

2022

Sustainability Report

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Preface

About the Report

SINBON Electronics Co., Ltd. (hereinafter referred to as "SINBON") has issued the English and Chinese versions of the Corporate Social Responsibility (CSR) report annually since 2014. We started to issue a Sustainability Report in 2021. We will continue to communicate with our stakeholders and continue to issue Sustainability Reports every year. Please visit and download from our official website [Download \(http://www.sinbon.com\)](http://www.sinbon.com).

Reporting period and organizational boundaries

The data and contents are updated annually and are based on information for 2022 (January 1 to December 31, 2022). Some data may be traced back before 2022 or extended to 2023.

This report discloses the locations of 100% shareholding. Compared with 2021, the US site was added to the scope of SINBON Group in 2022 (changed to 100% shareholding in July 2022). The scope covers 2 Taiwan, 5 Mainland China, 2 European, and 2 US operating locations. The reporting period for the [financial statements](#) is the same as that for the sustainability disclosures, and the scope of disclosure is based on IFRSs for companies with at least 50% of the shares included in the consolidated financial statements. Please refer to the companies listed in the 2022 consolidated financial statements for details. SINBON Europe is 100% owned, but since there is no physical office, it does not be included in the 2022 Sustainability Report scope. The details of this report and statistical boundaries are as follows:

Base	Operating Locations	Address
Taiwan	Headquarters	4F-13, No. 79, Sec. 1, Hsin Tai Wu Rd., Hsi-Chih Dist., New Taipei City 22101, Taiwan
	Miaoli site	No. 582, Kuohua Rd., Miaoli 36055, Taiwan
China	Jiangyin site	No. 288, Chengjiang Middle Rd., Jiangyin Economic Development Zone, Jiangsu 214434, China
	Tongcheng site	No.168, Xing Long Rd., Economic Development Zone, Tongcheng City, Anhui 231400, China
	Shanghai Office	3F, Building 60, No. 461, Hong-Cao Rd., Shanghai 200233, China
	Shenzhen Office	3F, Building 60, No. 461, Hong-Cao Rd., Shanghai 200233, China
	Hong Kong Office	Unit 05, 18/F, Lemmi Centre, 50 Hoi Yuen Road, Kwun Tong, Kowloon, Hong Kong
Europe	Hungary Site	Búzavirág utca 8/D, 2800 Tatabánya, Hungary
	UK Office	Suites 19 & 20, Hattersley House, 1 Hattersley Court, Ormskirk, L39 2AY, UK
US	US Site	815 South Brown School Road, Vandalia, OH 45377, USA
	USA Office	4265 Gibson Drive, Tipp City, OH 45371, USA

Note: If there is no special note, the above-mentioned sites/bases will be the scope of joint disclosure.

Reference to international standards and guidelines	Third-Party Assurance	
GRI Sustainability Reporting Standards (GRI standards 2021)	Passed	ISAE 3000 International Standard on Assurance Engagements (International Standard on Assurance Engagements 3000)
SASB (Sustainability Accounting Standards Board) The Electronic Manufacturing Services (EMS) & Original Design Manufacturing (ODM) industry	Passed	
TCFD Guidelines (Task Force on Climate-related Financial Disclosures)	Passed	

The financial data in this report are based on the annual financial report certified by the CPA (Ernst & Young Taiwan); the greenhouse gas emission and reduction data are based on the ISO 14064-1:2018 standard and certified by TÜV Rheinland in Germany. Please refer to the description in Chapter 3 for details.

Report Assurance

We have engaged Ernst & Young to perform a limited assurance independent assurance report in accordance with International Standard on Assurance Engagements 3000, which is attached as an appendix to this report.

Internal Management Process and Issuance of Report

The contents are reviewed by the supervisors of each unit, compiled by the ESG Office, and approved by the chairperson and ESG subcommittee before being issued.



Relevant information

If you have any advice on the contents, you are more than welcome to convey your valuable opinions.

Contact : Sustainable Strategy Division
 Address : 4F-13, No. 79, Sec. 1, Hsin Tai Wu Rd., Hsi-Chih Dist., New Taipei City 22101, Taiwan
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Message from the Chairman and the Chief Sustainability Officer

Dear friends who concerned about sustainability at SINBON:

Looking back to 2022, as the global pandemic gradually unraveled, the environment remains shrouded in uncertainty along with increasing extreme climate risks, which is coupled with geopolitical turmoil, high global energy prices and rising inflationary pressures. In the face of tremendous challenges, our sustainability strategy, risk management and flexible deployment have become the key building blocks of our sustainability and resilience.

In the past year, while achieving new record revenue in 2022, SINBON also implemented our sustainability strategy and set a goal to reduce carbon emissions by 40% by 2030. Also, we take responsibility as the key partner in the global electronics parts and components R&D value chain and respond to the expectations of our stakeholders. Also, we invite our value chain to continue to take action in the ESG.

Identifies Climate Risks and Opportunities and on the way to Carbon Reduction and Digital Transformation

On climate risk, we evaluate the risks and opportunities of climate impacts on operations based on the TCFD framework, integrate risk management, and plan corresponding strategies. In response to the trend of net-zero carbon emission, we set three strategies: energy management system, expansion of renewable energy use, digitalization of processes, and energy saving. We also start to calculate the product's carbon footprint and move toward low-carbon product design. In addition, we have introduced a digital carbon management platform for the first time, which enables more effective use and analysis of carbon data management.



Chairman Joseph Wang

Actively developing green products and joining hands with strategic alliances in the electric vehicle industry

In product strategy, we firmly believe that investing in green industries and developing green products can contribute to environmental sustainability and help companies improve their competitiveness. In 2022, we launched a strategic partnership program with Damon Motors to establish an EV charging and switching ecosystem with Yamaha, Honda, Piaggio & C. SpA and the KTM Group. SINBON became the first Taiwan-based provider to join the Swappable Batteries Motorcycle Consortium (SBMC) to provide high-current charging and switching solutions, offering integrated services and solutions with high added value.

*Note: MAGIC refers to the five major application areas of SINBON, namely Medical Health, Automotive, Green Energy, Industrial Application, and Communication.

Introduced human rights due diligence for the first time to focus on marine ecological conservation issues

On value chain management, we not only focus on improving our own technological capabilities, but also attach great importance to the opinions of value chain partners. In addition to various communication channels, we continue to communicate through internal and external announcements and exhibitions, and respond in a timely manner. In 2022, we introduced human rights due diligence for the first time to manage major human rights issues, also conducted a conflict minerals management investigation. In addition, we have long been concerned about the issue of community care, inviting employees to participate in environmental conservation education seminars, and taking practical actions to pick up marine waste to protect the marine ecology together.

I would like to thank everyone for their concern and affirmation of SINBON's sustainable development. Our achievements depend on the practice and efforts of all SINBON employees in various ESG projects. In the future, we will continue to invest in sustainable transformation, reducing carbon emissions and strengthening the green competitiveness of our products. We will also strive to create a diverse workplace with gender equality and openness, and join hands with our value chain partners towards sustainable transformation. Together Stronger.



Director of Sustainable Strategy Division and Chief Sustainability Officer
Lily Huang

2022 Sustainability Highlights and Annual Results

1. Sustainability Highlights



Morgan Stanley Capital International (MSCI) ESG Ratings A



TCSA Gold Award for Corporate Sustainability Report
TSAA Silver Award for Best Sustainability Practice Awards



CDP Disclosure



Ecovadis silver rating



Named to 2023 Bloomberg Gender-Equality Index



Participant of DJSI CSA

Annual Results

NT\$ **305.74** Billion
At An All-Time High Of Consolidated Revenue

44%
Revenue Of Sustainable Industries Accounted For The Group's Overall

47%
Automotive annual revenue growth rate

ISO 27001
Imported Information Security Certification

12%↑
Research And Development Spending Up To 12% Compared To 2021, This Amounts To Nt\$ 950.97 Million

Governance

TOP 100 CEO
Harvard Business Review

6~20%
Taiwan Corporate Governance Evaluation

4.7/5.0 Scores
Customer Satisfaction

137 Hours
The Board Training On Climate Change-Related Issues

Environmental

98%
Annual RoHS Procurement Ratio

390,000 kWh
The Factory Saved Electricity In 2022

Taiwan Climate Partnership
As A Member Since 2022

ISO 50001
Energy Management system introduced in Miaoli site

TCFD
Management And Disclosure

5 Products
Product Carbon Footprint Inventory

652 tCO₂e↓
The Carbon Reduction Amount Of Replace Pvc To Tpe And Tpu

234 Tons↓
Water Dispensers Recycling Annual Water Saving In Miaoli Site

12%↓
GHG Reduction Compared To 2021

UN Global Compact
as a member since 2021

46%
The Proportion Of Female Executives In The Whole Group

Learning Superstar
Awarded By Commonwealth Learning Center (CWLC)

NT\$ **9.73** Million
Contribution To The Society

Social

TALENT, in Taiwan
as a member

49 Lecturers
Nurturing Sinbon Academy 49 As Internal Lecturers, Participants Reached 5,221

NT\$ **12.67** Million
The Amount Of Childcare Subsidy, Distributed To 1,023 Children

1,000 Trees
Trees Adopted In Taiwan Shihmen Dam

2,400 Kg
Subscribe To Local Leopard Cat Rice In Miaoli, Taiwan

Company Profile (GRI 2-6)









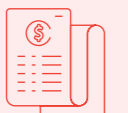

Founded in 1989, SINBON Electronics Co., Ltd. is a leading provider of integrated design and manufacturing services for electronic components. SINBON has undergone two major innovative transformations, breaking away from the OEM model and moving toward more diversified and complete services, and spreading its R&D seeds to more than 20 locations worldwide.

We have strategically focused on the five major areas of MAGIC: Medical Health, Automotive, Green Energy, Industrial Application, and Communication. In addition, we are moving toward the goals of internationalization, intelligent applications, and integrated products, and have gradually transformed and entered the fields of intelligent medical care, transportation, energy, production and logistics, and "do the MAGIC ∞" is our sustainable ESG layout.

In response to the trend of rapid development of the technology industry while taking care of the friendly environment, we are committed to transforming into a Green Enterprise, with "Go Green" as our commitment and declaration of action toward sustainable development. In recent years, SINBON has actively participated in the green industry, including wind power, solar power, electric vehicles and other green industries, and its revenue has accounted for more than 30%. At the same time, in order to root the goal of sustainability in the heart of the company, we launched our latest transformation plan "Value Transformation" in 2022, which not only gradually reduced carbon in the operation of the organization, but also moved towards the goal of carbon reduction in product designs.

1989

2022

 Company Name SINBON Electronics Co. Ltd.	 Date of Incorporation December 06, 1989	 Number of Employees About 4,936 worldwide	 Total Capital NT\$4.5 billion
 Major Products and Technologies Processing and manufacturing of electronic components and trading of finished products	 Operation Team Chairman Shaw-Shing, Wang President Wei-Min, Liang	 Headquarters 4F-13, No.79, Sec. 1, Xintai 5th Rd., Xizhi Dist., New Taipei City 221, Taiwan (R.O.C.)	 Listed on TWSE 2001, Stock Code: 3023
 Annual Revenue NT\$30,574,800 thousand	 Company Website https://www.sinbon.com/tw/		

2021

Talent Echelon Construction
 Talent Echelon Construction → Talent Cultivation

Let the new generation has its own stage and establish to the talent echelon

Value Transformation
 Innovative R&D → Sustainable Thinking

Carbon reduction strategy on operation management, plastic and waste reduction, and develop low-carbon products

2009

Organizational Transformation
 Headquarters Centralized → Business Units Centralized

Organizational Change, Division of Different Business Units, and Talent Development

2003

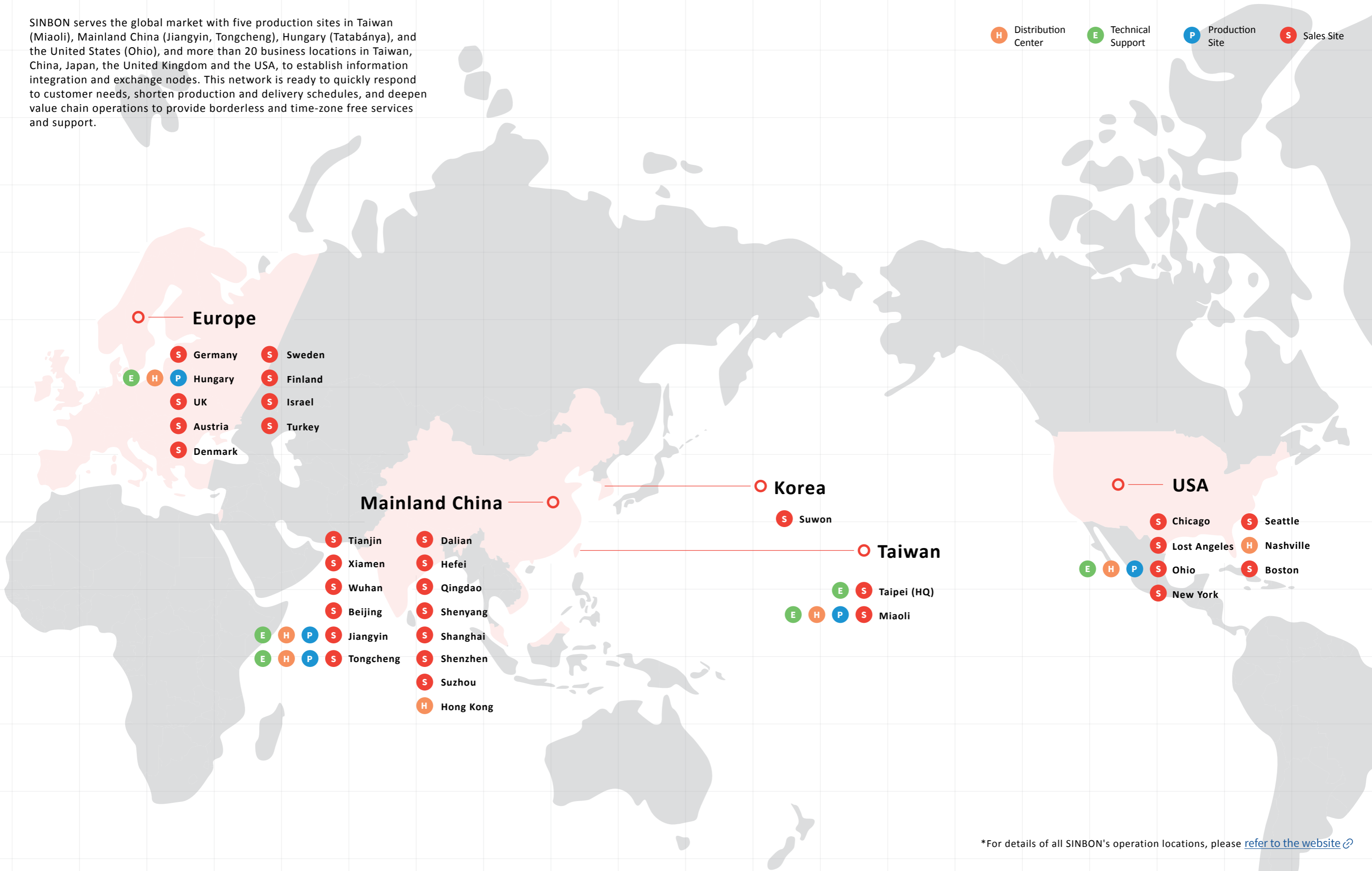
Industry Transformation
 Consumer Products → Niche Products

Targeted the niche market in industrial applications with higher standards

Production Sites

SINBON serves the global market with five production sites in Taiwan (Miaoli), Mainland China (Jiangyin, Tongcheng), Hungary (Tatabánya), and the United States (Ohio), and more than 20 business locations in Taiwan, China, Japan, the United Kingdom and the USA, to establish information integration and exchange nodes. This network is ready to quickly respond to customer needs, shorten production and delivery schedules, and deepen value chain operations to provide borderless and time-zone free services and support.

H Distribution Center **E** Technical Support **P** Production Site **S** Sales Site



*For details of all SINBON's operation locations, please [refer to the website](#)

Five Major Sectors of MAGIC

Industry Sectors	Industry Advantages	2022 Targets	2022 Results
 <p>Medical Health</p> 	<p>SINBON continues to make breakthroughs, extending product fields from imaging diagnostics, smart cables for monitors, medical aesthetic instruments, and rehabilitation equipment to surgical equipment, in vitro diagnostic equipment, orthopedics, endoscopic equipment, telemedicine, and smart medical care.</p>	<p>Assist customers in the development of imaging products to improve imaging accuracy and post-imaging AI automatic judgment</p>	<ul style="list-style-type: none"> • NT\$2.783 billion in revenue, an increase of 17% • Research and development of fitness clothing control box supplemented by remote control with an app, which qualifies as FDA-registered medical grade products • Successfully delivered 2 leading customers to seize the surgical robot market in mainland China
 <p>Automotive</p>   	<p>In 2018, we are actively expanding into new energy vehicles and self-driving vehicles. Our products include high-voltage wiring harnesses and charging equipment that meet the specifications of various countries, making us the largest supplier of charging equipment for electric vehicles in Mainland China.</p> <p>In 2021, we have expanded into the electric bus industry and will continue to develop components related to sensor light emitting devices (LiDAR) for self-driving automobiles.</p>	<ul style="list-style-type: none"> • Technology upgrade for high-definition video transmission and high-current charging products • Continue to promote the automation of plant production 	<ul style="list-style-type: none"> • NT\$4.294 billion in revenue, an increase of 47% • 100,000 charging equipments made of environmentally friendly material, reducing 536 tons carbon emissions • Obtained 4 international electric vehicle cable standards certification, including EVE CABLE in USA, TUV EV CABLE in Europe, CQC EV CABLE in Mainland China, and Customized U.S. Certification for International Semiconductor Equipment Vendors, etc
 <p>Green Energy</p>  	<p>As global warming, we research and develop solar power system-related harnesses and provide one-stop system integration services from plant design, material selection, construction to post-operation and maintenance services. In the wind energy field, we are the main supplier of connection cable sets, intelligent monitoring, control cabinet assembly, and bird repellents for major international wind power equipment manufacturers.</p>	<ul style="list-style-type: none"> • Completed solar power system roofing and ground maximization at Jiangyin and Tongcheng sites • Evaluate investment power station and green power certificates, and conduct market research 	<ul style="list-style-type: none"> • NT\$8.198 billion in revenue, an increase of 26% • The goal is to self-build a 3MW solar power roof. Due to the outbreak of the epidemic, the project is expected to be completed before June 2023 • Integrate solar energy funds to invest in 80M power stations in Taiwan to prepare for the the Group's 2030 carbon reduction target
 <p>Industrial Application</p> 	<p>In response to the demand for automation and intelligence such as Industry 4.0 and the Internet of Things, our products can be applied in harsh industrial environments and have characteristics such as durability, water resistance, fire resistance, UV resistance, and interference resistance, etc. In addition, we continue to improve the energy efficiency of related cables and move toward the goal of lightweight products. The Company focuses on applications such as warehousing robots, smart vests, unmanned stores, unmanned aerial vehicle, and smart logistics products.</p>	<ul style="list-style-type: none"> • Expand factory operation control MES system and Toyota Production System (TPS) management model • Expand the introduction of smart factories to improve the efficiency of automated production 	<ul style="list-style-type: none"> • NT\$8.2 billion in revenue, an increase of 18% • Complete 12 semi-automated equipment and 8 pieces of automated equipment • Complete the import of 19 material numbers into TPS and saved a total of 238,757 hours
 <p>Communication</p>  	<p>SINBON provides connectors and wires for communication equipment such as drones, smart grid monitoring, wearable devices, smart phones, tablets, and laptops. Due to the pandemic and the rise demand for communication products, we provides customers with sufficient inventory and becomes a trustworthy partner of various brands. SINBON has also ventured into the e-bike field, providing solutions such as drive system integration, cloud connectivity, and intelligent error detection.</p>	<ul style="list-style-type: none"> • Continued growth in revenue and net income • Development of communication-related products 	<ul style="list-style-type: none"> • NT\$7.097 billion annual revenue, accounting for 23% of Group revenue • Developed 250W motor controllers, and safety certifications will be applied for in 2023

Corporate Governance

1 - 32



- 1.1 Operations and Governance
- 1.2 Compliance and Ethics
- 1.3 Innovative R&D Technology Capabilities
- 1.4 Risk Management

305.74 billion NTD

Consolidated revenue is the highest compared to the same period last year

47 % ↑

Growth rate of automotive and aerospace annual revenue

1,579 people

Ethics and Compliance Course Completion

44 %

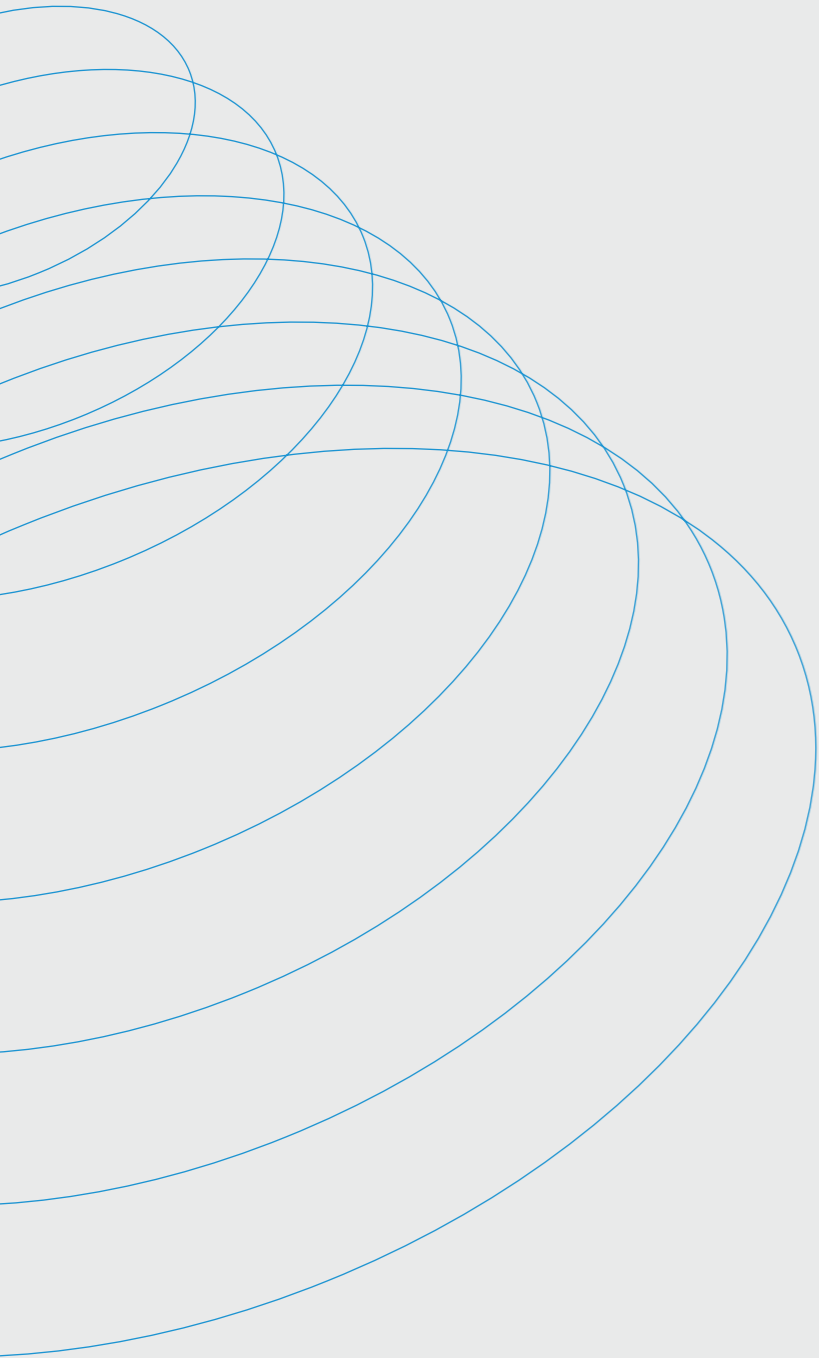
Revenue from sustainable industries as a percentage of total Group revenue

12 % ↑

R&D costs reached NT\$950.97 million compared to the same period last year

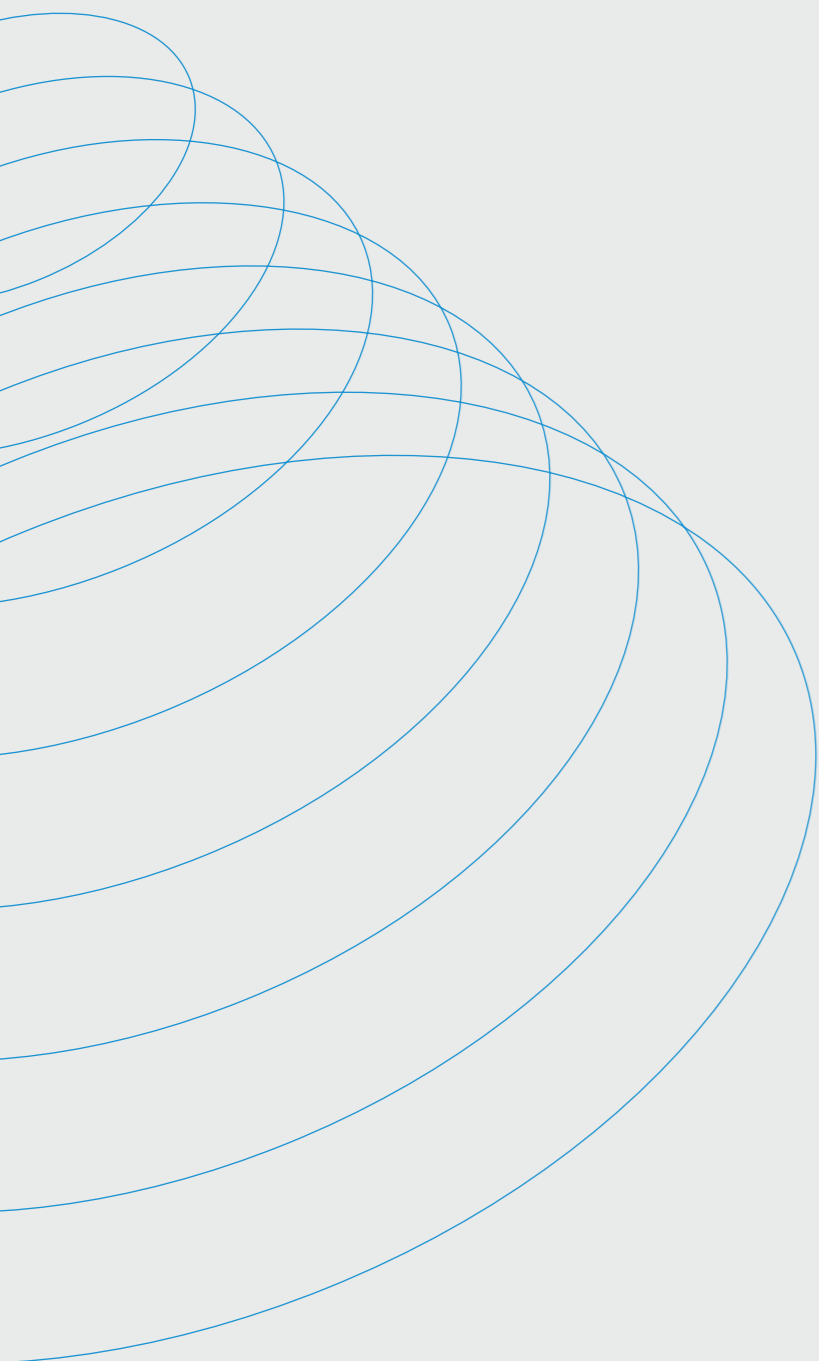


Description of Material Topics

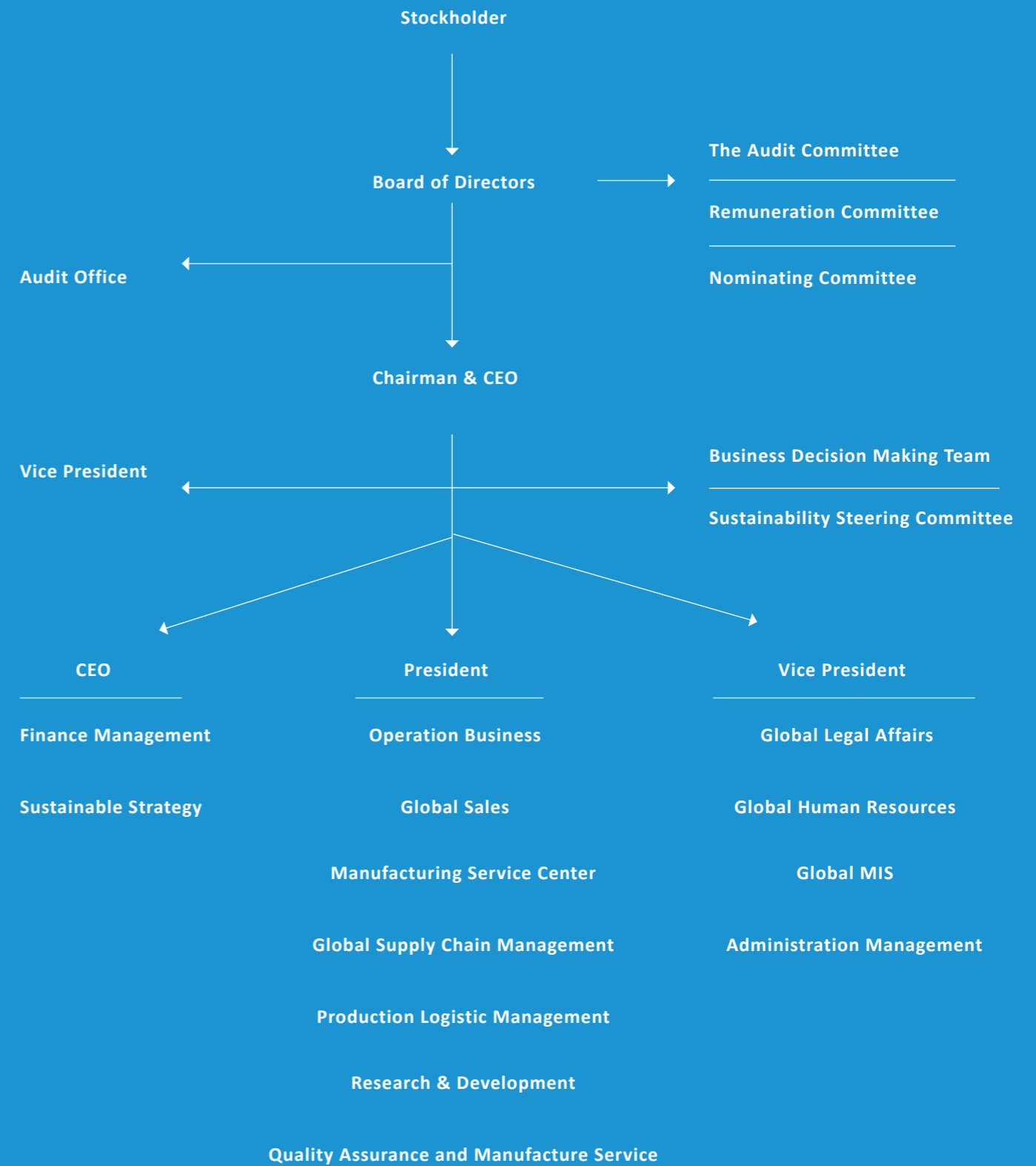


Material Topics		Ethics and Compliance
Significance of Material Topics		Enhance employee awareness and ensure compliance with laws to reduce operational risk due to violations of laws/regulations
Policy and Commitment		Monitor and promote laws and regulations in the Group's global operation sites
Responsibility and Resources		<ul style="list-style-type: none"> · Driven by the Corporate Governance Sub-Committee · The operation of the Sub-Committee is included in the annual performance assessment
Action Taken		<ul style="list-style-type: none"> · Establish and comply with the Ethical Management Code of Conduct, and establish a control mechanism for the update of international laws · Implement Ethics and Compliance Education · Collaborate with our vendor partners
Target	Targets for 2022	<ul style="list-style-type: none"> · Implement internal control, and review the establishment of the ethical management policy, prevention plan to Board of Directors · Establish the team to collect global regulations review internal regulations on a regular basis and report annually to the Board of Directors · Publish the "Code of Conduct for Employees", and include in 100% of the education and promotion efforts for new employees on the official website · 100% of new employees signed the "Integrity Commitment". We also follow a regular monitoring mechanism and conduct annual "Conflict of Interest Declaration" for our employees in the integrity community, with a 100% achievement rate · Established the "Code of Conduct for Suppliers" and implement the RBA self-assessment to understand the understanding degree of SINBON supply chain members to RBA regulation
	2022 Results	<ul style="list-style-type: none"> · Reported to the Board of Directors on the implementation of ethical management practices · Established a risk management team and completed the identification of group laws, and reported at the monthly meeting of the corporate governance sub-committee · Completed the Group's Code of Conduct for Employees · Education for new employees and placement on the SINBON College platform · The Group's indirect employees completed 70% of the "Survey of Related Party Declarations". · Combined with the Group's Code of Conduct for Employees, the SINBON College platform was used to carry out education, and the training completion rate of the Group's indirect personnel was 76.1%. · A questionnaire survey was conducted on 100 suppliers, and a total of 96 suppliers responded, with a response rate of 96%.
	2023 Results	<ul style="list-style-type: none"> · Regularly report to the Board of Directors every year · Complete the identification of group laws and the confirmation of the legality of internal regulations, and regularly report at the monthly meeting of the corporate governance sub-committee · Completed the Hungarian version of the Group's Code of Conduct for Employees · The Group's indirect employees completed 100% of the "Survey of Related Party Declarations" with a completion rate of about 85%, with a 100% achievement rate our employees in the integrity community · The completion rate of training reached 90% on the SINBON College platform · The goal is to improve the survey plan, add the RBA VAP survey, and start the RBA supplier on-site audit plan in 2023
Communication/Complaint Mechanism		<ul style="list-style-type: none"> · The "Spokesperson" accepts reports from shareholders, investors and other interested parties · "The Auditing Office is responsible for receiving reports in the form of emails from internal colleagues and external directors, customers, suppliers, contractors, etc. (intergrity@sinbon.com)

Description of Material Topics



Material Topics		Innovation and R&D	Low Carbon Technology
Significance of Material Topics		Maintain growth through product design in response to customers' customized production technology requirements and changing markets.	In response to the climate change trend, the development of low carbon technology will be the key to maintain the competitiveness.
Policy and Commitment		Focus on the trend of development, cultivate talents, protect the R&D achievements with a patent system, and maintain the advantage of integrated services	Develop low-carbon technologies and green products to obtain sustainable business opportunities
Responsibility and Resources		<ul style="list-style-type: none"> · Driven by the Green SINBON Sub-Committee · The operation of the Sub-Committee is included in the annual performance assessment 	<ul style="list-style-type: none"> · Driven by the Green SINBON Sub-Committee · The operation of the Sub-Committee is included in the annual performance assessment
Action Taken		<ul style="list-style-type: none"> · Investment in product R&D · Innovative Competitiveness and Patent Layout · Manufacturing Improvement 	<ul style="list-style-type: none"> · Green product design and training · Sustainable Revenue and financial effectiveness
Target	Targets for 2022	<ul style="list-style-type: none"> · Continue to lay out patents with target of 43 global patent applications to ensure full protection of R&D achievements · Enhance employees' knowledge of intellectual property rights and hold 2 patent training courses and trade secret protection courses 	<ul style="list-style-type: none"> · Establish a blueprint for cultivating low-carbon talents, and train more than 100 people · Continue to cultivate sustainable revenue, expected to account for 45% of total revenue in 2022 · Calculate the carbon footprint of 5 products based on product packaging, establish the improvement direction of low carbon products in the future
	2022 Results	<ul style="list-style-type: none"> · The Group applied for 59 patents in 2022. · Three courses were held in 2022. <ol style="list-style-type: none"> 1.Trade Secret Protection in Mainland China 2.Business secrets analysis and practical applications 3.Patent Search 	<ul style="list-style-type: none"> · Low-carbon training courses with 113 participants. · Sustainable revenue accounts for 44% of the Group's overall revenue, with a target achievement rate of 97% · Calculate the carbon footprint of 5 products
	2023 Targets	<ul style="list-style-type: none"> · Continue to lay out patents with target of 43 global patent applications to ensure full protection of R&D achievements · Enhance employees' knowledge of intellectual property rights and hold two patent training courses and trade secret protection courses 	<ul style="list-style-type: none"> · Near 150 people have joined the low-carbon courses. · Revenue from sustainable operations accounted for 46.5%. · 4 products carbon inventory materials were certified for product carbon footprint and ISO14067
Communication/Complaint Mechanism		<ul style="list-style-type: none"> · The R&D Automation Team discusses internally on project status monthly and quarterly. · If there are new requirements, meetings will be held from time to time according to the needs. 	



1.1 Operations and Governance

1.1.1 Board of Directors

Board of Directors (GRI 2-9, 2-11)

The Board of Directors is the highest governing body of SINBON, and its main responsibilities include exercising its authority in accordance with the regulations, the Articles of Incorporation, and the resolutions of the shareholders' meeting. An Audit Committee is established under the Board of Directors to maintain independence and to oversee management and the overall operations of the Company. A Remuneration Committee has been established to assist the Board of Directors in evaluating the remuneration policies and standards for directors and managers.

Organizational Structure

With the expansion of the business scale, the external communication needs of SINBON have become more frequent and the responsible units and targets have become more diversified. SINBON has established a new PR team in 2022. In addition to formulating communication protocols for reputation management, we have also introduced spokesperson training and simulation exercises to strengthen external communication skills and media interaction skills.

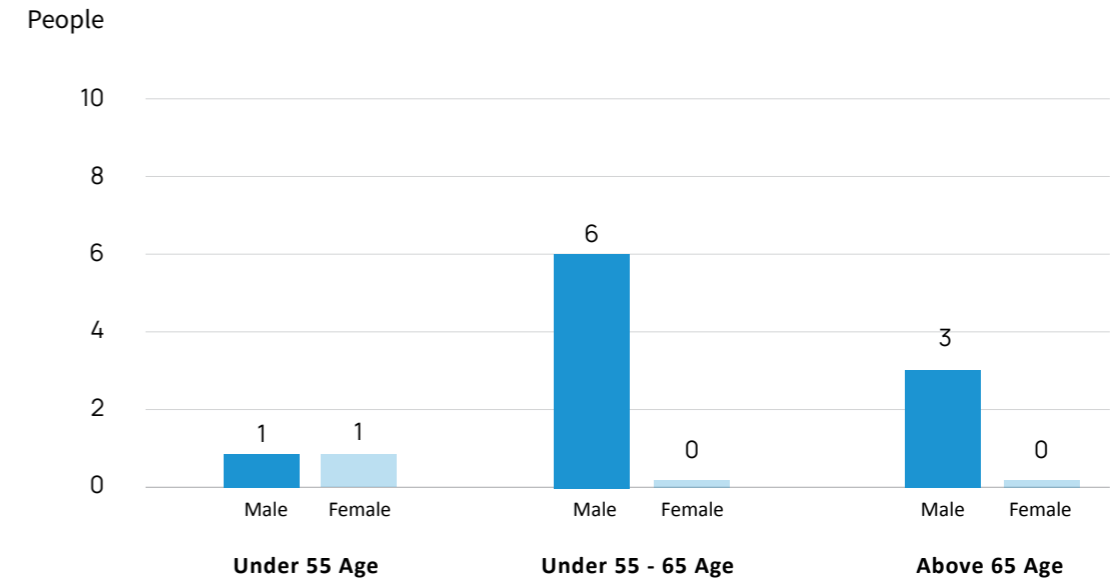
Procedures for Nomination of Directors (GRI 2-10)

The directors of SINBON Electronics have conducted background checks in accordance with Article 24 of "Corporate Governance Best Practice Principles for TWSE/TPEx Listed Companies" and SEC Rule 4200. A total of 11 directors (including 3 independent directors) were re-elected by the shareholders' meeting in 2021. The election of directors is based on a candidate nomination system, and the candidates are elected from the list of director candidates. The Board of Directors shall hold at least 1 meeting per quarter. Total of 4 meetings were held in 2022.

Diversity of Board Composition

The Board of Directors of SINBON Electronics has diverse professional backgrounds, including 1 female independent director; in accordance with Article 18 of the Company's "Corporate Governance Best Practice Principles", the composition of the Board of Directors shall be diversity. It is advisable that directors concurrently serving as company officers shall not exceed one-third of the total number of the board members, and that an appropriate policy on diversity based on the company's business operations, operating dynamics, and development needs be formulated and include, without being limited to, the following two major standards:

1. Basic requirements and values: Gender, age, nationality, and culture.
2. Professional knowledge and skills: A professional background (e.g., law, accounting, industry, finance, marketing, technology), professional skills, and industry experiences.
3. For the participation in the executive functions of the Board of Directors, list of Board members, and their major academic experience, please refer to SINBON's official website - Corporate Governance.



Name	Job Title	Gender	Seniority of Independent Director			Professional Knowledge and Skills		Major Experiences			Age			Employee Status	
			Less than 3 years	3 to 9 years	Over 9 years	Industry of Technology	Medical, legal, or financial accounting	Technology Industry	Financial Investment/ Legal Profession	Academic/ Technical Research	Aged 55 or below	Aged 55 - 65	Over Aged 65		
Joseph Wang	Chairman	Male				○		○						○	○
Hsin-Chih Yeh	Director	Male				○		○						○	
Chao Liang Wang <small>(Argosy Research Inc.)</small>	Director	Male				○		○				○			
Mite Liang	Director	Male				○		○				○			○
Jesse Huang	Director	Male				○		○				○			○
Andy T.C. Chiu	Director	Male					○		○			○			
Wei-Chun Wang <small>(Tai-Yi Investment)</small>	Director	Male				○			○		○				
Kuo-Hong Wang <small>(Kuo-Shian Investment)</small>	Director	Male				○		○				○			
Zheng-Yan Chang	Independent Director	Male		○				○		○				○	
Hou-Ming, Chen	Independent Director	Male		○		○	○			○			○		
Yu-Fen, Lin	Independent Director	Female	○					○		○		○			

Education and Training for Board Members (GRI 2-17)

To implement the Board of Directors' duties, all directors of the Company are required to take at least 6 hours of corporate governance courses each year in accordance with the "Directions for the Implementation of Continuing Education for Directors and Supervisors of TWSE Listed and TPEX Listed Companies", and new directors are required to take at least 12 hours of basic corporate governance courses in their first year. Courses in 2022 are as follows:

Directors and Independent Directors Promote the overall awareness of directors and independent directors on economic, environmental and social issues	72	hours
<ul style="list-style-type: none"> Seminar on CSR Standards and Cases for Information Security Practice and Sustainable Management Net Zero Trend: A Practical Look at ESG Decisions made by the Board of Directors ESG-related legal issues to be considered by the Board of Directors Ten Lessons on Corporate Governance Digital Transformation and Risk Management for Enterprises 		

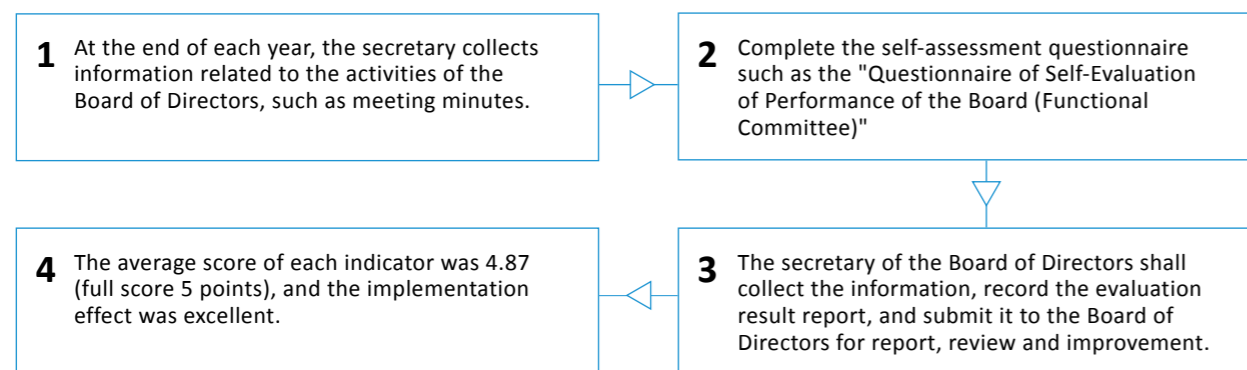
Avoidance and Management of Conflict of Interest Mechanism (GRI 2-15)

SINBON Electronics' Audit Committee's Organization Rules state that the independent directors shall state the content of their interests in the meeting if the matter is related to their own interests. When the relationship is likely to prejudice the interests of the Company, the director may not join discussion or voting on that agenda item, and further, shall enter recusal during discussion and voting on that item and may not act as another director's proxy to exercise voting rights on that matter.

None of the Directors have cross-shareholdings with the Company's major suppliers and customers, and none of them have provided related professional services to the Company. For details, please refer to Chapter 3 for information on directors and independent directors, major shareholders, and Chapter 5 for information on customers/suppliers with more than 10% of total purchases and sales of the Company's 2022 Annual Report on the Shareholders' Meeting.

Performance Evaluation of the Board of Directors (GRI 2-18-2-19)

To implement corporate governance, SINBON's Board of Directors approved the "Regulations Governing the Evaluation of the Board of Directors" on April 22, 2016 to establish performance targets to enhance operational efficiency, with the following evaluation procedures:



Please refer to the [Company Website](#) for the rule of the board of directors, the self-assessment of the board of directors, and the diversity program of the board of directors.

Nomination Committee	
Committee Members	Composition of 2 independent directors and 1 director (3 persons)
Convene Frequency	Held the meeting at least once a year. Totally 1 meeting was held in 2022 with 100% attendance.
Responsibility	<ul style="list-style-type: none"> Formulate the knowledge, experience, gender diversity background, and review nominate director candidates Construct and develop the organizational structure of each committee, and assess the independence of directors Other works resolved by the board of directors

Audit Committee	
Committee Members	Composition of all independent directors (3 members). All members shall elect one person to be the convener and chairman of the meeting.
Convene Frequency	Audit Committee shall hold at least 1 meeting per quarter. Total of 4 meetings were held in 2022 with 100% attendance.
Responsibility	<ul style="list-style-type: none"> Monitor the fair presentation of the Company's financial statements Selection (Dismissal) and Independence and Performance of CPAs Effective implementation of the Company's internal control system Compliance with relevant laws and regulations for the control of existing or potential risks

Remuneration Committee	
Committee Members	Composition of 2 independent directors and 2 external members (4 in total)
Convene Frequency	Remuneration Committee shall hold at least 2 meetings per year. Total of 2 meetings were held in 2021 with 100% attendance
Responsibility	<ul style="list-style-type: none"> Evaluate and review the remuneration of directors and managers of the Company, as well as the policies, systems, standards and structures of performance evaluation and remuneration The Remuneration Committee shall conduct an evaluation every year. The evaluation shall focus on the following aspects: participation in the Company's operation, awareness of the functional committee's responsibilities, improvement of the quality of the functional committee's decision making, composition and selection of functional committee members, as well as internal control In accordance with the Company's remuneration policy, the remuneration of senior managers shall be decided by the Board of Directors after considering the amount of remuneration and the method of payment through the Remuneration Committee, taking into account the opportunities and risks of industry operations, the external salary market and the level of similar positions in the industry. The criteria for performance evaluation include financial aspects, such as revenue, and non-financial aspects, such as ESG performance For more information on the remuneration of directors and managers, please refer to Chapter 3 of the 2022 Annual Report of the Company's shareholders' meeting.

1.1.2 Economic Performance

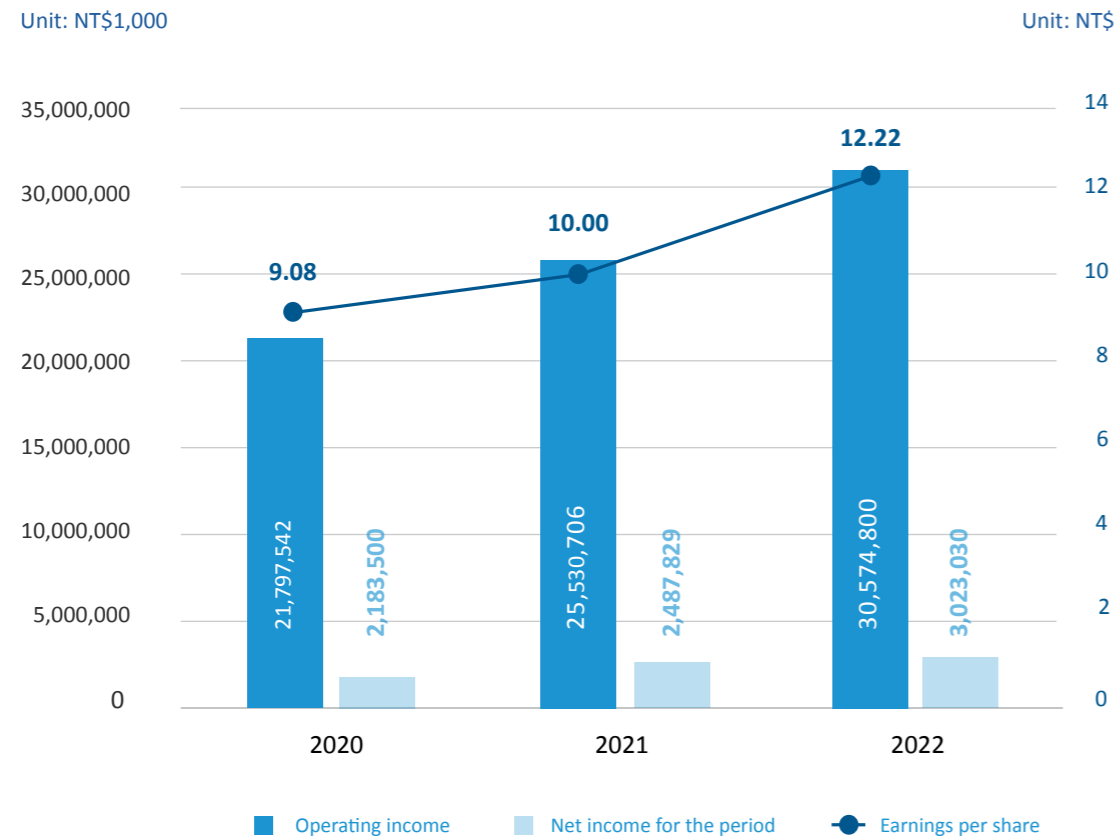
SINBON is committed to continuous improvement and sustainable management, and is committed to creating profits and long-term growth for its shareholders, employees and stakeholders. Despite the unfavorable operating environment such as the COVID-19 pandemic, exchange rate appreciation, raw material shortage, and overall rising costs including transportation costs, the overall operating performance in 2022 again surpassed the previous year and has been growing positively for 13 consecutive years since 2009. Our revenue, net profit after tax and net profit per share are all historical highs since the Company's incorporation. In line with the changes in the industry, SINBON has developed an immediate and comprehensive production and sales policy. Externally, SINBON has developed strategic alliances and mergers and acquisitions, while internally, SINBON has continued to improve and promote the development of niche products and deepen the MAGIC(note) industry to maintain the momentum of profitability and growth to reward the support of our stakeholders.

Consolidated revenue for 2022 reached **30.575 Billion**

A significant increase of **19.76 %**

(Note) MAGIC: Medical Health, Automotive & Aviation, Green Energy, Industrial Application, Communication

SINBON Economic Performance (GRI 201-1, 201-3)



*In the 2021 Sustainability Report, the net income for 2021 was incorrectly stated as net income before income tax (3,028,700), but is now corrected to the correct net income for the period (2,487,829).

Annual Review (financial statements after audit)

Item	2020	2021	2022
Operating Revenue	21,797,542	25,530,706	30,574,800
Operating Cost	16,211,545	19,121,511	22,843,276
Operating Expenses	2,936,820	3,621,336	4,405,075
Non-operating Income and Expenses	613,241	240,841	516,016
Wage and salary expenditure	2,560,855	3,623,780	3,946,690
Labor and health insurance expenditure	275,491	372,883	455,714
Pension expenditure	39,968	61,472	63,620
Other employee benefit expenditure	141,210	228,174	270,572
Dividend Expenses (NT\$)	6.3	7.0	8.50
Pre-tax profit	2,727,866	3,028,700	3,842,465
Income Tax Expense	544,366	540,871	819,435
Net Income for the Period	2,183,500	2,487,829	3,023,030
Earnings Per Share (NT\$)	9.08	10.00	12.22

Note: For more details, please refer to [SINBON's 2022 Financial Report](#)

Unit: NT\$1,000

Revenues of MAGIC's Cross-Industry Segments

Unit: NT\$1,000

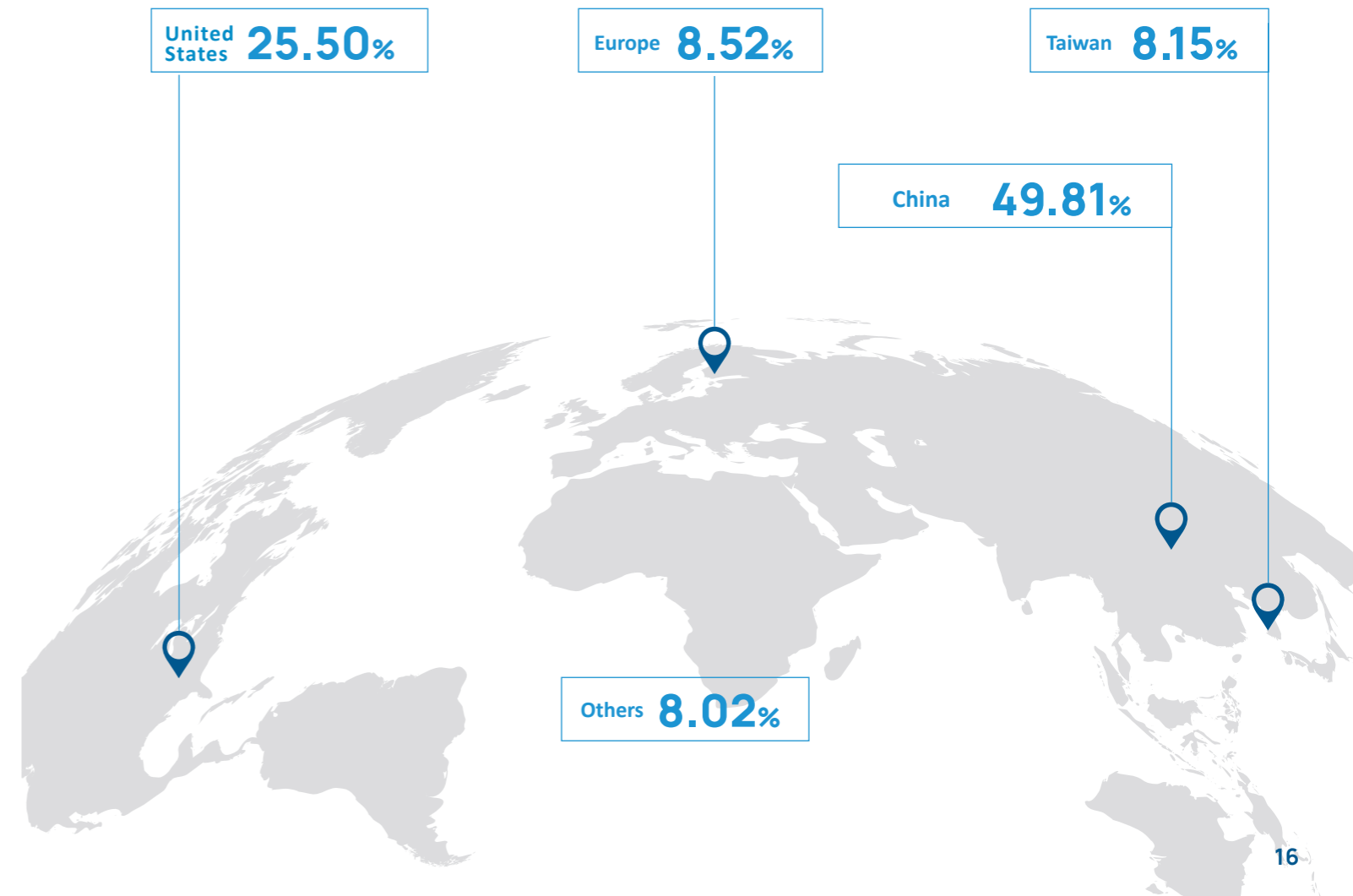
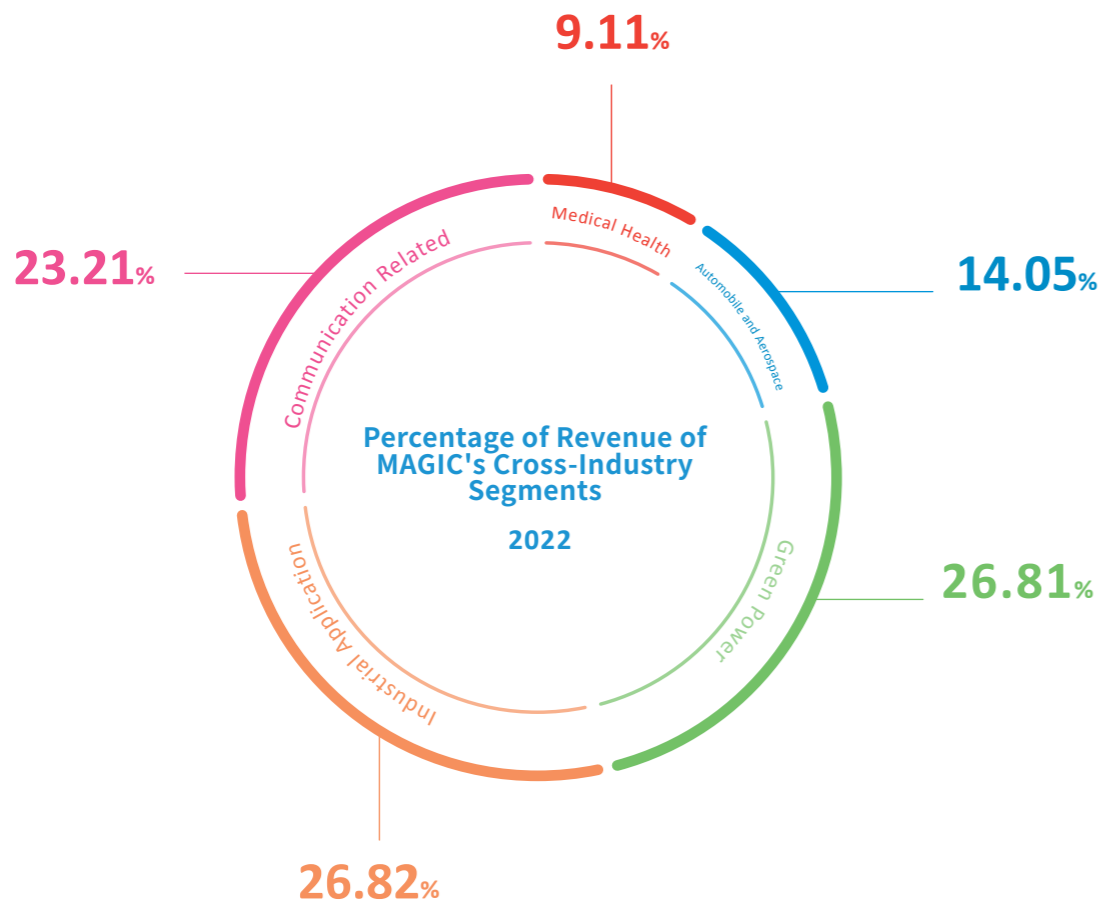
	2020		2021		2022	
	Sum	%	Sum	%	Sum	%
Operating revenue						
Medical Health	1,944,436	8.92	2,369,580	9.28	2,783,902	9.11
Automotive	1,853,025	8.50	2,921,172	11.45	4,294,978	14.05
Green Energy	6,662,352	30.56	6,500,489	25.46	8,198,039	26.81
Industrial Application	5,500,918	25.24	6,929,878	27.14	8,200,273	26.82
Communication	5,836,811	26.78	6,809,587	26.67	7,097,608	23.21
Total Operating Revenue	21,797,542	100	25,530,706	100	30,574,800	100

2022 Global Sales Revenue Distribution

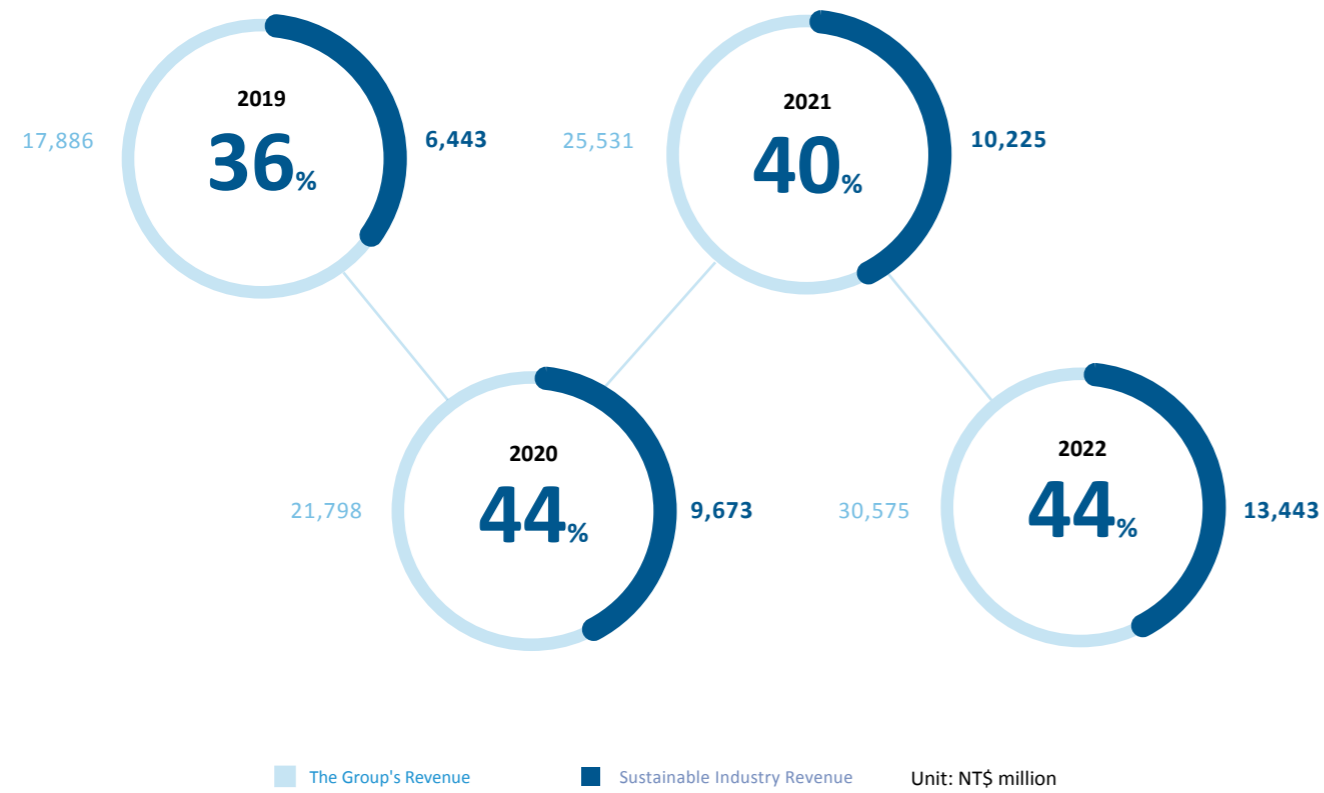
Unit: NT\$1,000

Sales region	2020		2021		2022	
	Sum	%	Sum	%	Sum	%
Taiwan	1,317,872	6.05	1,872,357	7.33	2,491,537	8.15
The United States	3,750,432	17.20	5,338,758	20.91	7,795,493	25.50
Europe	1,959,424	8.99	2,836,630	11.11	2,604,129	8.52
China	12,507,187	57.38	12,504,279	48.98	15,230,563	49.81
Others	2,262,627	10.38	2,978,682	11.67	2,453,078	8.02
Total	21,797,542	100.00	25,530,706	100.00	30,574,800	100.00

2022 Global Sales Revenue Distribution



SINBON Electronics' Sustainable Industry Revenue



Maintain Shareholders' Rights and Interests

SINBON values feedbacks from investors. The Company's website has a section of Investor Relations, which provides the latest information on investors, annual reports in English and Chinese, financial information and an overview of the Company's operations; the Corporate Governance section provides various regulations on corporate governance. SINBON has established the Dividend Policy in accordance with the Company Act and the Articles of Incorporation. Please refer to [2022 Annual Report @ page 69](#) for details of the Company's Dividend Policy and the status of dividend implementation for 2022.

Shareholders' Return on Equity (%)



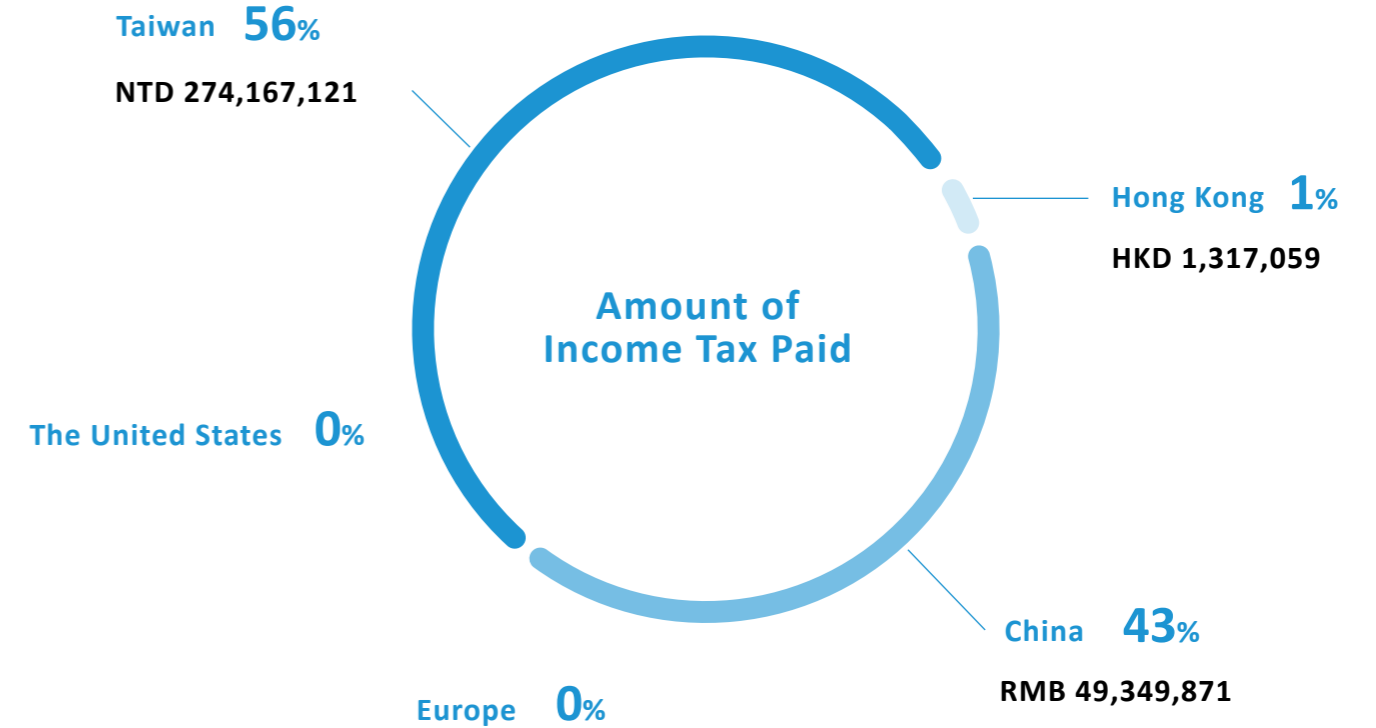
Government Subsidies

In terms of government subsidies, Tongcheng SINBON, Jiangyin SINBON and Shanghai SINBON have received subsidies from local governments, including financing interest incentives for investment projects, stable return of funds, national engineering technology centers and patent subsidies, etc.

Tax Policy

SINBON complies with the tax policy regulations of the local governments. Transactions between affiliated companies are carried out in accordance with the principles of regular transactions and in compliance with the transfer pricing standards announced by the Organization for Economic Cooperation and Development (OECD).

Global Tax Payment Status



Note: USA and European locations did not reach the local income tax standard.

1.2 Compliance and Ethics

1.2.1 Policy and Implementation

SINBON conducts its business with ethics and integrity and complies with the laws and ethical standards of each country in which it operates. To enhance the ethical and legal compliance awareness of our employees, SINBON provides various types of legal compliance training programs according to the nature of our business. [Our Website](#)

2022 Ethics and Compliance Advocacy Results



Note 1. The trainees of the corporate integrity training course for new colleagues do not include direct staff, interns and employees with less than one month of employment.

Note 2. The scope of Integrity Pledge does not include foreign migrant workers, short-term contracts and interns.

Current Employees

Course Name	Course highlights	Participants	Hours	Number of participants/ hours
A Brief Analysis of Job-related Crimes by Enterprise Employees	Build employees' awareness of job-related crimes	36	1	36
Contract review and risk assessment	Allow the employees to become aware of the pitfalls and risks when signing a contract	16	1	16
Business secrets analysis and practical applications in Taiwan	Establish employees' basic understanding of Taiwan's business secrets	34	2	68
Trade Secret Protection in Mainland China	Establish employees' basic understanding of trade secrets in Mainland China	32	1	32
Basic Education and Demonstration of Patent Search	Equip employees with the ability to search for patents	109	2	218
Integrity Commitment Education Training	Employees Shall Abide by the Integrity Pledge	1,579	0.5	789.5

1.2.2 Management Supervision and Prevention

The Company has a dedicated unit, the "Group Head Office", to report to the Board of Directors at least once a year on the status and results of internal audits (including incidents of non-compliance). The last report was presented at the 4th Board Meeting in 2022.

The Company has established the "[Measures for handling cases of reporting illegal and unethical or dishonest behavior](#)" and has established a complaint channel and a complaint mailbox. Report cases are handled in a "confidential" process to ensure the confidentiality, security.

- The "Spokesperson" accepts reports from shareholders, investors and other interested parties
- The Auditing Office" is [responsible for receiving report](#) in the form of emails from internal colleagues and external directors, customers, suppliers, contractors, etc

The Auditing Office did not receive grievances related to regulations, anti-corruption in 2022.

	Explanations	Implementation Status		
		2020	2021	2022
Reporting Channels	1. Reported in person: face to face instructions	0	0	0
	2. Report by telephone: the contact telephone number of the communication channel of the stakeholders	0	0	0
	3. Report in writing: the submission document shall be mailed or sent to the Company's reception unit	1	1	0
	4. Report by email: integrity@sinbon.com	0	0	0
Handling Status	Investigated Cases of Business Ethics Violations	0	1	0

Incident Description/Improvement in 2020, 2021

- There was 1 environmental violation and 1 occupational safety violation in 2020

Environmental Violation Description

The waste and circuit boards that should be included in the industrial waste disposal plan were not listed in the plan and released directly.

Environmental Violation Improvement

Paid fines and participated in lectures, revised the clean-up and discharged plan and implemented it accordingly.

Occupational Safety Violations Description

Occupational Safety Violations Description
Employees who got work-related injuries were not notified in the statutory notification time.

Occupational Safety Violations Improvement

In addition to paying fines, the notification process of major occupational accidents was also publicized in the Occupational Safety Committee.

- There was 1 environmental violation in 2021

Environmental Violation Description

The amount of waste produced deducted from the declared amount did not meet the storage amount, the waste output was not declared within the prescribed time limit, and there was a discrepancy between the waste cleanup plan and the actual situation.

Environmental Violation Improvement

Paid fines and participated in workshops. Revised the emission calculation basis, and revised the emission cleanup plan to conform to the actual situation.

Number of Violations in 2022

- No major regulatory violations* were received in 2022
- There was one environmental violation in 2022

Event

- In March 2022, SINBON was inspected by the Government, and found that the technicians of waste disposal had concurrently served as supervisors and managers of the occupational safety and health business, and was fined NT\$6,000

Improvement actions

- Improvement actions: In addition to paying fines and participating in lectures, it has been included in the inspection of the operation process, and special personnel are assigned to the relevant duties to ensure that there is no concurrent employment

Unit: NT\$

Year	2020	2021	2022
Economic, ethical and financial management	0	0	0
Environmental	60,000	30,000	6,000
Social, labor, occupational safety	60,000	0	0

Note: A major violation event refers to a fine of NT\$1 million or more, or a non-monetary penalty that affects the company's operations and converts revenue of NT\$10 million or more.

1.2.3 Internal Controls

Internal Control System and Audit Unit

- SINBON's internal controls and audits are conducted by the Auditing Office. The Auditing Office is an independent unit directly subordinate to the Board of Directors.
- The Auditing Office draws up an audit plan and submit an audit report, state the audit results, propose improvement suggestions, and continuously track the improvement situation.
- The appointment and removal of the Chief Auditor shall be submitted to the Board of Directors for resolution after approval by the Audit Committee. The appointment, dismissal, evaluation, and salary of internal auditors are signed by the Chief Auditor and reported to the Chairman.

Implementation Process	Initiate Self-Assessment	Comprehensive Self-Assessment	Issuance of the Internal Control Statement
Detailed Description	<ul style="list-style-type: none"> • Annual Self-Assessment of Internal Control System • Evaluation Items: Operational effectiveness, achievement of efficiency goals, report reliability, etc 	The Auditing Office reviews the quality of implementation of the Group's departments and subsidiaries	<ul style="list-style-type: none"> • Report to the Audit Committee and the Board of Directors • The audit report will be delivered to the independent directors for inspection by the end of the month
2022 Operations	<ul style="list-style-type: none"> • 1,809 people participated in the survey, with a response rate of 91% • There were no major abnormalities in the self-assessment survey results 	<ul style="list-style-type: none"> • 93 audit reports 	<ul style="list-style-type: none"> • Reported to the Board of 2 times in 2022 • Audit deficiencies were regularly tracked and closed after 100% improvement was checked

Electronic management of the annual assessment process

SINBON adopts the electronic platform for the Auditing Office to review the execution. Together with the improvement of the deficiencies, the results of the assessment are reported to the Audit Committee and the Board of Directors, and an Internal Control Statement will be issued.

1.3 Innovative R&D Technology Capabilities

1.3.1 R&D Strategy

- SINBON focuses on innovative R&D. In 2022, SINBON invested NT\$950.97 million in R&D, which is an increase of 12% over the previous year and accounted for 3% of total revenue.
- The Company has invested in five major areas: (1) Medical Health, (2) Automotive, (3) Green Energy, (4) Industrial Application, and (5) Communication-related product development. In recent years, we have been actively developing all electric transportation markets and moving into technology-intensive areas.
- Raw Material Management: In order to implement sustainability and to meet customer requirements, SINBON strives to avoid the use of controversial raw materials and uses the GPM platform to manage raw materials. The Group's internal control of RoHS and REACH SVHC substances of very high concern is in accordance with the Group's GPM platform management procedures in document GDP-B-005 and the Group's environmental restricted substances management procedures in document GDP-B-002.

Amounts To
NT\$ 950.97 Million

Spending Up To
12%
Compared To 2021

Intellectual Property and Patent Effectiveness

In order to comply with corporate governance regulations, SINBON has adopted the TIPS framework* in 2022 and expects to apply for certification in 2023 to establish a management system linked to the operational strategy based on the "PDCA management cycle" (Plan-Do-Check-Act). This combines the development strategy with the intellectual property management strategy, and cultivates the trade secret management protection among the employees.

A classified inventory database of owned intellectual property has been created and is updated regularly. We revise our intellectual property utilization strategy on a rolling basis, review the cost effectiveness of intellectual property maintenance, and establish management methods to accumulate R&D capacity and enhance international competitiveness.

Note: TIPS, Taiwan Intellectual Property Management System

Intelligent Property Management Measures

- **Patent Management** : The Company has established management rules, which clearly regulate that all applications must be examined and evaluated so that the Company's R&D achievements can be properly protected, and a "Patent List" has been established.
- **Trademark Management** : The Company has established management rules to clearly define the scope of trademark management, production, and permitted use, and has established a "trademark detail" list to review the use of trademarks.
- **Business Secret Management** : Employees must sign documents when entering and resigning from the company, abide by confidentiality clauses, and protect the rights and confidentiality of both parties. We sign confidentiality documents with our suppliers and customers to protect the rights and interests of both parties and to protect our confidential technology.

• Patent

The patented technologies owned by SINBON can be commercialized effectively. In terms of electronic patents, there are products related to electric vehicles such as charging cables; solar and wind energy related products such as solar chargers and Y-connectors; HDMI, charging connector; USB related products such as socket 9 connectors; Medical-related products such as X-RAY detector connection components and high-voltage cables; sensor-related products such as tilt sensors, etc.; E-bike related products such as electric assisted bicycle bottom bracket with pedal sense device.

• Trademarks

The Company's logo has been registered and protected in many countries to enhance the Company's brand recognition. With business expansion and new product marketing strategies, the Company has been able to enhance its brand recognition and professional value, making it known to the public as one of the most popular brands in the world by providing customized products.

2022 Results

Total number of global patents

125 Patents Accumulated
59 Patents Applications



Taiwan	9 Patents
China	48 Patents
The United State	1 Patent
Europe	1 Patent

(Until 2022/12/31)

2022 Results

Total number of trademark registrations

32 Patents

Trademark Application Approval

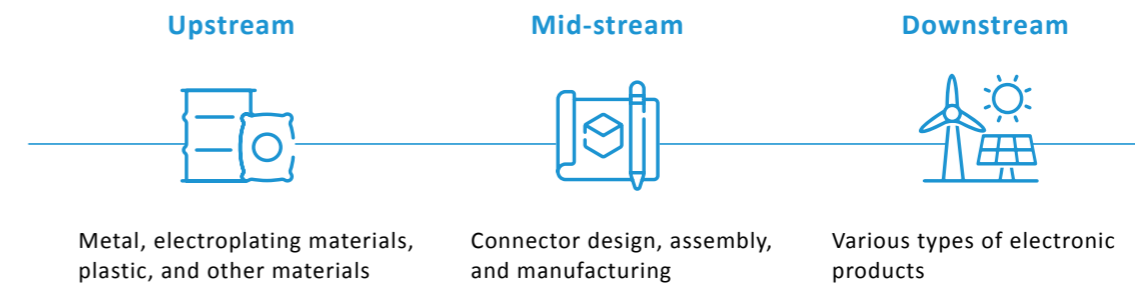


3 Patents

(Until 2022/12/31)

Value Chain and Product Applications

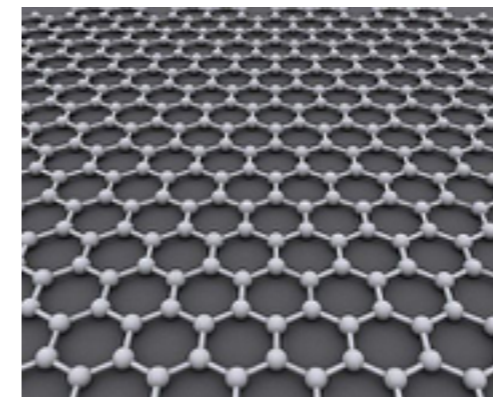
Our company is a wholesaler for the connector supply chain and distribute connectors. We also provide cable assembly and PCBA design and processing services. Our company manufactures, sells, and distributes electronic component products with a wide range of applications.



1.3.2 Innovative R&D

SINBON has developed graphene as a new generation of low-carbon wire harness conductors and can be introduced into mass production. The next step will be to focus on biomass materials

Responding to the sustainability, SINBON not only announced the 2030 carbon reduction goal of 40%, but also joined hands with strategic partners in 2022 to focus on the research and development of low-carbon conductors for wiring harnesses and successfully developed Graphene as a new generation of low-carbon conductors for wire harnesses. Graphene is currently known as the nano-material with the best conductivity, the lowest resistivity, the thinnest and the hardest, which helps to reduce product weight, improve transmission efficiency, save energy and reduce emissions. SINBON's next step is to target the all-natural, plant-based renewable materials, and to lead the research and development of a new generation of low-carbon products.



Graphene is an atomic size honeycomb lattice structure formed by carbon atoms.

Image source: Wikipedia



The wire harness composed of new conductor material graphene and environmentally friendly insulating materials is used in scanners and automated precision equipment.

Master the trend of new conductor materials and initiate the layout of low carbon products

SINBON has been tracking the development trend of graphene since 2020. Graphene is the best conductive material known, with better performance than silver conductors, lighter weight, stronger. The drawback is that the high technology of the manufacturing process leads to expensive materials. In addition to the carbon footprint calculation of the target products, the Group entered into the development of low-carbon conductor graphene in 2022.

Discovered the golden ratio of copper conductor mixed with graphene and pass the test

In the initial stage of R&D, SINBON selected wire products with less conductor material for improvement, such as Robot arm wire harness based on graphene's characteristics of light weight and high mechanical life, and considered the high threshold of graphene processing technology which leads to expensive materials. "We encounter three difficulties. The first was to find a strategic partner; the second was to find the golden ratio of copper to graphene, so that copper and graphene could be perfectly combined; finally, we needed to upgrade the process equipment to improve the production process, and finally the 2.6mm~0.8mm raw material was drawn into 0.05mm wire." recalls Jin-Zong Huang, Director of Wire R&D and Supply Division.

Tough and decomposable environmental materials are used for external insulation

In the choice of external insulation material, instead of choosing the commonly used PVC*, SINBON chose an environmentally friendly material that costs 2 to 4 times more**. Its advantages include abrasion resistance. In addition to obtaining safety certifications*** from countries that use environmentally friendly materials, SINBON is planning to abolish the safety certification of PVC material for EVE charging connectors in automobiles by 2023, and has set the goal of purchasing more than 40% of environmentally friendly materials** by 2023.

Complying with the trend of zero-carbon, the next step is to focus on biomass materials

Director Jin-Zong Huang shared the innovation strategy: "We will set our sights on biomass materials in 2023. It is extracted from crops. During the production process, energy is consumed less than traditional materials. It also has the advantages of being naturally decomposed in the environment. It is expected to integrate environmentally friendly materials** (ie TPE, TPU) and biomass materials as future generation products."

* PVC Polyvinylchloride is an abbreviation for polyvinyl chloride, which is called "toxic plastic" by Greenpeace, but it is the second most widely used plastic after PE because of its cheap trait and easy to manufacture.

** Environmentally friendly materials refer to TPE and TPU. This is a new type of polymer material that has characteristics between rubber and resin, with dual performance and broad characteristics of rubber and plastic.

*** SINBON Obtained 4 international electric vehicle cable standards certification, including EVE CABLE in USA, TUV EV CABLE in Europe, CQC EV CABLE in Mainland China, and Customized U.S. Certification(planned to be abolished in 2023) electric vehicle cable standard certification, and custom U.S. certification for international semiconductor equipment suppliers.

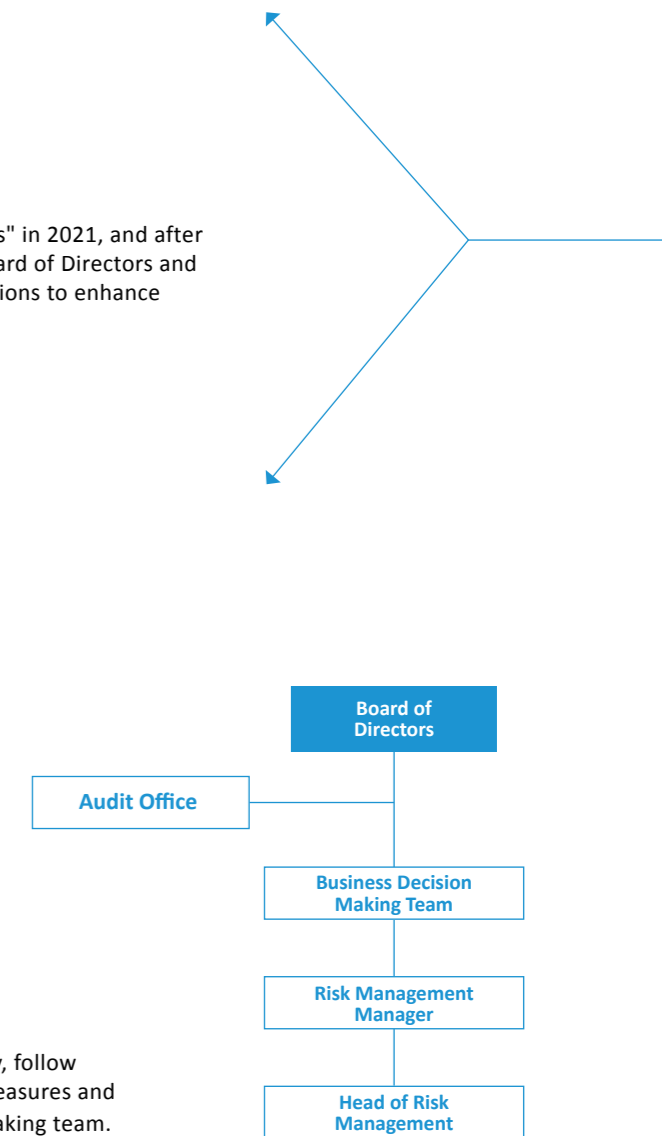
1.4 Risk Management

1.4.1 Risk Governance

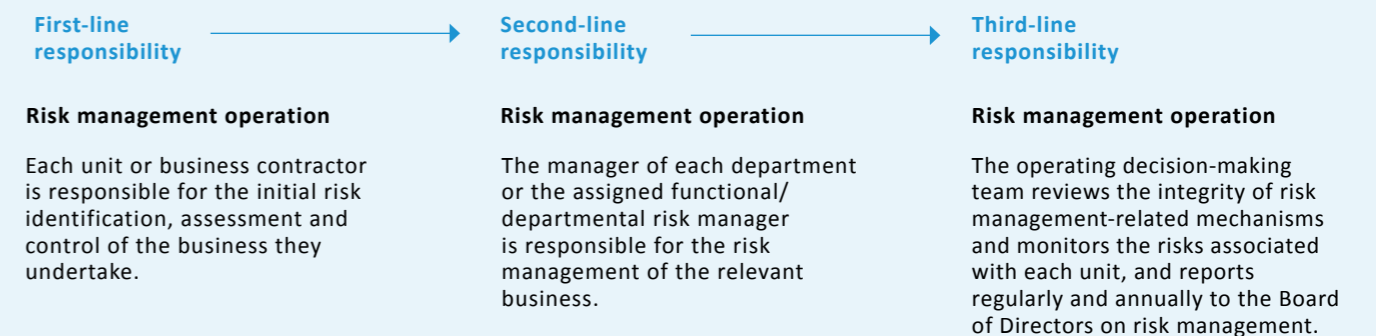
SINBON formulated the "Risk Management Policy and Operating Procedures" in 2021, and after submitting to the Audit Committee for approval, it was approved by the Board of Directors and became the guideline for all employees, and set management goals and actions to enhance the effectiveness of risk management.

Company Risk Management Policy

- We strengthen the control of major risks at all levels of the company, follow the company's risk management policy, and prioritize the countermeasures and management for major risks through the management's decision-making team.
- Report annually to the Board of Directors on risk governance.



Risk management level



Risk Management Policies and Process

Risk Identification

Risk identification is the starting point of the risk management process. Each management unit should consider the company's current economic environment, relevant stakeholders, and identify possible internal and external risk factors with respect to the company's strengths, weaknesses, opportunities, and threats, in order to conduct risk measurement, develop risk response measures, and complete an assessment management record sheet for subsequent risk monitoring.

Risk Monitoring

Each management unit shall monitor the risks of its business. When the exposure exceeds its risk limit, the relevant management unit shall propose countermeasures and report the risk and countermeasures to the senior management.

Reports and Disclosures

The risk management process and its implementation results are fully documented and reported to the management's decision-making team, and the risk governance situation is reported to the Board of Directors on a regular and annual basis.

Risk Measurement

The analysis and evaluation of risk includes the quantification of risk coefficients by considering the probability of occurrence of risk events and their impact on operations under the existing preventive measures, which will be used as a reference basis for the subsequent prioritization of risk control and the selection of countermeasures.

Control and Relief

After measuring and summarizing the risks, each management unit should take appropriate countermeasures for the risks they face. The measures to be taken include risk avoidance (removability), risk reduction (mitigability), risk sharing (transferability) and risk taking (acceptability).

Risk Identification and Response

Through the risk management process, we evaluate the frequency of risk events, define the risk levels for risk control, and take corresponding risk management actions to control the results of various uncertainties and achieve the goal of sustainable development.

	Risk Category	Potential Risks	Response Strategy
Environmental Protection	Climate Change Risks	<ul style="list-style-type: none"> • Extreme climate threatened • Damage to physical facilities caused by natural disasters. • Total greenhouse gas emissions do not meet the limit and must purchase carbon credits. • Failure to meet carbon disclosure obligations may result in reduced customer willingness to purchase. 	<ul style="list-style-type: none"> • Invest more in natural disaster prevention in order to avoid financial burdens. • Conduct greenhouse gas inventory with SBT method. • Incorporate carbon management into KPI performance. • Inventory the carbon footprint of products. • Introduce TCFD Assessment Framework, please refer to Chapter 3.1 for more details.
	Electricity and Water Supply	<ul style="list-style-type: none"> • Interruptions in water and electricity supply cause operational disruptions. 	<ul style="list-style-type: none"> • Establish a relevant Business Continuity Plan (BCP) • Establish emergency response team and improve emergency response measures. • Planning the green power, while carrying out long-term planning for carbon rights procurement.
Social Responsibility	Human Resources - Decline in the Labor Force	<ul style="list-style-type: none"> • Difficulty in recruiting employees and imbalance in labor market supply and demand, resulting in labor shortage in the industry. 	<ul style="list-style-type: none"> • Demand mitigation: The factory introduce automated production equipment, industrial robot arms, etc. to build a smart factory. • Stabilize production manpower: Through renovating the office environment, we provide employees welfare programs to increase satisfaction. • Diverse recruitment channels: Recruiting freshmen and interns on campus with foreign employees and renowned high schools to help students connect with the workplace. • Focus on job types: We improve the factory process with TPS according to the characteristics of the factory's production line.

Risk Category	Potential Risks	Response Strategy
Hazard Risk - Epidemic Infectious Diseases	<ul style="list-style-type: none"> If more than 2 employees are infected, it belongs to the community infection and may be transmitted to more employees A comparison of risk forecasts for 2023 shows that the spread of the pandemic still exist. 	<ul style="list-style-type: none"> Establish a Business Continuity Plan (BCP) and conduct situational simulations, as detailed in Section 1.4.2 Response Measures.
Geopolitics	<ul style="list-style-type: none"> The deterioration of geopolitical relations may lead to many trade and regional security problems, resulting in a major change in the direction and territory of industrial development. 	<ul style="list-style-type: none"> Focus on compliance control in response to trade sanctions. To serve the needs of overseas customers, we set up a presence in the European & U.S. markets. Establish a Business Continuity Plan (BCP), as detailed in Section 1.4.2
Over concentration of production sites	<ul style="list-style-type: none"> Over-concentration of production sites in one area, due to natural disasters or force majeure factors, may cause interruption of operations 	<ul style="list-style-type: none"> Establish an outsourcing mechanism to ensure stable supply to customers in response to production abnormalities. Responding to the market and customer service needs
Supply Chain Interruption	<ul style="list-style-type: none"> Intermittent uncertainty in production capacity and logistics brought about by epidemic prevention and control Ongoing supply-demand imbalances, higher prices and longer delivery times for key raw materials 	<ul style="list-style-type: none"> Strategic material preparation for key components in advance Initiate high-risk material alternatives and implement emergency contingency plans Branded materials continue to develop direct supply from original factories. For details, please refer to Chapter 1.4.2
New product application and investment	<ul style="list-style-type: none"> In order to meet customers' needs for fast service and customization, business should consider "process, safety regulations, and patents" when investing. For the development of new product, it requires resources, but short-term results can not be achieved. Increasing demand for low-carbon products, using new technologies to meet trends 	<ul style="list-style-type: none"> Flexible and customizable production services to respond to customers' timely needs and provide reliable support in new product introduction (NPI) and supply chain resource integration. Apply new technologies, such as: use digital power technology under the catalysis of energy saving, carbon reduction and digital intelligence.

Risk Category	Potential Risks	Response Strategy
Information system service interruptions	<ul style="list-style-type: none"> Equipment failure or system problems resulting in service interruption. Problems with public resources causes service unavailability, which may lead to inability to obtain information. 	<ul style="list-style-type: none"> Invest in high-availability equipment, and establish a backup/redundancy mechanism. Establish a relevant Business Continuity Plan (BCP) and conduct regular exercises.
Information security management (including data protection specifications)	<ul style="list-style-type: none"> Cyber attacks lead to operational disruption When a security incident occurs, if the crisis response is poor, it may affect future revenue and customer loss, which in turns affect the company's credibility. Data leakage may cause damage to the interests of the interested parties and may violate the law 	<ul style="list-style-type: none"> Establish a relevant Business Continuity Plan (BCP) and conduct regular exercises. Introduced ISO27001, and set up an information security committee and management structure Implement annual safety and health inspection as well as employee education and promotion, and increase the coverage and completion rate.
Corporate image building and maintenance	<ul style="list-style-type: none"> Any mismanagement or improper operation generates a negative company image, resulting in a crisis event. 	<ul style="list-style-type: none"> Establish a public relations team to coordinate labor, authority and external communication Establish a crisis handling process, organize a crisis management team. Regularly hold publicity courses for external organizations and employees
Legal Risks	<ul style="list-style-type: none"> If the products supplied does not comply with regulations, compensation will result in recalls or economic losses. Result in penalties for violations of national laws or affect the establishment of community relations Affect the confidence of customers or the investing public in the Company, resulting in damage to results, operations. 	<ul style="list-style-type: none"> Establish a risk management team for regulatory identification, establish a division of responsibilities and authority, establish and integrate existing regulatory compliance programs and establish procedures for compliance. Establishment of reporting channels and announce operating practices Organize regular training on legal compliance

Corporate Governance

1.4.2 Business Continuity Management

Policies

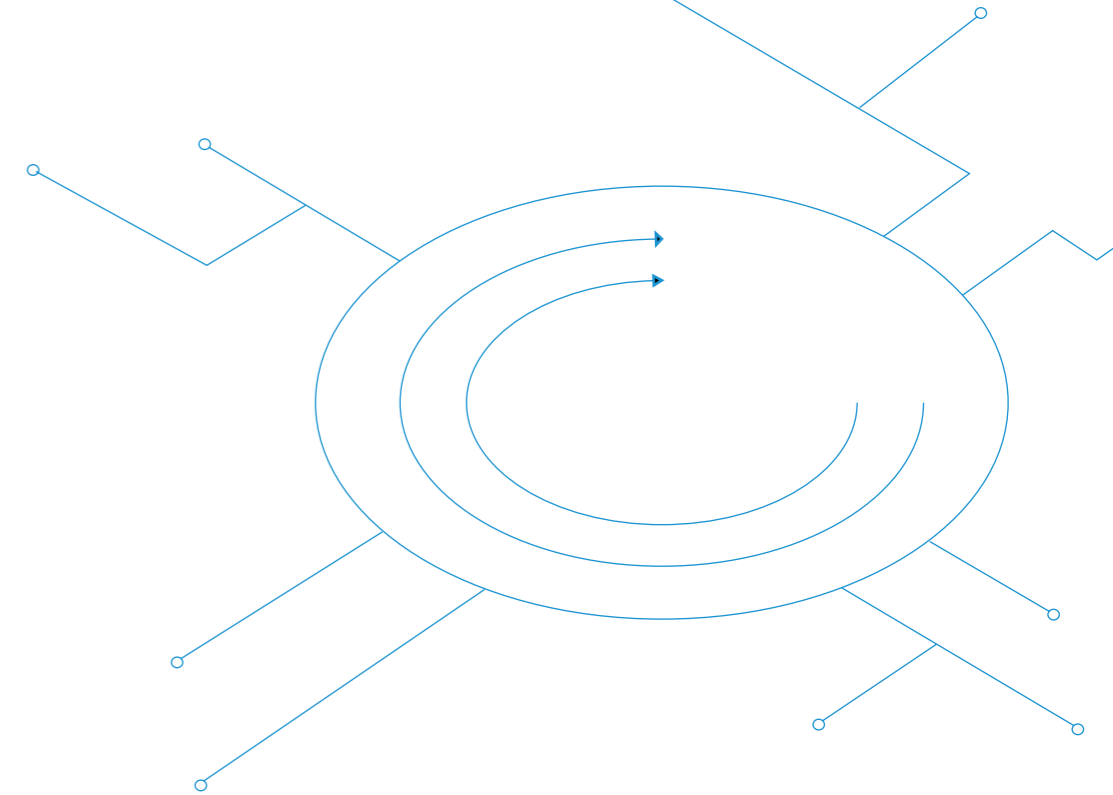
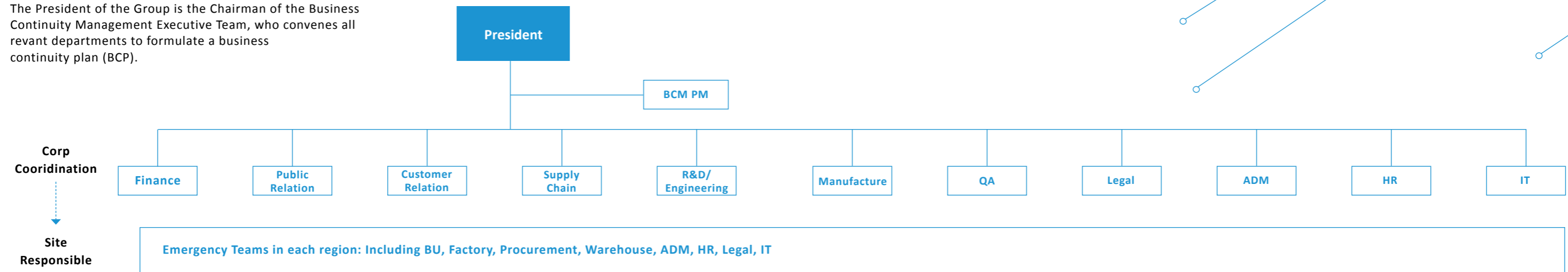
- To provide customers with uninterrupted services
- Implement continuous operation management operations to ensure the continuous effectiveness of key operations

Target

- Develop business continuity strategies based on risk assessment results of various impacts, and continuously optimize business continuity plans
- Evaluate the impact on the organization's operation through scenario simulation and establish a business plan to shorten the recovery time.

Organizational Structure

The President of the Group is the Chairman of the Business Continuity Management Executive Team, who convenes all relevant departments to formulate a business continuity plan (BCP).



Business Continuity Management Operations

The business continuity management plan includes risk measurement and preventive measures, operational shock analysis, setting business continuity plan objectives and resources, business continuity strategy and solutions, emergency response plan and business recovery plan, etc. The actual exercise is managed in an improvement cycle (Plan-Do-Check-Act, PDCA), and the plan is reviewed based on the results of the exercise to achieve the goal of continuous operation.

In 2022, we consolidated mitigation measures for the risk topics of "Business Continuity Plan (BCP) for Infectious Diseases", "BCP for raw materials disruption due to sudden or unforeseen accidents from suppliers" and "BCP for geopolitical issues", and continue to improve the corresponding BCP business continuity plans.

Business Continuity Plan(BCP)

BCP Topic	Countermeasures
Covid-19	<ul style="list-style-type: none"> • Develop supply chain measures to deal with the impact of the epidemic on the supply of goods • Formulate internal staff diagnosis scenario simulation, prepare measures for key resources such as equipment, consumables, transportation, finance, etc., and discuss the possible risks to ensure the continuous operation of key operation items. Ensure the continuous operation of key operation items.
Shortage of raw materials due to accidents on the suppliers' side	<ul style="list-style-type: none"> • Master multiple sources of supply to quickly meet demand • Off site backup and moving materials between factory sites. • Carry out back-up supply
Geopolitics causes operational disruptions	<ul style="list-style-type: none"> • Develop disaster prevention-related training programs • Cloud storage of important data, and remote backup of important hosts such as ERP and BPM • Develop measures for key resources (such as: employees, external communication, finance, etc.), and conduct discussions on possible risks to ensure the continuous operation of key operating projects.

2.Sustainable Management

33 – 60



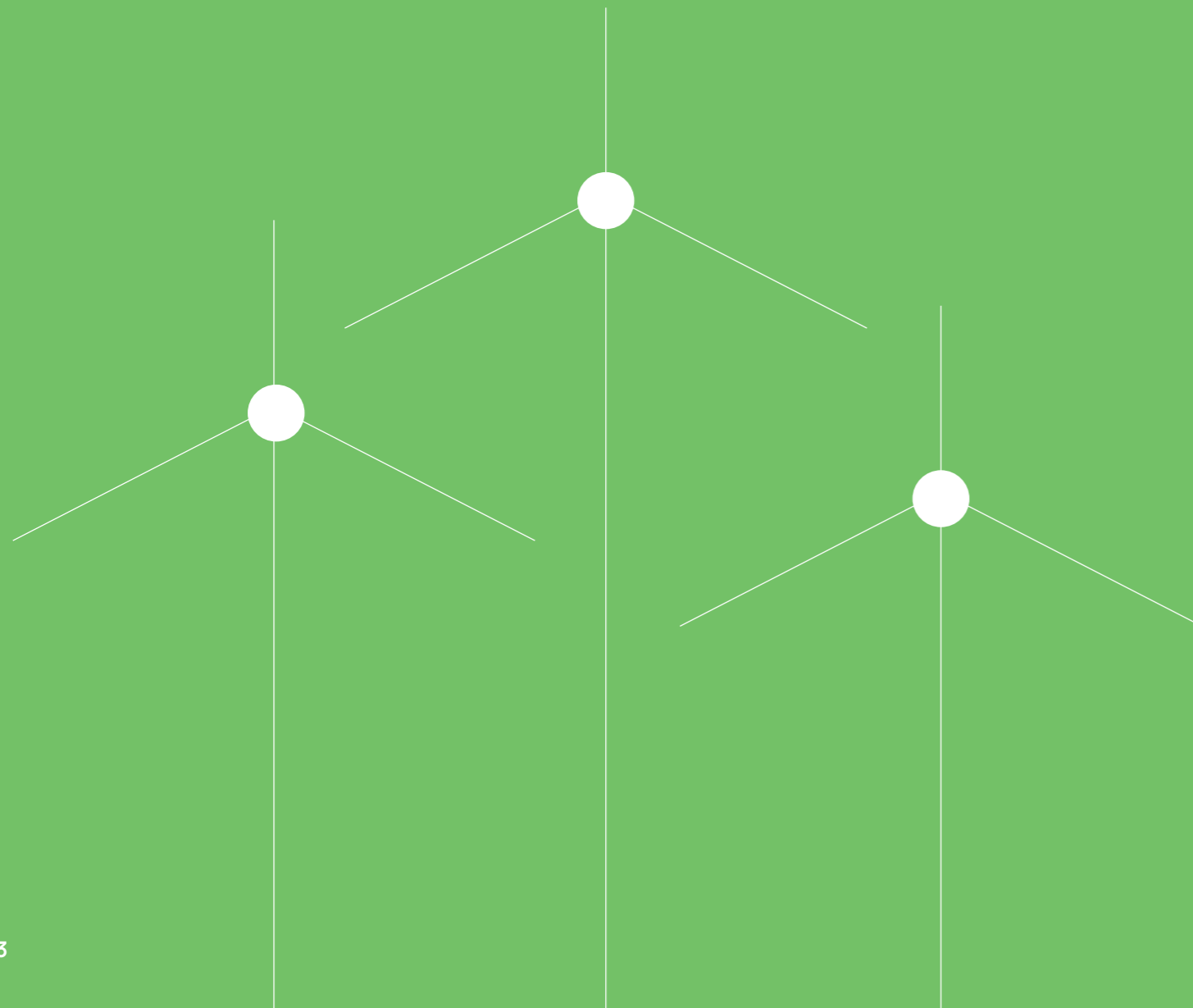
2.1 ESG Committee

2.2 Stakeholder Management

2.3 Information Security

2.4 Customer Relationship

2.5 Sustainable Supply Chain



1 Time

ESG Committee reported to the Board

ISO 27001

Import information security certification

100%

Complaint response rate

4.7/5.0 Scores

Customer satisfaction

81%

Local sourcing in key global locations

3 Time

ESG sub-committee reported to the CEO

46 Hours

Information related training

0 Case

No customer privacy complaints

98%

Annual RoHS procurement ratio

91 Points

Average total score of key supplier site audits

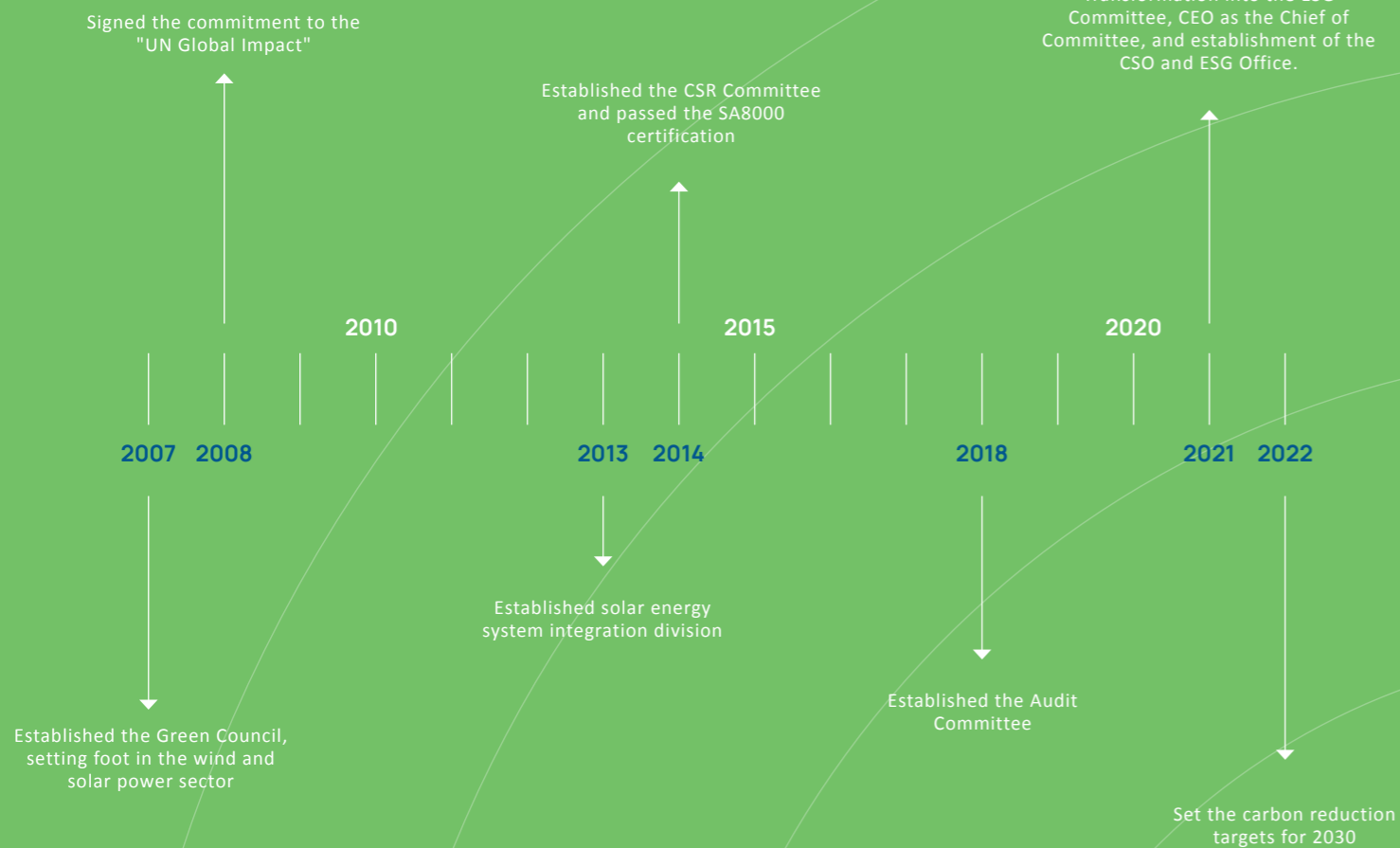
Description of Material Topic

Material Topics	Communication on Sustainability	Customer Relationship	Green Procurement
Significance of Material Topics	Seven categories of stakeholders are important partners of SINBON, and the increase in ESG expectations builds the basis for the sustainable development of SINBON.	Customers' trust is the key to SINBON's long-term profitability. By building good customer relationships, we are able to enhance our core competitiveness.	SINBON formulated a green procurement policy, selected low-carbon and environmentally friendly materials, and reduced the impact of product manufacturing and operation on the environment.
Policy and Commitment	In pursuit of economic performance while actively responding to stakeholders, we jointly promote sustainable business both internally and externally.	Pay attention to industry trends, listen and actively respond to customer voices, provide high-quality service, and create a win-win through cooperation in technology and products.	Increase the use of low-carbon materials to expand business opportunities for green products in accordance with green procurement regulations.
Responsibility and Resources	<ul style="list-style-type: none"> It is driven by Value Chain Business, the sub-committee of the ESG Committee The operation of the sub-committee is included in the annual performance appraisal 	<ul style="list-style-type: none"> It is driven by Value Chain Business, the sub-committee of the ESG Committee. The operation is included in the annual performance appraisal. 	<ul style="list-style-type: none"> Driven by the sustainable procurement sub-Committee of the ESG Committee The operation is included in the annual performance appraisal
Action taken	<ul style="list-style-type: none"> ESG Committee set medium- and long-term goals and the measurement mechanism Communicate with stakeholders, actively and in real time 	<ul style="list-style-type: none"> Protection of customer information Quality issues and handling customer complaints Effective responses to customer questionnaires 	<ul style="list-style-type: none"> Establishing a low-carbon material procurement database Increase local procurement
Target	Targets for 2022	(New Material topics to be identified in 2023)	
	2022 Implementation Results	<ul style="list-style-type: none"> Customer Satisfaction >4.7 points (out of 5) 0 complaints of invasion of clients' privacy 0 product and service/health and safety customer complaints 0 product recalls 	<ul style="list-style-type: none"> 98% Compliance with European Union RoHS procurement 81% of the local purchases are made in key locations around the world Customer Satisfaction 4.53/5 points
	2023 Targets	<ul style="list-style-type: none"> 100% protection of customer privacy and confidential information, signing confidentiality agreements with customers Conducts annual customer satisfaction surveys with a target score of >4.5 (out of 5) 100% effective response to customer questionnaires 	<ul style="list-style-type: none"> >90% RoHS material purchase >5 cases of low-carbon recycled procurement proposals >= 85% local procurement
Communication/ Complaint Mechanism	Sustainable Strategy Division: csr@sinbon.com	<ul style="list-style-type: none"> Annual customer satisfaction survey Immediate communication and response from business units Inquiry from the official website 	<ul style="list-style-type: none"> Annual customer satisfaction survey integrity@sinbon.com

2.1 ESG Committee

ESG Committee Evolution

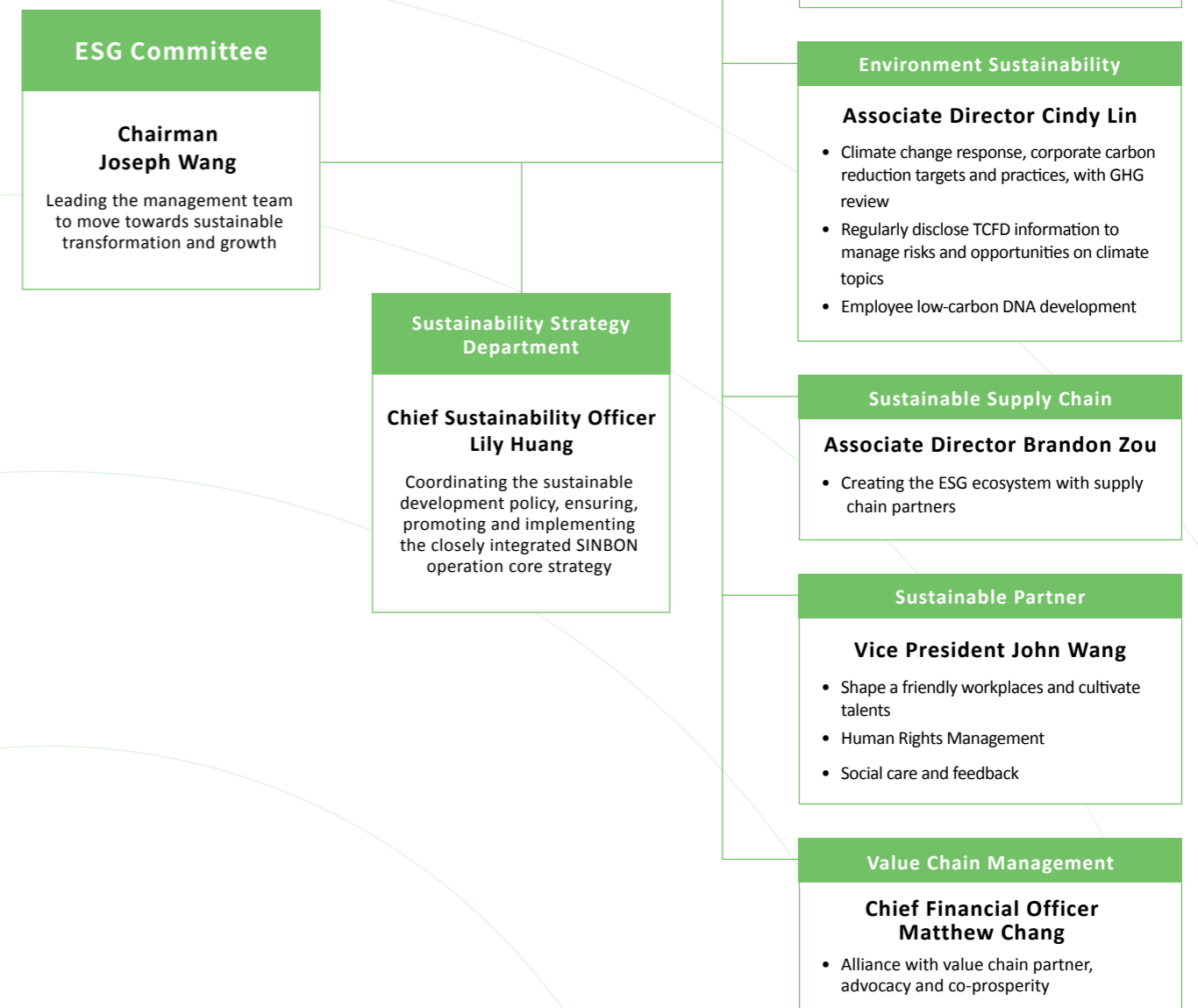
Integrity, deep cultivation of the green industry and sharing are SINBON's sustainability philosophy. In 2007, due to "Go Green" policy, we engage in green industry, and CSR Committee was established in 2014. In 2021, the existing "CSR Committee" was reconstituted as the "ESG Committee", with the Chairman of SINBON serving as the Chairman of the Committee. Six new sub-committees were established and the first-level supervisors served as its presidents. Each team member in the sub-committee selected the most suitable members in a cross-departmental manner in order to internal talents with more opportunities.



ESG Committee Organization and Policies

Operation of the ESG Committee

- 1** Report annually to the Board of Directors.
- 2** Meetings of the ESG Committee 3 times a year.
- 3** Monthly meetings of the sub-committees to review the status of short-, medium- and long-term objectives.
- 4** Occasional meetings and project resource communication to respond to new current issues, ESG development, etc.

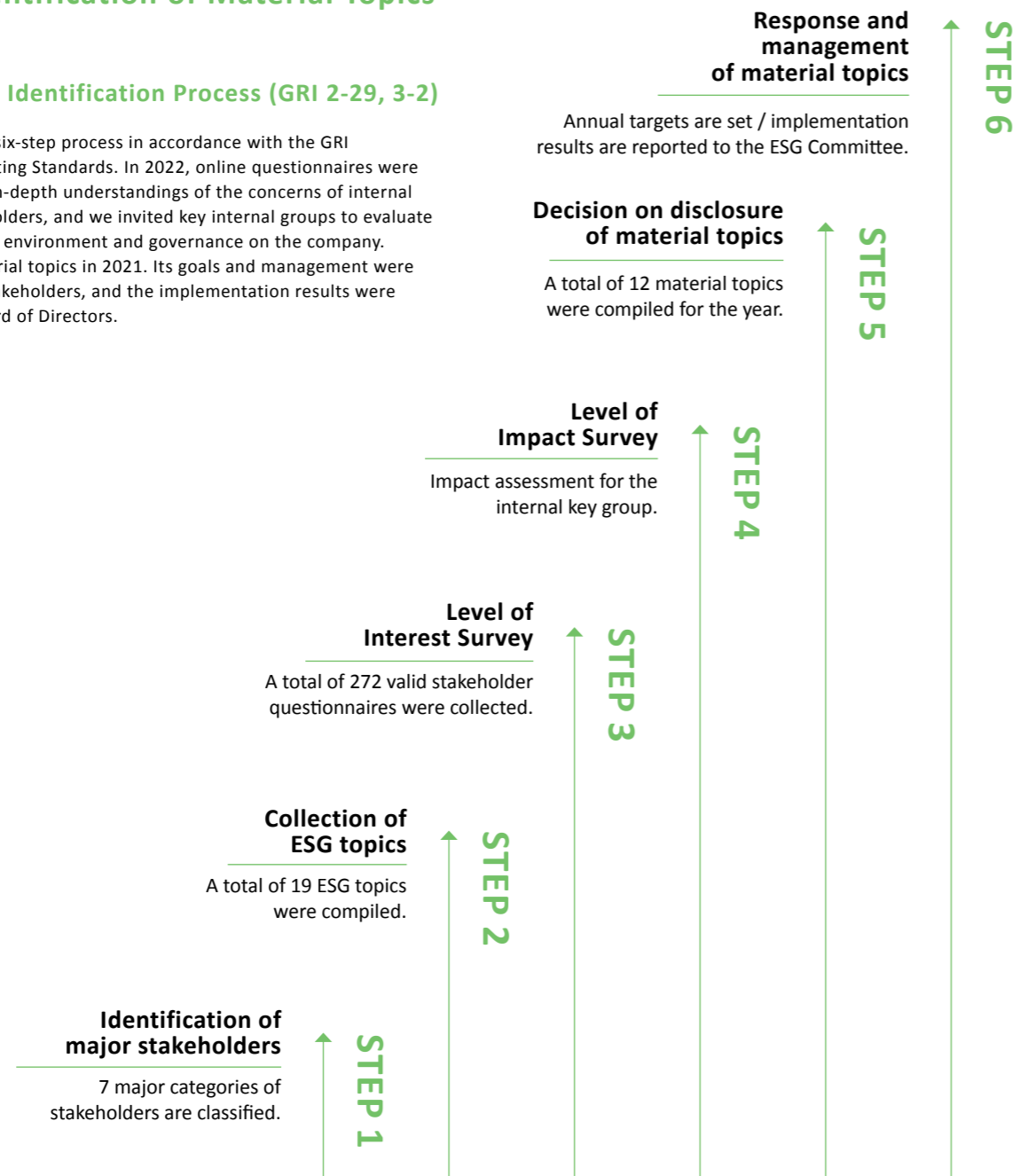


2.2 Stakeholder Management

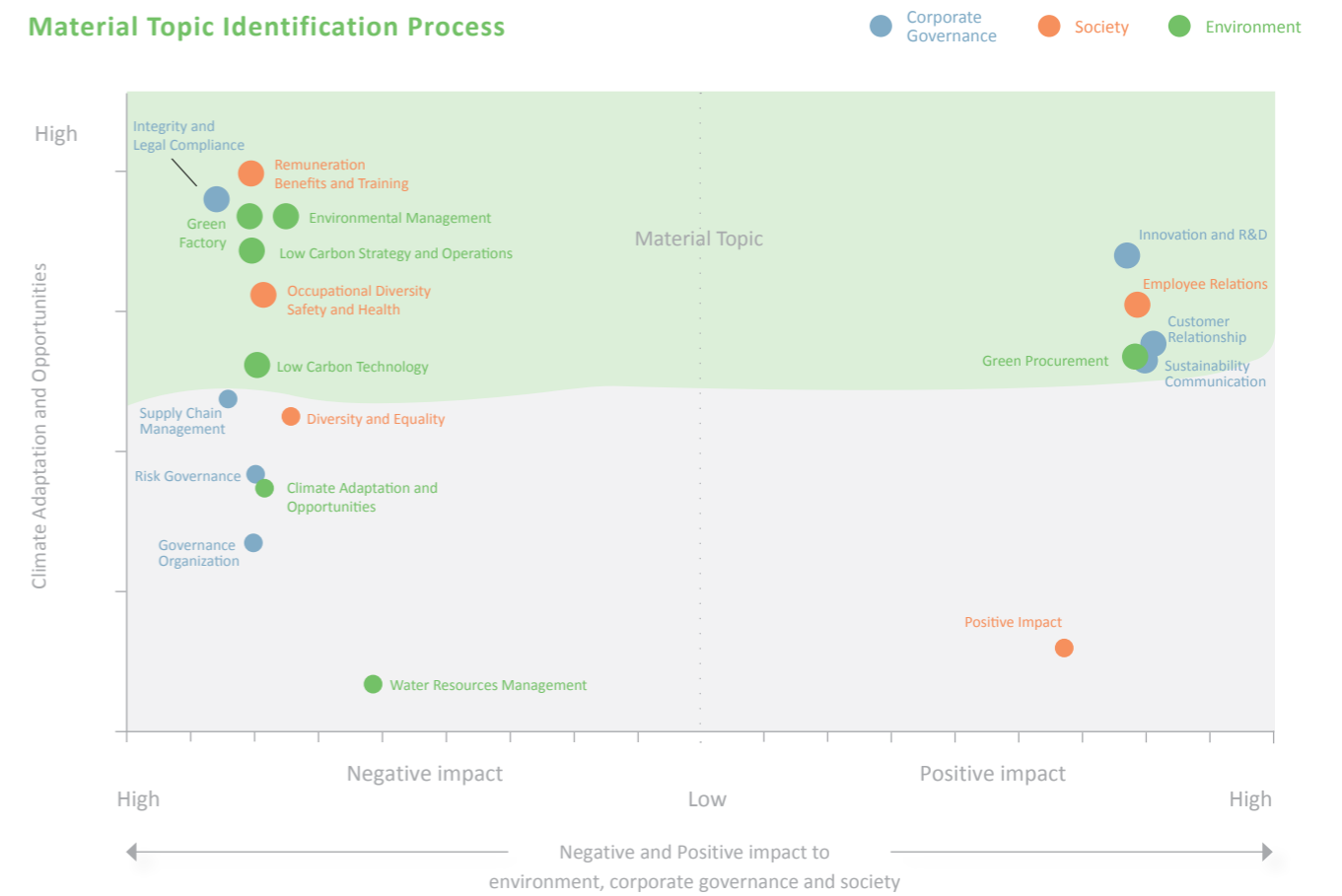
2.2.1 Identification of Material Topics

Material Topic Identification Process (GRI 2-29, 3-2)

SINBON conducts a six-step process in accordance with the GRI Sustainability Reporting Standards. In 2022, online questionnaires were distributed to gain in-depth understandings of the concerns of internal and external stakeholders, and we invited key internal groups to evaluate the impact of social, environment and governance on the company. There were 12 material topics in 2021. Its goals and management were set to respond to stakeholders, and the implementation results were reported to the Board of Directors.



Material Topic Identification Process



Corporate Governance	Environment	Society
Governance organization	Low Carbon Strategy and Operations	Diversity and Equality
Integrity and Legal Compliance	Risk and Opportunities	Employee Relations
Sustainability Communication	Low Carbon Technology	Occupational Diversity Safety and Health
Innovation and R&D	Environmental Management	Remuneration Benefits and Training
Risk Governance	Green Procurement	Community and Charity
Customer Relationship	Green Factory	
Supply Chain Management	Water Resources Management	

Explanation of the changes and differences of material topics from previous year

Newly added material topics: In response to international ESG trends, in 2022, we summarized and reorganized ESG issues and conducted surveys on the degree of interest and impact. Based on the results of the analysis, the 2 material topics of "Customer Relationship" and "Green Procurement" were upgraded, mainly because building good and long-term customer relationship helps to improve customer satisfaction, which in turn enhances the profitability and core competitiveness of SINBON, and at the same time, through the procurement of green and low-carbon environmental protection materials, the Company gradually implements the goal of environmental sustainability.



















2.2.2 Communication Channels (GRI 2-29)











In daily operations, SINBON communicates with various stakeholders through different channels. In addition, we also hope that we can respond to the concerns and considerations of various stakeholders in a more complete manner through this Report.

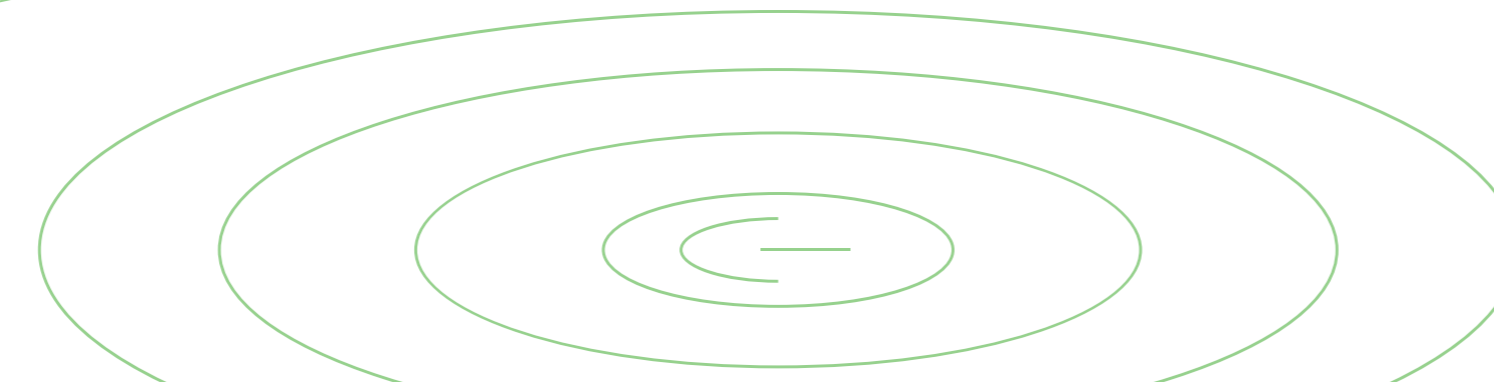
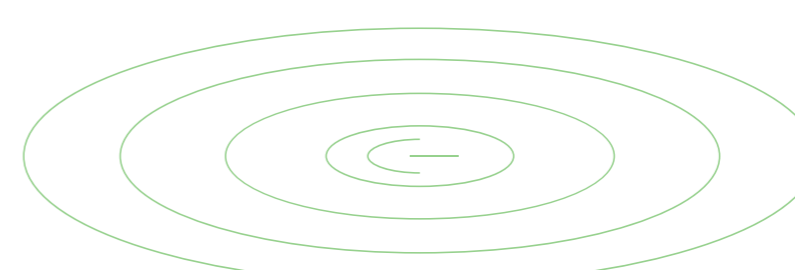
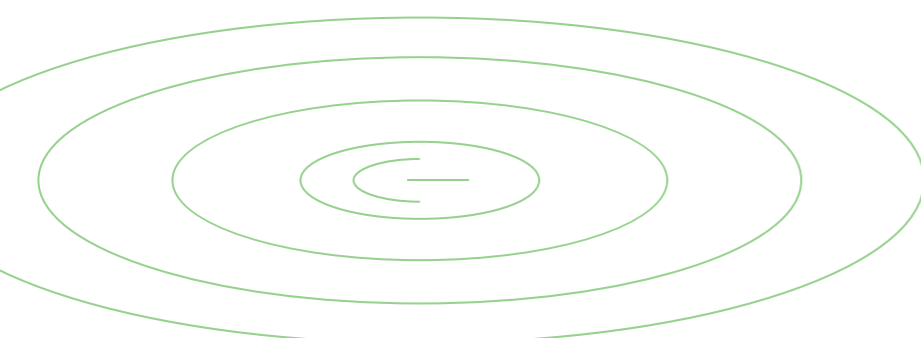
Stakeholders	Meanings to SINBON	Focus on Material Topics	Communication Channel/Frequency	2022 Communication Status
 Employees	Employees are important assets and partners of SINBON, and they are the key to driving the company's sustainable operation.	<ul style="list-style-type: none"> Innovation and R&D Integrity and Compliance Remuneration Benefits and Training 	<ul style="list-style-type: none"> Announcement/ Updates from time to time Physical suggestion box/ regular Staff symposium /quarterly SINBON's diverse communication channels 	<ul style="list-style-type: none"> 3 staff symposiums were held with 629 participants in the conferences and communicated on more than 200 topics. Published 11 internal publications including C'est Bon and Podcasts Establishing a unified communication platform of isay domestically and abroad 1 labor grievance case was handled by HR and 100% of the cases were closed.
 Investors	Investors are an important driving force to support SINBON's continuous progress. Through capital investment and participation in corporate governance, SINBON can go further on the road of sustainable development.	<ul style="list-style-type: none"> Communication on Sustainability Environmental Management Employee Relations 	<ul style="list-style-type: none"> Corporate Website/ updates periodically Board of Directors/ quarterly General Shareholders' Meeting/ at least once a year Investor Conferences/ Periodically Annual report, CSR report/ annually MOPS/ periodically SINBON's diverse communication channels 	<ul style="list-style-type: none"> Participated in a total of 7 external investor conferences Held 1 investor conference
 Customer	As a source of revenue, we are committed to customer-oriented spirit, master the industry trends and develop various products and services to enhance customer trust, and work together to create company growth.	<ul style="list-style-type: none"> Environmental Management Integrity and Compliance Occupational Safety and Health 	<ul style="list-style-type: none"> Corporate Website/ Updates periodically E-mail /always available Exclusive services /as needed Customer service section /regular SINBON's diverse communication channels 	<ul style="list-style-type: none"> Customer Satisfaction 4.7/5.0 points
 Suppliers	Suppliers are the key partners in providing excellent products and services, and the key to achieving a sustainable supply chain	<ul style="list-style-type: none"> Environmental Management Innovation and R&D Employee Relations 	<ul style="list-style-type: none"> Supplier meeting /as needed Written document /as needed Written audit /as needed On-site audit /once a year SINBON's diverse communication channels 	<ul style="list-style-type: none"> 100% response rate to supplier audit improvement reports
 Government/ School	With our deep roots in the local community, we cultivate talent and give back to the local community. We work with schools in the vicinity of our operations and follow local regulations and policies to create a good environment for communication.	<ul style="list-style-type: none"> Environmental Management Communication on Sustainability Community and Charity 	<ul style="list-style-type: none"> Official correspondence /as needed Telephone/Visit communication /as needed Conference /as needed Government dissemination meetings /as needed 	<ul style="list-style-type: none"> No major case of being fined by the competent authorities in 2022. Held 2 online campus symposiums 5 recruitment activities on campus Volunteer Service Program for English speaking staff, hosted 5 sessions of English language courses at the elementary schools nearby the operation sites
 Media	Media serves as a bridge of communication between SINBON and the stakeholders, and a mentor for our continuous improvement.	<ul style="list-style-type: none"> Innovation and R&D Diversity and Equality Strategy and Operations 	<ul style="list-style-type: none"> Corporate Website /updates periodically Newspaper and magazine /as needed SINBON's diverse communication channels 	<ul style="list-style-type: none"> Monthly Revenue News Releases om company website Total of 19 press interviews in 2022
 Community/ Non-profit organizations	With the concept of giving back to the society, we actively invite our employees to volunteer and participate in social care activities, to deepen our localization, fulfill social citizenship responsibilities, and to create a better society together.	<ul style="list-style-type: none"> Environmental Management Diversity and Equality Integrity and Compliance 	<ul style="list-style-type: none"> Corporate Website /updates periodically Social charity event /as needed SINBON's diverse communication channels 	<ul style="list-style-type: none"> NT\$9.73 million was invested into the society A total of 1,209 volunteers

2.2.3 Material Topics Impact Boundary

Direct Impact Indirect Impact

Aspect	Boundary topics	Impact Descriptions	Inside of the organization	Outside of the organization						Corresponding SDGs	Corresponding GRI Standards	Corresponding Chapter
			SINBON	Customer	Investors	Suppliers	School/ Government	Media	Community/ Non-profit organizations			
Governance	 Integrity and Compliance	SINBON operates on the principles of steady operation and integrity, builds a sound legal compliance structure, effectively manages corporate risks, and builds a foundation for sustainable operation. SINBON adheres to the principle of ethical management, and through establishing good business conduct and abiding by ethical regulations, we can avoid negative impacts such as the risk of damage to goodwill caused by improper interests and illegal matters.	Direct	Direct	Direct	Direct	Indirect	Indirect		GRI 205 GRI 307	1.2 Ethical Management	
	 Communication on Sustainability	Promote mid- and long-term strategic goals through the ESG Committee, actively respond to stakeholders and communicate in depth to enhance recognition. We also build good relationships with stakeholders to achieve the positive benefits of sustainable communication.	Direct	Direct	Direct	Direct	Indirect	Direct		GRI 3-1 GRI 3-2	2.2 Stakeholder Management	
	 Innovation and R&D	Continue to accumulate innovative R&D capacity, provide product solutions in response to needs and trends, and create a win-win situation with customers. By improving the design of products and packaging materials with low carbon emission and improving the performance of products, we can reduce carbon emissions and have a positive impact on the environment.	Direct	Direct	Direct					-	1.3 Innovative R&D Technological Capabilities	
	 Customer Relationship	The recognition of our customers and the establishment of good relationships are the basis for our continuous improvement and competitiveness, which has a positive impact on the economy and society.	Direct	Direct	Indirect	Indirect				GRI 2-6 GRI 2-26	2.4 Customer Relationship	
Environment	 Low Carbon Strategy and Operations	Set the group's carbon reduction targets, plan carbon energy policies, and advocate and communicate externally to promote sustainable business operations. Failure to properly implement carbon reduction and climate response actions will increase operating costs and have a negative impact on the economy and the environment.	Direct	Direct	Direct	Direct	Indirect		 	GRI 305	3.2.1 Greenhouse Gas Inventory	
	 Low Carbon Technology	Develop low-carbon technologies, green products and sustainable business opportunities as a basis for the company's competitiveness and long-term operations to reduce the negative impacts imposed on the environment.	Direct	Direct	Direct				 	-	1.3 Innovative R&D Technological Capabilities 3.5. Renewable Energy	
	 Environmental Management	Set and implement management goals for water resources, wastes and hazardous substances, regularly disclose results, reduce production risks and develop innovative practices to reduce the negative impacts imposed on the environment.	Direct		Indirect	Indirect	Direct		  	GRI 303 GRI 306	3.4 Waste Management	

Aspect	Boundary topics	Impact Descriptions	Inside of the organization	Outside of the organization						Corresponding SDGs	Corresponding GRI Standards	Corresponding Chapter
			SINBON	Customer	Investors	Suppliers	School/ Government	Media	Community/ Non-profit organizations			
	 Green Procurement	SINBON purchases green and recycled materials, selects energy-saving and environmental protection labeled materials, and improves the low-carbon literacy of employees, which has a positive impact on environmental carbon reduction and lower operating costs.	○	○	●	○					-	2.5 Sustainable Supply Chain
	 Green Factory	Establish mechanisms for source management of raw materials, green buildings, use of renewable energy, and clean production to mitigate the negative impact on the ecosystem and environment of the area affected by the operation activities.	○	○	○	○	○				GRI 302	3.2.2 Electricity saving measures 3.4 Waste Management
Social	 Employee Relations	Establish a complete employee communication and clear complaint channels, practice employee care, and shape a good employee relationship to increase corporate competitiveness and created a positive win-win cycle between employees and employers.	○	○	○	○	○				GRI 401 GRI 402	4.3.2 Employee Management and Communication
	 Occupational Safety and Health	Employees and contractors are important human capital of the company. Any occupational health and safety incidents will cause loss of human capital and reduce productivity and operational efficiency. SINBON continues to build a safe working environment, implement an occupational safety management system, and promote the physical and mental health of our employees.	○	○	○	○	○				GRI 403	4.4.1 Employee Care 4.4.2 Safety Management
	 Remuneration Benefits and Training	Provide employees with fair and complete remuneration and benefits, and attract talent retention and engagement to improve the company's competitiveness and to avoid the negative economic and social impact caused by the brain drain.	○		○						GRI 404 GRI 405	4.3.1 Remuneration and Benefits



2.3 Information Security

2.3.1 Information Security Management

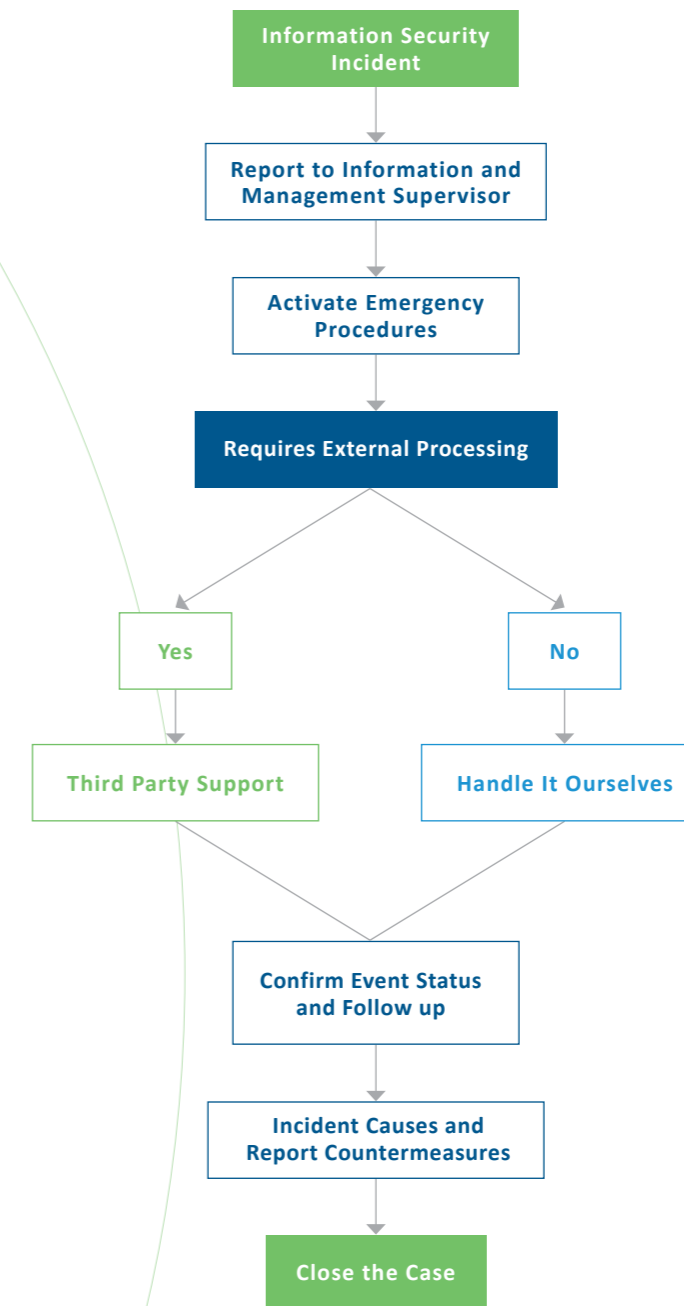
- The information security authority is the Group's Information Integration Office, which convenes regular meetings every six months and is responsible for formulating internal information security policies, ensuring the continuous operation of information operations, and promoting and implementing information security policies.
- Information security supervisory unit: Audit Office, responsible for internal information security implementation status, proposing relevant improvement plans and carrying out improvement and regular tracking to reduce internal information security risks.
- ISO 27001 information security certification was introduced in October 2022, covering BPM, ERP software and related infrastructure, and external certification is expected to be conducted in March 2023.

- Develop a corporate security policy
- Develop an internal information security work policy



2.3.2 Information Security Incident Reporting Procedures

The company's information security reporting procedures are as follows. The notification and handling of information security incidents are carried out in accordance with the specifications of the procedures.



Information Promotion in 2022

- Promote projects like "encryption authentication mechanism, personal network certificate, off-site rescue and firewall vulnerability assessment security": Responding to the impact of the COVID-19 pandemic, some employees work remotely on rotations, greatly increasing the communication-related needs such as internet access and remote meetings. In order to strengthen information protection and improve the level of information security, we will promote projects such as "encryption authentication mechanism, personal network certificate, off-site rescue and firewall vulnerability assessment", strengthen the anti-virus function of information system, prevent unverified external connections, and use data for off-site rescue to reduce the risk of information security.
- There was no major information security incidents in 2022.
- A total of 46 hours of information-related training were arranged in 2022.
- In the future, we will continue to optimize information policies, update hardware equipment, and improve system security. Every year, we continue to identify information security loopholes, propose improvement measures, and perform actual implementation.

2.4 Customer Relationship

2.4.1 Group Strategy

SINBON provides customers with connecting wires, circuit boards and machine assembly solutions. We have been in the industry for more than 30 years, and our products are distributed in medical health, automobile and aerospace, green energy, industrial applications and communication related industries. In order to provide customers with a complete cooperation experience, we provide one-stop service of customized designs, manufacturing and testing of high-end wire, PCBA and complete products, and reduce customers' communication costs. We hope to provide better services to customers through SINBON's spirit of providing highly customized and quality services, and continue to move towards the goal of "do the MAGIC∞". SINBON's "customer-oriented" service spirit makes many companies willing to cooperate with SINBON for an extended period of time, and 30% of our major customers have cooperated with SINBON for more than 10 years.

SINBON's insistence on customer service



2.4.2 Client Privacy

SINBON values and protects the information security of our customers, suppliers and contractors. We conduct careful management and control of our customer data, and sign Non-disclosure Agreements (NDA) and Document Use Commitments with customers and suppliers, specifying the objects and scope of documents that can be used. We ensure that customer information is not given to non-business related third parties, and internal management is done through a confidential document management system that separates customer information according to authority. In 2022, there were no complaints of invasion of client privacy.



For information security issues that are important to our customers and investors, SINBON has set up an Information Security Committee to ensure strict internal information security control and systematic protection against hackers to maintain the stability and security of our business operations. For details, please refer to [2.3.1 Information security management](#)

2.4.3 Customer Service and Communication

Customer satisfaction

In order to better understand our customers' suggestions on product quality, service, technology, price, delivery date, etc., SINBON conducts "Customer Satisfaction Survey" on an annual basis. In 2022, SINBON conducted a satisfaction survey on the three major services, including research and development integration, agency sales, and solar system integration. The survey collection rate reached 100%, and the overall customer satisfaction score reached 4.70, which is higher than the average satisfaction rate since 2009. The survey results show that SINBON's service, quality, and delivery performance are better than those of its peers in the same industry. SINBON also formulates an operation optimization strategy based on the feedback and analyzes the reasons for projects with low satisfaction and formulates improvement measures.



Historical Customer Satisfaction Survey Results

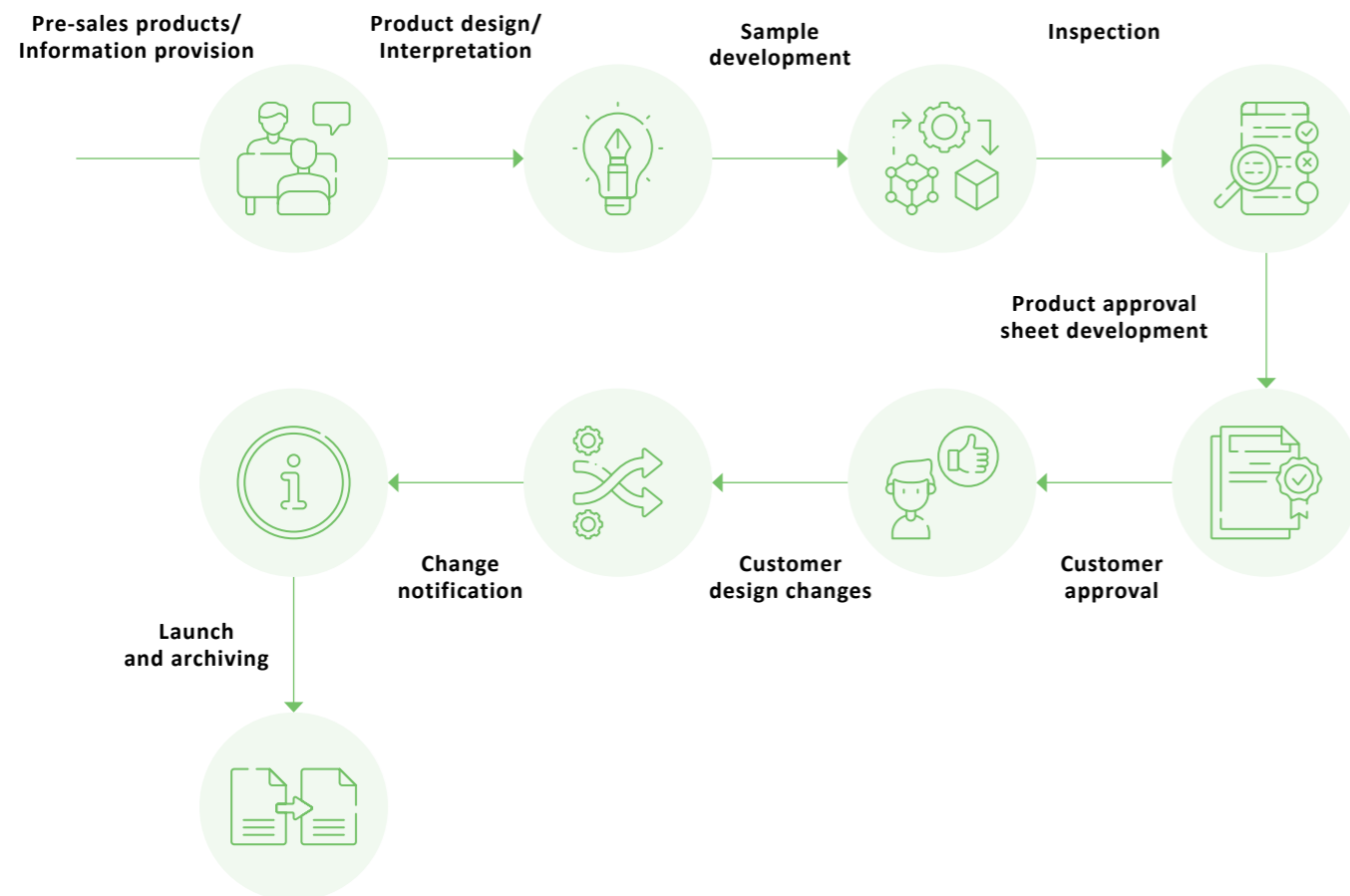


Customer Complaints Management

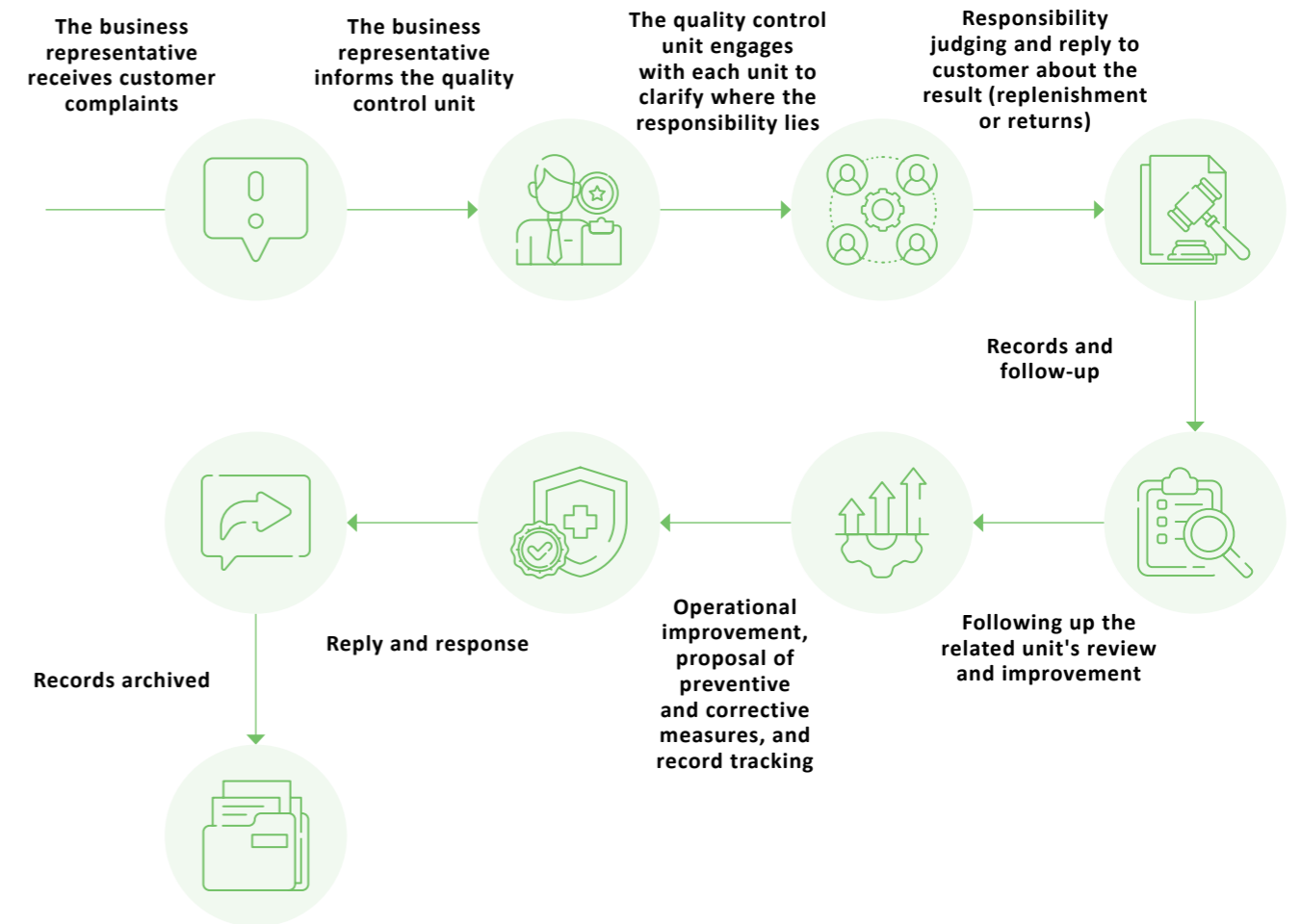
In order to improve customer satisfaction with the product, effectively solve customer complaints, and to timely reflect the internal operation review and product quality situation, when a continuous or significant deficiency is found in the SINBON products, we will take immediate corrective measures and formulate preventive measures. Customer complaint cases range from pre-sales design and quality assurance information provision to the after-sales needs for product changes. SINBON assists customers with the issues raised or in addressing problems appropriately in accordance with the following procedures for sample manufacturing and customer complaint management.

In 2022, there was no major product or service violation of health and safety regulations or customer complaints.

Sample manufacturing procedure



Customer complaint management procedure



Product Returns and Exchanges

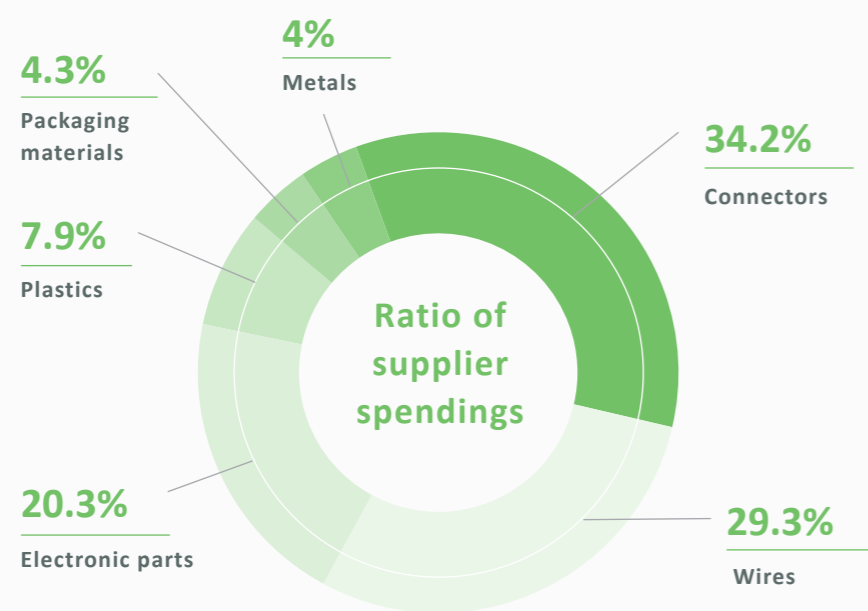
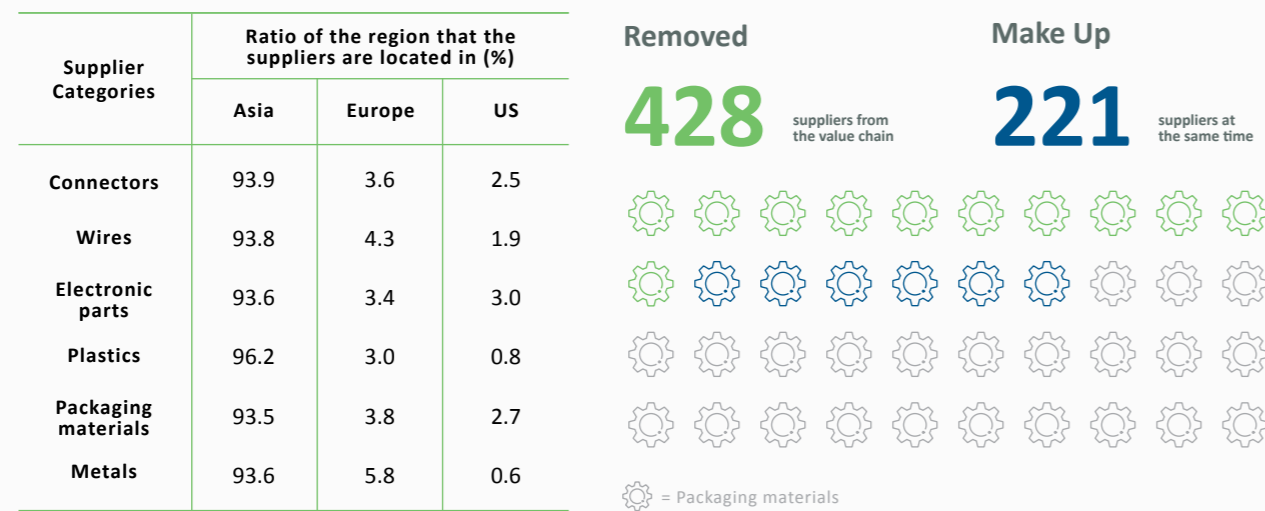
If any nonconformity of the products sold is discovered upon customer notification or internal control, the Quality Control Department will lead the analysis and tracing of the raw materials, manufacturing process, delivery and other information of the nonconforming products, recall all the nonconforming products after confirming the problem, and notify the parties and the nonconforming product report as soon as possible, including suppliers, internal organizations, customers, distributors, and regulatory authorities. There were no product recall cases in 2022.

2.5 Sustainable Supply Chain

Our main supplier partners are manufacturers and agents. In order to implement and extend SINBON's spirit of "Go Green" to supply chain management and comply with Supplier Management Regulations, based on four major areas, namely raw material management, local procurement, supplier communication, and supply chain social responsibility management, we help suppliers improve their quality and social responsibility performance through multi-dimensional communication and counseling mechanisms, in order to gradually achieve mutual growth with suppliers and thereby establishing a mutually beneficial and win-win cooperation model.

Supplier Profile

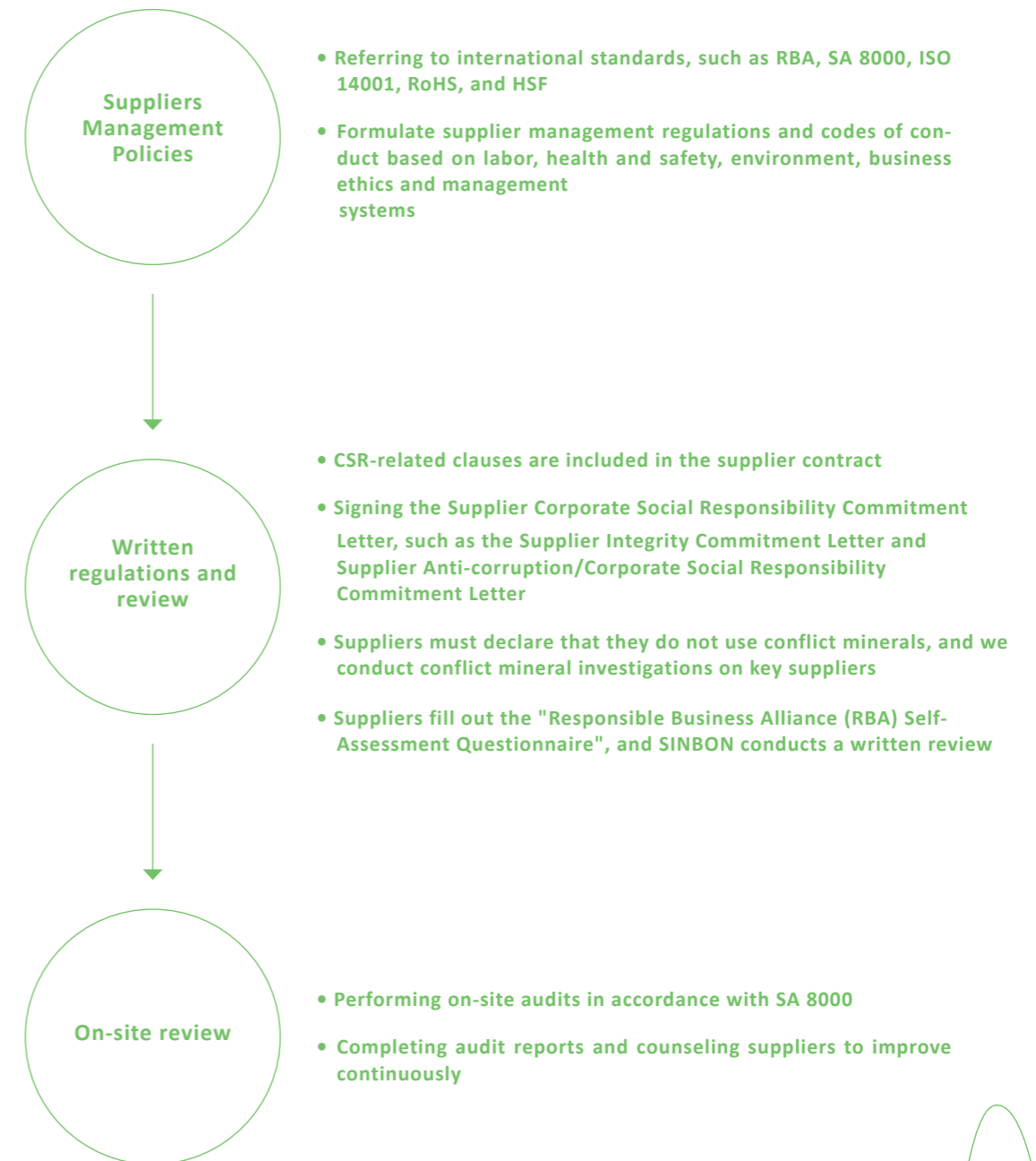
SINBON's suppliers are divided into six categories: metals, connectors, plastics, electronic components, packaging materials, and wires. There were 1,960 suppliers who had business transactions with SINBON in 2022, of which more than 90% are from Asia. Compared to the previous year, 428 suppliers were removed from SINBON's value chain through the screening mechanism in 2022, and 221 new suppliers were added at the same time.



2.5.1 Supplier Management Strategies and Mechanisms

SINBON complies with international standards or regulations, such as the Responsible Business Alliance (RBA) Code of Conduct, SA 8000, ISO 14001, RoHS and Hazardous Substance Free (HSF). And in 2022, the Supplier's Code of Conduct was formulated to establish a common language for our cooperation with suppliers on ESG.

SINBON carries out supplier evaluation, selection and monitoring in accordance with the Supplier Management Regulations in honesty, openness, and fairness. In addition to the price, quality and delivery date as the review items for suppliers, risk management is also included. Suppliers in the tracking list were required to submit audit deficiency improvement reports, and the completion rate reached 100% in 2022.



SINBON's management mechanism for new suppliers, existing suppliers, and key suppliers: is as follows:

SINBON's global supply chain management has integrated production bases including the Jiangyin site, Tongcheng site and other 100%-owned offices of the group. However, due to differences in regional characteristics and market types of the Hungarian and US sites, this section does not include them in the statistics related to supplier management. At present, it has not been fully incorporated into the group management mechanism, and will be gradually planned and adjusted in the future.

1. New supply evaluation and selection mechanism

New suppliers are required to pass the on-site audit rating of B or above to be qualified suppliers. Before working with every supplier, SINBON needs to conduct a desktop review and confirmation of the basic information, quality, hazardous substances control, and conflict minerals ban.

In 2021, a total of 39 new suppliers, including Miaoli site, Jiangyin site and Tongcheng site, were audited on site, with an overall average score of 87.4 (with a total score of 100). Suppliers who failed the audit were listed on the watch list. They would be counseled for improvement and reviewed within three months. If they did not pass, they were not allowed to apply for re-examination for two years.

New Supplier On-site Audit Results in Nearly Three Years

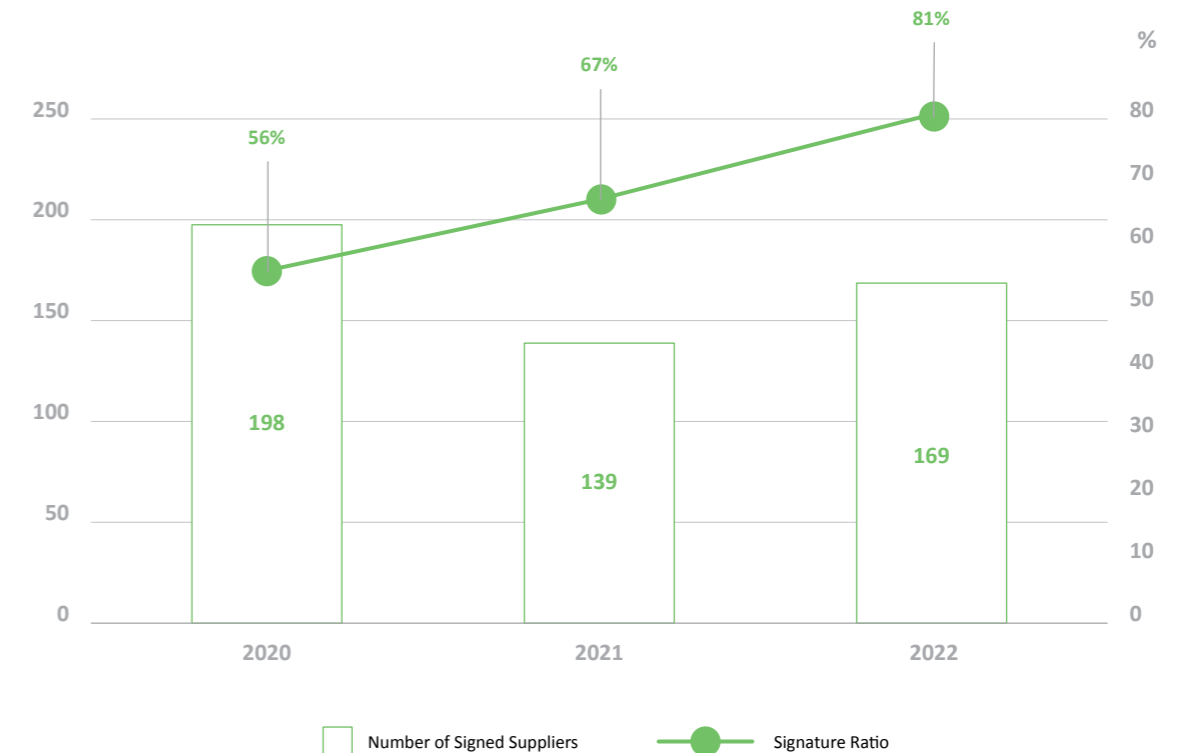


Note: Grade A and Grade B suppliers are listed as qualified suppliers, and Grade C suppliers are listed on the watch list.

- In order to obtain full consensus from suppliers on ESG and sustainability issues, we further revised the Group Supplier Management Procedures for new suppliers in 2022 and issued a separate single-signature version of the "Corporate Social Responsibility Pledge", which was originally attached to the contract, and fully communicated with the suppliers to facilitate their signatures and responses. In 2022, the signing rate accounted for about 81% of the qualified suppliers.
- In 2022, based on the spirit of Supplier Responsible Business Alliance (RBA) and Code of Conduct version 7.0, the "SINBON Supplier's Code of Conduct" was formulated and internally connected with relevant units to obtain common approval, and it was announced and released in Q1 of 2022.



Note: Grade A and Grade B suppliers are listed as qualified suppliers, and Grade C suppliers are listed on the watch list.



2.

The Existing Supplier Monthly Evaluation Mechanism

For existing qualified suppliers, monthly ratings are based on quality, price, delivery time, service, excess freight and other performance. The average monthly rating score for suppliers of Miaoli site, Jiangyin site, and Tongcheng site in 2022 was 91 (total score 100).

Aspect	Score
Quality	60
Delivery Period	20
Price	1
Payment Terms	2
Service	4
Excess Freight	4
Average Score	91

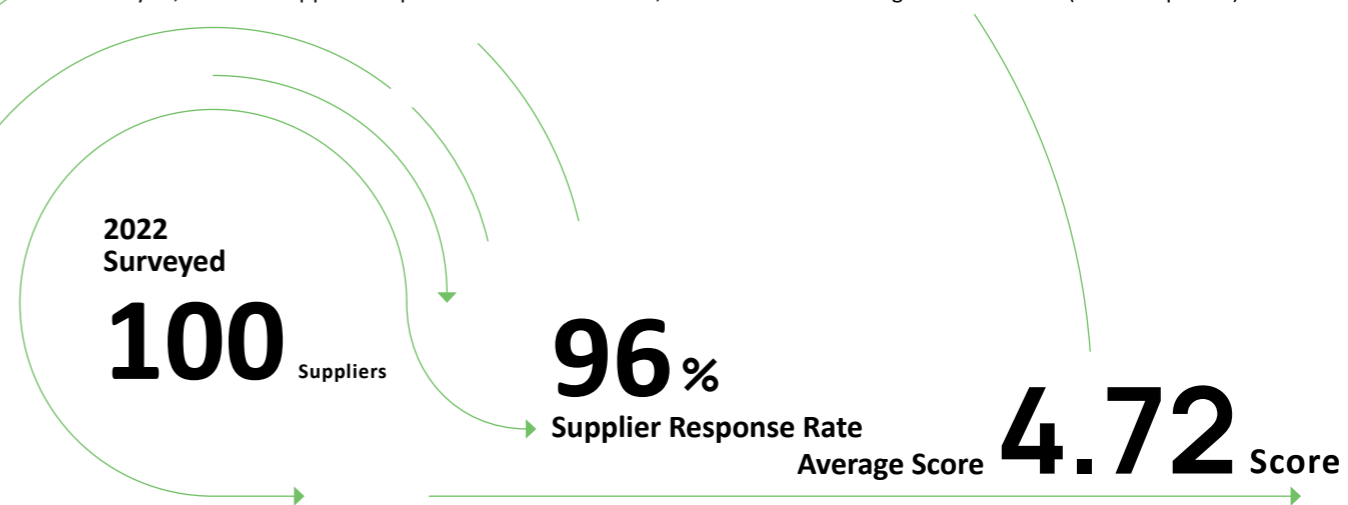
Monthly Evaluation Mechanism

3. Supplier's Critical Assessment Mechanism

SINBON conducted a critical assessment for new official suppliers since May 2022. Under the critical assessment, SINBON classifies new suppliers according to three categories: major suppliers, future major suppliers, and general suppliers, while also identifying new suppliers. The supervisor of the dedicated team for major suppliers will conduct key reviews and assess whether due diligence is performed. D&B Risk Analytics' vendor information management platform is used to conduct surveys when surveys are performed.

4. Responsible Business Alliance (RBA) Self-Assessment Questionnaire

In response to the introduction of the Supplier Responsible Business Alliance (RBA) guidelines, the CSR self-assessment questionnaire has been revised to the RBA self-assessment survey in the annual supplier survey. In 2022, 100 companies were surveyed, and the supplier response rate reached 96%, with an overall average score of 4.72 (out of 5 points).

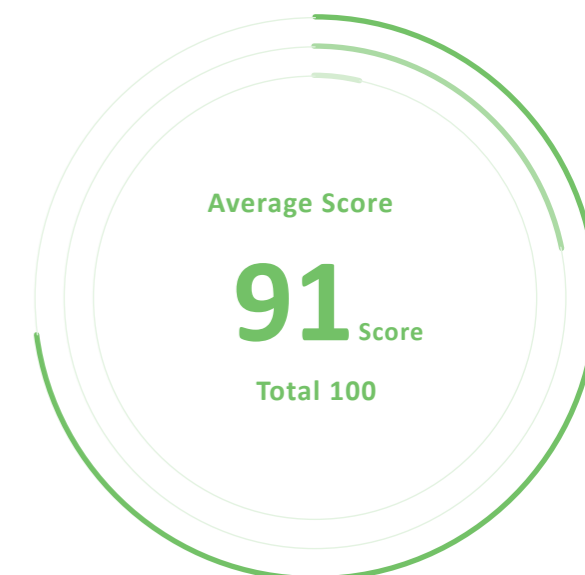


5. Annual major supplier on-site audit

On-site audits on key suppliers are conducted every year, and on-site audits every three years for suppliers that are not in the following situations:

- The suppliers with the average score of grade C and below in the previous year
- The top two suppliers in terms of the annual transaction amount for each category of materials
- (Key parts suppliers whose products are certified by China Compulsory Certification (CCC)
- High-risk suppliers (assessed as high-risk parts suppliers)

The on-site audits covered six major aspects, including quality control, manufacturing procedures, health and safety, design control, customer satisfaction, supplier and material management. The average total score in 2022 was 92 (total score of 100).



Grade A supplier	Grade B supplier	Grade C supplier
44 Suppliers 74.6%	14 Suppliers 23.7%	1 Supplier 1.7%

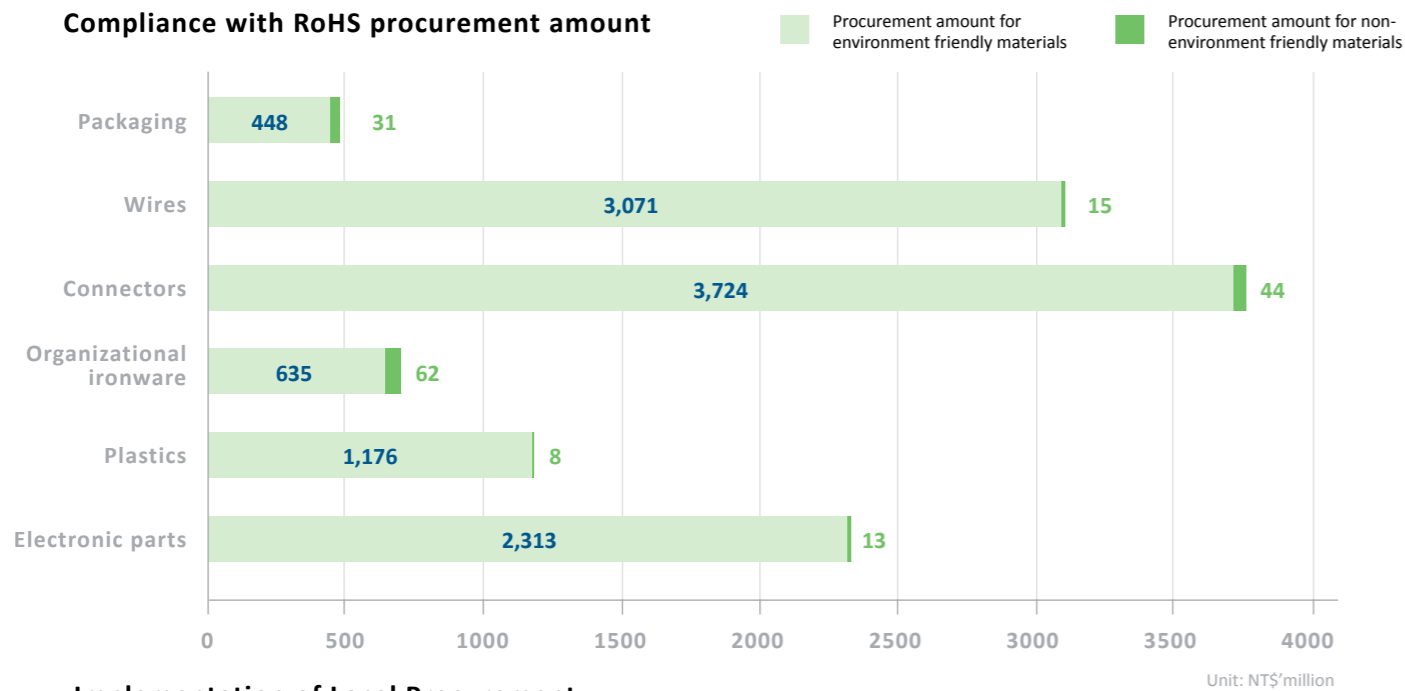
Remarks: If the audit result is grade A or grade B, the supplier is listed as qualified. If the audit result is grade C, the supplier will be placed on the watch list. If a supplier who fails to pass the initial review fails again to pass the review within three months, it cannot apply for a review in two years.

2.5.2 Green Procurement and Conflict Minerals Policy

Implementation of green procurement which complies with RoHS standards.

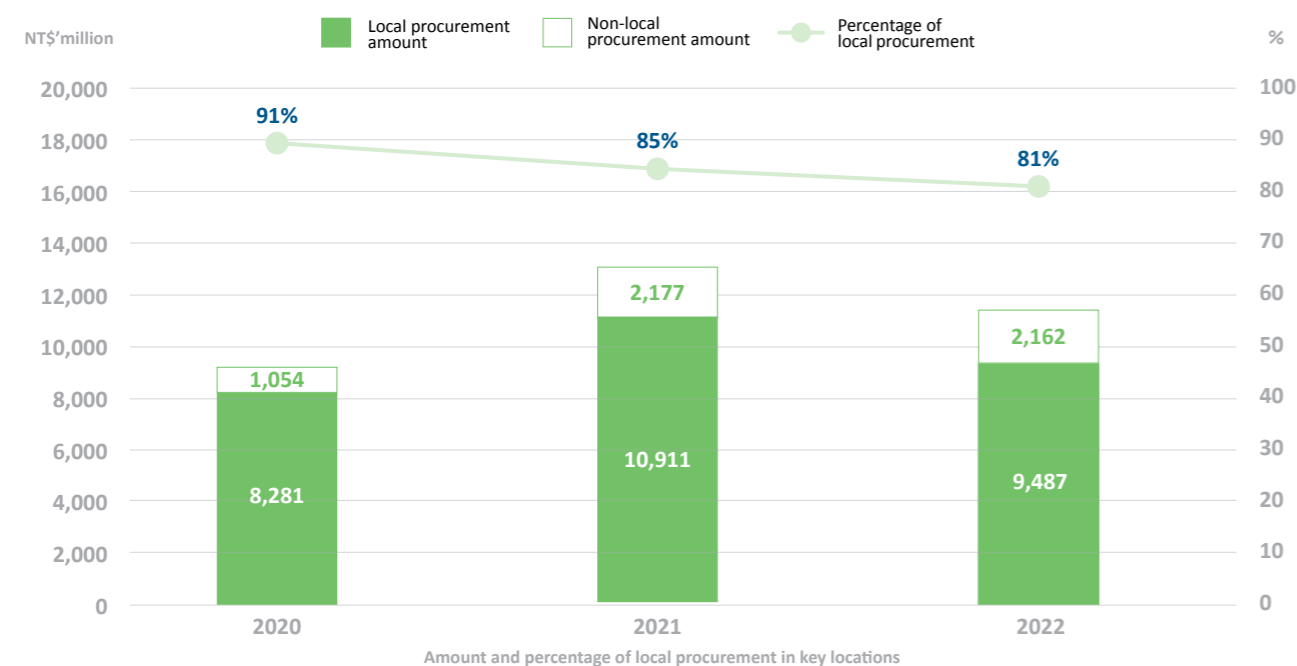
In the supplier's management of environmentally friendly materials, full compliance with customer requirements and environmental or sustainability specifications, confirmation of product compliance with the EU Restriction of Hazardous Substances Directive (RoHS) prior to production. In accordance with the "Environmental Restricted Substances Management", we require our suppliers to sign a "Declaration of Environmental Protection", and they must provide RoHS & REACH declarations, SGS test reports and material certificates, and other related compliance plans or test reports to ensure that the materials they supply are not restricted hazardous substances. In bulk material procurement, the proportion of RoHS-compliant procurement of the Jiangyin site, Tongcheng site, and Miaoli site in 2022 was 98%.

Compliance with RoHS procurement amount



Implementation of Local Procurement

SINBON's manufacturing sites are located all over the world, and the procurement is mainly based on local suppliers. In addition to the considerations of material flexibility and rapid response, it also reduces unnecessary overseas transportation expenses and carbon emissions generated by transportation. The proportion of local procurement at the major locations in the world was 81% in 2022.



Note: 1. Important locations refer to the factories of the Group's production bases, including Miaoli site, Jiangyin site and Tongcheng site.
 Note: 2. Local procurement indicates that the supplier of goods is located in the same country as the site of SINBON.
 Note: 3. Calculation method of local procurement ratio: annual local procurement amount / annual total procurement amount

Conflict Minerals Management

In line with the spirit of the RBA (Responsible Business Alliance), SINBON is committed to the field of Responsible Conflict Minerals, and suppliers are strictly prohibited from using minerals from areas of illegal armed conflict. Suppliers are also required to ensure that products are not made from "conflict minerals" from Democratic Republic of the Congo and its and neighboring countries and regions that violate labor human rights. It is the responsibility of any supplier of raw materials involving Conflict Minerals 3TG (Note) and Cobalt to trace their metals back to the metallurgical smelter on the RMAP (Responsible Minerals Assurance Process) list.

In order to understand whether the raw materials used come from minerals from conflict zones, we have established an investigation project in 2022 to disclose the origin of the materials from the relevant suppliers and their supply chains. We also use the Conflict Minerals Reporting Template (CMRT) developed by the RBA in conjunction with the Responsible Mining Initiative (RMI). It requires suppliers to cooperate with the investigation and disclose the origin of their supply chains to avoid minerals coming from these conflict areas. The "Supplier Capital Information Sheet" is expected to be revised in 2023 to include questions related to conflict minerals in the basic survey of new suppliers.

Note: 3TG is Tin, Tungsten, Tantalum and Gold.

No controversial materials are used

SINBON uses the GPM platform to manage the compliance of raw materials with environmental regulations. The Group internally controls RoHS and REACH SVHC substances of high concern, and the system automatically notifies manufacturers of the latest international regulatory requirements so that they can meet customer requirements. The documents to be followed are the "GDP-B-005 Group GPM Platform Management Operating Procedures" and "GDP-B-002 Group Environmental Restricted Substances Management Operating Procedures". The current utilization status of GPM platform vendors is as follows:

Vendors	Utilization Rate
Taiwan	80.9%
Jiangyin site	97.19%
Tongcheng site	92.94%

2.5.3. Supplier Diverse Communication Channels

In order to enhance the overall competitiveness of the supply chain and establish a long-term stable cooperative relationship, SINBON has established a supplier selection mechanism and regularly conducts audit counseling for manufacturing partners. If the supplier has any suggestions in the audit counseling, they can contact and communicate with the designated unit through channels such as email, telephone, face-to-face communication and product defect feedback form to ensure smooth communication and transparent information between the two parties. It is expected that a Global Supplier Conference will be held in 2023 to invite our supplier partners to exchange information and achieve growth together.

In 2022, SINBON carried out the "Supplier Satisfaction Survey" to 40 suppliers with a response rate of 100% and an overall satisfaction rate of 4.53 (out of 5 scores). Among them, we obtained full marks from all suppliers in terms of integrity and commitment. In addition, the working attitude and corporate image of SINBON partners have been unanimously recognized by suppliers. This satisfaction survey collected 2 suggestions for improvement from suppliers, and we communicated, improved and responded in real time to establish a more solid basis for cooperation.

Digitalization of SINBON's Supply Chain Management, SCM

SINBON Jiangyin site continued to introduce the SCM system in 2022 to optimize procurement and accounting related work. Suppliers use this platform to perform delivery date negotiations, delivery, and other operations. On the other hand, suppliers can also directly access the last month's billing statements and perform their own reconciliations, and then have the information verified on the platform by SINBON, which saves time consuming manual work. In terms of a single operation, the SCM system can help increase the work efficiency by about 2 times. In the future, we will continue to promote and guide more suppliers to import the SINBON SCM system.



3. Environmental Sustainability

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- 3.1 Climate Change Risks and Opportunities Management
- 3.2 Green Production and Low-Carbon Operations
- 3.3 Environmental Resources Management
- 3.4 Green Design of Products
- 3.5 Biodiversity and Ecological Conservation

TCFD

Manage and disclose the financial impact of climate-related risks and opportunities

ISO 50001

Miaoli site introduced an energy management system

1.9 times ↑

Green procurement spending amounting to NT\$17 million (compared to 2021)

104 hours

Internal green-collar talent training hours

76 %

General industrial waste recovery rate

12 % ↓

Reduction of the organization GHG emissions compared to the base year(2021)
Emission in 2022 amounted to 21,000 tCO₂e (Scope 1+2)

652 tCO₂e ↓

Carbon reduction by replacing traditional PVC with environmentally friendly TPU and TPE

45.8 kWh

Renewable energy generation and usage

39 kWh

The site's annual energy saving performance of the energy saving plan

ISO 14067

Completed 5 product carbon footprint inventory

234 tons ↓

Annual water savings from the water dispenser recycling and reuse plan at the Miaoli site in 2022

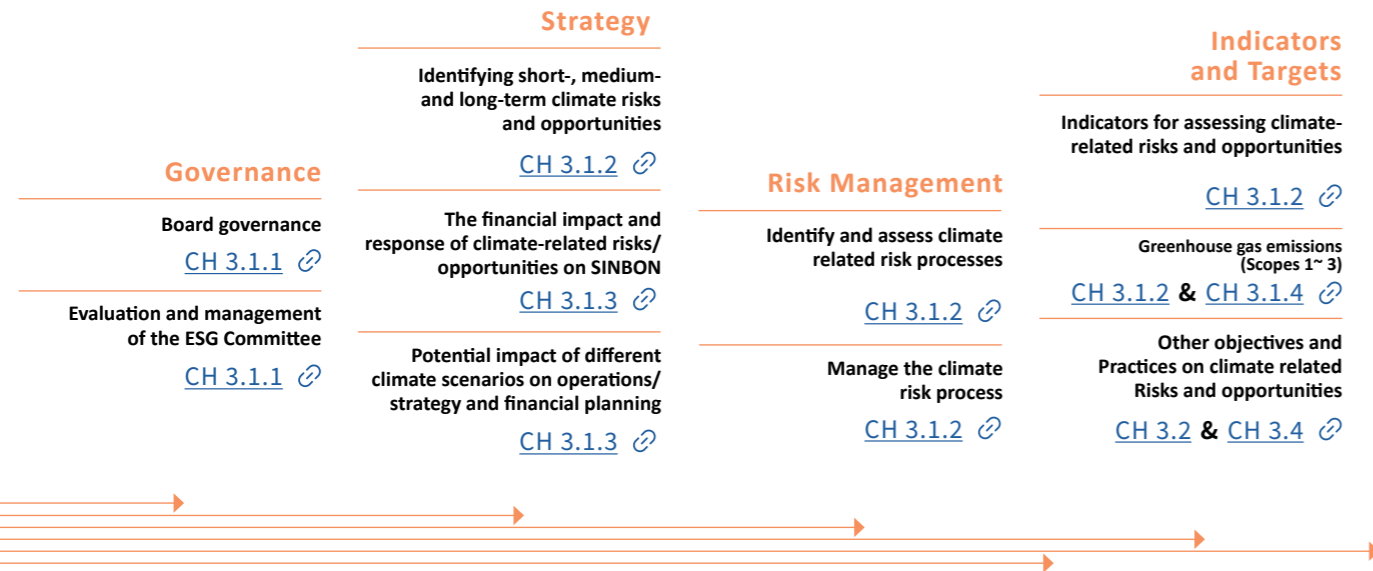
Description of Material Topic

Material Topics	Low Carbon Strategy and Operations	Environmental Management	Green Factory	
Significance of Material Topics	Incorporating low-carbon strategies into the core of the Group's operations to build the foundation of a century-old company for sustainability	Each operating site complies with local environmental regulations and promotes more environmentally friendly actions in design, production and operation to decrease the impact on the environment	Reducing greenhouse gas emissions and improving energy efficiency is one of the core strategies of SIBON's low carbon transformation.	
Policy and commitment	Implement greenhouse gas inspection and set up carbon reduction targets for the Group to achieve low carbon transformation	Setting management targets for environmental performance and regularly disclosing the results each year	Compliance with green building regulations and clean production mechanism to reduce the environmental impact of operational activities	
Responsibility and Resources	<ul style="list-style-type: none"> Promoted by the Environmental Sustainability Sub-Committee of the ESG Committee 	<ul style="list-style-type: none"> The operation is included in the annual performance appraisal 		
Action taken	<ul style="list-style-type: none"> Commit and set group carbon reduction targets Formulation of environmental and energy policies and carbon reduction measures 	<ul style="list-style-type: none"> Innovative technologies for waste reduction and recycling 	<ul style="list-style-type: none"> Green building and clean production mechanisms are gradually introduced into production sites Development of energy management, green building, renewable energy, clean production, etc 	
Target	Targets for 2022	<ul style="list-style-type: none"> Commitment to and setting of the Group's carbon reduction targets, manage and review compliance through the Environmental Sustainability Sub-Committee Performed greenhouse gas inventory to obtain external third-party certification in May, and the results were simultaneously disclosed in the annual report Continuously promoted the Toyota Production System (TPS) improvement project to improve the PPH and L/T of each site, and hold the competition of results presentation twice a year, allowing our partners to share their ideas and progress together and improve factory efficiency Participate in external advocacy or sustainability ratings 	<ul style="list-style-type: none"> General waste recycling rate reaches 80% Hazardous waste recycling rate reaches 30% Promotion of low-carbon plastic reduction and yearly reduction of the disposable tableware usage in the plant Evaluate the introduction of UL 2799 Zero Waste Certification 	<ul style="list-style-type: none"> Implement energy management system ISO 50001 in the Miaoli site Reference to green factory standard, continue to introduce green building/clean production mechanism in Miaoli site Self-built renewable energy reaching 3 MW
	Implementation Results in 2022	<ul style="list-style-type: none"> Target Achievement: Commitment to reduce the Group's carbon emissions by 40% in 2030. Completed ISO14064-1:2018 external verification of greenhouse gas inventory, and disclosed in the annual report Continuous improvement project competition for the Group's factory teams, the cumulative effect of TPS exceeds NT\$22 million by the end of 2022 Participation of domestic and international advocacy and ratings in 2022 Advocacy: UN Global Compact, 2022 TALENT, in Taiwan Sustainability ratings: DJSI, CDP, MSCI, ecoVadis, Bloomberg GEI, Taiwan's Excellence in Corporate Social Responsibility Award 	<ul style="list-style-type: none"> General waste recycling rate reaches 76%, discuss with each site on how to improve the recovery rate Hazardous waste recycling rate reaches 30% Organize the Plastic Reduction and SINBON Carbon Reduction campaigns 	<ul style="list-style-type: none"> Formally introduced ISO 50001 in the Miaoli site In 2022, due to the overall production layout of the Group, no new plants were built and the existing plants converted to ISO 50001. Delayed due to the pandemic and other factors, and is expected to be officially launched in 2023 Q1
	2023 Targets	<ul style="list-style-type: none"> Complete the 2023 carbon reduction target according to plan Performed greenhouse gas inventory to obtain external third-party certification in May, and the results were simultaneously disclosed in the annual report Promoted the internal improvement of the factory and expect the cumulative effect to increase by 50% to NT\$33 million, using 2022 as the base year. Participate in external advocacy or sustainability ratings Sustainability ratings: DJSI, CDP, GEI, MSCI, ecoVadis 	<ul style="list-style-type: none"> General waste recycling rate reaches 80% Hazardous waste recycling rate reaches 30% Continue to promote employees' reduction actions, and reduce the use of disposable tableware year by year Complete the inventory on internal waste, improve the recycling rate of waste in each factory, and evaluate the promotion of UL2799 schedule 	<ul style="list-style-type: none"> Jiangyin and Tongcheng sites are expected to implement ISO 50001 by 2023. Expected to use 3,000,000 kWh of green electricity by 2023.
Communication/ Complaint mechanism	Keeping abreast of developments through the Environmental Sustainability Sub-Committee, Internal hotline for employee reporting on environmental and safety-related matters, Participation in community/Science Park Bureau meetings on a regular basis and proactive response to external environmental safety-related questions			

3.1 Climate Change Risks and Opportunities Management

SINBON is actively paying attention to the possible risks and opportunities. In order to promote the transparency of information disclosure on climate-related risks and opportunities, we implemented the TCFD (Task Force on Climate-related Financial Disclosures) in 2022. We also developed a risk and opportunity assessment tool for climate change with reference to ISO 14090 Adaptation to climate change and the UKCIP (UK Climate Impacts Programme) risk assessment process. We analyzed the risks and opportunities in terms of policies and regulations, market and technology changes, goodwill and physical risks, and developed climate adaptation and mitigation strategies. With the participation of the senior executives and linking to the company's green process technology development blueprint, this translates into concrete carbon reduction benefits and financial contributions.

SINBON's TCFD Management Framework



3.1.1 Climate Change Governance and Management Framework

1. Governance and Oversight

SINBON actively strengthens the company's corporate governance functions related to sustainable operation and sustainable environment. The Board of Directors is SINBON's highest supervisory unit for climate change. The regulatory items are as follows:

- Regular meetings to report on climate change management operations, including climate strategies, annual goals, action plans, annual budgets and related major financial expenditures
- Regular meetings to report on climate change management operations, including climate strategies, annual goals, action plans, annual budgets and related major financial expenditures
- Provide guidance to the ESG Committee on the current status and direction of climate change management

Climate Governance Capabilities of the Board of Directors

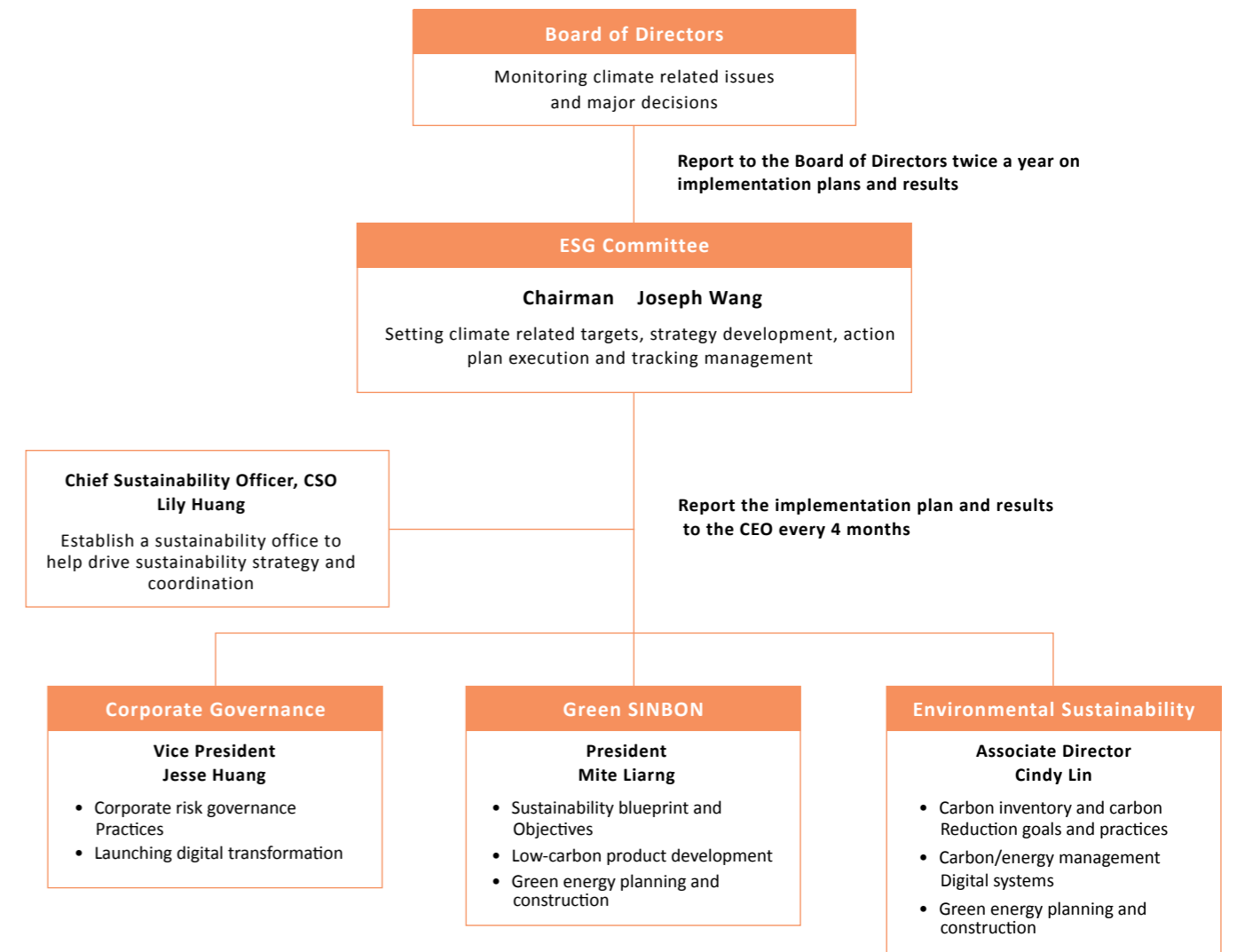
For issues related to climate change, SINBON commissioned external instructors to conduct educational training in 2022 for all board members and senior executives, completing a total of 26 training sessions and 137 hours of training.

Communication and cooperation between public associations		
Name	Position Held	Company Representative
Taiwan Climate Partnership	Executive Supervisor	Chairman
Education and training on climate governance for directors and senior executives		
Name	Number of trainees	Number of participants/hours
Net Zero Trend: A Practical Look at ESG Decisions made by the Board of Directors	10 in total	6hr*10 people
ESG-related legal issues to be considered by the Board of Directors	1 in total	3hr*1 people
Ten Lessons on Corporate Governance	1 in total	3hr*1 people
How the ICT Industry Responds to the Climate Economy	3 in total	1hr*3 people
Corporate Sustainable Development and Management Seminar	2 in total	31hr*2 people
Risk Measurement and Mitigation Statement	3 in total	0.5hr*3 people
TCFD climate-related financial disclosures	3 in total	1hr*3 people
Carbon inventory and energy management plan for the Group	3 in total	0.5hr*3 people

2. Evaluation and Management

The ESG Committee is the highest management executive unit for climate change management of SINBON Electronics.

- The ESG Committee, chaired by the Chairman of the Board of Directors, is responsible for setting annual goals for economic, environmental and social aspects of corporate social responsibility and regularly monitoring the implementation status, leading the sustainable development of the Company, reviewing the progress of implementation of the goals, and reporting operational performance to the Chairman every 4 months.
- The ESG Committee conducts an annual identification of climate change risks and opportunities, and develops strategies and sets targets for financially and strategically significant risks and opportunities.
- The ESG Committee is divided into six sub-committees, with first-level executives serving as sub-committees, and the Environmental Sustainability Sub-Committee is responsible for climate change-related action plan implementation and KPI tracking, as well as cross-unit communication.



3. Climate Risk Management

The scope of SINBON's corporate risk management includes economic development, corporate governance, environmental protection, and social responsibility. TCFD is incorporated into the control of key risk management issues, and the TCFD task force regularly conducts climate related risk and opportunity identification, assessment and management to continuously improve the organization's adaptation and resilience to climate change.

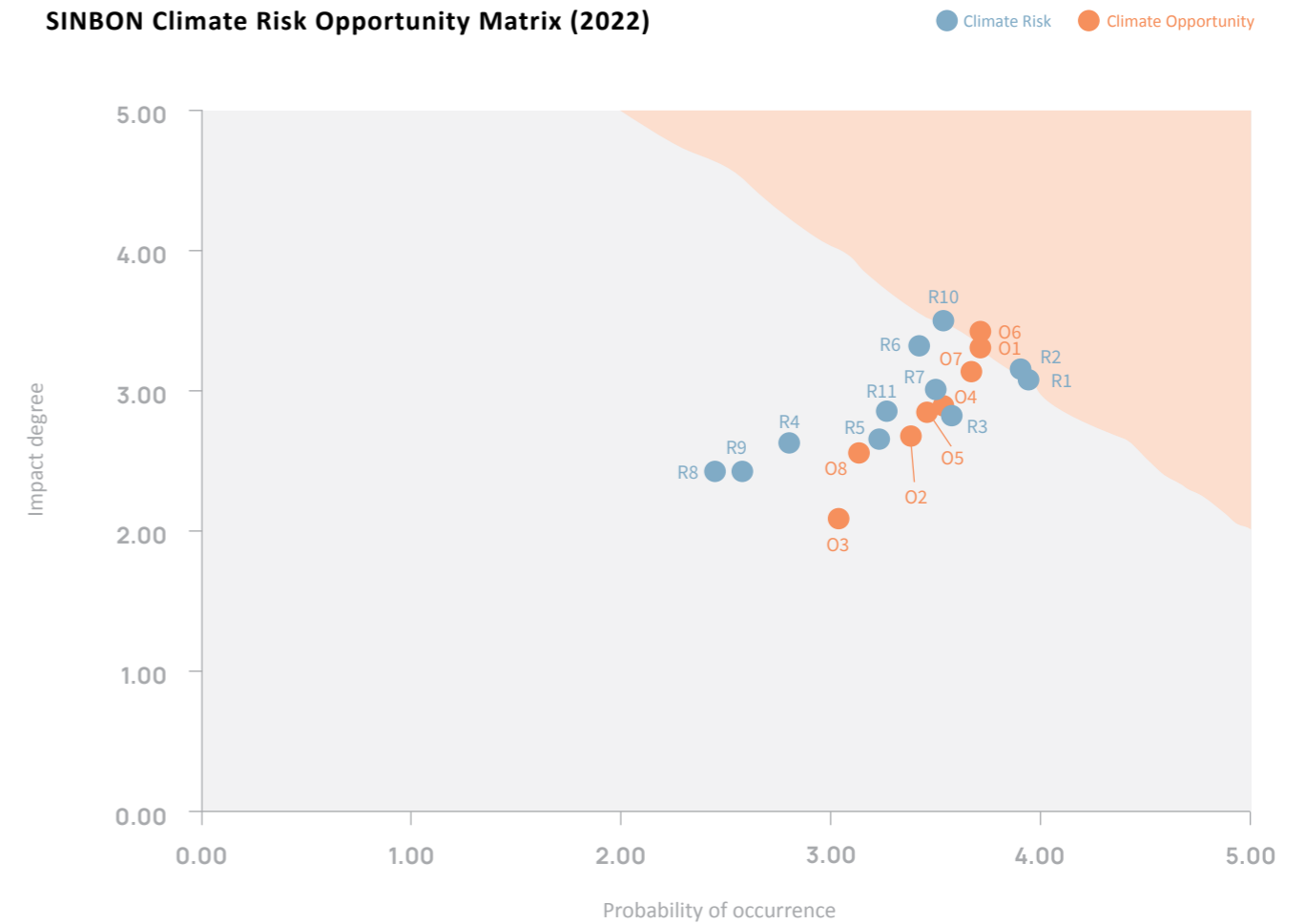
3.1.2. Climate Change Risks and Opportunity Assessment

The TCFD task force conducts an annual assessment, develops adaptation and mitigation measures, and submits the assessment results to the Corporate Sustainability Committee for approval.



Climate Risk and Opportunity Matrix

SINBON Climate Risk Opportunity Matrix (2022)



Climate Risks		Climate Opportunities
Transition Risks	Physical Risks	
R1 Greenhouse gas emission price increase	R10 Increasing severity of extreme weather events	O1 Adopt a more efficient production and distribution process
R2 Enhanced emissions reporting obligations	R11 Average temperature increase	O2 Move towards more efficient buildings
R3 Mandatory regulations for products and services		O3 Reduction of water use
R4 Products and services replaced by low carbon technologies		O4 Use of energy with low emissions
R5 Customer behavior change		O5 Participation in the carbon trading market
R6 Increase in raw material costs		O6 Develop or expand low-carbon products and services
R7 Sustainable supply chain procurement trends		O7 Develop and innovation of new product and services
R8 Transfer of consumer preferences		O8 Participate in renewable energy programs and energy efficiency improvements
R9 Increasing stakeholder concerns and negative feedback		

3.1.3. Identification Results and Management Countermeasures

Major climate risks and opportunities under considerations include the 1.5°C (SSP1), 2°C (SSP2) and the 4°C (SSP5) scenarios are addressed as follows:









Material Risks	R10 Increasing severity of extreme weather events	R2 Enhanced emissions reporting obligations
Category	Physical Risks	Transition Risks
Climate Scenarios	SSP5*	SSP1*
Time	Short-term	Mid-term
Type of Financial Impact	Decreased revenue	Rising costs
Financial Impact	The financial impact of the increase in frequency and intensity of extreme weather events on the major sites of SINBON is estimated to be about 0.5 to 5 days of revenue	It is estimated that the initial methodology and mechanism establishment (including system) of the enhanced emission reporting obligation will cause financial impact to SINBON of about NT\$5~8 million, and the subsequent cost is about NT\$3 million/year (inventory, verification, reporting).
Response Strategy	<ul style="list-style-type: none"> Assessment of ISO 22301 Business Continuity Management at the production sites Establish an operational continuity management plan for climate physical risk scenarios Introduce risk management system operation Promotion of the damage prevention project at the manufacturing plant Comprehensively evaluate various factors and days of business interruption, and evaluate and plan business interruption insurance arrangements from the perspective of the Group as a whole 	<ul style="list-style-type: none"> Promote the ISO 14064-1 greenhouse gas inventory of global operating sites with control rights Commissioned a professional third party to conduct ISO 14064-1 greenhouse gas emissions verification The headquarter assigns the relevant departments to be responsible for their identification of operation and product sales location regulations, the implementation of regional inventory and reporting operations, and the establishment of a regular communication mechanism between the responsible windows of each operation location and the headquarter. Established the internal greenhouse gas inventory system of the organization

Major Opportunities and Responses

Major Opportunities	O6 Develop or expand low-carbon products and services	O1 Adopt a more efficient production and distribution process
Category	Opportunities	Opportunities
Climate Scenarios	SSP1*	SSP2*
Time	Long-term	Short-term
Type of Financial Impact	Increase in revenue	Reduced costs
Financial Impact	As market develops towards a low-carbon economy due to climate changes, SINBON Electronics continues to expand or develop new climate-friendly products and services.	Through the implementation of ISO 50001 energy management system and intelligent power monitoring system in production sites, together with the continuous promotion of energy saving and energy efficiency improvement projects, it is estimated that after 2025, we can save about 1,712~2,241 kWh/year.
Response Strategy	<ul style="list-style-type: none"> Continue to track the energy-saving and low-carbon development trend of the connector and wire assembly industry Increase R&D investment year by year Develop energy saving products and low carbon application projects Research and development of patents related to low carbon efficiency and carbon reduction applications for connectors and wire assembly products Designed to maximize the capacity of self-generated solar power installations and invested in SINTOP Energy Management Co., Ltd. to reserve a stable source of power supply in the future 	<ul style="list-style-type: none"> Implementation of ISO 50001 energy management system in production sites Installation of digital electricity meters and energy management platform at production sites Performing energy audits to analyze the distribution of electricity consumption in operations Identify hot spots and process energy saving opportunities Promote internal incentive mechanism for energy saving proposals

3.1.4. Indicators and Targets

Objective Overview

	目標說明	Recent Year	Target Year	對應 SDGs	對應章節
KPI 1	Organizational greenhouse gas inventory and third-party verification in accordance with ISO 14064-1	2022 100% owned locations of SINBON	2027 In accordance with laws and regulations, the scope of inventory and disclosure is extended to the consolidated subsidiaries.		CH3.2.1 Carbon Reduction Strategy Management
KPI 2	Absolute reduction of 40% by 2030 (Including Scopes 1 and 2) (Base year: 2021)	2022 21,000 tons of carbon emissions (12% reduction in emissions) 	2030 14,000 tons of carbon emissions (40% reduction in emissions) 		
KPI 3	Energy Management	2022 Introduction of ISO 50001 to the Miaoli site (20%) 	2025 100% owned production site introduction of ISO 50001 (100%) 		CH3.2.2 Energy Conservation and Carbon Reduction Measures
			Energy target of the Miaoli site 2023 <ul style="list-style-type: none"> Energy saving up to 1% of electricity consumption in 2022 2% reduction in energy intensity performance indicators <ul style="list-style-type: none"> Purchasing products with energy efficiency of level 2 or higher Replace the whole factory with LED lighting 2025 <ul style="list-style-type: none"> 10% reduction in energy intensity of 100% owned locations 		
KPI 4	Low-carbon transport	2022 Introduction of hybrid vehicles in the first year, and the introduction of low-carbon vehicles year by year 	2027 Newly purchased business vehicles are 100% low-carbon transport*  2030 Business vehicles are 100% low-carbon transport		
KPI 5	Renewable Energy	2022 Renewable Energy Installation Capacity 3MW	2023 Target to use 3 million kWh of renewable energy and build up to 3MW of renewable energy 2030 Continuing to increase the use of renewable energy to meet the 40% carbon reduction target by 2030		CH3.2.3 Renewable Energy

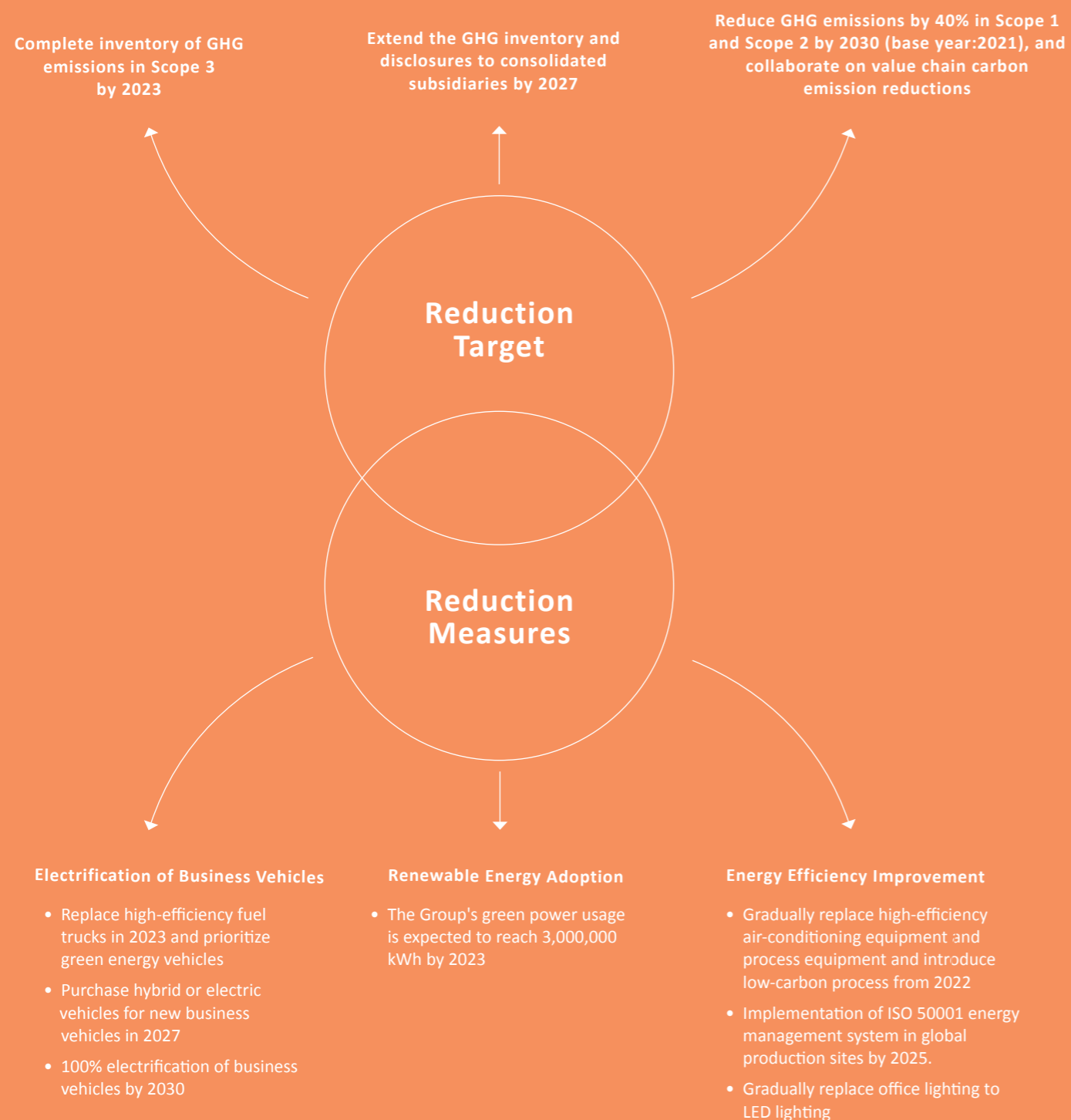
For more energy saving performance and planning, please read [CH3.2.2](#) Energy saving and carbon reduction measures, [CH3.2.3](#) Renewable energy, [CH3.4](#) Green product design.

The medium and long-term energy-saving equipment subsidy program is planned for 2023 to encourage each unit to explore the potential for carbon reduction and manage the implementation effectiveness by including regular performance management meetings.

3.2 Green Production and Low-Carbon Operations

3.2.1 Green production and energy saving and carbon reduction management strategies

In order to reduce global warming, we will use our resources to support the Group's energy-saving and carbon-reducing measures and we have already started to establish a Group-wide "Carbon Management Platform" and a "Manufacturing Execution System (MES)". We monitor the activity data related to greenhouse gas emissions at 8 organizational boundaries and 11 operational sites in real time to formulate relevant reduction measures and countermeasures, and then use the intelligent MES to track the energy consumption of production lines, review the product yield or energy management system for management, and move toward a smart green factory.



Greenhouse Gas Management

Since 2010, the Company has been conducting its own organizational greenhouse gas inventory (Headquarters and Miaoli site). In 2021, we adopted the new ISO 14064-1:2018 standard, and expanded the scope of greenhouse gas inventory to the entire Group. The GHG emissions was verified by the third-party notary and obtained a reasonable assurance level to ensure the quality of the data.

Scope 1 GHG emission mainly comes from liquefied petroleum gas and natural gas combusted by transportation vehicles owned or controlled by the organization and employees' meals; Scope 2 mainly comes from imported electricity; Scopes 3-6 are identified according to the materiality criteria of each location, such as employee commuting, business travel, upstream and downstream transportation of goods, capital finance, and waste disposal, etc.. In the future, we will further complete the investigation of the three scopes, and comprehensively inspect the carbon footprint of products and supply chains. With the expansion of SINBON's business scale in the past three years and the official opening of the Miaoli Zhonghua site and the US site in 2021, emissions are expected to increase. We will continue to implement energy-saving equipment improvements and replacements to fulfill our carbon reduction responsibilities and actively respond to customer expectations.

Greenhouse Gas Emissions (metric tons CO2e)	2021	2022
Scope 1	2,318.55	2,665.71
Scope 2	21,326.04	18,030.45
Scope 3-6	19,801.85	33,343.69
Total	43,446.44	54,039.85

Based on the reference year of 2021, a reduction target of 40% was set for greenhouse gas emissions in Scope 1 and Scope 2 categories in 2022

40%

In 2022, emissions in Scope 1 and Scope 2 amounted to 206,900 tons of CO2e, representing a 12% reduction compared to the baseline year's emissions of 236,400 tons.

12%

Energy Management

SINBON first introduced ISO 50001 from the Miaoli factory in 2022, carried out systematic energy management according to international standards, and invested in various power-saving measures. The goal is to introduce ISO 50001 to all 100% owned production sites in 2025.

Unit: GJ

The total energy consumption in 2022 is 114,832 GJ. The Jiangyin site is the largest production site of SINBON, so it is the largest user of electricity, while SINBON Shenzhen and SINBON Shanghai are both office buildings with lower electricity consumption. The following table shows the detailed information on SINBON's use of energy.

Region	Operating Locations	Outsourcing Energy					Self-generated Energy	
		Non-Renewable Electricity	Gasoline	Diesel	Liquefied Petroleum Gas (LPG)	Natural Gas	Self-consumed Renewable Electricity	External Sales of Renewable Electricity
		(kWh)	(Thousand liters)	(Thousand liters)	(Thousand liters)	(Cubic meter)	(kWh)	(kWh)
Taiwan	Headquarters	269,545.00	81.63	-	-	112.00	-	892,768.00
	Miaoli site	5,615,435.00	23.77	24.99	0.64	816.00	-	108,012.00
China	Jiangyin site	20,504,448.00	11.22	10.00	-	23,500.00	458,667.00	-
	Tongcheng site	2,529,050.00	11.19	0.04	-	25,770.00	-	-
	Shanghai Office	58,396.00	-	-	-	-	-	-
	Shenzhen Office	23,275.00	-	-	-	-	-	-
	Hong Kong Office	1,573.00	-	-	-	-	-	-
Europe	Hungarian Site	279,392.00	-	-	-	13,577.00	-	-
	UK Office	-	-	-	-	-	-	-
US	USA Office	-	-	-	-	-	-	-
	US Site	-	-	-	-	-	-	-
Total		29,281,114.00	127.81	35.03	0.64	63,775.00	458,667.00	1,000,780.00

Note: The U.S. plant will be changed to a 100%-owned location in July 2022, and the relevant data is expected to be disclosed in 2023. The U.K. and U.S. offices are rented office buildings, and the use of resources is not distinguishable from the rent, and the number of employees is less than 1% of the Group's total workforce, therefore is not included in the disclosure.

Region	Operating Locations	Outsourcing Energy					Self-generated Energy	
		Non-Renewable Energy (A)					Self-consumed Renewable Energy (B)	External Sales of Energy (C)
		Electricity	Gasoline	Diesel	Liquefied Petroleum Gas (LPG)	Natural Gas	Electricity	Electricity
Taiwan	Headquarters	969.89	2,664.01	-	-	4.21	-	3,212.39
	Miaoli site	20,205.68	775.74	878.29	17.77	30.72	-	388.66
China	Jiangyin site	73,779.92	366.17	351.46	-	884.92	1,650.39	-
	Tongcheng site	9,100.13	365.18	1.40	-	970.40	-	-
	Shanghai Office	210.12	-	-	-	-	-	-
	Shenzhen Office	83.75	-	-	-	-	-	-
	Hong Kong Office	5.67	-	-	-	-	-	-
Europe	Hungarian Site	1,005.32	-	-	-	511.26	-	-
	UK Office	-	-	-	-	-	-	-
US	USA Office	-	-	-	-	-	-	-
	US Site	-	-	-	-	-	-	-
Total		105,360.48	4,171.10	1,231.15	17.77	2,401.51	1,650.39	3,601.05
Total Internal Energy Consumption (A+B)							114,832.40	
Energy Intensity (GJ/NT\$ Million)							3.75	

Note 1: The source of unit calorific value is the table of unit calorific value of energy products in 2020 from the Bureau of Energy, Ministry of Economic Affairs.

Note 2: The denominator of the energy intensity calculation is the operating revenue of the audited consolidated financial statements in 2022.

Note 3: Self-generated energy comes from solar power, and the sale of renewable energy has been excluded from the calculation of internal energy consumption within the organization.

3.2.2. Energy Conservation and Carbon Reduction Measures

In 2022, each site has been actively promoting environmental sustainability actions to decrease the impact that operations have on the environment. SINBON expects to improve energy efficiency starting from the improvement of environment and energy management system, and to improve factory process and technology through on-going improvement projects.



Energy Saving and Carbon Reduction Results in 2022

Project Name	Locations	Electricity Saving Efficiency (kWh/ year)	Conversion of carbon reduction efficiency (kgCO ₂ e/ year)
Replace glue baking with pipe heater oven	Jiangyin site	23,232	13,249
Retirement of the laser cutter equipment in productions	Tongcheng site	3,370	1,922
Introduction of the U-shaped production line Reduction of production area and electricity consumption	Jiangyin site	115,502	65,871
	Miaoli site	2,332	1,187
Changing the lights	Jiangyin site	5,871	3,348
	Miaoli site	19,320	9,834
	Tongcheng site	84,240	48,042
Change to inverter pump	Jiangyin site	56,210	32,057
Change to inverter air compressor	Tongcheng site	18,360	10,470
Adopt inverter smoke extraction system	Tongcheng site	15,444	8,808
Energy Saving Solution for Gas Storage Tank	Tongcheng site	49,320	28,127
Change to the R32 Refrigerant Air Conditioner	Jiangyin site	-	36,788
Low Carbon Transport Project	Miaoli site	-	4,125
Total		393,201	263,828

Note: The carbon emission coefficient of electricity is 0.5703 kWh/kgCO₂e for Jiangyin and Tongcheng sites and 0.509 kWh/kgCO₂e for the Miaoli site.

Low-carbon transport

In total, the consolidated shipments to the port area reduced carbon emissions by 3,951.79 kg CO₂e in 2021 and by 4,125.33 kg CO₂e in 2022, and the freight forwarders/trucking companies we are currently working with are already using environmentally friendly vehicles.

*Carbon emissions of 0.33 kg CO₂e for every 1 ton of cargo transported 1 km at room temperature

Introduction of the MES Manufacturing Execution System

In 2022, the Manufacturing Execution System (MES) was introduced for the production process for automatic and manual reporting to accurately grasp the processing time and scheduling, thus effectively improving production efficiency. In 2022, a total of 1 airtight testing machine for automobiles, 2 comprehensive testing machines, and 4 intelligent electric batching equipment were purchased. The data will be automatically input through the digital transmission interface, reducing the time for manual copying and increasing production efficiency by 8~14%.

Factory Intelligence and Lean Automation

The automation and semi-automation ratio of the Jiangyin site in 2022 increased from 37.9% in 2021 to 45.6% in 2022, which was an increase of 7.8% and a 21% increase.

3.2.3. Renewable Energy

In 2013, we have established the Solar Energy Division to introduce advanced international solar energy system technologies. With accurate design planning, meticulous construction supervision, and 20 years of cloud-based real-time monitoring and operation and maintenance management system, we assist clients and governments to propose building integration solutions and green building solutions.

Annual Results

SINBON maximizes solar power system installation at Jiangyin and Tongcheng sites, with a total capacity of 3MW of self-built solar installations by 2023. In addition, we plan to add 344 kW of solar power generation at our Hungarian site and invest in 80 MW of solar power plants in Taiwan, in order to lay out the renewable energy required for the Group's 2030 carbon reduction target.



SINBON Miaoli Solar Site

In addition to developing green power internally, we also offer our customers and suppliers to participate in the development of green power together. In 2022, the external solar power plants for factories and residential buildings had a capacity of 1,717.7 kW, with an estimated annual generation capacity of over 2 million kWh. Through cooperation in plant design and construction, post-operation and maintenance, system transfer and sale, and roof rental, the company has assisted in the construction of over 200 sites.

Tamkang University builds solar power system

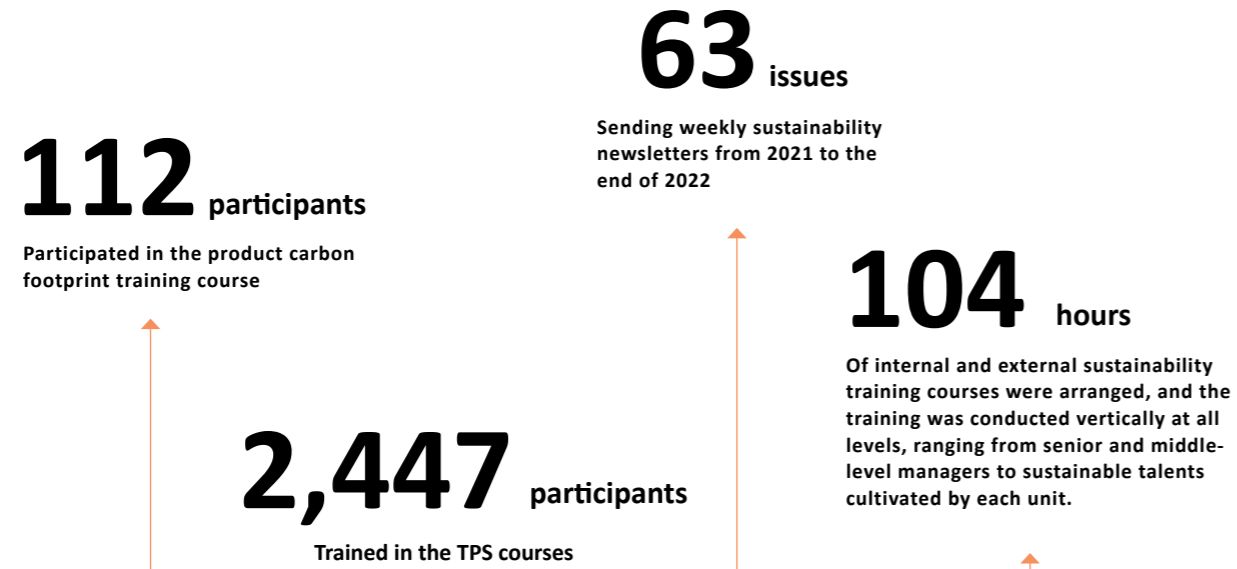
The solar energy system on the roof of the Tamkang University swimming pool and gymnasium had a total capacity of over 500kW since its commissioning in September 2021, which is equivalent to an annual reduction of 277 tons of carbon emissions. As of the end of December 2022, 700,000 kWh of electricity has been generated, and it is expected that nearly 10 million kWh of green electricity will be generated in the next 20 years, equivalent to the carbon adsorption capacity of 8.2 Daan Forest Parks.

In conjunction with the USR program of Tamkang University, the solar power system will be applied to the campus, and panels will be installed inside the building to show the solar power data and carbon reduction results in real time. In the future, we plan to cooperate with Tamkang University to cultivate green energy talents.

3.2.4. Green Talent Development

In order to deeply embed the DNA of sustainability within the company, we have set up the SINBON College to provide ESG-related courses to our employees and introduce the concept of green products in product design.

Training Results in 2022



Training Plans in 2023

After sending out our employees for external training in 2022, we will expand our sustainability training courses in 2023, such as green product design and carbon footprint calculations, and send out regular email notifications on ESG knowledge so that all employees can build up a sense of sustainability and deeply embed it in their daily work.

Industry-academia cooperation in automation development

We are working with the National Miao-Li Agricultural and Industrial Vocational High school to divide the interns into the electronic control and mechanical groups according to their majors, and arrange them to work on robotic arm application and AMR Autonomous Mobile Robot projects respectively. We hope to cultivate the green collar talents for future smart factories through the automation development in the industry-academia cooperation.

- Robotic Arm Project**
 Completed verification of feasibility of four stations in the first phase, including core stripping, end riveting, AOI terminal inspection, and assembling stations.
- AMR Autonomous Mobile Robot Project**
 The introduction of AMR Autonomous Mobile Robot saves 786m of manual lifting distance per day and 17,292m of manual lifting distance per month.

Jiangyin site to stop providing disposable tableware, responding to low-carbon plastic reduction

SINBON Jiangyin site is the largest production site. Since April 2022, employees has been bringing their own tableware as the cafeteria will no longer provide disposable chopsticks, plastic bags, and paper towels, taking practical actions to reduce resource consumption. Starting in 2023, we plan to stop providing disposable spoons and forks, and strive to extend the concept of sustainability to all internal employees to create a low-carbon culture at SINBON.

SINBON



2022 Sustainable Film of the Year: Everyday at SINBON

In our daily life at SINBON, we carry a reusable bag, a reusable cup and a set of reusable tableware. We also chose the Leopard Cat Rice that we invested in as our business gifts to create a sustainable cycle. Continue to maintain the sustainable daily life of SINBON people through internal and external communication.

DAILY

Awarded the Gold Award project at the 2022 TPS Competition saves 23,000 kWh of electricity annually.

TPS improvement activities are carried out by inviting creative proposals from the factory employees to improve production efficiency, reduce energy consumption and save energy. In 2022, 8 groups of finalists were selected to present their final results and selected for gold, silver and bronze awards. The Gold Award winner's proposal saved 23,000 kWh of electricity annually through quality improvement and baking equipment optimization, which was highly recognized by the judges.



3.3. Environmental Resources Management

SINBON is committed to transforming into a Green Enterprise, with "Go Green" as its commitment and action statement. SINBON's environmental performance is regularly reviewed to strengthen the sustainability foundation through a series of green practices, including the environmental management system ISO 14001, the greenhouse gas inventory ISO 14064-1:2018, and the upcoming energy management system ISO 50001.

Environmental Policy Input (Based on data from Mainland China and Taiwan)

Unit: NT\$

Item	Details	2019	2020	2021	2022
Pollution Control Costs	Waste disposal cost	744,388	2,156,628	3,420,389	4,064,125
Environmental management cost	ISO 14001, ISO 14064, ISO 50001	262,426	3,192,907	529,003	1,109,409
Green procurement cost	Purchase of environmental protection labeled products and organic products	320,730	4,121,029	8,706,275	17,147,978

Note 1: The US site will be converted to a 100%-owned location in July 2022, and the relevant data is expected to be disclosed in 2023. The U.K. and U.S. offices are rented office buildings, and the number of employees is less than 1% of the Group's total workforce, therefore is not included in the disclosure.

Note 1: Note: 2.RMB 1 can be converted to NTD4.32.

3.3.1 Water Resources Management Strategy

SINBON's water resources, except for Hong Kong office, are all tap water, mainly used for employees' domestic use, air-conditioning system cooling water tower, site watering, etc. In 2021, the Miaoli site accounts for 6.0% of the Group's total water intake, while the Taipei headquarters accounts for 1.1% of the total water intake from office buildings. In Mainland China, the Jiangyin site is the largest production site, accounting for 81% of the Group's total water intake, the Tongcheng site accounts for 10.7%, while the Shanghai and Shenzhen offices are both office buildings, accounting for less than 1% of water usage. In Europe, the Hungarian site accounts for less than 1% of the total water consumption. Please see the table below for detailed water resources statistics for 2022:

Note: 1.SINBON's water sources, except for Hong Kong office, are all tap water. The water source for Hong Kong office is seawater.

Note: 2.The discharge capacity is estimated based on 80% of the water intake.

Note: 3.None of the operating locations in the above table are located in areas of high-water stress.

Note: 4.The discharge water quality of each operating sites is based on the discharge water quality items and limits of the public sewerage system according to local regulations.

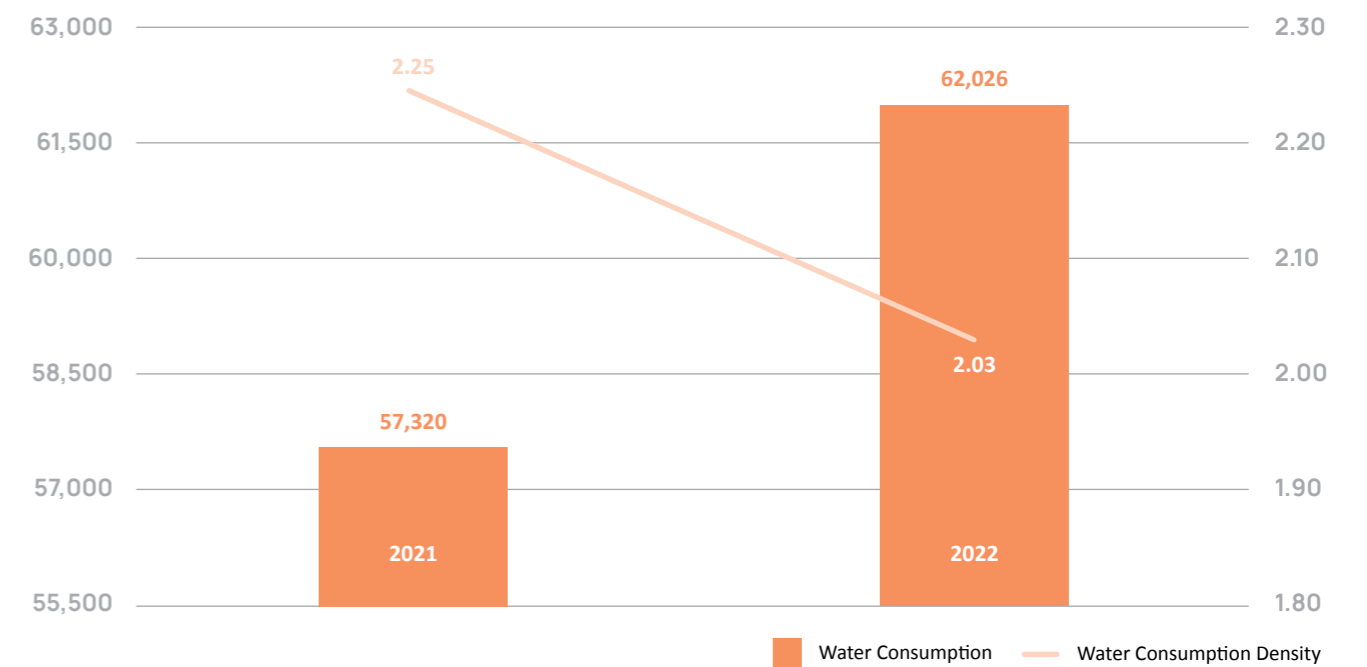
Note: 5.The US site was converted to a 100%-owned location in July 2022, and the relevant data is expected to be disclosed in 2023. The U.K. and U.S. offices are rented office buildings, the water discharge is managed by the building, and the number of employees is less than 1% of the Group's total workforce, therefore is not included in the disclosure.

Unit: megaliters

Region	Operating Locations	Water intake (A)	Water Discharge (B)	Water Consumption (A-B)
Taiwan	Headquarters	3.55	2.84	0.71
	Miaoli site	18.71	14.97	3.74
China	Jiangyin site	251.18	200.95	50.24
	Tongcheng site	33.31	26.65	6.66
	Shanghai Office	0.68	0.54	0.14
	Shenzhen Office	0.53	0.42	0.11
	Hong Kong Office	-	-	-
Europe	Hungarian Site	2.17	1.74	0.43
	UK Office	-	-	-
US	USA Office	-	-	-
	US Site	-	-	-
Total		310.13	248.10	62.03

Water Consumption Density in 2021-2022

Unit: cubic meters/million NT dollars



Water conservation measures

We continue to promote measures to improve the efficiency of water use, including the use of products with water-saving labels (faucets and toilet tanks), regular replacement and renewal of old piping, water switch inspection and water patrol, posting of water conservation reminders in water-using areas and occasional employee awareness of water conservation through letters, recycling of cooling water used for cooling machines in factory production, and channeling cooling water into dedicated water tower for reuse. In 2022, the Miaoli plant utilized recycled water from water dispensers, which can save 234 tons of water per year.

234 (tons/year)
Water saved

Miaoli site
Recycled water from water dispensers

Miaoli site recycles wastewater filtered by water dispensers for cleaning purposes

Water Supply Contingency Plan

SINBON does not require large amount of water during manufacturing process, only partial production process needs cooling process, and has adopted recirculating cooling water. More than 80% of the water intake is used for livelihood and air-conditioning purposes. In case of prolonged drought, it is estimated that the high-water level in the reservoirs of each site can be used for 5 to 7 days in response to normal internal use. With the graded management of water restriction measures, the response time can be extended for another 5 days, so as to have enough water for production and ensure continuous operation.

The main process water source uses recirculated water

The plastic extrusion process for wire harness manufacturing is the main source of water used during SINBON's manufacturing process. The process uses recycled water, disinfects it regularly, replaces the recirculated water every year, cleans the water tank and takes samples for external testing to ensure water quality.

3.3.2 Waste management

Most of SINBON's waste is office wastepaper, stationery, and a small number of cables after production line cutting, etc. Most of the electronic materials are pre-processed by external contractors before being transported to SINBON for assembly of finished products, so the waste generated is limited with the implementation of recycling and sorting. The hazardous business waste is not transported to countries other than the location where the waste is generated, and the waste generated from operations is removed and disposed of in accordance with regulations. SINBON disposes of and treats waste generated from our operations in accordance with the Waste Disposal Act, and implements waste sorting to improve waste recycling. Waste disposal and treatment are also contracted to qualified waste clearance and transport companies in order to regularly carry out waste disposal and treatment according to our output conditions. In 2022, there was no breach of contract by the clearing agents appointed by SINBON.

Unit: ton

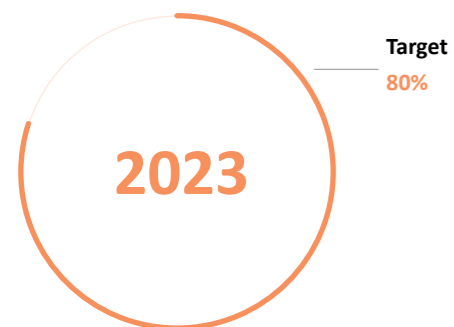
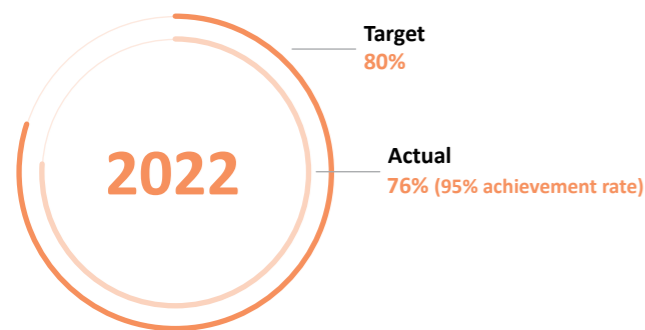
Category		Annual Volume			Outsourced Treatment Method
		2020	2021	2022	
General waste	Reusable	525.63	839.84	878.74	<ul style="list-style-type: none"> Hardware wire: copper is taken out and made into copper foil, wire and other products Cardboard boxes: sold to paper mills after being made into pulp by processing plants Wood: remade into other wooden products Packaging barrels: breaking them into plastic sheets and selling them to other manufacturers Printed circuit board: take out copper and made into copper foil, wire and other products Other reusable waste: chemical, physical, heat treatment and other reusable purposes Non-recyclable waste: disposal by incineration (energy recovery) into copper foil, wire and other products.
	Non-reusable	93.62	159.25	271.92	
Hazardous waste	Reusable	25.70	34.11	34.39	
	Non-reusable	40.59	61.35	78.45	
Total		685.54	1094.55	1263.50	

Note: 1. Due to the boundary adjustment of the 2022 report, the data for 2021 and 2020 have been recalculated.

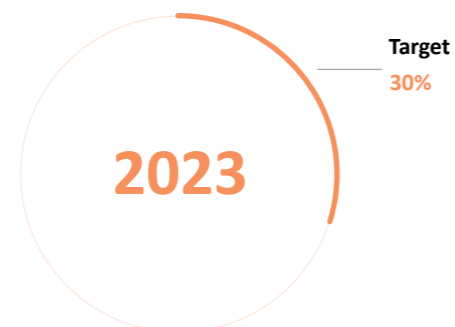
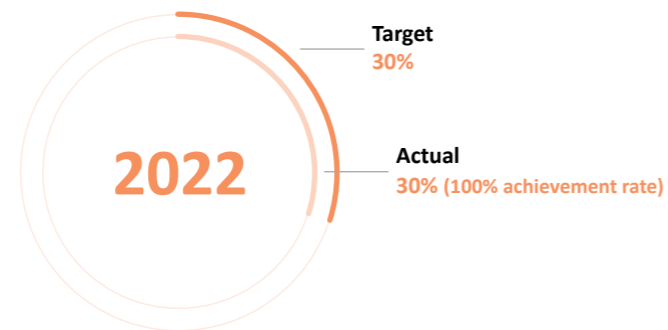
Note: 2. All of the waste of SINBON is disposed off-site, there are no options for on-site disposal transfer and direct disposal.

Note: 3. The US site will be converted to a 100%-owned location in July 2022, and the relevant data is expected to be disclosed in 2023. The U.K. and U.S. offices are rented office buildings, the wastes are managed by the building, and the number of employees is less than 1% of the Group's total workforce, therefore is not included in the disclosure.

Recycling rate of general business waste



Recycling rate of hazardous business waste



SINBON E-SOP paper-saving achievements

Through the introduction of electronic standard operating procedures (E-SOP), automatic dispatch of purchase orders, and electronic sign-off of documents, the information team has been able to effectively improve execution efficiency and reduce environmental impact by reducing the use of paper and printing through electronic means. The Jiangyin plant saved 188,822 sheets of paper in 2022, which is equivalent to carbon reduction of 3,495.36 kgCO₂e.

Note: Referring to Taiwan Environmental Protection Administration's product carbon footprint information website, the carbon emission coefficient of 1 kg of virgin wood pulp photocopying paper is 0.018511 kgCO₂e.

3.3.3 Air Management

All of SINBON's sites are in compliance with local environmental regulations and did not violate any air pollution related regulations in 2022. The value of organic solvents monitored annually according to the operating environment is much smaller than the local requirements, for example, a small amount of flux containing isopropyl alcohol is used in the process, and the temperature of volatilization is not reached during the operation. In the future, we will continue to regularly arrange gas monitoring at the pipe outlets of the factory area and strengthen ventilation and ventilation facilities, such as waste gas collection, filtration devices, and negative pressure fans.



The production line of the Tongcheng site is equipped with negative pressure fan and exhaust system, and waste gas adsorption facilities are installed in specific processes to ensure harmless gas emission.

3.4 Green design of products

To actively respond to the world trend of carbon reduction, we started to move towards carbon reduction in our operation and product design in 2021, and by 2022, more than one-third of our revenue came from green revenue. In recent years, we have been actively developing and improving low-carbon products by examining the carbon footprint of our products, improving manufacturing processes and techniques, and cooperating with external companies in joint development, in order to promote overall product and sustainability convergence.


Low-carbon product action

Action Plan	2022 Results
Low-carbon raw materials	Using environmentally friendly TPU and TPE to replace traditional PVC, reducing carbon emissions by 652 tCO2e
Reduced energy resource usage	<ul style="list-style-type: none"> By setting up a simulated cabinet, precise cutting wire size and standardized operations, the waste of excess wire materials in the control cabinet is reduced, which saves 3,302.6kg of wires annually Reduce one-time auxiliary materials during productions: Use wire laser engraving for marking and reduce the use of disposable masking tape Reduction of production waste: By switching to hot runner molds for the molding machine, 61.2g of molding waste can be reduced per molding Tailing recycling: Overcome the limitation of automatic machine and recycle the waste tailings through the terminal bending machine. A total of 11,700 pcs of terminal tailings can be recycled per month
Recycling	<ul style="list-style-type: none"> Return the used wire and the original spool to the supplier for reuse Use of recyclable containers to reduce packaging waste in logistics and transportation
Improve the efficiency of transmission	<ul style="list-style-type: none"> Ultrasonic welding replaces riveting for electric passenger car products, reducing heat loss by 82.35% CCS battery pack harness design, adjust welding method (riveting method changed from four-point riveting to ultrasonic welding, increasing the area of contact between terminals and aluminum bars, reducing noise and energy consumption by 99.84%)
Lightweight Design	<ul style="list-style-type: none"> Copper wires are changed to aluminum rods and aluminum wires, reducing weight by more than 30% Lighting Cable reduces material weight by 37%
Modular design	<ul style="list-style-type: none"> The battery plug design of the e-bike is designed from built-in to a new generation of replaceable batteries to match the customer's battery, and we proposed a solution for the size and design of the power charging connector harness
Extends service life	<ul style="list-style-type: none"> The new generation of products adopts bending-resistant materials, and the outer design of the cable is changed from thick to thin. The service life of the product is doubled, increased from 10 million times to more than 20 million times
Green Packaging Materials	<ul style="list-style-type: none"> Decomposable and recyclable kraft paper packaging bags, fiberglass reinforced water activated gummed kraft paper tape have passed the test verification and are being introduced into the mass-produced products. Plastic bags, replace PE bags with biodegradable starch bags to reduce the use of plastic bags Packaging filling changed from foam to recycled corrugated paper

Product Design Incorporates

In order to achieve carbon reduction in our products, SINBON gradually replaced traditional PVC with environmentally friendly TPU and TPE from 2021 onwards, and is fully committed to developing TPE (Thermoplastic Elastomers) related products. After constantly adjusting the formula and re-testing, it has passed safety and durability tests such as UV resistance, water resistance, heavy pressure resistance, high and low temperature resistance, oil resistance, chemical solvent resistance, etc. It can be 100% recycled and reused, and has become a new niche for SINBON's low carbon products. In 2022, we will replace PVC with eco-friendly materials TPU and TPE, and the carbon reduction will reach 652 tCO2e/t.

Low-carbon Raw Materials

The next step is to develop Bioplastic, a next-generation product made from corn, potatoes, sugar cane, and other raw materials, to replace the plastic made from petrochemicals, and to move from low-carbon products to zero-carbon products. For more details, please refer to [CH1.3.2](#)  Innovation Story.

External Cooperations

In 2022, we joined the Swappable Batteries Motorcycle Consortium, SBMC* and became the first high-current charging and switching solution provider in Taiwan to be recognized by the SBMC, participating in the design of the charging interface shared by the battery, vehicle and charging infrastructure in the switching system and becoming the industry's leading EV charging and swapping solution company.

Four of the world's top 10 electric vehicle charging product manufacturers have adopted the SINBON solution - emphasizing higher current loads and extended charging interface life cycle. As a leader in the field of EV charging connectors, we have more than 800,000 shared batteries in the market, and through our continuous efforts, we bring green energy and stable electric vehicle solutions to promote green economy and life.

Note: Swappable Batteries Motorcycle Consortium (SBMC) is dedicated to promoting the use of light electric vehicles and greenhouse gas emissions reduction.

3.5 Biodiversity and Ecological Conservation(GRI 403)

3.5.1 Biodiversity and Non-Deforestation Commitment

In response to the international trend of biodiversity and forest conservation, SINBON is committed to biodiversity and non-deforestation initiatives, and to promoting and monitoring corporate sustainable management to demonstrate the company's attitude of ecological conservation.

1

Avoid setting up factories or engaging in operations adjacent to globally or nationally important biodiversity areas.

2

If the operating activities are adjacent to key biodiversity areas, measures such as avoidance, minimization, restoration, and offset will be taken in order to reduce ecological impact.

3

To comply with international and local forest-related laws or specific regulations, and to abide by the Zero Net Deforestation (ZND) principle and to avoid deforestation

4

Actively collaborate with external stakeholders to support and practice biodiversity conservation

5

Promote the concept of biodiversity, raise public awareness of ecological conservation, and promote ecological conservation actions

3.5.2 Identification and Action

0 Operation Base

The global production bases are not located in the ecological impact areas

Zero Net Deforestation

Our products do not use wood as raw materials, and the cartons used are recycled paper or FSC certified paper sources.

Note: FSC, Forest Stewardship Council (Forest Stewardship Council), one of the world's most recognized international forest certification standards

Positive Contributions

SINBON has long supported environmental and ecological conservation and public welfare activities. Since 2019, we have been promoting the "Leopard Cat Rice Contract Farming Project", "Organic Farming Education" and "Tree Planting Activities" to cultivate employees' environmental and ecological knowledge through beach clean-up activities, and take practical actions to teach English on environmental issues at accredited schools, so that the company and the environment can coexist and co-prosper.

Tree Planting Project

In 2022, SINBON established a tree planting and conservation program for the first time, adopting the principle of zero pesticide and no harmful substances to plant 1,000 trees in the Shihmen Reservoir in Taoyuan, not only to provide consumers with a safe source of food, but also to provide a friendly environment for foraging and habitat.



SINBON managers planted 300 trees in the Shimen Reservoir.

Leopard Cat Rice Project

In 2019, SINBON joined hands with Bluemagpie Tea Social Enterprise Co., Ltd. to promote the "Leopard Cat Rice Contract Farming Project", becoming the first company to take care of the rice grown in the mountain area of the maple tree region in Miaoli. In the Bluemagpie Tea Social Enterprise observation records, four species of carnivorous animals were found in the Shihu field, three of which are protected animals. In 2022, 1,383 packages of rice were sold. All proceeds from the sale will be invested into the next year's Leopard Cat Rice Project as a gesture of support for sustainable environment and leopard cat conservation.



•Support local school to promote the Shennong Project on organic food farming education

SINBON cooperated with the Lovely Taiwan Foundation on the Shennong Plan where we promote organic food and claimed the campus fields in SingLong Elementary School and Wenfeng Elementary School. Through the cultivation of seasonal vegetables and special crops, students can learn more about friendly land and organic crop farming methods, and enhance their hometown identity.

Partner Sustainability

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4.1 Talent Attraction and Retention

4.2 Talent Development

4.3 Health and Safety

4.4 Respect for human rights in the workplace

4.5 Social Engagement

SINBON supports UN's "Universal Declaration of Human Rights", "United Nations Global Compact", and "International Labor Organization Convention" and respects internationally recognized basic human rights. In accordance with the regulations and the OECD's guiding principles of responsible business practices, SINBON conducts human rights due diligence, provide diversified training programs and a welfare system to create a happy and protected work environment. Externally, we actively participate in social activities, invite employees to join hands with external organizations to give back to society and work together for the benefit of the people.

TALENT, in Taiwan

Joined, Taiwan Talent Sustainability Alliance

12.67 million

Provided childcare allowance and benefited 1,023 children

46 %

Percentage of female managers at SINBON

100 %

Engineer associate retention rate

2,400 kg

Leopard Cat Rice were donated for charity

Best Learning Advocate Award

Awarded at Common Wealth Magazine Forum

9.73 million

Investment in creating a better society

49 employees

Trained as a lecturer in SINBON Academy with 5,221 attendances in class

1,000

Trees planted in Shimen Reservoir, Taiwan

Description of Material Topic

Material Topic	Labor-management Relations	Occupational Safety and Health	Remuneration Benefits and Training	
Significance of Material Topics	<ul style="list-style-type: none"> Protect employee rights; establish clear communication channels; provide a harmonious workplace with developmental opportunities 	<ul style="list-style-type: none"> A safe and friendly workplace is an important aspect in business sustainability to guarantee the rights of the employees which should be one of the key elements in corporate sustainable development. 	<ul style="list-style-type: none"> Employees are the fundamental asset of the Company. Reasonable remuneration and benefits can attract talents. 	
Policy and Commitment	<ul style="list-style-type: none"> Recruit talents to join SINBON through an open and transparent recruitment policy to ensure business continuity 	<ul style="list-style-type: none"> Establish the "Occupational Safety and Health Policy", adhere to the four concepts of "safety first, happy work, health and happiness, and social harmony", and provide employees with a safe and healthy working environment. 	<ul style="list-style-type: none"> Plan short and mid-term goals based on the three HR values: "Build a sustainable talent management chain", "Create common value of SINBON", and "Establish a smart and easy-to-use service platform". 	
Responsibility and Resources	<ul style="list-style-type: none"> Partner Sustainability Sub-Committee of the ESG Committee 			
Action taken	<ul style="list-style-type: none"> Hold at least one employee meeting every quarter and conduct at least one satisfaction survey every year 	<ul style="list-style-type: none"> Occupational Safety and Health Management System Precaution occupational risk management and injury Health advocate system 	<ul style="list-style-type: none"> Comprehensive and fair remuneration and benefits Fair performance management system Employee career development and planning 	
Target	Targets for 2022	<ul style="list-style-type: none"> 100% of response rate on employee feedback cases from each operating site Hold one labor-management meeting every quarter targeting business operation according to the law 100% of satisfaction survey coverage of indirect employees, and 70% of collection rate in Taiwan At least one cross-level meeting to interact between entry-level employees and supervisors 	<ul style="list-style-type: none"> Lower disabling injury frequency rate (FR) and disabling injury severity rate (SR) compared to the last year 0 major occupational injuries 0 contractor operational incident The number of employees having health checkup reaches 70% of the Group Employee participating in health advocate activities: 1,000 	<ul style="list-style-type: none"> Evaluate and review the remuneration of directors and managers of the Company, as well as the policies, systems, standards and structures of performance evaluation and remuneration. Ensure the effectiveness of the goals and the performance review review rate is: 100%. Participate in the salary survey conducted by the third-party accredited institutes, measure salary levels in the market and general economic indicators, and make appropriate adjustments to employee salaries on a regular basis. Organize employee training courses and hold at least 50 sessions annually, with participants reaching more than 1,000 Organize manager succession plan; compile talent inventory; enhance preparation of key talents and report regularly to the highest governing body.
	Implementation Results in 2022	<ul style="list-style-type: none"> 100% of response rate on employee feedback from each operating site Holding at least one labor-management meeting every quarter 100% of satisfaction survey coverage of indirect employees, and 70% of collection rate Organized two cross-level meeting 	<ul style="list-style-type: none"> 2022 FR/SR (17.17/194) are both lower than in 2021 (5.71/34.87) 0 major occupational injuries 0 contractor operational incident The number of employees having health checkup reaches the target. Reaching 2,476 participants with 247% achievement rate 	<ul style="list-style-type: none"> 100% evaluation and review the remuneration of directors and managers of the company, as well as the policies, systems, standards and structures of performance evaluation and remuneration. 100% participation in an annual external third-party salary market survey and implementation of review measures 100% evaluation of employees' performance Hold 97 sessions annually, with more than 1,000 participants Held about 20 employee interviews
	2023 Targets	<ul style="list-style-type: none"> 100% of response rate on employee feedback from each operating site Hold one labor-management meeting every quarter targeting business operation Conducted annual satisfaction survey in Mainland China with 70% response rate of indirect employees. At least one cross-level meeting to interact between entry-level employees and supervisors 	<ul style="list-style-type: none"> Lower disabling injury frequency rate (FR) and disabling injury severity rate (SR) compared to the last year 0 major occupational injury 0 contractor operational incident Pre-employment medical examination rate was 85% 1,500 employees participating in health advocate activities 	<ul style="list-style-type: none"> Carry out relevant operations in accordance with the Company's director and manager remuneration policy Participate in the salary survey conducted by the third-party accredited institutes measure salary levels in the market and general economic indicators, and make appropriate adjustments to employee salaries on an annual basis. 100% completion of employee goal setting and performance appraisal Organize employee training courses and hold at least 50 sessions annually, with more than 1,000 participants
Communication / complaint mechanism	<ul style="list-style-type: none"> Dedicated personnel in the human resources department and administration department 	<ul style="list-style-type: none"> Dedicated personnel in the administration department Respond to the issues raised by the employees in accordance with SA8000 	<ul style="list-style-type: none"> Dedicated person from human resources 	

2022 SINBON Human Resource Structure Overview (GRI2-7, 2-8)

		Number of employees						Region-wide Total Male to female ratio*
		Taiwan	Mainland China	USA	Europe	Taiwan		
Total number of workers	Male	510	2,068	73	40	2,691	42%	
	Female	869	2,518	125	143	3,655	58%	
	Total	1,379	4,586	198	183	6,346	100%	
Workers who are not employees	Male	10	692	0	0	702	50%	
	Female	36	672	0	0	708	50%	
	Total	46	1,364	0	0	1,410	100%	
SINBON employees	Male	500	1,376	73	40	1,989	40%	
	Female	833	1,846	125	143	2,947	60%	
	Total	1,333	3,222	198	183	4,936	100%	
By the availability of guaranteed work hours	Part-time contract workers	Male	0	0	0	0	-	
		Female	0	0	0	0	-	
		Total	0	0	0	0	0	-
	Guaranteed work hours	Male	500	1,376	73	40	1,989	40%
		Female	833	1,846	125	143	2,947	60%
		Total	1,333	3,222	198	183	4,936	100%
By the type of contract	Permanent employees	Male	497	251	73	39	860	36%
		Female	830	430	123	143	1,526	64%
		Total	1,327	681	196	182	2,386	100%
	Contract employees	Male	3	1,125	0	1	1,129	44%
		Female	3	1,416	2	0	1,421	56%
		Total	6	2,541	2	1	2,550	100%
By work hours	Full-time employees	Male	499	1,376	73	40	1,988	40%
		Female	832	1,846	124	142	2,944	60%
		Total	1,331	3,222	197	182	4,932	100%
	Part-time employees	Male	1	0	0	0	1	25%
		Female	1	0	1	1	3	75%
		Total	2	0	1	1	4	100%

* The number of employees is based on those who were working on December 31.

* The calculation method of "total ratio of men and women in all categories" is "the number of men or women divided by category ÷ the total number of people of that category x 100%".

* The majority of workers that are not employees are outsourced cleaners and agency workers.

* The data in this table are calculated from 2022 onwards, and it is intended to accumulate data for two years before comparing the yearly differences.

Talent Sustainability Advocacy

The cultivation and development of human resources has always been the key to the sustainable operation and development of SINBON. In response to the ESG and DEI waves and the global trends on talent social responsibility, in 2022, SINBON joined the "TALENT, in Taiwan" and continued to advocate with "CommonWealth Learning", "Cheers" and 100+ alliance partners to create a better future.



Commitment to Partner Sustainability

Through the SINBON Academy Learning Platform, we provide complete and customized education and training programs for employees with different attributes to help them enrich their skills and create diversified career development. We hold quarterly employee seminars and monthly "Meet the Chairman" to listen to employees' voices and understand their expectations., We promote a culture of full empowerment to help talents shine in the workplace, feel the value and meaning of their work, and retain competitiveness in sustainability in the fast changing industry.

4.1 Talent Attraction and Retention

4.1.1 Talent Requisition Overview

SINBON implements diversity in the workplace, and we do not discriminate or treat individuals unfairly or differently based on race, social class, language, belief, religion, political preference, birthplace, gender, sexual orientation, age, marital status, appearance, mental and physical disability, horoscope, blood type or labor union membership. The talent recruitment, selection, cultivation, and retention are carried out in a fair, transparent, and non-discrimination manner to create an equal and diverse workplace.

As of the end of 2022, the Group's total number of regular employees was 4,936, with the majority of employees aged 30 to 49. By 2022, 60% of our employees were women, more than 30% of managers at the associate level and above were female, and more than 40% of managers at the director level were female. Female managers account for 46.1% of the Group. This proves that SINBON cultivates talents regardless of gender, and everyone can excel at SINBON to reach their full potentials.



Andrea has been working as Human Resources Manager at SINBON Hungary for almost 6 years. Bringing colleagues together for fun and meaningful activities is her specialties.



Tina Kuo, the business associate of the Industrial Application BU, was one of the main planners for the grand opening of the new smart factory in Miaoli in 2022.

Employees of different ages by region in 2022

	Aged 29 or below			Aged 30-49			Aged 50 or above		
	Total	Male	Female	Total	Male	Female	Total	Male	Female
Taiwan	424	159	265	795	308	487	114	33	81
Mainland China	992	592	400	2,164	751	1,413	66	33	33
USA	36	20	16	68	25	43	94	28	66
Europe	22	5	17	115	21	94	46	14	32
Total	1,474	776	698	3,142	1,105	2,037	320	108	212
Total Ratio	29.8%	15.7%	14.1%	63.7%	22.4%	41.3%	6.5%	2.2%	4.3%

* The number of employees is based on those who were working on December 31.

* The calculation method of "total ratio" is "the number of men or women divided by category ÷ the total number of people of that category x 100%".

Managerial / non-managerial employees by region in 2022

	Managerial			Non-Managerial		
	Total	Male	Female	Total	Male	Female
Taiwan	169	94	75	1,164	406	758
Mainland China	243	126	117	2,979	1,250	1,729
USA	13	8	5	185	65	120
Europe	9	6	3	174	34	140
Total	434	234	200	4,502	1,755	2,747
Total Ratio	100.0%	53.9%	46.1%	100.0%	39.0%	61.0%

* The number of employees is based on those who were working on December 31.

* The calculation method of "total ratio" is "the number of men or women divided by category ÷ the total number of people of that category x 100%".

4.1.2 Talent Recruitment and Retention

With employees from more than 10 countries around the world, SINBON actively builds a friendly corporate culture and recruits diverse talents. We adopt the principles of diversity, equity and inclusion for different ethnic groups, and provide opportunities to present themselves. We also design recruitment and training programs for employees of different backgrounds, including international internship programs, assisting foreign employees with work permits, and hiring local managers in overseas locations.

Historical number of employees of different ethnic groups and their proportion to the total number of employees

Year	2019	2020	2021	2022
Number of people with mental / physical disability	11 (0.4%)	11 (0.4%)	13 (0.3%)	14 (0.3%)
Number of foreign workers	0 (0.0%)	128 (2.7%)	126 (3.0%)	208 (4.2%)

Percentage calculation: Number of employees in the category / Total number of employees in the year

We have adjusted our recruitment strategy since 2021 because of increasingly competitive global context. In addition to contacting actual and potential job seekers through the official website, recruiting platform, column articles, and job fairs, we are responding to this trend by and establishing communication channels through podcasts and various social media platforms, and releasing news from time to time to increase the frequency of two-way interaction.



In 2022, SINBON created the Line@ official account to provide job seekers with a convenient way to understand the company. Before the interview, we provide job descriptions and links to company-related information; during the interview, we provide maps and reminders, and occasional postings during festivals and events. In addition, when employees onboard, they will immediately receive a welcome kit that conveys the concept of sustainable development and create a sense of belonging in the workplace.



Photo: A welcome kit for new employee



Photo: SINBON's Line@ official account

SINBON pays attention to the indices of recruitment and resignation and adjusts corresponding methods to meet the market demand, attract talents, and optimizes workplace and employee experience. The number and the percentage of resignations in 2022 was larger than in 2021 mainly due to the expansion of the statistical boundary from 2022 onwards, with the additional number of employees from the U.S site and Hong Kong office.

New Recruits Statistics in 2022 (GRI 401-1)

The number of employees (Recruitment Rate)		Taiwan	Mainland China	USA	Europe	Total
Aged 29 or below	Male	84 (54.0%)	919 (166.9%)	27 (270.0%)	6 (100.0%)	1,036 (143.5%)
	Female	156 (62.7%)	550 (134.3%)	25 (294.1%)	10 (52.6%)	741 (108.0%)
	Total	240 (59.3%)	1,469 (153.0%)	52 (281.1%)	16 (64.0%)	1,777 (126.2%)
Aged 30~49	Male	65 (21.6%)	452 (64.3%)	28 (200.0%)	5 (17.9%)	550 (52.6%)
	Female	138 (30.1%)	717 (55.0%)	49 (217.8%)	20 (21.3%)	924 (49.2%)
	Total	203 (26.7%)	1,169 (58.2%)	77 (211.0%)	25 (20.5%)	1,474 (50.4%)
Aged 50 or above	Male	6 (20.3%)	5 (17.9%)	14 (90.3%)	2 (16.0%)	27 (31.6%)
	Female	5 (6.7%)	5 (15.4%)	34 (101.5%)	11 (31.0%)	55 (31.2%)
	Total	11 (10.5%)	10 (16.5%)	48 (98.0%)	13 (27.1%)	82 (31.3%)
Total	Male	155 (31.9%)	1,376 (107.3%)	69 (174.7%)	13 (28.0%)	1,613 (87.0%)
	Female	299 (38.2%)	1,272 (72.9%)	108 (167.4%)	41 (27.6%)	1,720 (62.8%)
	Total	454 (35.8%)	2,648 (87.5%)	177 (170.2%)	54 (27.7%)	3,333 (72.5%)

Recruitment rate (%) = (New full-time employee of the year / (Number of employees at the beginning of the period + number of employees at the end of the period) / 2) * 100%

Historical number and percentage of new recruits



Annual Recruitment Rate (%) = (New full-time employee of the year / (Number of employees at the beginning of the period + number of employees at the end of the period) / 2) * 100%

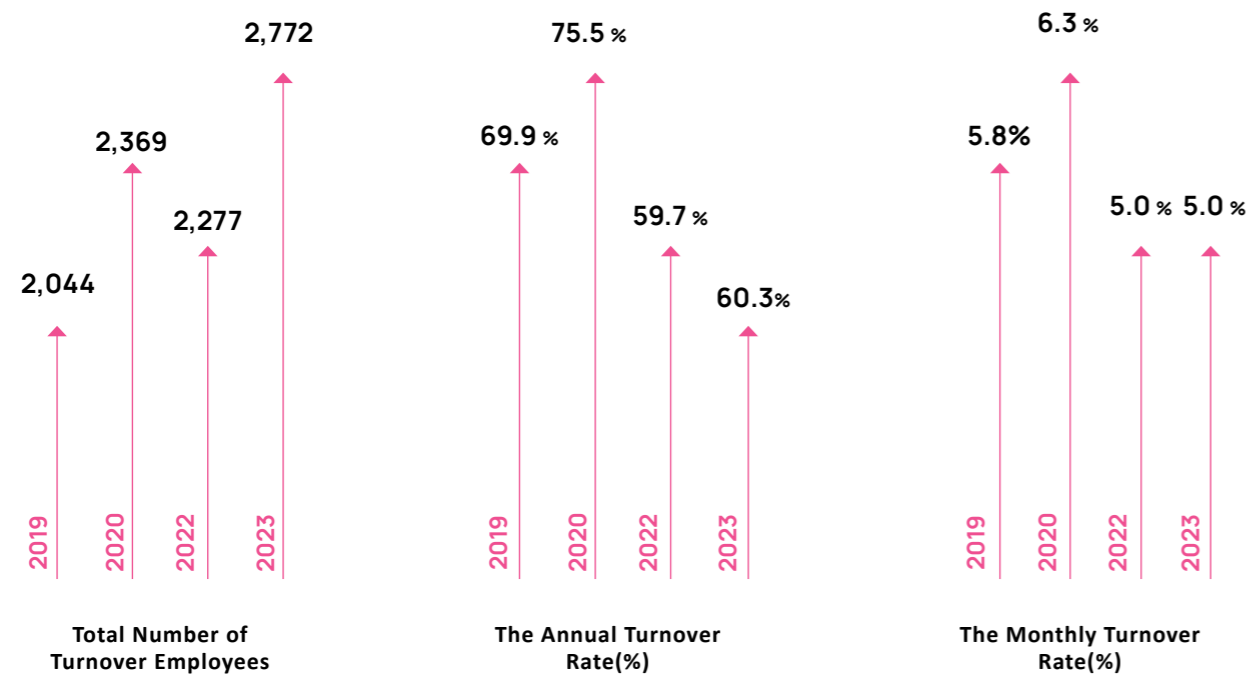
Monthly Recruitment Rate (%) = (New full-time employee of the year / (Number of employees at the beginning of the period + number of employees at the end of the period) / 2) / 12 * 100%

Employee Turnover Status Statistics in 2022 (GRI 401-1)

Region		Taiwan	Mainland China	USA	Europe	Total
Aged 29 or below	Male	56 (36.0%)	768 (139.5%)	16 (160.0%)	7 (116.7%)	847 (117.3%)
	Female	93 (37.3%)	494 (120.6%)	16 (188.2%)	15 (78.9%)	618 (90.1%)
	Total	149 (36.8%)	1,262 (131.5%)	32 (173.0%)	22 (88.0%)	1,465 (104.0%)
Aged 30-49	Male	63 (21.0%)	419 (59.6%)	20 (149.2%)	16 (57.1%)	518 (49.5%)
	Female	97 (21.2%)	565 (43.3%)	26 (115.6%)	33 (35.1%)	721 (38.4%)
	Total	160 (21.1%)	984 (49.0%)	46 (126.0%)	49 (40.2%)	1,239 (42.4%)
Aged 50 or above	Male	7 (23.7%)	1 (3.6%)	7 (45.2%)	4 (32.0%)	19 (22.2%)
	Female	8 (10.7%)	16 (49.2%)	15 (44.8%)	10 (28.2%)	49 (27.8%)
	Total	15 (14.4%)	17 (28.1%)	22 (44.9%)	14 (29.2%)	68 (26.0%)
Total	Male	126 (26.0%)	1,188 (92.7%)	43 (108.9%)	27 (58.1%)	1,384 (74.7%)
	Female	198 (25.3%)	1,075 (61.6%)	57 (88.4%)	58 (39.1%)	1,388 (50.6%)
	Total	324 (25.6%)	2,263 (74.7%)	100 (96.2%)	85 (43.6%)	2,772 (60.3%)

Turnover rate (%) = (Number of employees resigned in the year / (Number of employees at the beginning of the period + number of employees at the end of the period) / 2) * 100%

Historical employee turnover statistics



Annual turnover rate (%) = (Number of employees resigned in the year / (Number of employees at the beginning of the period + number of employees at the end of the period) / 2) * 100%

Monthly turnover rate (%) = (Number of employees resigned in the year / (Number of employees at the beginning of the period + number of employees at the end of the period) / 12) * 100%

Continue to Promote

Building Internship Programs

Continuing to promote internships with interns from Taiwan, the United States and Thailand

There were 10 interns in 2022, including students from Taiwan, Thailand, and the US. The interns come from mechanical engineering, electrical engineering, language-related and management-related departments. Through training by projects, one of the interns was selected and offered a permanent job position to continue to work with SINBON.



The interns in 2022 included not only Taiwanese students, but also American and Thai students.



Sponsored the 2022 National United University Marathon in Miaoli, Taiwan



Participated in 5 campus recruiting events in 2022, pictured here is a recruiting event at the National United University in Miaoli, Taiwan.



The NUU Alumni Association was established on May 18, 2022 to deepen the relationship and cooperation, and to nurture more outstanding talents.

4.1.3 Remuneration and Benefits

SINBON's open and inclusive environment allows younger generation to show their creativity with confidence, empowers them within the scope of their duties and , provides clear and transparent paths for promotions. Regardless of seniority and gender, based on the principle of fairness and impartiality, SINBON takes management qualifications, professional experience, ability, and performance into considerations, so that every employee can have fair promotion opportunities and receive fair and favorable compensation.

Promotion Ratio in 2022

Factory site	Managerial		Non-Managerial	
	Male	Female	Male	Female
Headquarters	14%	9%	13%	18%
Miaoli site	13%	33%	18%	9%
Jiangyin site	26%	22%	11%	16%
Tongcheng site	14%	27%	18%	11%
US Site	NA	NA	NA	NA
Hungary Site	NA	NA	NA	NA
Shanghai Office	22%	38%	20%	5%
Shenzhen Office	0%	0%	0%	0%
Hong Kong Office	0%	0%	0%	0%
USA Office	0%	0%	0%	0%
UK Office	0%	0%	0%	0%

Note: Employee promotion ratio (%) = (number of employees in the specified category in the year of promotion / total number of employees in the year)

Performance evaluation to assist with employee development

To achieve the group's long-term and short-term goals, SINBON has established the "Group Employee Performance Management Measures." to fairly and objectively evaluate the level of response of all employees to the goals set each year. SINBON provides performance/incentive bonuses according to the operating conditions and employee performance evaluations to motivate morale and give employees a sense of accomplishment.

Performance bonuses will be issued periodically, which is the immediate incentive and related to one's performance. The bonus reflects not only the profitability of the company's overall operations, but is distributed differently based on the performance of organizations and individuals within the company.

The monthly salary of direct employees in Taiwan was 1.38 times higher than the regulated base salary. The monthly salary of indirect employees were higher than that of other peers. In 2022, the average (annual) salary of full-time employees who are not in managerial positions in Taiwan was NT\$685,000.



Historical ratio of male to female salaries of managerial/non-managerial positions

Year		2021		2022	
Employees		Male	Female	Male	Female
Manager		1.28	1	1.22	1
Non-manager	Indirect employees	1.18	1	1.12	1
	Direct employees	1.17	1	1.02	1

Note 3: Managers refer to employees that are above supervisor level.

Historical average salary of non-managerial positions

Item	Unit	2020	2021	2022
Salary of a non-managerial full-time employee (A)	NT\$ (thousands)	560,662	685,635	785,785
Number of non-managerial full-time employee (B)	Number of people	807	1,013	1,147
Average salary of non-managerial full-time employee (A/B)	NT\$ (thousands)	695	677	685
Median salary of non-managerial full-time employee	NT\$ (thousands)	504	498	496

Friendly Workplace and Employee Benefits

Employee Welfare Committee	<ul style="list-style-type: none"> Cash gifts and subsidies for wedding, funeral, and other celebrations Regular company trips and traveling compensation Diverse club activities to encourage employee-employer communications Cash gifts and subsidies for festive occasions and birthdays Discounts and promotional events from the contract stores Subsidies for inpatient treatments and injuries. Occasional professional seminars
Periodic health examination	Employee health checks is organized once a year, which is more favorable than the regulations of the Occupational Safety and Health Act.
Employee training	Various learning methods and approaches are provided, such as internal training, domestic and foreign seminars and study, as well as reading clubs.
Employee dividends	Employee dividends are based on the company's profitability, and bonuses are awarded based on the performance of each unit and individual.
Dependents' health insurance	The group health insurance plan covers all employee and their , family members (spouses under the age of 65 and children under the age of 23) in Taiwan, which , includes the premiums for family coverage of NT\$20,000 for accident injuries and NT\$2,000 for hospital medical insurance and it is all sponsored by SINBON.
Onsite massage	Visually impaired massage therapists provide massage services to employees for relaxation.
Family-friendly program	<ul style="list-style-type: none"> Providing 61 days of maternity leave, which is superior to the Labor Standards Act. If an employee's parents or spouse unfortunately suffers a major injury or sudden change, the employee has 10 days of "Parent/Spouse Major Injury/Illness Care Leave" in the first half and the second half of the year followed by regulation and have additional 10 days of care leave with full pay every 6 months. Employees are entitled to half pay for family care leave in response to taking care of children or family during the pandemic. Employee with more than 1 year of tenure gets a monthly compensation of NT\$1,500 for children aged from 0 to 6. Employee with more than 1 year of tenure gets 7 days of paid personal leaves.

Social Insurance and Security

SINBON takes care of our employees and prepares them for social risks. We provide basic financial security such as Employees' Compensation Insurance, National Health Insurance, group insurance, and retirement benefit plans as required by law. In 2022, except for the Tongcheng site, Hong Kong office and US site, which are insured according to local regulations or employees' wishes, all operating locations offered 100%* life, medical and disability insurance for employees.

In accordance with the laws and regulations of each country, SINBON has established a formal retirement plan for its domestic and overseas offices to allocate, pension to the employees' retirement fund. The monthly pension contribution rate for employees in Taiwan shall not be lower than 6% of employees monthly salary. For oversea site, a specific percentage of pension contribution will be allocated according to local regulations. SINBON also provides resources for retirees and resigned employees in respect of referral and career consulting.

*Employee insurance ratio algorithm: total number of employees insured/total number of employees in the location

SINBON cares about its female employees and all employees' families by offering 61 days of maternity leave and providing nursing room at sites. SINBON thoroughly follows the Act of Gender Equality in Employment by providing unpaid parental leave, allowing the female employees giving birth or accompanying family members to receive better care. Employees staying at SINBON for more than one year can receive monthly compensation of NT\$1,500 (RMB300) per child aged from 0 to 6.

Encouragement for giving birth



The Statistics of Childcare Compensation in 2022

Indicators	Statistics	Annual Growth Rate
Number of applications	1,748	3.7%↑
Number of employees benefited	908	5.2%↑
Number of children benefited	1,023	3.3%↑
Total amount of childcare compensation paid	12,678,420 NTD	4.3%↑

*Annual growth rate = (annual statistical value of the report - annual statistical value of the previous year)/ previous annual statistical value *100%

The Statistics of Parental Leave Application, Employee Reinstatement and Retention in 2022

Item	Male	Female	Total
A* Number of applicants	4	62	66
B* Number of employees who should return to work after parental leave	0	58	58
C* Actual number of employees returned to work	0	37	37
D* Number of employees returned to work	0	34	34
E* Number of employees returned to work and remained for one year	0	27	27
Reinstatement rate (C/B)x100%	-	63.8 %	63.8%
Retention rate (E/D) x100%	-	79.4 %	79.4%

A. Number of Applicants in 2022: Applicants who applied for unpaid parental leave from January 1 to December 31, 2022.

B. Number of employees who should return to work after parental leave in 2022: Applicants whose due date of unpaid parental leave falls from January 1, 2022 to December 31, 2022.

C. Actual number of employees returned to work in 2022: Applicants whose due date of unpaid parental leave falls from January 1, to December 31, 2022, and return to work during this period.

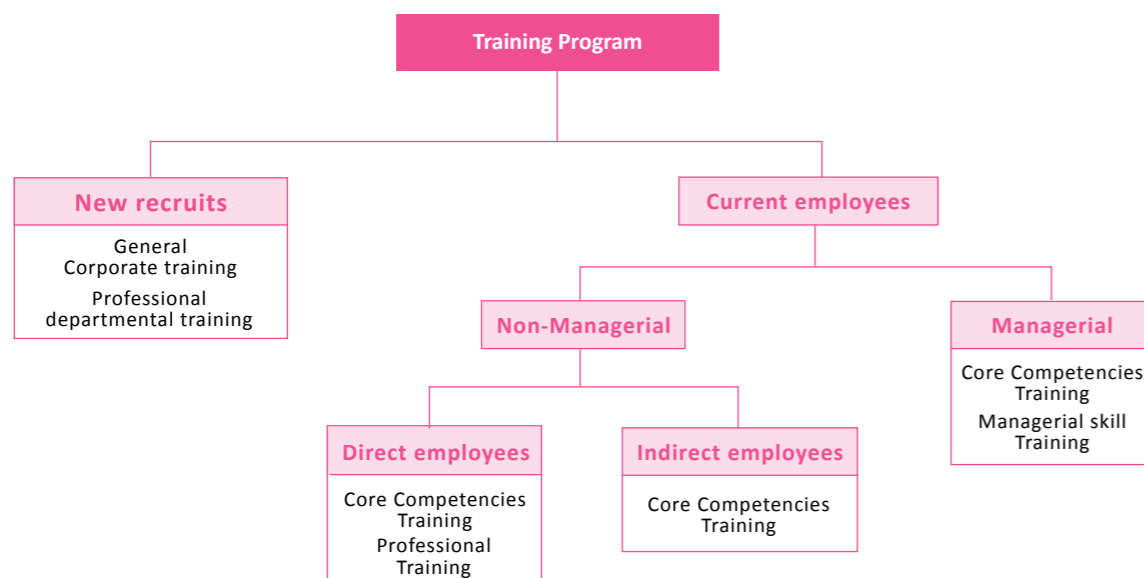
D. Number of employees returned to work in 2021: Number of employees returned to work from January 1 to December 31, 2021.

E. Number of employees returned to work and remained for one year in 2021: Employees who had unpaid parental leave during January 1to December 31, 2021, returned to work during the period and remained in the company for a year.

4.2 Talent Development

4.2.1 Talent Cultivation

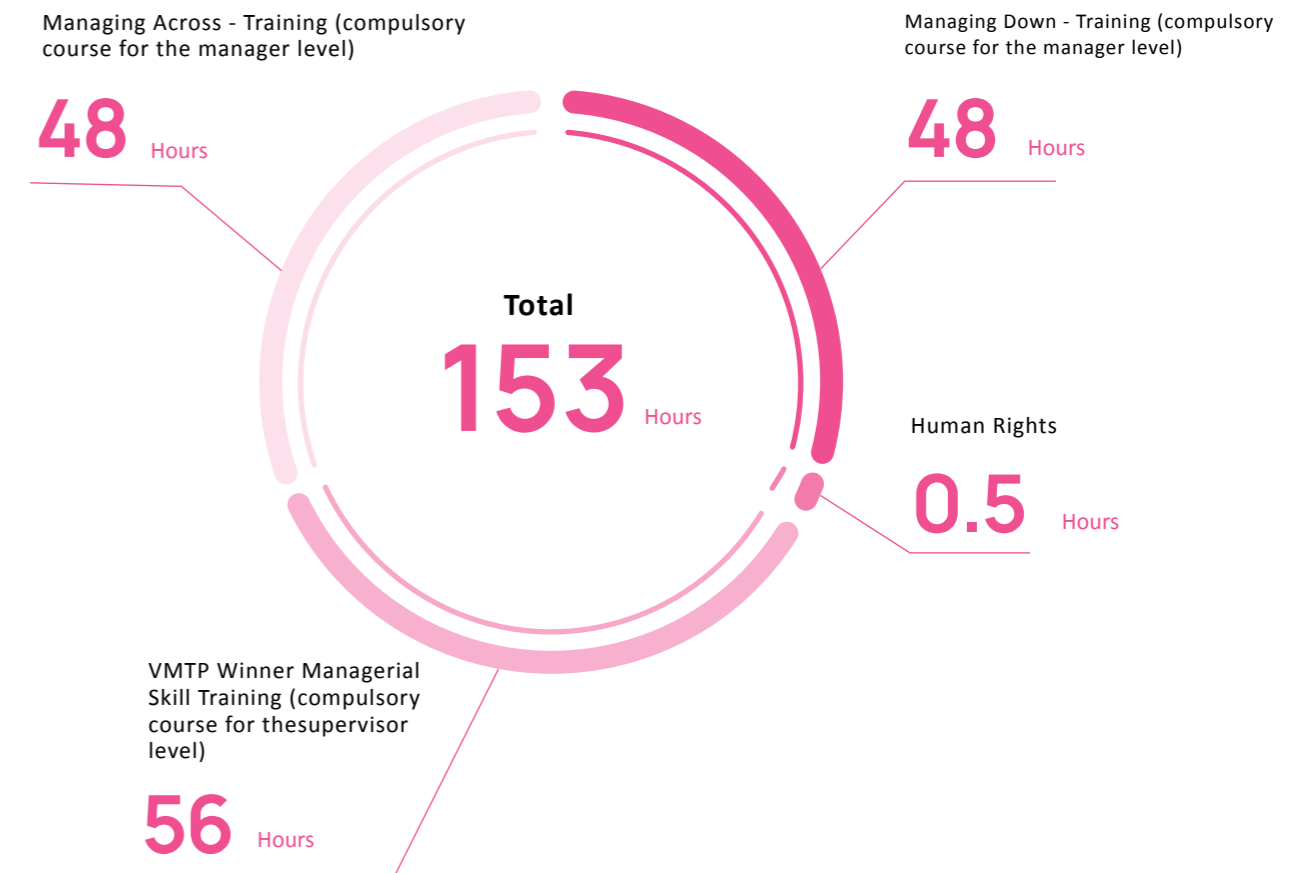
In order to help workers excel quickly, we provide a smooth growth path, invest resources to colleagues from different position levels, and adopt different training programs. By combining internal and external resources to create a talent cultivation blueprint and planning systematic digital or physical training courses, exchanges, and seminars, we continue to promote a self-learning culture to drive the company's overall growth and become the driving force for sustainability.



Employee Training Hours in 2022

Factory site	Managerial		Non-Managerial		Average number of training hours per person
	Male	Female	Male	Female	
Headquarters	945	1,448	555	1,167	11.37
Miaoli site	1,289	574	3,685	4,006	9.84
Jiangyin site	2,462	1,825	5,409	4,482	6.15
Tongcheng site	377	335	863	1,037	3.18
Shanghai Office	170	203	23	27	7.97
Shenzhen Office	25	81	0	40	3.46

Hours of training for management positions in 2022



Hours of training for non-managerial positions in 2022

Training topics	Number of training hours
Internal Instructor Training	42.0
TPS	13.0
Human Resources	63.5
Human Rights	0.5
Marketing	177.0
Supply Chain	1,351.0
Legal Affairs	25.0
R&D	5.0
Financial Audit	67.0
General Management	173.0
Work Safety	552.8
IT	58.5
Others	219.8
Language (English, Japanese)	7.0
Total	2,755 Hours

Green Talent Development

In response to the global sustainability revolution, "Green Talent" has become a must-have talent for companies. We cultivated green talents in 2022, with a total of 104 training hours. We strive to spread the concept of sustainability internally to enrich the sustainable talent cultivation.

Green Talent Training in 2022

Subject	Training Topic / Course Name
Executives	<ul style="list-style-type: none"> Corporate Sustainable Development and Management Seminar Net Zero Trend: A Practical Look at ESG Decisions made by the Board of Directors The 8th International Conference on Sustainability Trends 2022
Sustainability Strategy Department	<ul style="list-style-type: none"> SEMICON Taiwan Brand Sustainability Crisis Management x ESG Action Course
Audit Office	<ul style="list-style-type: none"> Exploring the impact of ESG risks on the internal control system of enterprises under influence of the ESG wave and its response measures
Sustainability Personnel	<ul style="list-style-type: none"> Low Carbon Circulation Courses - Carbon Footprint Calculation of ESG Products

SINBON Academy

Total participants

1,000 people


Average satisfaction

80 scores


The spirit of SINBON Academy is "to pass on experience and technology and make SINBON a happy enterprise for a hundred years". We provide online courses, including management, sales, customer service, procurement, industrial research, manufacturing, and general education. SINBON Academy sets the goal of offering 50 classes per year, with 1,000 participants, 25 internal instructors, and an average satisfaction score of 80 or more.




SINBON Academy Course Structure

 Guide the management personnel to improve communication skills in five area - "management, marketing, human resources, R&D and finance".


Management

 Cultivate capabilities of business development and management, enhance sales expertise for SINBON solutions and foster internal cohesion.


Sales

 Learn the core business model of MAGIC* fields by case studies to sharpen problem-solving skills and be able to work independently.


Engineering

 To improve the productivity and product quality, we cultivate key personnel to learn by doing and encourage them for innovative ideas.


Manufacturing

 Provide a platform for customer service personnel to share and communicate from daily trivia to practical customer service experience.

Customer Service

 Assist the purchasing personnel to share experience and sharpen their communication and negotiation skills.

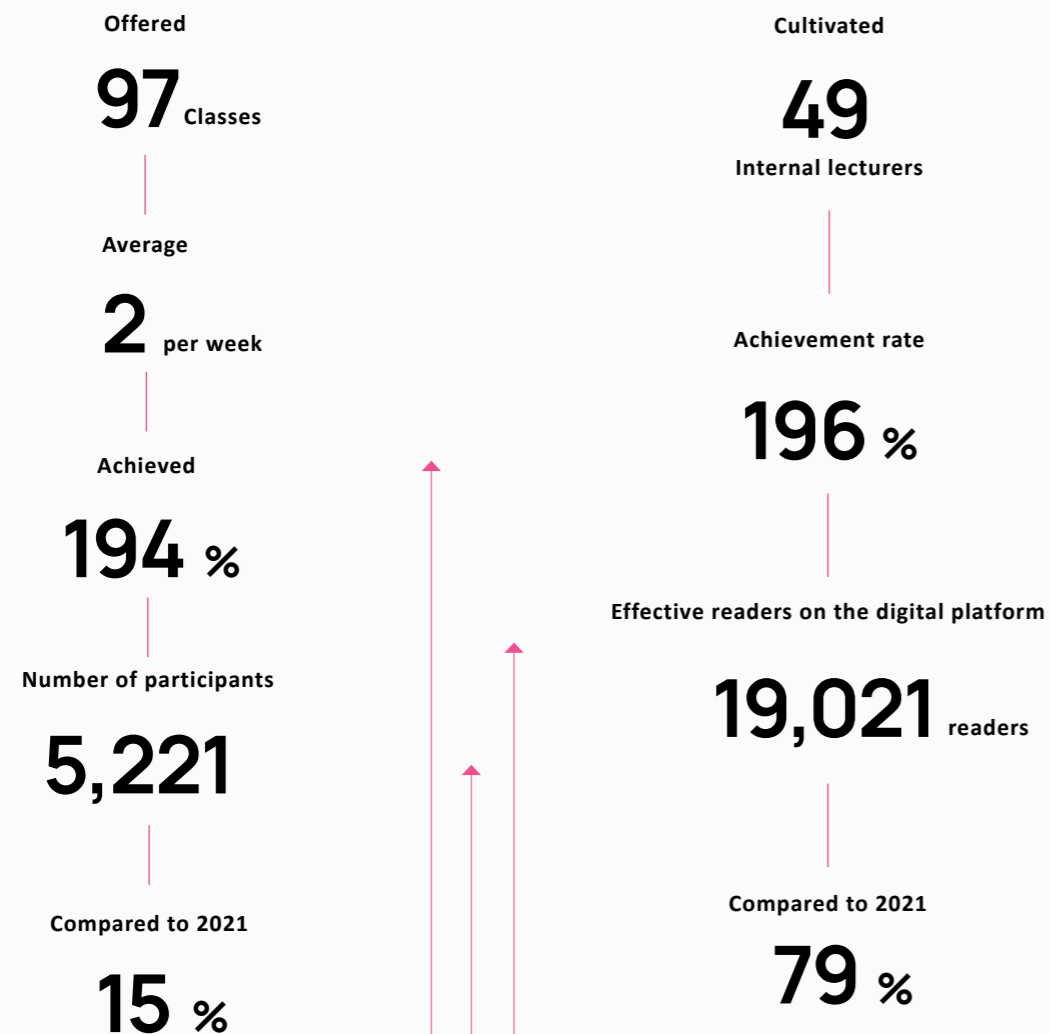
Procurement

 Identify exceptional talents in SINBON and explore their potentials. Share the skills, encourage cross-functional communication, and assist employees to de-stress and enjoy life.

General Education

* MAGIC refers to the five major product applications of SINBON, namely Medical Health, Automotive, Green Energy, Industrial Application, and Communication.

Highlights of SINBON Academy in 2022



SINBON was awarded the Commonwealth Learning Center's "Learning Superstar Award" in 2022. This is the third time to be recognized by the platform after the "Best Learning Advocate Award" for two consecutive years in 2020 and 2021. The evaluation is conducted based on how the company utilizes the resources on the platform every year.

SINBON has joined the Commonwealth Learning Center since 2018. We use lively approach, group activities, incentives and friendly reminder to create a positive learning environment. In 2022, SINBON divided the employees into 4 groups to compete in a game which will be reviewed in a monthly report. Through the self-learning process, employees can enjoy the fun of teamwork and competition.

Commonwealth Learning Center

Learning Superstar Award

4.2.2 Talent Pool

Succession Planning

We believe that the sustainable talent is the key to corporate sustainability, so we have formulated the "Internal Instructor Management Method" to cultivate excellent internal lecturers, and established the SINBON Academy for training programs to improve the overall talent development process, accumulate talent capital, and revitalize the motivation of senior employees.

The program was launched first with the management positions across all departments. In 2022, the QAMS units completed inventory, and the procurement, R&D and other units were tested.

Engineer Trainees in Training

The training for engineer trainees combines professional knowledge with practical experience. Trainees are required to pass a series of courses and assessments to verify the effectiveness of their learning. In 2022, the internal lecturers recorded a series of online courses for cable engineers. A total of 10 new engineers were trained in 2022, and the overall satisfaction received an average score of 98.82. By December 2022, the retention rate of engineer trainees was 100%.

4.3 Health and Safety (GRI 403 1~9)

SINBON is committed to creating a happy, safe and healthy workplace for employees. Based on the due diligence, there were seven issues identified. All issues are in accordance with the government regulations and the relevant management standards are in place. Through the implementation of the four major plans and eight measures, prevention and improvement are carried out to achieve corporate sustainability vision.

SEVEN ISSUES

- Occupational safety
- Industrial hygiene
- Manual labor
- Work-related injuries and diseases
- Machine protection
- Public health and accommodation
- Physical and mental health and work-life balance

FOUR MAJOR PLANS

- Maternity Protection
- Prevention of musculoskeletal disorders
- Prevention of illegal infringement
- Prevention of overloading

EIGHT MAJOR MEASURES

- Establish a Health and Safety Management System
- Hierarchical management of authority and responsibility
- Hazard classification control
- Training and Drills
- Friendly Workplace and Benefit System
- Social Insurance and Security
- Encouragement for Childbirth
- Risk Response Center

A happy, safe and healthy workplace environment

4.3.1 Occupational Safety and Health Care

SINBON has promoted four major health protection plans since 2019, focusing on four major topics. We have established a policy in specific areas to protect the safety and health of employees, such as the prevention of high-risk safety issues after hazards identification, injury investigation and improvement measures. SINBON sets targets to review and optimize execution process on a yearly basis. The plan will be implemented to overseas sites in the future.

Maternity Protection

In accordance with the law in Taiwan, SINBON implements measures to protect maternal health, including risks assessment and control, physician interview and guidance, risk grading management, work suitability arrangements, and other related measures. Also, SINBON provides measures including giving each expectant mother pregnancy knowledge books and a diaper bag. We also offer a voucher worth NT\$2,000 that can be exchanged for chicken essence, yoga classes, massage service, or coupons for baby care products.

Prevention of musculoskeletal disorders

In accordance with Paragraph 2, Article 6 of the Occupational Safety and Health Act, to prevent musculoskeletal disorders induced by repetitive operations, SINBON implements the "Methods of Ergonomic Hazard Prevention and Management." In the prevention of musculoskeletal disorders induced by repetitive operations, we conduct hazard identification, injury assessment, and then adopt improvement measures. Based on the evaluation, appropriate plans will be formulated and implemented in the safety and health management system of business entities. In addition, SINBON provides weekly massage to relieve the pressure of musculoskeletal pain.

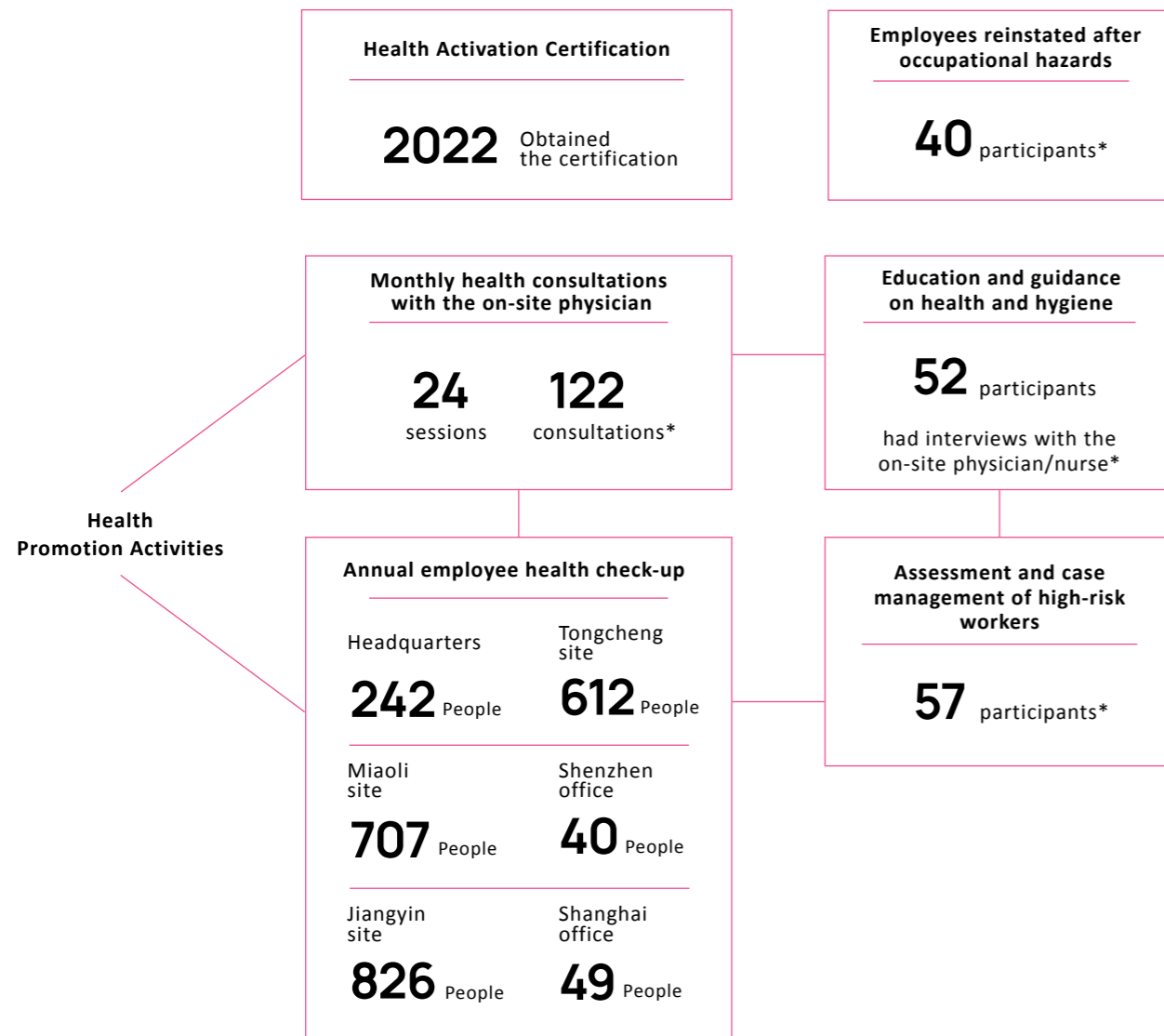
Prevention of illegal infringement

According to Article 6, paragraph 2, item 3 of the Occupational Safety and Health Act, employers should take necessary measures for the illegal violations on mentality and physicality. The report and grievance processes are carried out in an objective and fair manner. The victims and whistleblowers should be treated in the highest priority.

Prevention of overloading

A written report shall be submitted regarding the risk assessment, health guidance, work adjustment, operation site improvement, and other evaluations according to the risk evaluation results, and an evaluation of the suitability of health protection measures and recommendations should be given.

Execution Results for Four Major Plans



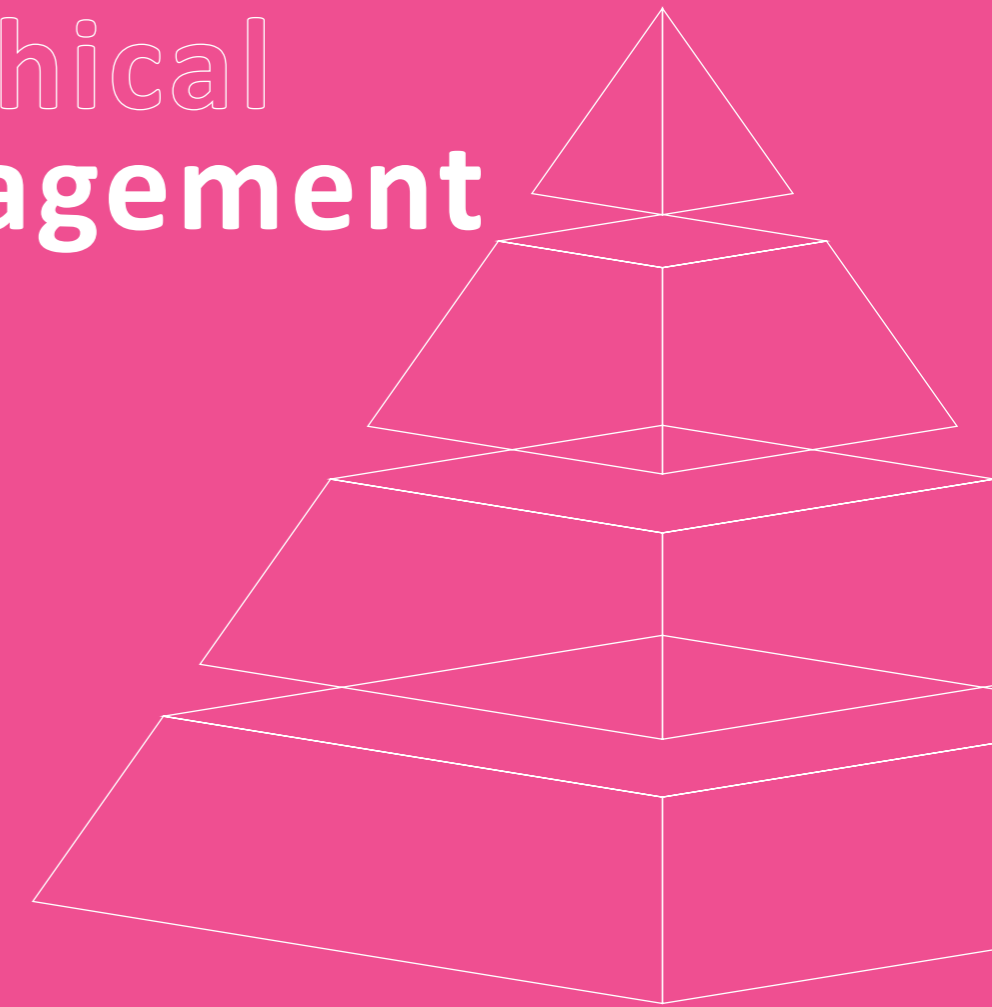
Note: * refers to the statistics in Taiwan sites

4.3.2 Health and Safety Management

Establish a Health and Safety Management System

SINBON's production sites such as Miaoli Site I and II, Jiangyin Site and Tongcheng site are all managed according to the ISO 45001 International Occupational Safety and Health Management System certified by an impartial third party to provide a safe and suitable working environment. In the future, we will continue to expand the scope of certification and extend risk management to the whole group, so that we can better achieve sustainability goals.

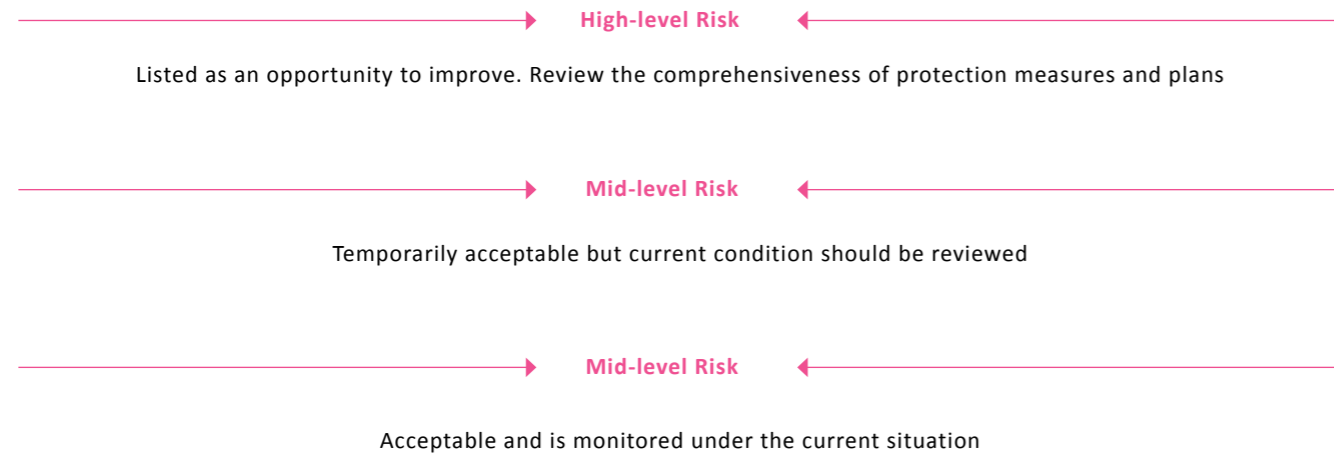
Hierarchical Management



ESG Committee Sustainable Partners Team	It is led by an executive manager who leads the team to integrate health and safety actions and regularly reports the results to the Board of Directors.
Headquarters Administration Center	Develop, plan, monitor and promote safety, environmental and health measures, and implement them to the relevant departments.
Person in charge of the workplace	Command and supervise the implementation of safety and health management matters, and coordinate with the relevant personnel.
Dedicated personnel for occupational safety and health	Develop, plan and implement safety and health management matters, and give guidance to the relevant departments.
Occupational Safety and Health Committee	The Committee is composed of 19 members, with labor accounting for 37%. Quarterly meetings are held to make recommendations, review and coordinate with teams on safety and health policy related matters.

Hazard classification control (GRI 403 -5)

We categorize the risk factors into 4 levels, including minimum, low, medium, high levels. Hazard level is measured based on the following formula: risk (R) = frequency (F) x severity (S) x risk weighting (RW). For high-level risks, the corresponding measures and improvement are conducted.



Training And Drills

To enhance employees' awareness on the knowledge of safety and health, we arrange safety and health training for new hires before onboarding, demonstrate how to avoid possible injuries at work and emergency response skills, and provide regular training in accordance with occupational safety and health regulations.

Results of Educational Training and Drills in 2022

Category	Subjects	Description	Coverage Participants
Professional certifications	Relevant Qualified Personnel	Occupational safety personnel / forklift / specific chemical operations / fire prevention management / crane operations and hoisting / first aid personnel / chemicals / special operations personnel, etc.	64
Health and safety related regulations and management *	Safety responsible persons and employee representatives of each business units	ISO14001, ISO45001, risk identification and classification control, regulations, safety hazard investigation, occupational injury prevention, etc.	203
Fire safety	All employees in Miaoli, Tongcheng, Jiangyin and other sites	Fire safety knowledge guidance, escape drills, self-defense firefighting group drills, fire extinguisher and fire hydrant training	5,248
Other specific risk*	Safety officers of each business units and related personnel	Scam awareness, security system operation training, epidemic prevention response drills, heatstroke accident drills, alcohol leakage drills	95

Note: *refers to the statistics in mainland China sites

Risk Response Center

The COVID-19 pandemic has been affecting the world since 2020, and we have set up a response center to keep an eye on the epidemic response situation in various regions around the world, such as remote office management methods, etc., and continue to provide epidemic prevention materials including rapid test kits, oximeter, masks, environmental disinfection, and prevention curtains etc. In 2022, during the lockdown period in Shanghai, SINBON organized group activities to support the employees' mental health and safety through practical actions to help employees build cohesion and prepare for the post-pandemic era.

Epidemic prevention measures and health management in Taiwan in 2022

Health Management Self-Reports

1,393 times

Health care and follow-up for the potential and confirmed patients

1,693 times

Vaccine management

13,659 rapid tests kits

On-site medical team for employee vaccinations

63 people

Investment in support measures, such as epidemic prevention-related supports and transportation

6,087,017 NT\$

Occupational Safety and Management Performance Results

In 2022, SINBON had 0 occupational injuries in 2022. In the future, we will continue to provide safe operation procedures guidance and implement safety audit, supplemented by regular training activities to reduce the incidence of accidents. We also conduct an assessment on the employee when returning after a work accident, provide necessary support facilities, and make adjustments accordingly.

Evaluations in Taiwan site in 2022 Covering
40 times **40** people

Labor Conditions for Direct Employees in 2022

Category	Gender	Work hours	Occupational injury recordable	Rate of occupational injury recordable (TRIR)	Number of new miss incidents	Near miss frequency rate (NMFR)
Headquarters	Male	0	0	0	0	0
	Female	0	0	0	0	0
Miaoli site	Male	277,936	2	7.19	0	0
	Female	840,847	11	13.08	0	0
Jiangyin site	Male	4,436,492	10	2.25	0	0
	Female	4,600,326	6	1.3	0	0
Tongcheng site	Male	386,292	0	0.00	0	0
	Female	1,810,284	3	1.65	0	0
Shanghai Office	Male	0	0	0.00	0	0
	Female	0	0	0.00	0	0
Shenzhen Office	Male	0	0	0.00	0	0
	Female	0	0	0.00	0	0
Hong Kong Office	Male	0	0	0.00	0	0
	Female	0	0	0.00	0	0
Hungary Site	Male	23,762	1	42.08	0	0
	Female	149,330	2	13.39	0	0
UK Office	Male	0	0	0	0	0
	Female	0	0	0	0	0
USA Office	Male	0	0	0	0	0
	Female	0	0	0	0	0
US Site	Male	-	-	-	-	-
	Female	-	-	-	-	-

Note: Since July 2022, the US site has become a 100% owned site of SINBON. Relevant data is expected to be disclosed in 2023.

Labor Conditions for Indirect Employees in 2022

Category	Gender	Work hours	Occupational injury recordable	Rate of occupational injury recordable (TRIR)	Number of new miss incidents	Near miss frequency rate (NMFR)
Headquarters	Male	321,194	0	0	0	0
	Female	327,042	0	0	0	0
Miaoli site	Male	363,028	0	0	0	0
	Female	462,471	1	2.16	0	0
Jiangyin site	Male	814,898	1	1.22	0	0
	Female	972,859	1	1.02	0	0
Tongcheng site	Male	263,465	0	0	0	0
	Female	279,552	0	0	0	0
Shanghai Office	Male	49,394	0	0	0	0
	Female	68,250	0	0	0	0
Shenzhen Office	Male	32,353	0	0	0	0
	Female	58,039	0	0	0	0
Hong Kong Office	Male	0	0	0	0	0
	Female	1,960	0	0	0	0
Hungary Site	Male	64,952	0	0	0	0
	Female	67,781	0	0	0	0
UK Office	Male	2,008	0	0	0	0
	Female	6,024	0	0	0	0
USA Office	Male	7,936	0	0	0	0
	Female	11,904	0	0	0	0
US Site	Male	-	-	-	-	-
	Female	-	-	-	-	-

Note: Since July 2022, the US site has become a 100% owned site of SINBON. Relevant data is expected to be disclosed in 2023.

Employee Work Injury Statistics in 2022

Employees	Headquarters	Miaoli site	Jiangyin site	Tongcheng site	Shanghai Office	Shenzhen Office	Hong Kong Office	Hungary Site	UK Office	USA Office	USA site	Total
Total Work Hours	648,236	1,944,282	10,824,575	2,739,593	117,644	90,392	1,960	305,825	8,032	19,840	-	16,700,379
Casualty derived from work injury	0	0	0	0	0	0	0	0	0	0	-	0
Ratio of casualty derived from work injury	0	0	0	0	0	0	0	0	0	0	-	0
Number of people with severe work injury	0	0	0	0	0	0	0	0	0	0	-	0
Ratio of people with severe work injury	0	0	0	0	0	0	0	0	0	0	-	0
Number of work injury recordable	0	14	18	3	0	0	0	3	0	0	-	38
Ratio of work injury recordable	0	7.20	1.66	1.09	0	0	0	9.80	0	0	-	2.27
Disabling frequency rate (F.R.)	0	4.62	1.66	1.09	0	0	0	9.80	0	0	-	1.97
Disabling severity rate (S.R.)	0	21	60	61	0	0	0	52	0	0	-	52

Note: 1. Excluding traffic incidents during commute.

Note: 2. Injury types: falling/collapsed object, collapsed/clamped, wounded/fallen/in contact with harmful objects/cut and scratch/in contact with high and low temperatures/colliding /falling objects/electric shock/inappropriate actions, etc.

Note: 3. Ratio of work injury recordable = (Number of work injury recordable/working hours) x1,000,000

Note: 4. Disabling frequency rate (F.R.) = (Number of disabling X 1,000,000)/total working hours

Note: 5. Disabling severity rate (S.R.) = (Days of disabling X 1,000,000)/total working hours

4.4 Respect for human rights in the workplace

A People-Oriented Company

To implement human rights policy, SINBON supports UN's "Universal Declaration of Human Rights", "United Nations Global Compact", and "International Labor Organization Convention". We respect human rights in the workplace and do not employ child labor, and we regularly care for and manage the attendance of our employees and do not force labor. SINBON continues to implement the SA8000 Social Accountability Standard. In 2022, SINBON continued to publicize the company's "Human Rights Policy" to employees and conduct the due diligence survey on human rights issues for the first time. In the future, we will conduct more detailed analysis on major human rights issues to further protect employees' rights and interests.

*SA8000 Social Accountability Standard was certified by a third party at the end of 2013.

UN Global Compact Initiative

In February 2021, SINBON became one of the members of the UN Global Compact. From four aspects: "human rights", "labor", "environment", and "anti-corruption", SINBON fulfills its vision of sustainable development through thorough implementation and disclosures, dedicated to the growth of society.

In addition to its own practices, SINBON requires suppliers to sign a responsibility agreement to ensure that the production process does not violate human rights, ethics, or the use of conflict minerals, etc. The practices are updated annually on the [UN Global Compact Website](#).

4.4.1 Human Rights Due Diligence

In 2022, SINBON conducted its first human rights due diligence to identify a list of 16 stakeholder-related human rights risk issues based on the United Nations and international human rights issues as reference. Through online questionnaires, 426 managers and 426 employees were randomly selected for risk assessment in terms of occurrence rate, impact level, and control level, and identify high-risk human rights issues for mitigation measures and improvement. In 2022, the human rights survey response rate reached 66% (561 responses/852 distributed). There were no significant risks identified. 6 low to medium risks targets were set and the corresponding actions will be initiated in 2023.

Human Rights Due Diligence Process



Identifying human rights risks	Evaluate risk level	Investigation results
Provide a fair working environment <ul style="list-style-type: none"> Diverse working environment Humane treatment Equal pay for equal work, access to fair and favorable compensation 	Rate of occurrence <ul style="list-style-type: none"> 1 = extremely unlikely (<=5%) 2 = unlikely (6% -30%) 3 = possible (31% -70%) 4 = likely (71%-90%) 5 = frequently>90%) 	
Provide employees with a safe and sound working environment along with complete employee benefits <ul style="list-style-type: none"> Occupational safety Emergency Preparation Industrial hygiene Manual labor Work-related injuries and occupational diseases Machine protection Public health and accommodation Assist to maintain the employees' physical and mental health, and work-life balance 	Level of Impact <ul style="list-style-type: none"> 1 = almost none 2 = slightly 3 = moderate 4 = severe 5 = very severe 	
Respect for human rights in the workplace <ul style="list-style-type: none"> Employment of child labor Forced labor Smooth communication channels 	Level of Control <ul style="list-style-type: none"> 1 = Excellent control 2 = Good control 3 = Moderate degree of control 4 = Low level of control 5 = Extremely low level of control 	
Information Security Implementation <ul style="list-style-type: none"> General data protection regulations Collection, processing or use of personal information 		<p>852 questionnaires were distributed 561 copies were responded 66% response rate</p> <p>16 topics All are low to medium risk</p> <p>6 topics for risk management</p>

Human Rights Issues Management and Mitigation Measures

Topics	Managing the Sub-Committee of the ESG Committee	Mitigation Measures for 2023
Collection, processing or use of personal information	Corporate Governance	<ul style="list-style-type: none"> Introduction of ISO27001
General data protection regulations	Partner Sustainability	<ul style="list-style-type: none"> Enhance other response drills, such as scheduling chemical response drills
Emergency Preparation		<ul style="list-style-type: none"> Reward system for reporting near miss incidents Introduction of Employee Assistance Program (EAP)
Work-related injuries and occupational diseases		<ul style="list-style-type: none"> Introduce the laws and regulations cloud system, which can regularly update the latest internal and external laws and regulations in real time
Industrial hygiene		<ul style="list-style-type: none"> Regularly inspect staff dormitories and implement environmental safety and health management
Public health and accommodation		

4.4.2 Communication and Complaint Responses

Smooth communication channels, handling and response mechanisms

SINBON provides a smooth communication channel for employees and creates a harmonious workplace to build good labor relations.

iSay	In 2021, SINBON set up an email hotline with a dedicated window for responding and addressing. This will be expanded to all sites in 2023. The program has a tracking mechanism to protect the rights and interests of the complainants. Through the guidance, it will help employees understand their rights and interests.
Employee satisfaction survey	We conduct employee satisfaction survey in Taiwan through a third-party platform. In the future, SINBON will aim to improve employee satisfaction and gradually extend the survey program to overseas sites. In 2022, the response rate reached 75% and the overall satisfaction was 4.51 (on a six-point scale).
Staff symposiums	We care about employees, adapt and meet their expectations in terms of working environment, work hours, accommodation, meals, etc. We hope to facilitate labor harmony and protect labor rights. A total of 32 staff symposiums were held in 2022.
Meet the Chairman	One session was held in 2022. It allows the Chairman to get to know the employees, and the employees are able to ask questions to get a better understanding of the Chairman or the company itself.
Family Day	To reflect the spirit of corporate culture, enhance employees passion for work, and to let employees' families understand the good working environment of the company. Tongcheng site held a family event in 2022. It allowed family members to get together as a SINBON family and it gave the company an opportunity to thank the employees and their families for their strong support.
Career Workshop	Senior managers were invited to communicate with the interns through a relaxing afternoon tea. During the in-depth conversation, it gave the interns a better understanding of their personal development and SINBON.

"C'est Bon", an internal publication to share SINBON stories

"C'est Bon" was launched in 2016, and has been published annually since then. It tells SINBON's story each year, covering industry trends, employees' daily lives, and records of various company events. The theme for 2022 was "21", using the poker game BlackJack as a source of inspiration to tell the story of SINBON's ability to play a good hand in response to uncertainties in 2021. Environmentally-friendly materials were used for the printed copies and the electronic version were issued as well. 100 paper copies were issued in 2022.



Employee Complaints and Responses in 2022

Communication channels	Number of cases processed	
	Taiwan	China
Suggestion box	0	0
Electronic complaint mailbox	0	0
Staff symposiums	94	137
Verbal complaints	0	0
Written complaints	0	0
Case closure rate	100%	100%

External participation in associations and initiatives in 2022

Name of associations, alliances, and initiatives	Role
Taiwan Electronic Connection Association (TECA)	The Chairman is a member of the Board of Directors to contribute to the industry.
Swappable Batteries Motorcycle Consortium, SBMC	Member / The first high-current charging and swapping solution provider recognized by SBMC in Taiwan
Common Wealth Sustainability Forum	Member/ Participation in annual meetings, workshops, visits to good practice and the Sustainability White Paper project
Taiwan Climate Partnership, TCP	The Chairman is the Executive Supervisor/Participation in the round table meeting with the companies with best practice
Taiwan Circular Economy 100 (TCE100)	Member/ Participation in the annual conference and mediate suppliers of the circular economy
Taiwan Chief Information Security Office Alliance	Corporate Member/ Participation in Industry Information Security Seminar
UN Global Compact	Member of the initiative

UN Global Compact Initiative



In February 2021, SINBON became one of the members of the UN Global Compact. From four aspects: "human rights", "labor", "environment", and "anti-corruption", SINBON practices the company's promotion and disclosure in all aspects, to actively implement the company's vision of sustainable development and contribute to the sustainable development of society.

SINBON requires suppliers to sign a responsibility agreement to ensure the manufacturing process does not involve violation of human rights, ethics, and conflicts of minerals. SINBON hopes that the suppliers can follow the principles to enhance the awareness of human rights.

Note: Please refer to the [UN Global Compact Website](#) for more information.

4.5 Social Engagement

SINBON believes that enterprises should give back to society while making profits. In addition to joining the initiatives and partnerships, we also lead our employees to participate in the community. Environmental conservation, animal protection, local echarity, and education are the four domains that SINBON focuses on by, working with local schools, social welfare groups, and non-profit organizations.

The total investment for 2022 was over \$15 million. Among them, NT\$670,000 was donated by SINBON's value chain and employees. We hope to continue to participate in the local community and make a positive impact on the society.

SINBON's social welfare investment in the past three years

Year	Number of engaged/responsive employees (Number of people)	Total resources invested (cash/ manpower/ resources) (NT\$)	Total investment as a percentage of corporate net income(%)
2020	47	7,511,380	0.34
2021	169	9,842,541	0.39
2022	1,209	9,732,140	0.32

4.5.1 Environmental Conservation

SINBON continues to pay attention to the issues of climate change and biodiversity, experience simple lives through environmental activities, shifting the joy of life from material to meaningful actions.

Second-hand clothes collected
12 boxes

Waste cleaned up at the beach
754.52 kg

Fruit trees planted at the Hungary site
10 trees

Trees adopted at the Shimen Reservoir in Taoyuan, Taiwan
1,000 trees

SINBON responds to Earth Hour by turning off the lights for one hour

In addition to responding to the "Earth Hour" event and promotional video launched by the World Wide Fund for Nature (WWF) in Sydney in 2007, SINBON held a campaign through social media platforms, and more than 90 employees participated.

SINBON Carbon Reduction Guide

In order to cultivate the low-carbon DNA of SINBON employee, we held a 22-day SINBON Carbon Reduction Guide event in October 2022. Different carbon reduction tasks were designed every day. By encouraging employees to "on-time check-in" after taking a sustainable action each day, the low-carbon DNA is implanted in the heart of every SINBON employees.

Beach Cleanup on World Cleanup Day

SINBON organized a beach cleanup on World Cleanup Day, September 17, 2022. Taiwan cooperated with the Beautify Formosa whom has long been concerned about environmental issues in Taiwan, while Shanghai SINBON and Shenzhen SINBON cooperated with Shanghai Rendu Ocean NPO Development Center to participate in beach cleaning activities at Yuanli Beach in Miaoli, Binjiang and Shenzhen Bay Mangrove Forest Ecological Park respectively. A total of 166 employees and their family members participated and cleaned up 754.52 kg of waste.

Take the trash with you on Zero Waste Day

In China, the third Saturday of August every year is the "Zero Waste Day". SINBON ESG Committee launched the "Take the trash with you on Zero Waste Day" campaign on August 18, 2022. Employees were encouraged to wear various "garbage bags" on their wrists, and passed on the "portable garbage bags" as an environmentally friendly fashion in the office. During the event, employees also checked on each other to reduce the waste and controlled the weight of each person's trash to "10-100g". In the end, the total amount of garbage were cut by nearly one-third compared to normal days.



The Shanghai office cooperated with the Shanghai Rendu Ocean NPO Development Center to visit the Binjiang Beach.



Sponsorship of the East Coast National Scenic Area, Tourism Bureau and Shanghai Rendu Ocean NPO Development Center

Sponsored the "2022 TECLandArts Festival and Moonlight Sea Concert" by the East Coast National Scenic Area, Tourism Bureau, which combines marine ecology and art for cultural promotion to protect the marine ecosystem.

Tree Planting Activity

The Hungary site organized a tree-planting activity. 10 fruit trees were planted during this event. These trees not only can reduce carbon emissions but also can provide fresh fruits to everyone in the cafeteria.

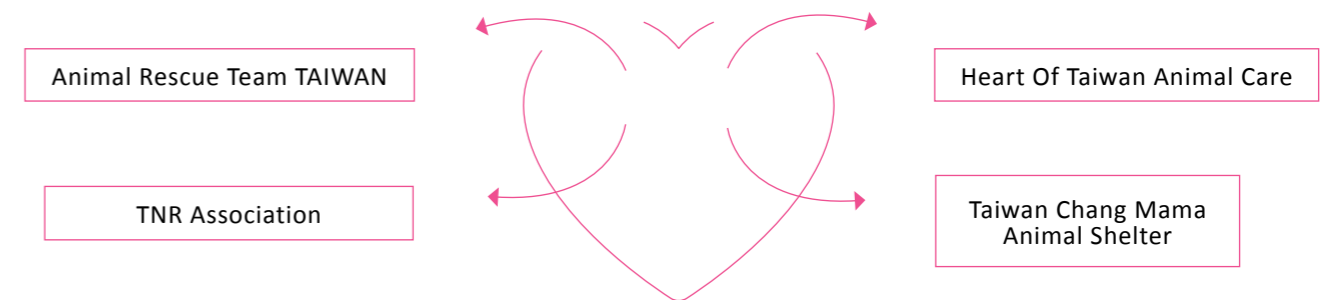


Recycling of used items

SINBON responded to the Used Shoes Save Lives Kenya Africa Relief Project by donating secondhand clothing to help the people of Kenya, Africa and to prevent them from dying of dermatophilosis due to walking barefoot.

4.5.2 Animal Protection

Donate to animal care organizations



Leopard Cat Rice Farming Project

In 2019, SINBON participated with Bluemagpie Tea Social Enterprise Co, Ltd. In the "Leopard Cat Rice Contract Farming Project", becoming the first company to take care of the rice grown in the mountain area in Miaoli, Taiwan. The rice grown is provided to corporates, and the income is invested in the rice program in the next year, showing our support towards the conservation of the leopard cats.

Bajia Marathon

In line with the government's policy, SINBON show the support for the leopard cat. SINBON joined the activities organized by the National United University's Bajia campus in conjunction with Miaoli Mountain City.

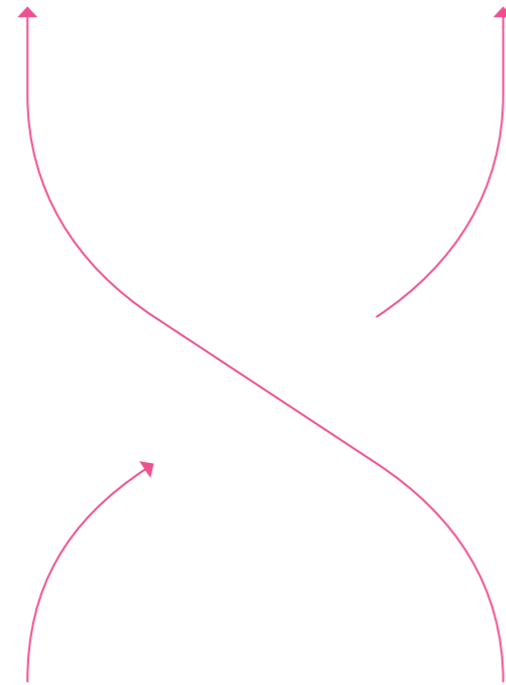


4.5.3 Local Charity

SINBON has been involved in social welfare for many years, including TFSWF, United Way Worldwide, Chinese Fund for Children and Families/Taiwan, Huashan Social Welfare Foundation, World Peace Council, and Rainbow Family Life Education Association and many more.

In 2022, we cooperated with Taishin Charity Foundation, the Foundation for the Visually Impaired, Hualien Dawn Organization, Anue, Jiangyin Disabled Persons Federation, and Song Song Song Children's & Puppet Theatre, calling on employees to donate for the New Year and Mid-Autumn Festival gifts, red envelope bags, and 255 Christmas gifts for children, and to participate in dumpling wrapping, charity sales and the sponsorship of charity performances, with a total of 633 participants.

In total of **633** participants



Hungary site

Cooperates With Local Police And Education Organization

The Hungary site donated money, made traffic safety brochures, and sponsored local traffic safety programs to ensure that the children of employees and local residents can attend their nearest schools, SINBON Hungary also helped the school to clean up the fallen leaves.

Donation of transportation vehicles to social welfare organizations for community services

TFSWF's transportation vehicle has been in use for 13 years, and is used for the transportation community activities, shipping supplies to community-friendly stores, and for the emergency medical treatment. In 2022, SINBON donated a transportation vehicle to sustain the goodwill of community service.




Transportation vehicle for community service


4.5.4 Education


SINBON's Chairman, who used to be a teacher, does not only lead employees in participating the charity events, but actively cares about local schools. Through active participation in social activities, caring for local schools, and deep involvement in the field of culture and art, we are spreading the energy of life.


Taiwan Good Food and Farming Education "Shennong Project"


In 2018, SINBON participated in the "Shennong Project" promoted by the Lovely Taiwan Foundation with the original intention of giving back to the local community. This project aims for children to start an organic diet and develop healthy eating habits. The school also adopted the idea of turning the field into a classroom by planting seeds so that they can learn about environmental sustainability and build up the identity and self-confidence about their hometown. SINBON has adopted SingLong Elementary School and Wenfeng Elementary School with continuous investment every year.

 **2** Elementary Schools

 Invested in **>1 million** NT\$

 Farm area **4.6** square

 The school field area **4,328.79** square meters


 Organic vegetable supply **2,500** kg/year


3E Experimental Education Program at SingLong Elementary School


In 2022, Joseph Wang, Chairman of SINBON, donated another \$500,000 to support the bilingual education of SingLong Experimental Elementary School. On December 10 launched the 3E experimental education program. The 3E experimental program, "Explore, Experience, Empower" are started from the school year of 2022 to 2027.


Volunteers at HsingLong Elementary School

Each month, SINBON employees visit the campus to teach English. Employees prepare teaching materials and fun games to encourage students to speak English. In the annual Miaoli County Aptitude Test, the English scores of the upper grades were higher than the county average.

 Online video sessions **3** times

 Sessions of physical classes **4** times

 Students benefited from the lessons for two terms **137** peoples

 Total service hours of SINBON volunteers reached **24** hours

Scholarships for motivating students

SINBON distributed red envelopes to students from poor families in high-tech zones in mainland China and donated 1,000 books to Huocheng students. In Taiwan, SINBON has established the "Tamkang University School of Engineering and AI Institute of Creativity Internship" to help students who have limited resources with good academic performance fulfill their dreams at school.

Appendix

2022 Overview of Subsidiaries

Topics	Item	Unit	T-CONN Precision Co., Ltd.	Beijing SINBON TongAn Renewable Energy Co., Ltd
Economic performance	Annual Revenue	NT\$ thousand	1,305,059	3,933,011
	Net profit after tax	NT\$ thousand	121,343	304,915
Supply Chain Management	Ratio of local procurement	Percentage(%)	Taiwan Locations 77.6%	79.73%
			Important production site in Mainland China 94.3%	
	Ratio of local procurement	Percentage(%)	New suppliers signing supplier agreement 65.12%	New suppliers signing supplier agreement 97.72%
	Percentage of suppliers signing social responsibility commitments in a total qualified suppliers	Percentage(%)	Current suppliers signing supplier agreement 94.17%	New suppliers signing Supplier agreement 96.06%
Energy Management	Non-Renewable Electricity	Megajoule (MJ)	14,545,547.33	11,031,973.55*
	Non-renewable energy electricity	Megajoule (MJ)	0	0*
	Gasoline	Megajoule (MJ)	832,146.36	261,094.33*
	Diesel	Megajoule (MJ)	565.84	116,133.71*
	Liquefied Petroleum Gas (LPG)	Megajoule (MJ)	10,063.30	0*
Greenhouse Gas Management	Scope 1 emissions	Ton CO2e	171.39	198.24*
	Scope 2 emissions	Ton CO2e	3,230.62	2,310.25*
Water Resources Management	Water withdrawal	Megaliters (ML)	37.12	14.88*
Waste management	General waste (Reusable)	Ton	356.97	102.57*
	General waste (Non-reusable)	Ton	0	0
	Hazardous waste (Reusable)	Ton	1.52	0
	Hazardous waste(Non-reusable)	Ton	0	10.816*

GRI Standards Index

Topics	Item	Unit	T-CONN Precision Co., Ltd.	Beijing SINBON TongAn Renewable Energy Co., Ltd
Human Resource Management	Number of full-time employees	Number of people	436	816
	Number of employees that should reinstate from unpaid parental leave in 2022 (a)	Number of people	2	45
	Number of employees that actually reinstated from unpaid parental leave in 2022 (b)	Number of people	2	44
	Reinstatement rate (b/a)	Percentage (%)	100	96
	Number of employees that actually reinstated from unpaid parental leave in 2021 (c)	Number of respondents	3	9
	Number of people who have worked for more than one year after being reinstated in 2021 (d)	Number of respondents	2	3
	Retention rate (d/c)	Percentage (%)	67	33
Occupational Safety and Health	Total work hours	Hours	914,648	1,633,306
	Occupational injury recordable	Times	4	1
	Rate of occupational injury recordable (Million Hours)	-	4.37	0.61
	Number of disabling injuries	Times	2	1
	Disabling injury frequency rate (Million Hours)	-	2.18	0.61
	Average days charged per disabling injury	Days	34	63
	Disabling injury severity rate (Million Hours)	-	37.17	38.57

Note: The statistical boundary of Beijing SINBON TongAn's resource usage does not include Enmagic's Taiwan office (the number of people being less than 1%).

GRI Standards	Disclosure Item	Corresponding Chapter	Page No.	Remarks
General Disclosures				
The organization and its reporting practices				
2-1	Organizational details	Preface	III-XIV	
2-2	Entities included in the organization's sustainability reporting	Preface	III-XIV	
2-3	Reporting period, frequency and contact point	Preface	III-XIV	
2-4	Restatements of information	1.1.2 Economic Performance 2.5.2 Green Procurement and Conflict Minerals Policy	13-18 59-60	
2-5	External assurance	Preface	III-XIV	
Activities and workers				
2-6	Activities, Value Chains and Other Business Relationships	1.3 Innovative R&D Technological Capabilities 2.3 Customer Relationship	22-25 47-48	
2-7	Employees	4.1 A fair working environment	93-104	
2-8	Workers who are not employees	4.1 A fair working environment	93-104	
Governance				
2-9	Governance Structure and Composition	1.1.1 Board of Directors	7-12	
2-10	Nominating and selecting the highest governance body	1.1.1 Board of Directors	7-12	
2-11	Chair of the highest governing body	1.1.1 Board of Directors	7-12	
2-12	Role of the highest governance body in overseeing the management of impacts	1.4 Risk Management 2.2.1 Identification of Material 3.1.1 Climate Change Governance and Management Framework	26-32 39-40 65-66	
2-13	Delegation of responsibility for managing impacts	1.4.1 Risk Governance	26-30	
2-14	Role of highest governance body in sustainability reporting	2.2.1 Identification of Material	39-40	
2-15	Conflicts of interest	1.1.1 Board of Directors	7-12	
2-16	Communication of Critical Concerns	2.2.1 Identification of Material	39-40	
2-17	Collective knowledge of the highest governance body	1.1.1 Board of Directors	7-12	
2-18	Evaluation of the performance of the highest governing body	1.1.1 Board of Directors	7-12	
2-19	Remuneration Policies	1.1.1 Board of Directors	7-12	
2-20	Process to determine remuneration	1.1.1 Board of Directors	7-12	
2-21	Annual total compensation ratio	Confidentiality Restrictions		
Strategies, policies and practices				
2-22	Statement on sustainable development strategy	Message from the Chairman and the Chief Sustainability Officer	V-VII	

GRI 2: General Disclosures 2021

GRI Standards	Disclosure Item	Corresponding Chapter	Page No.	Remarks
	2-23 Policy commitments	Explanation Pages for Material Topics of Each Chapter 4.4 Respect for human rights in the workplace	119-123	
	2-24 Embedding policy commitment	Explanation Pages for Material Topics of Each Chapter 2.4.3 Customer complaint management	50-52	
	2-25 Process to remediate negative impacts	Explanation Pages for Material Topics of Each Chapter 2.4 Customer Relationship	49-52	
	2-26 Mechanisms for seeing advice and raising concerns	1.2.2 Management Supervision and Prevention	20	
	2-27 Compliances with laws and regulations	4.5 Social Engagement	123-128	
	2-28 Memberships associations			
Stakeholder Engagement				
	2-29 Approach to stakeholder engagement	2.2.1 Identification of Material Topics	39-40 41-42	
	2-30 Collective bargaining agreements	There are regular labor-management meetings at the headquarters and the Miaoli factory; labor unions are established in the Chinese mainland factories; there is no group agreement in the European and American factories.		
Material Topics				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2.2.1 Identification of Material Topics	39-40	
	3-2 List of material topics	1 Corporate Governance	1-23	
Integrity and Legal Compliance				
GRI 3: Material Topics 2021	3-3 Management of material topics	1 Corporate Governance	1-23	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	1.2.2 Management Supervision and Prevention	20	
GRI 206: Anti-competitive Behavior 2016	206-1 Anti-competitive Behavior 2016	No Related Situation		
Communication on Sustainability				
GRI 3: Material Topics 2021	3-3 Management of material topics	2 Sustainable Management	33-60	
Innovation and R&D				
GRI 3: Material Topics 2021	3-3 Management of material topics	1 Corporate Governance	1-23	

GRI Standards	Disclosure Item	Corresponding Chapter	Page No.	Remarks
Customer relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Sustainable Management	33-60	
GRI 417: Marketing and Labeling 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	In 2022, there will be no incidents of products and services violating health and safety regulations or receiving complaints from customers		
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	There are no relevant events in 2022		
	417-3 Incidents of non-compliance concerning marketing communications	There are no relevant events in 2022		
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	There are no relevant events in 2022		
Low Carbon Strategy and Operation				
GRI 3: Material Topics 2021	3-3 Management of material topics	3.1 Climate Change Risks and Opportunities Management	65-72	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	3.2 Green Production and Low-Carbon Operations	73-78	
	302-3 Energy Intensity	3.2 Green Production and Low-Carbon Operations	73-78	
	302-4 Reduction of energy consumption	3.2 Green Production and Low-Carbon Operations	73-78	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	3.2 Green Production and Low-Carbon Operations	73-78	
	305-2 Energy indirect (Scope 2) GHG emissions	3.2 Green Production and Low-Carbon Operations	73-78	
	305-3 Other indirect (Scope 3) GHG emissions	3.2 Green Production and Low-Carbon Operations	73-78	
	305-4 GHG emissions intensity	3.2 Green Production and Low-Carbon Operations	73-78	
	305-5 Reduction of GHG emissions	3.2 Green Production and Low-Carbon Operations	73-78	
低碳循環技術				
GRI 3: Material Topics 2021	3-3 Management of material topics	1. Corporate Governance	1-23	
Environmental Management				
GRI 3: Material Topics 2021	3-3 Management of material topics	3. Environmental Sustainability	61-88	
GRI 303: Water and Effluents 2018	303-2 Management of water discharge-related impacts	3.3.1 Water Resources Management Strategy	81-82	
	303-3 Water withdrawal	3.3.1 Water Resources Management Strategy	81-82	
	303-4 Water discharge	3.3.1 Water Resources Management Strategy	81-82	
	303-5 Water consumption	3.3.1 Water Resources Management Strategy	81-82	

GRI Standards	Disclosure Item	Corresponding Chapter	Page No.	Remarks
GRI 306: Waste 2020	306-3 Management of significant waste-related impacts	3.3.2 Waste management	83–84	
	306-4 Waste generated	3.3.2 Waste management	83–84	
Green Procurement				
GRI 3: Material Topics 2021	3-3 Management of material topics	2. Sustainable Management	33–60	
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	2.5.2 Green Procurement and Conflict Minerals Policy	59–60	
Green Factory				
GRI 3: Material Topics 2021	3-3 Management of material topics	3. Environmental Sustainability	61–88	
GRI 302: Energy 2016	302-1 Energy consumption within the organization	3.2.1 Green production and energy saving and carbon reduction management strategies	73–76	
	302-3 Energy Intensity	3.2.1 Green production and energy saving and carbon reduction management strategies	73–76	
Labor-management Relations				
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Partner Sustainability	89–128	
GRI 401: Employment relations 2016	401-1 New employee hires and employee turnover	4.1.2 Talent Recruitment and Retention	96–100	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.1.3 Remuneration and Benefits	101–104	
	401-3 Parental leave	4.1.3 Remuneration and Benefits	101–104	
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	The notification period for major changes in our operations is in accordance with local laws and regulations.		
Occupational Safety and Health				
GRI 3: Material Topics 2021	3-3 Management of material topics	4. Partner Sustainability	89–128	
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	4.3 Health and Safety	111–119	
	403-2 Hazard identification, risk assessment, and incident investigation	4.3 Health and Safety	111–119	
	403-3 Occupational health services	4.3 Health and Safety	111–119	
	403-4 Worker participation, consultation, and communication on occupational health and safety	4.3 Health and Safety	111–119	

GRI Standards	Disclosure Item	Corresponding Chapter	Page No.	Remarks
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	4.3 Health and Safety	111–119	
	403-6 Promotion of worker health	4.3 Health and Safety	111–119	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	4.3 Health and Safety	111–119	
	403-8 Workers covered by the occupational health and safety management system	4.3 Health and Safety	111–119	
403-9 Work-related injuries	4.3 Health and Safety	111–119		
Remuneration Benefits and Training				
GRI 3: Material Topics 2021	3-1 Process to determine material topics	4. Partner Sustainability	89–128	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	4.2.1 Talent Cultivation	105–110	
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	4.1.3 Remuneration and Benefits	101–104	
Other Issues				
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	1.1. 2 Economic Performance	13–18	
	201-2 Financial implications and other risks and opportunities due to climate change	3.1 Climate Change Risks and Opportunities Management	65–72	
	201-3 Defined benefit plan obligations and other retirement plans	1.1. 2 Economic Performance	13–18	
	201-4 Financial assistance received from government	1.1. 2 Economic Performance	13–18	
GRI 207: Tax 2019	207-1 Approach to tax	1.1. 2 Economic Performance	13–18	
	207-3 Stakeholder engagement and management of concerns related to tax	1.1. 2 Economic Performance	13–18	
	207-4 Country-by-country reporting	1.1. 2 Economic Performance	13–18	

SASB Index

Accounting Metrics	No.	Description and Feedback																																																										
Water Management	TC-ES-140a.1	<p>Descriptions: (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress</p> <p>(1) Total water withdrawn, (2) total water consumed:</p> <p style="text-align: right;">Unit: m³</p> <table border="1"> <thead> <tr> <th>Region</th> <th>Operating Locations</th> <th>Water intake (A)</th> <th>Water Discharge (B)</th> <th>Water Consumption (A-B)</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Taiwan</td> <td>Headquarters</td> <td>3,546.65</td> <td>2,837.32</td> <td>709.33</td> </tr> <tr> <td>Miaoli site</td> <td>18,714.75</td> <td>14,971.80</td> <td>3,742.95</td> </tr> <tr> <td rowspan="5">China</td> <td>Jiangyin site</td> <td>251,183.00</td> <td>200,946.40</td> <td>50,236.60</td> </tr> <tr> <td>Tongcheng site</td> <td>33,308.00</td> <td>26,646.40</td> <td>6,661.60</td> </tr> <tr> <td>Shanghai Office</td> <td>678.00</td> <td>542.40</td> <td>135.60</td> </tr> <tr> <td>Shenzhen Office</td> <td>527.00</td> <td>421.60</td> <td>105.40</td> </tr> <tr> <td>Hong Kong Office</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td rowspan="2">Europe</td> <td>Hungarian Site</td> <td>2,170.00</td> <td>1,736.00</td> <td>434.00</td> </tr> <tr> <td>UK Office</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td rowspan="2">USA</td> <td>US Site</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>USA Office</td> <td>-</td> <td>-</td> <td>-</td> </tr> <tr> <td>Total</td> <td></td> <td>310,127.40</td> <td>248,101.92</td> <td>62,025.48</td> </tr> </tbody> </table> <p>Note: 1. According to the Aqueduct Water Risk Atlas by WRI, SINBON operation centers in the globe are not located in areas with high water resource pressure.</p> <p>Note: 2. The US site was converted to a 100%-owned location in July 2022, and the relevant data is expected to be disclosed in 2023. The U.K. and U.S. offices are rented office buildings, the water discharge is managed by the building, and the number of employees is less than 1% of the Group's total workforce, therefore is not included in the disclosure.</p>	Region	Operating Locations	Water intake (A)	Water Discharge (B)	Water Consumption (A-B)	Taiwan	Headquarters	3,546.65	2,837.32	709.33	Miaoli site	18,714.75	14,971.80	3,742.95	China	Jiangyin site	251,183.00	200,946.40	50,236.60	Tongcheng site	33,308.00	26,646.40	6,661.60	Shanghai Office	678.00	542.40	135.60	Shenzhen Office	527.00	421.60	105.40	Hong Kong Office	-	-	-	Europe	Hungarian Site	2,170.00	1,736.00	434.00	UK Office	-	-	-	USA	US Site	-	-	-	USA Office	-	-	-	Total		310,127.40	248,101.92	62,025.48
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Waste management	TC-ES-150a.1	<p>Descriptions: Amount of hazardous waste from manufacturing, percentage recycled</p> <p style="text-align: right;">Unit: ton</p> <table border="1"> <thead> <tr> <th colspan="2" rowspan="2">Category</th> <th colspan="3">Volume of Waste Generated</th> </tr> <tr> <th>2020</th> <th>2021</th> <th>2022</th> </tr> </thead> <tbody> <tr> <td rowspan="2">Hazardous waste</td> <td>Reusable</td> <td>25.70</td> <td>34.12</td> <td>34.39</td> </tr> <tr> <td>Non-reusable</td> <td>40.60</td> <td>61.36</td> <td>78.45</td> </tr> <tr> <td colspan="2">Percentage Recycled</td> <td>38.76%</td> <td>35.74%</td> <td>30.48%</td> </tr> </tbody> </table>	Category		Volume of Waste Generated			2020	2021	2022	Hazardous waste	Reusable	25.70	34.12	34.39	Non-reusable	40.60	61.36	78.45	Percentage Recycled		38.76%	35.74%	30.48%																																				
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Percentage Recycled		38.76%	35.74%	30.48%																																																								
Labor Practices	TC-ES-310a.1	<p>Description: Number of work stoppages and total days idle</p> <p>No relevant matters were found at SINBON in 2022.</p>																																																										

Accounting Metrics	No.	Description and Feedback																								
Labor Conditions	TC-ES-320a.1	<p>Description: (1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees</p> <p>No occupational incidents were found at SINBON in 2022, nor were occupational casualties. Relevant incidents were summarized as follows:</p> <p>Direct Employees</p> <table border="1"> <thead> <tr> <th>Number</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Total Working Hours</td> <td>7,756,593</td> </tr> <tr> <td>Number of recordable incidents (cases)</td> <td>24</td> </tr> <tr> <td>Total recordable incident rate (TRIR)</td> <td>3.09</td> </tr> <tr> <td>Number of new miss incidents</td> <td>0</td> </tr> <tr> <td>Near miss frequency rate (NMFR)</td> <td>0</td> </tr> </tbody> </table> <p>Contract employees</p> <table border="1"> <thead> <tr> <th>Number</th> <th>Value</th> </tr> </thead> <tbody> <tr> <td>Total Working Hours</td> <td>4,768,676</td> </tr> <tr> <td>Number of recordable incidents (cases)</td> <td>11</td> </tr> <tr> <td>Total recordable incident rate (TRIR)</td> <td>2.3</td> </tr> <tr> <td>Number of new miss incidents</td> <td>0</td> </tr> <tr> <td>Near miss frequency rate (NMFR)</td> <td>0</td> </tr> </tbody> </table>	Number	Value	Total Working Hours	7,756,593	Number of recordable incidents (cases)	24	Total recordable incident rate (TRIR)	3.09	Number of new miss incidents	0	Near miss frequency rate (NMFR)	0	Number	Value	Total Working Hours	4,768,676	Number of recordable incidents (cases)	11	Total recordable incident rate (TRIR)	2.3	Number of new miss incidents	0	Near miss frequency rate (NMFR)	0
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TC-ES-320a.2	<p>Description: Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities</p> <p>Description: Percentage of (1) entity's facilities and (2) Tier 1 supplier facilities audited in the RBA Validated Audit Process (VAP) or equivalent, by (a) all facilities and (b) high-risk facilities</p> <p>SINBON complies with international standards or regulations, such as the Responsible Business Alliance (RBA) Code of Conduct, SA 8000, ISO 14001, RoHS and Hazardous Substance Free (HSF) to ensure our suppliers comply with the norms and spirits of environmental, social and governance. In the future, SINBON will formulate the "SINBON Supplier Code of Conduct" based on RBA Code of Conduct 7.0 and reach a consensus among internal units. The regulation was issued in Q1 of 2022, and the signing rate in 2022 accounted for about 81% of the qualified suppliers.</p>																									
	TC-ES-320a.3	<p>Description: (1) Non-conformance rate with the RBA Validated Audit Process (VAP) or equivalent and (2) associated corrective action rate for (a) priority non-conformances and (b) other nonconformances, broken down for (i) the entity's facilities and (ii) the entity's Tier 1 supplier facilities.</p> <p>In the spirit of honesty, openness, and fairness, SINBON implements supplier evaluation, selection, and monitoring in accordance with supplier management regulations. For selection of suppliers, besides the price, quality, and delivery, the supplier risk management is included for evaluation to ensure that suppliers meet the requirements of sustainable management. The submission rate of improvement reports done by suppliers who are being tracked in 2022 was 100%. Please refer to 2.5.1 Supplier Management Strategies and Mechanisms.</p>																								

UN Global Compact

Accounting Metrics	No.	Description and Feedback
Product Lifecycle Management	TC-ES-410a.1	<p>Description: Weight of end-of-life products and e-waste recovered, percentage recycled</p> <p>To maintain SINBON's competency in the industry, a total of NT\$951 million was invested in research and development, a 12% increase compared to the last year. The amount accounted for 3.11% of total revenue. Five industries were invested: (1) Medical Health, (2) Automotive, (3) Green Energy, (4) Industrial Application, (5) R&D of communication-related products.</p> <p>SINBON selects materials based on source management. During the product design phase, we recommend clients environmental-friendly materials. We value the sustainable usage and warranty of products. When products are in end-of-life phase, we cooperate with EPA to carry out product recycling.</p>
		<p>Description: Description of the management of risks associated with the use of critical materials</p> <p>In line with the spirit of the RBA (Responsible Business Alliance), SINBON is committed to the field of Responsible Conflict Minerals, and suppliers are strictly prohibited from using minerals from areas of illegal armed conflict. Suppliers are also required to avoid using metals from conflict areas. It is the responsibility of any supplier of raw materials involving Conflict Minerals 3TG (Note) and Cobalt to trace their metals back to the metallurgical smelter on the RMAP (Responsible Minerals Assurance Process) list. In order to understand whether the raw materials used come from minerals from conflict zones, we have established an investigation project to disclose the origin of the materials from the relevant suppliers and their supply chains. We also use the "Conflict Minerals Reporting Template" (CMRT) developed by the RBA in conjunction with the Responsible Mining Initiative (RMI). It requires suppliers to cooperate with the investigation and disclose the origin of their supply chains to avoid minerals coming from these conflict areas.</p>
Activity Metrics	TC-ES-000.A	<p>Description: Number of manufacturing facilities</p> <p>There are 5 manufacturing facilities at SINBON in 2022, which were Miaoli Site, Jiangyin Site, Tongcheng Site, Hungarian Site, and the US Site.</p>
	TC-ES-000.B	<p>Description: Area of manufacturing facilities</p> <p>The total area of manufacturing facilities at SINBON in 2022 was 128,691.02 m², which covered Miaoli Site, Jiangyin Site, Tongcheng Site, and Hungarian Site. Data for the US Site will be disclosed in 2023.</p>
	TC-ES-000.C	<p>Description: Number of employees</p> <p>The number of employees at SINBON in 2021 was 4,936.</p>

Type	10 Principles	Chapter	Page No.
Human Rights	Businesses should support and respect the protection of internationally proclaimed human rights	4.4 Respect for human rights in the workplace	119–123
	Make sure that they are not complicit in human rights abuses	4.4 Respect for human rights in the workplace	119–123
Labour	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	4.4 Respect for human rights in the workplace	119–123
	The elimination of all forms of forced and compulsory labour	4.4 Respect for human rights in the workplace	119–123
	The effective abolition of child labour	4.4 Respect for human rights in the workplace	119–123
	The elimination of discrimination in respect of employment and occupation	4.4 Respect for human rights in the workplace	119–123
Environment	Businesses should support a precautionary approach to environmental challenges	3.1 Climate Change Risks and Opportunities Management	65–72
	Undertake initiatives to promote greater environmental responsibility	3.2 Green Production and Low-Carbon Operations	73–80
	Encourage the development and diffusion of environmentally friendly technologies	1.3 Innovative R&D Technology 3.2. Green Production and Low-Carbon Operations 3.4. Green design of products	22–25 73–80 85–86
Anti-Corruption	Businesses should work against corruption in all its forms, including extortion and bribery	1.2 Integrity Operation	19–21

TCFD Index

Aspect	Suggested Disclosure Items	Corresponding Chapter	Page No.
Governance	Board oversight of climate-related risks and opportunities	3.1.1. Climate Change Governance and Management Framework	65–66
	The role of management in assessing and managing climate-related risks and opportunities	3.1.1. Climate Change Governance and Management Framework	65–66
Strategy	Identified short-, medium- and long-term climate-related risks and opportunities	3.1.2. Climate Risk and Opportunity Assessment	67–68
	Climate-related risks and opportunities that impact organizations' business, strategic and financial planning	3.1.3. Identification Results and Management Countermeasures	69–70
	Strategic resilience of the organization, taking into account different climate-related scenarios (including 2.C or more severe scenarios)	3.1.3. Identification Results and Management Countermeasures	69–70
Risk Management	Processes for identifying and accessing climate-related risks	3.1.2. Climate Risk and Opportunity Assessment	67–68
	Processes for managing climate-related risks	3.1.2. Climate Risk and Opportunity Assessment	67–68
	Processes for identifying, assessing and managing climate-related risks and integrating them into the organization's overall risk management system	3.1.2. Climate Risk and Opportunity Assessment 1.4 Risks Management	67–68 26–32
Indicators and Targets	Indicators used to assess climate-related risks and opportunities following organization's strategy and risk management process	3.1.4. Indicators and Targets	71–72
	Scope 1, Scope 2 and Scope 3 (if applicable) GHG emissions and associated risks	3.2.1 Green production and energy saving and carbon reduction management strategies	73–76
	Objectives used by the organization to manage climate-related risks and opportunities, and performance against those objectives	3.2. Green Production and Low-Carbon Operations 3.3. Environmental Resources Management 3.4. Green design of products	73–80 81–84 85–86

Taiwan Stock Exchange Corporation Sustainability Disclosure Index

No	Index	Type	Annual disclosure	Unit	Note									
1	Total energy consumption, percentage of purchased electricity and utilization rate of renewable energy	Quantitative	Total energy consumption: 114,832.40 (GJ) Percentage of purchased electricity: 96.21% Renewable energy usage rate: 1.54%	Gigajoule (GJ), percentage (%)	For details, please refer to 3.2.1. Green production and energy saving and carbon reduction management strategies									
2	Total Water Intake and Total Water Consumption	Quantitative	Total water intake: 310.13 thousand cubic meters Total water consumption: 62.03 thousand cubic meters	thousand cubic meters	For details, please refer to 3.3.1. Water Resources Management Strategy									
3	The weight and recycling percentage of hazardous waste generated	Quantitative	The weight of hazardous waste generated: 112.84 metric tons (t) Hazardous waste recycling percentage: 30.48 %	metric tons (t), percentage (%)	For details, please refer to 3.3.2 Waste Management									
4	Explain the type, number and rate of occupational accidents	Quantitative	SINBON's 2022 employee injury statistics: <table border="1"> <thead> <tr> <th>Type of Occupational Accident</th> <th>Number of people</th> <th>Percentage (%)</th> </tr> </thead> <tbody> <tr> <td>Serious occupational injury</td> <td>0</td> <td>0</td> </tr> <tr> <td>Occupational injury causing death</td> <td>0</td> <td>0</td> </tr> </tbody> </table>	Type of Occupational Accident	Number of people	Percentage (%)	Serious occupational injury	0	0	Occupational injury causing death	0	0	number of people, percentage (%)	For details, please refer to 4.3.2 Health and Safety Management
Type of Occupational Accident	Number of people	Percentage (%)												
Serious occupational injury	0	0												
Occupational injury causing death	0	0												
5	Disclosure of product life cycle management: including the weight of end-of-life products and e-waste and the percentage of recycling*	Quantitative	Reusable waste generated by SINBON in 2022 Total: 913.13 metric tons (t) Accounting for total waste generation: 72.27 %	metric tons (t), percentage (%)	For details, please refer to 3.3.2 Waste Management									
6	A description of the risk management associated with the use of critical materials	Quantitative description	In line with the spirit of the RBA (Responsible Business Alliance), SINBON is committed to the field of Responsible Conflict Minerals, and suppliers are strictly prohibited from using minerals from areas of illegal armed conflict. Suppliers are also required to avoid using metals from conflict areas. It is the responsibility of any supplier of raw materials involving Conflict Minerals 3TG and Cobalt to trace their metals back to the metallurgical smelter on the RMAP (Responsible Minerals Assurance Process) list. In order to understand whether the raw materials used come from minerals from conflict zones, we have established an investigation project to disclose the origin of the materials from the relevant suppliers and their supply chains. We also use the "Conflict Minerals Reporting Template" (CMRT) developed by the RBA in conjunction with the Responsible Mining Initiative (RMI). It requires suppliers to cooperate with the investigation and disclose the origin of their supply chains to avoid minerals coming from these conflict areas.											
7	Total pecuniary damages resulting from legal proceedings related to anti-competitive conduct regulations	Quantitative	NTD 0	report currency	For details, please refer to 1.2.2 Management Supervision and Prevention									
8	Output of main products by product category	Quantitative	Cable set: 299,020 thousand pieces Connectors: 122,537 thousand pieces Total: 421,557 thousand	Depend on product category	For details, please refer to the company's 2022 annual report V, II, market and production and sales overview									

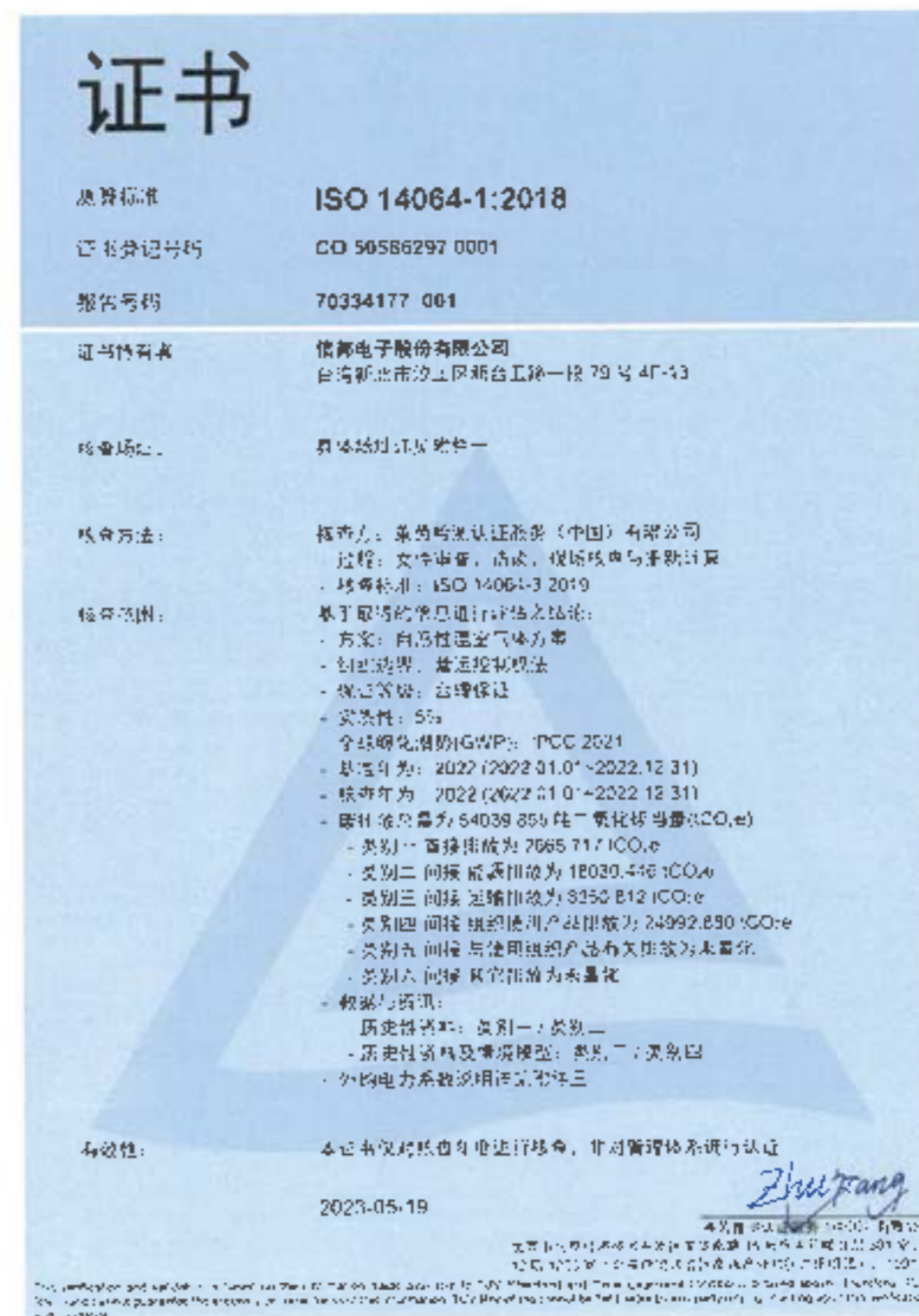
Note: The statistical scope of the data in this table covers a total of 11 operating bases in Taiwan, Mainland China, Europe, and America.

List of certifications by factory

Number	Name of Certification	Locations				
		Miaoli site	Jiangyin site	Tongcheng site	Hungarian Site	US Site
Quality	ISO 9001:2015	●	●	●	●	●
	IPC-610 (class2)	●	●			●
	IPC-620 (class2)	●	●	●	●	●
	UL	●	●	●	●	●
	IECQ	●	●			
	ANSI/ESD S20.20-2014	●	●			
Medical Health	ISO 13485:2016	●	●	●	●	●
	MedAccred		●			
	FDA		●			
	TFDA	■				
Automobile	ISO IATF 16949:2016	●	●	●		
Aviation	AS9100 D		●			
Environment	ISO 50001	■	■	■		
	ISO 14064-1:2018	●	●	●	●	●
	ISO 14001	●	●	●	●	
Social Responsibility	ISO 45001	●	●	●		
	SA 8000	●				
	RBA	■	■			
Information Security	ISO 27001	■				

Note 1: ● Obtained and Valid
 Note 2: ■ Expected to be obtained within 2023

ISO 14064-1 2018 Greenhouse Gas Certification



证书

核算标准 ISO 14064-1:2018

证书登记号码 CO 50585297 0001

报告号码 70334177 001

证书持有者: 信邦电子股份有限公司
台湾新北市汐止区新台五路一段 79 号 4F-13

核查场所: 具体场址详见附件一

核查方法: 核查方: 莱茵检测认证服务(中国)有限公司
- 过程: 文件审查, 访谈, 现场核查与重新计算
- 核算标准: ISO 14064-1:2018

核查范围: 基于取得的信息进行核查之结论:
- 方案: 自愿性温室气体方案
- 边界边界: 营运控制办法
- 保证等级: 合理保证
- 实质性: 5%
- 全球化趋势(GWP): IPCC 2021
- 基准年为: 2022 (2022-01-01~2022-12-31)
- 核查期为: 2022 (2022-01-01~2022-12-31)
- 组织排放量为 54039.855 吨二氧化碳当量(tCO₂e)
- 类别一: 直接排放为 7665.717 tCO₂e
- 类别二: 间接排放为 16370.448 tCO₂e
- 类别二: 间接排放为 8350.812 tCO₂e
- 类别四: 间接排放使用产品排放为 24992.690 tCO₂e
- 类别五: 间接排放使用产品有关排放为未量化
- 类别六: 间接排放其他排放为未量化
- 数据与资讯:
- 历史学资料: 类别一; 类别二
- 历史学资料及建模输入: 类别三; 类别四
- 外购电力系数说明详见附件一

有效性: 本证书仅对核查范围进行核查, 并对管理体系进行认证

2023-05-19

Zhuifang

莱茵检测认证服务(中国)有限公司

北京市丰台区右安门外大街 2 号 15 层 1501 室 邮编: 100070

10 层, 1001 室, 北京市丰台区右安门外大街 2 号 15 层 1501 室, 100070

This certificate and validity is based on the information made available to TÜV Rheinland and the company's conditions created above. Therefore, TÜV Rheinland cannot guarantee the accuracy, completeness or the information TÜV Rheinland can be held liable for its responsibility of providing this verification and evidence.

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证书

核算标准 ISO 14064-1:2018

证书登记号码 CO 50585297 0001

报告号码 70334177 001

证书持有者: 信邦电子股份有限公司
台湾新北市汐止区新台五路一段 79 号 4F-13

核查场所: 具体场址详见附件一

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- 实质性: 5%
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ISAE 3000 Accountant Assurance Engagements



安永聯合會計師事務所

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會計師獨立確信報告

信邦電子股份有限公司 公鑒

一、確信範圍

本事務所接受信邦電子股份有限公司（以下簡稱信邦公司）之委任，對西元 2022 年度永續報告書進行有限確信並出具報告。

報導資訊適用基準

信邦公司參照全球永續報告協會(Global Reporting Initiative, GRI)發布之永續性報導準則(GRI Standards 2021)、永續會計準則委員會(Sustainability Accounting Standards Board, SASB)發布之電子製造服務與原廠委託設計代工行業(The Electronic Manufacturing Services (EMS) & Original Design Manufacturing (ODM))永續會計準則及氣候相關財務揭露建議(Task Force on Climate-related Financial Disclosures, TCFD)所規範之基準編製報告書。

管理階層責任

信邦公司管理階層應依據適當之基礎編製西元2022年度永續報告書，並應設計、執行及維護與報告編製相關之內部控制，以蒐集並揭露報告書內容。

本事務所責任

本事務所係依照財團法人中華民國會計研究發展基金會所發布之確信準則 3000 號「非屬歷史性財務資訊查核或核閱之確信案件」之要求規劃並執行有限確信工作。

二、確信工作

有限確信案件中執行情序之性質及時間與適用於合理確信案件不同，其範圍亦較小，所取得之確信程度明顯低於合理確信案件。為取得有限確信，本事務所於決定確信程序之性質及範圍時曾考量信邦公司內部控制之有效性，但目的並非對信邦公司內部控制之有效性表示意見。

為作成有限確信之結論，本事務所已執行下列工作：

- 與信邦公司之管理階層及員工進行訪談，以瞭解信邦公司履行企業永續之整體情況，以及報導流程；



安永聯合會計師事務所

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會計師獨立確信報告

信邦電子股份有限公司 公鑒

一、確信範圍

本事務所接受信邦電子股份有限公司（以下簡稱信邦公司）之委任，對西元 2022 年度永續報告書進行有限確信並出具報告。

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本事務所責任

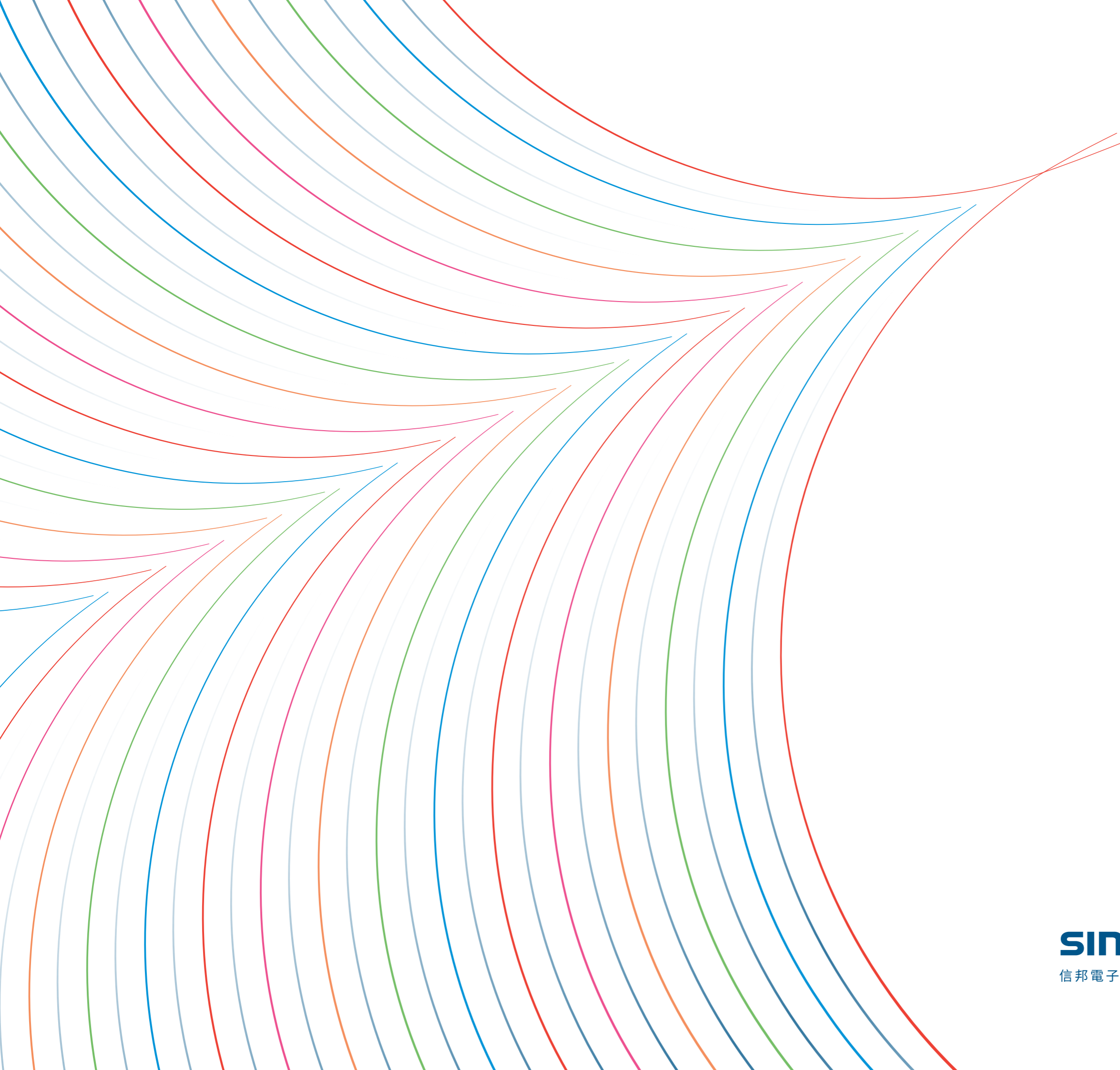
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SINBON
信邦電子股份有限公司