

A close-up photograph of a plaid fabric texture, showing the intricate weave and pattern of the material. The image is dark and moody, with the plaid pattern being the central focus.

**2024
SINGTEX GROUP
SUSTAINABILITY REPORT**

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About the Report

About This Report

This report is the sustainability report issued by Singtex Industrial Co., Ltd. (referred to as the SINGTEX group or the Group hereafter). The information and data in the report were compiled and edited by the Company's sustainability management team, submitted to the Sustainable Development Committee for review, and then reviewed by the General Manager and Chairman before publication upon approval by the Board of Directors.

Disclosure period and scope

The data disclosed in this report covers the period from January 1, 2024 to December 31, 2024. Financial-related disclosures are consistent with the consolidated financial statements. Other disclosures primarily cover the Group, including GFun Industrial Co., Ltd. (hereinafter referred to as "GFun Company") and Magictex Apparel Corporation, (hereinafter referred to as "Magictex"), and do not include its subsidiary, Magictex (Vietnam) Co., Ltd. (hereinafter referred to as "Magictex (Vietnam)"). The disclosure data covers environmental, social, and economic aspects. Variations in scope or data within each chapter will be noted in the text. The data and figures disclosed in this report, except for the financial data which has been audited and publicly announced as required by law, are the results of our own investigation and statistical compilation. All financial figures in this report are denominated in New Taiwan dollars (NT\$). Any exceptions will be noted and explained in the text.

Basis of Preparation

This report is prepared in accordance with the GRI Standards 2021 published by the Global Reporting Initiative (GRI), and covers the material issues of concern to stakeholders to demonstrate the Company's sustainable operations.

Restatements of information

Correction of greenhouse gas management data: A review of the greenhouse gas management data report for 2022 and 2023 revealed that some Scope 3 emissions were included in the statistics. The report has been revised to reflect this correction.

External verification

This report has not been externally verified.

Publication overview

This is the Group's third Sustainability Report. The Group will publish a "Sustainability Report" annually.

- Previous edition: Published in August 2024.
- Current edition: Published in August 2025.

Contact us

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

Contact email: ESG@singtex.com

E-mail: Official website: <https://www.singtex.com/zh/about-group/>



Official Website



Corporate Social Responsibility

Message from the Chairman

In the face of climate change and resource depletion, the role of businesses has evolved from merely being an economic participant to a key driver of sustainable development. Since its establishment, the Group has been committed to finding a balance between the environment, society, and economy, upholding the core values of "innovation, responsibility, and sustainability" and responding to global trends and local needs through technological innovation and system upgrades.

2024 was a key year for SINGTEX group. We officially activated our new environmentally friendly dyeing and finishing plant, which represents the largest investment in dyeing and finishing equipment in Taiwan in recent years. This demonstrates our long-term commitment to energy conservation and sustainability, and signifies our dedication to remaining in Taiwan and strengthening our industrial competitiveness. Through high-performance, low-energy dyeing and finishing equipment, we have found the optimal balance between product quality and sustainability, setting a new standard for the textile industry in Taiwan.

On the road to a circular economy, SINGTEX group continues to strengthen the development of high-performance materials and the recycling and re-manufacturing of used clothing. We successfully developed outdoor waterproof functional apparel that is recyclable and reusable. Utilizing innovative manufacturing technology, we've been able to repurpose composite materials that were previously difficult to recycle, creating a sustainable solution that balances performance and environmental protection. This also opens up new avenues in textile life cycle management. In response to diverse and high-end market demands, we continuously expand our R&D in special function fabrics and military products. Whether it is the application requirements of extreme climates or the professional standards of tactical performance, we meet these challenges with a rigorous attitude and high-level R&D capabilities, showcasing the technical strength and international influence of Taiwanese functional fabrics.



SINGTEX Group Chairman

陳國欽

Sustainable Commitment

The Group is committed to “environmental sustainability” and “Net-Zero” and has been continuously developing green and smart factories in recent years. We have always centered our business around a "business that warms the heart" and taken proactive measures in response to the impact of climate change on human survival. These include obtaining OEKO-TEX®, GRS, and bluesign® certification – recognized by the most stringent Swiss environmental label agency – demonstrating our commitment to environmental policies. Through audit assessments to determine compliance with standard requirements, and through supplier management, proactively prevent, address, remediate, or control potential and adverse sustainability impacts.

Awards and Recognition

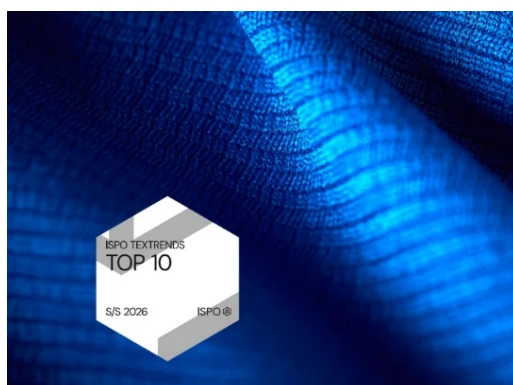
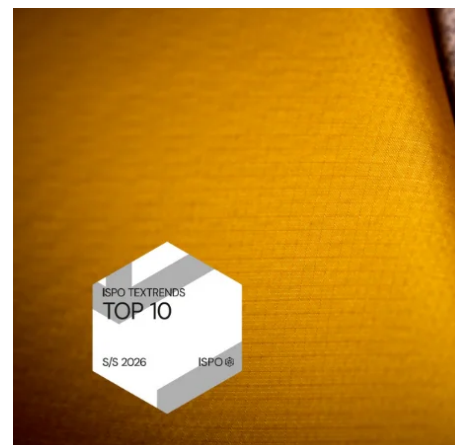


The TRANZEND Ultra Suit 3.0, a next-generation functional suit, and the ECOFUN Storm Double-Sided Fleece Stand-Collar Jacket won the 32nd Taiwan Excellence Award.



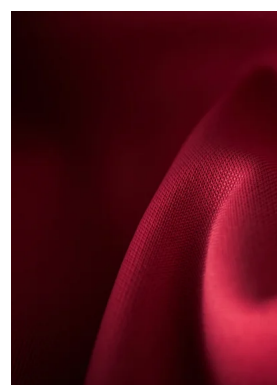
ISPO TEXTREND 26S Spring/ Summer

- S.Café® Refit TOP 10
- SINGTEX® Protector Lite Top10
- STORMFLEECE Lite Selection
- Aeroweave - Selection



ISPO TEXTREND 26/27 Fall/Winter

- SINGTEX STRETCH TOP 10
- SINGTEX Netplus - Selection
- S.Café ocean- Selection
- STORMFLEECE™ PLUS - Selection



Completion of high-precision dyeing and finishing plant

To strengthen vertical integration and establish a sustainable manufacturing process, we officially activated our high-precision dyeing factory in 2024. The introduction of advanced, automated, and environmentally friendly equipment and processes signifies a key upgrade for the Company in the high-performance textile production chain. The new plant employs an automated dyeing and finishing control system to enhance the precision and stability of the dyeing process, effectively minimizing human error and color variations. Furthermore, it utilizes low liquor ratio dyeing equipment and a heat recovery system as key components, showcasing our commitment to green manufacturing. The commissioning of the high-precision dyeing and finishing plant not only significantly enhances the Group's independent capabilities in functional fabric development and mass production, but also demonstrates the Company's determination to implement environmental sustainability and smart manufacturing, and to move towards becoming an international-level green supply chain partner.



SINGTEX Education Foundation

The Group has established the “New Taipei City SINGTEX Education Foundation” to provide stable resources supporting education in remote areas, and established scholarships to help more disadvantaged students pursue their dreams and move forward with courage. We believe that every act of kindness is a force for social progress. In the future, we will continue to promote the cycle of goodness through a variety of public welfare initiatives, bringing more warmth and hope to society.



Improvement of Corporate Governance Performance

The Company's performance in the Corporate Governance Evaluation for TPEx Listed Companies has significantly improved, rising from 36–50% in 2023 to 21–35%, showcasing continuous improvement in areas such as board operations, information disclosure, and sustainable management. The Company will set a goal to advance towards higher governance standards, deepen its corporate governance culture, actively respond to stakeholder expectations, and consolidate the foundations for sustainable business operations.

Material Topics and Stakeholders

To understand stakeholders’ level of concern regarding the Group’ s sustainability issues and to assess the effectiveness of initiatives within the organization. The Group has identified key issues through the material topic analysis process as shown in the figure on the right.

Identification of material topics

The Group identified 10 key sustainability topics for 2024: economic performance, labor-management relations, management of chemical substances in products, occupational safety and health, waste, supplier environmental assessment, climate change factors, materials, emissions, and employee diversity and equal opportunity. These topics will be prioritized for ongoing monitoring, improvement efforts, and will serve as the foundation for future sustainability reporting. The content of these material topics is reported to senior executives for confirmation before publication.



Material Topics and Boundaries

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

Material Topics	Corresponding Indicators	Management Disclosure Chapter	The Group	Employees	Financial institutions	Suppliers	Business partners	Local communities	Customers	Government	Shareholders
Economic performance	GRI 201	Chapter 1: Ethical Governance	■		□	▲	▲		▲		□
Employment	GRI 401	Chapter 4. Uniting Strength	■	■			▲			□	
Product chemical substance management	SASB	Chapter 2. Innovative Research and Development	■			▲			▲	□	
Occupational health and safety	GRI 403	Chapter 4. Uniting Strength	■	■		▲					
Waste	GRI 306	Chapter 3. Environmental Stewardship	■					□		□	
Supplier Environmental Assessment	GRI 308	Chapter 2. Innovative Research and Development	■			▲					
Climate change factor	GRI 201	Chapter 3. Environmental Stewardship	■		□					□	□
Materials	GRI 301	Chapter 2. Innovative Research and Development	■			□				□	
Emissions	GRI 305	Chapter 3. Environmental Stewardship	■							□	
Diversity and Equal Opportunity	GRI 405	Chapter 4. Uniting Strength	■	■		▲	▲	▲		□	

Stakeholder engagement

The Group has identified eight categories of stakeholders for 2024, namely, shareholders and other investors, employees, financial institutions, suppliers, business partners, local communities, customers, and the government through discussions with senior management, based on the GRI Standards 2021 Stakeholder Identification Standard, to implement our goals and vision for sustainable management.

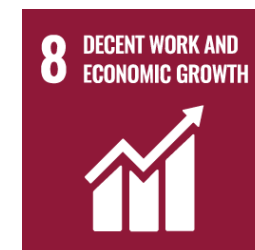
Stakeholder communication channels

The Group has established communication channels tailored to different stakeholder groups to facilitate open communication. We offer a variety of communication mechanisms and interactive platforms, providing timely responses and actively incorporating stakeholder feedback into our corporate social responsibility and sustainable development initiatives. Communication channels and detailed information for each stakeholder are shown in the table.



Stakeholder	Material Topics of Concern	Communication Channels	Frequency
Shareholders/investors	• Economic performance	Shareholders' meeting	Annually
		Annual Report	Annually
		Company website	As needed
		Market Observation Post System (MOPS)	As needed
Employees	• Employment • Diversity and Equal Opportunity	Labor-management meetings	Quarterly
		Employee Welfare Committee	Monthly
		Occupational Health and Safety Committee	Quarterly
		Employee suggestion box	As needed
Financial institutions	• Economic performance	Telephone	As needed
		Business visits	As needed
		Company website	As needed
		Annual report, financial statement	Quarterly
Suppliers	• Materials	Supplier evaluation	Annually
		Suppliers sign the CSR Self-Assessment Form	Annually
		Business visits	As needed
		Telephone	As needed
		Company Profile	Established during the first transaction and reviewed annually.
Business partners	• Product chemical substance management	Business visits	As needed
		Telephone	As needed
		Company Profile	Established during the first transaction and reviewed annually.
		Company website	As needed
Local communities	• Climate change factor	Social media	As needed
		Village Office	As needed
		SINGTEX Education Foundation	As needed
Customers	• Climate change factor	Satisfaction Survey	Six months to one year
		Business visits	As needed
		Telephone	As needed
		Customer complaint mailbox	As needed
Government	• Product chemical substance management • Occupational health and safety • Waste • Emissions	Official correspondence	As needed
		Company website	As needed
		Market Observation Post System (MOPS)	As needed

1 Ethical Governance



About SINGTEX GROUP

SINGTEX Industrial Co., Ltd. is the parent company of the Singtex Group, whose headquarters was founded in the New Taipei Industrial Park in 2006. Furthermore, the Singtex Advanced R&D Center was established to develop innovative, eco-friendly functional textiles. At the same time, the garment proofing and designing center is consolidated with the integrated marketing center to quickly turn innovative technologies into merchandises. This enables quick response, enhanced order management, shortened delivery date, and even achieves the benefits of small quantities with diverse selection and customized designs. The Company Headquarters' integrated marketing design center leverages global trends and market brand insights, combined with customer needs, to offer marketing resources for products. This is achieved through a team of professional fabric R&D specialists, product planners, and sample designers, strengthening brand promotion efforts in the market. Through integration, the Company is able to respond more effectively to market demands, provide products that meet customer requirements, and collaborate with brand partners to jointly promote the market. This comprehensive operating model gives the Company a competitive advantage, positioning it as a leading enterprise in the textile industry.

Established in 1999, the Company specializes in the precision coating and lamination technology of waterproof and breathable fabrics. In terms of processing technology, we possess multiple patents and certifications, and utilize professional waterproof and breathable coating and lamination techniques to produce a variety of functional film fabrics. This makes us the world’ s largest contract manufacturer of waterproof and breathable fabrics. Initially engaged in wet coating as a third-party manufacturer, the company later expanded to become a comprehensive provider of functional coating and lamination services. We are Taiwan’ s largest specialist in functional breathable waterproof fabrics, with core expertise in the lamination of microporous breathable membranes and high-permeability PTFE products. Our customer base is primarily comprised of channels within the top 50 international sports brands globally.

Founded in 2005, Magictex Apparel Corporation, a subsidiary of the Company, is dedicated to the production of functional sportswear and outdoor leisure apparel. It provides customized group uniforms, secures long-term government clothing contracts, and collaborates with designers to advance the fashion industry. In addition, Magictex Apparel Corporation is a regular supplier for major sports events in Taiwan, offering a one-stop service from fabric selection to garment production for brands.

Established in 2013, Magictex (Vietnam) Co., Ltd. is a 100%-owned sub-subsidiary of the Company. It has obtained multiple certifications including WRAP Certification and C-TPAT, and a variety of garment production technologies.



Industry Association, other member associations, and national or international advocacy organizations

Taiwan Excellent Brand Association (TEBA)	Taoyuan Enterprise Chamber
New Taipei City Industrial Association	Taiwan Supercritical Fluid Association (TSCFA)
Sustainable & Circular Economy Development Association	Taiwan Knitting Industry Association
Taiwan Garment Industry Association (TGIA)	Taiwan Garment Industry Association (TGIA)
Textile Research Development Association International (TRDAI)	Taiwan Cotton Fabric Dyeing & Finishing Association
National Products Sustainable Elite Alliance	TAIWAN SILK & FILAMENT WEAVING INDUSTRIAL ASSOCIATION
Taiwan Smart Textiles Association (TSTA)	Taiwan Bags Association
Association of Taiwan Bio-based and Sustainable Material Industry	Chinese Association For Industrial Technology Advancement

1.1 Operational Performance

The 2024 operating revenue was NT\$3,220,593 thousand, an increase of NT\$236,954 thousand from the previous year. Although the end product demand continued to weaken in 2024 due to geopolitical risks, trade controls, and inflation, the Group actively developed high-tech, high-quality environmentally friendly functional textiles and continued to optimize its post-processing brushed and napped products. Integration of products was achieved through process optimization at the dyeing and finishing plant and coating and laminating plant, while actively pursuing government tenders for police, fire protection, and environmental applications, and developing the supply chain for military products. As a result, the Group's operations were able to sustain growth and profitability in 2024.

Unit: NT\$ thousand

Item/Year	2022	2023	2024
Operating revenue	3,217,811	2,983,639	3,220,593
Employee salaries (including employee benefits)	548,321	594,385	673,163
Payment to the investor	46,805	90,438	60,440
Payment to the government	22,620	63,316	37,798
Community investment	2,068	2,689	9,706
- Employee salary: As reported in the financial statements, employee benefits section, employee salary excludes director compensation and training expenses. - Payment to the investors: cash dividends - Payment to the government: Payment of income tax and penalties for the current year. - Community investment: Donations and gifts.			

Main Products and Services

The Company's products are mainly divided into two categories: "fabrics" and "garments". Its business operations include the R&D of innovative, environmentally friendly yarns and fabrics, OEM for waterproof and breathable fabrics, and garment design and manufacturing. Its main customers include garment manufacturers, brand owners, retailers, distributors, and end consumers.

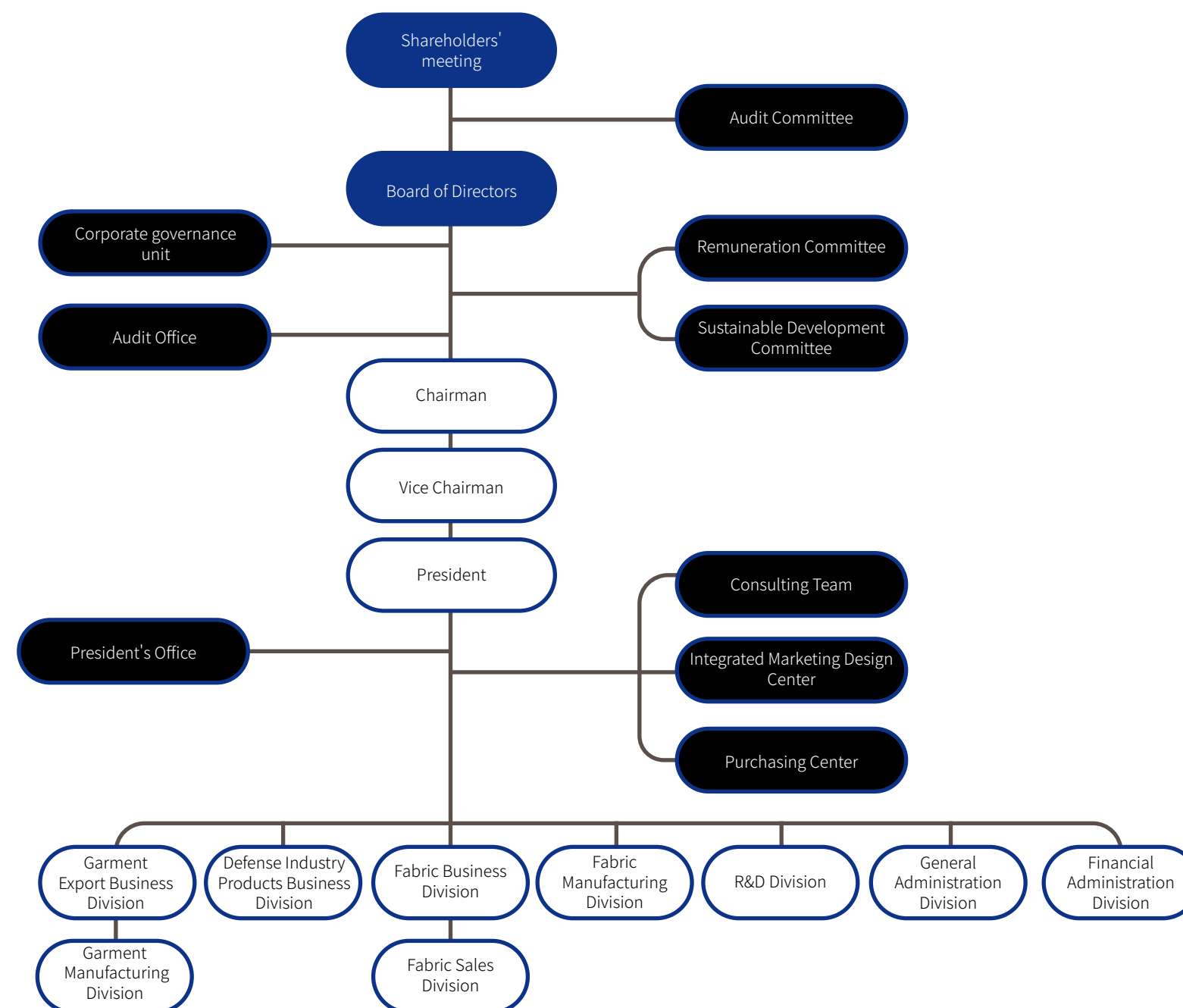
Service Revenue

Unit: NT\$ thousand

Sales area	2022	2023	2024
Asia	2,779,377	2,852,129	3,118,120
Americas	267,631	50,928	52,962
Europe	160,728	70,995	40,056
Other	10,075	9,588	9,454

1.2 Corporate Governance

The organizational chart of the Company is as follows:



The Company is committed to establishing sound corporate governance and, in addition to complying with all applicable laws and regulations, actively implementing the following principles:

- ✓ Protection of shareholders' rights

✓ Strengthen Board of Directors functions

✓ Exercise the functions of the Audit Committee
- ✓ Respect Stakeholder Rights

✓ Enhance information transparency

The Board of Directors places a high value on corporate governance, providing strategic guidance for the Company’ s operations and overseeing its performance. To assist the Board in fulfilling its supervisory responsibilities and achieving sustainable corporate management, it has established an Audit Committee, a Remuneration Committee, and an Internal Audit function.

Board of Directors

The 12th Board of Directors was elected at the May 2022 shareholders’ meeting in accordance with the “Procedures for Election of Directors.” Currently, the Company has 3 independent directors, representing 42.86% of the total board, and all of them meet the requirements for independence. Furthermore, 3 directors also serve as managers within the Group to support its business development and operations.

2024	Number of meetings	Attendance	Required attendance	Attendance rate
Board of Directors	8	54	56	96.43%
Audit Committee	8	24	24	100%
Remuneration Committee	2	6	6	100%

Diversity and independence

The Company aims to improve the outstanding qualities and decision-making abilities of its directors and continues to organize director training. The Company's Board of Directors is composed of directors with experience in business, finance, accounting, chemical engineering, patents, and management.

Board performance evaluation	Participation in Company Operations, Enhancement of Board Decision-Making Quality, Board Composition and Structure, Director Election and Continuing Education, Internal Control.
Evaluation of directors' performance	Grasp of Company Goals and Missions, Directors’ Understanding of Their Responsibilities, Level of Involvement in Company Operations, Internal Relationship Management and Communication, Directors’ Professional Development and Continuing Education, Internal Control.
Functional Committee Performance Evaluation	Participation in Company Operations, Responsibilities of Functional Committees, Enhancing the Quality of Functional Committee Decisions, Composition and Selection of Functional Committee Members, Internal Control.

Continuing education

To maintain the governance and operational capabilities of the Board of Directors, members are required to complete at least six hours of education and training courses each year. All 7 directors in 2024 met the requirements, totaling 51 hours of training.

Job title	Name	Date of continuing education	Organizing unit	Course name	Number of continuing education hours	Total hours
Chairman	Kuo-Chin Chen	2024/09/18	Accounting Research and Development Foundation	[2024 ESG Summit] Net Zero and a Comprehensive Vision for Sustainability	6	6
Director	Mei-Hui Lai	2024/09/18	Accounting Research and Development Foundation	[2024 ESG Summit] Net Zero and a Comprehensive Vision for Sustainability	6	6
Director	Shu-Fen Wang	2024/12/19	Accounting Research and Development Foundation	Continuous professional development for the chief accountant	6	12
		2024/12/20	Accounting Research and Development Foundation	Continuous professional development for the chief accountant	6	
Director	Ya-Kang Wang	2024/03/27	Chinese National Association of Industry and Commerce	How companies can leverage the latest trends in AI applications for innovative transformation.	3	9
		2024/03/26	Chinese National Association of Industry and Commerce	How to Align with International Carbon Markets to Drive Corporate Innovation	3	
		2024/03/01	Chinese National Association of Industry and Commerce	Hostile Takeovers and Director & Supervisor Liability in Mergers and Acquisitions.	3	
Director	Chen, Kan-Nan	2024/09/01	Accounting Research and Development Foundation	[2024 ESG Summit] Net Zero and a Comprehensive Vision for Sustainability	3	6
		2024/04/19	Securities and Futures Institute	Behavioral Finance and Corporate Decision-Making	3	
Director	Chen, Sheng-San	2024/12/24	Taiwan Academy of Banking and Finance	Sustainable Development Goals and Information Disclosure Framework.	3	6
		2024/12/03	Taiwan Academy of Banking and Finance	Corporate Sustainability and Family Legacy	3	
Director	Lin, Yi-Bei	2024/08/21	Securities and Futures Institute	Practicing Corporate Sustainability: Case Studies in Legal Responsibility under Taiwan’s Three Gender Equality Acts.	3	6
		2024/08/21	Securities and Futures Institute	Challenges and Opportunities in Pursuing Sustainable Development and an Introduction to Greenhouse Gas Inventories.	3	

1.

Risk identification

2.

Risk decision

3.

Risk management

1.3 Risk Management

To maintain and enhance the overall interests of the Company, the Group’ s internal control system monitors domestic and international developments, reviews and improves the Company’ s risk management processes to enhance risk management effectiveness, promptly identifies risk factors, and takes appropriate countermeasures and improvement measures to address the ever-changing market environment and achieve sustainable management.

For major risks identified internally, the Group has initiated a risk assessment mechanism to analyze their potential impacts on operations, finance, regulatory compliance, supply chain stability, and corporate reputation. Through cross-departmental collaboration, scenario simulations and impact assessments are conducted as a basis for decision-making and incorporated into the company’ s governance and strategic planning processes. In the future, we will continue to strengthen our risk monitoring and early warning systems, build proactive management models, and respond to potential challenges ahead of time. We will also actively explore the opportunities for transformation and innovation, converting risk management into a key driver of corporate resilience and sustainable competitiveness.

Type	Possible risks	Response
Financial risk	• Market risk • Exchange rate risk • Interest rate risk • Price risk	• The Company's management has established policies to manage the exchange rate risk related to the Company’ s functional currency. • The Company's loans are repriced annually according to the contractual terms. The financial unit also collects relevant information regularly, reviews it, and adjusts cooperating parties as needed. • To manage the price risk of equity-based investment instruments, the Group diversifies its investment portfolio in accordance with the limits it has established. • Establish credit risk management from a corporate perspective. In accordance with the internal credit policies, each operating entity of the Company must conduct management and credit risk analysis on each new customer before setting payment and delivery terms and conditions. • Internal risk control is achieved by considering the financial condition, past experience, and other factors to evaluate customer creditworthiness. Individual risk limits are set by the Board of Directors based on internal or external ratings, and the use of credit limits is regularly monitored.
	• Liquidity risk	• Cash flow forecasts are executed by various operating units within the Company and compiled by the Company's Finance Department. • The Company's Finance Department monitors the Company's liquidity needs forecast to ensure sufficient funds are available to support operations.

Type	Possible risks	Response
Cybersecurity risk	- Cybersecurity - Device security - Application security - Supply Chain Information Security - Data security protection	- Extensive use of journals and online information sources to monitor coverage of business, technology, and industry literature; regularly dispatch personnel to participate in research projects, technology conferences, seminars, trade shows, exhibitions, and overseas training. - Through periodic meetings, information is communicated to ensure that management and relevant personnel are aware of current technological developments. - Implement cybersecurity education and training to establish employee awareness of information security protection, and define four key goals: ensuring employees understand the importance of cybersecurity, enhancing awareness of existing security threats, focusing on key strategies (phishing and social engineering attacks), and establishing security awareness for privileged accounts (supervisors and suppliers, etc.).
Human rights risk	- Workplace safety - Migrant worker rights	- The Company and G-FUN’ s zero-cost policy was officially implemented on January 1, 2020, and July 1, 2024, respectively, to ensure that migrant workers are not required to pay any fees beyond those stipulated by the laws of their sending or destination countries, including monthly service fees charged by agencies. - Establish a diversified and confidential grievance channel, including a hotline, email, and physical suggestion box, for employees to report workplace misconduct, labor conditions, sexual harassment, discrimination, or other violations of their rights. All complaints are handled by the responsible unit and investigated and tracked according to the company's procedures to ensure that every employee's voice is valued and responded to. - The Company has a dedicated occupational safety unit responsible for planning and implementing safety operation standards, and regularly conducts factory inspections and equipment safety checks to ensure the production environment complies with relevant laws and regulations and internal standards. For high-risk operations, such as dyeing, mechanical operation, and chemical handling, we provide necessary professional training to reduce the risk of accidents.
Climate risk	- Transition risk - Supply chain disruption - Energy and resource shortages	- In response to net-zero carbon emission policies and to address the impact of carbon taxes, we are introducing ISO 14064 standards to perform carbon inventories, standardize carbon management procedures, and progressively achieve our net-zero emission goals. - Invest in green process technologies, introducing energy-saving dyeing and finishing processes, low-carbon emissions processes, and water recycling equipment at the dyeing plant to improve resource efficiency. - Strengthen green product development: Expand the application of renewable raw materials, low-carbon materials, and circular design to meet global brands’ sustainable procurement standards. - Introduce a climate risk and environmental management capability assessment mechanism, and regularly assess suppliers’ performance in sustainable development and climate adaptation. By analyzing data and market information systems, we can immediately grasp the potential impact of extreme climate events on raw material supply and take preemptive response measures. - Continue to optimize the geographical distribution of the supply chain, and adjust the proportion of regional suppliers based on risk levels to reduce reliance on cross-border logistics, thereby strengthening operational stability and flexibility.

1.4 Legal Compliance

Violations of the law

In 2024, the Group did not experience any violations concerning competition, trusts, monopolies, forced labor and discrimination, child labor, infringement of indigenous rights, corruption, or bribery. Additionally, no significant fines or non-monetary sanctions were issued related to social and economic matters.

Anti-corruption system

The Group is committed to establishing an ethical business environment and strictly prohibits all forms of corruption. The “Procedures for Ethical Management and Guidelines for Conduct” are in place for guidance by internal personnel and all employees. In addition, to ensure compliance with laws and ethical standards among our internal personnel and all employees, the Group provides annual legal education to internal personnel and conducts periodic education and training for employees, with penalties in place for violations to prevent corruption.

Tax Topic Disclosures

The Group implements tax governance policies, and all operating locations must comply with the tax laws of the countries in which they operate. This ensures that transactions between affiliated companies are conducted at arm's length, avoiding complex transactions lacking economic substance or the transfer of profits to low-tax countries or tax havens for tax avoidance purposes. In addition to financial accounting professionals who continuously monitor relevant legal changes, we also collaborate closely with external tax advisors to enhance our expertise and mitigate related risks. The Company’s Board of Directors serves as the highest decision-making and oversight body for tax governance, conducting regular or ad hoc reviews of financial statements, tax strategies, and regulatory compliance. The Company discloses tax information to stakeholders through public channels, including financial reports and corporate sustainability-related information, to enhance information transparency.

Tax governance, control, and risk

To avoid risks caused by changes in laws and regulations, the Company quickly assesses and responds to changes in tax laws, comprehensively considering the tax implications of different decisions. The Company has established a tax-dedicated team to cultivate and enhance the professional capabilities of its tax personnel, identify, manage, and supervise tax risks, and assist local subsidiaries in complying with relevant tax laws and regulations. The Board of Directors serves as the highest decision-making and oversight body for tax governance. All significant transactions and decisions are made with tax policy as a foundation and are subject to tax risk assessment. An internal control system ensures adherence to tax laws and regulations.

Tax-related issues: stakeholder communication and management.

The Company is committed to building a relationship of mutual trust, respect, and honest communication with tax authorities, promptly addressing and clarifying tax issues, and maintaining a harmonious relationship. The tax team monitors significant regulatory changes issued by tax authorities at each operating location. The Company's financial and tax information is disclosed in accordance with applicable regulations and standards on the designated website of the competent authority, the Company’s official website, and in the annual report, for easy access by external stakeholders.

Item	Unit: NT\$
Pre-tax profit (A)	254,448,812
2024 Business Income Tax	49,410,988
Taxes (property tax, land value tax, license tax, fuel tax, stamp duty, etc.)	1,602,521
Income tax expense (B)	51,013,509
Effective tax rate (B)/(A)	20.05%
Income tax paid (C)	11,086,400
Cash tax rate (C)/(A)	4.36%
2024 Operating Revenue	2,445,459,731
• Tax disclosure does not include GFun Industrial Co., Ltd. and Magictex Apparel Corporation.	

2 R&D and Innovation



2.1 Technological Innovation

Faced with the dual challenges of sustainable transformation and functional material innovation, the Group continues to invest in R&D to launch environmentally friendly and high-performance products. Includes the world's first high-bio-based content, water-based breathable waterproof membrane, offering performance comparable to solvent-based membranes while effectively reducing the use of petrochemical raw materials. It also advances the "100% Single Material OneShell Series" technology, developing 2- to 3-layer waterproof and breathable fabrics made of 100% polyester and 100% polypropylene, along with corresponding accessories, to ensure material consistency and facilitate garment recycling and reuse. In addition, the development of bio-alloy waterproof breathable fabrics further demonstrates the potential of non-toxic, environmentally friendly materials, establishing a new benchmark for sustainable functional textiles.

Bronte jacket project

The culmination of this collaboration – the Bronte jacket – represents a perfect blend of professionalism and environmental consciousness. Biomass membrane technology offers numerous advantages, including being lightweight, waterproof, and breathable. Combined with a seamless zipper design, it achieves excellence in both appearance and functionality, making it a high-performance and sustainable piece of sportswear. Through strong vertical integration capabilities, Earthletica can quickly transform design inspiration into high-performance products, allowing consumers to experience truly innovative technology that combines sports and environmental protection. This collaboration model perfectly demonstrates technical excellence and provides Earthletica with solid support, allowing it to focus on creativity and design, innovate in sportswear, and drive global demand for environmentally friendly clothing.

Biocomposite waterproof breathable fabric development plan

The world's first high-bio-based content water-based waterproof breathable film, offering performance comparable to current solvent-based film products while being more environmentally friendly and reducing the use of petrochemical raw materials.

100% single-material one-shell

Developed corresponding garment accessories using waterproof and breathable material technology, and integrated them into garment design, aligning with the future trend of textile-to-textile (T2T) garment recycling and reuse.



2.2 Service Management

The Group has long been committed to researching textile products and technologies, actively recruiting talent, investing in basic research and technology development, and possessing key technologies for its core products, thereby establishing a niche market internationally. From R&D to raw material production, yarn, fabric, and post-processing, and further to garment design and development and own brand development, the R&D team is personally involved in the development of each stage, providing customers with comprehensive solutions and professional services.

We continue to deepen customer service management in 2024, and strive to improve customer satisfaction and service quality. Specific measures include:

- Diverse service channels: Continue to provide multiple contact methods, including telephone, email, website marketing resource application services, and online customer service via social media platforms, to ensure customers can receive help and support at any time.
- Customer satisfaction survey: We regularly conduct customer satisfaction surveys, analyze feedback, and continuously improve service processes and quality based on survey results.
- Personalized services: Offer exclusive service information and product development solutions tailored to each customer, ensuring their needs are fully satisfied.
- Customer data protection: Strengthen data security and privacy protection measures to ensure the security of customer personal data during use and storage.
- Education and training: Enhance the service skills and product knowledge of internal business employees to ensure high-quality customer service.
- Transparent information disclosure: Detailed product ingredients, organizational structure, and functional descriptions are provided on the website and product labels, allowing customers to clearly understand the product information and shop with confidence.

By implementing the above measures, the Group further improved its customer service level in 2024, established stronger customer trust and brand loyalty, and continued to promote the sustainable development of the enterprise. The Group's textile products have obtained ISO 9001 quality management system certification and ISO 14000 environmental management system certification, and through systematic testing and analysis, we have achieved stable product quality.

2.3 Supply Chain Management

To implement the spirit of sustainable management, the Group has established long-term, stable relationships with its suppliers. We aim to collaborate with them to fulfill our social responsibilities, prioritizing local procurement and production when selecting partners to ensure supply chain stability.

Supply chain evaluation

The Group adopts six criteria for screening new suppliers: material standards attainment rate, appearance inspection pass rate, delivery verification, price verification, cooperation level, and quality abnormality handling efficiency. For existing suppliers and contractors, quality, delivery, price, cooperation, and quality abnormality handling efficiency are assessed as a reference for evaluation. The Group is progressively advancing sustainable procurement practices and raising supplier awareness and commitment to sustainability through the annual signing of Corporate Social Responsibility Self-Assessment Forms by core suppliers.

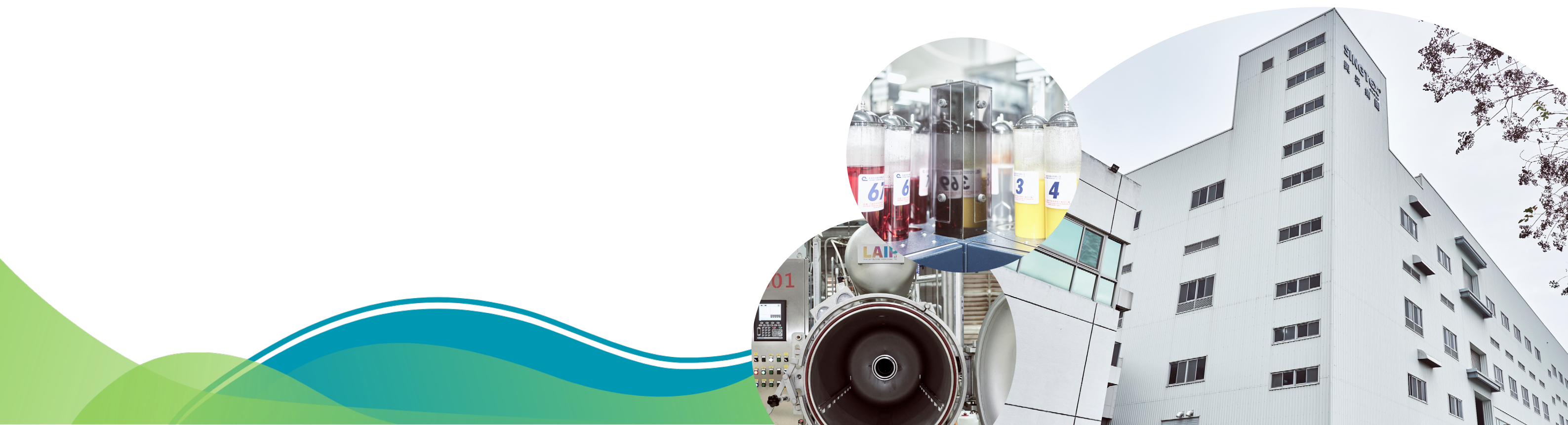
Local procurement

To implement its sustainable commitment to “local procurement and local production,” the Company’s procurement strategy prioritizes domestic suppliers, strengthening the resilience of the local supply chain and promoting local economic development. In 2024, domestic procurement accounted for 96.7% of the total procurement spend, including outsourced and general procurement, demonstrating a stable and deepened relationship with local partners. In 2024, we established trading relationships with 152 suppliers, details of which are as follows:

Year		2022		2023		2024	
Contract type	Procurement region	Number of companies	Percentage of total procurement amount (%)	Number of companies	Percentage of total procurement amount (%)	Number of companies	Percentage of total procurement amount (%)
Labor services (outsourced procurement)	Domestic	49	10.35	53	11.62	46	11.33
Financial (general procurement)	Domestic	156	85	134	84.26	97	85.37
	Overseas	3	4.65	10	4.12	9	3.3
Total		208	100	197	100	152	100

Purchasing statistics do not include GFun Industrial Co., Ltd..

3 Environmental Stewardship



Disclosure of environmental protection management goals

The Group actively implements energy-saving measures to address the impacts of climate change and comply with the relevant regulations of the “Greenhouse Gas Reduction and Management Act” implemented by the government, and to capitalize on opportunities. “Social Responsibility, Sustainable Development, and Internationalization” : Aiming for carbon neutrality through energy conservation and carbon reduction, and achieving environmental friendliness by reducing waste and conserving energy, thereby lessening the impact on the ecological environment.

Materials

Policies/Strategies	For woven fabrics: The Fabric Inspection Regulations are established. Packaging materials: Recyclable, environmentally friendly materials.
Goals and Targets	Gradually reduce process water usage each year, achieving a 15% reduction by 2025 and over 30% by 2030. • Confirm zero emissions of hazardous chemicals annually. • Increase the proportion of eco-friendly products by more than 30% in 2023. • Maintain an annual R&D investment of 3% of revenue for environmentally friendly products. • Continue to purchase eco-friendly yarns to maintain a product ratio of over 85%.
Management evaluation mechanism	100% compliance with in-house chemicals.

Waste

Policies/Strategies	Prioritize pollution prevention; save processing costs; make good use of limited resources; practice recycling. Encourage all employees to participate; practice environmental protection; commit to continuous improvement; ensure sustainable operation.
Goals and Targets	• Short-term goals: Effective waste sorting in 2023 (98% sorting rate). • Mid-term goal: Source reduction (5% annual waste reduction). • Long-term goal: Effectively increase the reuse rate to reduce waste production (increase the reuse rate by 10% within 3 years).
Management evaluation mechanism	The previous year's output serves as the baseline for establishing the following year's target cap, with monthly achievement rates reviewed for progress.

Climate Change Factors and Emissions

Policies/Strategies	Achieving carbon neutrality.
Goals and Targets	To deepen the integration of the production system and promote sustainable transformation, the Group launched a high-precision dyeing and finishing plant in 2024. The scope of operations has changed, and the base year has been adjusted to 2024. The following indicators will be used as carbon reduction targets: • Short-term goals: Reduce GHG emissions by 5% within 5 years. • Mid-term goals: Reduce GHG emissions by 15% by 2030, and decrease electricity intensity and GHG emission intensity by at least 5%, with a further annual reduction of 1%. • Long-term goal: Achieve carbon neutrality at all operating locations by 2050.
Management evaluation mechanism	• Pursue carbon reduction goals in accordance with the ISO 14064 management standard. • Effective prevention and control of pollution and improvement of resource and energy utilization efficiency in accordance with ISO 14001 environmental management system.

Eco-friendly Dyeing and Finishing Plant

To deepen production system integration and advance its sustainable transformation, the Group launched a high-precision dyeing plant in 2024, ushering in a new era of functional textile manufacturing. All plants adopt the automatic dyeing and finishing control system to strengthen color consistency and process stability, significantly reducing operational risks and quality deviations. Equipment selection focuses on water-saving low-bath ratio technology and energy recovery modules to comprehensively improve resource utilization efficiency and practice green manufacturing. The commissioning of the high-precision dyeing and finishing plant not only enhances the flexibility and autonomy of product R&D and mass production, but also demonstrates the company's firm commitment to smart manufacturing and environmental responsibility, and moves it towards the role of a sustainable supply chain with international competitiveness.



The Group continues to be committed to promoting sustainable procurement. According to statistics from the past three years, despite some fluctuations, the company has actively responded to sustainable development goals and increased its use of environmentally friendly materials by continuously optimizing its supply chain and material selection, demonstrating its commitment to and action on environmental responsibility.

3.1 Raw Material Management

Statistics for the total amount of raw materials in 2024 show that environmentally friendly raw materials account for 40.55% and non-environmentally friendly raw materials account for 59.45%. The proportion of environmentally friendly raw materials increased by 18.28% compared to 2023. The Group continues to promote a wider range of environmentally friendly fabric products to increase the procurement of these materials. The Group's use of eco-friendly and non-eco-friendly raw materials is as follows:

Raw material name	Unit	Eco-friendly/non-eco-friendly	2022	2023	2024
Polyester fiber	KG	Non-eco-friendly	1,595,590.00	1,566,681	1,075,609.21
Nylon	KG	Non-eco-friendly	76,618.00	219,511	270,402.76
Polypropylene fiber	KG	Eco-friendly	27,676.00	7,598	2,507.9
Polyurethane elastic yarn	KG	Non-eco-friendly	36,282.00	17,065	41,423.94
Eco-friendly polyurethane elastic yarn	KG	Eco-friendly	796.00	0	0
Recycled short fiber & cotton	PKG	Eco-friendly	95.00	152	82.11
Short fiber	PKG	Non-eco-friendly	138.00	35	76.343
Other yarn types	KG	Non-eco-friendly	3,185.00	33,484	235,766.13
Recycled polyester fiber	KG	Eco-friendly	998,410.00	492,868	940,427.9
Recycled nylon	KG	Eco-friendly	5,940.00	495	3246
Other eco-friendly yarns	KG	Eco-friendly	28,238.00	25,035	1647,86.11

Purchasing statistics do not include GFun Industrial Co., Ltd..

Year	2022	2023	2024
Total procurement (kg)	2,772,968	2,362,924	2,333,776
Eco-friendly ratio	38.27%	22.27%	40.55%

Purchasing statistics do not include GFun Industrial Co., Ltd..

3.2 Water Management

The Group pursues water efficiency and conservation, enhancing the importance of water conservation throughout its upstream and downstream value chains. We promote water resource education through daily management and inspections to improve water literacy among stakeholders, set water-saving goals, and regularly review progress to achieve them. We also continuously implement various water-saving initiatives to deliver tangible results, and establish online monitoring of raw water production/quality and wastewater volume/indicators to enable real-time tracking and statistical analysis, allowing for early detection and resolution of issues to minimize abnormal water loss and pollution. The Group's water resources include both domestic and process water. Located in a low-risk water resource area, the primary water source is the Shimen Reservoir in Taoyuan. Total water withdrawal for 2024 was 740.163 million liters, with a water density of 0.2298.

With the trial operation of the new dyeing plant in 2024, most products previously purchased and outsourced will gradually be produced in-house, as reflected in the annual water withdrawal. Although there is a certain water demand during the testing phase, as the production line stabilizes, we will use 2024 as the baseline year for water resource management and continuously enhance the efficiency of water recycling and reuse, moving towards our sustainability goals.

The following figures are divided into three water use areas based on the operating boundary: the Company's headquarters, the Guan Yin Plant, and GFun Industrial Co., Ltd.:

Water Consumption												
Year	2022				2023				2024			
Plant area	The Company's Guan Yin Plant	GFun Industrial Co., Ltd.	Headquarters	Total	The Company's Guan Yin Plant	GFun Industrial Co., Ltd.	Headquarters	Total	The Company's Guan Yin Plant	GFun Industrial Co., Ltd.	Headquarters	Total
Water withdrawal	423.40	53.12	4.64	481.16	390.5	58.32	4.52	453.34	236.349	497.094	3.72	740.163
Organization-specific metrics	Revenue (in millions of NTD)											
	3,217.811				2,983.639				3,220.593			
Water intensity	0.1316	0.0165	0.0014	0.1495	0.1309	0.0195	0.0015	0.1519	0.0734	0.1543	0.0012	0.2298
• Water intensity is calculated as: Water withdrawal (ML) / organization-specific metric (revenue: NT\$ million). • Water sources for the Guan Yin Plant: groundwater well; water sources for GFun: tap water; water sources for SINGTEX: tap water. • The Company's headquarters includes Magictex Apparel Corporation, but not Magictex Apparel Corporation's Plant 302.												

Wastewater discharge

The Group regularly conducts water quality testing to effectively control and stabilize the standards for wastewater discharge. The chemical oxygen demand (COD) of the wastewater discharged in 2024 was 85.5 ppm, suspended solids (SS) were 23 ppm, and the true color was 106 ppm, all within the discharge standards.

Testing items	2022		2023		2024	
	Emissions Standard	Average annual monitoring value	Emissions Standard	Average annual monitoring value	Emissions Standard	Average annual monitoring value
	Units :ppm					
COD	560	236.9	560	208.7	560	85.5
SS	480	30.55	480	35.83	480	23
True Color	400	75	400	< 25	400	106

3.3 Energy Management

The main energy sources used include electricity, diesel, natural gas, and steam. The energy consumption in 2024 was 267,862.8278 GJ, with an energy intensity of 0.8317. This represents an increase compared to 2023, primarily due to the commencement of operations at the Dyeing and Finishing Plant No. 2, which shifted production of products previously outsourced to in-house manufacturing, as well as an increase in annual orders.

Testing items	Unit	2022			2023			2024		
		GFun Industrial Co., Ltd.	The Company' s Guan Yin Plant	Headquarters	GFun Industrial Co., Ltd.	The Company' s Guan Yin Plant	Headquarters	GFun Industrial Co., Ltd.	The Company' s Guan Yin Plant	Headquarters
Electricity consumption	kWh/year	7,684,000.0000	6,739,000.0000	433,080.0000	7,104,000.0000	6,956,800.0000	496,172.0000	13,064,800.0000	5,485,400.0000	549,240.0000
	GJ	27,662.4000	24,260.4000	1,559.0880	25,574.4000	25,044.4800	1,786.2192	47,033.2800	19,747.4400	1,977.2640
Diesel consumption	L/year	6,651.0000	1,674.9818	0	4,160.0000	100.0000	0	3,908.0000	3,908.40	0
	GJ	233.5299	58.8120	0	146.0659	3.5112	0	137.2177	137.2317	0
Natural gas consumption	m3	1,923,790.0000	2,745,011	0	1,861,068.0000	2,659,939.0000	0	4,356,157.0000	1,589,728	0
	GJ	64,331.5376	91,793.1678	0	62,234.1139	88,948.3602	0	145,669.8901	53,160.5043	0
Organization-specific metrics - Revenue	NT\$10,000	321,781			298,363			322,059		
Total energy consumption	GJ	209,898.9353			203,737.1504			267,862.8278		
Energy intensity	GJ/Revenue	0.6523			0.6828			0.8317		

- The calorific value of electricity is converted to 1 kWh = 0.0036 GJ.
- The conversion coefficient is calculated based on the greenhouse gas emission coefficient management table 6.0.4 from the Environmental Protection Administration. The calorific value of fuel is calculated as follows: gasoline, 7,800 kcal/L; diesel, 8,400 kcal/L; natural gas, 8,000 kcal/m³; 1 kcal = 4.184 kJ.

Energy saving achievements

The old T8 fluorescent lamps in the GFun Plant have been replaced with 200 LED lamps, saving 32,000 kWh per year. One old air compressor was replaced with a frequency-controlled air compressor, saving 8,858 kWh per year.

Two old dyeing machines were replaced with new ones of 300KG, and save 1,548 kWh per year with the new dyeing machines. The power consumption of the new 600KG dyeing machine is slightly higher, but its production capacity exceeds that of the old model. This results in approximately a 3% reduction in power consumption per kilogram.



3.4 GHG Management and Pollution Prevention

To cope with climate change and actively implement sustainable management, the Group continues to conduct a GHG inventory. In 2024, the main GHG emissions are categorized as direct and indirect emissions. The primary sources of direct emissions are diesel, steam, and natural gas, while indirect emissions are primarily from purchased electricity. This report does not include Scope 3 emissions. The Group will continue its efforts to achieve environmental sustainability goals. The total GHG emissions in 2024 were 14,417.9202 tons of CO2e, with an emissions intensity of 0.0448.

The total GHG emissions listed in the 2022 and 2023 Sustainability Reports have been revised following a review, due to the inclusion of some Scope 3 emissions in the initial statistics. The adjusted data is as follows:

Unit: ton

Item	2022	2023	2024
Scope 1	3,732.4658	3,579.8000	8,225.2050
Scope 2	3,803.5800	3,516.6780	6,192.7152
Total GHG emissions	7,536.0456	7096.4780	14,417.9202
Organization-specific metrics (Revenue: NT\$10,000)	321,781	298,363	322,059
GHG emission intensity	0.0234	0.0238	0.0448

- The inventory check does not include Magictex Apparel Corporation’s Plant 302.
- Greenhouse gas emission types: carbon dioxide (CO2), methane (CH4), and nitrous oxide (N2O).
- Purchased electricity uses the emissions factor announced by the Bureau of Energy, Ministry of Economic Affairs.
- GHG emission intensity = total emissions (tonnes of CO2e) / revenue (in thousands of NTD)

The Group complies with government regulations, prevents air pollution, maintains the living environment, protects public health, enhances employees’ environmental awareness, and reduces energy consumption and waste generation. In 2024, 100% of our gas emissions complied with legal standards, and there were no emissions of ozone-depleting substances (ODS). Air pollution emissions testing results are as follows:

Unit:ppm

Item		2022	2023	2024
P201	Total non-methane hydrocarbons (TNMHCs)	47	45	42
P201	N,N-dimethylformamide, DMF	11.7	13.3	ND
P203	Total non-methane hydrocarbons (TNMHCs)	10	4	3
P203	N,N-dimethylformamide, DMF	ND	ND	ND
P204	Total non-methane hydrocarbons (TNMHCs)	96	48	42
P204	N,N-dimethylformamide, DMF	33.1	ND	7.15
P205	Total non-methane hydrocarbons (TNMHCs)	214	217	511
P205	N,N-dimethylformamide, DMF	2.32	5.19	4.18

3.5 Waste Management

Waste is stored and recorded in accordance with the "Waste Disposal Act" and relevant regulations, and the contracted waste disposal companies dispose of and process waste in compliance with the law, with no leakage or spillage, in order to minimize environmental damage. The waste generated within the factory premises is managed according to the factory’ s “Waste Management Procedures” and reported online by designated waste management personnel. It is stored in a temporary holding area awaiting collection, and monthly data is submitted to the Environmental Protection Administration. Weighing occurs off-site during transport, and the waste website maintains records of the transport and disposal company’ s vehicle GPS information. The waste management model is shown in the following table:

Waste total statistics

Unit: ton

Location	Year	Hazardous waste	General waste	Total waste amount
The Company (Headquarters, Guan Yin Dyeing and Finishing Plant)	2022	0	351.501	351.501
	2023	0	351.501	351.501
	2024	2.93	280.56012	283.49012
GFun Industrial Co., Ltd. (Composite Processing Plant)	2022	4482.8	136.5	4619.3
	2023	4482.8	136.5	4619.3
	2024	8319.85	306.14	8625.99
GFun Industrial Co., Ltd. (GFun Dyeing Plant)	2022	-	-	-
	2023	-	-	-
	2024	0.6	6.804	7.404

Waste disposal method

Unit: ton

	Moved to storage	Incineration (excluding energy recovery)	Recycling	Other
SINGTEX Company (Headquarters, Dyeing and Finishing Plant)	116.975	64.75512	101.76	0
GFun Company (composite processing plant)	4308	135.87	4064.63	117.49
GFun company (dyeing and finishing plant)	7.404	0	0	0
Total	4432.379	200.62512	4166.39	117.49

4 Uniting Strength



4.1 Talent Structure

The Group supports and complies with the principles and spirit of the UN Declaration of Human Rights, the UN Global Compact, and the International Labor Organization's Declaration of Fundamental Principles and Rights at Work, as outlined in international human rights conventions regarding human rights and labor norms. We respect and treat all employees equally, provide a friendly, healthy, and safe workplace, and do not employ child labor under the age of 16. We also expect our business partners, suppliers, and customers to share our commitment to and compliance with these principles, working together to continuously improve human rights protection and create shared value for employees, the company, and society.

Diverse employee backgrounds

The Group treats all ethnic groups equally and does not discriminate in the recruitment process or in terms of salary and benefits based on any of the following factors: race, religion, belief, gender, marital status, age, political background, nationality, disability, sexual orientation, zodiac sign, or blood type.

Overview of employees				
Region	Contract type	Female	Male	Total
Taiwan	Number of employees	292	395	693
	Number of full-time employees	292	395	693
	Number of temporary employees	0	0	0
	Number of employees without guaranteed working hours	0	0	0
- Employees: Individuals with an employment relationship with the Group, as per national laws and applicable requirements (employees enrolled in national labor insurance in Taiwan). - Full-time: Individuals on an indefinite contract. - Temporary: Individuals signing fixed-term contracts. - No guaranteed hours: Employees are not guaranteed a minimum number of hours per day, week, or month, but may be required to be available as needed. - Not including Magictex Apparel Corporation's Plant 302.				

The Group's security personnel are outsourced, and all related human rights education and training is conducted in compliance with laws and international human rights conventions.

Overview of non-employee headcount		
Worker type	Contractual relationship with the company	Total number of workers
Security personnel	Subcontractor	5
Chef + Kitchen Staff	Subcontractor	5

Local residents (%)

The Group primarily hires local residents to strengthen relationships with the local community and maximize employee retention. Among these, 100% of the Company's directors and above are local residents. Distribution of employees by job position in the past three years:

Overview of employees					
	Year		2022	2023	2024
	Gender	Age	Number of people	Number of people	Number of people
Managerial personnel	Male	Under 30 years old	2	2	2
		30-50 years old	37	43	38
		Over 50 years old	27	29	25
	Female	Under 30 years old	1	1	1
		30-50 years old	37	40	38
		Over 50 years old	13	11	16
	Total number of managers		119	126	120
Non-managerial personnel	Male	Under 30 years old	114	148	144
		30-50 years old	149	145	158
		Over 50 years old	27	28	28
	Female	Under 30 years old	61	80	69
		30-50 years old	138	142	143
		Over 50 years old	28	98	31
	Total non-managerial personnel		517	641	573
Total full-time employees		636	767	693	
• Does not include Magictex Apparel Corporation’s Plant 302.					

New hire and attrition rate

The Group adopts the principles of recruitment based on education, integrity, ability, experience, and suitability for the position or job. As of the end of 2024, there were 200 new employees (97 men and 103 women), accounting for 28.9% of the total number of employees. SINGTEX's 2024 employee turnover rate was 27.1%.

New hire rate												
Year	2022				2023				2024			
Age/Item	Male		Female		Male		Female		Male		Female	
	Number of people	Proportion (%)	Number of people	Proportion (%)	Number of people	Proportion (%)	Number of people	Proportion (%)	Number of people	Proportion (%)	Number of people	Proportion (%)
Under 30 years old	96	15.1	55	8.6	72	9.5	50	6.5	46	6.6	41	5.9
30-50 years old	53	8.3	48	7.5	40	5.2	40	5.2	47	6.8	53	7.6
Over 50 years old	9	1.4	8	1.3	21	2.7	83	10.8	4	0.1	9	1.3
Total number of new hires	269				306				200			
Total number of employees	636				767				693			
New hire rate	42.3%				39.9%				28.9%			
• New hires include new hires who left mid-term. • The new hire rate for male (female) employees in that age group = number of newly hired male (female) employees in that age group during the year / total number of employees at all operating sites at year-end. • Total new employee hiring rate = number of new hires in the year / total number of operating locations at year-end. • Does not include Magictex Apparel Corporation’s Plant 302.												

Turnover rate												
Year	2022				2023				2024			
Age/Item	Male		Female		Male		Female		Male		Female	
	Number of people	Proportion (%)	Number of people	Proportion (%)	Number of people	Proportion (%)	Number of people	Proportion (%)	Number of people	Proportion (%)	Number of people	Proportion (%)
Under 30 years old	47	22.5	33	15.8	38	5.0	29	3.8	33	4.8	41	5.9
30-50 years old	56	26.8	39	18.7	52	6.8	51	6.6	45	6.5	48	6.9
Over 50 years old	18	8.6	16	7.7	15	2.0	12	1.5	8	1.2	13	1.9
Total number of resignations	209				197				188			
Total number of employees	636				767				693			
Total turnover rate	32.9%				25.7%				27.1%			
• Categories of employees defined for turnover: (e.g., resignation, dismissal, retirement, death in service, or fatality). • The turnover rate of male (female) employees in that age group = number of male (female) employees in that age group who resigned during the year / total number of employees at operating locations at the end of the year. • Total turnover rate = Number of employees who resigned during the year / Total number of employees at the end of the year. • Does not include Magictex Apparel Corporation’ s Plant 302.												

Disability employment status

In accordance with Article 38, Paragraph 2 of the “People with Disabilities Rights Protection Act,” the Group also employs people with disabilities, demonstrating its commitment to protecting the equal employment rights of minority and vulnerable groups. No incidents of racial discrimination occurred within the Group in 2024. The distribution of employees from minority groups over the past three years is shown in the table below:

Foreign workers and new immigrants						
Year	2022		2023		2024	
Gender	Male	Female	Male	Female	Male	Female
Under 30 years old	98	11	120	33	119	28
30-50 years old	84	25	87	21	104	25
Over 50 years old	0	2	0	1	1	2
Total	220		262		279	
• Does not include Magictex Apparel Corporation’ s Plant 302.						

Disabilities						
Year	2022		2023		2024	
Gender	Male	Female	Male	Female	Male	Female
Under 30 years old	2	0	1	0	1	0
30-50 years old	5	1	6	1	6	1
Over 50 years old	2	0	2	7	2	0
Total	10		17		10	
• Does not include Magictex Apparel Corporation’ s Plant 302.						

Indigenous						
Year	2022		2023		2024	
Gender	Male	Female	Male	Female	Male	Female
Under 30 years old	0	0	0	0	0	0
30-50 years old	1	4	1	4	0	2
Over 50 years old	0	0	0	0	1	1
Total	5		5		4	
• Does not include Magictex Apparel Corporation’ s Plant 302.						

4.2 Remuneration and Benefits

Salary structure

Remuneration ratio by position	Number of people		Total annual salary		Remuneration ratio	
	Female	Male	Female	Male	Female	Male
Management	55	65	55,844,787	75,952,524	0.87	1
Non-managerial	145	71	69,568,453	33,077,183	1.03	1
Direct personnel	23	185	6,806,509	63,699,617	0.86	1
Indirect personnel	75	74	29,541,940	29,184,290	1.00	1
• Ratio of female to male remuneration (annual salary ratio): “Average annual salary of female employees in the category divided by average annual salary of male employees in the category.” • Does not include Magictex Apparel Corporation’ s Plant 302.						

Country/ Region	The ratio of the annual total remuneration of the highest-paid individual to the median annual total remuneration of all other employees.	The percentage increase in annual total remuneration for the highest-paid individual and for all other employees.
Taiwan	13.56	4
• The Chairman is not the highest paid individual unless also serving as President/CEO. • Annual median salary ratio: The ratio is calculated as the highest annual salary divided by the median annual salary for the year. • Annual salary increase ratio calculation formula: Percentage increase in the highest annual salary for the year / Percentage increase in the median annual salary for the year. • Does not include Magictex Apparel Corporation’ s Plant 302.		

The Group has a transparent and open performance evaluation system and conducts regular employee assessments. These assessments allow us to understand employee skills and provide tailored training to enhance the Company’ s competitiveness and overall organizational performance. In 2024, 100% of all employees, both direct and indirect, were evaluated.

Improved benefits

The Group provides a great workplace and generous employee benefits, and has established an employee welfare committee to offer employees a variety of benefits, including birthday gifts, maternity benefits, wedding and funeral benefits, and an employee cafeteria. To achieve work-life balance, the company offers domestic and international travel subsidies, allowing employees to fully relax during their time off. Annual free health checkups are provided to support employee well-being. Furthermore, opportunities for continuing education and training are available to help employees continuously improve their skills and enhance their professional value.

Welfare facilities	Content and description
Salary	Provide year-end bonuses and increase performance bonuses to boost employee motivation.
Subsidy	Birthday, Three Festivals, Domestic and International Travel, Childbirth, Funeral Condolences
Training	Comprehensive training for new hires, ongoing professional development, and education programs.
Medical	To take care of employee health, the Company provides free annual health checkups. Employees with abnormal results will receive follow-up guidance with their consent, to improve their health awareness.
Other	The GFun Company has an employee cafeteria available for free use; it also provides car and motorcycle parking for employee convenience.

Pension system

The Company pays 6% of its employees’ monthly insurable salary to their individual retirement accounts at the Bureau of Labor Insurance, and continues to make monthly contributions to a dedicated bank account for retirement preparation funds as required by law for employees who have opted to remain under the old pension scheme and retain seniority under that system.

Collective bargaining agreements

Although the Group has not signed any collective bargaining agreements with employees and no employee union has been formed, the Group regularly convenes labor-management meetings and provides diverse and open communication channels to foster mutual trust and understanding. Benefiting from a positive labor-management relationship and a real-time communication mechanism, no labor disputes occurred in 2024.

4.3 Talent Development

The Group focuses on aligning business needs with employees’ career development and actively promotes relevant education and training. We believe in “communication is the best management” and are committed to protecting employee rights, fostering a positive work environment, and establishing effective communication channels. Through open communication – both from management to employees and vice versa – we seek to understand employee needs and ensure they are aware of company goals, thereby building internal consensus and a strong company culture. We aim to achieve growth and profitability while simultaneously supporting the development of our employees, creating an environment of continuous learning and improvement.

Talent recruitment and retention

The Company has established the “SINGTEX Academy,” structuring its training system around four core functions: “New Employee Training,” “Professional Capability Training,” “Internal Instructor Training,” and “Core and Management Capability Training.” These four systems incorporate three learning approaches – “learning on the job,” “learning during training,” and “self-learning” – to deliver in-depth, targeted, and systematic talent development programs, ensuring a high standard of talent cultivation.

In terms of enhancing employee competencies, the Group encourages employees to propose external training and further education to improve their professional skills, providing financial subsidies. Additionally, employees are assigned to participate in external training, seminars, or exchanges – including those domestically, internationally, and in mainland China – based on business needs, to absorb industry and academic knowledge and enhance their professional capabilities. Through diversified learning and development, we cultivate and reserve outstanding professional elites and management talent.

Item/Category	Management		Non-managerial		Direct personnel		Indirect personnel	
Unit/Gender	Male	Female	Male	Female	Male	Female	Male	Female
Total number of people	120	216	208	149	120	216	208	149
Total training hours	349.5	164.6	538	408.5	349.5	164.6	538	408.5
Average training hours	29	144	140.4	92	29	144	140.4	92
Total training expenses	808,533	162,214	326,629	281,399	808,533	162,214	326,629	281,399
• Does not include Magictex Apparel Corporation’s Plant 302.								

Implementation of unpaid parental leave

To allow employees to have a peace of mind during childbirth, the Company implements a parental leave system in accordance with the “Labor Standards Act” and the “Gender Equality in Employment Act,” enabling employees to balance work and family life. We also assist them in returning to their original unit and position after their leave, and actively support their reintegration into the workplace. The number of employees on parental leave in 2024 is as follows:

Year	2022			2023			2024		
Gender/Total	Male	Female	Total	Male	Female	Total	Male	Female	Total
Number of employees eligible for parental leave without pay: A	13	38	51	11	30	41	10	18	28
Number of employees who applied for unpaid parental leave in the current year B	1	6	7	0	8	8	2	9	11
Number of employees returning from unpaid parental leave in the current year C	1	5	6	0	2	2	1	5	6
Number of employees reinstated from parental leave without pay in the current year D	1	3	4	0	1	1	1	3	4
Number of employees reinstated from parental leave without pay in the previous year E	1	2	3	1	6	7	0	2	2
Reinstatement after parental leave in the previous year	1	1	2	0	3	3	0	2	2
Number of employees who have continued working for one year F									
Parental leave reinstatement rate (D/C) in the current year	100%	60%	67%	0%	50%	50%	100%	60%	67%
Parental leave retention rate (F/E) in the current year	100%	50%	67%	0%	50%	43%	0%	100%	100%
• Does not include Magictex Apparel Corporation’s Plant 302.									

Prevention and improvement measures

The Company regularly organizes occupational health and safety training, and requires all company employees to receive related education and training. On-site medical services are provided, and occupational accident questionnaires are completed regularly. Nurses compile the questionnaire results and health examination data, then prioritize interviews based on risk level to provide consultation and recommendations. Employees are periodically notified of announcements from the Ministry of Health and Welfare to enhance their health and safety awareness. Planning and implementation of measures were in place for worker health education, health guidance, protection of physical and mental health, and health promotion. Statistics on training by the end of 2024 were as follows:

Training item	Number of trainees	Training expenses	Total training expenses
General safety, health and hazard awareness training	84	0	0
Wastewater treatment personnel on-the-job training (refresher course)	1	0	0
Fixed crane operators of Vietnamese nationality, operating cranes with a lifting capacity between 0.5 and 3 tons in 2024.	9	8,800	79,200
Forklift operators for lifts over 1 metric ton	4	630	2,520
General safety and health training for new employees and hazard awareness training	135	0	0
Crane operators for cranes under 3 tons	2	700	1,400
Class A Occupational Safety and Health Officer (initial training)	1	7,000	7,000
Hazardous equipment (high-pressure, special high-pressure, low-pressure, boiler) operating personnel (retraining)	1	700	700
Dangerous Goods Security Supervision Personnel	1	2,700	2,700
Crane operator for fixed cranes with a lifting capacity of 3 tons or more (overhead type - ground controlled).	1	8,000	8,000
Technical-grade toxicity and chemicals of concern professional responder training (intensive course)	1	1,000	1,000
Fire warden	1	1,600	1,600
Fire warden (refresher training)	1	700	700
Security inspector training courses	1	2,700	2,700
First aid personnel on-the-job training (refresher course)	2	700	1400
First aid personnel safety and health training	1	3,500	3,500
Crane and hanging personnel (retraining)	1	700	700
Forklift operators (refresher training) for loads of 1 metric ton or more	1	200	200
Forklift operators (refresher training) for loads over 1 metric ton.	1	700	700
Forklift operators of forklifts with a lifting capacity of over 1 metric ton require special safety and health education and training.	1	4,000	4,000
Operation and Toxic and Concerned Chemical Substances Professional Response Personnel Upgrade Course (Intensive Class)	1	13,500	13,500
Operation-level toxic and concerned chemical substances professional response personnel training course (intensive course) ☆ 113243	1	9,500	9,500
Occupational health and safety officer (retraining)	2	1,300	2,600
Workplace Emotions and Stress Management & Legal Compliance and Communication Skills	59	0	0
Easy slimming with exercise.	11	0	0
Muscle relaxation and stretching	14	0	0
CPR+AED training for employees	98	0	0
Total	436	69,930	143,620

5 Social Prosperity



Industrial Prosperity

Social Care

Sustainable Cycles

When facing global sustainability challenges, we believe that a company's responsibility extends beyond economic benefits and actively contributing to society to create a better future. Therefore, we continue to strengthen our social contribution efforts based on three key aspects: "industrial symbiosis," "social care," and "sustainable circulation." Through cross-sectoral collaboration with industry, government, and academia, we have created a platform for mutual benefit; actively participating in public welfare initiatives and demonstrating care for local communities to fulfill our corporate social responsibility; and promoting the circular recycling of textile resources to drive sustainability. We hope to leverage these concrete actions to unite stakeholders across all sectors of society and build a sustainable, mutually beneficial future.

5.1 Industrial Prosperity

The Group is committed to the sustainable development of the textile industry, not only actively providing resources to support industry upgrades and innovation, but also investing in talent development over the long term. Through in-depth collaboration with academia, opening our facilities for industry-academia visits, and the selfless sharing of technology and practical experience, we continuously inject new momentum into the industry and jointly create higher value.

Adhering to the philosophy of "knowledge sharing, mutual benefit, and mutual prosperity," the Group welcomes organizations from all sectors interested in the textile industry to exchange and learn with us. In 2024, a total of 214 visitors, including academics, diplomats, and industry partners, toured the Group through various channels such as self-initiated contact and government introductions. The Company's senior management personally visited the campus to share industry trends and first-hand experience with young students, helping to cultivate more textile professionals with an international perspective and injecting new vitality into Taiwan's textile industry.



Introduction to Industry for Freshman Students at Shih Chien University



Visit by the University of Texas at Austin



Circular Agriculture Trend Forum

5.2 Social Care

We have always been committed to caring for society and giving back to the local community. In 2024, the Company officially established the “SINGTEX Education Foundation of New Taipei City” to provide stable resources supporting education in remote areas of New Taipei City, and established scholarships to help more disadvantaged students pursue their dreams and move forward with courage. We believe that every act of kindness is a force for social progress. In the future, we will continue to promote the cycle of goodness through a variety of public welfare initiatives, bringing more warmth and hope to society.

SINGTEX Education Foundation

The Foundation was approved for establishment on April 9, 2024 (Registration No. 2428, Case No. 113-FD-Z-005) with a total fund of NT\$5 million donated by Singtex Industrial Co., Ltd..

Based on the six core values of passion, integrity, innovation, service, quality, and giving back, we dedicate ourselves to educational and public welfare endeavors, with the aim of fostering talent in the technology and industrial sectors and enhancing industry competitiveness. We conduct our operations primarily in New Taipei City, in compliance with applicable laws and regulations. Foundation operations include:

Publications

Scholarship

Donated books

Scholarship projects, talent research

Academic Lecture

Social education and public welfare activities

Sponsorship activities

Education

Donations for Charitable Causes

Related Matters

In 2024, the SINGTEX Education Foundation continued its focus on education equity and industry talent cultivation. From supporting educational resources in remote areas and training textile-related talents to sponsoring fabric teaching and providing scholarship programs, we are comprehensively promoting the deep-rooted and upward expansion of education. The total annual investment amount was NT\$288,790, demonstrating the corporate commitment to social sustainability.

Target	Sponsorship content	Investment amount (NTD)
Yuan Sheng International Academy	Donation of outerwear, trousers, hats, and scarves.	233,226
Faculty of Fashion Design, Lee-Ming Institute of Technology	High-quality fabrics in stock for classroom learning and student creation.	26,807
Fabric Design Department, Fu Jen Catholic University	Donated high-quality fabrics in stock for classroom learning and student creation.	28,757



Donation of fabrics for classroom teaching applications at Fu Jen Catholic University



Donation of uniforms to the Vox Nativa Children's Choir



Foundation website

Giving back to the community

Guided by the principle of “taking from society and giving back to society,” we continue to deepen our roots locally and contribute to our communities. In 2024, we continued our 14-year commitment to supporting local farmers by adopting Futian rice, sponsored the beautification of roadside trees near GFun Company’ s facilities to improve the environment, and regularly delivered meals to elderly residents in the community. These efforts demonstrate our corporate social responsibility and our dedication to building a more caring community together.



Community outreach events	Sponsorship content	Investment amount (NTD)
Adopt Futian Rice	Supporting continuous rice paddy cultivation to ensure a stable income for farmers, we have been sponsoring the Yilan Futian program for 14 years running since 2010. 104 employees and their families participated in 2024.	277,500
Adopt-a-Tree Program	We have been continuously adopting roadside trees along Sixth Industrial Road in Guanyin District for 10 years.	12,000
Meal Delivery Program for Seniors	Currently providing lunch to elderly people living alone in Shulin Neighborhood, Guanyin District. There are 12 elderlies in total.	Approximately 165,000



5.3 Sustainable Cycles

Leveraging our core textile expertise, the Group actively promotes the “REFIT Sustainability Initiative,” championing resource reuse and material circularity. Through communication and interaction with the public, we aim to guide consumers and industry partners to jointly consider and practice a green lifestyle. We firmly believe that sustainability is the only way to create lasting change for our planet.

The REFIT Sustainability Initiative has also partnered with Fubon Financial Holding to co-host a street run, attracting over 60 runners to showcase green initiatives on the vibrant streets of Taipei. Since 2022, we have successfully collected 2,032 used running shirts, and as of December 2024, have turned them into recycled textiles. This has sparked a “circular runner” trend within the marathon community, promoting sustainability from the starting line and beyond.

Street Run Supports REFIT Apparel Recycling



On April 22nd, World Earth Day, Fubon Financial Holding Co., Ltd. partnered with the Group for a street run and the Group hosted the Run for Green™ “One Step for the Earth” run. In Taipei’s Da’an District, 60 runners mapped out a route in the shape of a giant “clothing” figure to symbolize support for textile circularity. At the same time, runners are invited to deposit unwanted running clothes into the “REFIT™ Smart Clothing Recycling Bin”. Through the REFIT program, these old clothes will be given a new life and become part of the circular economy, contributing to the planet’s sustainability.

REEFIT™ International Green Collaboration x FASLINK

The Group also partnered with Vietnamese enterprise FasLink to launch the REFIT™ smart recycling bin for the first time at the GreenUp Marathon, and launched the “Second Life” project, enabling participants to experience recycled fabrics and textile sorting. Through these interactive green experiences, athletes gain a deeper understanding of the importance of textile circularity and receive the “Regeneration Hero” badge, symbolizing a spirit of sustainability. We hope this collaboration will bring the trend of sustainable circularity to Vietnam, raising awareness and encouraging more people to participate in textile recycling efforts.



New Taipei City Road Run Expo: Paving the Way for Sustainable Running



The REFIT Sustainability Project concluded successfully at the New Taipei City Road Running Expo. The smart clothing recycling bins set up during the three-day event received an enthusiastic response, successfully collecting 335 pieces 100% polyester running shirts. These garments will be revitalized with recycling technologies, promoting the circular reuse of resources. Activities not only promote sustainability but also showcase public involvement and support for environmental efforts, contributing to a greener future.



ReRead Used Book Swap Meet



April 23rd is World Book Day, as designated by UNESCO – a day to reignite our love of reading. Following the success of three consecutive “Refit Secondhand Clothing Exchange Markets”, we shifted our focus to another important area – books – and held the first “ReRead Secondhand Book Exchange Market”!

Books not only bring knowledge, but also nourish the soul. We believe that reusing and sharing books and textiles are equally important. To this end, SINGTEX is inviting colleagues to bring books they’ve already read to a book exchange, so each book can find a new shelf to call home. Following a week-long market, 64% of the books had found new homes, and the remaining books were donated to the IRead Secondhand Bookstore.

Resource reuse, from corporate culture to daily practice



The practice of resource reuse isn't limited to cooperation between countries or companies; it's also closely tied to the choices people make every day. Since launching the “REFIT™ Textile Sustainability Recycling Program” in 2022, SINGTEX has emphasized “reuse before recycling” through internal activities like secondhand clothing and book exchange events. To date, more than four events have been held, and employees have responded with great enthusiasm. The 4th REFIT™ pre-owned clothing exchange event collected 153 items of clothing donated by colleagues from 9 departments. Over 90% of the clothing found new homes, promoting resource reuse and integrating sustainability into daily life.

Appendix

Declaration of Use: This report is prepared following GRI Standards, and covers the period January 1, 2024 to December 31, 2024.
GRI 1 Use: GRI 1: Foundation (2021)

GRI 2 : General Disclosures 2021

GRI Standards	Number	Basis of Reporting	Corresponding Section	Page number
The organization and its reporting practices.	2-1	Organizational details	About SINGTEX GROUP	16
	2-2	Entities included in the organization’ s sustainability reporting	About The Report	4
	2-3	Reporting period, frequency and contact point	About The Report	4
	2-4	Restatements of information	About The Report	4
	2-5	External assurance	About The Report	4
Operational activities and workers	2-6	Activities, value chain and other business relationships	About SINGTEX GROUP	16
	2-7	Employees	4.1 Talent Structure	52
	2-8	Workers who are not employees	4.1 Talent Structure	52
Governance	2-9	Governance structure and composition	1.2 Corporate Governance	19
	2-10	Nomination and selection of the highest governance body	1.2 Corporate Governance	19
	2-11	Chair of the highest governance body	1.2 Corporate Governance	19
	2-12	Role of the highest governance body in overseeing the management of impacts	1.2 Corporate Governance	19
	2-13	Delegation of responsibility for managing impacts	1.2 Corporate Governance	19
	2-14	The Role of the Highest Governance Body in the Sustainability Report	1.2 Corporate Governance	19
	2-15	Conflicts of interest	1.2 Corporate Governance	19
	2-16	Communication of critical concerns	1.2 Corporate Governance	19
	2-17	Collective knowledge of the highest governance body	1.2 Corporate Governance	19
	2-18	Evaluation of the performance of the highest governance body	1.2 Corporate Governance	19
	2-19	Remuneration policies	1.2 Corporate Governance	19
	2-20	Process to determine remuneration	1.2 Corporate Governance	19
	2-21	Annual total compensation ratio	1.2 Corporate Governance	19

GRI Standards	Number	Basis of Reporting	Corresponding Section	Page number
Strategy, Policy, and Practice	2-22	Statement on sustainable development strategy	Message from the Chairman	6
	2-23	Policy commitments	Sustainable Commitment	8
	2-24	Embedding policy commitments	Sustainable Commitment	8
	2-25	Remedy procedures for negative impacts	1.4 Legal Compliance	28
	2-26	Mechanisms for seeking advice and raising concerns	About The Report	4
	2-27	Legal Compliance	1.4 Legal Compliance	28
	2-28	Membership associations	About SINGTEX GROUP	16
Stakeholder engagement	2-29	Stakeholder engagement policy	Stakeholder communication channels	10
	2-30	Collective bargaining agreements	4.2 Remuneration and Benefits	58

GRI3 : Material Topics 2021

Number	Basis of Reporting	Corresponding Section	Page number
3-1	Process to determine material topics	Identification of material topics	10
3-2	List of material topics	Identification of material topics	10

Economic

GRI Standards		Number	Basis of Reporting	Corresponding Section	Page number
Economic performance	GRI201	201	Topic Management Disclosure	About SINGTEX GROUP	16
	Economic performance	201-1	Direct economic value generated and distributed	1.1 Operational Performance	18
	Topic Disclosure 2016	201-2	Financial implications and other risks and opportunities due to climate change	1.3 Risk Management	25
		201-3	Defined benefit plan obligations and other retirement plans	4.2 Remuneration and Benefits	58

Social

GRI Standards		Number	Basis of Reporting	Corresponding Section	Page number
Employment	GRI 401 Employment Topic Disclosure 2016	401	Topic Management Disclosure	4.1 Talent Structure	52
		401-1	New employee hires and employee turnover	4.1 Talent Structure	52
		401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.2 Remuneration and Benefits	58
		401-3	Parental leave	4.3 Talent Development	60
Diversity and Equal Opportunity	GRI 405 Diversity and Equal Opportunity – Topic Disclosure 2016	405	Topic Management Disclosure	4.1 Talent Structure	52
		405-1	Diversity of governance bodies and employees	4.1 Talent Structure	52
		405-2	Ratio of women's basic wage and compensation to men's.	4.2 Remuneration and Benefits	58
Supplier Assessment	GRI414 Supplier Social Assessment Topic Disclosure 2016	414	Topic Management Disclosure	2.1 Technological Innovation	32
		414-1	New suppliers that were screened using social criteria	2.3 Supply Chain Management	35
		414-2	Negative social impacts in the supply chain and actions taken	2.3 Supply Chain Management	35
Occupational health and safety	GRI403 Occupational health and safety Topic Disclosure 2018	403	Topic Management Disclosure	4.4 Occupational Health and Safety	62
		403-1	Occupational health and safety management system	4.4 Occupational Health and Safety	62
		403-2	Hazard identification, risk assessment, and incident investigation	4.4 Occupational Health and Safety	62
		403-3	Occupational health services	4.4 Occupational Health and Safety	62
		403-4	Worker participation, consultation, and communication on occupational health and safety	4.4 Occupational Health and Safety	62
		403-5	Worker training on occupational health and safety	4.4 Occupational Health and Safety	62
		403-6	Promotion of worker health	4.4 Occupational Health and Safety	62
		403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.4 Occupational Health and Safety	62
		403-8	Workers covered by an occupational health and safety management system	4.4 Occupational Health and Safety	62
		403-9	Work-related injuries	4.4 Occupational Health and Safety	62
		403-10	Work-related ill health	4.4 Occupational Health and Safety	62

Environment

GRI Standards		Number	Basis of Reporting	Corresponding Section	Page number
Waste	GRI306 Waste Topic Disclosure 2020	306	Topic Management Disclosure	3.5 Waste Management	48
		306-1	Waste generation and significant waste-related impacts	3.5 Waste Management	48
		306-2	Management of significant waste-related impacts	3.5 Waste Management	48
		306-3	Waste generated	3.5 Waste Management	48
		306-4	Waste diverted from disposal	3.5 Waste Management	48
		306-5	Waste directed to disposal	3.5 Waste Management	48
Materials	GRI302 Energy Topic Disclosure 2016	302	Topic Management Disclosure	3.3 Energy Management	48
		302-1	Energy consumption within the organization	3.3 Energy Management	48
		302-2	Energy consumption outside of the organization	3.3 Energy Management	48
		302-3	Energy intensity	3.3 Energy Management	48
		302-4	Reduction of energy consumption	3.3 Energy Management	48
		302-5	Reductions in energy requirements of products and services	3.3 Energy Management	48
Emissions	GRI305 Emissions Topic Disclosure 2016	305	Topic Management Disclosure	3.4 GHG Management and Pollution Prevention	46
		305-1	Direct (Scope 1) GHG emissions	3.4 GHG Management and Pollution Prevention	46
		305-2	Energy indirect (Scope 2) GHG emissions	3.4 GHG Management and Pollution Prevention	46
		305-3	Other indirect (Scope 3) GHG emissions	3.4 GHG Management and Pollution Prevention	46
		305-4	GHG Emissions Intensity	3.4 GHG Management and Pollution Prevention	46
		305-5	Reduction of GHG emissions	3.4 GHG Management and Pollution Prevention	46
		305-6	Emissions of ozone-depleting substances (ODS)	3.4 GHG Management and Pollution Prevention	46
		305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	3.4 GHG Management and Pollution Prevention	46

Custom Material Topics

GRI Standards		Number	Basis of Reporting	Corresponding Section	Page number
Product chemical substance management	Custom Material Topics	-	-	2.3 Supply Chain Management	35
Climate change factor	Custom Material Topics	-	-	3.4 GHG Management and Pollution Prevention	46

Appendix 2. SASB Sustainability Accounting Standards Cross-Reference Table

Following the SASB Sustainability Accounting Standard, we have selected “Apparel, Accessories & Footwear” as the disclosure topic most relevant to our Group’ s business.

TOPIC	Code/Metric	Nature	Corresponding Section	Page number	Omitted/Remarks
Product chemical substance management	CG-AA-250a.1 Discussion of processes to maintain compliance with restricted substances regulations.	Discussion and Analysis	3.1 Raw Material Management	41	
	CG-AA-250a.2 Discussion of processes to assess and manage risks or hazards associated with chemicals in products.	Discussion and Analysis	3.1 Raw Material Management	41	
Environmental Impacts in the Supply Chain	CG-AA-430a.1 Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits or contractual agreements.	Quantification (%)	3.1 Raw Material Management	41	
	CG-AA-430a.2 Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition’ s Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment.	Quantification (%)	-	-	Not applicable. Our procurement procedures do not require evaluating whether suppliers have completed the Higg FEM, and we cannot verify supplier compliance.
Labor conditions in the supply chain.	CG-AA-430b.1 Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labour code of conduct, (3) percentage of total audits conducted by a third-party auditor.	Quantification (%)	-	-	No relevant data available.
	CG-AA-430b.2 Priority non-conformance rate and associated corrective action rate for suppliers’ labour code of conduct audits.	Quantification of (speed)	-	-	No relevant data available.
	CG-AA-430b.3 Description of the greatest labour and environmental, health and safety risks in the supply chain.	Discussion and Analysis	-	-	No relevant data available.

TOPIC	Code/Metric	Nature	Corresponding Section	Page number	Omitted/Remarks
Raw Materials Procurement	CG-AA-440a.1 Priority materials list; for each priority material: identify the most likely environmental and/or social factors that pose a threat to procurement, discuss the business risks and/or opportunities associated with these environmental and/or social factors, and outline management strategies to address those risks and opportunities.	Discussion and Analysis	3.1 Raw Material Management	41	
	CG-AA-440a.2 Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard.	Quantification (tons, t)	3.1 Raw Material Management	41	
	RR-ST-000.A Total number of Tier 1 and Tier 2 suppliers.	Quantification (amount)	2.3 Supply Chain Management	35	

Appendix 3. Climate-related Information Disclosure by Publicly Listed Companies

Item	Corresponding Section	Page number	Omitted/Remarks
1. Describe the Board of Directors’ and management’ s oversight and governance of climate-related risks and opportunities.	1.3 Risk Management	25	
2. Describe how the identified climate-related risks and opportunities impact the company’ s business, strategy, and finances (short, medium, and long term).	1.3 Risk Management	25	
3. Describe the impact of extreme weather events and transition measures on financial matters.	1.3 Risk Management	25	
4. Describe how the identification, assessment, and management of climate-related risks are integrated into the overall risk management system.	1.3 Risk Management	25	
5. When using scenario analysis to assess resilience to climate change risks, disclose the scenarios used, parameters, assumptions, analytical factors, and key financial impacts.	1.3 Risk Management	25	
6. If a transition plan exists to address climate-related risks, describe the plan’ s content, along with the indicators and targets used to identify and manage physical and transition risks.	1.3 Risk Management	25	
7. If an internal carbon price is used as a planning tool, the basis for price setting should be disclosed.	-		No disclosure.
8. If climate-related targets have been set, details should be provided regarding the activities covered, GHG emissions scopes, planning timeframe, and annual progress towards achievement. If carbon offsets or Renewable Energy Certificates (RECs) are used to achieve these targets, the source and quantity of the offset reductions or the quantity of RECs should be disclosed.	Disclosure of environmental protection management goals	38	
9. Greenhouse Gas Inventory and Assurance.	About the Report	4	

