

2023 Sustainability Report



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About This Report

Preparation Process

This report is the sustainability report issued by Singtex Industrial Co., Ltd. (referred to as the SINGTEX group or the Group hereafter). The data and information in this report were provided by various departments and factories of the headquarters, compiled and edited by the Sustainability Report Compilation Team, reviewed and amended by the respective division supervisors, and finalized for publication after review by the CEO and Chairman. The scope of disclosure includes environmental, social, and economic data for Singtex Industrial Co., Ltd., Singtex Industrial Co., Ltd. Guanyin Plant, G-FUN INDUSTRIAL CORPORATION, Magictex Apparel Corporation, and 302th Arsenal, Materiel Production and Manufacturing Center, Armaments Bureau, MND. Financial data and consolidated financial reports are disclosed consistently. All financial figures in the report are presented in New Taiwan Dollars. Information outside of this scope will be indicated in the report.

Report Structure The content structure of this report follows the GRI 2021 Standards issued by the Global Reporting Initiative (GRI), adhering to the 8 Reporting Principles of GRI 2021: Accuracy, Balance, Clarity, Comparability, Completeness, Materiality, Timeliness, and Verifiability. It also corresponds to the sustainability accounting standards (SASB) for the Apparel, Accessories & Footwear industry, and aligns with the United Nations Sustainable Development Goals (SDGs) and climate-related information disclosure for listed companies. The report aims to cover significant issues of concern to stakeholders. While not externally verified by third parties, the Group ensures the accuracy of all financial, environmental, and social data through rigorous internal control and auditing mechanisms.

Scope and Principles

The data disclosed in this report covers the period from January 1, 2023, to December 31, 2023. The Group will continue to communicate relevant information regarding corporate social responsibility and sustainable operations to stakeholders annually through report releases. This year's report presents Singtex's efforts and achievements in corporate governance, economy, environment, and social aspects to stakeholders, under the themes "Sustainable Operations," "Integrity Governance," "Innovative Design," "Environmental Stewardship," and "Creating a Happy Workplace."

Publication Overview

- This is the second sustainability report compiled by Singtex Industrial Co., Ltd. The Group will issue a "Sustainability Report" regularly each year.
- Previous edition: June 2022.
- Current edition: Published in June 2023.

Contact Information

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

- Contact Person: Edward Wang
- E-mail: edward@singtex.com
- Official Website: <https://www.singtex.com/zh/about-group/>



Singtex



Message from the Chairman

In 2023, the world continued to be impacted by the Russia-Ukraine war of 2022, with geopolitical instability persisting and creating uncertainty for the global economy. Against this backdrop, our company faced a series of challenges, including inflation and a cautious ordering tendency from customers due to high inventory levels, leading to a decline in revenue.

In response to these challenges, our company actively implemented contingency measures. Firstly, we further strengthened the vertical integration of our production processes to reduce the impact of external factors on costs, ensuring stable and efficient production. Additionally, we actively collaborated with suppliers and customers to ensure the stability and reliability of the supply chain, meeting customer demands. Moreover, we continued to expand our cooperation with the National Military Supply Station and integrated the operations of the 302nd Arsenal, Materiel Production and Manufacturing Center, Armaments Bureau, MND. This further expanded our production capacity and market scope, laying a solid foundation for future development. Through these collaborations, we stabilized our market share and increased operational revenue.

Despite facing various challenges, our company remains committed to enhancing competitiveness, flexibly adjusting operational strategies to respond to the uncertain external environment, and continuously creating value for shareholders. We believe that through continuous efforts and effective management, our company will be able to overcome current difficulties and achieve long-term sustainable development. Looking ahead to 2024, the global economy will continue to face challenges, carrying forward the weak trend from the second half of 2023. The ongoing Russia-Ukraine war, geopolitical conflicts, inflation causing financial market fluctuations, and abnormal climate conditions will continue to impact the global economy, directly affecting brand companies' operational strategies.

In this environment, brand companies need to respond more proactively to climate change, tending to use eco-friendly materials and energy-saving, carbon-reducing production processes to meet consumers' growing environmental awareness and demand for sustainable development. Additionally, brand companies may consider setting up manufacturing bases outside China to reduce geopolitical risks and expand market coverage.

Against this backdrop, Singtex Group, with 34 years of experience in producing eco-friendly functional textiles, has a unique competitive advantage. We have consistently committed to using eco-friendly materials and processes, providing customers with products that meet environmental standards. Meanwhile, we actively expand our domestic and overseas manufacturing bases to improve production efficiency, reduce production costs, and adapt to the rapidly changing demands of the global economy.

Looking forward, Singtex Group is filled with confidence and determination, continuing to develop new eco-friendly materials, apply new energy-saving and carbon-reducing processes, and produce high-performance textiles. We aim to provide the best service and quality to our customers. With the support of all shareholders, our management team strives to create the highest operational efficiency, continuously enhancing profitability to give back to all shareholders.



SINGTEX group
Chairman

陳國欽



Practicing the United Nations Sustainable Development Goals (SDGs)

The United Nations Sustainable Development Goals (SDGs) consist of 17 goals and 169 specific targets. These will serve as the global focal points for development from 2016 to 2030. Singtex aligns its efforts with sustainability, echoing 15 of the SDGs' objectives



1 NO POVERTY



No poverty

- Since 2014, providing free lunch boxes daily to 12 underprivileged residents of Shulin Vil.

2 ZERO HUNGER



Zero Hunger

- The group adopts an organic farmland adoption program, collaborating with local rice farmers to cultivate rice using organic methods. This approach restores the healthiest ecological balance to the land and supports non-continuous cultivation, ensuring stable income for farmers.
- At the Guanyin and GFUN factories, a catering company is engaged to operate in-house kitchens, promoting healthy eating habits. The quality of food and environmental cleanliness are carefully monitored. Additionally, nutritionists from the catering company control the daily calorie intake of meals.

3 GOOD HEALTH AND WELL-BEING



Good health and well-being

- The company conducts health checks and management for all employees in regular operations. Special health checks are provided based on the specific characteristics of different work sites. If abnormal values are detected in employees, health consultations and follow-up management are offered to ensure all employees can work safely and with peace of mind.
- Over 439 instances of employee safety and health training have been conducted.

4 QUALITY EDUCATION



Quality Education

- Established Singtex Academy to plan annual educational and training programs, fostering talent to high standards.
- The group periodically invites external experts to conduct training sessions as part of internal education initiatives. External professionals impart specialized knowledge and experiences to inspire employee creativity and innovation, contributing to both work and personal life. The company also organizes seminars on various topics like health, humanities, and fire safety to enhance employee satisfaction and well-being.
- Each year, scholarship program information is provided to major universities, offering scholarships of 100,000 NTD for undergraduate students and 150,000 NTD for master's students. This fosters talent in the textile industry, establishes connections between students and the company, and supports economically disadvantaged families.

5 GENDER EQUALITY



Gender Equality

- The company has achieved 29% female representation on its board of directors.
- Lactation rooms are established in both the company and factories, equipped with amenities such as sofas, refrigerators, storage shelves, air conditioning, restrooms, and access control systems. These rooms provide employees with comfortable and private spaces.
- SINGTEX group has been honored with the "Healthy Workplace Certification – Health Promotion Mark" by the National Health Insurance Administration, Ministry of Health and Welfare.
- To enhance employee welfare and address childcare needs, the company collaborates with nearby qualified private childcare facilities and provides special childcare benefits for Singtex employees' children.



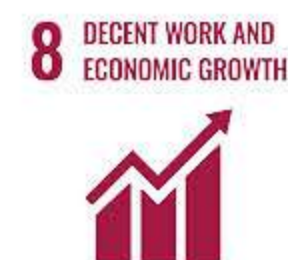
Clean Water and Sanitation

- From the inception of the facility, Singtex introduced environmentally friendly practices, including solvent-free dyeing processes, reduced carbon emissions through natural gas use, energy-efficient machinery, and a smart energy-saving system in collaboration with Formosa Plastics Group. Efforts were also made in wastewater treatment, water-saving dyeing machines, and waterless dyeing technology to ensure efficient water resource management.
- The newly constructed precision dyeing and finishing plant has established chemical, biological, and chemical treatment systems, significantly improving the cleanliness of wastewater discharge. Additionally, mechanisms for recycling and reuse are being planned, aiming to further reduce wastewater emissions.



Affordable And Clean Energy

- The entire plant will adopt clean energy natural gas to effectively reduce greenhouse gas emissions.
- The roof of the newly constructed plant is planned to be equipped with solar power generation, expected to produce 1500KW of green electricity per hour.



Decent Work and Economic Growth

- Adopt sustainable production methods, develop environmentally-friendly sustainable products, promote economic growth and employment opportunities, provide dignified working environments and conditions, and collaborate with other stakeholders to drive sustainable economic development.
- The group has implemented "Total Productive Maintenance (TPM)" to improve the overall organizational health through the enhancement of both "people" and "equipment," thereby enhancing the company's sustainability and competitive edge.



Reduced Inequalities

- In 2023, the company hired 17 employees from disadvantaged groups, surpassing the legal requirement of 7 employees.
- Starting from 2020, in alignment with ethical and fairness standards for migrant worker employment commitment, and to prevent forced labor, we initiated the "Zero Cost Policy" to create a harmonious labor environment. Migrant workers are not required to directly or indirectly bear any costs and expenses beyond what is mandated by the laws of their home or host countries for job assurance or retention. This includes service fees charged by third-party labor intermediaries on a monthly basis during the period of migrant worker employment, all of which are covered by the company.



Responsible Consumption and Production

- The company employs energy-saving equipment to reduce water and energy consumption. It promotes the use of recycled fibers and sustainable textile materials. Waste reduction, recycling, and reusing measures are implemented. Promoting responsible consumption patterns: By offering sustainable and high-quality products, the company encourages brand partners and consumers to choose low-carbon and sustainable textiles such as S.Café®, AIRMEM®, STORMFLEECE®.
- The company provides brand partners with enhanced product information transparency, offering marketing resources regarding product production processes, material sourcing, environmental impacts, etc., enabling informed choices for consumers. Additionally, by promoting the concepts of sustainable fashion and circular clothing, consumers are encouraged to reduce waste, extend the lifespan of clothing, and engage in second-hand trading and donation activities.



Climate Action

- Establish forward-looking research centers and high-precision eco-friendly dyeing and finishing research centers to develop sustainable and eco-friendly products with climate protection functions, such as sun protection, insulation, high breathability, quick-drying, etc., to meet the evolving demands under changing climate conditions.
- Develop water-saving products: In 2018, Singtex introduced S.LEISURE® elastic fabric, which uses special yarns to replace traditional Spandex elastic fabrics. The process eliminates the need for pre-shrinking and pre-setting processes, saving 10 liters of water per kilogram of fabric. The company also promotes Solution dyeing for fabrics, reducing water usage during dyeing and preventing color bleeding during washing, thus extending the lifespan of clothing.
- Actively participate in climate-related activities in Taiwan, such as sponsoring and participating in the distribution of straw-decomposing fungi to farmers in Hualien Fuli, aiming to reduce CO2 emissions by preventing straw burning and restoring fresh air.



Life Below Water

- SINGTEX group takes action in line with SDG Goal 14 to reduce negative impacts on the oceans, promote sustainable use of marine resources, and enhance cooperation.
- The group's dyeing and finishing facility has received certification from the Swiss environmental certification organization, bluesign®, and has developed eco-friendly products such as S.LEISURE®, STORMFLEECE®, STORMEGA®, etc. These products reduce water usage and wastewater discharge in the production process. The company also participates in marine protection projects and educational activities. For instance, in 2022, a beach cleanup activity was conducted in Yilan, and a collaboration called " Azure" involved transforming collected plastic bottles into S.Café® Ocean eco-friendly technology ocean coffee yarn, contributing to clean oceans and sustainable development. The introduction of patented products like STORMFLEECE® and STORMEGA® 3D dimensional brushed fabrics saves energy consumption in bonding processes, conserves precious energy and water resources, and reduces the release of microfibers into water systems during laundry, thus preventing pollution of marine resources.



Life on Land

- GFUN has been adopting the trees around the Guanyin Industrial Area factory for nine consecutive years, and in the past two years, a large area of windbreak forest behind the factory has also been included in the adoption program.
- Until 2023, the company has been adopting rice fields in Yilan for thirteen consecutive years. Adhering to environmental protection principles, organic farming methods are utilized for fertilization and weed control. Employees participate in activities such as planting and harvesting. The cultivation of rice not only provides food for the people but also conserves groundwater and prevents land subsidence. Since a rice harvest depends on nature, one natural disaster can negate a year's worth of hard work by farmers. Therefore, SINGTEX group adopts a piece of land and shares the challenges faced during cultivation, demonstrating practical care for the land.



Peace, Justice and Strong Institutions

- The company maintains open and transparent communication with various stakeholders through diverse channels, discussing and negotiating important issues, and responds to stakeholders with tangible operational results.
- Mechanisms and channels for complaints are provided, and complaints can be lodged through the company's online platform.



Partnerships for the Goals

- The company has established a supplier evaluation and management procedure, evaluating raw material and outsourced manufacturing suppliers. Key suppliers are evaluated based on compliance with regulations, social and environmental impact, and corporate social responsibility.



HIGHLIGHTS OF ESG PERFORMANCE

E

Environmental Aspect

- Energy consumption intensity reduced by 0.03GJ/NTD10,000
- Energy consumption reduced by 15,728.53 kWh.

S

Social Aspect

- Employed 17 individuals from disadvantaged groups as employees, exceeding the governmental requirement of 7.
- Occupational safety and health management committee includes 9 members, with labor representatives constituting 7.9% of the total.
- Total employee education and training hours reached 1061.5 hours.
- Female directors in the company make up 29%.

G

Corporate Governance Aspect

- 8 categories of stakeholders.
- 10 significant topics addressed.
- Annual revenue of NTD 2,983,639,000.
- Earnings per share of NTD 0.53.
- Directors collectively completed 56 hours of further education.



01

Commitment to Sustainability

Weaving Sustainable Value

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1.1 Sustainable Commitment

The SINGTEX group is committed to "Environmental Sustainability" and "Net Zero Emissions," continuously advancing towards green and smart factories in recent years. Guided by the central value of creating a "heartwarming business," the SINGTEX group actively takes measures to address the impact of climate change on human survival. It has obtained certifications from OEKO-TEX®, Global Recycled Standard (GRS), and the stringent Swiss environmental certification organization, bluesign®, as a testament to its dedication to environmental policies. Through audit assessments to ensure compliance with standards and supplier management, potential and adverse sustainability impacts are preemptively prevented, addressed, remedied, or controlled.

Actively implementing ISO 50001 Energy Management System and ISO 14064 Greenhouse Gas Inventory and related energy management systems, we aim to establish an energy management framework through these systems to identify major energy-consuming equipment and processes. This allows us to monitor and identify energy-saving solutions, thereby reducing unit energy consumption and greenhouse gas emissions annually. In addition to lowering costs and increasing profits, we also contribute to environmental sustainability.

The Singtex Group continues to adopt circular economy practices, repurposing unwanted coffee grounds and discarded PET bottles into garments. Using old clothing recycling technology, we give new life to fabrics and garments. By redesigning materials, products, processes, and business models, we extend the product lifecycle from "Cradle to Grave" to "Cradle to Cradle," creating a circular model of "resources, products, regenerated resources." This maximizes resource use efficiency and creates new business models, gradually evolving into a core strategy for operations.

1.2 Stakeholders

1.2.1 Stakeholder Engagement

In order to actualize the goals and visions of sustainable operations, Singtex follows the ESG (Environmental, Social, Governance) framework, focusing on the three dimensions: Environmental Protection, Social Responsibility, and Corporate Governance. Adhering to the GRI Standards 2021 Stakeholders Identification Criteria, external experts assess the actual or potential positive or negative impacts of the company on the economic environment and various populations (including human rights). They consider stakeholder types relevant to the industry and engage with on-site colleagues to collectively review and confirm the relationships between different types of stakeholders and Singtex. Based on the results of external expert identification and discussions with the company, the stakeholders for 2023 have been identified as shareholders and other investors, employees and other workers, financial institutions, suppliers, business partners, local communities, customers, and government, totaling 8 categories.



1.2.2 Stakeholder Communication Channels

To ensure smooth communication with stakeholders, our group has established different communication channels tailored to various types of stakeholders. We provide diverse communication mechanisms and interactions for stakeholders, responding promptly and actively incorporating stakeholders' opinions as references for promoting corporate social responsibility and sustainable development plans. Detailed information on each stakeholder communication channel is shown in the table below :

Stakeholders	The Significance of Stakeholders for Singtex	Communication Channels	Frequency	Communication Effectiveness
Shareholders and other investors	Shareholders are the foundation of Singtex, holding the highest authority in determining the direction of the company's development.	Shareholders' Meetings	Annually	- Held an extraordinary shareholder meeting on March 1, 2023, and an annual shareholder meeting on May 27 of the same year. - Disclosed information and significant announcements in accordance with regulatory authorities' requirements.
		Annual Reports	Annually	
		Company Website	As needed	
		Public Information Observation Platform	As needed	
Employees and other workers	The support and cohesion of employees are the driving force behind Singtex's pursuit of sustainable operations.	Labor-Management Meeting	Quarterly	- Conducted four Labor-Management Meetings. - Held Employee Welfare Committee meetings monthly.
		Employee Welfare Committee	Monthly	
		Occupational Health and Safety Committee	Quarterly	
		Employee Suggestion Box	As needed	
Employees and management, shareholders and other investors, and local communities	Protecting employees' health and safety, improving the quality of the work environment, and consequently enhancing employee job satisfaction and productivity. Ensuring the company complies with relevant laws and regulations, reducing occupational health and safety incidents, and safeguarding the company's reputation. Enhancing investors' confidence in the company, demonstrating the company's sense of responsibility towards society and the community, and promoting sustainable development within the community and society.	Occupational Health and Safety Committee	Quarterly	Convened Occupational Health and Safety Committee meetings quarterly.
		Employee Suggestion Box	As needed	
Financial institutions	Their attention to Singtex's financial performance and assistance in capital operations contribute to the company's financial stability.	Telephone Communication	As needed	- Provided audited annual financial reports for the year 2023 and quarterly reports reviewed by auditors. - Fully supported the group after risk assessment by financial institutions.
		Business Visit	As needed	
		Company Website	As needed	
		Company Annual Report and Financial Statements	Quarterly	
Suppliers	Suppliers: Suppliers, by consistently providing upstream materials, are not only the backbone of Singtex but also its most critical partners.	Supplier Evaluation	Annually	- Started gradually promoting sustainability in procurement from 2023, enhancing Suppliers' awareness and commitment to sustainability through signing Corporate Social Responsibility self-assessment forms. - Evaluated the top 20 Suppliers in terms of sustainability in 2023, achieving a 100% compliance rate. - Maintained a dedicated department to monitor product progress and quality at all times. - Established a database containing Suppliers' capital information.
		Suppliers Signing Corporate Social Responsibility Self-Assessment Forms	Annually	
		Business Visit	As needed	
		Telephone Communication	As needed	
		Company Profile	Established during the first transaction, reviewed annually.	
		Business Visit	As needed	
Business partners	Business partners engage in collaborative relationships with Singtex, jointly innovating industry value and enhancing sustainable competitiveness.	Telephone Communication	As needed	- Updated the website with ESG-related information for the year 2023. - Created a database of essential customer information.
		Company Profile	Established during the first transaction, reviewed annually	
		Company Website	As needed	
		Social Media	As needed	
Local communities	Fulfilling social responsibilities, Singtex takes from society, gives back to society, and creates a positive impact.	Village chiefs Office	As needed	- Addressed 0 petitions from residents in the community. - Provided 12 meals daily to elderly residents living alone in the community.
		Satisfaction Survey Questionnaire	Semi-annually to annually	
Customers	Building long-term trust and cooperation with customers are central to enhancing Singtex's products and services.	Business Visit	As needed	Achieved a customer satisfaction survey score of 90%.
		Telephone Communication	As needed	
		Customer Complaint Inbox	As needed	
		Official Document Exchange	As needed	
Government	As setters of sustainability regulations, the government's regulations serve as the foundation for Singtex's operations.	Company Website	As needed	- Complied with tax regulations in 2023 without incidents of penalties or fines. - Adhered to the regulations of the Financial Supervisory Commission and TPEX in 2023 without incidents of penalties or fines.
		Public Information Disclosure Platform	As needed	

1.3 Identification of Material Topics

During the preparation of its sustainability report, Singtex implemented a materiality analysis process in accordance with the Sustainability Accounting Standards Board’s standards for the Apparel, Accessories & Footwear sector. Each topic was assessed based on its actual and potential negative impacts, as well as actual and potential positive contributions, across economic, environmental, and societal (including human rights) dimensions. After internal discussions, topics with significant impact on the company’s sustainability were selected. Such topics were then used as the foundation for highlighting major themes and information disclosure in the 2023 annual report. The detailed identification process is outlined below:



Steps for ESG Materiality Analysis	
1. Identify Stakeholders	Principles of Stakeholder Inclusivity: By engaging in discussions and feedback sessions with external experts, department heads, and internal colleagues, and by referencing Stakeholder groups identified in sustainability reports of peer companies, inclusive Stakeholder groups were identified for effective communication. In 2023, the following 8 primary Stakeholder categories were identified as inclusive and significant through this process: Shareholders and Other Investors, Employees and Other Workers, Financial institutions, Suppliers, Business partners, Local communities, Customers, and Government.
2. Summarize ESG Issues	Principles of Contextual Sustainability: The collection of topics considers the contextual sustainability framework, primarily utilizing the topics from the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board (SASB) standards. These topics, along with industry-specific themes from peer companies, form the basis for the identification and prioritization of materiality. A total of 33 topics were identified, including those related to Corporate Governance, Economic, and Environmental aspects, for positive and negative impact scoring.
3. Conduct Issue Prioritization Survey	Materiality Principle: In 2023, external experts' scoring and internal discussions with company executives and colleagues were used to understand the impact of various issues on the company's sustainability. This process assisted in determining the prioritization of topics.
4. Identification of Material Topics	Materiality Principle: Scoring results were analyzed in a matrix, considering both topic scores and input from company management, to prioritize materiality. In 2023, a total of 10 major material topics were identified, each with corresponding management and disclosure strategies.
5. Review and Discussion	Completeness Principle: After defining the boundaries of significant material topics, Singtex Industries incorporates these priority issues into annual goals and initiatives. The company is committed to ongoing review and management of these major topics to ensure their relevance and accuracy, with any necessary adjustments disclosed in the sustainability report.

1.3.1 Identification of Material Topics Outcome

Based on the scoring results, 9 topics were selected: Economic Performance, Labor and Employment Relations, Chemicals Management in Products, Occupational Health and Safety, Waste Management, Suppliers' Environmental Assessment, Training and Education, Climate Change Factors, and Materials Management. Subsequently, discussions were held with company colleagues to confirm the significant topics for 2023, resulting in the identification of 10 sustainability topics: Economic Performance, Labor and Employment Relations, Chemicals Management in Products, Occupational Health and Safety, Waste Management, Suppliers' Environmental Assessment, Climate Change Factors, Materials Management, Emissions, and Diversity and Equal Opportunities for Employees. These topics were designated as ongoing focal points for attention and promotion, serving as the foundation for future sustainability report disclosures. The content of these major topics is released after confirmation by senior management.

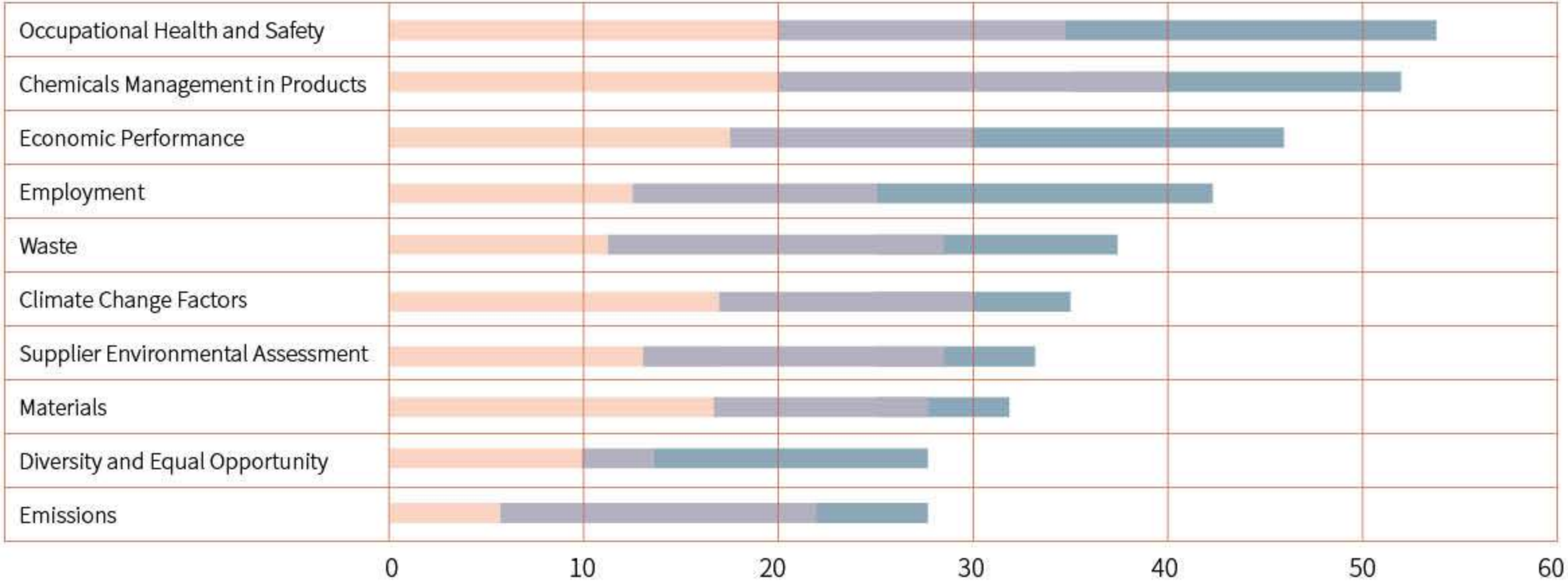
• Quantification of Material Impact

The quantified impact of Singtex's major topics for the year 2023, as identified by external experts, is presented in the following table :

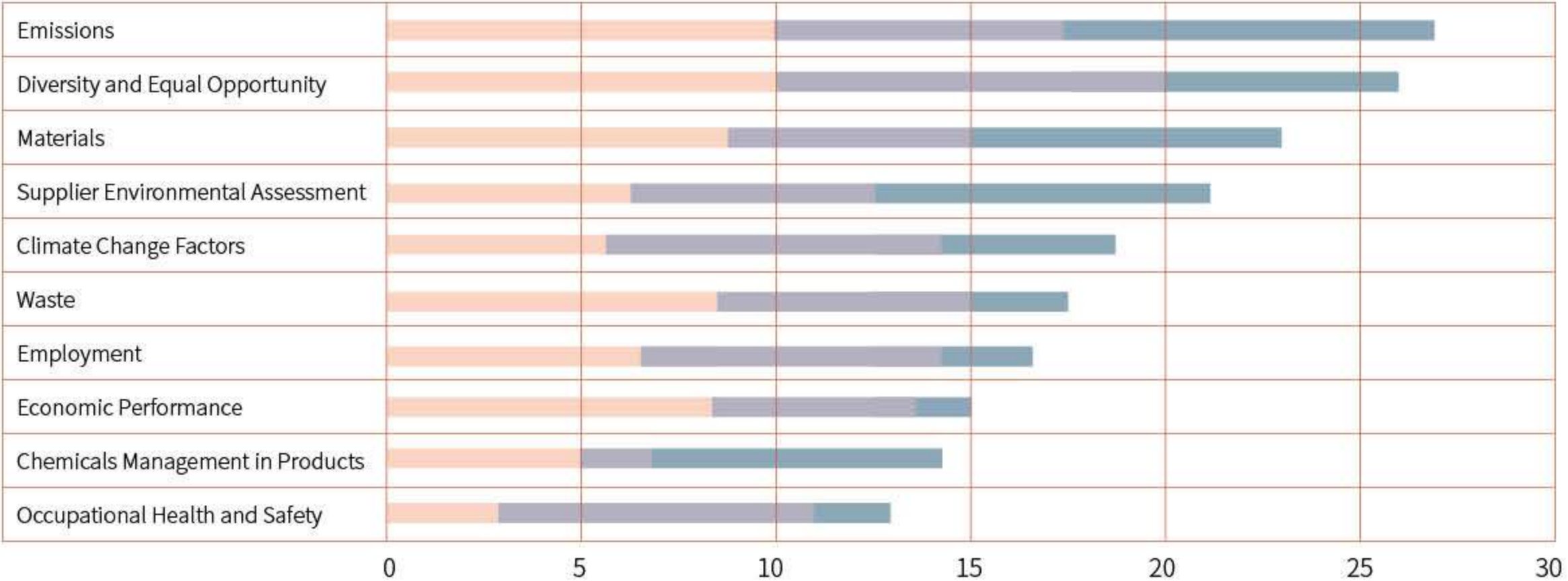
	Economic				Environmental				Societal (including Human Rights)			
	Actual		Potential		Actual		Potential		Actual		Potential	
	Positive	Negative	Positive	Negative	Positive	Negative	Positive	Negative	Positive	Negative	Positive	Negative
Economic Performance	5	5	4	4	3	3	3	3	4	4	4	4
Employment	4	4	3	3	3	3	2	2	5	5	4	4
Chemicals Management in Products	5	5	5	5	5	5	5	5	4	4	2	2
Occupational Health and Safety	5	5	5	5	4	4	3	3	5	5	5	5
Waste	3	3	3	3	4	5	4	4	2	2	2	2
Supplier Environmental Assessment	4	4	3	3	4	4	3	3	1	1	1	1
Climate Change Factors	4	4	4	4	4	4	3	3	1	1	1	1
Materials	4	4	4	4	3	3	2	3	1	1	1	1
Emissions	2	2	1	1	5	5	3	3	1	2	1	2
Diversity and Equal Opportunity	3	3	2	2	1	1	1	1	4	4	3	3

Economic Environmental People (Including Human Rights)

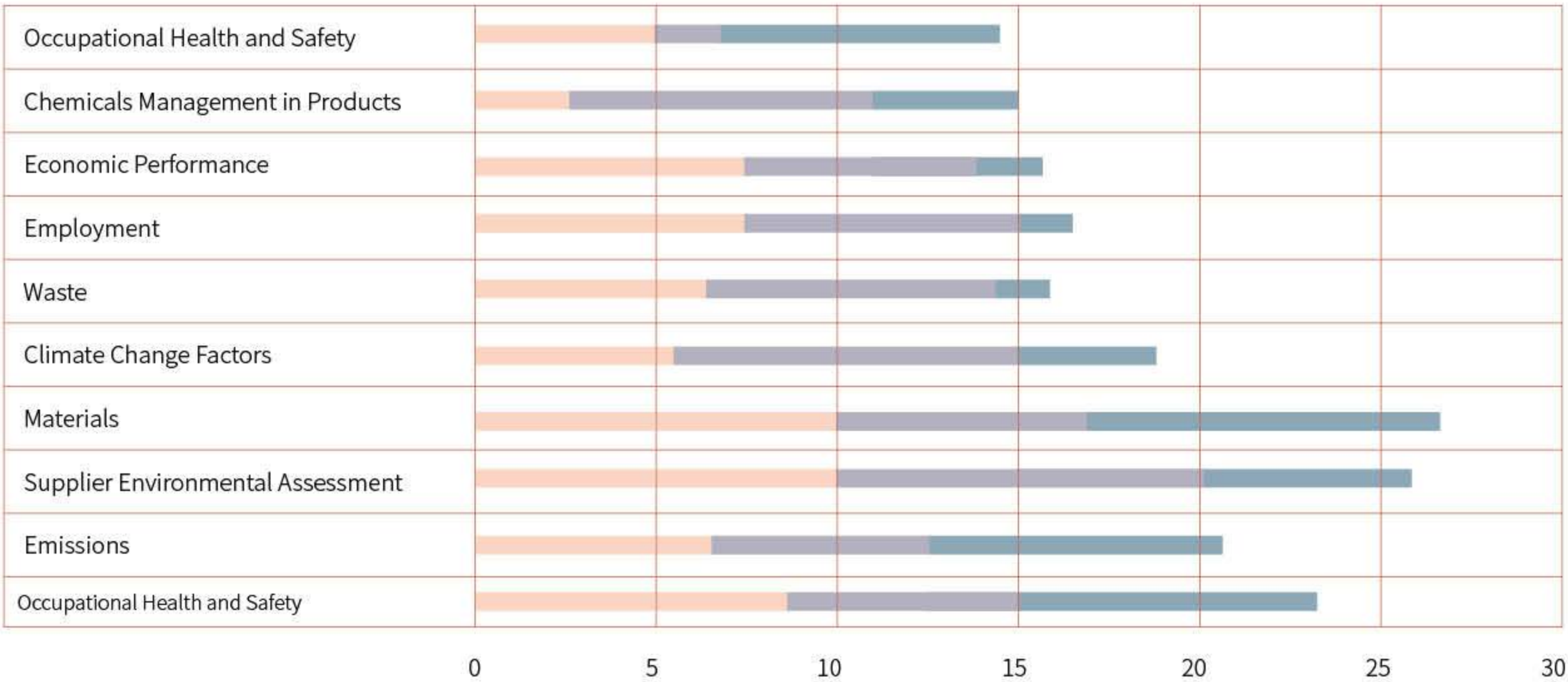
• Material Quantified Impact



• Ranking of Significant Positive Impacts



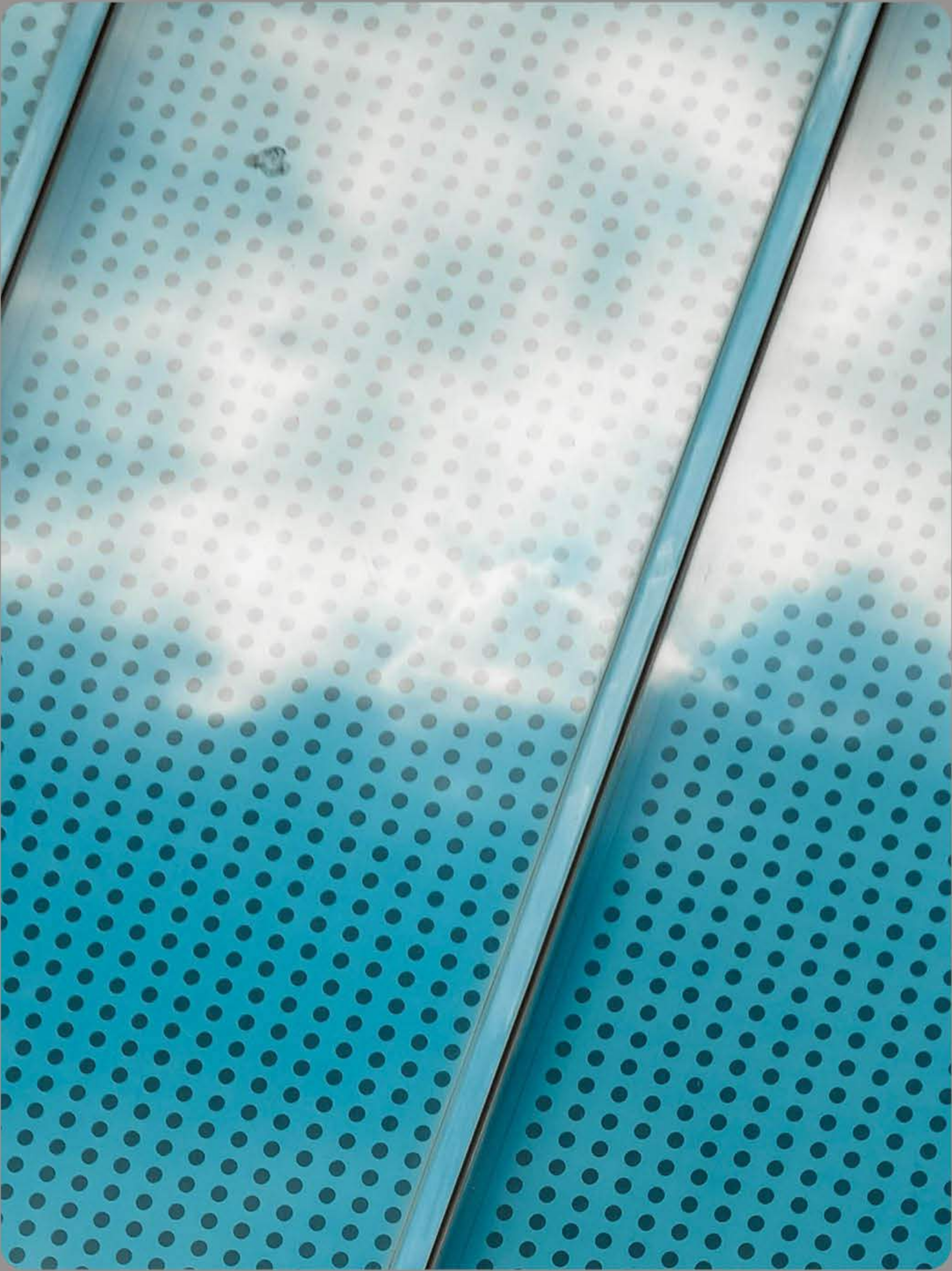
• Ranking of Significant Negative Impacts



1.4 Value Chain Boundaries of Material Topics

■ : Direct Impact □ : Facilitating Impact ▲ : Business Activity Impact

Major Themes	Corresponding Indicators	Management Disclosure Section	Singtex Value Chain Significant Theme Boundaries								
			Internal		External						
			Singtex	Employees and Other Workers	Financial institutions	Suppliers	Business partners	Local communities	Customers	Government	Shareholders and Other Investors
Economic Performance	GRI 201	Chapter 2: Integrity Governance • Connecting Diverse Perspectives	■		□	▲	▲		▲		□
Employment	GRI 401	Chapter 5: Uniting Strength • Creating a Happy Workplace	■	■			▲			□	
Chemicals Management in Products	SASB	Chapter 3: Innovative Design • Driving Infinite Possibilities	■			▲			▲	□	
Occupational Health and Safety	GRI 403	Chapter 5: Uniting Strength • Creating a Happy Workplace	■	■		▲					
Waste	GRI 306	Chapter 4: Environmental Stewardship • Towards a Green Future	■					□		□	
Supplier Environmental Assessment	GRI 308	Chapter 3: Innovative Design • Driving Infinite Possibilities	■			▲					
Climate Change Factors	GRI 201	Chapter 4: Environmental Stewardship • Towards a Green Future	■		□					□	□
Materials	GRI 301	Chapter 4: Environmental Stewardship • Towards a Green Future	■			□				□	
Emissions	GRI 305	Chapter 4: Environmental Stewardship • Towards a Green Future	■							□	
Diversity and Equal Opportunity	GRI 405	Chapter 5: Uniting Strength • Creating a Happy Workplace	■	■		▲	▲	▲		□	



02

Integrity Governance

Connecting Diverse Perspectives

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Disclosure of Integrity Governance Management

Material Causes	Policies / Strategies	Objectives and Targets
The group continuously develops new environmentally friendly materials, employs energy-saving and carbon-reducing processes, produces high-performance textiles, and provides optimal services and quality to customers. We strive to continuously enhance profitability to give back to all shareholders and fulfill our corporate social responsibility, achieving long-standing business objectives.	• Continuing vertical integration policies to develop processed and brushed fabric products, and increasing the proportion of garment sales to enhance product niche. • Actively pursuing acquisitions of garment factories to achieve the goal of complete in-house vertical integration, from fabric to finished clothing, for the military supply and distribution station. • Leveraging vertical process advantages in GFUN film production and lamination, actively engaging in government tenders for police, firefighting, environmental, and postal agencies. Creating maximum profit margins through vertical production from fabric to finished clothing. • Expanding investment in dyeing and finishing processing capacity to increase the self-manufacturing rate of products, thereby controlling the quality and schedule of shipments, and ensuring business confidentiality.	• Each year, in response to the macro environment and company strategy, the Group formulates annual operational policies and plans, and sets annual revenue and profit targets for each profit center. These targets are reviewed and tracked monthly to ensure achievement.
Management Assessment Mechanism	Performance and Adjustments	Preventive or Remedial Measures
Based on the monthly performance target review, the causes of any discrepancies are analyzed, and improvement plans are tracked to ensure their implementation.	• Consolidated operating revenue: NTD 2.983 billion in 2023, an decreased of NTD 234 million compared to 2022, representing an 7.28% decreased. • Consolidated operating profit: NTD 38.00 million in 2023, an decreased of NTD 103.35 million compared to 2022, indicating a 73.12% decreased. • Non-operating income and expenses: NTD 12.61 million in 2023, an decreased of NTD 28.80 million compared to 2022, demonstrating a 69.54% decreased. • Consolidated net profit after tax: NTD 25.47 million in 2023, an decreased of NTD 91.46 million compared to 2022, resulting in a 78.22% decreased. • Earnings per share: NTD 0.53 in 2023, compared to NTD 2.51 in 2022, an decreased of NTD 1.98.	Through monthly business meetings, managerial gatherings, financial conferences, and group integration meetings, the Group reviews execution outcomes and discusses potential modifications or improvement plans.

2.1 About Singtex Group

SINGTEX Group, established in 1989, encompasses Singtex Industrial Co., Ltd., GFUN INDUSTRIAL CORPORATION, MAGICTEX APPAREL CORPORATION and MAGICTEX COMPANY LIMITED (Hereinafter referred to as Singtex, GFUN, MAGICTEX, and MAGICTEX COMPANY LIMITED, respectively.) It offers a comprehensive range of services, including innovative eco-friendly yarn and fabric research and development, breathable waterproof fabric processing, and clothing design and manufacturing.

With the goal of becoming a global leader in eco-functional textiles, SINGTEX Group focuses on creating high-quality and environmentally friendly products within the framework of sustainable development. It boasts a variety of world-class patented fabrics that are adopted by renowned outdoor brands. Initially centered on functional textiles, the company has evolved its focus in recent years due to the recognition of the urgent climate change's impact on human survival and the belief in safeguarding the planet. To this end, SINGTEX Group has invested hundreds of millions to establish forward-looking research and development centers, as well as high-precision eco-friendly dyeing and finishing centers. The pivot towards eco-functional textiles has positioned the company as a prominent supplier of eco-functional textiles in Taiwan, with a commitment to innovation and a drive to become a permanent supplier to international fashion brands. The company has been consistently recognized with awards such as the Taiwan Excellence Award for several consecutive years, in addition to being selected as one of Taiwan's Top 100 Brands for the Centennial, an Outstanding Medium Enterprise, and receiving various international accolades. In 2014, the company was listed on the stock exchange (Stock Code: 4433). MAGICTEX APPAREL CORPORATION (Stock) was established in 2005 as a subsidiary of Singtex Industrial, specializing in the production of functional sportswear and outdoor leisure clothing. The company provides customized group uniforms, long-term production of clothing for government procurement projects, collaborations with designers to drive the fashion industry, and is a regular supplier for major Taiwanese sporting events. Leveraging its parent company's expertise in eco-functional fabric development, the subsidiary offers a one-stop service for brands, ranging from fabric selection recommendations to garment manufacturing. Since 2018, we have been actively involved in the procurement of textiles and garments for the military. In 2023, we were awarded a contract by the

302nd Arsenal, Materiel Production and Manufacturing Center, Armaments Bureau, Ministry of National Defense, securing a five-year operational right. The 302nd Arsenal serves 14 military units, including the Army, Air Force, Navy, Marine Corps, Military Police, Armed Forces Reserve Command, and All-Out Defense Mobilization Agency. Leveraging our extensive experience in handling military uniform contracts and the expertise of our parent company, Singtex, in fabric research and development, we are committed to delivering a high-quality experience to the military and contributing to the advancement and innovation of military apparel. In 2007, the subsidiary established a high-precision eco-friendly dyeing and finishing research center in Taoyuan, equipped with a comprehensive color system, specialized fabric coating and lamination, yarn development, and fabric design capabilities. The center was designed with environmental considerations, incorporating solvent-free dyeing processes, reducing carbon emissions through natural gas usage, and employing energy-saving equipment. Water-saving techniques, such as low-water dyeing machines and waterless yarn dyeing technology, were implemented to address water resource concerns. The Singtex High-Precision Eco-Friendly Dyeing and Finishing Research Center is a fully eco-friendly dyeing and finishing facility, certified with bluesign®, OEKO-TEX®, GRS, and other credentials. MAGICTEX COMPANY LIMITED., operating as Magictex, commenced operations in November 2013 as a subsidiary of Taiwan's Singtex Industrial Co., Ltd. It holds certifications including WRAP CERTIFICATION and CTPAT, and specializes in various clothing manufacturing technologies. SINGTEX Group is committed to providing a more comfortable and healthier future for humanity, upholding the highest principles by using environmentally friendly materials to manufacture high-quality textiles. The group's vision is to be a leading provider of comprehensive eco-functional textiles and the preferred supplier for world-renowned brands. Simultaneously pursuing mutual benefit, customer satisfaction, and the contentment of shareholders and employees, the group strives to achieve sustainable growth and continuous operation. It remains dedicated to its fabric brand, embodying the concept of "Heaven, Earth, and Humanity," achieving various patent certifications and domestic and international awards through rigorous quality control. With a focus on resource optimization and reuse within the confines of limited resources, the company aims to fulfill its vision of ecological sustainability.



• Company Overview



SINGTEX

Company Name	SINGTEX INDUSTRIAL CO., LTD
Company Address	No. 10, Wuquan 2nd Rd. Xinzhuang Dist., New Taipei City, 248020, Taiwan
Market Category	Publicly Listed Company
Date of Establishment	1989
Listing Date	2014
Stock Ticker Symbol	4433
Industry Category	Industry Category: Textiles, Textile Fibers
Paid-in Capital	NTD 612,997,740
Authorized Capital	NTD 1,000,000,000

Singtex Industrial is the flagship subsidiary of SINGTEX Group, headquartered in the New Taipei Industrial Park since its establishment in 2006. The company also founded the Singtex Forward R&D Center, with a primary focus on developing innovative and environmentally friendly functional textiles. Integrating clothing sampling and design centers with marketing integration, the company efficiently transforms innovative technologies into commercial products, achieving rapid responses, improved order efficiency, shorter lead times, and even the ability to offer small-batch, customized solutions. The Integrated Marketing Design Center at Singtex's headquarters is aligned with global trends, market brand information, and customer demands. This center brings together professional fabric research and development, product planning, and garment design teams to provide marketing resources that closely cater to customer needs. This approach enhances product promotion in the market, effectively merging customer requirements and brand strategies. Through this integration, Singtex Industrial can more effectively respond to market demands, provide products aligned with customer requests, and collaborate with brands to jointly promote the market. This comprehensive operational model has bestowed Singtex Industrial with a competitive advantage, positioning it as a leading enterprise within the textile industry.

GFUN

Company Name	GFUN INDUSTRIAL CORPORATION
Company Address	Gongye 6th Rd., Shulin Vil., Guanyin Dist., Taoyuan City, 32849, Taiwan
Date of Establishment	1999
Stock Ticker Symbol	Textile Fibers
Industry Category	100%
Paid-in Capital	NTD 281,526,890
Authorized Capital	NTD 600,000,000

GFUN INDUSTRIAL CORPORATION was founded in 1999, specializing in the precise coating and lamination technology of waterproof and breathable fabrics. In terms of processing technology, it possesses numerous patents and certifications. With expertise in waterproof and breathable coating and lamination, the company manufactures a wide range of functional film fabrics. It is the world's largest factory for processing waterproof and breathable fabrics. Initially engaged in wet coating subcontracting, it later expanded to a comprehensive functional coating and lamination subcontractor. It is the largest professional leader in functional breathable waterproof fabric in Taiwan, focusing on core technologies like micro-porous moisture-permeable membrane lamination and highly breathable PTFE lamination products. Its clientele includes major global sports brands and distribution channels. In terms of processing technology, GFUN holds various patents and certifications, specializing in breathable waterproof coating and lamination processes. It produces a variety of functional film fabric products, along with developing processes for moisture-wicking, quick-drying, windproofing, water-repellency, UV-resistance, antimicrobial properties, and durability. In 2022, GFUN became a wholly-owned subsidiary of SINGTEX Group, adhering to principles of innovation and sustainable development, and striving to create a shared, prosperous, and beneficial world for customers, suppliers, employees, and investors.

• Company Overview



MAGICTEX APPAREL CORPORATION

Company Name	MAGICTEX APPAREL CORPORATION
Company Address	1 F., No. 10, Wuquan 2nd Rd., Xinzhuang Dist., New Taipei City 248020, Taiwan
Date of Establishment	2005
Industry Category	Apparel and Clothing Manufacturing Industry
Equity Stake Ratio	100%
Paid-in Capital	NTD 100,000,000
Authorized Capital	NTD 100,000,000

MAGICTEX APPAREL CORPORATION was established in 2005 as a subsidiary of Singtex Industrial, focusing on the production of functional sportswear and outdoor leisure clothing. The company provides customized group uniforms, undertakes long-term clothing procurement projects for government agencies, and collaborates with designers to drive the fashion industry. Additionally, MAGICTEX is a regular supplier for major sports events in Taiwan, offering a comprehensive one-stop service for brands that includes fabric selection and garment manufacturing. The company adheres to the values of "Quality," "Service," and "Comfort," which collectively represent its unwavering commitment to its customers.

MAGICTEX COMPANY LIMITED

Company Name	MAGICTEX COMPANY LIMITED
Company Address	Rd. No. 6, Binh An Textile Industrial Zone, Binh Thang Ward, Di An City, Binh Duong Province, Vietnam
Date of Establishment	2013
Industry Category	Apparel and Clothing Manufacturing Industry
Equity Stake Ratio	100%
Paid-in Capital	USD 6 million
Authorized Capital	USD 6 million

MAGICTEX APPAREL CORPORATION was established in 2013 as a wholly-owned subsidiary of Singtex Industrial. It holds various certifications such as WRAP CERTIFICATION and C-TPAT, and specializes in various apparel production technologies.

• Company history

1989	Establishment of Singtex Industrial Co., Ltd. with an initial capital of NTD 5 million.
1990	Establishment of the Knitwear Department.
1993	Development of functional fabrics.
1994	Introduction of proprietary brand SINGTEX 50000.
1995	Introduction of proprietary brand COOLTEX®.
1996	First collaboration with international brand NIKE.
1997	First collaborations with Adidas and Nautica.
1998	Awarded the "Best Global Partner" by Adidas, Germany.
2001	Designated as the "Functional Textile Co-Design Partner" for NIKE and NAUTICA. Certified as a preferred partner by Steilmann, Germany.
2005	Acquisition of SINGSOFT® global trademark rights. Establishment of MAGICTEX APPAREL CORPORATION in January 2005.
2006	Inauguration of the R&D building at Wugu Industrial Park.
2007	Issuance of 1,000,000 units of employee stock options in December, with an original subscription price of NTD 20 per share.
2008	Establishment of the Guanyin Precision Dyeing and Finishing R&D Center. Received global certifications for factory and product from bluesign®. Joined the TCTI as a founding member.
2010	Completed carbon footprint assessment of coffee yarn products and continued energy-saving measures, obtaining GRS certification.
2012	Public offering of stocks on December 11, with stock code "4433".
2013	Listed on the GreTai Securities Market on February 18. Establishment of MAGICTEX COMPANY LIMITED in August.
2014	Listed on the Over-the-Counter Market on November 3.
2015	Issuance of restricted employee stock rights in May, with 1,500,000 shares issued at NTD 10 per share, free of charge.

2017	• S.Café® Urban Travel Functional Jacket received the Taiwan Excellence Award (2017). • S.Café® Intelligent Heated Insulated Jacket received the Taiwan Excellence Award (2017). • FS-8842U product received the China Trendy Fabric Design Award - Outstanding Product Award. • STORMFLEECE® product (Fabric No. SSI160614) was selected for the ISPO International Trend Textile Award. • STORMFLEECE® PRO product (Fabric No. SW-5367C6) was selected for the ISPO International Trend Textile Award. • P4DRY™ product (Fabric No. SCK-818WP4) was selected for the ISP International Trend Textile Award. • SINGTEX BIOTEC product (Fabric No. SCK-2999) was selected for the ISPO International Trend Textile Award. • Received the 11th Taoyuan Environmental Excellence Award from the Taoyuan City Government.
2018	• SINGTEX super elastic needle-punched down vest and S.Café® silk coffee upper received the Taiwan Excellence Award. • AIRMEM® series of coffee oil biofilm was selected in the ISPO International Trend Textile Award's Top 10. • STORMFLEECE® environmentally friendly plain woven brushed fabric was selected in the ISPO International Trend Textile Award. • S.LEISURE® environmentally friendly stretch fabric was selected in the ISPO International Trend Textile Award.
2019	• S.LEISURE® environmentally friendly comfortable elastic shirt (Fabric No. SCW-712) received the 27th Taiwan Excellence Award. • STORMFLEECE® environmentally friendly plain woven brushed windproof and waterproof jacket (Fabric No. SW-8943C6) received the 27th Taiwan Excellence Award. • AIRMEM™ Coffee Oil Biofilm BIO-NYLO series (Fabric No. BS-70415SUC02) was selected in the ISPO International Trend Textile Award. • S.Café® STORMFLEECE® PRO Coffee Eco Plain Woven Brushed (Fabric No. BS-70415SUC02) was selected in the ISPO International Trend Textile Award. • STORMFLEECE® environmentally friendly plain woven brushed fabric (Fabric No. SW-5417) was selected in the ISPO International Trend Textile Award. • SINGTEX received the Taiwan Circular Economy Award - Silver Award for Product Circularity. • In 2019, S.LEISURE® environmentally friendly stretch fabric was honored in the OutDoor By ISPO Spring/Summer 2021 TOP 5 at the German Sports Products Exhibition. • Ranked 19th in the 2019 CommonWealth Corporate Citizenship Awards - Giant Awards. • In 2019, STORMFLEECE® windproof and waterproof jacket and S.LEISURE® environmentally friendly stretch sportswear won the TOG AWARD Annual Trendsetter Award.

2020	• In 2020, S.LEISURE® environmentally friendly stretch sportswear (SK-1088 C0) received the 28th Taiwan Excellence Award. • In 2020, S.Café® Silver women's comfortable innerwear (SCK-5A0004) received the 28th Taiwan Excellence Award. • In 2020, received the International Textile Development Achievement Award from the Textile International Exchange Association of the Republic of China. • In 2020, AIRMEM® COLORSHELL fabric was selected in the ISPO International Trend Textile Award's SELECTION. • In 2020, STORMFLEECE® fabric was selected in the ISPO International Trend Textile Award's SELECTION. • In 2020, S.LEISURE® fabric was selected in the ISPO International Trend Textile Award's SELECTION. • In 2020, Singtex's subsidiary, MAGICTEX APPAREL CORPORATION, joined the national textile team for epidemic prevention, providing isolation clothing and protective suits to the Ministry of Health and Welfare. Obtained licenses for medical equipment, pharmaceutical sales, and manufacturing. • In 2020, donated epidemic prevention mask covers to the New Taipei City Government and Taipei City Government. • In 2020, donated isolation clothing and protective suits to the Taoyuan City Government and Asia University Hospital. • In April 2020, acquired 47.15% equity of GFUN INDUSTRIAL CORPORATION through public acquisition, becoming a significant subsidiary of Singtex Industrial.
2021	• In 2021, AIRMEM® COLORSHELL Faux Leather Coffee Bio Jacket won the 29th Taiwan Excellence Gold Award. • In 2021, SINGTEX PROTECTOR® Divine Protection received the 29th Taiwan Excellence Award. • In 2021, S.LEISURE® Eco Cross Back Sports Vest received the 29th Taiwan Excellence Award. • Singtex STORMFLEECE® was selected as a Top 5 material in the ISPO International Trend Textile Award. • Singtex AIRMEM® COLORSHELL KBP470 was selected as a Top 10 material in the ISPO International Trend Textile Award. • Singtex AIRMEM® P4DRY™ BS-80216SUC0 was selected as a Top 10 material in the ISPO International Trend Textile Award. • In 2021, AIRMEM® COLORSHELL Faux Leather Coffee Bio Jacket was awarded the TOG AWARD Annual Trendsetter Award. • In 2021, SINGTEX PROTECTOR® Divine Protection Suit BS-80210DC6 was awarded the TOG AWARD Annual Trendsetter Award. • In 2021, Singtex Industries received the Small Giant Award for five consecutive years in the "CommonWealth CSR Corporate Citizenship Award." • In 2021, received the Taoyuan Gold Enterprise Excellence Award - Love Earth Award. • In 2021, received the Taoyuan City Gold Enterprise Gender Equality Award.

2022	• In 2022, STORMEGA® SW-80376SC0-4 was honored with the ISPO International Trend Textile Award Fall/Winter 2022 BEST PRODUCT (First Selection). • In 2022, ONESHELL™ product S3K-2187SC0-2 (Coffee Clothing Recycling Yarn Series) was honored with the ISPO International Trend Textile Award Fall/Winter 2022 TOP 10. • In 2022, ONESHELL™ series product A1106-21070016 (3-layer single material PP film product) was honored with the ISPO International Trend Textile Award Fall/Winter 2022 SELECTION (selected in the Membranes & Coatings series). • In 2022, Coffee Ocean Fabric SCKP-457S-1 was honored with the ISPO International Trend Textile Award Fall/Winter 2022 SELECTION. • In 2022, TRANZEND® Ultra Shirt received the 30th Taiwan Excellence Award. • In 2022, TRANZEND® Ultra Coat received the 30th Taiwan Excellence Award. • In 2022, won the Innovation and Research Category of the New Taipei City Classic Enterprise Awards. • In 2022, Singtex Industries received the Small Giant Award for six consecutive years in the "CommonWealth CSR Corporate Citizenship Award." • In 2022, TOG Award Annual Trendsetter Award: TRANZEND® Ultra Coat, TRANZEND® Ultra Shirt. • In May 2022, acquired 52.85% of the outstanding shares of GFUN INDUSTRIAL CORPORATION through a cash and equity exchange, becoming a wholly-owned subsidiary of Singtex Industries.
2023	In 2023, the ECOFUN® Hooded Functional Jacket, TRANZEND® Ultra Hoodie Modular Hooded Outerwear, and STORMEGA® 3D Microclimate-Regulating Outerwear were honored with the 31st Taiwan Excellence Award. In 2023, the ONESHELL PET product A1106-21060039 (Recyclable Garment Series) was awarded the ISPO INTERNATIONAL TREND TEXTILE AWARD for Best Product (First Prize). In 2023, the STORMAGA A1109-22080027 received the ISPO INTERNATIONAL TREND TEXTILE AWARD, placing in the Top 5 (Top Five Selections). In 2023, the S.LEISURE™ Thermal A1109-22080039 was awarded the ISPO INTERNATIONAL TREND TEXTILE AWARD, ranking in the Top 5 (Top Five Selections). In 2023, the STRETCH PLUS™ PP A1109-22080026 was honored with the ISPO INTERNATIONAL TREND TEXTILE AWARD, placing in the Top 10 (Top Ten Selections). In 2023, the SINGTEX & Formosa Plastic Group's ONESHELL PP Eco-Friendly Recyclable Jacket received the ISPO INTERNATIONAL TREND TEXTILE AWARD for Top Product in the Garment Category. In 2023, the TRANZEND / ULTRA SUIT 3.0 Jacket was honored with the ISPO INTERNATIONAL TREND TEXTILE AWARD for Best Product in the Garment Category (First Prize). In 2023, the ECOFUN STORMEGA Hooded Functional Jacket and TRANZEND Ultra Hoodie Modular Hooded Outerwear were awarded the TOG Award - Annual Trendsetter Award. In 2023, the group subsidiary Magictex Apparel Corporation won the bid for The 302nd Arsenal, Materiel Production and Manufacturing Center, Armaments Bureau, MND, which officially commenced on February 13th.

• Shareholder Structure of SINGTEX Group

Shareholder	Number of Shares Held	Ownership Percentage (%)
Individual	537,349	87.66
Other Corporations	74,008	12.07
Financial Institutions	80	0.01
Foreign Institutions and Foreigners	1,561	0.26

• Main Products and Services

The products of this group are mainly categorized into two major types: "Fabrics" and "Apparel." The business operations include environmental innovation in yarn and fabric development technology, contract manufacturing of waterproof and breathable fabrics, as well as apparel design and production. The main customer segments include garment factories, brand owners, distribution channels, distributors, and end consumers. In 2023, no products were banned from production, sales, or legally required to be taken down from the market.

List of Product and Service Offerings			
Sales Regions	Product or Service Offerings	Customer Types	Sales Volume(Thousands of NT Dollars)
Asia	Environmental waterproof and breathable fabric contract manufacturing to apparel design and production.	Sport and leisure brands, brand owners, garment factories	2,852,129
Americas		Sport and leisure brands, brand owners, garment factories	50,928
Europe		Sport and leisure brands, brand owners, garment factories	70,995
Other		Sport and leisure brands, brand owners, garment factories	9,588

• Participation in Industry-Related Associations

In pursuit of sustainable industry and environmental development, as well as the enhancement of product quality, our group actively participates in textile industry-related associations and academic societies.

Industry Associations, Other Membership Organizations, and National/International Advocacy Groups	Membership Status
Taiwan Excellent Brand Association	Member Chairman Chen Guo-qin/Current Vice Chairman
NTCIA	Member
Sustainable & Circular Economy Development Association. All Rights Reserved	Group Member Chairman Chen Guo-qin/Current Director
National Innovation and Entrepreneurship Association, R.O.C.	Member (Exemplary Status) Chairman Chen Guo-qin/Current Director
Taiwan Textile Research and Development Association International	Group Member Chairman Chen Guo-qin/Current Vice Chairman
GUO, PIN Sustainable Excellence Alliance	Group Member
Taiwan Smart Textile Association	Group Member
TBSM	Group Member Vice General Manager Zhang Lixun/Current Director
Taoyuan Enterprise Chamber	Member Chairman Chen Guo-qin/Current Supervisor
Taiwan Supercritical Fluid Association	Group Member General Manager Huang Songyun/Current Director
Taiwan Knitting Industry Association	Tier 3 Member
Taiwan Garment Industry Association.	Tier 1 Member Chairman Chen Guo-qin/Current Executive Supervisor
Taiwan Textile Printing. Dyeing And Finishing. Industry Association.	Tier 1 Member Chairman Chen Guo-qin/Current Executive Director
Taiwan Silk & Filament Weaving Industrial Association	Sponsor Member
Taiwan Bags Association.	Sponsor Member
CAITA	Group Member Vice General Manager Zhang Lixun/Current Director

2.2 Operational Performance

The operating revenue for the year 2023 amounted to NT\$2,983,639,000, marking an decrease of NT\$234,172,000 compared to the previous year. Despite being influenced by the escalating risks of a global economic downturn, weakening demand for end products, ongoing adjustments in brand inventories by retailers, and intensifying tensions in the US-China technology conflict, the company remained proactive in the development of high-tech, high-quality environmentally-friendly functional textiles. And actively investing in military and industrial products enabled sustained profitability in 2023 despite challenging market conditions.

Unit: New Taiwan Dollars Thousand

Item/Year	2021	2022	2023
Operating Revenue (Thousand)	2,879,693	3,217,811	2,983,639
Gross Profit (Thousand)	575,021	668,520	650,018
Operating Income or Loss (Thousand)	84,311	141,340	37,995
Non-operating Income and Expenses (Thousand)	14,888	41,412	12,613
Pre-Tax Income (Thousand)	99,199	182,752	50,608
Net Income (Thousand)	77,995	116,932	25,469
Total Comprehensive Income for the Period (Thousand)	67,550	144,084	16,671
Earnings Per Share (NTD)	1.21	2.51	0.53
Employee Benefits	3,071	3,247	3,954
Dividend	66	165	99
Employee Compensation (including Employee Benefits)	496,095	548,321	594,385
Retained Economic Value	38,552	80,217	183,314
Payments to Contributors	93,610	46,805	90,438
Payments to Government	25,989	22,620	63,316
Community Investment	6,145	2,068	2,689

In 2023, the Group received financial subsidies from a total of fourteen governmental entities, with no instances of political contributions. These subsidies were mostly in the form of incentive-based financial support, as shown in the table below:

Unit: New Taiwan Dollars Thousand

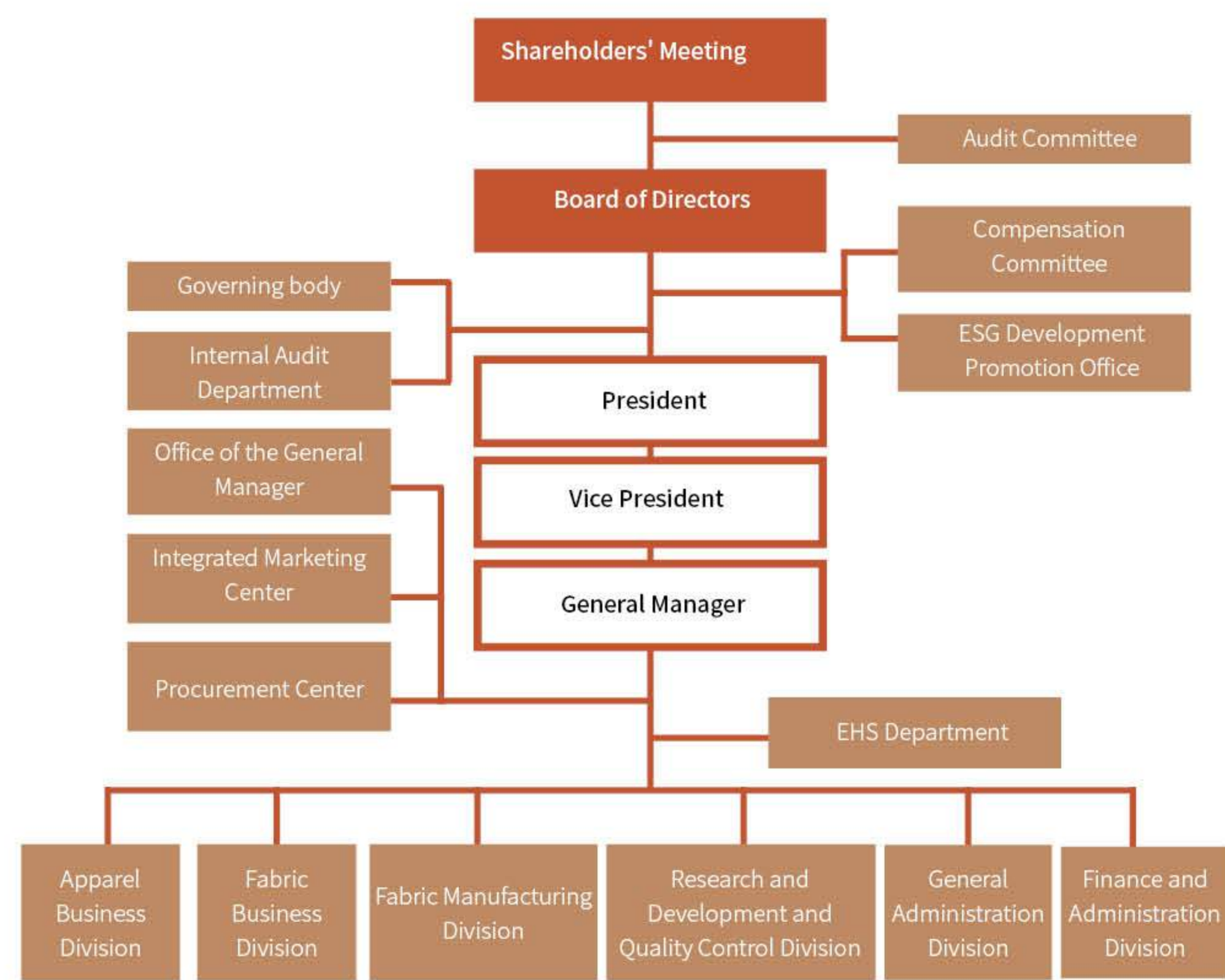
Item	Granting Entity	Subsidy Amount (NTD)
Ministry of Economic Affairs Project Office Exhibition Subsidy - 2023/03 PD Exhibition	Importers and Exporters Association of Taipei	35,000
Ministry of Economic Affairs Project Office Exhibition Subsidy - 2023/04 FFF	Importers and Exporters Association of Taipei	35,000
Ministry of Economic Affairs Project Office Exhibition Subsidy - 2023/10 PERFORMANCE DAYS - FFF	Importers and Exporters Association of Taipei	35,000
Development Project for Recycled Waterproof and Breathable Membranes Made from Composite Textiles	Taipei Computer Association	8,824,997
Exhibition Subsidy - 2023/07 FFF New York Exhibition	Taiwan Knitting Industry Association	89,700
Exhibition Subsidy - 2023/11 FFF Portland Exhibition	Taiwan Textile Printing Dyeing & Finishing Ind. Asso	100,000
Exhibition Subsidy - 2023/01 USA OR Exhibition	Taiwan Spinners' Association	76,000
Exhibition Subsidy - 2023/06 OR Exhibition	WAN TSUN CLOTHING CO., LTD	675,000
FFF Joint Exhibition	TSGS, INC.	105,459
OR Joint Exhibition	TSGS, INC.	100,000
Taoyuan City Youth Employment Project Without Salary Worries	Taoyuan City Employment Service Office	10,000
2022 Power and Utility Equipment Subsidy	Industrial Technology Research Institute	24,750
2023 Power and Utility Equipment Subsidy	Industrial Technology Research Institute	181,500
2023 Design Technology Grant and Industry-Academia Co-Creation Project: Design-Driven Enterprise Innovation Development 'REFIT Smart Demonstration Module Design'	Taiwan Design Research Institute	761,904
Total		11,054,310

- **Reinvestment Policies and Other Affiliated Companies**

The SINGTEX Group places a strong emphasis on the future profitability and prospects of reinvested companies, while strictly adhering to principles of legality, profitability, and liquidity. Investment strategies balance risks, returns, and asset growth, achieving objectives of returns and asset growth within the framework of risk management. The Group is planning a share conversion and capital increase program for the acquisition of shares in GFUN INDUSTRIAL CORPORATION. In response to the rising global environmental consciousness and the trend of internationally renowned apparel brands actively selecting upstream suppliers capable of providing environmentally friendly materials for recycling, the Group continues to invest in eco-friendly precision equipment and related processes such as yarn, weaving, and dyeing-finishing. Additionally, plans for integrating the functional textile supply chain upstream and downstream are underway. As of December 31, 2021, the Group holds 47.27% of GFUN's shares (based on outstanding shares), and given the longstanding business interactions between the two parties, a stable cooperative relationship has been established. In pursuit of leveraging mutual strengths, enhancing overall product competitiveness, deepening cooperation, jointly expanding brand business, improving decision-making efficiency, and operational synergy, the Group intends to acquire GFUN Company through cash payment and share conversion via new share issuance in accordance with relevant regulations on corporate mergers and acquisitions. This transaction, completed on May 31, 2022, results in GFUN becoming a 100% owned subsidiary of the SINGTEX Group, enabling the synergy of strengths and operational optimization. The goal is to develop an integrated "eco-functional textile one-stop supply chain" and provide customers with comprehensive services. The Group and its subsidiaries are following the procedures for "Acquisition or Disposal of Assets." Currently, the reinvestment policies are based on the company's future operational directions and are being executed progressively. In the current stage, the focus is primarily on the development and extension of core-related businesses, with each investment case being carefully evaluated beforehand. A comprehensive understanding of the anticipated investment benefits and potential risks has been obtained. For further details on reinvestment, please refer to the 2023 SINGTEX Group financial report.

2.3 Corporate Governance

The organizational chart of Singtex is as follows :



Department	Main Responsibilities and Business Operations
Remuneration Committee	To evaluate and provide recommendations on the compensation policies and systems for directors, supervisors, and managers.
Audit Committee	Composed of all independent directors, it aims to assist the Board of Directors in enhancing corporate governance performance, and it applies the provisions of the Company Act regarding supervisors mutatis mutandis.
Audit Department	Audit of operational status, analysis of anomalies, and improvement recommendations.
Office of the General Manager	Plan and drive the annual goals and operational policies set by the General Manager and Executive Vice. Manager.
Information Center	Handle the operation and maintenance of data center facilities and computer systems, manage communication networks, maintain application systems, provide technical support to user departments, and engage in partial program design and development.
Procurement Center	Procure and manage negotiations for raw materials required for production.
EHS committee	Provide recommendations for labor safety policies, participate in the deliberation of labor safety plans and policies, and oversee their implementation.
Fabric Business Division	Promote business and manage customer relationships for functional and environmentally friendly fabrics in the Americas, Europe, and Asia-Pacific regions. Forecast and execute performance.
Apparel Business Division	Develop, design, manufacture, and trade functional clothing.
Fabric Manufacturing Division	Manage production capacity in dyeing, finishing, and post-processing plants, maintain and set production process standards, control production quality, manage inbound and outbound shipments and warehouse operations, and maintain machinery and equipment.
Research and Development and Quality Control Division	Research Center for Advanced : Conduct research and innovation in technical applications and product development, apply for and maintain the company's intellectual property, and assist in customer factory certifications and audits. Design and develop new yarn and textile products, confirm standard processes, establish standard costs and pricing, and oversee production. Quality assurance inspection center : tablish and enforce inspection standards, quality inspection and control, technical education and training, product property testing and verification.
Integrated Marketing and Design Center	Handle product planning, maintain media relations, engage in cross-industry collaboration, and promote proprietary brand products.
General Administration Division	Management Department : Develop and enforce office space and environmental planning and management regulations. Public Utilities and Security Center: Maintenance and upkeep of public utilities and machinery equipment.
Finance and Administration Division	Human Resources Department : Plan and adjust organizational structure, establish and amend company regulations, handle human resources administration and labor-management relations. Finance Department : Manage financial matters, treasury operations, and fund allocation and scheduling. Accounting Department : Establish accounting systems and manage various accounting processes, taxation, and cost accounting. Shipping Department : Handle import and export operations.

2.3.1 Board of Directors

All members of the board of directors within the Singtex are nominated according to the company's articles of association, serving three-year terms. Candidates with legal capacity are appointed by the shareholders' meeting, and reappointment is allowed. When a director's term expires and re-election has not taken place, their duties are extended until the time of re-election. In May 2022, the 12th board of directors was elected through the "board of directors' election procedure" at the shareholders' meeting.

Currently, the company has three independent directors, constituting 42.86% of the board. All independent directors meet the criteria of independence. Additionally, to meet operational and practical needs, two directors serve as executives within the group. The group has established the "Scope of Responsibilities for Independent Directors," which explicitly states that "independent directors' opposing or reserved opinions should be recorded in the board of directors' minutes," "the group shall not obstruct, reject, or circumvent the duties of independent directors," and "when independent directors deem it necessary to perform their duties, they may request the board of directors to assign relevant personnel or engage experts to assist." This ensures that independent directors fulfill their responsibilities, effectively enhance the operation of the board of directors, and contribute to the company's business performance. Below are the profiles of each member of the board of directors and supervisors :

Position	Name	First Appointment Date	Key Education and Experience	Current Concurrent Positions in Company and Other Companies
Chairman	Chen Guo-qin	1989/03/14	Graduate Institute of Textiles and Clothing, Fu Jen Catholic University.	GFUN INDUSTRIAL CORPORATIONChairman
Director	Lai Mei-Hui	1989/03/14	Department of Textile Engineering, Asia Eastern University of Science and Technology	Director of MAGICTEX APPAREL CORPORATION Co., Ltd.
Director	Wang Shu-Fen	2003/11/24	Master of Business Administration (MBA) at National Chengchi University	Supervisor of MAGICTEX APPAREL CORPORATION Co., Ltd.
Director	Wang Ya-Kang	2019/06/18	Chairperson of Taiwan Textile Research Institute	Independent Director of ECLAT TEXTILE CO., LTD.
Independent director	Chen Gan-Nan	2019/06/18	Ph.D. at University of Illinois Chicago	Distinguished Professor in the Department of Materials and Chemical Engineering at Tamkang University
Independent director	Chen Sheng-San	2019/06/18	Ph.D. in Chemistry at Kansas State University	Associate Professor in the Department of Information and Financial Management at National Taipei University of Technology
Independent director	Lin Yi-Bei	2019/06/18	Ph.D. in Finance and Financial Management at National Taiwan University	Professor in the Department of Finance and Financial Management at Chaoyang University of Technology

- Diversity and Independence of the Board of Directors

The current composition of the board of directors consists of 3 independent directors (42.9%) and 4 non-independent directors (57.1%), including 3 directors with employee/managerial roles. More than half of the directors do not have spouse or relatives up to the second degree of kinship, in compliance with Article 26-3, Paragraphs 3 and 4 of the Securities and Exchange Act.

According to Chapter 3 of Singtex's "Corporate Governance Best Practices," members of the Board of Directors are generally expected to possess the necessary knowledge, skills, and qualities for their roles. To advance gender equality policies and increase female participation in decision-making processes, the Board of Directors also includes female directors.

Each member of the Board of Directors brings unique experiences and insights to the governance of Singtex Group and the resolution of challenges. In accordance with the "Guidelines for the Continuing Education of Directors and Supervisors of Listed and OTC Companies," Singtex Group aims to enhance the exceptional qualities and decision-making capabilities of its directors and continuously provides them with further training. The Board of Directors of Singtex is composed of directors with experience in areas essential to the company's operations, including business, finance, accounting, chemical engineering, patents, and management. All members are highly valued by the Group for their extensive knowledge, sharp insight and judgment, charismatic leadership, and decisive decision-making abilities. The implementation of diversity policies among board members is as follows :

Position	Name	Gender	Age	Industry Experience				Professional Abilities	
				Banking/ Finance	Business Management	Sales & Marketing	Research & Development	Accounting & Financial Analysis	Risk Management
Chairman	Chen Guo-qin	Male	Over 50 years of age		V	V	V		V
Director	Lai Mei-Hui	Female	Over 50 years of age	V	V				
Director	Wang Shu-Fen	Female	Over 50 years of age	V	V			V	V
Director	Wang Ya-Kang	Male	Over 50 years of age		V	V	V		V
Independent director	Chen Gan-Nan	Male	Over 50 years of age		V		V		
Independent director	Chen Sheng-San	Male	Over 50 years of age		V		V		
Independent director	Lin Yi-Bei	Male	Over 50 years of age		V			V	

• Operation of the Board of Directors

The ESG Promotion Office was established by our group on August 1, 2022, with Associate Director Hu Zhengzhong assuming the role of Chief Sustainability Officer. The Sustainability Report and related Material Topics, upon approval by internal senior management and the Chairman, are presented to the board of directors for discussion and resolution before implementation.

• Board of Directors' Continuing Education Status

To uphold the corporate governance and managerial competencies of Singtex's Board of Directors, in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies," it is mandated that each member undergo a minimum of 6 hours of educational training annually. In 2023, all directors successfully completed their educational training courses. The detailed programs and durations are as follows :

Nature	Material Events	Communication Method and Frequency	Communication Results
Environmental Aspect	Greenhouse Gas Inventory and Verification Timeline Plan	Singtex Board of Directors: 1 Meeting	The proposed greenhouse gas inventory and verification timeline plan for our group was submitted to the Directors and approved, followed by timely execution. Regular updates will be provided to the board of directors in the future.

Position	Name	Continuing Education Dates	Organizer	Course Title	Training Hours	Total Hours
Chairman	Chen Guo-qin	2023/7/13	TPEX	Sustainable Development Action Plan for Publicly Listed Companies	3	6
		2023/12/16	Securities and Futures Institute	Introduction to Insider Short-term Trading and Case Analysis	3	
Director	Lai Mei-Hui	2023/7/13	TPEX	Sustainable Development Action Plan for Publicly Listed Companies	3	6
		2023/7/18	Accounting Research and Development Foundation	Seminar on Transitional Finance and Sustainable Disclosure	3	
Director	Wang Shu-Fen	2023/12/21	Accounting Research and Development Foundation	Continuing Education for Accounting Executives	6	12
		2023/12/22	Accounting Research and Development Foundation	Continuing Education for Accounting Executives	6	
Director	Wang Ya-Kang	2023/5/8	Taipei Foundation of Finance	Corporate Governance: Sustainable Society, Regional Revitalization, and Circular Economy	3	14
		2023/2/15	Taipei Foundation of Finance	Corporate Governance: Trends in Sustainable Management, Development, and Governance	3	
		2023/3/13	Taipei Foundation of Finance	Sustainable Environment and Climate Change: Adaptive Pathway Planning for Climate Change Risks	2	
		2023/4/27	Securities and Futures Institute	Global Net Zero Challenge: How Business Leaders Can Lead Low-Carbon ESG Transformation Plans	3	
		2023/5/4	Accounting Research and Development Foundation	Global and Taiwan's Tax Reform and Corporate Tax Governance: A Discussion from ESG Trends and the Pandemic Environment	3	
Independent director	Chen Gan-Nan	2023/6/8	Securities and Futures Institute	Post-Merger Integration Issues and Establishing Management Mechanisms	3	6
		2023/8/15	Taiwan Corporate Governance Association	Patent Strategy and Litigation Practices	3	
Independent director	Chen Sheng-San	2023/9/7	Securities and Futures Institute	Technological Development and Business Opportunities in Electric and Smart Vehicles	3	6
		2023/9/13	Securities and Futures Institute	Key Points of Corporate Governance Evaluation for Directors and Supervisors	3	
Independent director	Lin Yi-Bei	2023/7/14	Securities and Futures Institute	Discussion on Corporate Governance Blueprint 3.0 and Directors' Responsibilities	3	6
		2023/6/9	Securities and Futures Institute	Circular Economy Benefits and Business Models	3	
Total						56

• Performance Evaluation of the Board of Directors and Functional Committees

In accordance with the "Performance Evaluation Measures for the Board of Directors and Functional Committees" of Xingcai Corporation, Article 3 stipulates that the Board of Directors and Functional Committees must conduct a performance evaluation at least once per year. The internal performance evaluation of the Board of Directors and Functional Committees should be carried out based on the evaluation procedures and criteria outlined in Articles 6 and 8 of the same measures. The internal evaluation results must be completed by the end of December of the current year and submitted in the manner specified by the competent authority by the end of the first quarter of the following year. Performance Evaluation of the Board of Directors: This includes assessing the level of involvement in company operations, enhancing the quality of the Board's decision-making, the composition and structure of the Board, the appointment and continuing education of directors, and internal control. Performance Evaluation of Individual Board Members: This involves evaluating the understanding of company goals and missions, awareness of board responsibilities, level of participation in company operations, management and communication of internal relationships, professional expertise and continuing education, and internal control. Performance Evaluation of Functional Committees: This includes assessing the level of involvement in company operations, awareness of functional committee responsibilities, improvement in decision-making quality, the composition and selection of committee members, and internal control.

Board of Directors Performance Evaluation		
Specific Indicators	Evaluation Criteria	Proportion
Level of Participation in Company Operations	• Directors consistently demonstrate strong attendance at Board meetings. • Directors maintain a commendable attendance record at shareholder meetings. • Directors thoroughly review and comprehend meeting materials before Board sessions. • The Board engages effectively with the management team to foster collaboration. • The Board oversees the company's adherence to legal requirements and best practices with diligence. • All directors contribute meaningfully and constructively during Board meetings. • The Board actively advances Corporate Governance practices, supports company assessments, and safeguards shareholder rights to bolster Governance standards. • Board members possess a deep understanding of the company, its management, and the industry landscape. • Directors proficiently evaluate and manage various risks facing the company and oversee the implementation and monitoring of internal control systems. • Directors maintain robust communication and collaboration with auditors. • The Board systematically reviews the management team's performance, implementing timely rewards and corrective actions as needed. • The Board receives timely performance reports on business operations and promptly addresses any negative trends.	26%
Enhancing the Quality of Board of Directors' Decision-Making	• The Board of Directors has established the company's core values and can clearly set all strategic goals for the company. • The company has appropriate processes for discussing and setting strategic plans and annual budgets. • The frequency of Board of Directors meetings is appropriate. • The company provides the Board of Directors with complete, timely, and high-quality information, enabling the Board of Directors (including independent directors) to effectively perform their duties. • The minutes of the Board of Directors meetings accurately record the discussions and appropriately document any individual or collective reservations or concerns. • The agenda arranged by the Board of Directors allocates adequate discussion time for each item to ensure that directors have sufficient time to discuss. • The discussion items submitted to the Board of Directors for resolution are appropriate. • For agenda items that are required by law to be discussed by the Board of Directors, the attendance of all independent directors is ensured. • The Board of Directors provides effective communication channels to facilitate appropriate communication with independent directors. • Decisions made at Board of Directors meetings have appropriate follow-up actions. • In cases where there is a need for directors to abstain due to conflicts of interest, the directors either abstain themselves or the chairman ensures that the director abstains, and this is documented in the meeting minutes. • The Board of Directors, its members, and various functional committees undergo regular and effective performance evaluations.	26%
Composition and Structure of the Board of Directors	• The Board of Directors has established an adequate number of independent director seats, and their numbers comply with relevant regulations. • The independent directors of the company possess the necessary professional knowledge and maintain their independence throughout their tenure. • The Board of Directors has established appropriate and sufficient functional committees. • The existing functional committees have the capability to fulfill the responsibilities delegated by the Board of Directors. • The company has developed and implemented a policy for the diversity of Board of Directors members based on the company's development needs. • The number of directors related by marriage or within the second degree of kinship does not exceed two, allowing the Board of Directors to operate objectively and independently. • The composition of the Board of Directors is appropriate and has the expertise required for the decision-making process.	16%
Director's Professional Expertise and Continuous Education	• The company has established a rigorous and transparent procedure for selecting directors and a succession plan. • The selection procedure for Board of Directors members is conducted based on the company's diversity policy criteria. • The selection procedure for Board of Directors members includes consideration of individual directors' performance evaluation results. • The selection procedure for Board of Directors members takes into account the skills, knowledge, and experience of potential directors based on the company's actual needs; for independent directors serving three consecutive terms, it should be considered whether their independence is compromised. • The Board of Directors provides appropriate orientation for new directors to ensure they understand their responsibilities and become familiar with the company's operations and environment. • Directors engage in diverse courses outside their professional expertise and undertake appropriate continuing education hours annually. • The company maintains a formal record of director training hours and a continuous professional development plan to enhance directors' knowledge and skills.	16%
Internal Control	• The Board of Directors integrates risk assessment and control by management into the decision-making process of the company. • The Board of Directors effectively evaluates and supervises the effectiveness of various Internal Control systems and Risk Management practices. • The Internal Control system approved by the Board of Directors includes five key elements/principles and covers control operations for all operational activities and transaction cycles. • The company's audit supervisor/Chief Auditor attends Board of Directors meetings and presents internal audit business reports. Audit reports (including follow-up reports) are delivered to or notified to the Audit Committee and independent directors as required. • Appointments, evaluations, and compensation of internal audit personnel should be reported to the Board of Directors or approved by the Chairman of the Board through the audit supervisor's recommendation. • When accountants provide non-audit services, appropriate arrangements are made to ensure the objectivity and independence of the accountants. • The Board of Directors' members understand and supervise the company's accounting system, financial condition and financial reports, audit reports, and their follow-up status.	16%
Total		100%

Performance Evaluation of Board Members		
Specific Indicators	Evaluation Criteria	Proportion
Grasp of Company Objectives and Missions	• Directors have a thorough understanding of the company's core values. • Directors possess a clear understanding of the strategic goals set by the board of directors for the company. • Directors have a comprehensive understanding of the characteristics and risks of the industry in which the company operates.	13%
Awareness of Director Responsibilities	• Directors are well-versed in their statutory duties. • Newly appointed Directors comprehend their responsibilities and are familiar with the company's operations and environment. • Directors strictly adhere to confidentiality obligations when accessing internal company information for the execution of their Director duties.	13%
Level of Participation in Company Operations	• Directors actively participate in board of directors meetings. • Directors review and comprehend meeting materials prior to board of directors sessions to effectively fulfill their responsibilities during discussions. • Directors allocate sufficient time to engage in board of directors related matters. • Directors contribute effectively during board of directors sessions, such as providing specific suggestions on agenda items. • When receiving meeting records, Directors thoroughly read the content, confirm that discussions and personal or collective reservations are appropriately recorded. • Directors possess a clear understanding of the company, its management team, and the industry it operates in, enabling professional and appropriate judgments. • Directors genuinely assess and oversee various existing or potential risks of the company and discuss the implementation and tracking of internal control systems. • Directors do not hold multiple concurrent directorship positions in various companies.	35%
Management of Internal Relationships and Communication	• Directors maintain a positive interaction with the management team. • Directors establish effective communication among fellow Directors. • Directors engage in comprehensive communication and interaction with the auditor.	13%
Director's Professional Expertise and Continuous Education	• Directors possess the necessary expertise for board of directors decision-making and execution. • Directors pursue diversified courses beyond their professional competencies, undertaking appropriate continuing education annually. • Directors continuously enhance their professional knowledge and skills.	13%
Internal Control	• In cases where conflicts of interest arise, Directors effectively avoid involvement as required. • Directors evaluate and supervise the effectiveness of various internal control systems and risk management. • Directors comprehend and oversee company accounting systems, financial conditions and reports, audit reports, and their follow-up status.	13%
total		100%

Performance Evaluation of Functional Committees		
Specific Indicators	Evaluation Criteria	Proportion
Level of Involvement in Company Operations	• The average actual attendance of committee members at functional committee meetings is good. • Members review and understand meeting materials before the meetings. • All members make effective contributions at functional committee meetings. • Functional committees hold regular meetings.	16%
Understanding of Functional Committee Responsibilities	• The scope of authority of functional committees is clear and appropriate. • Functional committees effectively assess and oversee existing or potential risks to the company. • Functional committees provide timely and professionally objective recommendations for discussion by the Board of Directors, serving as a reference for Board decision-making. • The Audit Committee has conducted sufficient communication and exchange with the certified public accountants. • The Audit Committee regularly assesses the independence and competence of the appointed accountants. • The Remuneration Committee has established and regularly reviews policies, systems, standards, and structures for the performance evaluation and compensation of directors, supervisors, and managers. • The Remuneration Committee regularly reviews the performance evaluation standards for company directors and submits them to the Board of Directors for approval, setting directors' compensation based on the evaluation results.	29%
Enhancing the Quality of Functional Committee Decisions	• The company provides complete, timely, and high-quality information to the functional committees, enabling them to fulfill their responsibilities effectively. Relevant managers, internal auditors, accountants, legal advisors, or other personnel are invited to attend if necessary. • There is sufficient time for discussions at functional committee meetings. • The discussion topics submitted to the functional committees for resolution are appropriate. • If any member has a conflict of interest on an agenda item, that member recuses themselves and this is documented in the meeting minutes. • Meeting minutes of the functional committees appropriately record discussion content and relevant individual or collective reservations or concerns. • Resolutions of functional committee meetings are appropriately followed up. • Functional committees conduct regular and efficient performance evaluations.	29%
Composition and Member Selection of Functional Committees	• The composition of functional committees is appropriate and includes the necessary expertise for decision-making processes. • Committee members maintain their independence throughout their tenure. • The selection of functional committee members is based on the company's actual needs, considering the skills, knowledge, and experience of directors, and the results of the functional committee performance evaluations.	13%
Internal Control	• Directors evaluate and supervise the effectiveness of various internal control systems and risk management. • The Internal Control system approved by the Audit Committee includes five key elements/principles and covers control operations for all operational activities and transaction cycles. • Directors comprehend and oversee company accounting systems, financial conditions and reports, audit reports, and their follow-up status.	13%
total		100%

2.3.2 Remuneration Committee

2023 Compensation Committee Operation Information				
Position	Name	Actual Attendance Count	Proxy Attendance Count	Actual Attendance Rate (%)
Convener	Chen Sheng-San	3	0	100%
Member	Chen Gan-Nan	3	0	100%
Member	Lin Yi-Bei	3	0	100%

2.3.3 Audit Committee

To strengthen the company's management mechanisms and enhance operational efficiency, the Group, in accordance with Article 14-5 and Article 14-6 of the Securities Exchange Act, established the "Audit Committee" to replace the supervisors, effective from May 27, 2022. The committee is composed entirely of independent directors and has formulated the "Audit Committee Organizational Regulations." One of its primary purposes is the control of the company's existing or potential risks, and its main responsibilities include reviewing or handling matters specified in Article 14-5 of the Securities Exchange Act.

The Audit Committee consists of all independent directors, with a minimum of three members, one of whom serves as the convener, and at least one member should possess expertise in accounting or finance. The committee convenes meetings at least once every quarter and may convene meetings as needed. Its powers and responsibilities are as follows:

1. Develop or amend internal control systems in accordance with Article 14-1 of the Securities Exchange Act.
2. Assess the effectiveness of the internal control system.
3. Establish or amend procedures for acquiring or disposing of assets, engaging in derivative commodity trading, lending funds to others, endorsing for others, or providing guarantees for material financial transactions as stipulated in Article 36-1 of the Securities Exchange Act.
4. Handle matters related to conflicts of interest involving directors themselves.
5. Handle material asset or derivative commodity transactions.
6. Handle material fund lending, endorsement, or guarantee activities.
7. Handle the issuance, offering, or private placement of equity-like securities.
8. Appointing, dismissing, or determining the remuneration of certified public accountants.
9. Appoint or remove financial, accounting, or internal audit executives.
10. Review annual financial reports signed or sealed by the Chairman, top management, and the chief accountant, as well as quarterly financial reports that require auditor review.
11. Handle other material matters as stipulated by the company or supervisory authorities.

For the period from January 1, 2023, to December 31, 2023, a total of 6 meetings were held. Attendance details are as follows :

Audit Committee Operation Information					
Position	Name	Actual Attendance Count	Proxy Attendance Count	Actual Attendance Rate (%)	Remark
Independent director	Chen Gan-Nan	6	0	100%	
Independent director	Chen Sheng-San	6	0	100%	
Independent director	Lin Yi-Bei	6	0	100%	Convener



2.4 Risk Management

In today's rapidly evolving technological landscape, with the advancement and widespread use of information, it presents both opportunities and risks to the company. To safeguard and enhance the overall interests of the enterprise, the Group has established an internal control system. It constantly monitors domestic and international developments, reviews and improves the Risk Management processes within the company, and enhances the effectiveness of Risk Management. This approach enables the Group to promptly identify risk factors and take appropriate measures and improvements to navigate the ever-changing market environment and achieve sustainable business goals. The Internal Control System Statement is as follows:

1. The Group acknowledges that the establishment, implementation, and maintenance of the internal control system are the responsibilities of the Group's board of directors and management. The purpose of this system is to achieve objectives such as operational effectiveness and efficiency (including profitability, performance, and asset safeguarding), reliable, timely, transparent reporting, and compliance with relevant regulations and laws, providing reasonable assurance.
2. Internal control systems have inherent limitations. Regardless of how well-designed they are, effective internal control systems can only provide reasonable assurance of achieving the above three objectives. Furthermore, the effectiveness of internal control systems may change due to changes in the environment or circumstances. However, the Group's internal control system includes a mechanism for self-assessment, and any deficiencies identified are promptly addressed.
3. The Group assesses the effectiveness of the internal control system's design and execution based on the criteria specified in the "Guidelines for Public Issuers Establishing Internal Control Systems" (referred to as the "Guidelines"). The Guidelines use a process-based approach to divide the internal control system into five components: 1. Control Environment, 2. Risk Assessment, 3. Control Activities, 4. Information and Communication, and 5. Monitoring Activities. Each component includes several elements. Please refer to the provisions of the "Guidelines" for details.
4. The Group has used the above criteria for assessing the effectiveness of the design and execution of the internal control system.
5. Based on the assessment results, the Group believes that its internal control system (including the supervision and management of subsidiaries) as of December 31, 2023 of the Republic of China, including the design and execution of objectives such as understanding the effectiveness and efficiency of operations, reliable and timely reporting, transparency, and compliance with relevant regulations and laws, is effective and can reasonably ensure the achievement of these objectives.
6. This statement will be a key part of the Group's annual report and public disclosure document and will be made available to the public. Any false or concealed information in the public disclosure may result in legal liabilities under the Securities Exchange Act, including Articles 20, 32, 171, and 174.

Risk Management Scope		
Type	Potential Risks	Mitigation Measures
Financial risk	Market Risks Foreign exchange risk Interest Rate Risk Price Risk	• The Group's management has established policies governing foreign exchange risk relative to its functional currencies. • The Group's borrowings are repriced annually according to contractual agreements, and the finance unit also collects relevant information on a regular basis, periodically reviewing and adjusting counterparties. • To manage the price risk of equity tool investments, the Group diversifies its investment portfolio based on limits set by the Group.
Financial risk	Credit Risk	• The Group manages credit risk from a company perspective. In accordance with internally established credit policies, all operating entities within the company and each new customer must be managed and subjected to credit risk analysis before setting payment and delivery terms and conditions. • Internal risk management assesses the credit quality of customers by considering their financial condition, past experiences, and other factors. Individual risk limits are set by the board of directors based on internal or external ratings, and the usage of credit limits is monitored regularly.
Financial risk	Liquidity Risk	• Cash flow forecasts are prepared by various operating units within the company and consolidated by the finance department. • The finance department monitors forecasts of the company's liquidity needs to ensure it has sufficient funds to support its operations.
Information Security Policy	Internet Security Device Security Application Security Supply Chain Information Security Data Security Protection	• The company extensively uses journals and online sources to monitor reports on business, technology, and industry literature. Representatives are regularly sent to participate in research programs, technology seminars, discussions, trade conferences, exhibitions, and overseas training. • Information is communicated through irregular meetings to ensure that management and relevant personnel are aware of current technological developments. • The implementation of cybersecurity education and training aims to raise employees' awareness of cybersecurity and establish four major objectives: ensuring that employees understand the importance of cybersecurity, enhancing awareness of existing cybersecurity threats, focusing on key strategies (such as phishing and social engineering attacks), and promoting cybersecurity awareness regarding privileged accounts (including managers and suppliers).

• Climate Change Management

Singtex recognizes the significance and impact of climate change issues on the company's sustainable operations, which have also been long-standing requirements of the company's brand clients. To understand the potential risks climate change may pose to the company, the Group has adopted the principles of the Task Force on Climate-Related Financial Disclosures (TCFD) to manage significant risks and opportunities that may affect operations. This approach aims to continuously mitigate risks and create opportunities for sustainable development.

Item	Implementation Status
1.Explanation of the board of directors' and management's oversight and governance of climate-related risks and opportunities.	• The group established the ESG Promotion Office on August 1, 2022. • The sustainability report and relevant material topics are approved by senior management and the chairman before being submitted to the board of directors for discussion and execution.
2.Explanation of how identified climate risks and opportunities affect the company's business, strategy, and financials (short, medium, and long term).	• Singtex follows the Sustainability Accounting Standards, evaluating each topic based on actual negative impacts, potential negative impacts, actual positive contributions, and potential positive contributions in the areas of economy, environment, and people (human rights). After internal discussions, topics with significant impacts on the company's sustainable operations are selected as the basis for the material topics and information disclosure in the 2023 annual report.
3.Explanation of the financial impacts of extreme climate events and transition actions.	• The group manages significant risks and opportunities that may impact operations by adhering to the Task Force on Climate-Related Financial Disclosures (TCFD). It has proactively implemented ISO 50001 Energy Management and ISO 14064-1 Greenhouse Gas Management to continuously reduce risks and create sustainable development opportunities. While the short-term implementation may lead to increased costs, the long-term savings from energy management will far outweigh these costs.
4.Explanation of how the identification, assessment, and management processes for climate risks are integrated into the overall risk management system.	• In 2023, Singtex Group implemented ISO 14064 to identify, assess, and manage climate risks and established a dedicated ESG Promotion Office for sustainability management.
5.If scenario analysis is used to assess resilience to climate change risks, the scenarios, parameters, assumptions, analytical factors, and major financial impacts should be explained.	• Currently, scenario analysis has not been used for assessment.
6.If there is a transition plan to manage climate-related risks, the plan's content and the indicators and targets used to identify and manage physical and transition risks should be described.	• There is no transition plan in place to manage climate-related risks at present.
7.If internal carbon pricing is used as a planning tool, the basis for pricing should be explained.	• Internal carbon pricing mechanisms have not yet been adopted.
8.If climate-related targets are set, the activities covered, the scope of greenhouse gas emissions, the planning period, and the progress achieved each year should be explained. If carbon offsets or renewable energy certificates (RECs) are used to achieve these targets, the sources and quantities of the offset emissions or RECs should be explained.	• Considering the scope of activities controlled and monitored by the group, Singtex Group has initially conducted carbon emissions inventory for Scope 1 and Scope 2.
9.Greenhouse gas inventory and assurance situation, along with reduction targets, strategies, and specific action plans (to be detailed in sections 1-1 and 1-2).	• Since 2022, Singtex Group has begun the inventory of the group's carbon emissions. • Short-term target : Reduce greenhouse gas emissions by 5% within 5 years. • Medium-term targets : Reduce greenhouse gas emissions by 15% before 2030. Reduce electricity intensity and greenhouse gas emission intensity by at least 5%, with a 1% annual reduction. • Long-term target : Achieve carbon neutrality across all operational sites by 2050.

2.5 Regulatory Compliance

Singtex is committed to fostering a culture of integrity in its business operations. Throughout its business processes, it prohibits any direct or indirect provision, promise, request, or acceptance of improper benefits, as well as engaging in any other unethical, illegal, or breaches of fiduciary duty behavior. The company also strengthens relevant preventive measures. It has established management policies that promote non-discrimination and fair treatment of every employee to prevent any unjust treatment of its staff. The Group adheres to principles of integrity and fairness, complies with government laws and regulations, fulfills its social responsibilities, and in the year 2023, neither the Group nor its subsidiaries were involved in any competitive behavior, collusion, monopolistic practices, forced labor, discrimination, child labor, violation of indigenous rights, corruption, bribery, or other irregularities. The Group conducts its various business activities in compliance with national laws and regulations and has not been subject to any material fines or non-monetary sanctions in the "social and economic aspects." The Group defines material violations according to the criteria stipulated in Article 18 of the Guidelines for the Disclosure of Matters to Be Included in the Annual Reports of Public Issuers, as follows:

- Losses incurred due to environmental pollution, including compensation and violations of environmental protection regulations as per environmental laws.
- Losses incurred due to labor disputes, including violations of labor standards as per labor laws based on labor inspection results.
- Losses incurred due to material information security incidents.
- Cumulative fines exceeding 1 million within one year for a single event.

In 2023, the Group and its subsidiaries faced a total of 2 regulatory violation penalties, none of which were classified as major violations. The Group has completed the necessary corrective actions and reported them to the relevant authorities. To prevent recurrence of similar issues, the Group has implemented training programs for employees to mitigate the risk of such occurrences in the future.

Group Company Name	Date of Adjudication	Violated Regulations / Penalty Amount	Reason for Violation	Handling and Preventive Measures
Singtex Industrial Co., Ltd.	2023/2/4	Article 24, Paragraph 2 of the Air Pollution Control Act/ NT\$100,000	During operation of the pollution source shaker (E120), the pressure drop of the air pollution control device (A110) was 3.8 mmH2O (permitted range: 1–3 mmH2O). This does not comply with the permitted operating conditions.	• Before operation, confirm that the pressure differential gauge is within the normal range. • Install a digital pressure differential gauge to alert operators with warnings for excessively high or low pressures.
G-FUN INDUSTRIAL CORPORATION	2023/12/15	Article 58, Item 1 of the Occupational Safety and Health Facilities Regulations and Article 6, Paragraph 1 of the Occupational Safety and Health Act	For machinery parts with potential hazards to workers, employers should install safety devices such as guards, barriers, or interlocking safety doors. 1.Paper, fabric, steel cables, or other machinery with a risk of entanglement. 2....	• Enhanced promotion of occupational safety education. • Install steel mesh barriers in areas with potential hazards to workers to ensure employee safety.

Note: The date of adjudication pertains to violations occurring between January 1, 2023, and December 31, 2023.

Anti-Corruption System

Singtex is dedicated to fostering a culture of integrity in its operations and strictly prohibits any form of corruption. Employees are required to exercise caution and adhere to the "Integrity Operations Procedures and Code of Conduct." The company prohibits insiders from profiting through the trading of non-public information regarding securities. The company has strict regulations in place for insider trading, education, and enforcement to ensure that all employees comply with legal regulations and ethical standards. The company conducts annual education and awareness programs related to insider trading regulations for all employees, promoting ethical conduct and preventing corruption. The company strictly forbids corruption, embezzlement, misappropriation of public funds, bribery, commissions, or intentional damage to company property. If such violations are confirmed, appropriate actions will be taken, including dismissal and termination of employment, to prevent corruption incidents. Singtex plans to hold related legal education courses in 2023 to further enhance employee compliance with legal regulations and maintain the company's integrity image.

The company's anti-corruption system aims to establish a fair, impartial, and clean working environment, ensuring that the company operates with integrity, transparency, and high ethical standards. The company has formulated the "Internal Major Information Handling and Insider Trading Prevention Operating Procedures," which prohibits directors, managers, and employees from profiting through the trading of securities by using non-public market information.

Description of the 2023 Implementation Status:

1. Internal advocacy of company regulations and legal requirements has been communicated and published on the company's internal website. This aims to enhance employees' awareness of ethical business practices and legal compliance, jointly preventing unethical conduct.
2. Risk assessments related to potential corruption in various operational activities have been conducted. A clear disciplinary system is in place, and ethical business practices have been incorporated into employee performance evaluations and human resources policies.
3. In 2023, no incidents of violations of the ethical business policies were reported.

The internal control system self-assessment operation is conducted at least once a year at Singtex, GFUN, and MAGICTEX APPAREL CORPORATION, covering a 100% completion rate. The self-assessment results are reviewed by the Audit Office, and the results are integrated and reported to the Board of Directors and senior management. Based on the annual audit results and the identification of the risk level of each cycle, the audit plan for the next year is formulated, approved by the Board of Directors, and executed as the primary basis for the effectiveness of the internal control system and the issuance of the internal control system statement. Whistleblower System the Group has established a whistleblower system and posted relevant information on the company's official website. It states that reports received are handled directly by the dedicated unit, and there were no incidents of corruption in the SINGTEX group in 2023. Whistleblower Protection Measures the Group has established a whistleblower system to strengthen the prevention of corruption within the company through mutual supervision among employees. It has also implemented measures to protect whistleblowers' rights and safety, which include the following:

- Employees providing whistleblower information, whether in writing, orally, or through other means, should be strictly kept confidential.
- Personal information of employees providing whistleblower information, regardless of whether it is recorded in writing or orally, should not be included in the case file. When the audit investigation unit interviews the accused, the source of the information should not be disclosed.
- The unit responsible for receiving reports must not disclose the identity or information of employees providing information to external parties. Violators, whether intentional or negligent, should be strictly penalized.

2.6 Disclosure of Taxation Theme

• Tax Policies

The company implements tax governance policies, ensuring that all operational locations comply with the tax laws of their respective countries. Inter-company transactions must adhere to arm's length principles, avoiding complex transactions that lack genuine economic substance or serve the purpose of tax avoidance by shifting profits to low-tax countries or tax havens. In addition to the finance department's professionals continuously monitoring changes in relevant laws, the company collaborates closely with external tax advisors to enhance expertise and mitigate associated risks. The Board of Directors serves as the highest decision-making and supervisory body for tax governance, regularly or periodically reviewing financial statements, tax strategies, and compliance issues. Tax information is disclosed to stakeholders through public channels, such as financial reports and corporate sustainability-related disclosures, to increase transparency.

• Tax Governance, Control, and Risk

To avoid risks posed by changes in tax laws, the company swiftly evaluates and responds to tax law amendments, considering the potential tax burden differences of various decisions. A dedicated tax team has been established to cultivate and enhance tax professionals' expertise, identify, manage, and supervise tax risks, and assist subsidiaries in complying with relevant tax regulations. The Board of Directors serves as the highest decision-making and supervisory body for tax governance, with all major transactions and decisions made based on tax policies and after conducting tax risk assessments. An internal control mechanism ensures compliance with tax regulations.

• Stakeholder Communication and Management of Tax-Related Issues

The company is committed to building a relationship of mutual trust, respect, and honest communication with tax authorities. It engages in timely discussions and clarifications on tax issues, maintaining a harmonious and positive relationship. The dedicated tax team monitors significant changes announced by tax authorities at each operational site. The company discloses key financial and tax-related information in accordance with relevant regulations and standards on websites designated by regulatory authorities, the company's official website, and the annual report, allowing external stakeholders easy access to such information.

2023	
Item	Unit: NTD Thousand
Pre-Tax Income (A)	61,520
Profit-Seeking Enterprise Income Tax for 2023	61,520
Various Taxes (House Tax, Land Value Tax, Vehicle License Tax, Fuel Tax, Stamp Tax, etc.)	615
Income Tax Expense (B)	30,050
Effective Tax Rate (B)/(A)	48.85%
Income Tax Paid (C)	66,199
Cash Tax Rate (C)/(A)	107.61%
Operating Revenue for 2023	1,993,078





03

Innovative Design •

Driving Infinite Possibilities

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Disclosure of Innovative Design Management

Singtex' s R&D and Quality Assurance Department not only focuses on the research and development of raw materials, post-processing materials, and processes but also continually enhances Singtex' s R&D capabilities through the integration of resources from industry, government, academia, and research.

In terms of industry collaboration, Singtex continuously develops new products in partnership with the textile industry and sparks innovation through cross-industry collaborations, such as with the footwear, cosmetics, and plastics industries. Each year, Singtex also collaborates with government agencies to introduce guidance projects that enhance Singtex' s key technologies. Additionally, Singtex works closely with various universities, not only integrating the latest academic research into its operations but also providing numerous research and employment opportunities for students.

Regarding research institutions, Singtex engages in technical exchanges and collaborations with renowned Taiwanese research organizations, including the Textile Research Institute, Industrial Technology Research Institute (ITRI), Plastics Industry Development Center, and Footwear & Recreation Technology Research Institute, executing cooperative projects that bring technologies from various fields into the textile industry. This enhances industry capabilities, expands product functionality, and broadens market reach. At the same time, Singtex integrates the key technologies developed by its advanced R&D center into different sectors, thereby broadening the scope of product development.

R&D Investment Ratio

Annual R&D expenditure accounts for 2-3% of total revenue.

Patent Portfolio

The group holds a total of 98 patents.

R&D of Eco-Friendly Fashion Products

Singtex Corporation has always aimed to become a global leader in eco-functional textiles, creating better and more environmentally friendly products under the premise of sustainable development. With the advent of a new era of green consumption, consumers are increasingly aware of the environmental significance behind products. Singtex Corporation remains committed to green design, green manufacturing, and the promotion of a green supply chain in its innovative environmental concepts, aligning with future trends. In response to the impact of climate change on human survival, Singtex actively adopts relevant measures, pioneering a new trend of green fashion in the textile industry.

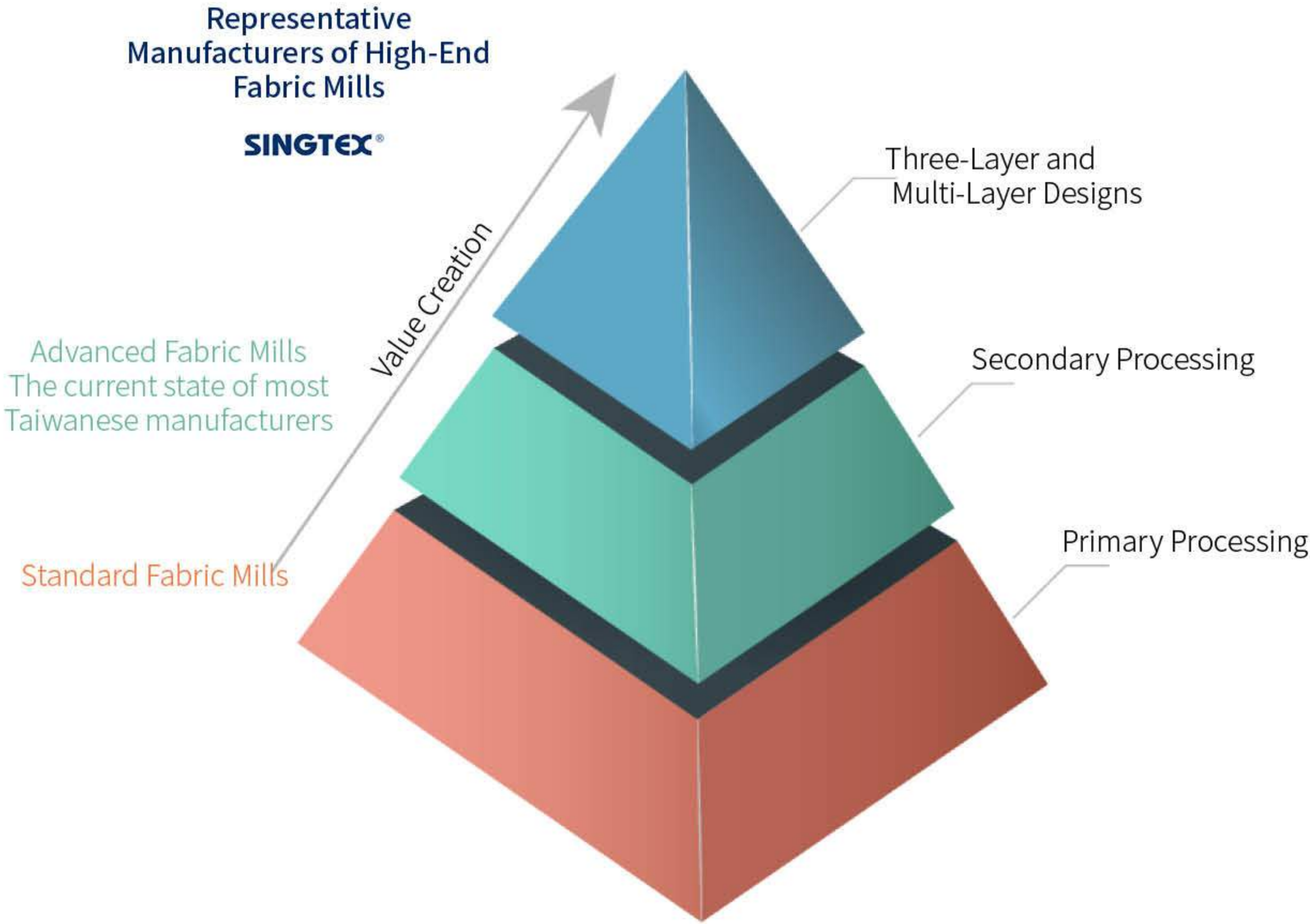
Developing Green Products

Continuous Innovation in Sustainable and Eco-Friendly Development
Singtex Corporation’s business philosophy is rooted in the practice of frugality and innovation. In recent years, to uphold its commitment to sustainable and eco-friendly principles, Singtex has consistently developed innovative, environmentally friendly products and has gradually introduced various production equipment, technologies, and products for eco-friendly textiles:

Sustainable and Eco-Friendly Product Series

- Solution dyeing (waterless dyeing)
- Low liquor ratio dyeing technology
- S.Cafe® and ICE-CAFÉ™ odor control yarn technology
- Development of 100% textile-to-textile recycling technology
- 100% polyester elastic fabric development technology (SINGTEX® S.LEISURE™ ONELASTEX™)
- Ultra-lightweight waterproof breathable three-layer fabric technology (SINGTEX® Protector)
- One-piece windproof, warm, and elastic woven fabric technology (SINGTEX® STORMFLEECETM™)
- Cooling and shading functional products
- Solvent-free elastic fiber products

For instance, the development of the Solution Dye Process for functional yarns significantly reduces water usage and carbon emissions compared to traditional water-intensive dyeing processes. To ensure differentiation in R&D and manufacturing, Singtex has vertically integrated its processes, investing upstream in false twisting and yarn drawing, and extending downstream into garment design and manufacturing. This has led to the establishment of a fully integrated supply chain that meets international eco-certifications, from yarn to finished garments. Singtex maintains customer-friendly services while continuing to expand its international supply chain footprint, offering diverse and flexible product solutions to meet the demand for eco-functional textiles from major global brands, thereby significantly enhancing Singtex’s international competitiveness.



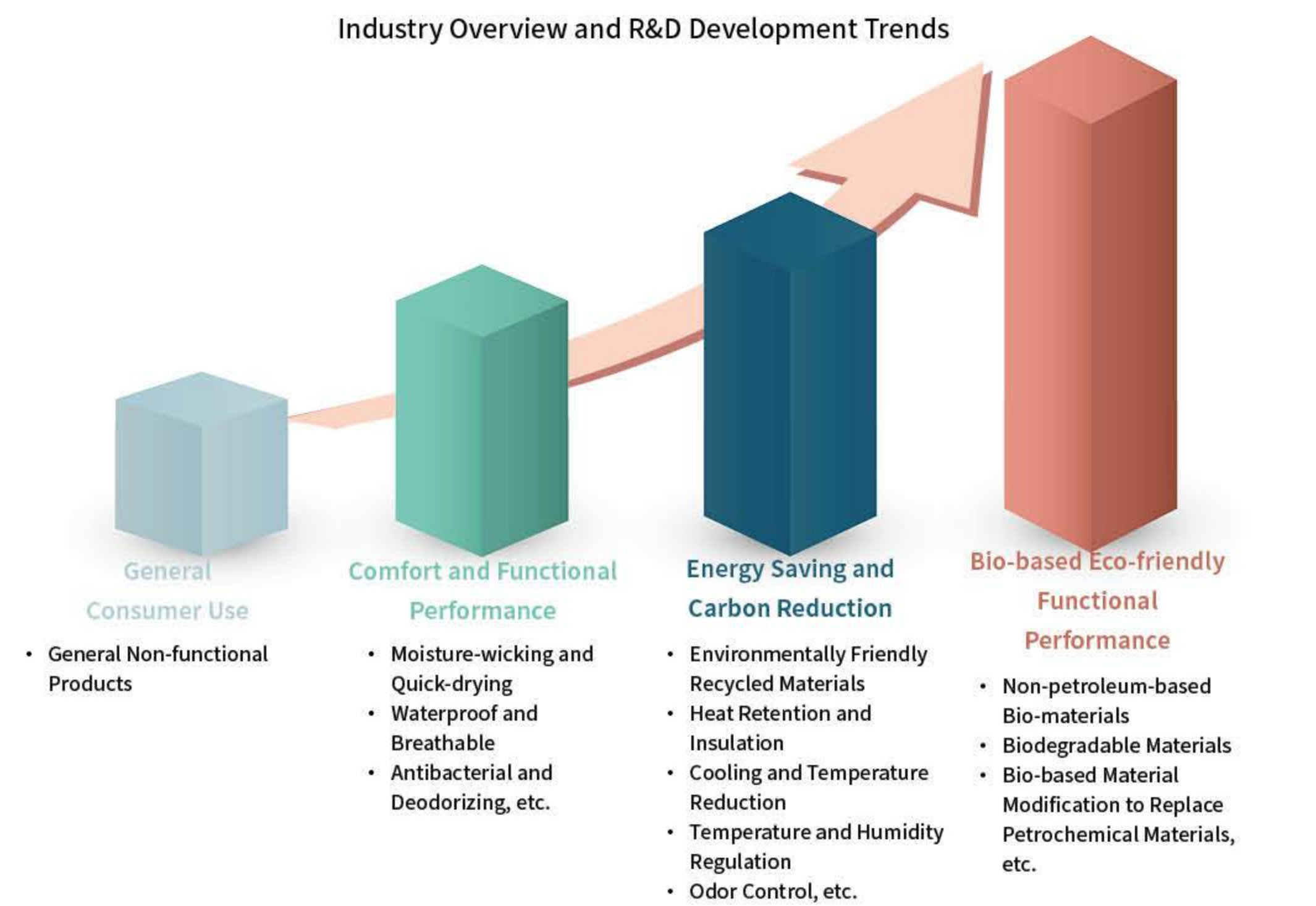
SINGTEX's Position in the Domestic Textile Industry

• Sustainable Development Vision

Singtex Corporation is dedicated to becoming a world leader in eco-functional textiles, continuously creating better and more environmentally friendly products under the premise of sustainable development. With the emergence of a new era of green consumption, consumers are increasingly valuing the environmental significance behind products. Singtex’ s innovative environmental concepts will align with future trends, leading the textile industry into a new wave of green fashion.

With a focus on eco-functional textiles as its R&D core, Singtex initially specialized in waterproof breathable products and has since expanded into eco-functional yarns. The company is now advancing towards the development of eco-friendly bio-based materials. Given Singtex’ s emphasis on innovation and R&D, the establishment of the Singtex Advanced R&D Center has ensured comprehensive personnel training and state-of-the-art R&D facilities. The center holds numerous invention patents, which are integrated with brand marketing strategies, ensuring that innovations not only serve as inventions but also enhance the quality of everyday life. The organizational design of the Advanced R&D Center focuses on two main R&D axes: materials and processes, including collaborative projects with government and research institutions, and the design and development of various eco-friendly materials.

Recognizing the current state and future trends of the industry, Singtex has strategically planned its future technological development roadmap, prioritizing the protection of the earth and environment as the core of its R&D efforts in response to the increasingly severe global environmental changes.



Material Topics: Supplier Evaluation	
Material Causes	Singtex Corporation has always aimed to become a global environmentally-friendly functional textile company. Within the framework of sustainable development, apart from creating better and more environmentally-friendly products, in 2023, we will also collaborate with our supply chain partners to give back to society, conserve the environment, and reduce carbon emissions.
Policies / Strategies	Based on transaction amounts, the top 40 key suppliers are required to complete the Supplier Corporate Social Responsibility (CSR) Self-Assessment Questionnaire. Through the feedback and statistical analysis from this survey, we aim to understand the current status of suppliers in the three ESG (Environmental, Social, and Governance) dimensions and identify areas for potential improvement and enhancement.
Objectives and Targets	- Short-term Goal: For the entire year of 2023, all top 40 suppliers by transaction amount (including general and outsourced procurement) are required to sign the CSR Self-Assessment Questionnaire, with a 100% completion rate and 100% compliance with the standards. - Mid- to Long-term Goal: Annually evaluate all suppliers to achieve 100% compliance with the standards.
Management Assessment Mechanism	- Each year, we will conduct a sustainability risk investigation and assessment of suppliers through a three-phase risk identification process. This is to identify suppliers with potentially high risks in the areas of Environment, Social, and Governance, and to audit and guide those with higher risks to ensure that their risks can be effectively controlled and mitigated. - Require key suppliers to sign the CSR Self-Assessment Questionnaire annually. - Conduct on-site random inspections of key suppliers annually by the audit department.
Performance and Adjustments	- The evaluation and signing of the CSR Self-Assessment Questionnaire by the top 40 key suppliers are analyzed as follows (these 40 suppliers account for over 85% of the total procurement amount in 2023). - Evaluation Results: 39 suppliers were classified as Grade A (priority procurement suppliers), and 1 supplier was classified as Grade B (general procurement supplier), with a 100% compliance rate. 100% of suppliers signed the CSR Self-Assessment Questionnaire, and all met the required standards.
Preventive or Remedial Measures	Singtex Group continues to promote sustainable procurement initiatives and enhances suppliers' awareness and commitment to sustainability issues through the annual signing of the CSR Self-Assessment Questionnaire by key suppliers.

3.1 Customer Service Management

Singtex Group has been dedicated to the research, development, and innovation of textile products and technologies for the long term. They actively recruit talent, invest in basic research and technology development, and possess key technologies for their core products. They have established their niche market internationally. From research and development, raw material production, yarn, fabric, post-processing, to clothing design and development, and the development of their own brands, the research and development team is personally involved in collaborative development at every stage of the process, providing customers with comprehensive solutions and the most professional services.

In 2023, we continue to enhance our customer service management, aiming to improve customer satisfaction and service quality through the following specific measures:

- 1. Diversified Service Channels:** We continue to offer multiple contact methods, including telephone, email, website marketing resource application services, and online customer support through social media platforms, ensuring customers can receive assistance and support at any time.
- 2. Customer Satisfaction Surveys:** Regularly conduct customer satisfaction surveys, analyze feedback, and continuously improve service processes and quality based on survey results.
- 3. Personalized Service:** Provide each customer with tailored service information and product development solutions, ensuring their needs are optimally met.
- 4. Customer Data Protection:** Strengthen data security and privacy protection measures to ensure the safety of customers' personal information during use and storage.
- 5. Education and Training:** Enhance internal staff training on service skills and product knowledge, ensuring the provision of high-quality customer service.
- 6. Transparent Information Disclosure:** Provide detailed product ingredient, structure, and functionality descriptions on websites and product labels, allowing customers to clearly understand product information and make informed purchasing decisions.

Certified

- TAF Certification (Taiwan Accreditation Foundation)
- GRS(Global Recycled Standard)
- bluesign® Wovens and Knits Certification
- bluesign® Coat Certification
- OEKO-TEX® Fabric
- OEKO-TEX® S.Café®, S.Café® ICE-CAFÉ

Product or Service Names	Safety Standards Certification	Proportion of Products or Services Evaluated for Customer Use
Coffee Yarn	• OEKO-TEX® STANDARD 100 • GRS® • RCS®	100%
Finished Fabrics (Dyeing and Finishing)	• OEKO-TEX® STANDARD 100 • GRS® • bluesign®	90%
Finished Fabrics	• OEKO-TEX® STANDARD 100 • GRS® • bluesign®	90%
Labor Safety Services	• bluesign®	75%
Apparel	• ISO 9001 Environmental Management System	100%
Environmental Process Certification	• GRS® • bluesign®	90%
Note: The bluesign® certification is not at 100% because it is currently only applied to products upon customer request, meaning not all products have it.		

Awards

- New Taipei City Excellent Enterprise Award - Innovation and Research & Development Category
- CSR World Sustainable Citizen Award - Small Giant Category
- TOG Award - Annual Trendsetter Award: TRANZEND® Ultra Coat, TRANZEND® Ultra Shirt
- Taiwan Excellence Award: ECOFUN® Hooded Functional Jacket, TRANZEND® Ultra Hoodie Modular Hooded Outerwear, STORMEGA® 3D Microclimate-Regulating Outerwear
- ISPO TEXTRENDS 2024 25FW Selection : S.Cafe®P4DRY BS-80250SUC0-4,
- STORMFLEECE® SW-80460C06-1 ONESHELLTM A1106-22070025
- STORMEGA® SW-80448SC0-4 STORMFLEECE®PRO SW-5478C0-1

2022 Higg Index



SINGTEX ISO 50001: 2018



GFUN ISO 9001: 2015



GRS(Global Recycled Standard)



TAF



bluesign® Wovens and Knits



bluesign® Coat



OEKO-TEX®
S.Café®, S.Café® ICE-CAFÉ



2022 OEKO-TEX®



OEKO-TEX®



• Customer Privacy and Information Security

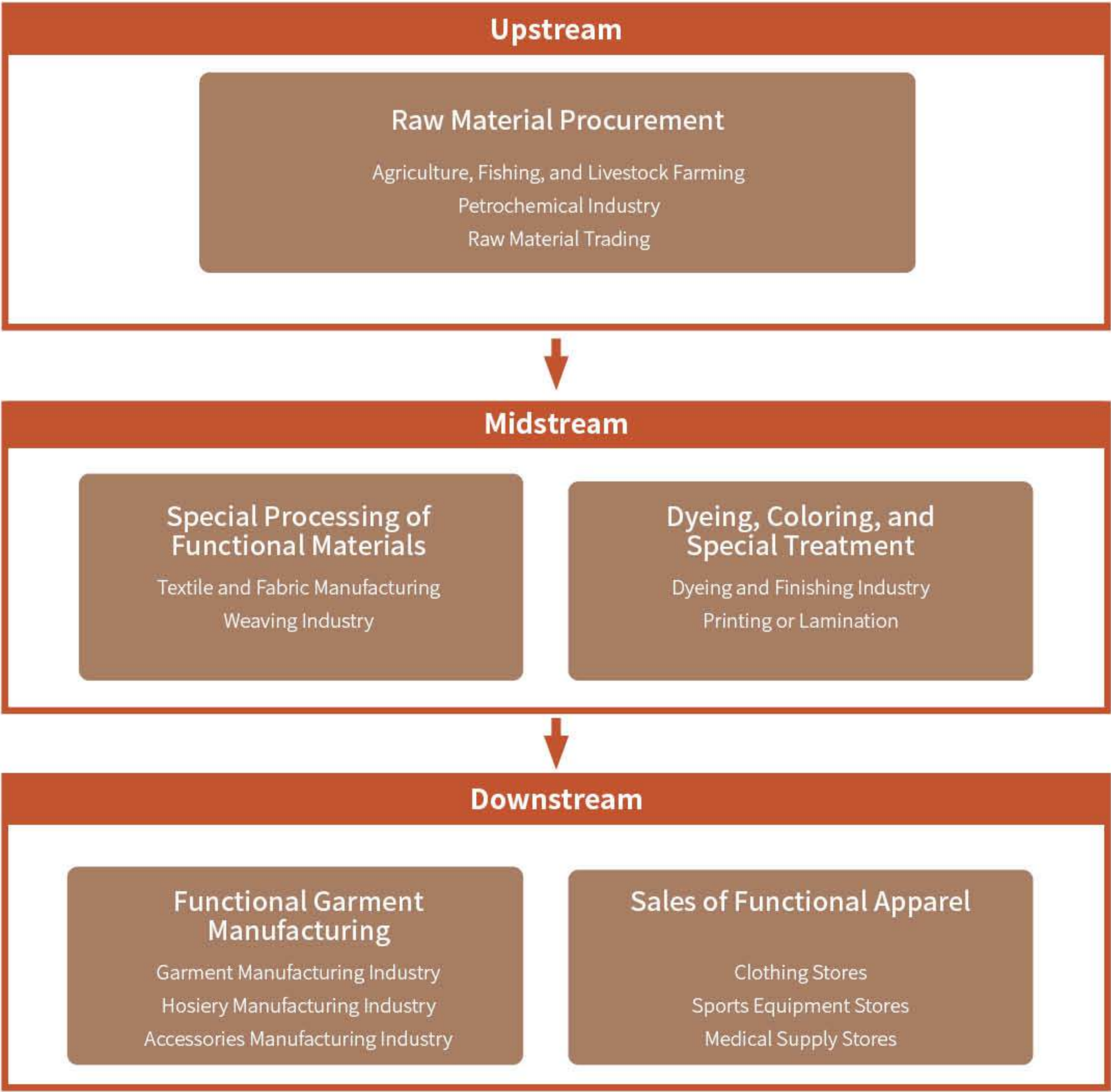
- With the rapid advancement of digital technology, businesses face numerous information security risks while driving digital transformation. To safeguard customer privacy and information security, Singtex Group has implemented a comprehensive information security protection system:
- Information Security Standards: Singtex has developed and enforced an "Information Security Standards" document that requires all employees and related vendors to strictly adhere to these standards, ensuring that information security is integrated into every process.
- Regular Training Programs: Regular information security training sessions are conducted to enhance employees' awareness of cybersecurity, embedding these principles deeply into the corporate culture and preventing data breaches due to human error.
- Infrastructure Management: Singtex has strengthened the management of critical infrastructure, such as server rooms and networks, to ensure their security and stability, thereby preventing external attacks and internal data leaks.
- Antivirus Software and Security Equipment: Antivirus software is installed across all company servers and employee computers to protect against zero-day attacks and unknown malicious software. Additionally, security equipment and software are continuously updated to ensure robust protection of company and customer data.
- Compliance Audits: Privacy policies are regularly reviewed and updated to comply with the latest legal regulations and industry best practices, such as GDPR and CCPA, further enhancing information security and customer privacy protection.
- Investment in Information Security Resources: In 2023, Singtex Group allocated resources to information security, including:
 1. 1Vulnerability scanning and penetration testing: Approximately NT\$50,000.
 2. 2Off-site system backup: Approximately NT\$600,000.
 3. 3ISO 27001 implementation and certification: Approximately NT\$210,000.

Results and Outcomes

In 2023, Singtex Group reported zero incidents of information security breaches or customer data leak complaints, demonstrating our effectiveness and commitment to information security and privacy protection, thereby providing a secure and reliable digital service environment for our customers.

3.2 Sustainable Supply Chain Management

To embody the principles of sustainable business practices, Singtex has established long-term and stable partnerships with its suppliers. We aspire to collaborate with our suppliers to fulfill our social responsibilities, following the principle of local sourcing and local production. We carefully select our partners to ensure the stability of our supply chain. The diagram below illustrates Singtex's relationships with suppliers at various levels of the supply chain:



• Local Procurement

To adhere to the principle of local sourcing and local production, both the parent company and subsidiaries of our group primarily engage in domestic procurement. In 2023, domestic procurement accounted for 95.88% of our total procurement, including both outsourced and general procurement activities. Throughout 2023, we conducted transactions with a total of 197 suppliers. The details are as follows: :

Contract Types	Procurement Areas	2021		2022		2023	
		The number of suppliers.	Percentage of Procurement Amount for Each Category (%)	The number of suppliers.	Percentage of Procurement Amount for Each Category (%)	The number of suppliers.	Percentage of Procurement Amount for Each Category (%)
Services (Outsourced Procurement)	Domestic	43	10.67	49	10.35	53	11.62
Goods (Including Domestic and International General Procurement)	Domestic	150	87.11	156	85	134	84.26
	International	4	2.22	3	4.65	10	4.12
Total		197	100	208	100	197	100
Description:1. Domestic refers to the local area in Taiwan, while international refers to areas outside Taiwan (including Mainland China, Vietnam, etc.).							

• Supplier Evaluation

The Group's selection process for new suppliers is based on six key criteria: physical property compliance rate, appearance inspection pass rate, delivery date verification, price verification, cooperation level, and efficiency in handling quality issues. For existing contractors and subcontractors, we assess their quality, delivery punctuality, pricing, cooperation, and efficiency in addressing quality issues as a reference for evaluation.

In early 2024, the top 40 core suppliers (accounting for over 85% of the total procurement amount in 2023) were evaluated, and all were found to be compliant, achieving a 100% pass rate.

Singtex Group is gradually promoting sustainable procurement by having core suppliers annually sign a corporate social responsibility self-assessment form, enhancing their awareness and commitment to sustainability issues.

The 2024 self-assessment results from 40 suppliers show a 100% response rate, with all suppliers passing the assessment.



Farewell to Petroleum, Welcome to Bio-based Textile Materials - Building a Sustainable Future through Innovative Technology and Cross-Industry Collaboration

Global warming is set to increase a variety of climate hazards.

In March 2023, the Intergovernmental Panel on Climate Change (IPCC) released its latest Sixth Assessment Synthesis Report (AR6 Synthesis Report), highlighting the severe consequences of increased greenhouse gas emissions. These include more frequent extreme weather events, heatwaves, and biodiversity loss, which will affect the entire globe. The report calls for more urgent climate actions by all parties, aiming to halve global greenhouse gas emissions by 2030 and achieve net-zero emissions by 2050, to limit global temperature rise to within 1.5° C and mitigate the high-risk impacts of the global climate emergency.

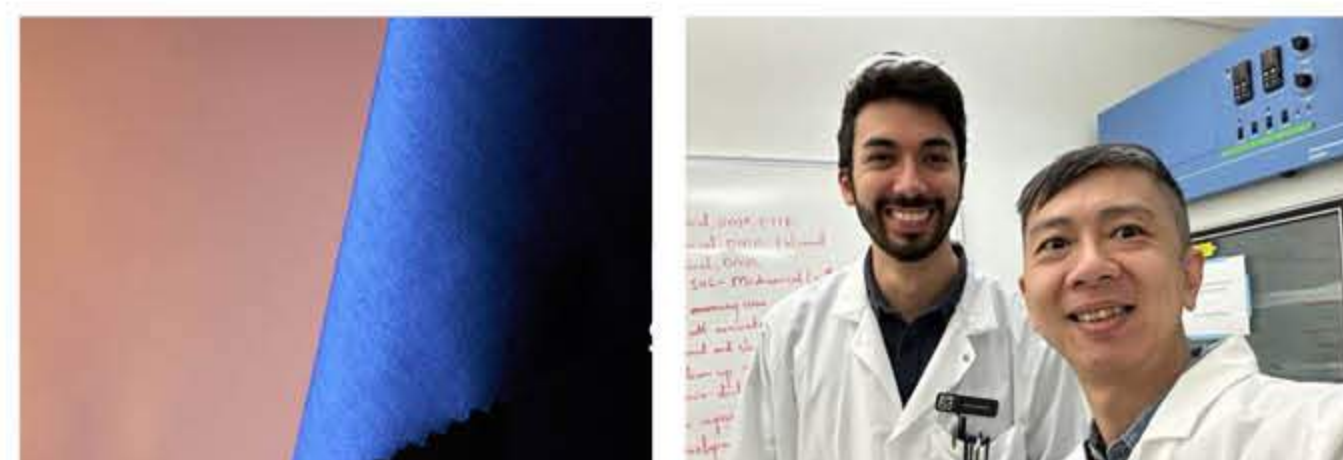
The Future Trend of Green Bio-based Materials

In Taiwan's "2050 Net Zero Emissions Pathway and Strategy," the textile industry is identified as one of the key sectors for net-zero transformation (alongside petrochemicals, electronics, steel, cement, and paper industries). The environmental sustainability of textiles is becoming an increasing concern for both brands and consumers. In addition to low-carbon or zero-carbon process improvements, bio-based materials show great potential in reducing greenhouse gas emissions. Enhancing the use of recycled materials as alternative raw materials is a common goal within Taiwan's textile industry. In the context of sustainability reports, the current synthetic fibers, derived from petrochemical materials, result in significant carbon emissions during extraction and are non-renewable resources, which will eventually face depletion. Bio-based materials refer to non-petroleum-derived materials produced from natural resources like plants or oils, utilizing biological or chemical methods. According to the certification standards of the United States Department of Agriculture (USDA), products containing more than 25% bio-based content can be classified as "bio-based products."

Cross-Industry Collaboration

Singtex and Modern Meadow Develop Protein-Based Bio-Film, Selected in ISPO Textrends 2025/26 FW TOP10

Cross-industry collaboration has always been a crucial driver of innovation and sustainability. In 2023, Singtex partnered with Modern Meadow, a U.S.-based biotechnology company, to co-develop BIO-TEX SHIELD™ —a protein-based bio-film with 58% bio-content, derived from BIO-ALLOY™. BIO-ALLOY™ is a miscible blend of plant proteins and bio-polymers created by Modern Meadow. This bio-based design maximizes performance and sustainability, with the protein's high abrasion resistance extending garment life and providing enhanced comfort. Designed for outer layer applications, this innovation introduces new design functionalities, including garment-stage dyeability. BIO-TEX SHIELD™ offers a soft hand-feel and design ideal for outerwear. It is solvent-free, PFAS/PFC-free, protecting both the wearer and the environment. The BIO-TEX SHIELD™ protein bio-film represents the future of high-performance textiles.



Singtex's Vice President of Sales, Tony, presented the award-winning product at Modern Meadow's booth during the November 2023 ISPO exhibition.

Singtex Patented

S.Café® AIRMEM® Coffee Bio-based Membrane - Replacing 26% Petroleum Usage

A cup of coffee only utilizes 0.2% of the coffee beans, with the remaining 99.8% discarded. The waste coffee grounds consist of 50% coffee residue, 39% water, and 11% coffee oils. S.Café® uses supercritical low-temperature processing to dry the moisture from waste coffee grounds and extract the oils, without the need for high-temperature carbonization, maximizing the porous properties of the coffee grounds. AIRMEM® is an extension of S.Café®, applying the extracted oils to replace 26% of the petroleum traditionally used in waterproof and breathable membranes, making it the world's first non-food bio-based membrane material. The extended product, AIRMEM-X™, is composed of 20% industrial waste + 26% coffee bio-based PU, enhancing the characteristics of recycled materials to produce a windproof, waterproof, and breathable membrane. The manufacturing process reduces raw material usage by 46%. AIRMEM® is certified by USDA, GRS, and bluesign, and has won prestigious awards such as the Taiwan Excellence Gold Award and ISPO Textrends.

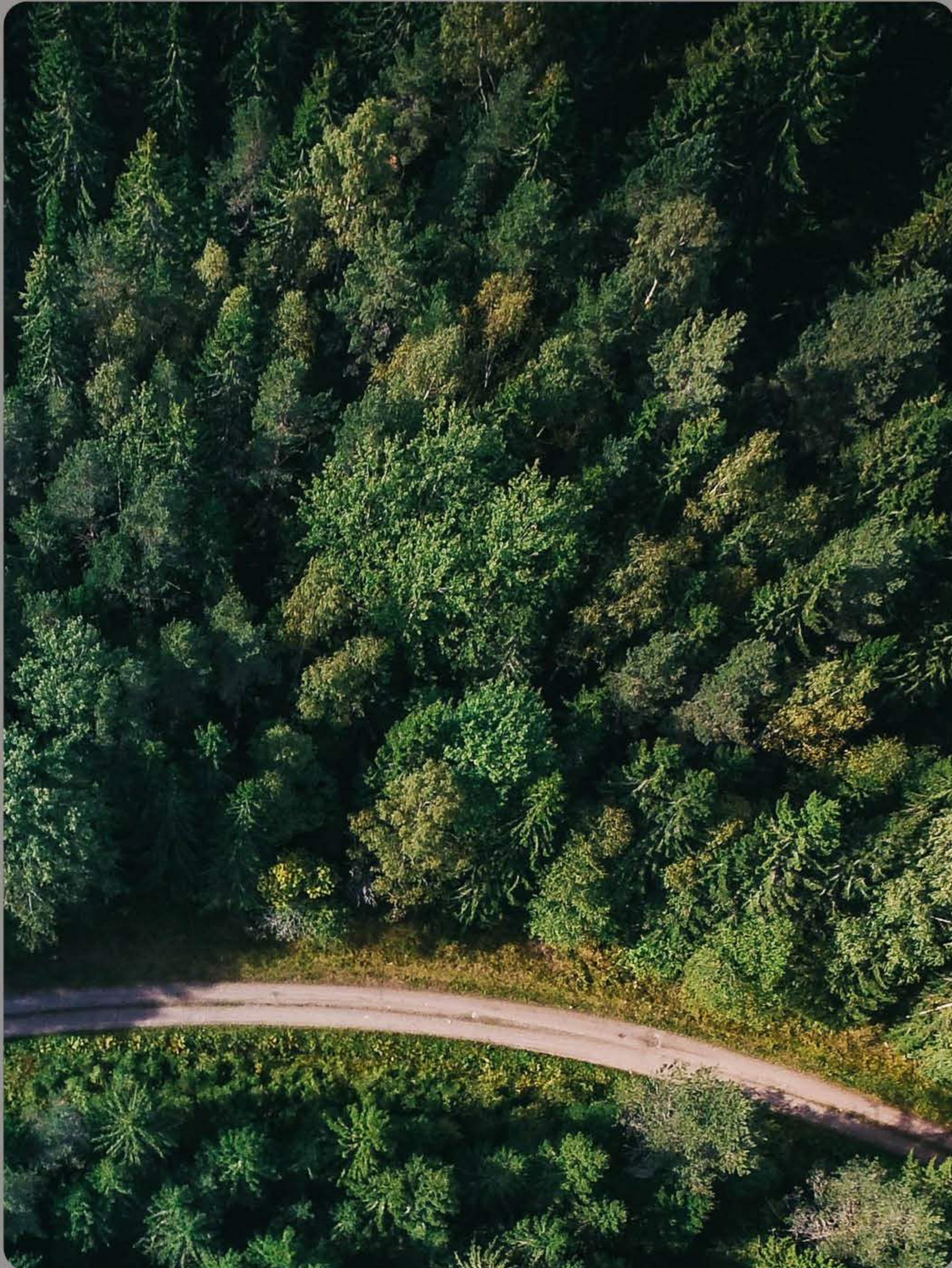


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References:

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- National Development Council, Environmental Protection Administration, Executive Yuan, Taiwan's 2050 Net-Zero Emissions Pathway and Strategy, 2022 <https://ws.ndc.gov.tw/Download.ashx?u=LzAwMS9hZG1pbmlzdHJhdG9yLzEwL3JlbGZpbGUvMC8xNTA0MC8yZTZhZTA0Mi0wYjUyLTQ0OTAtOGY5NC1hYjk5MzgZlucGRm&n=6le654GjMjA1MOa3qOmbtuaOkuaUvui3r%2bW%2bkeWPIuetlueVp ee4veiqaYji5wZGY%3d&icon=.pdf>



04

Environmental Stewardship

Towards a Green Future

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Disclosure of Environmental Stewardship Management

Topic : Material		Topic : Waste		Topics : Climate Change Factors and Emissions	
Material Causes	Environmental sustainability is increasingly emphasized in annual reports. The use of eco-friendly materials in textiles has also become a growing concern for consumers. Strict control over incoming chemicals, reducing the risk of harmful substances in products, and addressing environmental issues related to waste management are becoming priorities.	Material Causes	Singtex remains committed to environmental conservation and strives to comply with environmental regulations. In response to green environmental initiatives, we focus on energy efficiency and waste reduction to create a more eco-friendly environment and minimize our impact on the ecosystem.	Material Causes	Singtex is actively implementing energy-saving measures to address the impact of Climate Change and government regulations related to the "Greenhouse Gas Reduction and Management Act." After analyzing stakeholder communication and assessing the level of concern and impact, the emissions theme is relatively significant for the company. Failure to manage greenhouse gas emissions and emissions could lead to potential regulatory penalties in the future. Responsible emissions management can reduce the company's cost risks and enhance its competitiveness in sustainability issues.
Policies / Strategies	- For Grey Fabric: The company has fabric inspection guidelines. - For Packaging Materials: They should be made of recyclable, eco-friendly materials.	Policies / Strategies	Pollution Prevention: Saving on treatment costs. Resource Optimization: Implementing resource recycling. Encouraging Participation: Promoting environmental awareness among all team members. Continuous Improvement: Ensuring sustainable operations.	Policies / Strategies	The goal is to achieve carbon neutrality through energy efficiency and carbon reduction, focusing on "social responsibility, sustainable development, and internationalization."
Objectives and Targets	(Comparison with the previous year, 2020) Gradually reducing water consumption in the manufacturing process each year. A 15% reduction is targeted by 2025, and a reduction of over 30% in process water consumption is aimed for by 2030. - Ensuring zero emissions of hazardous chemicals every year. - Anticipating an increase of over 30% in the proportion of eco-friendly bio-products by 2023. - Maintaining an annual commitment to allocate 3% of revenue to research and develop environmentally friendly products. - Continuously sourcing eco-friendly yarn to maintain a proportion of over 85% in products.	Objectives and Targets	Short-term goal (2023): Achieving effective waste sorting with a sorting rate of 98%. Medium-term goal: Source reduction (Reducing waste by 5% annually). Long-term goal: Increasing reuse rates to significantly reduce waste output (Increasing reuse rates by 10% over 3 years).	Objectives and Targets	In 2023, we will apply for ISO 14064 and ISO 14067 certification. Our greenhouse gas emissions will be benchmarked against the year 2022. Short-term Goals: Reduce greenhouse gas emissions by 5% within five years. Medium-term Goals: Achieve a 15% reduction in greenhouse gas emissions by 2030. Ensure that the electricity consumption intensity and greenhouse gas emissions intensity are at least 5% lower than previous levels, with a yearly reduction of 1%. Long-term Goals: Strive for carbon neutrality in all operational outlets by 2050.
Management Assessment Mechanism	100% compliance with on-site chemical regulations.	Management Assessment Mechanism	We set the 2023 target upper limits based on the 2022 production output of each unit, with monthly reviews of achievement rates.	Management Assessment Mechanism	- Establish quarterly and annual energy management assessments within the company to advance energy efficiency and carbon reduction goals. - Conduct yearly effectiveness assessments of emissions management based on internal management review procedures according to ISO 14001, ISO 14064-1, and ISO 50001.
Performance and Adjustments	Each year, the chemicals used in the plant are reviewed according to the latest version of the ZDHC Manufacturing Restricted Substances List (MRSL). Comparing the years 2023 and 2022, due to changes in customer orders, the procurement of raw materials in 2023 showed that 28.66% were renewable materials, while 71.34% were non-renewable materials. Compared to 2022, the proportion of renewable materials decreased by 12.63%, and the proportion of non-renewable materials increased by 12.63%.	Performance and Adjustments	After achieving the annual goals, we will establish further management and disclosure improvements for the following year.	Performance and Adjustments	- Form a "Climate Change Identification Team" or complete an analysis of climate change-related risks and opportunities, along with climate-related financial disclosure reports. - Compared to the baseline year of 2020, the company has already achieved a 3% reduction in greenhouse gas emissions in 2022, aligning with our short-term goals. We will continue to manage emissions issues moving forward.
Preventive or Remedial Measures	Selecting chemicals used on-site according to ZDHC MRSL standards and requesting suppliers to provide periodic environmental certification documents for packaging materials.	Preventive or Remedial Measures	Preventive Measures: 1. Reduce waste generation through waste minimization. 2. Categorize and recycle waste resources. 3. Ensure proper and harmless disposal of waste. Remedial Measures: 1. Identify the type, quantity, occurrence time, and impact scope of leaked waste. 2. Properly handle the on-site containment and disposal of waste leaks. 3. Minimize the impact of waste on the surrounding environment in affected areas as much as possible.	Preventive or Remedial Measures	- Conduct ongoing assessments of energy consumption sources and allocate budgets for replacing outdated equipment with energy-efficient alternatives to enhance overall energy efficiency. - Promote the ISO 14001 environmental management system to effectively prevent and control pollution while improving the efficient use of resources and energy. - Yearly review of overall carbon reduction effectiveness and the formulation of emissions reduction strategies. Additionally, we will continue to develop green facilities that meet green building certifications. If carbon reduction effectiveness falls short of expectations, the company will actively procure renewable energy and seek communication and collaboration with relevant organizations.

4.1 Raw Material Management

In 2023, the procurement of raw materials consisted of 28.66% renewable materials and 71.34% non-renewable materials. Compared to 2022, the proportion of renewable materials decreased by 12.63%. The Singtex Group will continue to promote more fabric products made from renewable materials in 2024 to increase the procurement of renewable materials.

The consumption of raw materials and non-renewable materials used by the Group is shown in the following table:

Raw Materials Name	Unit	Whether Renewable	2021	2022	2023
Polyester Fiber	KG	Non-renewable	2,854,340.50	1,595,590.00	1,566,681
Nylon	KG	Non-renewable	155,404.50	76,618.00	219,511
Polypropylene Fiber	KG	Renewable	38,607.30	27,676.00	7,598
Opelon (Polyurethane Elastic Yarn)	KG	Non-renewable	49,065.33	36,282.00	17,065
Recycled Opelon (Eco-friendly Polyurethane Elastic Yarn)	KG	Renewable	1,236.40	796.00	0
Recycled Staple Fiber Yarn (Spun Yarn & Cotton)	PKG	Renewable	269.23	95.00	152
Staple Fiber Yarn	PKG	Non-renewable	215.03	138.00	35
Other Yarn Types	KG	Non-renewable	6,470.30	3,185.00	33,484
Recycled Polyester Fiber	KG	Renewable	1,509,205.40	998,410.00	492,868
Recycled Nylon	KG	Renewable	0	5,940.00	495
Other Recycled Yarn Types	KG	Renewable	0	28,238.00	25,035



4.2Water Resource Management

Singtex pursues water efficiency and maximization, enhancing the value chain's emphasis on and conservation of water resources upstream and downstream. Through daily management and inspections, feasible water-saving measures are identified, water resource education is promoted to enhance stakeholders' water literacy, water-saving goals are formulated, regular reviews are conducted to achieve water-saving objectives, and various water-saving initiatives are consistently implemented to realize water conservation effectiveness. Additionally, an online monitoring system has been established for tracking raw water quantity/quality and wastewater volume/indicators. This system enables real-time monitoring and statistical analysis to promptly detect and address issues, thereby reducing abnormal water resource losses and contamination. The Group's water resources, in addition to domestic water use, also include process water use. These water resources are located in medium to low-risk areas, with the main water source being the Shimen Reservoir in Taoyuan. In 2023, the total water intake volume was 453.34 million liters, with a total water use intensity of 0.1519, representing an increase of 0.0024 compared to 2022.

SINGTEX Group Water Usage												
Year	2021				2022				2023			
Plant Area	Guanyin Plant	GFUN	Singtex	Total	Guanyin Plant	GFUN	Singtex	Total	Guanyin Plant	GFUN	Singtex	Total
Water Intake (Million Liters)	407.71	66.09	2.88	476.68	432.40	53.12	4.64	481.16	390.5	58.32	4.52	453.34
Water Discharge (Million Liters)	371.83	20.23	2.44	394.5	372.96	24.82	3.94	401.72	316.55	31.51	4.07	352.13
Water Consumption (Million Liters)	35.88	45.86	0.44	82.18	50.44	28.30	0.70	79.44	73.95	26.81	0.45	101.21
In-Plant Recirculation Water Usage (Million Liters)	11.81	7.20	0	19.01	39.99	7.50	0	47.49	17.57	7.3	0	24.87
Water Recycling and Reuse Rate (%)	1.64	9.82	0	11.46	8.62	12.37	0	20.99	4.31	11.12	0	15.43
Organization-Specific Metric (Million Dollars)	Revenue				Revenue				Revenue			
Organization-Specific Metric Value	2,879.693				3,217.811				3,217.811			
Water Usage Density	0.1416	0.0230	0.0010	0.1655	0.1316	0.0165	0.0014	0.1495	0.1309	0.0195	0.0015	0.1519
Note: 1. Water Consumption = Water Intake - Water Discharge. 2. Water Recycling and Reuse Rate = (In-Plant Recirculation Water Usage / (Water Intake + In-Plant Recirculation Water Usage)) * 100%. 3. Water Usage Density is calculated as Water Intake (Million Liters) / Organization-Specific Metric Value (Revenue: Million Dollars). 4. Guanyin Plant Water Source: Groundwater Well; GFUN Water Source: Tap Water; Singtex Water Source: Tap Water.												

Emissions Situation in Wastewater

The group conducts regular water quality assessments to effectively control and maintain the standards of emissions in wastewater. In 2023, the quality of emissions wastewater was as follows: Chemical Oxygen Demand (COD) at 416.83 ppm, Suspended Solids (SS) at 21.9 ppm, and True Color Intensity at 167.88 ppm, all of which did not exceed emissions standards.

Singtex Industrial Co., Ltd.Guanyin Plant						
Inspection item	2021		2022		2023	
	Emissions Standards (ppm)	Annual Average Monitoring Value (ppm)	Emissions Standards (ppm)	Annual Average Monitoring Value (ppm)	Emissions Standards (ppm)	Annual Average Monitoring Value (ppm)
COD	560	375.3	560	357.4	560	416.83
SS	480	18.8	480	20.9	480	21.9
True color	400	115	400	141	400	167.88
Note : True color intensity calculation commenced in February 2021.						

GFUN INDUSTRIAL CORPORATION						
Inspection item	2021		2022		2023	
	Emissions Standards (ppm)	Annual Average Monitoring Value (ppm)	Emissions Standards (ppm)	Annual Average Monitoring Value (ppm)	Emissions Standards (ppm)	Annual Average Monitoring Value (ppm)
COD	560	167.4	560	236.9	560	208.7
SS	480	67.26	480	30.55	480	35.83
True color	400	44	400	75	400	< 25
Note : True color intensity calculation commenced in February 2021.						

Energy Conservation Achievements

- A total of 200 outdated T8 fluorescent tubes in the plant have been replaced with LED tubes, resulting in an annual savings of 32,000 kWh. Additionally, one old air compressor was replaced with a variable frequency air compressor, achieving an annual savings of 8,858 kWh.
- Two old dyeing machines were replaced with new models. The 300KG dyeing machine saves 1,548 kWh annually. Although the new 600KG dyeing machine has slightly higher power consumption, its production capacity is greater than the old machine, resulting in an average energy savings of approximately 3% per kilogram.

4.3 Energy Management

Singtex primarily uses energy sources that include electricity, diesel, natural gas, and steam. In 2022, the total energy consumption amounted to 421,831.89 gigajoules (GJ), with an energy intensity of 1.31. Energy consumption increased by 15,728.53 GJ compared to 2022, primarily due to an decrease in orders.

SINGTEX Group Energy Usage				
Quantitative Indicators	Unit	2021	2022	2023
Electricity Usage Diesel Usage	kWh/year	30,781,636	29,770,397	28,664,381
	GJ	110,813.89	107,173.43	103,191.78
Natural Gas (LNG) Usage Contracted Capacity	L / year	7,320.96	7,320.96	7,320.96
	GJ	257.3	257.3	257.3
Steam Usage Organizational Specific Metrics	m3	8,930,992	9,392,960	9,042,014
	GJ	298,938.16	314,401.16	302,654.28
Total Energy Consumption	kW	2,400	3,000	2,800
Energy Intensity	Tonnes/year	20,064	20,820	28,612
Quantitative Indicators	Revenue (Ten thousand)	287969.3	321,781.1	298,363.9
Electricity Usage	GJ	410,009.35	421,831.89	406,103.36
Diesel Usage	GJ/Revenue	1.42	1.31	1.36
Description: 1. The conversion of electrical energy is 1 kWh = 0.0036 GJ. 2. The conversion coefficients are sourced from the Environmental Protection Administration's Gas Emissions Coefficient Management Table 6.0.4. Fuel heating values are calculated as follows: gasoline at 7,800 kcal/L, diesel at 8,400 kcal/L, and natural gas at 8,000 kcal/m3. 1 kcal = 4.184 kJ.				

4.4 Greenhouse Gas Management and Pollution Control

Greenhouse gas emissions are the primary cause of global warming, and in response to climate change and a commitment to sustainable business practices, Singtex continues to conduct greenhouse gas inventories. In 2023, greenhouse gas emissions can be categorized into direct emissions and indirect emissions. Direct emissions primarily stem from diesel, steam, and natural gas use, while indirect emissions are associated with purchased electricity. This report does not include emissions from Scope 3 sources. The group remains dedicated to environmental sustainability goals, and in 2023, the total greenhouse gas emissions amounted to 31579.15 metric tons of CO2 equivalent (CO2e), with an emissions intensity of 0.1058.

Singtex complies with government regulations, aims to prevent air pollution, safeguard the living environment, and promote public health. We also work to enhance employees' environmental awareness to reduce resource consumption and waste generation. In 2023, all gas emissions were 100% in compliance with regulatory standards, and there were no emissions of substances that harm the ozone layer (ODS). The results of air pollution emissions testing are as follows:

Emissions from SINGTEX Group			
Item	2021	2022	2023
Scope 1: Direct Greenhouse Gas Emissions (metric tons of CO2e)	8,408.9388	8,843.4077	14,508.4530
Scope 2: Indirect Greenhouse Gas Emissions (metric tons of CO2e)	7,940.9273	7,684.4254	7,205.8991
Total Emissions = Scope 1 + Scope 2 (metric tons of CO2e)	16,349.8661	16,527.8331	21,714.3521
Organizational Specific Metric (Revenue: Ten thousand)	287,969.3	321,781.1	298,363.9
Greenhouse Gas Emissions Intensity	0.0568	0.0514	0.0728
Note: 1. Emissions factors are calculated based on the latest data from the Ministry of Economic Affairs, Energy Bureau, version 6.0.4 (IPCC Sixth Assessment Report). 2. Types of greenhouse gas emissions: Carbon dioxide (CO2), Methane (CH4), Nitrous oxide (N2O). 3. Purchased electricity references the emissions factors announced by the Ministry of Economic Affairs, Energy Bureau. In 2020, the electricity emissions factor was 0.502 kg CO2e/kWh. In 2021 and 2022, the electricity emissions factor was 0.509 kg CO2e/kWh. 4. Greenhouse Gas Emissions Intensity = Total Emissions (metric tons of CO2e) / Revenue (Ten thousand).			

Inspection item	2021			2022			2023		
	Emissions(kg)	Emissions Standards (ppm)	Annual Average Monitoring Value (ppm)	Emissions(kg)	Emissions Standards (ppm)	Annual Average Monitoring Value (ppm)	Emissions(kg)	Emissions Standards (ppm)	Annual Average Monitoring Value (ppm)
VOCs	200,924.56	120	27.6	247,295.6	120	47	316522.8	120	48
TSP	382.78	50	-	365.25	50	4	582.88	50	2
SOx	5,692.1	100	-	5,909.69	100	8	7173.56	100	7
NOx	4,887.42	150	-	5,074.25	150	34	8818.63	150	19
Note: 1. Material gases include standard categories of gas emissions such as Nitrogen Oxides (NOx), Sulfur Oxides (SOx), Persistent Organic Pollutants (POP), Volatile Organic Compounds (VOC), Hazardous Air Pollutants (HAP), Particulate Matter (PM), and other gas emissions specified in relevant regulations. 2. In compliance with regulations, VOC testing data for 2020 and 2021 is not available. Furthermore, in 2022, due to air quality testing for vehicle emissions, additional testing was conducted, which was not part of routine testing.									

4.5Waste Management

The group adheres to the 'Waste Management Act' and relevant regulations for the storage and record-keeping of waste. All contracted waste management companies are legally responsible for waste removal and disposal, and there have been no instances of leakage or release. We strive to minimize our impact on the environment and ecology. In-house waste processing follows the 'Waste Management Guidelines' within the facility. A dedicated waste management personnel handles online reporting and the waste is placed in a temporary storage area for collection. Monthly data is compiled and submitted to the Environmental Protection Agency. During transportation, external weighing stations are used, and the Waste website records transport and removal company vehicle GPS information. The waste management model for the group is illustrated in the table below :

Singtex Company's Waste Generation and Handling					
Composition of Waste	Hazardous/ Non-Hazardous	On-Site		Off-Site	
Item		Waste Generation (tons)	Treatment Method	Waste Generation (tons)	Treatment Method
D-0803 Waste Fabric	Non-Hazardous	8.5	Moved to Waste Storage Area	33.54	Incineration (without energy recovery)
D-0899 Waste Fiber Mixtures	Non-Hazardous	22.6	Moved to Waste Storage Area	5	Incineration (without energy recovery)
D-1801 Municipal Solid Waste	Non-Hazardous	5	Moved to Waste Storage Area	29.13	Incineration (without energy recovery)
R-0201 Waste Plastic (Containers)	Non-Hazardous	1.5	Moved to Waste Storage Area	14.042	Sold after Vendor Recycling
D-2399 Waste Plastic Empty Drums	Non-Hazardous	0.75	Moved to Waste Storage Area	4.49	Cleaning (Physical) Treatment
C-0301 Waste Iron Drums	Non-Hazardous	3	Moved to Waste Storage Area	1.28	Cleaning (Physical) Treatment
R-0906 Textile Sludge	Non-Hazardous	38.169	Moved to Waste Storage Area	184.5	Incineration (used as auxiliary fuel)
Total	-	79.519	-	271.982	-

GFUN is committed to environmental conservation and waste reduction. With a focus on 'source reduction' and 'resource recycling,' and in alignment with a sustainable resource perspective, we promote strategies such as waste minimization, resource recovery, reuse, and recycling to effectively facilitate resource circularity. In the area of source reduction, our group closely monitors waste across all production lines, ensuring that all waste is weighed and recorded before disposal. We conduct monthly waste reduction meetings where department heads review the quantity and content of waste generated, exploring potential cost-effective reduction solutions. Currently, GFUN has significantly reduced the production of liquid solvent waste and strives to recycle it for further use, resulting in approximately a 50% reduction in waste production compared to previous levels. GFUN is dedicated to promoting resource recovery, reuse, and recycling. Every day, dedicated personnel guide and supervise the sorting of household waste discarded by various units to encourage resource recycling. Two-thirds of waste fabrics and films are provided to Longshun, where they are reprocessed into fuel rods for renewable energy. Paper waste is also collected by recycling companies and used as raw materials for recycled paper, reducing the amount of waste sent directly to incineration facilities.

GFUN Company's Waste Generation and Handling					
Composition of Waste	Hazardous/Non-Hazardous	On-Site		Off-Site	
Item		Waste Generation (tons)	Treatment Method	Waste Generation (tons)	Treatment Method
B-0399 Other Mixtures of Chemical Substances or Discarded Containers as Mentioned Earlier	Hazardous	2.4	Moved to Waste Storage Area	2	Incineration (without energy recovery)
C-0301 Waste Liquids with a Flash Point Less Than 60 ° C (Excluding Alcoholic Waste with an Ethanol Volume Concentration Less Than 24%)	Hazardous	4	Moved to Waste Storage Area	4	Other Disposal Operations
C-0399 Other Mixtures of Flammable Industrial Waste	Hazardous	2.5	Moved to Waste Storage Area	2	Incineration (without energy recovery)
D-0299 Waste Plastic Mixtures	Non-Hazardous	0.8	Moved to Waste Storage Area	0.5	Incineration (without energy recovery)
D-1801 Municipal Solid Waste	Non-Hazardous	1.6	Moved to Waste Storage Area	5.0	Incineration (without energy recovery)
R-0701 Waste Wood	Non-Hazardous	1.9	Moved to Waste Storage Area	5.0	Other Disposal Operations
D-0202: Waste Resin	Non-Hazardous	1.7	Moved to Waste Storage Area	1	Incineration (without energy recovery)
D-0803 Waste Fabric	Non-Hazardous	3.5	Moved to Waste Storage Area	3	Incineration (without energy recovery)
R-2503 Crude Dimethylformamide (DMF)	Hazardous	336	Moved to Waste Storage Area	336	Recycling and Reuse
D-0902 Inorganic Sludge	Non-Hazardous	0.5	Moved to Waste Storage Area	6	Other Disposal Operations
Total	-	355	-	360.5	-



05

Uniting Strength • Creating a Happy Workplace

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5.1Workforce Structure

5.1.1Employment of a Diverse Workforce

Singtex regards employees as its most important assets and a crucial core for the company's sustainable development. It strictly adheres to labor and human rights regulations, treats all employees fairly and with respect, provides comprehensive

development programs, and stimulates employee performance through a fair promotion system, creating a "win-win" workplace environment for employees and the company.

The company treats all groups fairly. According to the 'Recruitment and Employment Management Regulations,' all recruitment candidates must be adults over the age of 18 who voluntarily provide labor or services. The recruitment process and decisions are not influenced by factors such as race, religion, belief, gender, marital or parental status, age, political background, nationality, disability, sexual orientation, zodiac sign, blood type, or any other reason. There is no discrimination or differential pay treatment. The employment of children under the age of 16 for heavy and hazardous work is prohibited, and neither our company nor our suppliers will force employees to work beyond their capacity.

To safeguard employees' labor rights and comply with relevant labor laws, in the event of significant operational changes or the termination of employment with employees in the future, the group will adhere to local labor law regulations. The minimum notice period for operational changes

will follow the regulations of the Labor Standards Act:

1. For employees with more than three months but less than one year of continuous service, notice will be given at least ten days in advance.
2. For employees with more than one year but less than three years of continuous service, notice will be given at least twenty days in advance.
3. For employees with more than three years of continuous service, notice will be given at least thirty days in advance.

As of the end of 2023, SINGTEX had a total of 767 employees (395 males and 372 females), all of whom were full-time employees. The company does not employ any non-staff or temporary workers. The detailed employee hiring and gender distribution for 2023 are shown in the table.

Employee Headcount Overview				
Region	Contract Type	Female	Male	Total
Taiwan	Number of Employees	372	395	767
	Regular Employees	372	395	767
	Temporary Employees	0	0	0
	No Guaranteed Hours Employees	0	0	0
Note: 1. Employee: Individuals who have established an employment relationship with the organization in accordance with national laws or applicable requirements (in Taiwan, employees with labor insurance coverage). 2. Regular: Individuals with indefinite-term contracts. 3. Temporary: Individuals with fixed-term contracts. 4. No Guaranteed Hours: Employees who are not guaranteed a minimum or fixed number of hours per day, week, or month but may be available for work as needed.				
Non-Employee Headcount Overview				
Worker Type	Contractual Relationship with the Company	Total Workers		
Security Personnel	Contractors	5		
Cooks + Kitchen Staff	Contractors	5		
All security personnel in the Group are outsourced, and related human rights education and training are conducted in accordance with laws and international human rights conventions.				

The group places a strong emphasis on hiring local residents to enhance harmony with the local community and maximize the stability of employees' work. In this regard, 100% of the group's executive are recruited from the local population. Over the past three years, the distribution of employees by job category is as follows:

Year		2021	2022	2023
Item/Gender	Age	Number	Number	Number
Supervisory Personnel	Male	Under 30 years old	0	2
		30-50 years old	26	37
		Over 50 years of age	31	27
	Female	Under 30 years old	0	1
		30-50 years old	40	37
		Over 50 years of age	13	13
Total Supervisory Personnel		110	119	126
Non-Supervisory Personnel	Male	Under 30 years old	77	114
		30-50 years old	153	149
		Over 50 years of age	31	27
	Female	Under 30 years old	46	61
		30-50 years old	125	138
		Over 50 years of age	34	28
Total Non-Supervisory Personnel		466	517	641
Total Permanent Employees		576	636	767

In accordance with Article 38, Paragraph 2 of the Disability Rights Protection Act, the Group also employs people with disabilities to safeguard the equal employment rights and interests of minority and vulnerable groups. There were no reports of discrimination received by the Group in 2023. The employment status of employees from diverse ethnic backgrounds in the past three years is shown in the following table :

Year		2021	2022	2023
Item/Gender	Age	Number	Number	Number
Foreign Workers and New Immigrants	Male	Under 30 years old	60	98
		30-50 years old	81	84
		Over 50 years of age	0	0
	Female	Under 30 years old	4	11
		30-50 years old	22	25
		Over 50 years of age	2	2
Subtotal		169	220	262
Disabled	Male	Under 30 years old	1	2
		30-50 years old	5	5
		Over 50 years of age	2	2
	Female	Under 30 years old	0	0
		30-50 years old	1	1
		Over 50 years of age	0	0
Subtotal		9	10	17
Indigenous	Male	Under 30 years old	0	0
		30-50 years old	1	1
		Over 50 years of age	0	0
	Female	Under 30 years old	0	0
		30-50 years old	4	4
		Over 50 years of age	0	0
Subtotal		5	5	5

5.1.2Talent Recruitment and Retention

Salary Ratios by Job Category	Salary Ratios by Job Category		Number		Total Annual Salary	
	(in New Taiwan Dollars)	Salary Ratio	Female	Male	Female	Male
Management Positions	52	74	49,985,595	82,840,266	0.86	1
Non-Management Positions	320	321	128,610,756	117,162,377	1.10	1
Direct Labor	116	267	40,990,837	92,451,013	1.02	1
Indirect Labor	256	128	137,605,514	107,551,630	0.64	1
Note: The salary ratio of females to males (annual salary ratio) is calculated as 'the average annual salary of females in the category / the average annual salary of males in the category.						

Country/Region	The ratio of the annual total compensation of the highest-paid individual in the company to the median annual total compensation of employees (excluding the highest-paid individual).	The increase ratio of the annual total compensation of the highest-paid individual in the company to the median annual total compensation of employees (excluding the highest-paid individual).
Taiwan	15.16	1.6
Note: 1. The Chairman is not considered the highest-paid individual unless they also hold the position of General Manager/CEO. 2. Formula for calculating the annual median compensation ratio: Annual salary of the highest-paid individual in that year / Annual salary of the individual at the median salary for that year. 3. Formula for calculating the annual compensation increase ratio: Percentage Increase in annual salary of the highest-paid individual in that year / Percentage Increase in annual salary of the individual at the median salary for that year.		

Singtex has an open and transparent performance evaluation system in place. We conduct regular employee assessments to understand their skills better. Based on the assessment results, we provide appropriate training and development opportunities tailored to individual employees. This helps enhance the company's competitiveness and overall organizational effectiveness. The employee participation rate in the performance evaluation for the Singtex Group in 2023 is as follows :

Item	Management Positions	Non-Management Positions	Direct Labor	Indirect Labor
Percentage of Male Employees Undergoing Assessment	100%	100%	100%	100%
Percentage of Female Employees Undergoing Assessment	100%	100%	100%	100%

The group's employment principles are based on knowledge, character, competence, experience, and suitability for the position or job. As of the end of 2023, there were a total of 306 new colleagues (133 males and 173 females), accounting for 39.9% of the total workforce. Singtex had an official employee turnover rate of 25.7% in 2023.

New Hire Rate												
Year	2021				2022				2023			
Gender	Male		Female		Male		Female		Male		Female	
Age\Item	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)	Number	New Hire Rate (%)
Under 30 years old	42	7.3	37	6.4	96	15.1	55	8.6	72	9.5	50	6.5
30-50 years old	56	9.7	56	9.7	53	8.3	48	7.5	40	5.2	40	5.2
Over 50 years of age	9	1.6	18	3.1	9	1.4	8	1.3	21	2.7	83	10.8
Total New Hires	218				269				306			
Total Workforce	576				636				767			
Overall New Hire Rate (%)	37.8%				42.3%				39.9%			
Description: 1. The total new hire count does not deduct employees who left mid-year. 2. The new hire rate for male (female) employees in a specific age group is calculated as the number of new male (female) hires in that age group during the year divided by the total number of employees at the end of the year. 3. The overall new hire employment rate is calculated as the number of new hires during the year divided by the total number of employees at the end of the year in all operating locations.												

Turnover Rate(%)												
Year	2021				2022				2023			
Gender	Male		Female		Male		Female		Male		Female	
Age\Item	Number	Turnover Rate(%)	Number	Turnover Rate(%)	Number	Turnover Rate(%)	Number	Turnover Rate(%)	Number	Turnover Rate(%)	Number	Turnover Rate(%)
Under 30 years old	30	17.6	27	15.9	47	22.5	33	15.8	38	5.0	29	3.8
30-50 years old	41	24.1	49	28.8	56	26.8	39	18.7	52	6.8	51	6.6
Over 50 years of age	7	4.1	16	9.4	18	8.6	16	7.7	15	2.0	12	1.5
Total Separations			170				209				197	
Total Workforce			576				636				767	
Overall Turnover Rate (%)		29.5%				32.9%				25.7%		
Description: 1. Define the categories of employees leaving the company (e.g., resignations, terminations, retirements, or work-related fatalities). 2. The turnover rate for male (female) employees in a specific age group is calculated as the number of male (female) employees in that age group who left during the year divided by the total number of employees at the end of the year. 3. The overall employee separation employment rate is calculated as the number of employees who left during the year divided by the total number of employees at the end of the year in all operating locations.												

5.2Training and Development

The SINGTEX Group places a strong emphasis on aligning corporate needs with individual career development. We proactively promote relevant education and training initiatives. We firmly believe in the principle that "communication is the best form of management." SINGTEX Group is committed to safeguarding employee rights, creating a favorable working environment, and establishing efficient communication channels. Through both top-down and bottom-up communication, we aim to understand the diverse needs of our employees and ensure that they are aware of the company's objectives. This fosters internal consensus and a shared culture. We aspire to support our employees' growth and development in sync with the company's pursuit of growth and profitability, creating an environment for continuous learning and advancement.

Group has established the comprehensive "Singtex Academy," which is structured into four major categories within the company's training system: "New Employee Training," "Professional Skills Training," "Internal Instructor Training," and "Core and Management Skills Training." Within these four categories, we incorporate three modes of learning: "Learning on the Job," "Learning during Training," and "Self-directed Learning." We have designed in-depth development programs to ensure a goal-oriented and systematic approach to talent development, nurturing talent to the highest standards.

Item/Type		Management Positions		Non-Management Positions		Direct Labor		Indirect Labor	
Unit/Gender		Male	Female	Male	Female	Male	Female	Male	Female
Total Count	Count	74	52	321	320	267	116	128	256
Total Training Hours	Hours	320.5	55	62	624	171	188	223	145
Average Total Training Hours per Person	Hours/Count	18	4.3	28	110	52	82	38	43
Training Cost	NTD	\$98,110	\$20,730	\$124,710	\$65,740	\$62,190	\$99,690	\$72,348	\$62,140

To encourage professional development among current employees within the SINGTEX Group and to build a talent database to meet the future needs of Plant Two, the Group has formulated initiatives such as "Specialized Technical Professional License Management and Subsidies" and "SINGTEX Group Student Scholarships." These programs aim to provide support and scholarships through a mechanism of financial assistance. To date, employees within the Group have obtained subsidies for various relevant certifications, including ISO certification, TAF certification, bluesign® certification, occupational safety and health certifications, and specialized professional and technical higher-level examinations required by the Group. These certifications, when acquired, can serve as a basis for scoring higher in promotion examinations.

In enhancing employee competence, the Group encourages individuals to pursue external training and further education related to their professional skills by providing financial support. Employees are also assigned to attend external training, workshops, or exchanges, both domestically and internationally, to acquire knowledge from academia and industry, thus enhancing and deepening their professional expertise. Through diverse learning and development opportunities, the Group aims to nurture and reserve outstanding professional talents and managerial personnel.

5.3 Benefits and Retirement System

5.3.1Employee Retirement System and Implementation Status

According to regulations, the company contributes 6% of employees' monthly insured salaries to their individual retirement accounts with the Labor Insurance Bureau. Additionally, for existing employees who choose to continue under the old retirement system and still maintain their seniority under the old system, the company monthly allocates an appropriate amount of retirement reserves to a dedicated bank account as required by law.

5.3.2Maternity and Parental Leave Implementation Status

Singtex, in order to support employees in their family planning, adheres to the provisions of the Labor Standards Act and the Gender Equality in Employment Act by implementing a maternity leave without pay system. This allows colleagues to achieve a balance between work and family life. After the completion of the maternity leave period, the company assists in arranging their return to the original unit and position and actively supports their reintegration into the workplace. The company's maternity leave statistics for the year 2023 are as follows :

Year	2021			2022			2023		
Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of Employees Eligible for Maternity Leave A	14	34	48	13	38	51	11	30	41
Number of Employees Applying for Maternity Leave in the Current Year B	4	5	6	1	6	7	0	8	8
Number of Employees Expected to Return to Work After Maternity Leave in the Current Year C	1	3	4	1	5	6	0	2	2
Number of Employees Actually Returning to Work After Maternity Leave in the Current Year D	1	2	3	1	3	4	0	1	1
Number of Employees Actually Returning to Work After Maternity Leave in the Previous Year E	0	1	1	1	2	3	1	6	7
Number of Employees Continuing to Work for One Year After Returning from Maternity Leave in the Previous Year F	0	1	1	1	1	2	0	3	3
Maternity Leave Return Rate in the Current Year %(D/C)	100%	67%	75%	100%	60%	67%	0%	50%	50%
Maternity Leave Retention Rate in the Current Year %(F/E)	0%	0%	0%	100%	50%	67%	0%	50%	43%

5.3.3Employee Benefits Enhancement

Singtex provides an excellent workplace and generous employee benefits, and has established an Employee Welfare Committee to ensure a high-quality work environment for our staff. These benefits include birthday bonuses, maternity subsidies, wedding and funeral allowances, and access to an employee cafeteria. To promote work-life balance, the company offers both domestic and international travel subsidies, allowing employees to fully unwind during their non-working hours. Additionally, we provide free annual health check-ups to monitor our employees' well-being and offer opportunities for continuing education and training to continuously enhance their skills and self-worth.

Employee Benefits and Facilities	Content and Description
Salary	We provide year-end bonuses and overtime pay to enhance employee motivation.
Allowances	We offer subsidies to celebrate special occasions, birthdays, festivals, domestic and international travel, and childbirth, fostering a sense of camaraderie among employees. We also provide condolence payments for funerals to express our condolences to the families.
Leave	In pursuit of work-life balance, we offer paid leave, wedding leave, maternity leave, paternity leave, and a two-day weekend, allowing our colleagues to enjoy life beyond their work commitments.
Training	For young professionals entering the workforce, we offer comprehensive newcomer training, on-the-job training, and educational programs, with the aim of enabling our employees to enhance their self-worth and skills while working towards continuous learning and development goals.
Medical	To ensure the well-being of our employees, the company conducts annual employee health check-ups. For employees with abnormal results, we provide follow-up counseling with their consent, aiming to raise awareness about employee health.
Other	Our company features an employee cafeteria, where meals are provided free of charge. To enhance commuting convenience, we offer parking facilities for both cars and motorcycles for our employees' use. Additionally, we have a lactation room available for female employees with breastfeeding needs.

5.4 Occupational Health and Safety Occupational Health and Safety Committee

SINGTEX Group headquarters places a strong emphasis on the safety and health of its workforce. We uphold the principles of proactive prevention, zero accidents, and zero disasters in accordance with the "Occupational Health and Safety Management Regulations." We have established an Occupational Health and Safety management unit with dedicated professionals to continuously improve the Occupational Health and Safety system. This unit is responsible for formulating, planning, supervising, and promoting safety and health management matters. In accordance with the regulations on occupational accident investigation and handling, it guides relevant units in implementing corrective and preventive measures to prevent similar incidents from occurring, with the ultimate goal of reducing workplace hazards and enhancing safety and health management standards.

Effective Occupational Health and Safety management must align with the fundamental principles of PDCA (Plan-Do-Check-Act) and Risk Management. Process management serves as a means of management rather than its ultimate purpose. Occupational safety and health process management must be aligned with the two fundamental principles of PDCA (Plan-Do-Check-Act) and risk management. Process management is a means of management, not the end goal. The effectiveness of occupational safety and health management is not solely the responsibility of 'safety and health specialists,' but rather begins with the senior management. By adopting a process-oriented approach, occupational safety and health management controls the interactions of activities and steps within reasonable and expected outcomes, managing risks from the five aspects of personnel, machinery, materials, methods, and environment.

We integrate health and safety requirements into the system and continuously improve management, confident that this approach can effectively reduce the risk of injuries and enhance management performance. In accordance with the Labor Standards Act and related regulations, we have formulated "Work Rules" and designated Class A Occupational Health and Safety Managers, Class B Managers, and one Class A Manager for each manufacturing department, with an adequate number of safety and health management personnel. We convene the "Occupational Health and Safety Management Committee" quarterly, chaired by the Chairman, with a total of nine committee members in 2023, including four employee representatives, accounting for 44% of the total. The primary purpose of this committee is to provide recommendations on safety and health policies proposed by the company, review, coordinate, and advise on safety and health-related matters, and execute annual self-inspection plans.

- 1. In order to prevent occupational accidents in various facilities, laboratories, and locations within the SINGTEX Group and to ensure the safety and health of personnel, we have established an "Occupational Health and Safety Management Plan" in accordance with Article 23(1) of the Occupational Health and Safety Act and Article 12(1) of the Occupational Health and Safety Management Regulations.
- 2. The scope of hazard identification and risk assessment for the SINGTEX Group extends to all health and safety hazards expected within and around the factory, covering routine and non-routine activities and all personnel entering the factory premises (including subcontractors and outsourced personnel). We have developed Occupational Health and Safety management regulations, subcontractor management measures, hazard identification and risk assessment management measures, and occupational accident investigation and handling measures, among others.



• Employee Health Check

To ensure the health and safety of our employees in the workplace, the SINGTEX Group conducts environmental improvements tailored to the characteristics of the work site. In compliance with Articles 3, 9, and 11 of the Regulations for the Protection of Labor Health, our factory engages medical and health personnel to provide on-site labor health services. Each year, doctors and nurses assess operational hazards on-site and provide recommendations, such as the use of personal protective equipment in noise zones and the wearing of dust masks in dusty environments, along with enhanced visual management indicators. Furthermore, the company implements health checks and management for employees in general operations. Depending on the specific characteristics of the work, specialized health checks are provided. If abnormal test results are detected among employees, health consultations and follow-up management are offered to ensure that all employees can work in a safe and secure environment.

Employee Health Check Statistics Summary	
General Health Checkup	
Examination Items	Investigation of work experience, medical history, lifestyle habits, and self-reported symptoms
Number of Examinees (people)	588
Examination Costs	250,900
Special Health Check	
1. High-temperature work as defined by the standard working hours for laborers in high-temperature conditions.	06. α-Naphthylamine and its salts.
2. Noise operations where the daily time-weighted average sound pressure level is above 85 decibels for eight hours during the workday for laborers exposed to noise.	07. Beryllium and its compounds (limited to cases where beryllium's weight ratio exceeds three percent in beryllium alloys).
3. Ionizing radiation operations.	08. Vinyl chloride.
4. Abnormal atmospheric pressure operations as defined by the standards for preventing abnormal atmospheric pressure hazards.	09. 2,4-Diisocyanatotoluene or 2,6-Diisocyanatotoluene.
5. Lead operations as defined by the rules for preventing lead poisoning.	10. 4,4'-Methylenedianiline.
6. Tetraethyl lead operations as defined by the rules for preventing tetraethyl lead poisoning.	11. Isophorone diisocyanate.
7. Dust operations as defined by the standards for preventing dust hazards.	12. Benzene. (Effective from January 1, 2019)
8. Operations involving the following organic solvents as defined by the rules for preventing organic solvent poisoning:	13. Asbestos (limited to disposal or use operations).
01. 1,1,2,2-Tetrachloroethane.	14. Chromic acid and its salts or dichromic acid and its salts. (Effective from January 1, 2019)
02. Carbon tetrachloride.	15. Arsenic and its compounds.
03. Carbon disulfide.	16. Cadmium and its compounds.
04. Trichloroethylene.	17. Manganese and its compounds (excluding manganese monoxide and trimanganese tetroxide).
05. Tetrachloroethylene.	18. Ethyl mercury compounds.
06. Dimethylformamide.	19. Mercury and its inorganic compounds.
07. Hexane.	20. Nickel and its compounds.
9. Operations involving the manufacture, disposal, or use of the following specific chemical substances or mixtures with a weight ratio (benzene by volume) exceeding one percent:	21. Formaldehyde. (Effective from January 1, 2019)
01. Aniline and its salts.	Phosphorus yellow manufacturing, disposal, or use operations.
02. 4-Aminobiphenyl and its salts.	Pyridine or barbiturate manufacturing operations.
03. 4-Nitrobiphenyl and its salts.	Operations involving the manufacture, disposal, or use of the following chemical substances or mixtures with a weight ratio exceeding five percent:
04. β-Naphthylamine and its salts.	01. Propyl bromide.
05. 2,4-Diaminotoluene or 2,6-Diaminotoluene.	02. 1,3-Butadiene. (The above has been implemented)
	03. Indium and its compounds. (Effective from January 1, 2019)
	13. Other operations designated and announced by the central competent authority.

• Occupational Diseases and Occupational Injuries

To effectively prevent occupational diseases and occupational accidents, Singtex conducts periodic inspections of work environments by management personnel. Additionally, we disseminate regulations related to worker safety, various management system standards, and safety data sheets for employee reference at any time. We also organize occupational safety seminars and provide safety education and training to enhance employees' understanding of safety and health concepts and knowledge, internalizing them into their daily lives. When employees have concerns about the safety of their workplace, Singtex has explicitly defined in the Safety and Health Work Guidelines the provision that "when workers discover an immediate danger during work that does not endanger the safety of other workers, they may stop working and move to a safe place." We have also established reporting procedures for occupational hazards and dangerous situations, allowing workers to promptly report to their immediate supervisors. In accordance with Article 483-1 of the Civil Code: "Employers should take necessary preventive measures if the performance of work by employees may endanger their lives, bodies, or health." As stipulated in the Occupational Safety and Health Act and other regulations mentioned above, the company has an obligation to protect employees from harm. Failure to take preventive measures and provide protection afterward may constitute a violation of Article 184, Paragraph 2 of the Civil Code, which deals with the liability for infringing on the legal rights of others. As of 2023, the Singtex Group has not encountered any cases of occupational diseases in the past three years.

In 2023, the company experienced an incident involving a caught-in accident, resulting in an injury to the left hand with a fracture of the proximal humerus. To prevent such accidents from recurring, the following improvement measures have been implemented: the installation of safety lines, safety interlock devices, and emergency stop devices, as well as modifications to the standard operating procedures for the cloth-falling machine in both Chinese and Vietnamese versions, clearly outlining the procedures for handling cloth abnormalities. During operation, if any issues with the fabric are detected, the machine must be immediately stopped by pressing the stop button. After stopping the machine, the fabric should be inspected. When inspecting the fabric at the rear of the machine, if any abnormalities are found, the emergency stop safety line should be pulled before further inspection. It is strictly prohibited to inspect the fabric without stopping the machine. Additionally, the disassembly of the plate for cleaning purposes can only be performed during machine maintenance to ensure the safety of operators.

Employee Occupational Injury Statistics Table				
Category	Item	2021	2022	2023
Total Work Hours	Female Total Work Hours	493,235	486,292	471,056
	Male Total Work Hours	600,066	684,296	720,464
	Total Work Hours	1,093,301	1,170,588	1,191,520
Number of Occupational Fatalities	Number of Female Fatalities	0	0	0
	Number of Male Fatalities	0	0	0
	Total Number of Fatalities	0	0	0
Number of Severe Occupational Injuries (Excluding Fatalities)	Number of Female Severe Occupational Injuries	0	0	0
	Number of Male Severe Occupational Injuries	0	0	1
	Total Number of Severe Occupational Injuries	0	0	1
Total Recordable Occupational Injuries (Including Fatalities and Severe Injuries)	Number of Female Recordable Occupational Injuries	0	1	0
	Number of Male Recordable Occupational Injuries	2	3	2
	Total Number of Recordable Occupational Injuries	2	4	2
Fatality Rate due to Occupational Injuries%		0	0	0
Severe Occupational Injury Rate%		0	0	2.88
Recordable Occupational Injury Rate%		2.7	10.4	5.76
Note: 1. Fatality Rate due to Occupational Injuries = (Number of Fatalities due to Occupational Injuries / Work Hours) * 1,000,000. 2. Severe Occupational Injury Rate = [(Number of Severe Occupational Injuries excluding fatalities / Work Hours)] * 1,000,000. 3. Recordable Occupational Injury Rate = [(Number of Recordable Occupational Injuries including fatalities and severe injuries / Work Hours)] * 1,000,000. 4. Severe Occupational Injuries refer to injuries that cannot recover within 6 months. 5. Recordable Occupational Injuries do not include injuries caused during commuting to and from work. 6. In 2021, both occupational injuries were caught-in/caught-between incidents; In 2023, one was a fall incident, one was an electrostatic discharge incident, and two were caught-in/caught-between incidents.				

Occupational Injury Statistics for Non-Employees				
Category	Item	2021	2022	2023
Total Work Hours	Female Total Work Hours	11,952	12,048	12896
	Male Total Work Hours	17,520	17,520	14712
	Total Work Hours	29,472	29,568	27608
Number of Occupational Fatalities	Number of Female Fatalities	0	0	0
	Number of Male Fatalities	0	0	0
	Total Number of Fatalities	0	0	0
Number of Severe Occupational Injuries (Excluding Fatalities)	Number of Female Severe Occupational Injuries	0	0	0
	Number of Male Severe Occupational Injuries	0	0	2
	Total Number of Severe Occupational Injuries	0	0	2
Total Recordable Occupational Injuries (Including Fatalities and Severe Injuries)	Number of Female Recordable Occupational Injuries	0	0	0
	Number of Male Recordable Occupational Injuries	0	0	2
	Total Number of Recordable Occupational Injuries	0	0	2
Fatality Rate due to Occupational Injuries%		0	0	0
Severe Occupational Injury Rate%		0	0	0
Recordable Occupational Injury Rate%		0	0	0
Note: 1. Fatality Rate due to Occupational Injuries = (Number of Fatalities due to Occupational Injuries / Work Hours) * 1,000,000. 2. Severe Occupational Injury Rate = [(Number of Severe Occupational Injuries excluding fatalities / Work Hours)] * 1,000,000. 3. Recordable Occupational Injury Rate = [(Number of Recordable Occupational Injuries including fatalities and severe injuries / Work Hours)] * 1,000,000. 4. Severe Occupational Injuries refer to injuries that cannot recover within 6 months. 5. Recordable Occupational Injuries do not include injuries caused during commuting to and from work.				

• Prevention and Improvement Measures

Employee health is the company's most valuable asset, and a healthy workplace is a significant focus in today's society. Singtex conducts regular Occupational Health and Safety training every year, requiring all employees under the company's umbrella to undergo Occupational Health and Safety-related education and training. We provide on-site medical services and regularly administer occupational injury questionnaires. Based on the questionnaire results and health check data, nurses schedule interviews with personnel, offering consultations and advice based on their risk levels. We periodically share updates from the Health Promotion Administration of the Ministry of Health and Welfare in company-wide Line groups to raise awareness of employee health and safety.

On-site medical services include:

- 1. Analysis and assessment of employees' physical (health) examination results, health management, and data retention.
- 2. Assisting employers in matching employees with suitable work.
- 3. Managing and providing health guidance for employees with abnormal health examination results.
- 4. Assessing and managing employees under the age of 18, those at risk of maternal health hazards, occupational injury or illness cases, and high-risk employees related to occupational health.
- 5. Conducting research reports related to occupational hygiene or occupational health and maintaining records of injuries and illnesses.
- 6. Planning and implementing measures such as employee health education, hygiene guidance, mental and physical health protection, and health promotion.

Training statistics as of the end of 2023 are as follows:

Statistics on Occupational Health and Safety Training		
Training Course Names	Number of Trainees	Training Cost (NTD)
Fire Drill	413	3,300
Explosion-Proof Electrical Equipment Supervision Course	2	26,000
Organic Solvent Operations Supervisor	7	31,500
Forklift Operators (1 ton and above) Refresher Training	5	2,500
Fixed Crane Operators (Less than 3 tons) Refresher Training	1	600
Occupational Safety Personnel Refresher Training	2	0
Boiler Operators Refresher Training	1	700
3-ton Fixed Crane Operators Refresher Training	1	700
Sliding Operations Personnel Refresher Training	1	700
Fire fighting management personnel	1	1,600
First Aid Personnel Refresher Training	2	1,400
Forklift Operators (1 ton and above) Practical Skills Certification (Foreign Workers)	3	0

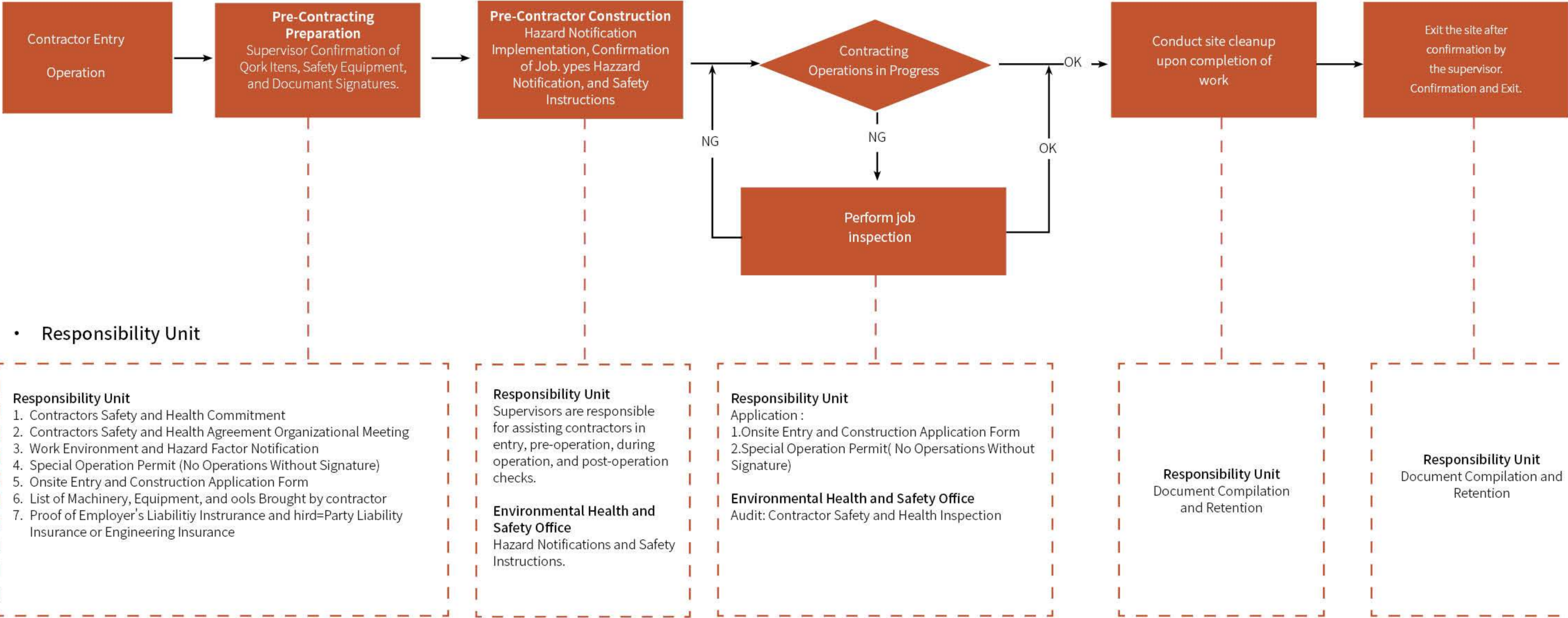
The Group's Occupational Safety and Health Management System, though not certified, is established to comply with relevant occupational safety and environmental protection laws and regulations, such as the "Occupational Safety and Health Act," "Enforcement Rules of the Occupational Safety and Health Act," and "Inspection Guidelines for Articles 26 and 27 of the Occupational Safety and Health Act." This system aims to safeguard the safety and health of the Group's employees, as well as the workers employed by contractors and subcontractors. Accordingly, the "Contractor Management Regulations" have been formulated. All personnel from contractors and subcontractors who enter the factory premises of G-FUN INDUSTRIAL CORPORATION (including employee dormitories), including workers, workplace supervisors (inspectors), and those applying for factory entry with vehicles, machinery, equipment, electrical machines, electrical installations, raw materials, materials, gases, chemicals, building materials, and various tools, are subject to the jurisdiction of the system.

The Environmental Safety and Health Management Office supervises contractor construction activities. If violations such as smoking within the factory, engaging in special operations without authorization, failure to wear personal protective equipment, or failure to complete contractor entry procedures are found, penalties will be imposed according to these regulations, or a "Contractor Safety and Health Inspection Deficiency Form" will be issued, which may result in a suspension of work.

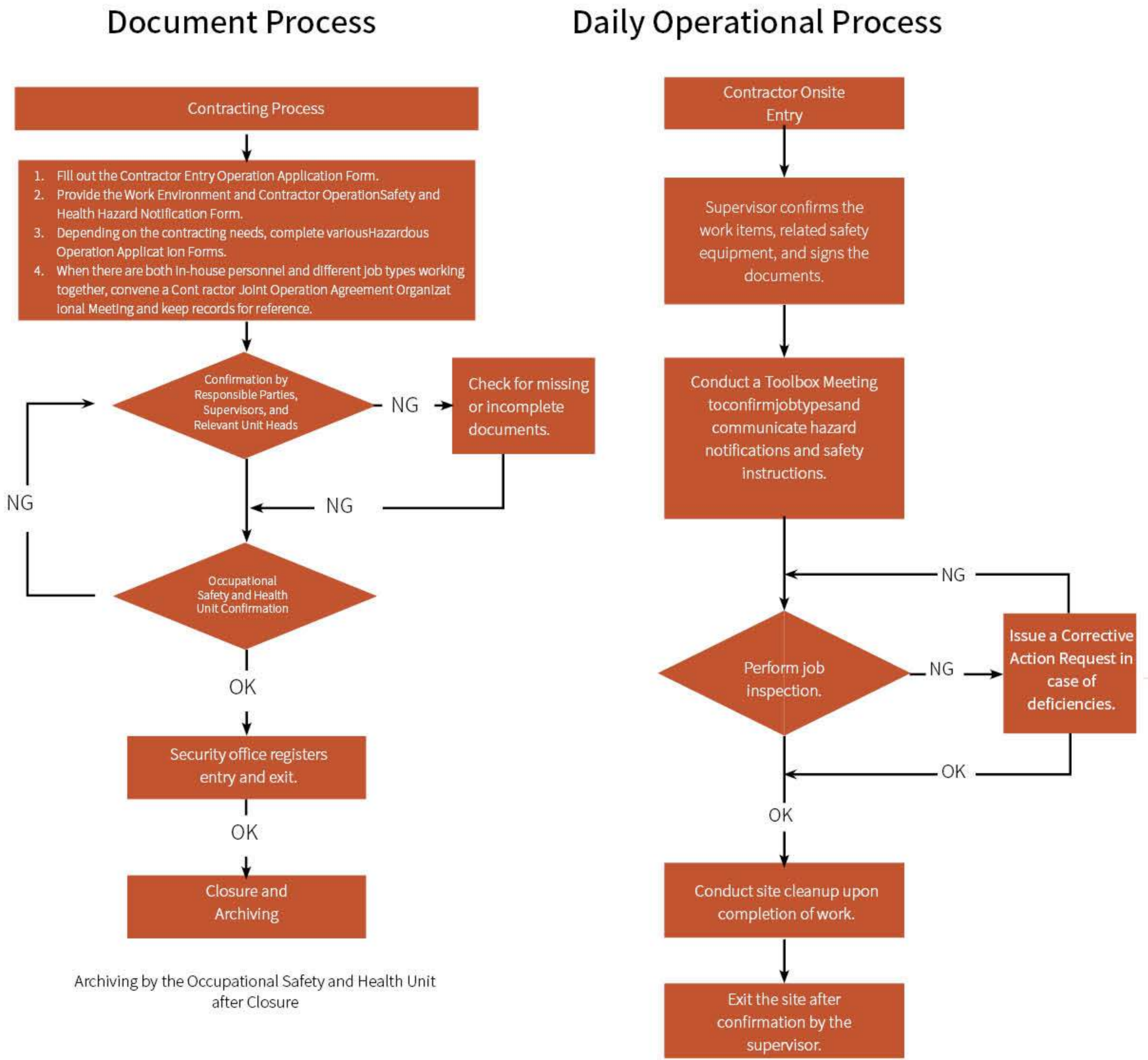
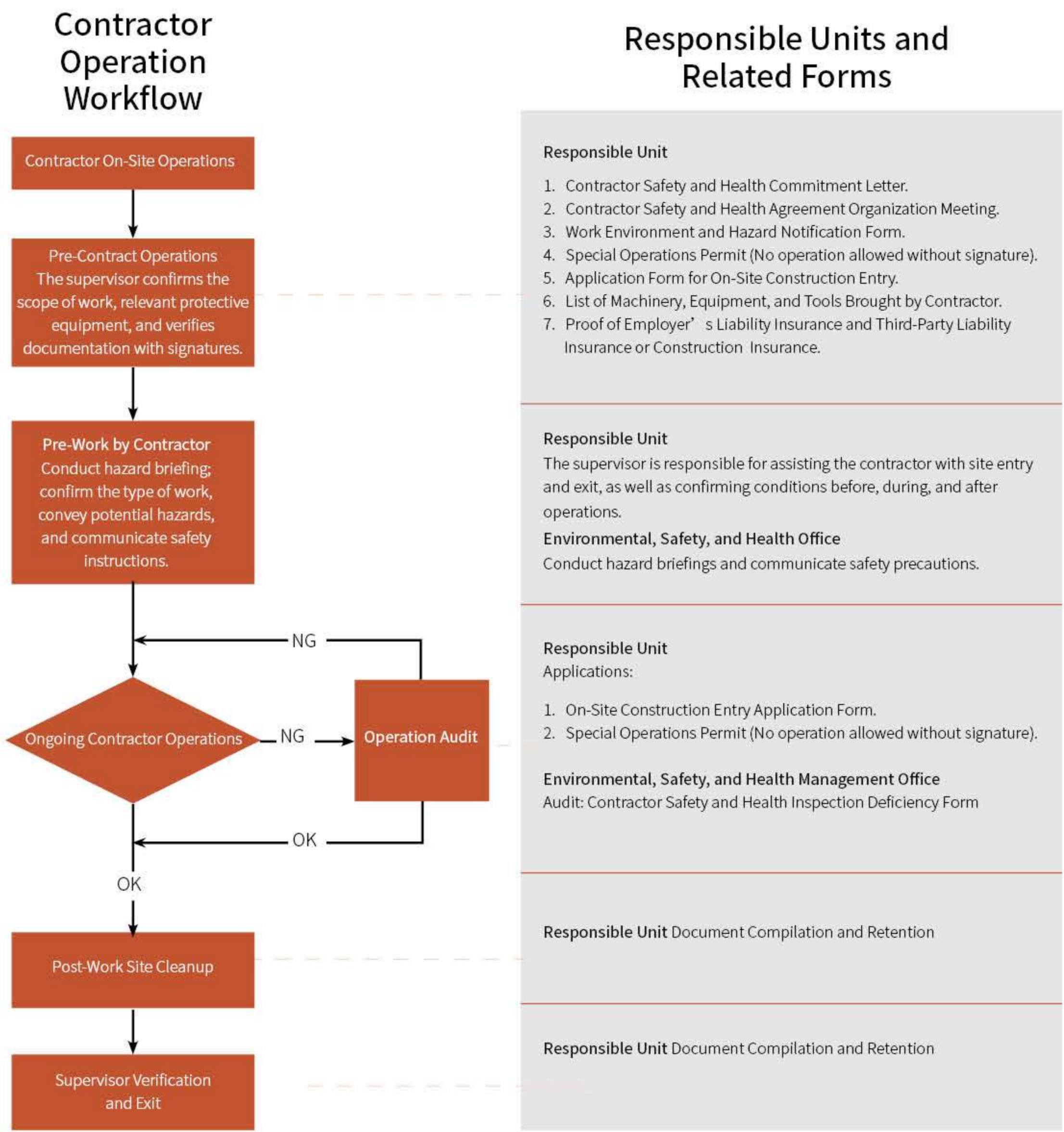
The Group's Occupational Safety and Health Management System covers a total of 229 employees + 211 employees (Guanyin Plant) + 163 employees (Head Office) + 34 employees (MAGICTEX), including employees of contractors, with 3 male + 3 male employees (Guanyin Plant) and 3 female + 2 female employees (Guanyin Plant) (canteen, security personnel), excluding the Singtex Second Plant—Advanced Precision Dyeing and Finishing Plant (currently under construction).



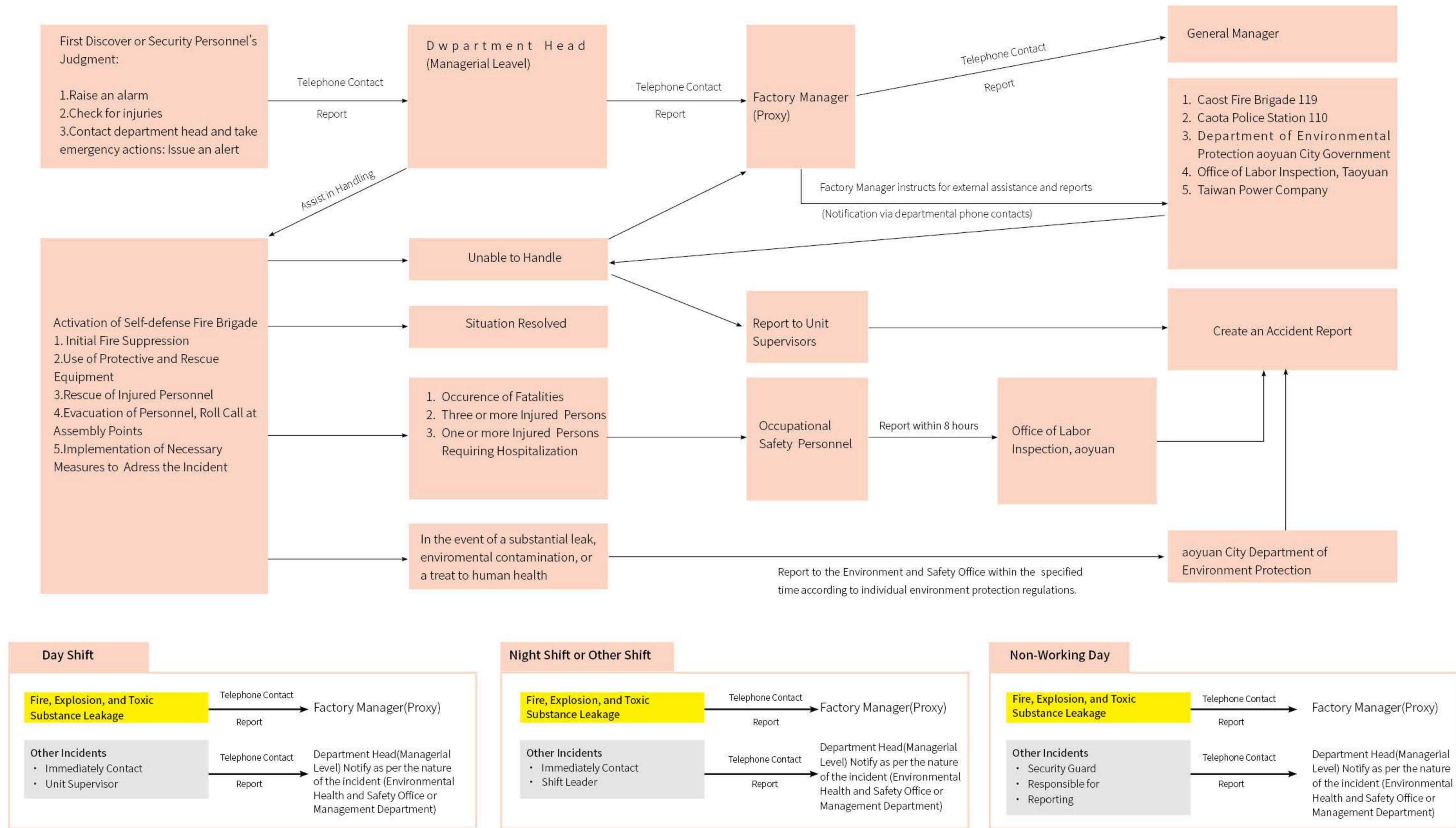
• Contractor Onsite Operation Safety Control Process Flowchart



• Contractor Entry Operation Process



• Accident Emergency Reporting Procedure



5.5 Social Contributions

Singtex Group continues to drive innovation while steadfastly adhering to its core values of caring for life and the environment, shaping a corporate philosophy that is warm, reverent to nature, and protective of the Earth. This philosophy is embodied in the brand culture of "Heaven, Earth, and Man." Committed to complying with environmental and energy regulations related to its activities, products, and services, as well as meeting customer demands, Singtex strives to contribute to society. The Group regularly organizes mountain/beach clean-up activities, has continuously adopted Yilan's Fufeng Paddy Fields for 13 years, donates supplies to rural schools, cares for disadvantaged groups, creates local employment opportunities, and collaborates in various community projects, such as flood disaster preparedness in Shulin, the adoption of roadside trees along Industrial Sixth Road, and providing employment for differently-abled individuals at Peaceful Homeland, enabling them to gain self-worth through work.

Name of Public Welfare Activity	Amount (New Taiwan Dollars)	Description
Adopts an organic farmland adoption program	2023 Participation: Number of Employees Involved: 82 Investment Amount: NT\$57,280	To support continuous rice cultivation and ensure a stable income for farmers, [we have] adopted Yilan Fufeng for 13 consecutive years since 2010.

• Let's join hands to plant rice seedlings as SINGTEX Group "enters" Yilan Fufeng!

In 2023, marking the 13th year of adopting the Fufeng Paddy Fields in Yilan, Chairman Jason Chen personally led employees from Singtex, G-fun, and Magictex to the fields of Mr. Fang Fuzai, a top ten winner of the Taiwan Shen Nong Award, where they planted rice seedlings together, experiencing the profound meaning behind the saying: "Who knows that of our meal in the dish, every grain comes after hard toil?"

Rice is a crop that carries the emotions of the Taiwanese people. Besides providing food for the nation, rice cultivation recharges groundwater and prevents subsidence of the earth's crust. Rice fields make up the countryside, offering a warm shelter to urban areas. Rice grains form landscapes, deeply ingrained in our memories and possessing multiple external values. However, the harvest of rice is at the mercy of nature, often vulnerable to disasters, and a year's labor can be lost in an instant. Therefore, SINGTEX Group adopts a "sponsorship" approach to share the challenges faced during the cultivation process with our farmer friends.

To support continuous rice cultivation and ensure stable income for farmers, Singtex collaborates with Mr. Fang Fu, the head of the Five Knots Township Farmers' Association's organic rice production and sales team in Yilan County. Every March, employees and their families participate in transplanting rice seedlings, and in August, they join in the harvest. The harvested rice becomes Mid-Autumn Festival gifts shared with Singtex partners.

SINGTEX is committed to being a "heartwarming business." In addition to providing green products and processes, we also engage in social care and public welfare education. Singtex has adopted organic paddy fields, working with local rice farmers to cultivate rice organically, thereby restoring the land to its healthiest state. Moreover, under the guidance

of experienced farmers, the next generation learns the value of sustainability by personally bending down, lowering their heads, and planting rice seedlings, gaining a profound understanding of living in harmony with nature.



• Miaoli Raknus Selu Trail Mountain Cleanup Activity

On October 21st, Singtex Group organized the "Raknus Selu Trail Mountain Cleanup Activity" in Miaoli. Led by Chairman Chen Guo-qin, Vice Chairman Lai Mei-Hui, and Deputy General Manager Han Jia-Liang, employees and their families participated in cleaning up the Raknus Selu Trail by collecting trash along the trail. This hands-on activity aimed to encourage colleagues to reflect on their lifestyles and understand the importance of sustainability. By adhering to the belief that doing the right thing should continue, these efforts, accumulated over time, can lead to significant changes in the world.



• Yilan Zhuangwei Beach Cleanup Activity

According to statistics from marine protection associations, approximately 33 billion pieces of plastic waste enter the ocean each year, equivalent to two garbage trucks dumping plastic waste into the sea every minute. This situation has caused a crisis for marine life, with impacts that are difficult to quantify. The World Wildlife Fund estimates that 56% of whales, dolphins, and porpoises worldwide have ingested plastic waste. Moreover, this marine plastic pollution results in the death of at least 100,000 marine mammals each year. Marine debris and plastic reduction in daily life are global concerns. Singtex, recognizing its social responsibility and commitment to environmental protection, with Chairman Chen Guo-qin leading by example, rallied company employees to roll up their sleeves and clean up the beach, restoring the shoreline to its pristine condition.



• Providing Meals to Elderly Residents Living Alone in Shulin Village, Guanyin District

Caring for the neighborhood environment, the Shulin Village in Guanyin District, where the two Taoyuan factories are located, has maintained a good relationship with the community. The company takes care of underprivileged families in Shulin Village by providing daily meals to elderly residents living alone. This initiative has been ongoing since 2009 without interruption.

Name of Public Welfare Activity	Amount (New Taiwan Dollars)	Description
Supply of Lunch for Elderly Living Alone	164,340/year	The initiative involves providing lunch to elderly individuals living alone in the Guanyin District's Shulin Village. Currently, there are 12 beneficiaries, with a cost of NT\$55 per meal (excluding tax). The total cost per day is 12 meals * NT\$55 = NT\$660. In 2023, the program assisted with a total of NT\$164,340.

• Adopting Roadside Trees in Guanyin District

Guanyin District's Gongye 6th Road serves as an important traffic artery, with its roadside trees not only beautifying the environment but also playing a role in climate regulation and air purification. Singtex' s precision dyeing and lamination processing factory is located in the Guanyin Industrial Zone of Taoyuan. As a way to give back to the local area, the company has adopted the roadside trees. This initiative is not only aimed at protecting the natural environment but also at conveying a message of environmental awareness and action to the community residents.

Name of Public Welfare Activity	Amount (New Taiwan Dollars)	Description
Beautification and Adoption of Roads in the Guanyin Industrial Zone	1. Watering at least 2 to 3 times per week. 2. Conducting cleaning and maintenance at least once a month. 3. Periodically pruning flowers, grass, and trees in the adopted area. 4. An estimated monthly maintenance cost of NT\$10,000.	Singtex has been adopting the roadside trees along Gongye 6th Road in Guanyin District for nearly 9 consecutive years.



REFIT™ Textile Sustainable Recycling Program: Giving New Meaning to Old Clothes Recycling

REFIT™ is Singtex Group's "Textile Sustainable Recycling Program," aiming to decompose, reassemble, and remanufacture single-material garments made of 100% polyester into new clothing. This initiative embodies the commitment to protect the planet by wearing sustainability!

• REFIT™ Smart Clothing Recycling Bin

The REFIT™ Smart Clothing Recycling Bin is jointly developed by Singtex, Xiaozhi, and the Taiwan Design Research Institute. Using smart technology to identify fabric materials, the bin selects recyclable clothing, enhancing the efficiency and feasibility of garment regeneration. The bin itself is made from environmentally friendly materials sourced from recycled old clothes and plastic blends produced during garment manufacturing processes.

• REFIT™ Past Events

Since its launch at the Taiwan's Rice Heaven Tianzhong Marathon in 2022, REFIT™ has participated in events such as the 2022 New Taipei City WJS Marathon, the 2023 Taiwan's Rice Heaven Tianzhong Marathon, TITAS, Taiwan Design Expo, Tokyo TAIWAN EXPO, IAU Ultramarathon, Taoyuan Half Marathon, Marathon Expo in Taipei, New Taipei Runners Expo, and the 2023 New Taipei City WJS Marathon, with over 2,000 participants. Additionally, the REFIT Swap Market was held internally within the company, garnering enthusiastic participation from colleagues.

• Taiwan's Rice Heaven Tianzhong Marathon

For eight consecutive years, Singtex has provided S.Café® environmentally friendly coffee yarn fabric to create race clothing for Taiwan's Rice Heaven Tianzhong Marathon. This fabric is sourced from discarded coffee grounds from daily life and is integrated into the fibers through patented technology, imparting odor control, UV resistance, and quick-drying properties to the clothing. In 2022, Singtex initiated the REFIT™ Sustainable Program at the Tianzhong Marathon booth for the first time and continued its participation in 2023, encouraging runners to bring their no-longer-worn 100% polyester running shirts to the event. These clothing items are then handed over to Singtex for transformation into new garments, thereby upholding the "textile-to-textile"

sustainable recycling program.

• New Taipei City WJS Marathon

In 2023, the New Taipei City WJS Marathon collaborated with MIZUNO TAIWAN and Singtex to produce race shirts using S.Café® technology. A total of 11,000 race shirts were made from 33,000 cups of coffee grounds and 55,000 recycled PET bottles, combined with a low-carbon production process that reduced carbon emissions by 2,090 kilograms and saved 88,000 kilograms of water. The marathon also hosted a "Green and Fashion Exhibition" at the New Taipei City Government, where the REFIT recycling bins, made from recycled old clothes and fabric scraps, were showcased. Participants were encouraged to bring old clothes for recycling while attending the exhibition. This initiative will continue in 2024.

• Taiwan Design Expo - New Taipei Together, Formosa

The 2023 Taiwan Design Expo was held in Yingge, New Taipei City. The REFIT Smart Clothing Recycling Bin made its debut in the main exhibition area "Formosa - Circular -", attracting a large number of visitors to experience it.



• TITAS

The 2023 TITAS exhibition, which opened on October 17, featured Singtex with the theme "Youtopia: A Journey to the Source." The concept is inspired by Sir Thomas More's 16th-century book Utopia, which depicts an ideal, perfect place. Singtex altered "Utopia" by replacing the "u" with "you," symbolizing that the ticket to this ideal world is in the hands of each and every one of us.

In pursuit of the ideal textile world, Singtex showcased the REFIT intelligent clothing recycling bin at their booth for the second time. Visitors to TITAS, including guests, suppliers, and students, were invited to bring their 100% polyester sportswear to the Singtex booth (M429a). Through the REFIT™ program, these old garments were given a new life.



• Tokyo Taiwan Image Exhibition

The "2023 Japan-Taiwan Image Exhibition," organized by the Ministry of Economic Affairs and co-hosted by the Bureau of Foreign Trade and the Taiwan External Trade Development Council, was held for the first time in Shinjuku, Tokyo. Over the course of three days, the exhibition attracted more than 20,000 visitors. The event centered on the theme of a smart and sustainable lifestyle, showcasing various scenarios such as food, clothing, housing, transportation, entertainment, and healthcare. A total of 135 Taiwanese companies participated. This exhibition also marked the first international debut of the REFIT™ smart clothing recycling box, promoting the diverse and innovative strengths of Taiwan's textile industry on a global stage.

• IAU SUPER MARATHON

In December 2023, the 2023 IAU Super Marathon 24-Hour World Championship and the WMA 24-Hour World Masters Championship will be held at Dajia Riverside Park in Taipei, featuring more than 300 international athletes from over 40 countries. Singtex will place REFIT™ clothing recycling boxes in the athlete's village at the Jiantan Youth Activity Center, inviting runners to donate their used running gear and breathe new life into old clothes through the REFIT™ program.

• Taoyuan Half Marathon, Marathon

Shihmen Reservoir is a must-visit tourist destination in Taoyuan, where the event encourages participants to enjoy a healthy lifestyle while taking in the beautiful scenery. Singtex placed a REFIT Clothing Recycling Bin at the venue, inviting participants to recycle their running shirts while also educating the public on how to support the circular economy in the textile industry.

• Marathon Expo in Taipei

The Marathon Expo was held at EXPO Yuanshan Park in conjunction with the nation's largest sporting event, the Taipei Marathon. Participants could enter early to collect their race materials and explore the latest trends in road running. The expo featured renowned sports brands from both domestic and international markets, showcasing everything from the latest material designs in athletic wear to high-tech sports equipment. Singtex set up a REFIT Clothing Recycling Bin at the expo, collecting a total of 388 garments over the three-day event, making the effort a resounding success.



• New Taipei City Sports Center

To support the 9/9 National Sports Day, Singtex will set up long-term REFIT™ Clothing Recycling Bins starting in September at the New Taipei City Taishan Civil Sports Center, New Taipei Xinzhuang Gymnasium, and New Taipei City Wugu Civil Sports Center. Visitors to these sports centers will be able to conveniently drop off their old sportswear, allowing Singtex to give them new life.



• Swap market

In addition to actively promoting REFIT externally, Singtex has also established a corporate culture of "Reuse before Recycling" within the company. Rather than simply recycling clothing, it's even better if someone can use it. Therefore, during Christmas 2022, Singtex held its first "REFIT Swap Market for Secondhand Christmas Clothes," inviting employees to sort out gently used clothing that had been tucked away in their closets. These items were brought in to be exchanged with colleagues, visitors, and vendors, giving the clothes a new owner! Due to the enthusiastic response from employees, the swap market was held three times in total, including on Earth Day and Christmas 2023.

During the "2023 REFIT Swap Market for Secondhand Christmas Clothes," a total of 86.1% of the clothes found new owners! The unclaimed clothes were donated to the Old Shoes Rescue International Christian Care Association, and 100% polyester garments were included in the REFIT Sustainability Program.

The successful conclusion of the market also revealed the significant potential for secondhand clothes to gain new life, prompting Singtex to place even greater emphasis on the importance of "Reuse" and "Waste Reduction" within the 3Rs (Reduce, Reuse, Recycle). Through such activities, we aim to raise environmental awareness among our employees.



REFIT Value-Added Applications

Reduce at the source, Reuse repeatedly, Recycle cyclically.

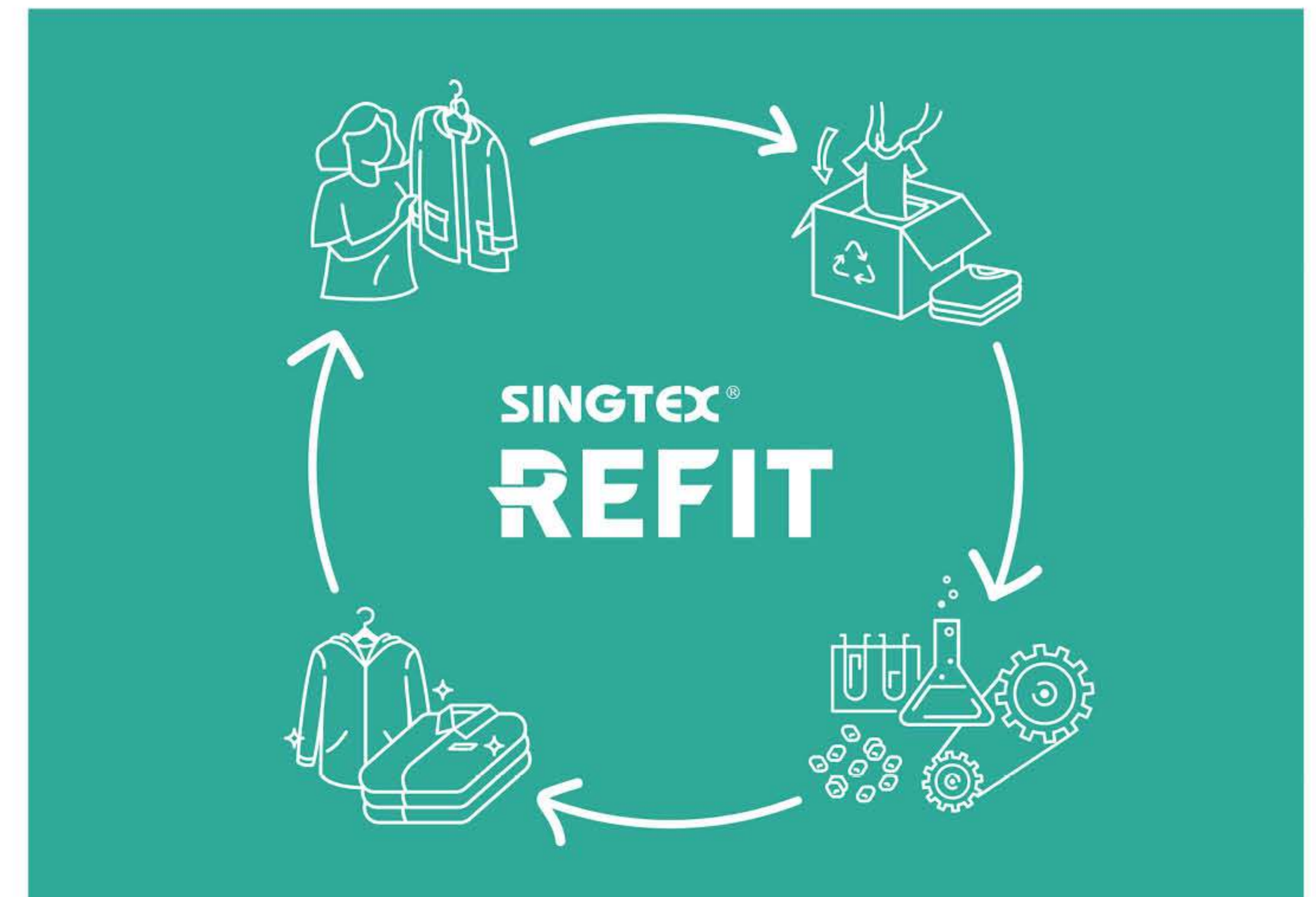
Old clothes recovered through the REFIT Sustainability Program are categorized as follows: charitable donations, design remaking, deconstruction and modification, and waste-to-energy.

Charitable Donations: Discarded clothing is transformed into rescue supplies and donated to social welfare organizations across Taiwan.

Design Remaking and Repair: Emerging designers re-sew, repair, and redesign old clothes, creating new value.

Deconstruction and Modification: Garments made from 100% polyester are precisely sorted, deconstructed, and reassembled into new clothes.

Waste-to-Energy: Clothes that cannot be processed are converted into fuel rods, replacing traditional coal in power generation. The concept of REFIT is not only about recycling but also about ensuring that textiles can be reused through selection, repair, and creative design before they even reach the deconstruction stage, ultimately re-entering the market.



Appendix

Appendix 1 : GRI Sustainability Guidelines (GRI Guidelines) Comparison Table

The "*" represents Material Topics.

Statement of Use	This report has been prepared in accordance with the GRI Standards, with information disclosed for the reporting period covering the fiscal year 2023 (from January 1, 2023, to December 31, 2023).
GRI1 Application	GRI1: Foundation (2021)

Number	GRI Standard Disclosure Content	Corresponding Section	Page	Omission /Remark
GRI2: General Disclosures 2021				
Organization and Reporting Practices				
2-1	Detailed Organizational Information	2.1 About SINGTEX group	18	
2-2	Entities Included in the Sustainability Report	About This Report	3	
2-3	Reporting Period, Frequency, and Contact Information	About This Report	3	
2-4	Data Restatement	About This Report	3	
2-5	External Assurance/Verification	About This Report	3	
Operational Activities and Workforce				
2-6	Activities, Value Chain, and Other Business Relationships	2.1 About SINGTEX group	18	
2-7	Employees	5.1.1 Employment of a Diverse Workforce	53	
2-8	Non-Employee Workers	5.1.1 Employment of a Diverse Workforce	53	
Governance				
2-9	Governance Structure and Composition	2.3 Corporate Governance	25	
2-10	Nomination and Selection of the Highest Governance Body	2.3 Corporate Governance	25	
2-11	Chair of the Highest Governance Body	2.3 Corporate Governance	25	
2-12	Role of the Highest Governance Body in Overseeing Impact Management	2.3 Corporate Governance	25	
2-13	Person Responsible for Impact Management	2.3 Corporate Governance	25	
2-14	Role of the Highest Governance Body in the Sustainability Report	2.3 Corporate Governance	25	
2-15	Conflict of Interests	2.3 Corporate Governance	25	
2-16	Communication of Key Material Events	2.3 Corporate Governance	25	
2-17	Collective Intelligence of the Highest Governance Body	2.3 Corporate Governance	25	
2-18	Performance Evaluation of the Highest Governance Body	2.3 Corporate Governance	25	
2-19	Compensation Policies	2.3 Corporate Governance	25	
2-20	Compensation Determination Process	2.3 Corporate Governance	25	
2-21	Annual Total Compensation Ratio	5.1.1 Employment of a Diverse Workforce	53	
Strategies, Policies and Practices				
2-22	Statement of Sustainable Development Strategies	Message from the Chairman	4	
2-23	Commitment to Policies	1.1 Sustainable Commitment	10	
2-24	Incorporation of Policy Commitments	1.1 Sustainable Commitment	10	
2-25	Remediation Procedures for Adverse Impacts	1.1 Sustainable Commitment	10	

2-26	Mechanisms for Seeking Advice and Raising Concerns	2.5 Regulatory Compliance	34	
2-27	Regulatory Compliance	2.5 Regulatory Compliance	34	
2-28	Membership in Public Associations	2.1 About SINGTEX group	18	
Stakeholder Engagement				
2-29	Stakeholder Engagement Policy	1.2 Stakeholders	10	
2-30	Collective bargaining agreement	5.3.3 Employee Benefits Enhancement	56	
GRI3 : Material Topics2021				
3-1	Process for Determining Material Topics	1.3 Identification of Material Topics	12	
3-2	List of Material Topics	1.3 Identification of Material Topics	12	

GRI Standard Categories/Topics	Number	GRI Standard Disclosure Content	Corresponding Section	Page	Omission /Remark
Specific Topic Standard: GRI 200 Series - Economic Aspect					
*Economic Performance					
GRI3 Economic Performance Management Disclosure 2021	3-3	Management of Material Topics	Disclosure of Integrity Governance Management	17	
GRI201 Economic Performance Theme Disclosure 2016	201-1	Direct Economic Value Generated and Distributed by the Organization	2.2 Operational Performance	24	
	201-2	Financial Impacts of Climate Change and Other Risks and Opportunities	2.4 Risk Management	32	
	201-3	Defined Benefit Obligations and Other Retirement Plans	5.3.1 Employee Retirement System and Implementation Status	56	
	201-4	Financial Assistance Received from Government	2.2 Operational Performance	24	
Market Position					
GRI202 Market Position Theme Disclosure 2016	202-1	Ratio of Standard Salaries for Ground-level Employees of Different Genders to Local Minimum Wages	5.1.2 Talent Recruitment and Retention	54	
	202-2	Percentage of Local Residents Employed in Senior Management Positions	5.1.1 Employment of a Diverse Workforce	53	
Indirect Economic Impact					
GRI203 Indirect Economic Impact Theme Disclosure 2016	203-1	Infrastructure Investment and the Development and Impact of Support Services	5.5 Social Contributions	63	
	203-2	Significant Indirect Economic Impact	5.5 Social Contributions	63	
Procurement Practices					
GRI204 Procurement Practices Theme Disclosure 2016	204-1	來自當地供應商的採購支出比例	4.1 Raw Material Management	47	

Anti-Corruption					
GRI205 Anti-Corruption Theme Disclosure 2016	205-1	Operational Locations with Conducted Anti-Corruption Risk Assessments	2.5 Regulatory Compliance	34	
	205-2	Communication and Training on Anti-Corruption Policies and Procedures	2.5 Regulatory Compliance	34	
	205-3	Confirmed Cases of Corruption and Actions Taken	2.5 Regulatory Compliance	34	
Anticompetitive Practices					
GRI206 Disclosure of Anticompetitive Practices Theme - 2016	206-1	Legal Actions against Anticompetitive Practices, Antitrust, and Monopoly Behavior	2.5 Regulatory Compliance	34	
Taxation					
GRI207 Disclosure of Taxation Theme - 2019	207-1	Tax Policies	2.6 Disclosure of Taxation Theme	35	
	207-2	Tax Governance, Control, and Risk Management	2.6 Disclosure of Taxation Theme	35	
	207-3	Stakeholder Communication and Management of Tax-Related Issues	2.6 Disclosure of Taxation Theme	35	
	207-4	Country-by-Country Report	2.6 Disclosure of Taxation Theme	35	
Specific Topic Guidelines: Environmental Aspect - 300 Series					
*Materials					
GRI3 Disclosure of Materials Management - 2021	3-3	Management of Material Topics	Disclosure of Environmental Stewardship Management	46	
GRI301 Disclosure of Material Topics - 2016	301-1	Weight or volume of materials used	4.1 Raw Material Management	47	
	301-1	Use of Renewable Materials	4.1 Raw Material Management	47	
	301-1	Recycled Products and Their Packaging	4.1 Raw Material Management	47	
Energy					
GRI302 Disclosure of Energy Theme - 2016	302-1	Internal Energy Consumption of the Organization	4.3 Energy Management	49	
	302-2	External Energy Consumption of the Organization	4.3 Energy Management	49	
	302-3	Energy Intensity	4.3 Energy Management	49	
	302-4	Energy Consumption Reduction	4.3 Energy Management	49	
	302-5	Lowering Energy Demand for Products and Services	4.3 Energy Management	49	
Water and Wastewater					
GRI303 Water and effluents 2018	303-1	Mutual Impacts of Shared Water Resources	4.2 Water Resource Management	48	
	303-2	Management of Impacts Related to Wastewater	4.2 Water Resource Management	48	
	303-3	Water Withdrawals	4.2 Water Resource Management	48	
	303-4	Wastewater Discharges	4.2 Water Resource Management	48	
	303-5	Water Consumption	4.2 Water Resource Management	48	
*Emissions					
GRI3 Disclosure of Emissions Management - 2021	3-3	Management of Material Topics	Disclosure of Environmental Stewardship Management	46	

GRI305 Disclosure of Emissions Theme - 2016	305-1	Direct (Scope 1) Greenhouse Gas Emissions	4.4 Greenhouse Gas Management and Pollution Control	50	
	305-2	Indirect Energy (Scope 2) Greenhouse Gas Emissions	4.4 Greenhouse Gas Management and Pollution Control	50	
	305-3	Other Indirect (Scope 3) Greenhouse Gas Emissions	4.4 Greenhouse Gas Management and Pollution Control	50	
	305-4	Greenhouse Gas Emissions Intensity	4.4 Greenhouse Gas Management and Pollution Control	50	
	305-5	Greenhouse Gas Emissions Reduction	4.4 Greenhouse Gas Management and Pollution Control	50	
	305-6	Emissions of Ozone-Depleting Substances	4.4 Greenhouse Gas Management and Pollution Control	50	
	305-7	Emissions of Nitrogen Oxides (NOx), Sulfur Oxides (SOx), and Other Gas Emissions from Materials	4.4 Greenhouse Gas Management and Pollution Control	50	
*Waste					
GRI3 Disclosure of Waste Management - 2021	3-3	Management of Material Topics	Disclosure of Environmental Stewardship Management	46	
GRI306 Disclosure of Waste Theme - 2020	306-1	Generation of Waste and Significant Waste-Related Impacts	4.5 Waste Management	51	
	306-2	Management of Significant Waste-Related Impacts	4.5 Waste Management	51	
	306-3	Generation of Waste	4.5 Waste Management	51	
	306-4	Waste Disposal and Transfer	4.5 Waste Management	51	
	306-5	Direct Disposal of Waste	4.5 Waste Management	51	
*Supplier Environmental Assessment					
GRI3 Supplier Environmental Assessment Management Disclosure - 2021	3-3	Management of Material Topics	Disclosure of Innovative Design Management	37	
GRI308 Supplier Environmental Assessment Theme Disclosure - 2016	308-1	Adopting Environmental Standards to Screen New Suppliers	4.1 Raw Material Management	47	
	308-2	Environmental Impacts within the Supply Chain and Actions Taken	4.1 Raw Material Management	47	
Specific Topic Guidelines: 400 Series (Social Themes)					
*Employment					
GRI3 E m p l o y m e n t Management Disclosure - 2021	3-3	Management of Material Topics	Disclosure of Happy Workplace Management	53	
GRI401 Employment Theme Disclosure - 2016	401-1	New Hires and Employee Departures	5.1.1 Employment of a Diverse Workforce	53	
	401-2	Benefits Offered to Full-Time Employees (Excluding Temporary or Part-Time Employees)	5.1.1 Employment of a Diverse Workforce	53	
	401-3	Maternity Leave	5.3.2 Maternity and Parental Leave Implementation Status		
Labor Relations					
GRI402 Disclosure of Labor Relations Theme - 2016	402-1	Notice Period for Operational Changes	5.1.1 Employment of a Diverse Workforce	53	

*Occupational Health and Safety					
GRI3 Occupational Health and Safety Management Disclosure - 2021	3-3	Management of Material Topics	Disclosure of Happy Workplace Management	53	
GRI403 Occupational Health and Safety Theme Disclosure - 2018	403-1	Occupational Health and Safety Management System	5.4 Occupational Health and Safety	57	
	403-2	Hazard Identification, Risk Assessment, and Incident Investigation	5.4 Occupational Health and Safety	57	
	403-3	Occupational Health Services	5.4 Occupational Health and Safety	57	
	403-4	Worker Participation, Consultation, and Communication on Occupational Health and Safety	5.4 Occupational Health and Safety	57	
	403-5	Worker Training on Occupational Health and Safety	5.4 Occupational Health and Safety	57	
	403-6	Worker Health Promotion	5.4 Occupational Health and Safety	57	
	403-7	Preventing and Mitigating Occupational Health and Safety Impacts Directly Related to Business Activities	5.4 Occupational Health and Safety	57	
	403-8	Workers Covered by the Occupational Health and Safety Management System	5.4 Occupational Health and Safety	57	
	403-9	Occupational Injuries	5.4 Occupational Health and Safety	57	
	403-10	Occupational Illnesses	5.4 Occupational Health and Safety	57	
* Training and Education					
GRI3 Training and Education Management Disclosure - 2021	3-3	Management of Material Topics	Disclosure of Happy Workplace Management	53	
GRI404 Training and Education Theme Disclosure - 2016	404-1	Average annual training hours per employee	5.2 Training and Development	55	
	404-2	Enhancement of employee skills and transition assistance programs	5.2 Training and Development	55	
	404-3	Percentage of employees undergoing regular performance and career development assessments	5.1.1 Employment of a Diverse Workforce	53	
*Diversity and Equal Opportunity					
GRI3 Diversity and Equal Opportunity Management Disclosure - 2021	3-3	Management of Material Topics	Disclosure of Happy Workplace Management	53	
GRI405 Diversity and Equal Opportunity Theme Disclosure - 2016	405-1	Diversity among governance bodies and employees	5.1.1 Employment of a Diverse Workforce	53	
	405-2	Ratio of basic salary increase between females and males	5.1.1 Employment of a Diverse Workforce	53	
Non-Discrimination					

GRI406 Disclosure of Non-Discrimination Theme - 2016	406-1	Incidents of discrimination and improvement actions taken by the organization	2.5 Regulatory Compliance	34	
Freedom of Association and Collective Bargaining					
GRI407 Disclosure of Freedom of Association and Collective Bargaining Theme - 2016	407-1	Operational locations or suppliers at risk of violating freedom of association and collective bargaining	2.5 Regulatory Compliance	34	
Child Labor					
GRI408 Child Labor 2016	408-1	Operational locations and suppliers with material risks of forced or compulsory labor incidents	5.1.1 Employment of a Diverse Workforce	53	
Forced or Compulsory Labor					
GRI409 Disclosure of Forced or Compulsory Labor Theme - 2016	409-1	Operational locations and suppliers with material risks of forced or compulsory labor incidents	2.5 Regulatory Compliance	34	
Security Practices					
GRI410 Disclosure of Security Practices Theme - 2016	410-1	Security personnel receiving human rights policy or procedure training	5.1.1 Employment of a Diverse Workforce	53	
Indigenous Rights					
GRI411 Disclosure of Indigenous Rights Theme - 2016	411-1	Incidents involving violations of indigenous rights	5.1.1 Employment of a Diverse Workforce	53	
Local communities					
GRI413 Disclosure of Local Communities Theme - 2016	413-1	Operational activities involving communication with local communities, impact assessments, and development plans	5.5 Social Contributions	63	
	413-2	Operational activities with significant actual or potential negative impacts on local communities	5.5 Social Contributions	63	
*Supplier Social Assessment					
GRI3 Supplier Social Assessment Management Disclosure - 2021	3-3	Management of Material Topics	Disclosure of Innovative Design Management	5	
GRI414 Supplier Social Assessment Theme Disclosure - 2016	414-1	Screening new suppliers using social criteria	4.1 Raw Material Management	47	
	414-2	Negative social impacts within the supply chain and actions taken	4.1 Raw Material Management	47	

Public Policies					
GRI415 Disclosure of Public Policies Theme - 2016	415-1	Political Contributions	2.2 Operational Performance	24	
Customer Health and Safety					
GRI416 Disclosure of Customer Health and Safety Theme - 2016	416-1	Assessment of product and service categories for their impact on health and safety	3.1 Customer Service Management	40	
	416-2	Incidents involving violations of health and safety regulations related to products and services	3.1 Customer Service Management	40	
Marketing and Labeling					
GRI417 Disclosure of Marketing and Labeling Theme - 2016	417-1	Requirements for product and service information and labeling	3.1 Customer Service Management	40	
	417-2	Incidents of non-compliance with regulations related to product and service information and labeling	3.1 Customer Service Management	40	
	417-3	Incidents of non-compliance with regulations related to marketing communications	3.1 Customer Service Management	40	
Customer Privacy					
GRI418 Disclosure of Customer Privacy Theme - 2016	418-1	Complaints substantiated for breaches of customer privacy or loss of customer data	3.1 Customer Service Management	40	
Customized Sustainability Topics					
*Chemicals Management in Products					
GRI3 Corporate Governance Management Disclosure	3-3	Management of Material Topics	Disclosure of Innovative Design Management	53	

Appendix 2: Comparison Table of SASB Sustainability Accounting Standards

Following the SASB Sustainability Accounting Standards, "Apparel, Accessories & Footwear" has been selected as the chosen indicator disclosure category based on the characteristics of our group's business activities.

Topics	Indicator Code	Disclosure Indicator	Nature	Corresponding Section	Page	Omission /Remark
Chemicals Management in Products	CG-AA-250a.1	Discussion of the Process for Maintaining Compliance with Restricted Substance Regulations	Discussion and Analysis	4.1 Raw Material Management	47	
	CG-AA-250a.2	Discussion of the Process for Assessing and Managing Risks and/or Hazards Related to Chemicals in Products	Discussion and Analysis	4.1 Raw Material Management	47	
Environmental Impact in the Supply Chain	CG-AA-430a.1	Percentage of Level 1 Suppliers' Facilities and Above Compliant with Wastewater Emissions Permits and/or Contractual Agreements	Quantify (%)	4.1 Raw Material Management	47	
	CG-AA-430a.2	Percentage of Level 1 Suppliers' Facilities and Above Completing Sustainable Apparel Coalition Higg Facility Environmental Module (Higg FEM) Assessments or Equivalent Environmental Data Assessments	Quantify (%)	-		Our company's procurement regulations do not require the evaluation of whether Suppliers have completed the Higg FEM, and we cannot verify Suppliers' compliance.
Labor Conditions in the Supply Chain	CG-AA-430b.1	Percentage of Level 1 Suppliers' Facilities and Above Audited in Accordance with the "Labor Code of Conduct," Total Audit Percentage Conducted by Third-Party Auditors	Quantify (%)	-		Will be disclosed in 2023.
	CG-AA-430b.2	Non-Conformance Rate and Related Corrective Action Rate for Audits of Suppliers' Labor Behavior Code of Conduct	Quantify (Speed)	-		Will be disclosed in 2023.
	CG-AA-430b.3	Description of the Most Significant Labor and Environmental, Health, and Safety Risks in the Supply Chain	Discussion and Analysis	-		Currently no relevant information.
Raw Materials Procurement	CG-AA-440a.1	Priority Raw Material List; For Each Priority Raw Material: Discuss the Environmental and/or Social Factors Most Likely to Threaten Procurement, Discuss Business Risks and/or Opportunities Related to Environmental and/or Social Factors, and Describe Management Strategies to Address Business Risks and Opportunities	Discussion and Analysis	4.1 Raw Material Management	47	
	CG-AA-440a.2	Quantity of Priority Raw Materials Purchased by Data and Quantity of Each Priority Raw Material Verified to Meet Supplier Environmental and/or Social Standards by Standard	Quantify (Tonnes per ton)	4.1 Raw Material Management	47	

Indicator Code	Disclosure Indicator	Nature	Corresponding Section	Page	Omission /Remark
RR-ST-000.A	Total Number of First-tier and Second-tier Suppliers	Quantification (Quantity)	4.1 Raw Material Management	47	

Appendix 3: Disclosure of Climate-Related Information for Listed Companies

Item	Corresponding Section	Page	Omission /Remark
1.Describe the oversight and governance of climate-related risks and opportunities by the board of directors and management.	2.4 Risk Management	32	
2. Explain how the identified climate risks and opportunities affect the company's business, strategies, and finances (short-term, medium-term, long-term).	2.4 Risk Management	32	
3. Discuss the impact of extreme weather events and transition actions on the company's finances.	2.4 Risk Management	32	
4. Detail how the process of identifying, assessing, and managing climate risks is integrated into the overall Risk Management system.	2.4 Risk Management	32	
5. If scenario analysis is used to assess resilience to climate change risks, provide information on the scenarios, parameters, assumptions, analysis factors, and key financial impacts used.	2.4 Risk Management	32	
6. If there is a transformation plan in place to manage climate-related risks, describe the plan's content and provide indicators and goals for identifying and managing physical and transition risks.	2.4 Risk Management	32	
7. If internal carbon pricing is used as a planning tool, explain the basis for price determination.	-		Non-disclosure
8. If climate-related goals are set, provide information on the covered activities, greenhouse gas emissions categories, planning timelines, annual progress towards achieving the goals, and details on carbon offsets or Renewable Energy Certificates (RECs) used to meet the objectives, including the source and quantity of carbon offsets or RECs.	2.4 Risk Management	32	
9. Report on greenhouse gas inventories and assurance status.	2.4 Risk Management	32	

Appendix 4: Comparison Table of United Nations Sustainable Development Goals (SDGs)

Item Number	Sustainable Development Goals	Corresponding Section	Page
Target 2	Eradicate Hunger, Achieve Food Security, Improve Nutrition, and Promote Sustainable Agriculture	5.5 Social Contributions	63
Target 4	Ensure Inclusive and Quality Education for All and Promote Lifelong Learning	5.2 Training and Development	55
Target 5	Achieve Gender Equality and Empower Women	2.3.1 Board of directors 5.3.2 Maternity and Parental Leave Implementation Status 5.3.3.Employee Benefits Enhancement	27 56 56
Target 6	Ensure Access to Clean Water and Sanitation for All and Ensure Sustainable Management	4.2 Water Resource Management	48
Target 7	Ensure Access to Affordable, Reliable, Sustainable, and Modern Energy for All	4.3 Energy Management	49
Target 8	Promote Inclusive and Sustainable Economic Growth, Achieve Full and Productive Employment, and Ensure Decent Work for All	5.2Training and Development	55
Target 10	Reduce Inequality Within and Among Countries	5.1.1 Employment of a Diverse Workforce	53
Target 12	Ensure Sustainable Consumption and Production Patterns	3.1Customer Service Management	40
Target 13	Take Urgent Action to Combat Climate Change and Its Impacts	2.1 About SINGTEX group 5.5 Social Contributions	18 63
Target 15	Protect, Restore, and Promote Sustainable Use of Terrestrial Ecosystems, Sustainably Manage Forests, Combat Desertification, Halt and Reverse Land Degradation, and Halt Biodiversity Loss	5.5 Social Contributions	63
Target 16	Promote Peaceful and Inclusive Societies for Sustainable Development, Provide Access to Justice for All, and Build Effective, Accountable, and Inclusive Institutions at All Levels	1.2.2 Stakeholder Communication Channels 2.5 Regulatory Compliance	11 34
Target 17	Strengthen the Means of Implementation and Revitalize the Global Partnership for Sustainable Development	3.2 Sustainable Supply Chain Management	42