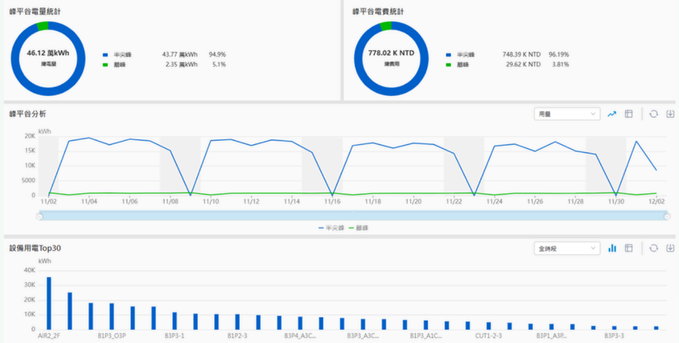
Digital Energy Infrastructure – Smart Meter

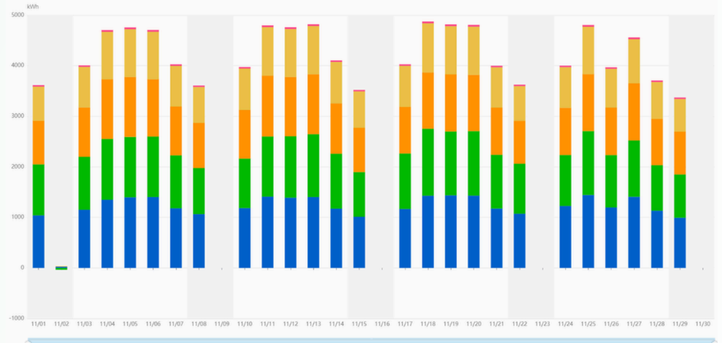
In Q3 2025, SINTEX completed the installation, testing, and live commissioning of digital smart meters across its three manufacturing facilities in Vietnam, establishing an automated energy data infrastructure. The initiative continues to expand, with deployment across 50% of our manufacturing facilities in the Philippines scheduled for completion in Q1 2026.

This platform transitions our facilities to automated, real-time energy governance, unlocking four core capabilities: (1) Real-Time Anomaly Detection to prevent power loss; (2) Equipment Energy Diagnostics to optimize machinery performance; (3) Electricity Hotspot Analysis to identify consumption peaks; and (4) Product Carbon Footprint (PCF) Accounting to attribute direct energy consumption to specific garment orders, bolstering value-chain climate transparency.



Smart Meter





Electricity consumption analysis

Thermal Energy Optimization – Biomass Boiler

In 2025, we planned the full replacement of electric boilers with high-efficiency biomass boilers at Cambodia manufacturing site, with the upgrade completed in 2026. Utilizing sustainably sourced wood chips for operational steam generation, this initiative substantially curtails thermal electricity consumption from the local grid. The conversion is projected to eliminate approximately 312 metric tons of CO_2e per year, delivering an estimated 16% reduction in the plant's annual carbon footprint and reinforcing our commitment to clean industrial heating.



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Air Pollution Emission Performance

SINTEX systematically embeds environmental risk governance across all manufacturing operations, actively curbing atmospheric emissions and ensuring strict alignment with regional regulatory thresholds. Over the 2025 reporting timeframe, the Company maintained an exemplary compliance record with zero air pollution violations, regulatory sanctions, or environmental penalties.

To phase out fossil fuels and accelerate industrial electrification, SINTEX replaced its final conventional fuel boiler with an electric boiler in Q2 2022. Consequently, operational emission sources are strictly confined to biomass boilers, facility vehicles, and operational diesel forklifts.

All biomass boilers utilize sustainably sourced wood chips as fuel and undergo regular statutory inspections and stack emission testing conducted by local environmental authorities and certified third-party laboratories. These measures ensure strict adherence to particulate matter , SOx, and NOx standards, underscoring SINTEX's enduring commitment to clean manufacturing and low-carbon operations.



ព្រះរាជាណាចក្រកម្ពុជា
ជាតិ សាសនា ព្រះមហាក្សត្រ

អគ្គនាយកដ្ឋានគាំពារបរិស្ថាន
នាយកដ្ឋានគ្រប់គ្រងគុណភាពខ្យល់ និងសំឡេង
លេខ: ១២៩៦.....គខស អគព.បស្ថ

ថ្ងៃ ពុធ ២រោច ខែ កត្តិក ឆ្នាំថោះ បញ្ចស័ក ព.ស ២៥៦៧
រាជធានីភ្នំពេញ ថ្ងៃទី២៩ ខែ វិច្ឆិកា ឆ្នាំ២០២៣

លទ្ធផលពិនិត្យការបញ្ចេញឧស្ម័ន
Air Emission Testing Result

ឈ្មោះក្រុមហ៊ុន៖ SPORTEX INDUSTRY CO., LTD.
ប្រភេទរោងចក្រ៖ រោងចក្រកាត់ដេរសម្លៀកបំពាក់
អាសយដ្ឋាន៖ អតីតឃ្លាំងស្បៀង ផ្លូវជាតិលេខ៥ សង្កាត់គីឡូម៉ែត្រលេខ៦ ខណ្ឌឫស្សីកែវ រាជធានីភ្នំពេញ
ទីតាំងត្រួតពិនិត្យ៖ ទីតាំងម៉ាស៊ីនបោះផ្ការ
ថ្ងៃចុះត្រួតពិនិត្យ៖ នៅថ្ងៃទី២៦ ខែតុលា ឆ្នាំ២០២៣

លេខកូដ Code No	ប៉ារ៉ាម៉ែត្រ Parameter	ខ្នាត Unit	លទ្ធផល Result	បទដ្ឋាន Standard	វិធីសាស្ត្រវិភាគ Method
190010411	Carbon Monocide (CO)	ppm	16.0	1000	Testo 350 Flue Gas Analyzer
190010411	Carbon Dioxide (CO_2)	%	1.6	NA	Testo 350 Flue Gas Analyzer
190010411	Nitrogen Oxide (NOx)	ppm	8.3	1000	Testo 350 Flue Gas Analyzer
190010411	Nitrogen Dioxide (NO_2)	ppm	1.3	NA	Testo 350 Flue Gas Analyzer
190010411	Sulphur Dioxide (SO_2)	ppm	0	500	Testo 350 Flue Gas Analyzer
190010407	Flue Gas Tempurature	°C	39.3	NA	Testo 350 Flue Gas Analyzer

សូមជ្រាបថា លេខាធិការដ្ឋានលទ្ធផលនេះមានសុពលភាព ១ឆ្នាំ អនុវត្តបានចាប់ពីថ្ងៃទី២៦ ខែតុលា ឆ្នាំ២០២៣ ស្តីពីការត្រួតពិនិត្យការបំភាយខ្យល់ និងសារធាតុរាវរបស់រោងចក្រ

បានឃើញ និងឯកភាព
រាជធានីភ្នំពេញ ថ្ងៃទី ៩ ខែ[illegible]ឆ្នាំ២០២៤
អគ្គនាយក
Director General

ប្រធាននាយកដ្ឋាន
Director of Department

Emissions Certificate

100% Coal-Free Operations

We have achieved a complete phase-out of coal across all manufacturing sites, reaching zero coal consumption for operational and thermal processes. By decommissioning traditional coal-fired equipment and transitioning to clean energy alternatives and electrification, we have permanently eliminated coal combustion from our fuel mix. This milestone reinforces our ongoing commitment to a low-carbon manufacturing footprint.

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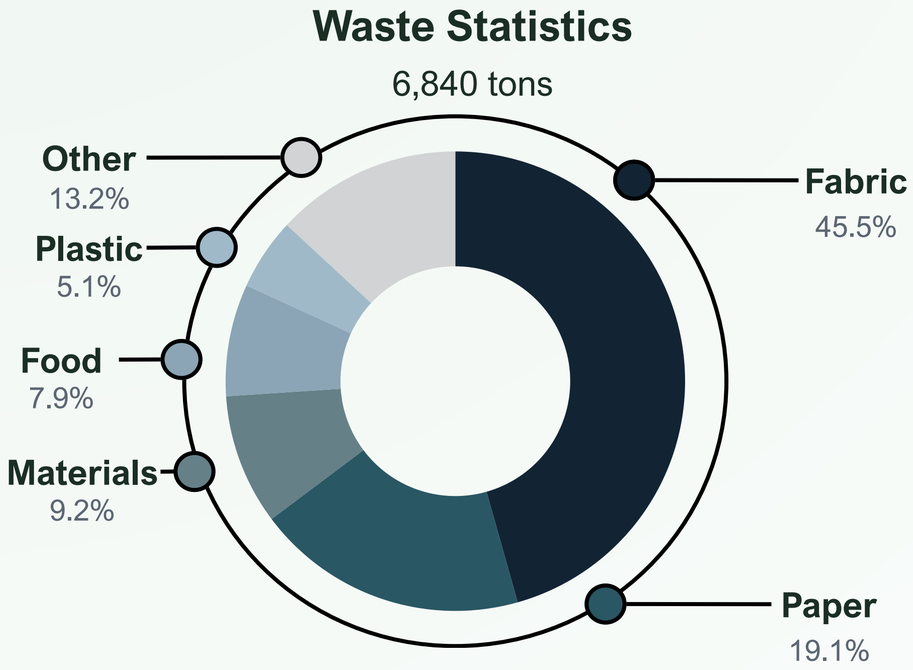
Appendix

3.4 Promoting Resource and Waste Management

Waste Management

SINTEX, in close coordination with its oversea manufacturing partners, enforces a disciplined waste management framework rooted in circular economy principles—prioritizing source reduction, rigorous segregation, and material upcycling to minimize environmental footprints. Operational waste across our facilities is systematically categorized into non-hazardous waste (including fabric, paper, cartons, nylon scraps, and domestic waste) and hazardous waste (such as spent oil, contaminated absorbents, and chemical drums/containers).

In 2025, total waste generated across all operating facilities was approximately 6,840 metric tons, with hazardous waste representing only 0.2% of the total. Demonstrating our commitment to resource circulation, 70.0% of total waste was diverted from disposal through recycling and reuse.





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Waste Reduction Initiative

To institutionalize zero-waste ambitions and maintain compliance across all operating regions, SINTEX executes a four-pillar waste stewardship roadmap:

- **Standardized Classification & Source Reduction**: Enforcing strict on-site segregation protocols and embedding the "Reduce–Reuse–Recycle" (3R) hierarchy across daily manufacturing and administrative operations, including workflow digitalization to eliminate paper consumption.
- **Employee Engagement & Capability Building**: Conducting systematic training workshops to elevate workforce awareness regarding waste categorization standards, handling procedures, and reduction targets.
- **Vendor Due Diligence & Traceability**: Partnering exclusively with legally licensed waste treatment contractors, establishing verified chain-of-custody monitoring to ensure compliant, environmentally sound transportation and final disposal.
- **Circular Ecosystem Collaboration**: Partnering with material recyclers and brand clients to explore closed-loop recycling pathways for textile and cutting waste.

Waste Reduction Initiative

To minimize packaging footprints, SINTEX collaborated with raw material suppliers to implement a reverse-logistics carton reuse initiative. Manufacturing partners collect and return inbound transport cartons to suppliers for secondary use, substantially curbing packaging waste.

Building on a 2024 pilot in Vietnam, SINTEX scaled the program across additional facilities in 2025, eliminating 9.4 metric tons of packaging waste and reinforcing closed-loop material stewardship throughout our supply network.





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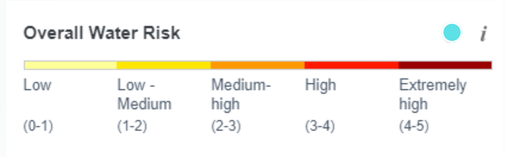
3.5 Managing Chemicals and Water Resources Safely

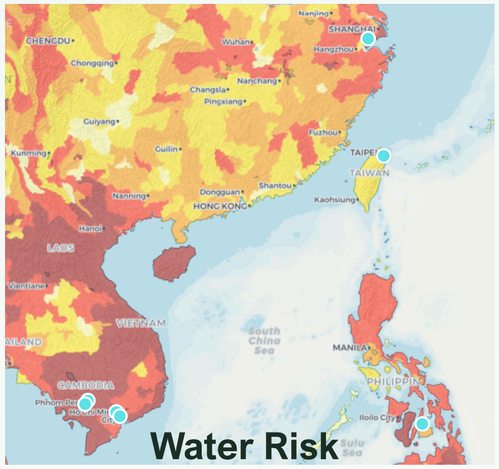
Water Risk Management

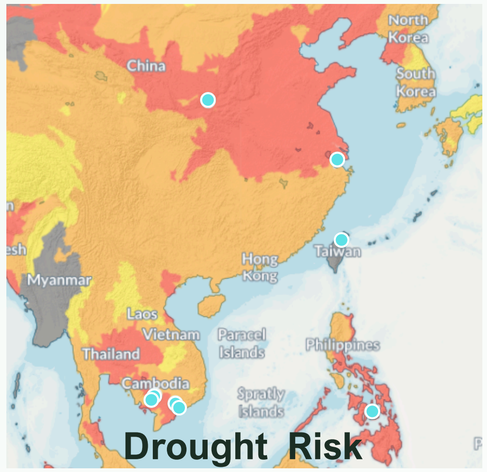
To safeguard water security across our value chain, SINTEX assesses all manufacturing facilities using the WRI Aqueduct Water Risk Atlas, analyzing baseline water stress, drought risk, and acute flood hazards. Sites scoring High (3.0–4.0) or above are categorized as operating in water-stressed or vulnerable environments.

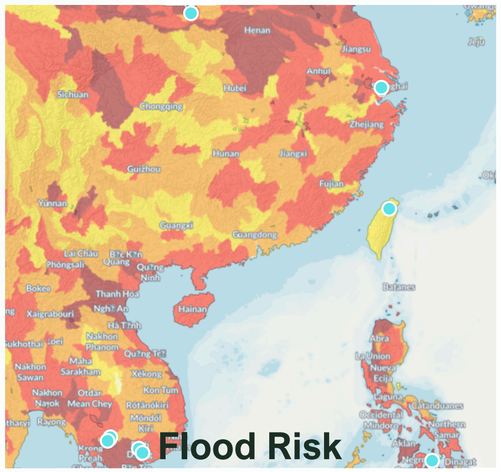
Leveraging insights from our Q4 2025 evaluation, SINTEX executed targeted adaptation measures across affected overseas facilities. These include advancing process water conservation, expanding rainwater harvesting infrastructure, increasing recycled water adoption in drought-prone areas, and institutionalizing facility-level Business Continuity Plans (BCP) to ensure operational resilience against extreme flood events.

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









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Water Management and Achievements

We enforce rigorous water management across its global footprint to minimize freshwater withdrawal and alleviate pressure on local municipal resources. In 2025, our total operational water withdrawal decreased significantly to 539,021 metric tons (m^3) from 601,899 metric tons in 2023—achieving 10.4% reduction. To mitigate localized water scarcity risks, SINTEX has accelerated the deployment of rainwater harvesting infrastructure and process-water recycling systems across partner facilities in the Philippines, supported by interactive workforce engagement campaigns and inter-facility water conservation competitions.

To institutionalize water efficiency across production facilities and administrative spaces, We execute a multi-tiered water stewardship framework:

- **Equipment & Infrastructure Modernization**: Retrofitting sanitary and operational areas with certified water-saving faucets, pressure regulators, and low-flow fixtures; conducting proactive pipeline renewals to eliminate unseen leakage.
- **Behavioral Stewardship & Employee Engagement**: Conducting regular water conservation training across all manufacturing sites, reinforced by clear operational guidelines and visual workplace reminders to embed mindful water use into daily culture.
- **Precision Monitoring & Maintenance**: Performing monthly water balance audits to benchmark withdrawal patterns and enable immediate leak resolution and main taining scheduled preventive maintenance for boilers, cooling towers, and filtration equipment.

Key Operational Outcomes & Achievements

- **Per-Capita Efficiency Gains**: Key partner facilities achieved an average operational water saving of 1.5 liters per person per operating hour compared to the 2022 baseline, substantially enhancing water productivity.
- **Process Optimization**: Manufacturing operations rely on clean electric boilers (consuming approximately 2 m^3 per day across seven units) and high-efficiency closed-loop cooling circuits, maximizing water recycling rates and minimizing fresh makeup water intake.



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Wastewater Discharge

SINTEX enforces rigorous wastewater management across all manufacturing partner facilities, equipping sites with dedicated treatment infrastructure and compliant drainage systems. All operational effluents—including domestic wastewater and facility discharges—are systematically segregated, pre-treated, and discharged or transferred to municipal treatment plants in strict compliance with regional environmental regulations and brand partner standards.

Water discharge parameters are routinely sampled, monitored, and submitted for statutory testing by certified third-party laboratories and local environmental authorities. During the 2025 reporting period, SINTEX recorded zero violations of wastewater discharge regulations, non-compliance sanctions, or environmental penalties across all global operating sites.



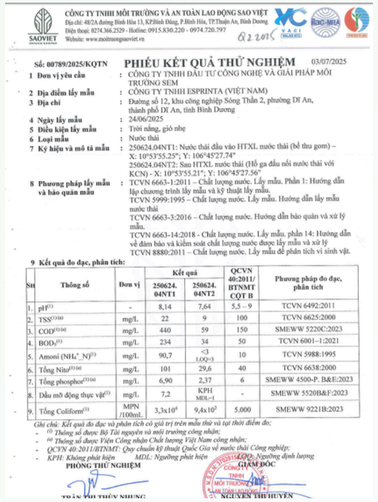
CÔNG TY TNHH KHOA HỌC CÔNG NGHỆ VÀ PHÂN TÍCH MÔI TRƯỜNG
PHƯƠNG NAM
Trụ sở : 1358/21/5G Đường Quang Trung, P. An Hội Tây, TP. HCM
Hot line : 0919797284 - 0919986829
E-mail : moitruongphuongnam@gmail.com
Website : www.moitruongphuongnam.com
PHÒNG THÍ NGHIỆM ĐẠT CHỨNG NHẬN VIMCERTS 039 & ISO/IEC 17025:2017

PHIẾU KẾT QUẢ KIỂM NGHIỆM
Mã số phiếu: 2521432

1. Tên khách hàng : CÔNG TY TNHH ESPRINTA VIỆT NAM
Địa chỉ: Đường số 12, KCN Sóng Thần 2, phường Dĩ An, Thành phố Hồ Chí Minh
2. Thông tin mẫu : Nước thải đầu ra lấy lúc 14h00 ngày 29/09/2025
3. Ngày gởi mẫu : 29/09/2025
4. Thời gian thử nghiệm : 29/09/2025 – 13/10/2025
5. Ngày trả kết quả : 13/10/2025

TT	Chỉ tiêu	Đơn vị	Kết quả	QCVN 40:2011/BTNMT Cột B	Phương pháp phân tích
1	pH	-	5,86	5,5 - 9	TCVN 6492:2011
2	COD	mg/L	31	150	SMEWW 5220C:2023
3	BOD_5 (20°C)	mg/L	18	50	SMEWW 5210B:2023
4	TSS	mg/L	24	100	TCVN 6625:2000
5	Tổng Nitơ	mg/L	38,1	40	TCVN 6638:2000
6	$N\text{-}NH_4^+$	mg/L	KPH (LOD=0,5)	10	TCVN 5988:1995
7	Tổng Photpho (tính theo P)	mg/L	2,1	6	SMEWW 4500-P.B&E:2023
8	Dầu mỡ động thực vật	mg/L	KPH (LOD=1,0)	-	SMEWW 5520B&F:2023
9	Coliform	MPN /100ml	$8,2 \times 10^3$	5.000	SMEWW 9221B:2023

KT. Trưởng phòng phân tích
Phạm Lê Hoàng Duy
Nguyễn Thị Ngọc Bảo



CÔNG TY TNHH MÔI TRƯỜNG VÀ AN TOÀN LAO ĐỘNG SAO VIỆT
SAOVIET

Số: 00789/2025/KQTN

PHIẾU KẾT QUẢ THỬ NGHIỆM 03/07/2025

1 Đơn vị yêu cầu : CÔNG TY TNHH ESPRINTA (VIỆT NAM)
2 Địa điểm lấy mẫu : CÔNG TY TNHH DẦU TƯ CÔNG NGHỆ VÀ GIẢI PHÁP MÔI TRƯỜNG SEM
3 Địa chỉ : Đường số 12, khu công nghiệp Sóng Thần 2, phường Dĩ An, thành phố Dĩ An, tỉnh Bình Dương
4 Ngày lấy mẫu : 24/06/2025
5 Điều kiện lấy mẫu : Trời nắng, gió nhẹ
6 Loại mẫu : Nước thải
7 Ký hiệu và mô tả mẫu : 250624.04NT1: Nước thải đầu vào HTXL nước thải (bể thu gom) – X: 10°53'55.25"; Y: 106°45'27.74"
250624.04NT2: Sau HTXL nước thải (Hố ga đấu nối nước thải với KCN) - X: 10°53'55.21"; Y: 106°45'27.56"
8 Phương pháp lấy mẫu và bảo quản mẫu : TCVN 6663-1:2011 – Chất lượng nước. Lấy mẫu. Phần 1: Hướng dẫn lập chương trình lấy mẫu và kỹ thuật lấy mẫu.
TCVN 5999:1995 – Chất lượng nước. Lấy mẫu. Hướng dẫn lấy mẫu nước thải
TCVN 6663-3:2016 – Chất lượng nước. Hướng dẫn bảo quản và xử lý mẫu.
TCVN 6663-14:2018 - Chất lượng nước. Lấy mẫu. phần 14: Hướng dẫn về đảm bảo và kiểm soát chất lượng nước được lấy mẫu và xử lý
TCVN 8880:2011 – Chất lượng nước. Lấy mẫu để phân tích vi sinh vật.

9 Kết quả đo đạc, phân tích:

STT	Thông số	Đơn vị	Kết quả 250624.04NT1	Kết quả 250624.04NT2	QCVN 40:2011/BTNMT CỘT B	Phương pháp đo đạc, phân tích
1.	pH[1]	-	8,14	7,64	5,5 – 9	TCVN 6492:2011
2.	TSS[1][2][3]	mg/L	22	9	100	TCVN 6625:2000
3.	COD[1][2][3]	mg/L	440	59	150	SMEWW 5220C:2023
4.	BOD_5[1]	mg/L	234	34	50	TCVN 6001-1:2021
5.	Amoni (NH_4^+_N)[1]	mg/L	90,7	<3 LOQ=3	10	TCVN 5988:1995
6.	Tổng Nitơ[1][2][3]	mg/L	101	29,6	40	TCVN 6638:2000
7.	Tổng phosphor[1][2][3]	mg/L	6,90	2,37	6	SMEWW 4500-P. B&E:2023
8.	Dầu mỡ động thực vật[1]	mg/L	7,2	KPH MDL=1	-	SMEWW 5520B&F:2023
9.	Tổng Coliform[1]	MPN /100ml	$3,3x10^4$	$9,4x10^2$	5.000	SMEWW 9221B:2023

Ghi chú: Kết quả đo đạc và phân tích có giá trị trên mẫu thử và tại thời điểm đo;
- [1] Thông số được Bộ Tài nguyên và môi trường công nhận;
- [2] Thông số được Viện Công nhận Chất lượng Việt Nam công nhận;
- QCVN 40:2011/BTNMT: Quy chuẩn kỹ thuật Quốc Gia về nước thải Công nghiệp;
- KPH: Không phát hiện MDL: Ngưỡng phát hiện LOQ: Ngưỡng định lượng

PHÒNG THÍ NGHIỆM
GIÁM ĐỐC
NGUYỄN THỊ HUYỀN

Chemical management performance

SINTEX enforces a rigorous chemical stewardship framework across its global operations, strictly aligned with the Zero Discharge of Hazardous Chemicals (ZDHC) Foundation guidelines and the Higg Facility Environmental Module (Higg FEM)—incorporating secondary containment, proper hazard labeling, and dedicated ventilation. We cascade these requirements upstream, requiring material suppliers and manufacturing partners to verify compliance against the ZDHC Manufacturing Restricted Substances List (MRSL) to eliminate hazardous formulations at the source. To elevate workplace safety and technical proficiency, SINTEX delivers structured chemical handling training and addresses emerging chemical compliance challenges.

SINTEX recorded zero hazardous chemical spills, leakage incidents, or environmental damages throughout the 2022–2025 reporting period. Chemical inventory governance is anchored by Globally Harmonized System (GHS)-compliant Safety Data Sheets (SDS), systematically tracking the procurement, storage, and disposal of operational substances. Through continuous inventory audits and proactive risk controls, SINTEX safeguards occupational health and protects local ecosystems.







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Chapter 04

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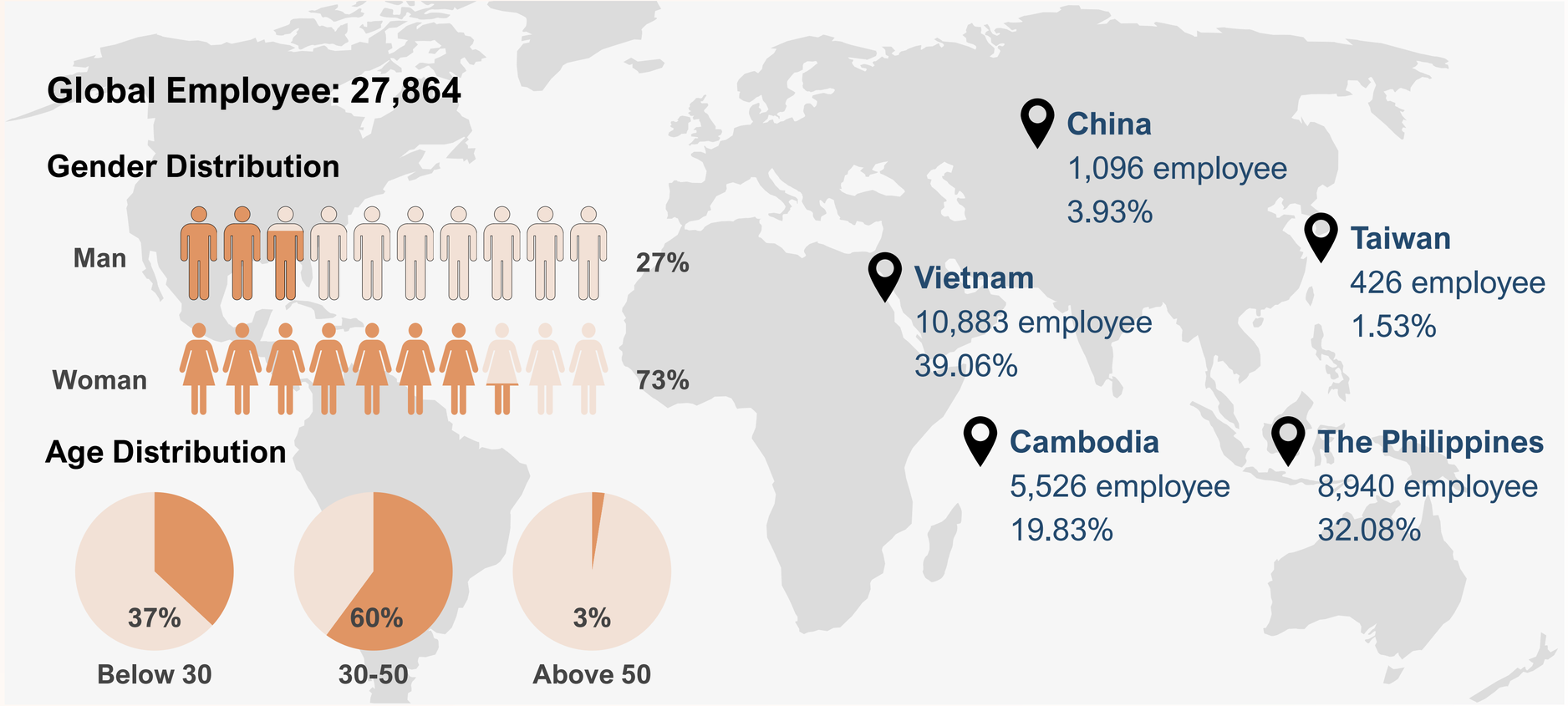
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4.1 Fostering Diversity, Equity, and Inclusion

Workforce Diversity

By the end of 2025, SINTEX and its strategic overseas partners supported approximately 26,872 jobs worldwide, an increase of 6,494 compared to the previous year.

In line with industry characteristics, women accounted for 73% of the full-time workforce. Detailed regional workforce data for 2025 is disclosed in the table below.



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Employee by categories of each region

		Number of permanent employees (A)	Number of temporary employees (B)	Total Number (A+B)	Number of full-time employees (C)	Number of part-time employees (D)	Number of non-guaranteed hours employee (E)	Total Number (C+D+E)
Taiwan	Female	337	4	341	337	4	0	341
	Male	85	0	85	85	0	0	85
	Total	422	0	426	422	0	0	426
	%	**99.06%**	**0.09%**		**99.06%**	**0.09%**	**0.00%**	
Cambodia	Female	4,922	0	4,922	4,922	0	0	5,793
	Male	604	0	604	604	0	0	726
	Total	5,526	0	5,526	5,526	0	0	6,519
	%	**100.00%**	**0.00%**		**100.00%**	**0.00%**	**0.00%**	
China	Female	893	0	893	893	0	0	893
	Male	203	0	203	203	0	0	203
	Total	1,096	0	1,096	1,096	0	0	1,096
	%	**100.00%**	**0.00%**		**100.00%**	**0.00%**	**0.00%**	
Vietnam	Female	5,163	3,141	8,304	8,304	0	0	8,304
	Male	1,468	1,111	2,579	2,579	0	0	2,579
	Total	6,631	4,252	10,883	10,883	0	0	10,883
	%	**60.93%**	**39.07%**		**100.00%**	**0.00%**	**0.00%**	
Philippines	Female	4,931	249	5,180	5,179	1	0	5,180
	Male	3,565	196	3,761	3,761	0	0	3,761
	Total	8,496	445	8,940	8,940	1	0	8,940
	%	**100.00%**	**0.00%**		**100.00%**	**0.00%**	**0.00%**	

SINTEX
Sustainability Report

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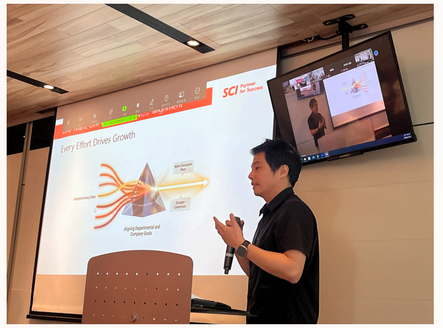
Diverse Communication Channels

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.

Town Hall Meetings & Collective Bargaining

We prioritizes transparent labor-management relations across our global footprint. Most of our partner manufacturing facilities have established trade unions, with worker representatives participating in regular management dialogue. Today, over 60% of our global workforce is covered by Collective Bargaining Agreements. Furthermore, periodic Town Hall assemblies are held to communicate corporate updates openly and sustain active, two-way engagement.





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.



First Engagement Survey

96.38% Response Rate

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Anti-discrimination and Equal Opportunity

Employment decisions across SINTEX—including recruitment, hiring, compensation, training, and promotion—are determined solely by individual qualifications, professional performance, and operational requirements. The company maintains an equal opportunity framework and strictly prohibits discrimination or harassment based on gender, age, race, nationality, religion, disability, marital status, or any other protected characteristic across all facilities. In 2025, no substantiated incidents of discrimination or major compliance violations occurred across any of our operating locations.

Employee Grievance and Whistleblowing Channels

We maintain structured grievance, reporting, and remediation channels overseen by Human Resources to protect employee rights and uphold ethical standards. Staff can raise concerns regarding discrimination, misconduct, or workplace policies through dedicated hotlines, emails, confidential online forms, or in-person dialogues.

Every case is handled with rigorous confidentiality, impartiality, due process, and a strict non-retaliation policy, with anonymous reporting fully supported to safeguard employees. In 2025, SINTEX recorded zero incidents of major discrimination or mistreatment. Broader workforce input regarding communication and working conditions is continuously tracked and resolved through cross-functional alignment and operational improvements, sustaining a safe, respectful workplace culture.



< VN example> Notes & Exceptions:
* Response time excludes public holidays, Sundays, and company-scheduled days off.
*Exceptionally serious or complex cases may require additional time for information collection&handling.

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4.2 Leading Talent Attraction and Retention

Compensation and Benefits Policy

We strictly adheres to local labor regulations across all operating sites, upholding the principle of equal pay for equal work to guarantee equitable compensation for employees with comparable roles, tenure, and performance. To maintain market competitiveness and internal equity, we conduct annual compensation and benefits reviews against industry benchmarks to narrow wage disparities and ensure fair, transparent remuneration. Furthermore, we continuously monitor international labor rights developments, aligning our wage strategies with global labor standards and ethical best practices.



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Employee Benefits

We are dedicated to sharing our collective success with our people. Through a competitive total rewards framework and holistic benefits, we cultivate an environment where talent thrives, standing as a committed, lifelong partner in every employee's professional journey.



Well-being | Health Screenings, EAP, Insurance, Childcare Support

Rewards | Holiday & Performance Bonuses, Milestone Allowances

Growth | Learning Subsidies, Diverse Learning Resources

Lifestyle | Travel & Club Subsidies, Team Dinners, Festive Event

Workplace | Flexible Hours, Fitness Amenities, Parking Subsidies

Family-Friendly Workplace

We champion a family-friendly culture by providing dedicated nursing facilities, marriage and childbirth subsidies, and comprehensive maternity and paternity leave. Eligible employees are fully supported with parental leave for childcare needs, with welfare provisions customized to meet or exceed local statutory regulations across all operating regions.

Parental Leave in Taiwan

Parental leave	2023		2024		2025	
	Male	Female	Male	Female	Male	Female
Entitled to leave (A)	4	23	3	24	5	23
Using leave (B)	0	4	0	2	1	6
Application rate (B/A)	0%	17%	0%	8%	20%	26%
Should return to work after taking leave (C)	0	2	0	3	1	7
Actual return to work after leave (D)	0	2	0	1	0	3
Reinstatement rate (D/C)	N/A	100%	N/A	33%	0%	43%
Return to work after leave in previous year (E)	1	2	0	2	0	2
Employed 12 months after reinstatement (F)	1	2	0	1	0	2
Retention rate (F/E)	100%	100%	N/A	50%	N/A	100%

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Employee Turnover and Retention

In 2025, we recruited 7,750 new employees and recorded 9,497 departures. Committed to equal opportunity and local hiring, we proactively counter manufacturing turnover by enhancing onboarding, managerial coaching, and internal mobility to retain core talent. Regional figures by age and gender are detailed below.

New hire rate in 2025

	Age	< 30	31-50	> 51	Total
Taiwan	Female	76	38	1	115
	Male	14	9	0	23
	Total	90	47	1	138
	%				32.39%
Cambodia	Female	99	78	3	180
	Male	11	16	0	27
	Total	110	94	3	207
	%				3.75%
China	Female	44	220	18	282
	Male	50	133	3	186
	Total	94	353	21	468
	%				42.70%
Vietnam	Female	2,001	1,456	2	3,459
	Male	892	409	2	1,303
	Total	2,893	1,865	4	4,762
	%				43.76%
Philippines	Female	759	357	9	1,125
	Male	804	242	4	1,050
	Total	1,563	599	13	2,175
	%				24.33%

Turnover rate in 2025

	Age	< 30	31-50	> 51	Total
Taiwan	Female	47	22	3	72
	Male	7	10	1	18
	Total	54	32	4	90
	%				21.13%
Cambodia	Female	217	319	7	543
	Male	28	54	1	83
	Total	245	373	8	626
	%				11.33%
China	Female	42	186	40	268
	Male	49	115	5	169
	Total	91	301	45	437
	%				39.87%
Vietnam	Female	1,995	2,078	9	4,082
	Male	818	690	2	1,510
	Total	2,813	2,768	11	5,592
	%				51.38%
Philippines	Female	696	751	53	1,500
	Male	805	435	12	1,252
	Total	1,501	1,186	65	2,752
	%				30.78%

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Internal and External Talent Sourcing

We are dedicated to attracting and developing high-potential professionals across diverse disciplines. For external talent sourcing, we adopt an integrated omnichannel approach: on the digital front, we leverage social media to showcase our corporate culture, daily activities, and open positions, while hosting interactive recruitment sessions; offline, we actively engage with academic institutions through campus career fairs and company information seminars to connect with promising graduates and driven professionals seeking new opportunities.

Alongside external recruitment, we prioritize internal talent mobility through a well-established and structured internal transfer system. This framework empowers team members to leverage their unique strengths, explore cross-functional career paths, and gain multidisciplinary experience, fostering continuous growth and long-term career fulfillment within the organization.



Campus Recruitment Talk



Career Exposition

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4.3 Empowering Talent Development

At SINTEX, true employee growth means building the capacity for greater responsibilities through hands-on challenges, continuous learning, teamwork, and problem-solving. When colleagues see a clear trajectory for their personal advancement, the organization solidifies the collective expertise that drives long-term competitiveness.

We strive to build an environment rooted in shared learning, open feedback, and continuous improvement. Amid fast-evolving industry landscapes, specialized knowledge alone cannot secure the future. Cross-functional perspective, problem-solving capabilities, an eagerness to learn, and living our core values are essential qualities for the next generation of talent.



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Career Development Opportunities

Guided by career stages and organizational needs, We provides learning resources ranging from onboarding, core values, and blended microlearning to leadership training, education subsidies, and high-potential talent development. Each framework addresses evolving milestones—from initial onboarding and technical mastery to leadership readiness and cross-functional synergy—forming a continuous growth trajectory.

By integrating core values workshops, microlearning, book clubs, leadership seminars, and routine communication channels, we ensure learning extends into everyday collaboration and operational improvement. We encourage employees to reflect on their daily roles, pose questions, share expertise, and actively apply new insights toward better work practices.

Talent Development & Cultivation

New Hires

Onboarding & Cultural Integration

- Smooth onboarding, cultural integration, and job readiness
- **Orientation & Onboarding Guidebook**
- **Apparel 101: Industry & Product Fundamentals**
- **3-Month New Hire E-Learning Program**
- **Buddy & Mentorship Program**
- **Shared Values Workshop**

Management

Leadership & Managerial Development

- Foundational Leadership Curriculum Architecture
- **Managerial Roles & Responsibilities**
- **Performance Review & Development**
- **Talent Acquisition & Interviewing Skills**
- **Routine Management & 1-on-1 Check-ins**
- **Effective Talent Retention Strategies**
- **Career Coaching & 1-on-1 Dialogues**

All Employees

Learning Resources & Continuing Education

Internal Learning Resources
- **Sportscity E-Academy**
  Articles, videos, and toolkits
- **Workshops & Book Clubs**
  Interactive, bite-sized learning

External & Specialized Training
- **External Professional Training with Departmental Needs**
  Seminars, specialized training, and professional certifications

Flexible Learning Subsidy
- **Domestic Travel or Self-Directed Learning Subsidies**
  Skill refinement, competencies for future career progression, industry insights

Career Development Pathways

Performance Development & Promotion System
- **Evaluating Results and Behavioral Competencies**
- **Pay for Performance**

iDP High-Potential Talent Development Program
- 1-on-1 Development Dialogues
- Annual Action Plans
- Feedback, Projects, and Cross-Functional Rotations
- Talent Planning

Internal Talent Mobility
- Internal Job Postings
- Joint Assessment by HR and Hiring Managers

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Learning Resources and Channels

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 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.



Skills Training

Human rights communication and trainings

We recorded zero confirmed human rights violations across all operating facilities in 2025. Through our ongoing partnership with Worker Voice (WOVO), we maintain independent, accessible grievance channels for all employees. We steadfastly safeguard Freedom of Association (FOA) and Collective Bargaining, delivering annual seminars and orientation guides to ensure our workforce is informed, protected, and empowered.



Human Rights Awareness

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2025 Employee Learning outcome

Throughout 2025, we delivered 397,920 total training hours across 88,908 cumulative training attendees worldwide. We spearheaded extensive participation across garment craftsmanship, quality control, and occupational safety. By bridging foundational orientation, specialized technical certifications, and managerial coaching, our structured curriculum closes the know-do gap on the production floor. This enduring investment equips our workforce with future-ready skills, fostering professional mastery and supporting long-term organizational growth.

Region	2023		2024		2025	
	Headcount	Total Training Hours	Headcount	Total Training Hours	Headcount	Total Training Hours
Taiwan	2,232	5,772.1	1,676	4,303	1,427	3,340
Cambodia	8,109	11,777	13,147	13,373	3,828	5,897
China	2,066	8,567	2,689	9,077	2,263	8,391
Vietnam	45,201	339,940	61,122	396,610	71,682	311,102
Philippines	7,216	32,086	8,305	38,968	9,708	69,190
TTL	**64,824**	**398,142**	**86,939**	**462,349**	**88,908**	**397,920**

Leadership Development Programs

Our annual leadership curriculum features six pragmatic modules: Managerial Roles & Responsibilities, Performance Management, Talent Acquisition, Routine 1-on-1s, Talent Retention, and Career 1-on-1 Coaching. Tailored to real operational scenarios, these courses resolve day-to-day team challenges and close the know-do gap. This systematic framework establishes a unified management language across the organization, replacing individual styles with a shared operational baseline. By embedding these proprietary training assets into new-leader onboarding, we ensure consistent managerial quality and sustain an unbroken leadership pipeline.



Leadership Training

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4.4 Safeguarding Occupational Health and Safety

Occupational Health and Safety Management System

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.

Hazard Identification, Evaluation, and Control

- Conduct routine safety observations
- Perform workplace risk assessments

Labeling and Hazard Communication

- Maintain and update hazard labels and Safety Data Sheets

Procurement, Contractor, and Change Management

- Implement OHS procedures for procurement, contractor operations, and outsourced services

OHS Standard Operating Procedures

- Establish and periodically review standard operating procedures for workplace safety and ergonomics

OHS Education and Training

- Conduct refresher certification for OHS personnel
- Organize emergency and fire safety training

Machinery, Equipment, and Tool Management

- Conduct periodic inspections and maintenance for hazardous machinery and equipment.

Workplace Environmental Monitoring

- Implement regular safety inspections for hazardous work environments

Process and Construction Safety Assessment

- Safety assessments are executed prior to major construction or modifications

Periodic Inspections and Walkthroughs

- Conduct autonomous equipment checks
- Analyze risks and report defects immediately

Personal Protective Equipment

- Provide, inspect, and maintain appropriate PPE based on operational risk assessments

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Fire Safety and Emergency Preparedness

SINTEX fosters a culture of safety and accountability by integrating OHS and fire safety education from onboarding through annual training. Supported by an annually filed Fire Safety Plan with certified managers and dedicated brigades, our 2025 partner-wide training reached 55,447 participants for 329,045 hours. Despite isolated incidents, we continue to minimize operational risks and reinforce workplace resilience through continuous education, system upgrades, and collaborative action.





OHS and fire drill trainings

OHS Trainings and Communications

Region	2023		2024		2025	
	Headcount	Total Training Hours	Headcount	Total Training Hours	Headcount	Total Training Hours
Taiwan	0	0	421	475	358	358
Cambodia	4,054	6,236	3,963	6,613	3,236	5,381
China	2,053	8,832	2,371	10,578	1,919	8,356
Vietnam	26,871	171,348	34,415	233,129	41,983	239,224
Philippines	7,192	69,119	7,982	79,230	7,951	75,726
TTL	**40,170**	**255,535**	**49,152**	**330,025**	**55,447**	**329,044**



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Occupational accident statistics

Upholding our commitment to employee well-being, SINTEX closely monitors occupational health and safety metrics across all regions. In 2025, across over 69 million hours worked, 143 incidents resulted in 5,476 lost working hours. We leverage these indicators to strengthen machine safeguarding, preventive maintenance, and workforce safety training across all facilities

Region	2023			2024			2025		
	Number of persons	Number of incidents	Lost working hours	Number of persons	Number of incidents	Lost working hours	Number of persons	Number of incidents	Lost working hours
Taiwan	0	0	0	4	4	220	4	4	34
Cambodia	8	8	288	33	26	223.5	25	22	817.9
China	8	8	1	12	12	1,739	15	15	1,233.5
Vietnam	22	22	367	53	53	2,859.1	67	67	1,926.6
Philippines	14	14	129	33	33	735	32	35	1,464
TTL	**52**	**52**	**785**	**135**	**128**	**5,776.7**	**143**	**143**	**5,476**

Region	2025							
	Number of persons	Number of incidents	Lost work hours	Total work days	Total hours worked	Injury Rate	Absence Rate	Lost Due Rate
Taiwan	4	4	34	256	345,933	2.31	0.02	3,320.31
Cambodia	25	22	817.9	878	13,317,402	0.33	0.12	23,288.72
China	15	15	1,233.5	581	3,538,204	0.85	0.27	53,077.45
Vietnam	67	67	1,926.6	874	29,008,658	0.46	0.28	55,109.55
Philippines	32	35	1,464	2,822	22,867,946	0.29	0.08	15,266.49
TTL	**143**	**143**	**5,476**	**135**	**128**	**5,776.7**	**143**	**143**

- Injury Rate (IR) = (Total recordable work-related injuries / Total hours worked) X 200,000
- Absence Rate (AR) = (Total absentee days / Total scheduled working days) X 100%
- Lost Due Rate (LDR) = (Total lost workdays due to injury / Total hours worked) X 200,000

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Holistic Employee Health and Wellbeing

Workplace safety extends beyond physical protection to encompass holistic mental and emotional vitality. Through our comprehensive Employee Assistance Programs and supportive wellness culture, We provides trusted, multi-dimensional care to ensure every employee thrives both personally and professionally.

Employee Assistance Program

We supports holistic well-being through an Employee Assistance Program providing confidential advisory services across psychological, health, legal, and financial challenges. Accessible 24/7 via hotlines and online platforms, the program is administered independently by external professionals to guarantee strict privacy. In 2025, employees completed 50 consultation sessions, demonstrating steady reliance on mental health resources as SINTEX continues to invest in an empathetic, resilient, and supportive workplace culture

Fitness Center

We provide fitness space equipped with diverse cardio and strength-training equipment for employees, offer team a convenient environment to relieve stress, foster regular exercise habits, and maintain a healthy work-life balance



Workplace Health Services

SINTEX delivers twice-monthly on-site occupational health services, centering on health check-up evaluations with targeted follow-ups for high-risk individuals and the rigorous execution of four key prevention programs: ergonomic hazards, overwork-induced illness, workplace unlawful infringement, and maternal health protection. In 2025, on-site healthcare personnel conducted 90 consultation sessions, providing personalized medical guidance that empowered employees to take targeted, proactive steps toward enhancing their personal well-being

"Walk for Wellness" Challenge

We launched the "Walk for Wellness" Challenge to seamlessly integrate fostering regular exercise and team bonding. Engaging nearly 50% of the company’s total workforce, the initiative spurred an average 18% increase in participants' physical activity levels. The campaign accumulated an impressive 110,231,939 total steps (equivalent to circling the globe 1.925 times)and achieved an estimated carbon abatement of 2.401 metric tons of CO2e



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4.5 Shaping the Sintex Culture

Team Activities and Sense of Belonging

To nurture an inclusive and supportive workplace, SINTEX organizes diverse team-building and recreational events across partner sites. Highlights such as the 37th Anniversary Sports Day, spring cultural galas, and football matches strengthen cross-team cohesion, boost employee well-being, and celebrate our shared community spirit.

37th Anniversary Sports Day

In celebration of our 37th Anniversary, the annual Sports Day united our workforce through spirited team competitions and physical challenges. Blending brainpower with collective effort, employees joined forces to navigate interactive obstacle courses—tackling every mission with shared wit, energy, and teamwork, while building lasting workplace camaraderie.



37th Anniversary



Warm-up Exercises

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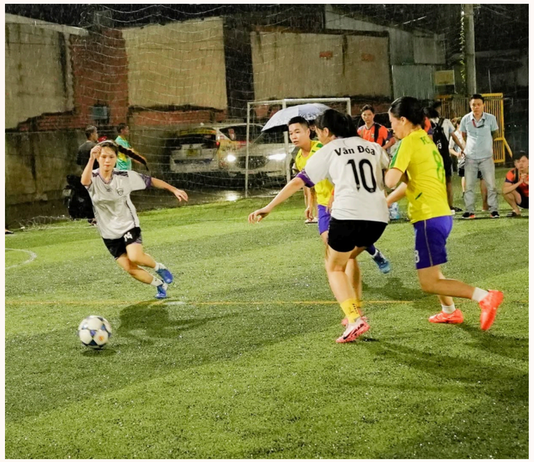
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Spring Cultural Performance and Football Tournament

Partnering with the Trade Union, the event united workers across departments through athletic passion and fair play—strengthening cross-functional camaraderie, promoting active lifestyles, and celebrating the power of team spirit.



Awards Ceremony





Match Highlights

Team Building & Company trip



Company trip





Team Building

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Multicultural and Festive Activities

We actively celebrates workforce diversity to cultivate an inclusive, engaging workplace. Throughout 2025, we hosted cultural events and distributed festive gifts during key milestones—including International Women's Day, Dragon Boat Festival, Mid-Autumn Festival, and Christmas—fostering mutual appreciation, joyful connections, and shared belonging across the organization.



Reunification Day



Khmer New Year



Lunar New Year



Sinulog Festival

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Service Loyalty Award Ceremony

We actively celebrates workforce diversity to cultivate an inclusive, engaging workplace. Throughout 2025, we hosted cultural events and distributed festive gifts during key milestones—including International Women's Day, Dragon Boat Festival, Mid-Autumn Festival, and Christmas—fostering mutual appreciation, joyful connections, and shared belonging across the organization.









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5.1 Promoting Social Wellbeing

SCI firmly believes that sustainable corporate success is inextricably linked to the prosperity and vitality of our host communities. Guided by our corporate commitments and the principle of Creating Shared Value, we actively mobilize company resources and employee volunteerism to uplift the socio-economic fabric of local regions. By forging long-term partnerships with local organizations, we implement targeted social investments—ranging from basic healthcare access to vulnerable community support. Through these integrated efforts, SCI is dedicated to reinforcing community resilience, advancing social inclusion, and fostering enduring societal stability across all operating locations.

Family Days

Recognizing that family is the foundation of our employees' well-being, we organized festive Family Day celebrations across our production facilities. Welcoming hundreds of employees and their children, the gatherings offered meaningful parent-child bonding while giving kids a firsthand look into where their parents work. Blending fun with practical learning, the program integrated hands-on tree planting, recycling challenges, interactive trivia, and disaster preparedness drills—cultivating safety and environmental awareness in the next generation while celebrating workplace belonging.



Children in Family Days

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Free Clinic

We deepened medical access for our workforce and surrounding communities. In the Philippines, our flagship clinic mobilized 481 medical and employee volunteers to provide diagnostics, dental care, minor procedures, and free medications to over 3,140 employees and family members. Across other sites, our "Sharing Love" outreach extended essential medical screenings and family support to local community and vulnerable households—providing timely healthcare, easing burdens, and delivering genuine hope and dignity to those most in need.



Free Clinic in Family Day



Free Dental Screenings for Kids



Health Check in Local Shelter

Blood Donation

In Taiwan, two workplace donation campaigns engaged 125 participants to collect 164 units of blood, easing local clinical shortages. Expanding this spirit to Cambodia on October 17, 2025, our team joined municipal healthcare partners in a community blood drive, translating empathy into life-saving medical resources for local patients in need.







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Sustained Island Adoption

Through our ongoing "Adopt a Community" initiative on Caohagan Island in 2025, SCI volunteers completed two dedicated outreach visits. In March, our teams installed 130 solar lamps for households and 30 solar fans for the local school to improve daily living and learning environments for over 300 residents. Returning in October, volunteers distributed essential vitamins to 174 schoolchildren and replenished critical medicines at the Barangay Health Center, safeguarding community health for 658 islanders





Community Relief & Orphanage Outreach

We expanded social safety nets through multifaceted community giveback initiatives. Across December 26–27, our teams visited four orphanages to deliver care packages and emotional warmth to orphaned, sick, and disabled residents. Extending direct care to vulnerable neighbors on the margins, our workforce independently organized a relief drive, distributing 150 essential care packages—stocked with laundry detergents, soothing oils, and medicines—to unhoused individuals to restore everyday comfort and dignity. In parallel, our teams collaborated with the brand team for a joint year-end giveback, aligning team-building with community service to broaden our collective social impact.



Orphanages Visit



Assist Homeless People



Giveback Event

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5.2 Supporting Educational Initiatives

Education is the cornerstone of societal advancement. At SCI, we believe that youth represent the foundation of future sustainable development, making educational equity and talent development central to our social mission. We actively collaborate with local schools and academic institutions to dismantle educational barriers and cultivate technical competencies. Through a targeted continuum of scholarships, professional internships, vocational skills training, equipment donations, and campus infrastructure upgrades, SCI equips the next generation with the critical tools and practical capabilities required to thrive in the modern workforce and drive positive change in their communities.

Hands-On Futures: Vocational Support in Vietnam

We partnered with local vocational schools in Vietnam to bridge education with industry practice while enhancing students' everyday living conditions. We donated machinery and fabric, provided technical coaching from facility, and upgraded campus infrastructure by repainting dormitories and modernizing domestic water systems.







Improve the living environment



Equipment donations

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Education Program in PH Siargao Island

In rural Siargao Island, Philippines, SCI collaborated with local non-profit organizations to advance educational access and community self-reliance. Alongside founding the island's inaugural library and publishing culturally tailored storybooks, we introduced balanced nutrition programs and donated brand-new boats to ensure safe student commutes. To build lasting local capacity, we trained parents through culinary internships, enabling the community to independently manage the meal programs, operate the school boats, and maintain a self-governance framework for their educational facilities.







Vocational Training & Internship-to-Employment

Across our facilities in the Philippines and Vietnam, we empower local talent through structured internships and technical training. Through university partnerships and the Internship-to-Employment framework, students gain hands-on manufacturing experience, effectively bridging academic learning with factory operations. Concurrently, we partner with Local Government Units to provide an ongoing 21-day Sewing Skills Training Program, giving community jobseekers certified skills and direct access to industrial employment.



Sewing Skills Training



I2E Program

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Scholarships for Families & Youth

We support educational equity and workforce morale through scholarship programs in CN and KH. We actively incentivize our workforce by providing academic excellence awards to employees' children pursuing secondary and higher education. Concurrently, our program awarded merit scholarships to 42 outstanding students in 2025, equipping youth with the resources and confidence needed to pursue long-term academic and career growth.





Scholarships for Success

Learning Supplies for Vulnerable Students

We provided educational aid to ease family burdens and keep vulnerable youth in school by offering scholarships and school supply kits to disadvantaged students, alongside essential classroom resources for faculty to ensure an equitable, well-resourced learning environment.



Gifts for Vulnerable Students



School Kits Distribution

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Caring for Campuses

In 2025, we enhanced school environments across the Philippines and Cambodia to create safer, more inspiring spaces for youth. Through the Philippine Brigada Eskwela, our volunteers repaired and repainted local campuses before classes reopened. In Cambodia, we installed clean water systems and playground facilities at primary schools, elevating daily hygiene and inspiring student attendance.





School Maintenance

Life Skills & Digital Workshops

In 2025, we enriched school programs across the Philippines and Cambodia, blending personal well-being, everyday safety, and digital literacy. In the Philippines, our Adopt-a-School caravan engaged 106 students and 119 PTA members in gender sensitivity and mental health dialogues, while Power BI workshops with The Sisters of Mary Schools equipped youth with career-ready data skills. In Cambodia, our “Road Safety & Recycling” workshop promoted the “One Helmet, One Life” initiative, providing students with helmets and reusable bottles to foster lifelong habits for personal safety and eco-care.





Mental Health Sessions





Training Workshops

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5.3 Sustaining the Natural Environment

SCI's environmental stewardship extends beyond our manufacturing boundaries and carbon reduction targets. While our operations rigorously execute decarbonization, water stewardship, and circular waste practices, we are committed to safeguarding the ecosystems that sustain our communities. In close collaboration with regional conservation groups, SCI organizes targeted environmental restoration initiatives, including reforestation, and coastal or watershed cleanups. By combining grassroots ecological action with interactive environmental education, we empower our employees and local residents to transform environmental awareness into collective, measurable impacts for a greener future.

Coral Care & Dive Clean-Ups

We partnered with E&Z Diving Center, our workforce and 22 certified volunteer divers completed coastal clean-ups and a "SCUBAsurero" underwater waste collection dive at Brgy. Ibo and Marigondon, retrieved 103 kilograms of marine waste. In parallel, the dive team executed a targeted Crown-of-Thorns Starfish (COTS) injection control program using reef-safe methods to curb coral-predator populations, directly mitigating habitat degradation and bolstering coral reef resilience.





Coastal Clean Up





Coral Reef Restoration

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Cross-Border Beach Clean-Ups

Across Taiwan and the Philippines, we mobilized employee volunteers to lead hands-on coastal clean-up initiatives. Along the Saac shoreline in Mactan, Lapu-Lapu City, and the Yehliu coast in Taiwan, our teams collected and removed approximately 200 sacks of marine debris weighing 731 kilograms, mitigating coastal pollution while promoting everyday environmental stewardship across our operations.







Wanli Coast in New Taipei City



Saac shoreline in Lapu-Lapu City

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Community Tree Planting Initiatives

Across the Philippines, Cambodia, and China, we actively restored terrestrial and coastal ecosystems through employee-led planting initiatives. By planting both fruit-bearing trees and mangrove seedlings, our teams enhanced soil stability and protected vulnerable coastlines from erosion, collectively reinforcing regional climate resilience.



Fruit-Bearing Trees



Mangrove Coastal



Tree planting

Industrial Park & Neighborhood Clean-Up

Under the municipal “Civilized Saturday” civic initiative, our workforce mobilized to carry out widespread sanitation, debris removal, and weed clearing across industrial perimeter roads. These coordinated efforts enhanced the local landscape, fostering a clean, green, and safe environment for neighboring residents and industrial park personnel alike.



Clean Up the World





Civilized Saturday

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Waste to Gift

We rolled out community-level "waste-to-gift" initiatives across the Philippines and Vietnam to promote resource circulation. In Barangay Basak, Philippines, our plastic bottle redemption program assisted 133 residents with daily necessity vouchers while diverting 630 kilograms of plastic into local recycling channels. In Vietnam, collaboration with Reshare enabled employees to exchange 558 kilograms of used garments, alongside scrap paper and plastics, for green plants, while targeted nylon recovery drives fostered proactive recycling habits across our teams.













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